



Educate.  
*Inspire.*  
**EMPOWER!**

**2026-2027**  
**Compensation Handbook**  
**Recommended Updates**

# The 2026-2027 Compensation Landscape



## Base Compensation & Compliance

Focus: System-wide updates and regulatory alignment.

- Teacher Salary Hiring Plan
- One-Time Pay Increase
- Substitute/Vacant Position Regulations



## Administrative Optimization

Focus: Refining the talent architecture to support growing operational needs.

- Reclassifications (Dietician, Accountant II)
- Calendar Expansions (Purchasing)
- New Strategic Roles (TIA, Fine Arts)



## Targeted Incentives

Focus: Competitive stipends and grant-matched funding for high-need areas.

- Special Education & Nursing Increases
- Teacher Residency Funding
- Fine Arts & Counseling Support

# Base Compensation and System Compliance

## Pending Final Budget Approval

(page24)

### **2026-2027 Teacher Hiring Plan**

Update is pending final budget approval and TEA updates to the state minimum scale.

(page31)

### **One-Time Pay Increase**

Update regarding a one-time pay increase is currently pending final budget approval.

(page33)

### **Non-CDL Bus Driver Rate**

Established a rate to compensate current auxiliary employees who cover transportation routes in district vehicles. Requires additional training.

### **Vacant Positions**

Added clarifying language to ensure compliance with TRS (Teacher Retirement System) Regulations regarding substituting in vacant positions.

# Administrative Updates (page 25)

## New Strategic Roles

### Director of Fine Arts

New position to comprehensively support the needs of district Fine Arts Programs.

### Coordinator of TIA & Teacher Effectiveness

Dedicated role to support TIA implementation and serve as the program manager for LASO Grants.

## Role Evolution (Reclassifications)

Role	Current State		Proposed State
Asst. Director of Food & Nutrition Services / Dietician	Auxiliary Position PG 7	→	Administrator PG 1 (Adds Dietician responsibilities)
Accountant II	Accountant	→	Accountant II (Reflects a higher level of responsibilities)

## Expanded Capacity

### Coordinator - Purchasing

Current: 226 Days

Proposed: 260 Days

Increased work days to provide year-round support for procurement operations.

# Targeted Incentives: Program Enrichment & Grants

(pages 34 & 38)

## Teacher Residency Program (LASO Grant)

### Funding Match



**District portion** reduced from current \$10,833 to \$10,000; matched 1:1 by LASO grant (subject to grant funding).

**Host Teacher Stipend:** LASO grant contributes \$2,000 to support the resident's year-long placement.

(pages 38-40)

## Fine Arts & Academic Stipend Adjustments

### Added / New

**HS Head Dance Stipend:** Added due to high interest for a dance team in 26-27.

**Lead Elementary Counselor Stipend:** New \$2,000 stipend.

### Restructured

**HS Head Theater Arts / Fine Arts Chair:** Separating Fine Arts Chair duties from Head Theater Arts Director.

### Removed

**Library Media Specialist Book-a-Palooza Coordinator:** Removed from Handbook.

# Special Education and Nursing Stipends

<b>CAMPUS HEALTH SERVICES (Page 38)</b>		<b>Current Rate</b>	<b>Proposed Rate</b>
District Head Nurse Stipend	\$3,000	→	<b>\$5,000</b>
<b>SPECIAL EDUCATION INSTRUCTION (Page 38)</b>			
General/Inclusion Teacher	\$2,500	→	<b>\$3,000</b>
Self-Contained Teacher	\$3,000	→	<b>\$5,000</b>
<b>SPECIAL EDUCATION SUPPORT (Page 28)</b>			
Sp. Ed. Aide - General Resources	\$0.75/hour (\$1,052)	→	<b>\$1.00/hour (\$1,402.50)</b>
Sp. Ed. Aide - Self Contained	\$1.00/hour (\$1,402.50)	→	<b>\$2.00/hour (\$2,805)</b>

# Summary of Recommended 2026-2027 Updates

## System-Wide Pay

- 1. Teacher Salary Hiring Plan**
- 2. One-Time Pay Increase**
- 3. Substitute & Vacancy Updates**

## Administrative Optimization

- 4. Asst. Dir Food & Nutrition/Dietician Reclassification**
- 5. Accountant II Reclassification**
- 6. Coord - Purchasing Calendar Expansion**
- 7. New Roles: Dir of Fine Arts & Coord of TIA**

## Targeted Incentives

- 8. Sp. Ed. Aide Rate Increases**
- 9. Sp. Ed. Teacher & Head Nurse Stipend Increases**
- 10. Grant Funding (Residency) & Program Stipends (Dance, Counselor, Theater, Book-a-Palooza)**

# Questions?

---

Thank You.

We appreciate the Board of Trustees for your continued leadership, governance, and dedication to fostering a High Performing and Engaged Workforce (Priority 2).

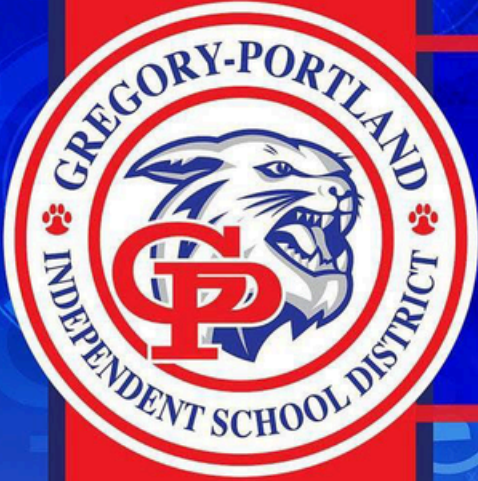




**2026-2027 Compensation Handbook**  
**Summary of Recommended Updates/Changes**

- Page 24 2026-2027 G-PISD Teacher Salary Hiring Plan**  
Update pending final budget approval and TEA update to state minimum scale.
- Page 25 Asst. Director of Food & Nutrition Services/Dietician**  
  
Change one of the Asst. Director of Food & Nutrition Services from an Auxiliary Position PG 7 to an Administrator PG 1 Position and add the Responsibilities of Dietician to the position.
- Accountant II**  
Change Accountant to Accountant II with higher level of responsibilities.
- Coordinator - Purchasing**  
  
Increase work days from 226 to 260 to provide year-round support for procurement operations.
- Coordinator of TIA and Teacher Effectiveness**  
To support the implementation of TIA and serve as the program manger for LASO Grants.
- Director of Fine Arts**  
New position for 2026-2027 to support the needs of the Fine Arts Programs.
- Page 28 Special Education Aide - General Resources**  
**Special Education Aide - Self-Contained**  
Increase add on rate for:  
Sp. Ed. Aide - General Resources from \$ .75 per hour (\$1,052) to \$1.00 per hour (\$1,402.50)  
Sp. Ed. Aide - Self Contained from \$1.00 per hour (\$1,402.50) to \$2.00 per hour (\$2,805)
- Page 31 2026-2027 One-Time Pay Increase**  
Update pending final budget approval
- Page 33 Substitute Rate for Non-CDL Bus Driver**  
Current auxiliary employees from time to time may need to cover a transportation route in a district vehicle.
- Substituting in Vacant Positions**  
Clarifying language was added to ensure compliance with TRS regulations.
- Page 34 Teacher Residency Program**  
The district was approved for a LASO Grant that matches funds to provide to our Teacher Residents. Currently we pay \$10,833. The District portion will be reduced to \$10,000. The LASO Grant will match the District and contribute \$10,000, subject to grant funding.
- Page 38 District Head Nurse Stipend**  
Increase stipend from \$3,000 to \$5,000
- Library Media Specialist Book-a-Palooza Coordinator**  
Removing this stipend for the Handbook.
- Special Education General/Inclusion Teacher**  
**Special Education Self-Contained Teacher**  
Increase stipend rate for:  
Sp.Ed. General/Inclusion Teacher from \$2,500 to \$3,000  
Sp.Ed. Self-Contained Teacher from \$3,000 to \$5,000
- LASO Grant: Host Teacher**  
The LASO Grant will contribute \$2,000 to support the Teacher Resident's year-long placement.
- Page 39 HS Head Theater Arts Director/Fine Arts Chair**  
Separating out Fine Arts Chair duties from Head Theater Arts Director. Added stipend below.
- HS Head Dance Stipend**  
High interest for a dance team for the 26-27 school year.
- Page 40 Lead Elementary Counselor Stipend**  
New stipend for 2026-2027 in the amount of \$2,000

2026-2027



GREGORY-PORTLAND INDEPENDENT SCHOOL DISTRICT

# COMPEN\$ATION HANDBOOK

PRIORITY  
1

PRIORITY  
2

PRIORITY  
3

PRIORITY  
4

2024 - 2030

# Balanced Scorecard (BSC)

**MISSION:** The mission of G-PISD is to educate, inspire, and empower our students to succeed in life and become the next generation of leaders.

## PRIORITY 1

### Exceptional Student Performance

- 1.1 Annually increase performance in reading for all students and all student groups
- 1.2 Annually increase performance in math for all students and all student groups
- 1.3 Annually increase performance in college, career, and military readiness for all students and all student groups
- 1.4 Annually increase student engagement for all students and all student groups
- 1.5 Annually increase percentage of students who feel safe at school

## PRIORITY 2

### High Performing and Engaged Workforce

- 2.1 Annually increase the percentage of staff satisfaction
- 2.2 Annually increase the retention rate of highly effective faculty and staff

## PRIORITY 3

### Quality Service and Impactful Community Engagement

- 3.1 Annually increase the percentage of student satisfaction
- 3.2 Annually increase the percentage of parent/family satisfaction and engagement
- 3.3 Annually increase the percentage of community satisfaction and engagement

## PRIORITY 4

### Efficient and Effective District and Campus Operations

- 4.1 Annually improve operational processes
- 4.2 Maintain fiscal viability, stewardship, and improve staff knowledge of sustainable budgeting processes
- 4.3 Ensure strategic alignment of resources
- 4.4 Annually improve safety and security



[g-pisd.org](http://g-pisd.org)

 [gpisdwildcats](https://www.facebook.com/gpisdwildcats) |  [@GPISD1](https://twitter.com/GPISD1)



Educate.  
*Inspire*  
**EMPOWER!**

# Contents

Compensation Structure .....	2
Compensation Framework.....	3
Supplemental Pay .....	11
Local Leave for Retirees .....	15
Frequently Asked Questions .....	16
Academic Calendar .....	21
Pay Dates.....	22
G-PISD Teacher Salary Hiring Plan .....	24
District Level Administrative Professionals Midpoints & Pay Ranges .....	25
Campus Administrative Professionals Midpoints & Pay Ranges .....	26
Clerical/Technical Midpoints & Pay Ranges .....	27
Auxiliary Midpoints & Pay Ranges.....	29
One-Time Pay Increase .....	31
Tenure Incentive Pay.....	32
Substitute Daily Pay .....	33
Teacher Residents.....	34
Athletic Stipends .....	35
Athletic Event.....	36
Athletic Event (Football) .....	37
District Stipends.....	38
High School Stipends .....	39
Middle School and Elementary Stipends.....	40
High School UIL Stipends.....	41
Middle School UIL Stipends .....	42
Elementary UIL Stipends .....	43
Supplemental Pay .....	44

## ***Compensation Structure***

The function of the Compensation Handbook of Human Resources is to direct the strategic planning, design, implementation, administration, and communication of all District compensation programs, ensuring the programs are aligned with the District's Balanced Scorecard Priority 2, High Performing and Engaged Workforce.

### **Responsibilities of Compensation within the Human Resources Department include:**

1. Overseeing the design, implementation, and administration of compensation programs including the District's Staffing Guidelines.
2. Recommending and administering policies and procedures to ensure competitive and consistent compensation practices and ensuring adherence to the compensation philosophy and objectives.
3. Researching and evaluating district needs and market trends for the purpose of ensuring the district's compensation programs are competitive and provide the ability to attract, engage, and motivate highly qualified employees.
4. Strategizing and consulting with senior leadership to educate employees related to compensation programs
5. Continually evaluate compensation practices to ensure adherence to the compensation philosophy by conducting market surveys:
  - a. Pay Scale
  - b. Texas Association of School Boards (TASB)
  - c. Other targeted surveys
  - d. Utilization of TASB new hire salary worksheet
6. Developing and maintaining competitive salary structures
7. Performing job evaluations (in conjunction with TASB as needed) to determine appropriate pay grade for each job, taking into consideration:
  - a. Job description(s)
  - b. Market Data
  - c. Internal Equity
  - d. Preservation of consistency between departments
  - e. Interviews with appropriate department or campus leader and/or other key employees
8. Collaborating with managers/supervisors on reviewing the functions performed by each employee of their staff to provide advice to the manager on the preparation of job descriptions that are to be submitted to the Human Resources Department
9. Considering the various types of pay decisions, and making appropriate pay recommendations based on the district's need, considering:
  - a. Market Data
  - b. District needs
  - c. Individual future potential and likely future jobs
  - d. Need for a specific, or specialized skill set
  - e. Pay of others on the same career track
  - f. Budget requirements and constraints
10. Conducting compensation reviews, as needed. Compensation reviews for individual employees should be initiated through the employee's supervisor.
11. Refer all discrepancies regarding policy and procedures to the Executive Director of Human Resources.

### **Compensation Philosophy and Objectives**

Gregory-Portland ISD pay systems shall be designed and managed for the following purposes:

- Provide competitive pay to attract and retain highly qualified personnel
- Provide internal pay equity for job responsibilities Reward continued service to the District
- Manage payroll expenses effectively
- Establish and align the district's staffing needs to meet state standards and equitable practices

## **Compensation Framework**

Gregory-Portland Independent School District's compensation plan is made up of salary pay grades with respective ranges and supplemental earnings and benefit programs approved by the Board of Trustees. Salary ranges are determined by market rates for benchmark positions. To ensure that salary ranges are competitive with the market, the Human Resources Department conducts market research to inform current compensation levels for comparable positions. Employees are paid according to the pay range for their respective positions. Gregory-Portland ISD's pay groups are:

- Administrative Professional
- Auxiliary Clerical/Technical
- Teachers

The Human Resources Department determines the compensatory value of a position by conducting systematic comparisons of positions to assess relative internal and external value. After the systematic comparison is complete, a position is assigned an associated pay grade. Pay grades are used to group positions that have approximately the same relative internal value based on compensatory factors (job descriptions, market data, internal equity, district consistency, and administrative input are all considered when performing job evaluations).

### **Compensation Policy**

*Board Policy [DEA Local](#)*

The Superintendent shall recommend an annual compensation plan for all district employees. The compensation plan may include wage and salary structures, stipends, benefits, allowances, and incentives.

The Superintendent shall administer the compensation plans consistent with the annual approved budget by the board and administrative guidelines.

### **Pay Administration**

*Board Policy [DEA Local](#)*

The Superintendent shall implement the compensation plan and establish procedures for plan administration consistent with the budget. The Superintendent or designee shall classify each job title within the compensation plan based on the qualifications, duties, and market value of the position.

### **Pay Increases**

*Board Policy [DEA Local](#)*

The Superintendent shall recommend to the Board an amount for employee pay increases as part of the annual budget. The Superintendent or designee shall determine pay adjustments for individual employees, within the approved budget following established procedures.

## **Annualized Earnings vs. Annualized Salary**

**Annual Earnings** – the actual amount an employee earns in a year. It is figured retroactively or after the earnings have been paid. It differs from annualized earnings as it is NOT an estimate of what may happen it is a record of what did happen.

**Annualized Salary** – The district has implemented an annualized salary payment method for all district employees' base salaries. An annualized salary is useful for employees who do not work a full year, such as teachers, and employees who work part of each year on a salaried basis. Annualization is the process of spreading payments to employees over the entire year (12 months), though the salary is only earned for part of the year. This gives the employee a steady paycheck when they are not working.

## **Compensatory Pay (Comp Time)**

### *Board Policy DEAB Local*

At the District's option, nonexempt (hourly) employees may receive compensatory time off, at a rate of not less than one and one-half hours for each overtime hour worked, in lieu of overtime pay. The employee shall be informed in advance if overtime hours will accrue compensatory time rather than pay.

Compensatory time earned by nonexempt (hourly) employees may not accrue beyond a maximum of 60 hours. If an employee has a balance that exceeds 60 hours, the district shall require them to use it.

An employee shall use compensatory time within the duty year in which it is earned. If an employee has any unused compensatory time remaining at the end of the duty year, the district shall pay the employee for the compensatory time. Compensatory time must be used in accordance with the district's leave policies if such use does not unduly disrupt the operations of the district. The district may require an employee to use compensatory time when it's in the best interest of the district.

## **Non-Exempt Employees Hired After February 1st of Current Year**

All non-exempt employee groups with a working calendar up to 197 days shall not be hired after February 1. They shall be hired as long-term substitutes to finish the current school year and may be hired as permanent staff for the following school year. These inquiries are subject to review and may be modified by the Human Resources Department based on the district's needs.

## **Pay Systems**

Employees pay systems are designed and administered to attract and retain qualified employees to achieve the district's goals. Human Resources is responsible for the development, maintenance, and administration of employee pay systems in accordance with board policies, governmental laws, and regulations. All district jobs will be assigned to a pay grade that establishes the minimum to maximum pay range for the position. Jobs are assigned to pay grades based on the following factors:

- Job qualifications and required skills
- Job duties and responsibilities defined by the district
- Competitive job market prices

Pay ranges are reviewed annually and adjusted periodically. Employee salaries will be adjusted based on the pay increase budget and pay raise guidelines as approved by the Board each year.

## **Job Descriptions**

Job descriptions are an essential function in the administration of a compensation system. Accurate and complete job descriptions will be collected and maintained by the Human Resources Department. This includes complete and up to date job descriptions that address job qualifications, primary purpose, major duties and responsibilities, and working conditions. Job titles will be assigned by Human Resources and will reflect a logical job titling scheme to consistently describe the level and nature of work.

## **Exemption Status**

All jobs will be classified as exempt or nonexempt according to the federal Fair Labor Standards Act (FLSA) requirements and documented in the job description. Human Resources will determine the classification of each position based on the description of the assigned job duties. To be exempt, the employee's primary duties must meet the U.S Department of Labor Fair Labor Standards Act (FLSA) which establishes regulations of the executive, administrative, or professional exemption test or be a teacher; and the employee must be compensated on a salary basis. All employees who do not

meet the legal requirements for exemption are classified as non-exempt or hourly.

## **Job Classification**

Job classification determines the assigned pay range for a job. Job classification is based on job requirements, assigned duties, and market value. All jobs are classified based on common factors indicating the relative level of knowledge and skill requirements, the complexity of assigned duties, job accountability, and working conditions. Human Resources will collect job information, evaluate jobs for classification purposes, and assign jobs to pay grades. The Superintendent or designee has final authority concerning job classifications.

## **Determining Factors in Classifying Jobs**

### **1. Freedom to Act**

- a. Authority, autonomy, independence of action, the degree to which job tasks are dictated by policy, procedures, manuals, supervisor or department head.
  - i. Are your tasks routine and repetitive or are they performed under broad guidelines?
  - ii. Do you independently determine work methods or tasks or is your work performed under established guidelines?
  - iii. Are you closely supervised or are your tasks more general, involving established guidelines and work is reviewed less frequently?
  - iv. Do you take or recommend action under a general supervisor and established policies or take and recommend action under direct, or generally defined objectives?

### **2. Complexity**

- a. The difficulty of problems encountered in work and the types of knowledge needed to solve them measures problem-solving skills along two scales: 1) the types of problems encountered from routine to most difficult and; 2) the knowledge required to solve them from simple recognition and referral to the devising of solutions based on interpretation of policy and understanding of departmental objectives.
  - i. Does your job require special or unique skills?
  - ii. What types of problems do you have to solve?
  - iii. How difficult are the problems you must solve?
  - iv. Does your job require a certain depth of knowledge or expertise?

### **3. Consequences of Error**

- a. Measures the impact of errors made in the course of work and the consequence of errors according to magnitude from those easily rectified to those that cause major unit disruption.
  - i. How do your errors impact those around you?
  - ii. Are your errors easily rectifiable or do they require involvement from others?
  - iii. What degree of impact is there if mistakes are made: Little or no impact on errors?
  - iv. Who is impacted by mistakes? Is it your department, campus, external agencies, or the entire school district?
  - v. Are mistakes reversible?

### **4. Scope**

- a. The variety of work assigned, the degree of district skills required to complete the work, the knowledge of district units inside or outside the district and the diversity of deadlines and priorities governing the work.
  - i. What is the variety of functions assigned?
  - ii. Is your scope limited and highly specific to the objectives of the department or is your scope broad requiring complete responsibility for a complex department?
  - iii. Is the coordination of activities diverse in nature?
  - iv. Do your functions have a significant effect on the department/campus operations?



## 5. Supervisory Responsibilities

- a. Number, types, and level of positions supervised, functions supervised, the degree of supervisory authority, e.g. work leader or full supervisor, complexity and diversity of work supervised.
  - i. Difficulty of supervision
  - ii. Number and levels supervised
  - iii. Variety of functions supervised
  - iv. Full supervisor or a work leader
  - v. The diversity of work supervised

## 6. Responsibility for Resources

- a. The extent of the resources for which the employee has responsibility including, but not limited to, human, financial, facilities, material, and information systems.
  - i. Number of employees supervised
  - ii. Variety of functions supervised
  - iii. Levels supervised (e.g. professional, technical, administrative, service)
  - iv. Space managed (e.g. square footage)
  - v. Type of space managed (e.g. office, labs, classrooms)
  - vi. Budget size
  - vii. Budget sources and amounts (e.g. state, gifts, extramural, contracts & grants, regulation fees, income, recharges, etc.)
  - viii. The complexity of the budget - Amount, kind, discretion in spending, and complexity as determined by number and types of accounts, where and who the money comes from.

## 7. Communications

- a. Types of verbal and written communications, who you typically communicate with, what information you typically are responsible for communicating and method of delivery.
  - i. Who do you typically communicate with (e.g. administrative staff, major division heads, and department managers, the Superintendent or Senior Staff)?
  - ii. What are you communicating about (e.g. routine procedures, diversified procedures, operational policy, long-term planning)?
  - iii. How often do you communicate with the various constituencies (yearly, quarterly, monthly, weekly, daily)?

## 8. "Majority Rule"

- a. Classification title and level are dependent primarily on where the majority (50% or more) of job duties lie.

## Classification of New Positions (P-1 FORM SUBMITTAL)

Prior to posting, approved positions must have a written job description created collaboratively by Human Resources and the hiring manager. Human Resources will determine the pay grade classification of new positions based on the job description, qualifications required, and market value. New positions must be classified in the pay system prior to hiring new employees.

## Job Reclassification

A job reclassification occurs when a position is moved to a higher or lower pay range. Jobs may be reclassified because of a significant and sustained change in job duties assigned, a need to improve internal pay equity or a change in the competitive job market. All positions, except teachers, library media specialist, substitutes, part-time temporary employees and student workers, are assigned to pay grades based on the level of skill, effort, and responsibility required for the job assignment. Human Resources will classify new positions or reclassify existing positions as necessary based on job requirements and comparability to other positions in the district or in the marketplace.

## **Pay Increase Budget**

The Superintendent will recommend a budget for pay increases as part of the annual budget process. Budget recommendations for pay increases will be based on available revenue, statutory requirements, competitive job markets, and district compensation objectives. Employee pay increases will be based on the budget approved by the board each fiscal year. Salary schedules or placement guidelines do not imply or assure similar salary increases in subsequent years.

The pay increase budget recommended by the Superintendent may include adjustments to remedy/correct internal or external pay equity problems, to correct an internal pay inequity (e.g. pay compression between supervisor and assigned staff), or to compensate an employee for a significant change in job responsibilities.

## **General Pay Increases and Eligibility**

Employee salaries and wages will be reviewed annually for adjustment. General pay increases (GPI) are based upon the annual budget approved by the Board and given to employees to compensate for continued service to the district. To receive a general pay increase, an employee must be in a paid status or on an approved leave of absence for at least 90 days by July 1 of the current year. Exceptions require authorization by the Superintendent or designee.

## **Salary Placement of New Hires**

Employee salaries are based on the total years of relevant work experience as defined at the time of employment. Salary guides are developed and approved annually, and do not imply future pay increases or salary guarantees. The starting salary for each employee is determined individually, based on job related experience and the correlating pay range. No employee will be placed below the minimum of the pay range, and all placements will be made equitably within the range. Human Resources may adjust salary recommendations for new hires in hard to fill positions or to recognize specialized knowledge, skills, qualifications, or technical certifications. Teachers with full certification will be placed at the appropriate step on the Teacher Salary Scale, according to their creditable years of service.

## **Salary Placement of Career & Technical Education (CTE) Teachers**

Uncertified CTE Teachers shall be placed in the appropriate step on the Teacher Salary Scale, in accordance with work experience that is directly related to the career and technical field in which they are assigned. One year of placement credit on the teacher scale for every 1 full year of related experience shall be granted. Step 30 is the maximum step for a newly hired CTE Teacher.

## **Salary Placement of Teachers Certified Under District of Innovation (DOI)**

Teachers hired under a local District of Innovation (DOI) exemption shall be placed at Step 0 on the Teacher Salary Scale their first year with the district. For each subsequent year of continued employment with G-P ISD, the DOI designated Teacher shall earn 1 year of creditable service and be placed in the appropriate step on the Teacher Salary Scale.

## **Salary Adjustment Qualifications**

It is the responsibility of the employee to submit original service records and official transcripts at the time of hire. Employees who provide service records with verifiable, creditable experience may receive a review for a potential salary adjustment if the service records are submitted to Human Resources ***no later than 6 months following the date of hire.*** Service records received after this date will not be eligible for a review for salary adjustment.

## **Promotion Defined**

A promotion occurs when an employee is assigned to a different job in a higher pay range. Pay adjustments for promotions will begin with the effective date of the new assignment. For promotions that take effect at the beginning of the school year, the standard promotion increase is applied in addition to any general pay increase granted by the school board. A

promotion increase for employees is based on the person's current base salary less any stipends paid for supplemental duties.

### **Demotion Defined**

A demotion occurs when an employee is reassigned to a different job with less responsibility at a lower pay grade level. Demotions may be voluntary or involuntary. Position reclassification or general salary structure changes are not considered demotions.

A reduction in pay due to a demotion to a new assignment will be effective the following full school year after the new assignment begins. When a pay reduction is made for a demotion, pay adjustments may also be made for a longer or shorter work year associated with the change in assignment. Pay reductions made as a result of a demotion consider the new salary range and comparative equity with other employees currently at that job level.

### **Lateral Transfer (Placements)**

A lateral transfer is defined as movement to another job assigned to the same or equivalent pay grade. Lateral moves may involve a change of days (higher/lower); however, the equivalent daily rate of pay remains the same. Lateral placements can also be classified as voluntary or involuntary. Lateral transfers are not eligible for salary increases, except for adjustments required to reflect the calendar days of the new job, if applicable.

### **Procedures for Requesting a Salary Review**

A review of compensation must be initiated by the department supervisor or the Executive Director of Human Resources. Request should be submitted to the Human Resources Department by January of each year to allow adequate time for review and budget considerations.

- The supervisor may request a salary review during the annual budgeting process, typically beginning in January of each year. The appropriate division/department head must approve the submission of the request.
- The supervisor's request must include a proposed job description and written explanation of changes in job duties and responsibilities along with a narrative justification completed by the incumbent and supervisor. The request must be approved by the appropriate division head, executive director of human resources or superintendent.
- Human Resources will review the request, obtaining additional job information if needed. Additional information may be obtained by a written questionnaire, by interviewing the supervisor and/or employee(s), or by analyzing external job market information.
- Human Resources will evaluate the job placement in the pay structure and recommend for pay grade assignment for the Superintendent's review.

### **Payroll Deductions**

*Board Policy [CFEA LEGAL](#)*

The district is required to make the following automatic payroll deductions:

- Teacher Retirement System of Texas (TRS) or Social Security employee contributions
- Federal income tax required for all full-time employees
- Medicare tax (applicable only to employees hired after March 31, 1986)
- Child support and spousal maintenance, if applicable
- Delinquent federal education loan payments, if applicable

Other payroll deductions employees may elect include deductions for the employee's share of premiums for health, dental, life, and vision insurance; annuities; and higher education savings plans or prepaid tuition programs. Employees also may request payroll deduction for payment of membership dues to professional organizations. Salary deductions are automatically made for unauthorized or unpaid leave.

### **Employee Health Benefits Contribution**

Based on 2001 law, districts must send a minimum of \$225 per person for each eligible employee that enrolls in TRS-Active Care.

Gregory-Portland ISD will contribute \$400 per month towards health care coverage for each eligible employee that enrolls in TRS-Active Care.

### **Pay Information**

Employees have the responsibility of ensuring their pay is accurate by reviewing their pay stub online in Skyward Employee Access under Employee Information and by clicking the "Check History" link each time they get paid. It is important to ensure all information on each paystub is accurate. Reviewing items like name, social security number, pay rates, paid time off balance, and other information.

### **Overpayment**

It is each employee's responsibility to regularly review the accuracy of their pay stub in Skyward Employee Access. An overpayment occurs if an employee is paid more than the amount that the employee should have been paid under the assigned pay grade and/or any relevant supplemental pay. If discovered and/or reported in the current fiscal year, the Human Resources Department will work with the Payroll Department to rectify the issue by requesting repayment for the current year.

### **Back Payment of Supplemental Earnings**

A back payment will occur if the employee is paid less than the amount they should have been paid for any relevant supplemental pay in the current fiscal year. If back pay is due to an employee for duties performed, the Human Resources Department will work with the Payroll Department to in correlation with G-PISD's payroll operating procedures to rectify the issue.

### **Teacher Incentive Allotment**

For any funds received by Gregory-Portland ISD for a designated teacher under the Teacher Incentive Allotment (TIA), 90 percent will be paid to the designated teacher. The remaining 10 percent 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 or retired, the district will forward payment to the resigned or retired teacher as soon as practicable. More detailed information about the District's TIA Spending Plan and TIA Guidebook is available on the G-PISD Human Resources webpage.

### **Student Workers**

The following items will be needed to complete prior to beginning work as a student worker:

1. Student Worker Application
2. Copy of ID, or school ID (if sending school ID, we need your date of birth)

3. Copy of Social Security card
4. New hire paperwork (a link with the forms will be emailed to student once we have received steps 1-3)

Only after all 4 steps are successfully completed will a student be considered a “student worker” and eligible for compensation.

## **Allowances**

### **Cell Phone Allowance**

A monthly cell phone allowance shall be paid to employees in an authorized position as determined by the Superintendent. A cell phone allowance of \$75.00 per month will be paid via the regularly scheduled pay dates as a taxable benefit. Positions authorized a cell phone allowance are the following:

- Cabinet Members
- Executive Directors/Directors
- Campus Principals

The District shall have the current cell phone number at all times. The employee shall be available via cell phone in accordance with the directives of their immediate supervisor and/or superintendent. In addition, the employee shall review and follow all cell phone allowance procedures/agreement.

### **In District Mileage Allowance**

A monthly in district mileage allowance shall be paid to employees in an authorized position as determined by the Superintendent. An in-district mileage allowance of \$166.67 per month shall be paid via the regularly scheduled pay dates as a taxable benefit. Positions authorized for an in-district mileage allowance are the following:

- Cabinet Members
- Executive Directors/Directors
- Coordinators

### **Certification Exam Fee Waivers and Reimbursements**

Gregory-Portland ISD supports teacher recruitment and retention by providing eligible employees with certification exam fee waivers and/or reimbursements in accordance with Texas law, including recent updates under House Bill 2 (2025). Reimbursement is available for current G-PISD teachers who hold a valid Texas teaching certificate and pursuing certification in state-identified shortage areas, including but not limited to:

- Bilingual Education
- Special Education
- Career and Technical Education (CTE)

**Prior approval from the Human Resources Department is required** before taking the exam in order to qualify for reimbursement.

To request reimbursement, employees must submit proof of exam registration, payment, and passing score to the Human Resources Department within 60 days of receiving their official score report. Reimbursements will be processed through the Business Services Department.

## **Supplemental Pay**

Supplemental pay (stipends and extra duty pay) represents a remuneration in addition to, but separate from, regular base salary. Supplemental pay is authorized on a year-to-year basis. Supplemental pay will be discontinued upon cessation of assignment, or upon the occurrence of an event which otherwise causes the employee to be ineligible to receive the supplemental pay. Discontinuation of the employees' performance of supplemental duties.

### **Stipend for Extra-Duty Assignments**

Stipends for extra duty (if eligible) will be assigned accordingly by the supervisor to exempt employees. Non-exempt employees are not eligible to receive stipends. Stipends are provided for performing extra duties beyond the regular campus workday schedule. Individuals may not be assigned extra duties that will overlap. Exceptions may be made on an individual basis by the Executive Director of Human Resources upon receipt of a written recommendation submitted by the individual supervisor. When appropriate, and with the approval of the Executive Director of Human Resources, stipends may be shared. Stipends, including job-related stipends, are not considered part of the Base Salary and are to be removed when employees are no longer assigned extra duty, or while on a leave of absence.

All extra-duty stipend amounts must be approved by the Superintendent or Board of Trustees. Department Chairperson and Section Leader Stipends may not be split. All extra-duty stipends must be approved annually and may change during the school year. They are not part of the employee's base salary.

### **Extra Duty Pay or Additional Pay – Working beyond Normal Number of Annual Days**

When an employee's normal job duties extend beyond the normal number of annual days, directly adjacent to the first or last reporting day for the school year, they are paid their normal daily rate for these extra days if the employee is performing the same duties. Extra duty pay requires the approval of the Superintendent or designee in advance.

If the employee performs duties of a different nature, the summer school, part-time, or tutorial rates will apply.

- Extra duty pay for certified teachers who provide direct instructional services to student's above and beyond their normal duties and work schedules and obtained principal approval:  
**\$40/hour**
- Extra duty pay for non-degreed employees and substitutes who provide tutoring before or after school:  
**\$17/hour**
- Extra duty pay for certified employees in non-instructional job classification such as Teacher Development, Curriculum Writing, Instructional Specialist and Program Specialist who provide direct instructional services to student's above and beyond their normal duties and work schedules:  
**\$40/hour**

Any extra duty events in addition to the examples listed above require prior approval of the principal/supervisor and the Human Resources or Curriculum Department. The activity must be required by the district.

### **Stipend Earnings Framework**

Stipends are provided for performing extra duties beyond the regular campus workday schedule. Individuals may not be assigned extra duties that may overlap. Exceptions may be made on an individual basis by the Superintendent or designee upon receipt of a written recommendation submitted by the individual's supervisor. When appropriate, and with the approval of the Exec. Director for Human Resources, stipends may be shared. Payment for stipends not described in this section of the handbook must be verified and approved by Human Resources before submitting to Payroll for processing.

All stipends and supplemental pay may be recommended by the principal/department manager, but approval is required through Human Resources and Finance before being communicated to the employee.

Employees paid from grant funds will be paid in accordance with the approved rates in this handbook.

Stipend pay represents remuneration in addition to, but separate from, regular base salary, and includes assignment stipends, educational stipends, coaching stipends, auto and cell phone allowances, and others as identified.

1. Stipend earnings are not guaranteed wages and may be amended or eliminated at any time.
2. Stipend earnings are not included in individual base salaries quoted by the Human Resources Department.
3. Authorization to pay approved Stipend compensation requires permission from the campus principal or department head, or designee, prior to actual work being performed.
4. It is the campus/department's responsibility to notify the Human Resources Department when all extra duties have been performed, or if there was a change in duties which would make the employee ineligible/eligible to receive stipend earnings. (i.e. termination, assignment change, transfer, etc.)
5. The employee is responsible for checking their pay statement to ensure they are being adequately compensated for Stipend duties.
6. An employee who has separated from the district (or is no longer active) is not eligible to accrue additional earnings past their effective separation date. A new employee is not eligible to earn Stipend pay prior to their effective start date.
7. All Stipend earnings are subject to the employee and employer's statutory deductions.
8. Any recurring stipend allotted to an active employee will be paid on a prorated basis if the employee does not work the complete duty days for their respective contract.
9. If an employee fails to meet all criteria stipulated in the Stipend earnings, the earnings may be stopped and/or recovered. If a recovery is in order, the employee will be notified of the recovery terms by the Payroll Department and will communicate this to their supervisor.

## Eligibility Criteria

Para-Professional (Hourly and Non-Exempt) employees are **not** eligible for stipends. All other extra duties performed by a para-professional (Hourly and Non-Exempt) employee during the year should be processed according to compensatory guidelines. Assignment differentials are allowed. Para-Professional (Hourly and Non-Exempt) employees may perform defined extra duties at the Para-Professional (Hourly and Non-Exempt) pay rate when the employee is not on their regular payroll calendar during the summer.

Eligibility for stipend compensation at an approved rate must meet all the following criteria:

- The work has been pre-approved, and authorization to pay the Stipend earnings has been secured from the appropriate Department Head and the Human Resources Department before the actual work begins and communicated to the employee.
- The person to perform the duty is a full-time active employee of Gregory-Portland Independent School District.
  - An employee who is separated from the district is not eligible to accrue additional earnings past his or her effective separation date. A new hire is not eligible to earn stipend pay prior to his or her effective start date.
  - A substitute is a part-time employee and is not eligible to receive Stipend pay outside of the exceptions outlined in this handbook.
  - Stipend related duties/responsibilities should be voluntary and distinctly different from the employee's normal job description and take place outside of the employee's normal duty day or calendar contract days. Stipend pay should not be used as an alternative to compensatory pay for nonexempt employees when compensatory payment should be paid or as a strategy to increase the employee's base salary.

## Interim Professional Assignments

Interim professional assignment pay rates are designed to compensate individuals performing exempt level duties assigned in various departments of the District. The duties performed are not part of a permanent job duty and the rates are the minimum of the range for the full-time exempt position that is most closely related to the assignment and are paid at a

daily rate as aligned with the pay practices of exempt level employees.

### **Non-Exempt Pay Schedules**

Para-Professional (Hourly and Non-Exempt) employees receive time and a half for all hours worked past 40 and should not receive a Stipend pay rate during the calendar contract year outside of the exceptions outlined in this handbook.

### **Additional Job Responsibilities**

Employee job responsibilities are subject to change at any time to meet the district's needs. Such changes do not necessarily warrant a change in salary. Exceptions to this rule require the Superintendent or designee's approval, with the amounts recommended by the Human Resources Department.

### **Stipend Payments**

All stipends are paid on a 12-month basis – September through August. Stipend work that begins or ends outside the twelve-month schedule is prorated accordingly.

### **Deductions and Recovery of Funds**

If an employee does not work the complete payroll schedule, then any recurring stipend will be paid on a prorated basis of the actual days worked. If an employee fails to meet all criteria stipulated, the stipend may be prorated, stopped, or recovered. The employee is responsible for notifying the Human Resources Department if they are no longer performing the duties of the role associated with the stipend or if they are not receiving it. Employees can validate what stipends are being paid to them by reviewing their pay stub in Skyward Employee Access and are encouraged to do so regularly. The employee will then be notified of the terms of recovery, if applicable, by the Payroll Department.

### **New Stipend Recommendations**

Principals or Department Managers must submit requests for new stipends in conjunction with the annual budget cycle, requestors will be notified at the conclusion of the budget process whether the new stipend has been approved for the following school year. This process typically begins in January. The criterion for a new stipend review typically includes:

- Criticality of work being performed
- Equity and Cost associated with the implementation of the stipend across the school District Analysis of current duties in conjunction with the inquired supplemental duties

To request a new stipend to be considered, please utilize the Informed K12 P1 Form.

### **Athletic Stipends**

#### **Athletic Coordinator – High School**

Coordinates all athletic teams and events on the high school campus. Plans and coordinates facility and equipment used by athletic teams and other groups. Oversees compliance with all UIL rules and regulations regarding competition, practice, and student eligibility. May also coach.

#### **Athletic Coordinator – Middle School**

Coordinates all athletic teams and events on the middle school campus. Plans and coordinates facility and equipment used by athletic teams and other groups. Oversees compliance with all UIL rules and regulations regarding competition,



practice, and student eligibility. May also coach.

### **Offensive/Defensive Coordinator**

Serves as a lead assistant coach for a high school football team. Responsible for the offensive or defensive unit. Oversees skill-development and develops play book elements for assigned unit and athletes. Reports to the head football coach.

### **Varsity Head Assistant Coach**

Serves as the lead assistant coach for the high school football team and makes decisions in the head football coach's absence. Oversees skill-development and develops playbook elements. Reports to the head football coach.

### **Athletic Trainer**

Provide service regarding the prevention, recognition, emergency care, treatment, and rehabilitation of sports injuries to student-athletes and educational and administrative duties.

### **Head Coach**

Serves as head coach for a sports team. Coordinates team activities, contests, practice sessions, travel, equipment, and facilities. May work with other coaches or assistant coaches. Complies with all UIL rules and regulations regarding competition, practice, and student eligibility.

### **Assistant Coach**

Assists the head coach of a sports team. Oversees assigned athletes and other responsibilities. Leads unit or individual drills and practice sessions. Assists with the coordination of team activities, contests, practice sessions, travel, equipment, and facilities. Supports the head coach in all necessary aspects and may work with other assistant coaches. Complies with all UIL rules and regulations regarding competition, practice, and student eligibility. Reports to the head coach.

### **Coach/Bus Driver**

CDL certified coach that drives the bus for his/her sport. Safely transport the students from games / competitions / tournaments for the sport that the CDL certified coach coaches during the regular sport season.

Rate of Pay for Coaches who are assigned by the Transportation Director with approval of the Director of Athletics to Drive School Busses for other Sports: If a coach is assigned to drive a bus for an event that is sponsored by another teacher or coach, the rate of pay will be as follows:

<b>Tier</b>	<b>Driving Time (including event)</b>	<b>Amount Paid</b>
Tier 1	1 – 6 hours	\$100
Tier 2	6 – 14 hours	\$175
Tier 3	Overnight*	\$250

\*Sponsor must provide hotel and per diem for overnight trips.

## Local Leave Pay Out for Retirees

Per Board Policy (DEC LOCAL) - If a retiree has up to 20 days of unused local leave at the end of their contract (in the year they retire), they will be paid at the rate of the following for the 20 days.

<b>POSITION</b>	<b>PAY OUT RATE</b>
Administrator	Daily Rate up to \$400/Daily
Counselor, Teacher, Librarian Media Specialist, Registered Nurse	\$200/Daily
Paraprofessional, LVN	\$125/Daily
Bus Driver (CDL)	Route Pay
Bus Monitors, Cafeteria Employees, Maintenance Employees, Security Entry Monitors	\$15/Hourly

## FREQUENTLY ASKED QUESTIONS ABOUT COMPENSATION

1. What are the responsibilities of the Human Resources Department in regard to compensation?
  - a. Among other responsibilities, the human resources department staff classifies positions in Gregory-Portland School District by performing job and salary surveys, salary analyses, job analyses, job classifications, and writing job descriptions.
  
2. How are salary schedules determined?
  - a. Salary schedules are determined by working with the Texas Association of School Boards (TASB) compensation group. TASB uses compensation data from many school districts specific to the Corpus Christi area and from throughout the state. TASB recommends jobs of similar levels of responsibility grouped together resulting in what we know as salary grades. The average market pay for each job in the salary grade contributes to the midpoint range. Minimums and maximums of each range are typically agreed upon the tolerance of the same percentage.
  
3. Will someone be hired below the minimum of the range?
  - a. No. We do not hire employees below the minimum of our pay ranges
  
4. How do I get to the midpoint of my salary range?
  - a. In our commitment to maintain fair and competitive compensation, it is important for employees to understand how salary progress can be achieved. Salary progression is influenced by tenure, market comparisons, and board-approved compensation adjustments. Longer tenure can lead to incremental salary increases, as continuous service demonstrates experience and growing “steps” within the scale. The board of trustees must approve all salary increases at a District scale, which may include general raises or targeted increases for specific positions. To ensure competitiveness, the district reviews salary ranges annually, comparing them against similar positions in other districts. Adjustments to the salary range, including the midpoint, are made based on these comparisons. Employees are encouraged to pursue professional development and excel in their roles, as outstanding performance can significantly encourage career growth
  
5. What market data is used to develop salary ranges?
  - a. TASB uses comparative data from other school districts for similar positions. An emphasis may be applied to school districts of similar size and in proximity to Gregory-Portland ISD.
  
6. How do I know what my salary will be several years from now without a step schedule?
  - a. The Board of Trustees at Gregory-Portland ISD carefully considers and approves annual across-the-board salary adjustments. The specific percentage of these adjustments may differ from year to year, depending on various factors including budgetary considerations and market conditions. This approach helps ensure that compensation remains competitive and fair, aligning with the district's strategic objectives and financial capabilities. Because of this, it is not feasible to accurately calculate future compensation based on current pay scales.
  
7. What is a salary analysis?
  - a. An analysis conducted by the Human Resources Department to determine an employee/applicant's salary range based on the individual's qualifications (education, experience, etc.), during hiring, promotion, demotion, or other job movements. The actual salary is determined by the Human Resources department or Superintendent and based on the district's compensation plan.

8. What is the difference between an exempt and non-exempt employee?
  - a. The Fair Labor Standards Act (FLSA) categorizes employees as either exempt or nonexempt based on “tests” contained within the FLSA Guidelines. FLSA exemption status is determined by the compensation department and based on the actual job duties and responsibilities performed. Those duties and responsibilities are then compared to the tests in the FLSA guidelines to decide.
  - b. Nonexempt employees are eligible to receive overtime (or compensatory time) compensation for all hours worked over 40 in a workweek.
  - c. Exempt employees are exempt from the overtime provisions of the FLSA and are not entitled to be paid overtime when they work more than 40 hours in a workweek.
9. I’m not eligible for overtime. Why?
  - a. Whether you are eligible for overtime depends on your duties. HR compares the duties and responsibilities outlined in your job description to tests contained in the Fair Labor Standards Act to determine if a position is nonexempt (eligible for overtime pay) or exempt (not eligible for overtime pay).
10. I believe my position is not graded correctly – how do I get it reviewed?
  - a. If you believe that your position is not graded properly, please contact your supervisor. If the supervisor agrees, the department or campus head may submit an email to the human resources department at [HRdept@g-pisd.org](mailto:HRdept@g-pisd.org) for review.
11. How do I get a position reclassified based on new responsibilities?
  - a. The addition of more duties does not necessarily mean a position should be reclassified. A position may be reclassified because the position becomes more complicated: greater responsibility, greater knowledge or training to perform the position, etc. If you believe this is the case, your supervisor can submit a request to review.
12. What is the process of reclassification?
  - a. The process of reclassification is listed in the Compensation Structure section of the salary handbook.
13. What happens to me after a position is reclassified?
  - a. Employees who occupy a position at the time of reclassification will be subject to meeting the minimum qualifications of the position whether the job grade is increased or decreased. When a reclassification has resulted in a salary grade change (increase or decrease) a salary analysis will be performed to determine the employee’s new salary based on the change in salary grade. The salary grade change may not result in a change of pay.
14. How can I get a copy of my job description?
  - a. You can review a copy of your job description on the Human Resources webpage. If your job is not listed, please send an email to [HRdept@g-pisd.org](mailto:HRdept@g-pisd.org).
15. How are job grades assigned?
  - a. See the Job Classification section of the salary schedule.
16. Who should I speak to regarding compensation-related questions or concerns?
  - a. Speak to your manager or immediate supervisor. He or she will obtain the necessary information to answer your questions or concerns. If you are not able to have your question answered through this process, contact the Human Resources Department.
17. Does the teacher salary schedule allow me to determine my future pay rate based on additional experience?
  - a. The teacher salary schedule posted on the Gregory-Portland ISD website is not a guarantee of future years minimum pay rate per year of service. It applies only to the current contract year. Future

increases and adjustments to the teacher pay schedule are dependent upon board approval and/or TEA.

## **Classification of New Positions (P-1 FORM SUBMITTAL)**

Prior to posting, approved positions must have a written job description created collaboratively by Human Resources and the hiring manager. Human Resources will determine the pay grade classification of new positions based on the job description, qualifications required, and market value. New positions must be classified in the pay system prior to hiring new employees.

## **Common Misconceptions about Job Classification**

The employee on the line was cordial, clear and direct: "I just got my degree, so when do I get reclassified?" This call represents one of the common misconceptions about the district's classification system. Classification is based solely upon the duties assigned to a position, not the qualifications of the incumbent. Put simply, we classify the job, not the person. We receive monthly inquiries about classification, with the most common misconception revolving around this person-position distinction. Besides educational attainment, other person-related factors that we do not take into consideration when classifying a position's job level include:

**Longevity** — The length of time a person has worked at the district may positively affect a person's performance on the job, however, it is not a factor we use in determining the level of a position.

**Speed** — How fast a person can work or how much they can produce compared to others is a factor in performance. Job reclassifications do not consider an employee's performance.

**Retention** — "She's been offered a promotion," more than one supervisor has commented. "If I can't match it, I'll lose my best employee." While we understand your dilemma, the fear of losing an employee cannot be considered in classification decisions for job level. The Equity Guidelines may be of interest to you and can be discussed with the Human Resources Department.

**Financial Need** — "I just bought a new home, my daughter's a sophomore at UT, I need a new car and my dog is sick." Most of us have financial need, and some occasionally have a dire need, but classification cannot take personal financial conditions into consideration.

**Dedication** — We often hear about employees who, "Always arrive early, leave late, never take breaks, work weekends, etc." Again, this is a performance issue and should be addressed during reviews.

**Personality** — An employee's unique personality to work in unusual conditions and with difficult co-workers is not a factor that can be considered when classifying a position. Unique skills and/or ability required for a position, however, can be considered and should be spelled out in the job description.

**Future Projects** — We only classify duties being currently performed, not those that might be added to a job down the line. As such, we suggest that reclassification request is delayed until new projects or assignments have begun.

What are some factors considered when making classification decisions? In brief, classification is based upon several factors: the nature, variety, and difficulty of the duties; the responsibility for staff and resources; the knowledge and originality required for the position; and the authority and relative autonomy of the position (see previous section "Determining Factors in Classifying Jobs")

## Supplemental Pay/Stipends: Frequently Asked Questions

1. Why is my stipend amount less than the full amount?
  - a. The amount you see is prorated. This can be the result of starting late in school; or if a stipend was assigned to you recently.
2. What if I don't see a stipend listed in Skyward Employee Access?
  - a. If you don't see a stipend that you were assigned, please notify your principal/supervisor immediately.
3. How is my assignment differential paid?
  - a. Assignment differentials are only payable to non-exempt or hourly employees since they are calculated based on the rate of pay per hour. Assignment differential amounts are multiplied by the number of positions hours budgeted for a position and then divided equally amongst the number of remaining paychecks.

### Example:

Job Title: Classroom Assistant – Special Education

Position Hours for 2026-27: 1,402.5

Compensated Days: 187

# of Paychecks in A Year: 12

SPED – Specialized Programs Differential: .75 per hour

$(.75 \times 1,402.5)/12 = \$87.65$  additional pay per paycheck

4. I am an exempt employee and I just graduated with my master's degree, and it is not required for my position. What do I do to get an educational stipend added to my assignment?
  - a. To get an educational stipend of \$1,000 added to your assignment, you must submit an official transcript to the Human Resources department. The stipend will be prorated based on the date the official transcript is received by Human Resources.
5. How can I see what stipends I am being paid?
  - a. Employees can check salary and stipend information through Skyward Employee Access.
6. My pay did not include my stipend, who should I contact?
  - a. All information for payment of stipends is sent to the Human Resources Department from various sources. There are three reasons why the employee's pay would not include a stipend:
    1. The stipend was not properly recommended and/or approved.
    2. The employee's name was not included on the stipend list submitted to the Human Resources Department by the campus or department to be paid.
    3. The notification of the individual who should receive the stipend was submitted to the Human Resources Department after the Payroll Department's deadline for payroll changes.
  - b. If you were expecting to receive a stipend on your pay and did not receive it, you should first contact the Supervisor / Department responsible for submitting the information to Human Resources. You should verify that your name was submitted for payment and the information was submitted prior to the Payroll Department's payroll change deadline as outlined on the Pay Dates and Monthly Reporting Periods document.
7. If my stipend is not correct on payday, when is the earliest I can expect to receive a correction?
  - a. The first step is to check your pay by reviewing Skyward Employee Access or on your paycheck stub. Once you have verified that you are assigned the stipend then confirm with your principal/manager when the notification was sent to Human Resources. If it was prior to the Payroll Deadline for the month, please

contact the Payroll Department. If it was after the deadline, your correction will be on your next paycheck.

8. I work in a non-exempt or hourly role and just earned a bachelor's degree; can I get an educational stipend?
  - a. Educational stipends can only be awarded to exempt level employees, non-exempt or hourly employees are not eligible for educational stipends.



Educate<sup>®</sup>  
Inspire<sup>®</sup>  
EMPOWER!

GREGORY-PORTLAND INDEPENDENT SCHOOL DISTRICT

# 2026 - 2027 EMPLOYEE ACADEMIC CALENDAR

Board Adopted: December 15, 2025

JULY 2026						
S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

AUGUST 2026						
S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

SEPTEMBER 2026						
S	M	T	W	T	F	S
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

OCTOBER 2026						
S	M	T	W	T	F	S
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

NOVEMBER 2026						
S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					

DECEMBER 2026						
S	M	T	W	T	F	S
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

JANUARY 2027						
S	M	T	W	T	F	S
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

FEBRUARY 2027						
S	M	T	W	T	F	S
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28						

MARCH 2027						
S	M	T	W	T	F	S
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

APRIL 2027						
S	M	T	W	T	F	S
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	

MAY 2027						
S	M	T	W	T	F	S
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

JUNE 2027						
S	M	T	W	T	F	S
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

### IMPORTANT DATES

FIRST CLASS DAY ..... AUGUST 12  
 LAST CLASS DAY ..... MAY 21  
 SUMMER SCHOOL ..... JUNE 1 - 11  
 SENIOR CLASS GRADUATION INFO:  
[g-pisd.org/seniors](http://g-pisd.org/seniors)

### STAFF HOLIDAYS

SEPT 7 ..... LABOR DAY  
 OCT. 12 ..... COLUMBUS DAY  
 NOV. 23 - 27 ..... THANKSGIVING BREAK  
 DEC. 21 - JAN. 1 ..... WINTER BREAK  
 JAN. 18 ..... MLK DAY  
 FEB. 15 ..... PRESIDENT'S DAY  
 MARCH 8 - 12 ..... SPRING BREAK  
 MARCH 26 ..... EASTER BREAK  
 MAY 31 ..... MEMORIAL DAY

### REPORTING PERIODS

1st ..... AUG. 12 - OCT. 6 (39 DAYS)  
 2nd ..... OCT. 13 - DEC. 18 (44 DAYS)  
 3rd ..... JAN. 6 - MAR. 5 (40 DAYS)  
 4th ..... MAR. 15 - MAY 21 (47 DAYS)

### 1st SEMESTER

AUG. 12 - DEC. 18 ..... (83 DAYS)

### 2nd SEMESTER

JAN. 6 - MAY 21 ..... (87 DAYS)

### QUARTER 1:

AUG. 12 ..... QUARTER 1 BEGINS  
 SEPT. 1 ..... PROGRESS REPORT/UII GRADE CHECK  
 SEPT. 22 ..... PROGRESS REPORT/UII GRADE CHECK  
 SEPT. 29 ..... END OF UII GRADE PERIOD  
 OCT. 6 ..... END OF Q1/UII GRADE CHECK  
 OCT. 13 ..... END OF UII GRADE PERIOD  
 OCT. 15 ..... Q1 REPORT CARDS PUBLISHED

### QUARTER 2:

OCT. 13 ..... QUARTER 2 BEGINS  
 NOV. 2 ..... PROGRESS REPORT/UII GRADE CHECK  
 NOV. 20 ..... PROGRESS REPORT/UII GRADE CHECK  
 DEC. 18 ..... END OF Q2/S1/UII GRADE CHECK  
 JAN. 7 ..... S1 REPORT CARDS PUBLISHED  
 JAN. 13 ..... END OF UII GRADE PERIOD

### QUARTER 3:

JAN. 6 ..... QUARTER 3/S2 BEGINS  
 JAN. 25 ..... PROGRESS REPORT/UII GRADE CHECK  
 FEB. 12 ..... PROGRESS REPORT/UII GRADE CHECK  
 MAR. 5 ..... END OF Q3/UII GRADE CHECK  
 MAR. 18 ..... Q3 REPORT CARDS PUBLISHED  
 MAR. 22 ..... END OF UII GRADE PERIOD

### QUARTER 4:

MAR. 15 ..... QUARTER 4 BEGINS  
 APR. 2 ..... PROGRESS REPORT/UII GRADE CHECK  
 APR. 23 ..... PROGRESS REPORT/UII GRADE CHECK  
 MAY 21 ..... END OF Q4/S2  
 MAY 27 ..... S2 REPORT CARDS PUBLISHED

### STUDENT SCHEDULE

EARLY CHILDHOOD CTR 7:40AM - 3:10PM\*  
 ELEMENTARIES ..... 8AM - 3:30PM\*  
 G-PHS & G-PMS ..... 8:30 AM - 4PM\*  
 \*450 MINUTES PER SCHOOL DAY

INSTRUCTIONAL DAYS ..... 170  
 TEACHER CONTRACT DAYS ..... 187

### CAMPUS TEACHER/STAFF SCHEDULE

EARLY CHILDHOOD CTR ..... 7:25AM - 3:25PM\*\*  
 ELEMENTARIES ..... 7:45AM - 3:45PM\*\*  
 G-PHS & G-PMS ..... 8:15AM - 4:15PM\*\*

\*Non-Instructional Staff hours may vary depending on position/role.  
 \*\*Hours above do not include assigned duty, staff meetings, etc., all of which are assigned at the discretion of Campus Administration.

### INSTRUCTIONAL MINUTES:

GPMS - GPMS ..... 76,500  
 ECC/ELEMENTARIES ..... 76,500  
 INSTRUCTIONAL MINUTES .. 76,500

### LEGEND

- DISTRICT PD/PLANNING/STUDENT HOLIDAY
- STATE TESTING
- EXCHANGE DAY (PL)
- ELIGIBILITY LOSS EFFECTIVE
- SCHOOL HOLIDAY(S)
- LAST DAY OF SCHOOL
- CAMPUS PD/STUDENT HOLIDAY
- GRADUATION CEREMONY PENDING
- FIRST DAY OF SCHOOL
- PROGRESS REPORT/REPORT CARD
- BEGIN & END OF REPORTING PERIODS
- UIL GRADE CHECK
- WORKDAY/STUDENT HOLIDAY
- NEW TEACHER TRAINING
- SUMMER SCHOOL
- END OF GRACE PERIOD





2026-2027  
MONTHLY PAYROLL DATES AND REPORTING PERIODS  
PROFESSIONAL / PARAPROFESSIONAL & SUBSTITUTES



TIME OFF REQUEST AND TIMESHEETS ARE TO BE SUBMITTED AND APPROVED EACH THURSDAY TO BE INCLUDED INTO SELECED PAYROLL.

September						
SUN	MON	TUE	WED	THU	FRI	SAT
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			
<b>SEPTEMBER 15, 2026</b>						
REVIEW PERIOD: AUGUST 2, 2026 - AUGUST 28, 2026						
SUBSTITUTES: AUGUST 1 <sup>ST</sup> - AUGUST 31 <sup>ST</sup>						

October						
SUN	MON	TUE	WED	THU	FRI	SAT
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31
<b>OCTOBER 15, 2026</b>						
REVIEW PERIOD: AUGUST 31, 2026 - OCTOBER 4, 2026						
SUBSTITUTES: SEPTEMBER 1 <sup>ST</sup> - SEPTEMBER 30 <sup>TH</sup>						

November						
SUN	MON	TUE	WED	THU	FRI	SAT
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					
<b>NOVEMBER 13, 2026</b>						
REVIEW PERIOD: OCTOBER 5, 2026 - NOVEMBER 1, 2026						
SUBSTITUTES: OCTOBER 1 <sup>ST</sup> - OCTOBER 31 <sup>ST</sup>						

December						
SUN	MON	TUE	WED	THU	FRI	SAT
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		
<b>DECEMBER 15, 2026</b>						
REVIEW PERIOD: NOVEMBER 2, 2026 - NOVEMBER 29, 2026						
SUBSTITUTES: NOVEMBER 1 <sup>ST</sup> - NOVEMBER 30 <sup>TH</sup>						

January						
SUN	MON	TUE	WED	THU	FRI	SAT
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						
<b>JANUARY 15, 2027</b>						
REVIEW PERIOD: NOVEMBER 30, 2026 - JANUARY 3, 2027						
SUBSTITUTES: DECEMBER 1 <sup>ST</sup> - DECEMBER 31 <sup>ST</sup>						

February						
SUN	MON	TUE	WED	THU	FRI	SAT
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28						
<b>FEBRUARY 12, 2027</b>						
REVIEW PERIOD: JANUARY 4, 2027 - JANUARY 31, 2027						
SUBSTITUTES: JANUARY 1 <sup>ST</sup> - JANUARY 31 <sup>ST</sup>						

March						
SUN	MON	TUE	WED	THU	FRI	SAT
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			
<b>MARCH 15, 2027</b>						
REVIEW PERIOD: FEBRUARY 1, 2027 - FEBRUARY 28, 2027						
SUBSTITUTES: FEBRUARY 1 <sup>ST</sup> - FEBRUARY 28 <sup>TH</sup>						

April						
SUN	MON	TUE	WED	THU	FRI	SAT
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	
<b>APRIL 15, 2027</b>						
REVIEW PERIOD: MARCH 1, 2027 - APRIL 4, 2027						
SUBSTITUTES: MARCH 1 <sup>ST</sup> - MARCH 31 <sup>ST</sup>						

May						
SUN	MON	TUE	WED	THU	FRI	SAT
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					
<b>MAY 14, 2027</b>						
REVIEW PERIOD: APRIL 5, 2027 - MAY 2, 2027						
SUBSTITUTES: APRIL 1 <sup>ST</sup> - APRIL 30 <sup>TH</sup>						

June						
SUN	MON	TUE	WED	THU	FRI	SAT
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			
<b>JUNE 15, 2027</b>						
REVIEW PERIOD: MAY 3, 2027 - MAY 30, 2027						
SUBSTITUTES: MAY 1 <sup>ST</sup> - MAY 31 <sup>ST</sup>						

July						
SUN	MON	TUE	WED	THU	FRI	SAT
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31
<b>JULY 15, 2027</b>						
REVIEW PERIOD: MAY 31, 2027 - JULY 4, 2027						
SUBSTITUTES: JUNE 1 <sup>ST</sup> - JUNE 30 <sup>TH</sup>						

August						
SUN	MON	TUE	WED	THU	FRI	SAT
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				
<b>AUGUST 13, 2027</b>						
REVIEW PERIOD: JULY 5, 2027 - AUGUST 1, 2027						
SUBSTITUTES: JULY 1 <sup>ST</sup> - JULY 31 <sup>ST</sup>						

THE DISTRICT HAS IMPLEMENTED AN ANNUALIZED SALARY PAYMENT METHOD FOR ALL DISTRICT EMPLOYEES' BASE SALARIES. AN ANNUALIZED SALARY IS USEFUL FOR EMPLOYEES WHO DO NOT WORK A FULL YEAR, SUCH AS TEACHERS, AND EMPLOYEES WHO WORK PART OF EACH YEAR ON A SALARIED BASIS. ANNUALIZATION IS THE PROCESS OF SPREADING PAYMENTS TO EMPLOYEES OVER THE ENTIRE YEAR (12 MONTHS), THOUGH THE SALARY IS ONLY EARNED FOR PART OF THE YEAR. THIS GIVES THE EMPLOYEE A STEADY PAYCHECK WHEN THEY ARE NOT WORKING.

THE REVIEW PERIOD IS DESIGNATED FOR REPORTING ADDITIONAL HOURS (E.G., COMP TIME) OR MISSED HOURS RESULTING IN DOCKED PAY WITHIN THE EMPLOYEE'S ASSIGNED WORK WEEK. APPROVED ADJUSTMENTS ARE APPLIED TO THE CORRESPONDING PAYROLL FOR THAT PAY CYCLE.



2026-2027 SEMI-MONTHLY  
PAYROLL DATES AND REPORTING PERIODS AUXILIARY STAFF  
AND SUPPLEMENTAL PAY (INFORMED K-12 FORMS)

Employees and forms included in Semi-Monthly Pay:



TIME OFF REQUEST AND TIMESHEETS ARE TO BE SUBMITTED AND APPROVED EACH THURSDAY TO BE INCLUDED INTO SELECTED PAYROLL.

September						
SUN	MON	TUE	WED	THU	FRI	SAT
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			
<b>SEPTEMBER 4, 2026</b>						
*REVIEW PERIOD: AUGUST 3rd - AUGUST 16th						
<b>SEPTEMBER 18, 2026</b>						
REVIEW PERIOD: AUGUST 17th - AUGUST 30th						

October						
SUN	MON	TUE	WED	THU	FRI	SAT
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31
<b>OCTOBER 5, 2026</b>						
REVIEW PERIOD: AUGUST 31 <sup>ST</sup> - SEPTEMBER 27TH						
<b>OCTOBER 20, 2026</b>						
REVIEW PERIOD: SEPTEMBER 28TH - OCTOBER 11TH						

November						
SUN	MON	TUE	WED	THU	FRI	SAT
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					
<b>NOVEMBER 5, 2026</b>						
REVIEW PERIOD: OCTOBER 12TH - OCTOBER 25TH						
<b>NOVEMBER 18, 2026</b>						
REVIEW PERIOD: OCTOBER 26TH - NOVEMBER 8TH						

December						
SUN	MON	TUE	WED	THU	FRI	SAT
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		
<b>DECEMBER 4, 2026</b>						
REVIEW PERIOD: NOVEMBER 9TH - NOVEMBER 22ND						
<b>DECEMBER 18, 2026</b>						
REVIEW PERIOD: NOVEMBER 23RD - DECEMBER 6TH						

January						
SUN	MON	TUE	WED	THU	FRI	SAT
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						
<b>JANUARY 5, 2027</b>						
ANNUALIZED PAY NO TIMESHEETS INCLUDED						
<b>JANUARY 20, 2027</b>						
REVIEW PERIOD: DECEMBER 7TH - DECEMBER 20TH						

February						
SUN	MON	TUE	WED	THU	FRI	SAT
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28						
<b>FEBRUARY 5, 2027</b>						
REVIEW PERIOD: DECEMBER 21ST - JANUARY 10TH						
<b>FEBRUARY 19, 2027</b>						
REVIEW PERIOD: JANUARY 11TH - JANUARY 31ST						

March						
SUN	MON	TUE	WED	THU	FRI	SAT
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			
<b>MARCH 5, 2027</b>						
REVIEW PERIOD: FEBRUARY 1ST - FEBRUARY 14TH						
<b>MARCH 19, 2027</b>						
SB WEEKS *DAYS INCLUDED: FEBRUARY 15TH - MARCH 7TH						

April						
SUN	MON	TUE	WED	THU	FRI	SAT
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	
<b>APRIL 5, 2027</b>						
REVIEW PERIOD: MARCH 8TH - MARCH 21ST						
<b>APRIL 20, 2027</b>						
REVIEW PERIOD: MARCH 22ND - APRIL 4TH						

May						
SUN	MON	TUE	WED	THU	FRI	SAT
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					
<b>MAY 5, 2027</b>						
REVIEW PERIOD: APRIL 5TH - APRIL 25TH						
<b>MAY 20, 2027</b>						
REVIEW PERIOD: APRIL 26TH - MAY 9TH						

June						
SUN	MON	TUE	WED	THU	FRI	SAT
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			
<b>JUNE 4, 2027</b>						
REVIEW PERIOD: MAY 10TH - MAY 23RD						
<b>JUNE 18, 2027</b>						
REVIEW PERIOD: MAY 24TH - JUNE 13TH						

July						
SUN	MON	TUE	WED	THU	FRI	SAT
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31
<b>JULY 2, 2027</b>						
*ANNUALIZED						
<b>JULY 20, 2027</b>						
REVIEW PERIOD: JUNE 14TH - JULY 4TH						

August						
SUN	MON	TUE	WED	THU	FRI	SAT
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				
<b>AUGUST 5, 2027</b>						
REVIEW PERIOD: JULY 5TH - JULY 18TH						
<b>AUGUST 20, 2027</b>						
REVIEW PERIOD: JULY 19TH - AUGUST 8TH						

THE DISTRICT UTILIZES AN ANNUALIZED SALARY METHOD FOR EMPLOYEE BASE PAY. UNDER THIS APPROACH, AN EMPLOYEE'S ANNUAL SALARY IS DISTRIBUTED EVENLY ACROSS ALL PAY PERIODS, INCLUDING SEMI-MONTHLY PAY SCHEDULES. WHILE THE SALARY IS EARNED BASED ON THE EMPLOYEE'S ASSIGNED WORK CALENDAR, PAYMENTS ARE SPREAD THROUGHOUT THE YEAR TO PROVIDE CONSISTENT AND PREDICTABLE PAY, REGARDLESS OF ACTUAL DAYS WORKED WITHIN A GIVEN PAY PERIOD.

THE REVIEW PERIOD IS DESIGNATED FOR REPORTING ADDITIONAL HOURS (E.G., OVERTIME, SUPPLEMENTAL PAY) OR MISSED HOURS RESULTING IN DOCKED PAY WITHIN THE EMPLOYEE'S ASSIGNED WORK WEEK. APPROVED ADJUSTMENTS ARE APPLIED TO THE CORRESPONDING PAYROLL FOR THAT PAY CYCLE.

**2026-2027 G-PISD TEACHER SALARY HIRING PLAN**  
**Pending Final Budget Approval and TEA update to State Minimum**

YEARS OF EXPERIENCE	STATE MINIMUM	BACHELOR'S DEGREE	MASTER'S DEGREE
0	\$33,960	\$63,000	\$64,000
1	\$34,690	\$64,000	\$65,000
2	\$35,410	\$64,435	\$65,435
3	\$36,150	\$66,260	\$67,260
4	\$37,690	\$66,564	\$67,564
5	\$39,230	\$69,088	\$70,088
6	\$40,770	\$69,099	\$70,099
7	\$42,200	\$69,109	\$70,109
8	\$43,550	\$69,426	\$70,426
9	\$44,840	\$71,210	\$72,210
10	\$46,040	\$71,326	\$72,326
11	\$47,180	\$71,854	\$72,851
12	\$48,280	\$71,896	\$72,896
13	\$49,280	\$72,380	\$73,380
14	\$50,250	\$73,383	\$74,383
15	\$51,160	\$73,514	\$74,514
16	\$52,030	\$73,592	\$74,592
17	\$52,840	\$74,183	\$75,183
18	\$53,610	\$74,290	\$75,290
19	\$54,340	\$74,367	\$75,367
20	\$55,030	\$74,943	\$75,943
21	\$55,030	\$75,485	\$76,485
22	\$55,030	\$75,846	\$76,846
23	\$55,030	\$77,070	\$78,070
24	\$55,030	\$78,143	\$79,143
25	\$55,030	\$79,203	\$80,203
26	\$55,030	\$80,212	\$81,212
27	\$55,030	\$81,217	\$82,217
28	\$55,030	\$82,067	\$83,067
29	\$55,030	\$82,909	\$83,909
30+	\$55,030	\$83,801	\$84,801

The Teacher 2026-2027 hiring plan includes General Pay Increase and any targeted adjustments. The above schedule represents the minimum rate of base pay for G-PISD teachers by year of creditable teaching experience. Rates are provided in annual equivalents based on 187-days. Stipends and extra duty pay (if applicable) are not included in these amounts. **These are current rates and not a guarantee of future earnings.** The Teacher pay scale will be reviewed and updated on an annual basis. New offers of employment are based on comparable experience, as well as market competitive pay.

It is the policy of G-PISD not to discriminate on the basis of race, color, national origin, sex, handicap or age in its employment practices as required by Title VI of the Civil Rights Act of 1964, as amended; Title IX of the Education Amendments of 1972; the Age Discrimination Act of 1975, as amended; and Section 504 of the Rehabilitation Act of 1973 as amended. G-PISD will take steps to assure that lack of English Language skills will not be a barrier to admission and participation in all educational and vocational programs.

Es norma de distrito escolar de Gregory-Portland no discriminar por motivos de raza, color, origen nacional, sexo, impedimenta, o edad, en sus procedimientos de empleo, tal como lo requieren el Título VI de la Ley de Derechos Civiles de 1964, según enmienda; el Título IX de las Enmiendas en la Educación, de 1972, la ley de Discriminación por Edad, de 1975, según enmienda, y la Sección 504 de la Ley de Rehabilitación de 1973, según enmienda. El distrito escolar de Gregory-Portland tomara las medidas necesarias para asegurar que la falta de habilidad en el uso del inglés no sea un obstáculo para la admisión y participación en todos los programas educativos y vocacionales.

**2026-2027 District Administrative Professional Pay Plan**

Gregory-Portland ISD

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
<b>1</b>	Central Office Manager/Exec Admin Asst - Supt	226	<b>Daily</b>	<b>\$257.58</b>	<b>\$318.00</b>	<b>\$378.42</b>
	<b>Asst. Director of Food &amp; Nutrition Services/Dietician</b>	<b>226</b>	<b>226 Days</b>	58,213	71,868	85,523
	Construction Project Specialist	260	<b>260 Days</b>	66,971	82,680	98,389
	HVAC and Electrical Foreman	260				
	Supervisor - Custodial	260				
	Supervisor - Maintenance	260				
	Supervisor - Payroll	226				
	Supervisor - Transportation	260				
	<b>2</b>			<b>Daily</b>	<b>\$302.55</b>	<b>\$373.52</b>
<b>Accountant</b>	<b>226</b>	<b>226 Days</b>	68,376	84,416	100,455	
Specialist - Network	226					
<b>3</b>			<b>Daily</b>	<b>\$337.04</b>	<b>\$416.10</b>	<b>\$495.16</b>
<b>Accountant II</b>	<b>226</b>	<b>226 Days</b>	76,171	94,039	111,906	
<b>4</b>			<b>Daily</b>	<b>\$361.65</b>	<b>\$446.48</b>	<b>\$531.31</b>
Accountant - Senior	226	<b>226 Days</b>	81,733	100,904	120,076	
Coordinator - Human Resources	226	<b>260 Days</b>	94,029	116,085	138,141	
Coordinator - Instructional Services, ELAR/SS	226					
Coordinator - Instructional Services, Math/SC	226					
Coordinator - Instructional Technology	226					
Coordinator - Multilingual & ESL	226					
Coordinator - Purchasing	<del>226</del> <b>260</b>					
Coordinator - SPED & 504	226					
Coordinator - Communications & Engagement	226					
Coordinator - Multimedia Production	226					
Data/PEIMS Administrator	226					
<b>5</b>			<b>Daily</b>	<b>\$380.46</b>	<b>\$469.70</b>	<b>\$558.94</b>
Director - Food Services	226	<b>226 Days</b>	85,984	106,152	126,320	
<b>Coordinator of TIA and Teacher Effectiveness (Grant Funded)</b>	<b>226</b>	<b>260 Days</b>	98,920	122,122	145,324	
<b>Director - Fine Arts</b>	<b>226</b>					
Director - Transportation	260					
Manager - Construction	260					
<b>6</b>			<b>Daily</b>	<b>\$400.93</b>	<b>\$494.97</b>	<b>\$589.01</b>
Director - Assessment & Accountability	226	<b>226 Days</b>	90,610	111,863	133,116	
Director - CCMR and Counseling	226	<b>260 Days</b>	104,242	128,692	153,143	
Director - Maintenance & Operations	260					
Director - Technology	226					
<b>7</b>			<b>Daily</b>	<b>\$421.37</b>	<b>\$520.21</b>	<b>\$619.05</b>
Director - Business Services	226	<b>226 Days</b>	95,230	117,567	139,905	
Director - Family & Community Engagement	226					
Director - Special Education	226					
<b>8</b>			<b>Daily</b>	<b>\$444.12</b>	<b>\$548.30</b>	<b>\$652.48</b>
Director - Athletics/Head FB	226	<b>226 Days</b>	100,371	123,916	147,460	
Senior Director - Safety & Student Services	226					
<b>9</b>			<b>Daily</b>	<b>\$512.52</b>	<b>\$632.74</b>	<b>\$752.96</b>
Exec Director - Communications & Community Engagement	226	<b>226 Days</b>	115,830	142,999	170,169	
Exec Director - Human Resources	226	<b>240 Days</b>	123,005	151,858	180,710	
Exec Director - Operations	240					
Exec Director - School Leadership	226					
Executive Director - Curriculum & Instruction	226					
<b>10</b>			<b>Daily</b>	<b>\$587.86</b>	<b>\$725.75</b>	<b>\$863.64</b>
Assistant Supt - Business - Finance & Operations	226	<b>226 Days</b>	132,856	164,020	195,183	

**2026-2027 Campus Administrative Professional Pay Plan**

Gregory-Portland ISD

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
<b>1</b>			<b>Daily</b>	<b>\$257.58</b>	<b>\$318.00</b>	<b>\$378.42</b>
<b>2</b>			<b>Daily</b>	<b>\$302.55</b>	<b>\$373.52</b>	<b>\$444.49</b>
	Social Worker	209	<b>187 Days</b>	56,577	69,848	83,120
	Speech Language Pathologist - Asst	187	<b>209 Days</b>	63,233	78,066	92,898
<b>3</b>			<b>Daily</b>	<b>\$337.04</b>	<b>\$416.10</b>	<b>\$495.16</b>
	Athletic Trainer	202	<b>187 Days</b>	63,026	77,811	92,595
	Counselor - College & Career	209	<b>196 Days</b>	66,060	81,556	97,051
	Counselor - ES	197	<b>197 Days</b>	66,397	81,972	97,547
	Counselor - HS	209	<b>202 Days</b>	68,082	84,052	100,022
	Counselor - MS	202	<b>209 Days</b>	70,441	86,965	103,488
	Diagnostician	197	<b>212 Days</b>	71,452	88,213	104,974
	Instructional Specialist - Title 1	212				
	LSSP	197				
	Registered Nurse	187				
	Specialist - Behavior	197				
	Specialist - Library Media	196/202				
	Specialist - Title I	212				
	Speech Language Pathologist	187				
<b>4</b>			<b>Daily</b>	<b>\$361.65</b>	<b>\$446.48</b>	<b>\$531.31</b>
	Asst Principal - ES	212	<b>212 Days</b>	76,670	94,654	112,638
	Asst Principal - MS	212				
	Coordinator - Testing	212				
<b>5</b>			<b>Daily</b>	<b>\$380.46</b>	<b>\$469.70</b>	<b>\$558.94</b>
	Academic Dean - MS	226	<b>212 Days</b>	80,658	99,576	118,495
	Asst Director - Athletics	217	<b>217 Days</b>	82,560	101,925	121,290
	Asst Principal - HS	212	<b>226 Days</b>	85,984	106,152	126,320
	Coordinator - At-Risk	217				
<b>6</b>			<b>Daily</b>	<b>\$400.93</b>	<b>\$494.97</b>	<b>\$589.01</b>
	Academic Dean - HS	226	<b>217 Days</b>	87,002	107,408	127,815
	Principal - Early Childhood	226	<b>226 Days</b>	90,610	111,863	133,116
	Principal - ES	217				
<b>7</b>			<b>Daily</b>	<b>\$421.37</b>	<b>\$520.21</b>	<b>\$619.05</b>
	Principal - MS	226	<b>226 Days</b>	95,230	117,567	139,905
<b>8</b>			<b>Daily</b>	<b>\$444.12</b>	<b>\$548.30</b>	<b>\$652.48</b>
	Principal - HS	226	<b>226 Days</b>	100,371	123,916	147,460

## 2026-2027 Clerical Paraprofessional Pay Plan

Gregory-Portland ISD

\*Annual amounts are based on 7.5 hours per day.

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum
<b>1</b>					
	Aide - Classroom	187	<b>\$17.00</b>	<b>\$20.99</b>	<b>\$24.98</b>
	Aide - Sp Ed General	187	<b>187 Days</b>	23,843	29,438
	Aide - Sp Ed Self Contained	187			35,034
<b>2</b>					
	Aide - At-Risk Credit Recovery	187	<b>\$18.00</b>	<b>\$22.22</b>	<b>\$26.44</b>
	Aide - Dual Credit Support	187	<b>187 Days</b>	25,245	31,164
	Aide - ISS	187	<b>192 Days</b>	25,920	31,997
	Aide - Library	187, 192	<b>197 Days</b>	26,595	32,830
	Aide - STEAM/Computer	187			39,065
	Clerical Asst - Campus Office	197			
	Receptionist - HS	197			
<b>3</b>					
	Admin Asst - Asst Principal HS	212	<b>\$19.00</b>	<b>\$23.46</b>	<b>\$27.92</b>
	Admin Asst - Asst Principal MS	212	<b>197 Days</b>	28,073	34,662
	Admin Asst - Counselor	212	<b>207 Days</b>	29,498	36,422
	Clerical Asst - Attendance, Secondary	207	<b>212 Days</b>	30,210	37,301
	Clerical Asst - Attendance/PEIMS ES	207	<b>226 Days</b>	32,205	39,765
	Clerical Asst - Attendance/PEIMS ECC	221			47,324
	Clerical Asst - Sp Ed PEIMS	207			
	Clerical Asst - Special Ed	197			
	Receptionist - District	226			
	Registrar - MS	207			
<b>4</b>					
	Admin Asst - DAEP/AEP	212	<b>\$20.50</b>	<b>\$25.31</b>	<b>\$30.12</b>
	Admin Asst - Principal ES	217, 226	<b>202 Days</b>	31,058	38,345
	Admin Asst - Principal MS	226	<b>210 Days</b>	32,288	39,863
	Admin Asst- Fine Arts Dept	210	<b>212 Days</b>	32,595	40,243
	Admin Asst- Principal HS	226	<b>217 Days</b>	33,364	41,192
	Bookkeeper - HS	202	<b>221 Days</b>	33,979	41,951
	Clerical Asst - PEIMS, Secondary	221	<b>226 Days</b>	34,748	42,900
	Registrar - HS	221			51,053
<b>5</b>					
	Reserved for Future Use	226	<b>\$21.75</b>	<b>\$26.85</b>	<b>\$31.95</b>
			<b>226 Days</b>	36,866	45,511
					54,155

6	
Admin Asst - Construction Manager	260
Admin Asst - Dept Director	226
Admin Asst - Executive Director	226
Admin Asst- Athletics Director	226
Admin Asst- Coordinator	226
Admin Asst- Maint. Director	260
Admin Asst- Transportation Dispatch	260
LVN	187
Specialist - Business Services	226
Specialist - Communication & Engagement	226
Specialist - District PEIMS/SIS	226
Specialist - Technology Support	226
Technician - Computer	

Hourly	\$23.75	\$29.32	\$34.89
<b>187 Days</b>	33,309	41,121	48,933
<b>226 Days</b>	40,256	49,697	59,139
<b>260 Days</b>	46,313	57,174	68,036

7	
Admin Asst- Asst Supt	226
Specialist - Human Resources	226
Specialist - Payroll	226
Piano Accompanist	192

Hourly	\$27.75	\$34.26	\$40.77
<b>192 Days</b>	39,960	49,334	58,709
<b>226 Days</b>	47,036	58,071	69,105

CLASSIFICATION - ADD ON
Lead Computer Technician
Safety & Security Asst.
Special Education Aide - General Resources
Special Education Aide - Self Contained
Translation Services

Hourly Rate
\$3.00
\$1.07
<b>\$0.75     \$1.00</b>
<b>\$1.00     \$2.00</b>
\$0.30

## 2026-2027 Auxiliary Pay Plan

Gregory-Portland ISD

\*Annual amounts are based on 8 hours per day.

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
<b>1</b>			<b>Hourly</b>	<b>\$15.25</b>	<b>\$18.83</b>	<b>\$22.41</b>
	Bus Monitor	179	<b>179 Days</b>	21,838	26,965	32,091
	Food Service Worker	185	<b>185 Days</b>	22,570	27,868	33,167
	Specialist - FS Warehouse & Delivery	197	<b>197 Days</b>	24,034	29,676	35,318
<b>2</b>			<b>Hourly</b>	<b>\$16.25</b>	<b>\$20.06</b>	<b>\$23.87</b>
	Asst Manager - Food Services MS, HS	188	<b>187 Days</b>	24,310	30,010	35,710
	Custodian	260	<b>188 Days</b>	24,440	30,170	35,900
	Custodian - Athletic Dept	260	<b>260 Days</b>	33,800	41,725	49,650
	Security Monitors	187				
<b>3</b>			<b>Hourly</b>	<b>\$17.25</b>	<b>\$21.30</b>	<b>\$25.35</b>
	Bus Mechanic - Helper	260	<b>187 Days</b>	25,806	31,865	37,924
	Custodian - Lead District	260	<b>188 Days</b>	25,944	32,035	38,126
	Custodian - Lead ES	260	<b>260 Days</b>	35,880	44,304	52,728
	Custodian - Lead HS	260				
	Custodian - Lead MS	260				
	Groundskeeper	260				
	Laundry/Custodian	260				
	Manager - Food Services ES	188				
	Security Monitor - Lead	187				
	Maintenance Warehouse Asst	260				
<b>4</b>			<b>Hourly</b>	<b>\$18.50</b>	<b>\$22.84</b>	<b>\$27.18</b>
	Maintenance - General	260	<b>188 Days</b>	27,824	34,351	40,879
	Manager - Food Services HS	188	<b>260 Days</b>	38,480	47,507	56,534
	Manager - Food Services MS	188				
<b>5</b>			<b>Hourly</b>	<b>\$21.50</b>	<b>\$26.54</b>	<b>\$31.58</b>
	Bus Mechanic	260	<b>197 Days</b>	33,884	41,827	49,770
	Locksmith	260	<b>226 Days</b>	38,872	47,984	57,097
	Manager - Groundskeeper	260	<b>260 Days</b>	44,720	55,203	65,686
	Manager - Maintenance	197				
	Manager - Warehouse & Purchasing	260				
	Master Carpenter	260				
	Storeroom Manager - Food Services	226				
<b>6</b>			<b>Hourly</b>	<b>\$23.25</b>	<b>\$28.70</b>	<b>\$34.15</b>
	HVAC Mechanic	260	<b>260 Days</b>	48,360	59,696	71,032
	Manager - Custodian	260				
	Plumber	260				



<b>7</b>	
Asst Director - Food Services	226
Electrician	260
Senior Safety Manager	226

<b>Hourly</b>	<b>\$26.00</b>	<b>\$32.10</b>	<b>\$38.20</b>
<b>226 Days</b>	47,008	58,037	69,066
<b>260 Days</b>	54,080	66,768	79,456

<b>BD</b>	
Bus Driver	179

<b>Hourly</b>	<b>\$29.50</b>	<b>\$29.50</b>	<b>\$29.50</b>
<b>179 Days</b>	42,244	42,244	42,244

<b>CLASSIFICATION - ADD ON</b>
--------------------------------

<b>Hourly Rate</b>
--------------------

Athletic Custodian	\$0.15
Cafeteria Asst. Manager MS & HS	\$0.25
Custodian, Night	\$0.25
Cafeteria Manager, Elementary	\$0.25
Cafeteria Manager, Middle School	\$1.00
Cafeteria Manager, High School	\$1.00
Integrated Pest Manager (IPM)	\$1.00
Lead Custodian	\$0.50
Lead Custodian, Dual Assistant	\$0.50
Asst. Lead Custodian	\$0.25
*Critical Shortage Area - HAVC	\$1.45
*Critical Shortage Area - Electrician	\$1.45
*Critical Shortage Area - Plumber	

\*Critical Shortage is no longer applicable effective 2024-2025 beginning in July, unless otherwise directed by the Supt.

## 2026-2027 ONE-TIME PAY INCREASE

### **Background**

Gregory-Portland Board of Trustees approved a One-Time Pay Increase for the 2026-2027 school year.

### **What is a One-Time Pay Increase?**

A one-time pay increase is creditable for TRS (Teacher Retirement System) purposes for services rendered and the right to receive it is accrued proportionately as the employee works.

### **How much is the One-Time Pay Increase and when will employees receive it?**

The District will pay eligible full-time employees a total of \$2,500 for the 2026-2027 school year for services rendered. The One-Time Pay Increase will be divided into two (2) installments. The first \$1,250 will be paid in November 2026, the second \$1,250 will be paid in May 2027. Eligible part-time employees will receive 50% (\$1,250) of the \$2,500 and it will also be divided into two (2) installments.

## 2026-2027 G-PISD TENURE INCENTIVE PAY

### District Guidelines

The Tenure Incentive Pay Schedule is reviewed and determined by the Gregory-Portland ISD Board of Trustees annually as part of the school district budget process. The amount, if any, may be raised or lowered at the Board’s discretion.

All employees of the district are eligible for the Tenure Incentive Pay if they are:

- On the District payroll November 1 and
- Employed in a permanent position on the date tenure is paid.

Tenure pay will be paid the week before the Thanksgiving Holiday. Student workers, teacher residents and substitutes are not eligible.

The amount of Tenure Incentive Pay for an individual employee is based on the number of creditable years of service that the employee has been continuously employed by the Gregory-Portland ISD. To earn one year of creditable service, the employee must have worked a minimum of 90 days at 100% of the day during a school year, as defined by the Texas Administrative Code, Commissioner’s Rules on Creditable Years of Service [19 TAC §153.1021(f)].

For the Tenure Incentive Pay, continuous employment is defined as no separation from employment with the district of more than one calendar year. If an employee quits and is re-employed by the district within one calendar year, they will retain prior years of service to calculate Tenure Incentive Pay.

TENURE SCHEDULE		
*YEARS COMPLETED	FULL-TIME	PART-TIME
0	\$30.00	\$15.00
1	\$60.00	\$30.00
2	\$75.00	\$37.50
3	\$90.00	\$45.00
4	\$105.00	\$52.50
5	\$150.00	\$75.00
6	\$175.00	\$87.50
7	\$200.00	\$100.00
8	\$225.00	\$112.50
9	\$250.00	\$125.00
10	\$300.00	\$150.00
11	\$350.00	\$175.00
12	\$400.00	\$200.00
13	\$450.00	\$225.00
14	\$500.00	\$250.00
15	\$550.00	\$275.00
16	\$600.00	\$300.00
17	\$650.00	\$325.00
18	\$700.00	\$350.00
19	\$750.00	\$375.00
20	\$900.00	\$450.00

**2026-2027 G-PISD SUBSTITUTE DAILY PAY RATES**

CLASIFICATION	HIGH SCHOOL DIPLOMA/GED	4-YEAR COLLEGE DEGREE	CERTIFIED / LICENSED
ADMINISTRATOR	N/A	N/A	\$ 400
AUXILIARY	\$15/HOURLY	N/A	N/A
BUS DRIVER (CDL)	N/A	N/A	ROUTE PAY
<b>***BUS DRIVER (NON-CDL)</b>			Current pay rate
COUNSELOR	N/A	N/A	\$ 200
LIBRARY MEDIA SPECIALIST	\$115	\$ 130	\$ 150
LICENSED VOCATIONAL NURSE (LVN)	\$100	\$ 115	\$ 125
PARAPROFESSIONAL	\$100	\$ 115	\$ 125
REGISTERED NURSE (RN)	\$115	\$ 130	\$ 150
TEACHER	\$115	\$ 130	\$ 150
**FMLA LONG TERM (20+ Days) (Teacher/Library Media Specialist/RN)	\$120	\$ 135	\$ 160

\*\* Substitutes will be paid the higher rate if substituting consecutive days for the same employee.

\*\* Must be working for 20+ Consecutive days.

\*\*\*Current Auxiliary Employee with additional training.

**Substituting in Vacant Positions**

Substitutes assigned to serve in a vacant position are subject to all applicable restrictions and limitations established by the Teacher Retirement System of Texas (TRS), as well as applicable state law and District regulations.

For individuals who are retired through TRS, substitute service in a vacant position may be limited in duration and/or number of days worked in order to ensure compliance with TRS employment-after-retirement requirements.

Non-retirees and individuals retired through a retirement system other than TRS are limited to serving no more than twenty (20) cumulative workdays in the same vacant position.

The District reserves the right to limit, adjust, end, or reassign a substitute placement in a vacant position as necessary to maintain compliance with retirement system requirements, state law, and District guidelines.

Substitutes are responsible for understanding how employment may affect their individual retirement benefits, if applicable. Questions regarding retirement benefit implications should be directed to the applicable retirement system.

**2026-2027 G-PISD & TEXAS A&M UNIVERSITY CORPUS CHRISTI  
TEACHER RESIDENCY PROGRAM**

**Summary:**

The Teacher Resident (TR) is a student teacher engaged in a year-long clinical experience under the mentorship of a highly effective Cooperating Teacher (CT). During this period, the TR observes, learns, and practices teaching in preparation for a career in education, while earning a degree (typically a bachelor's, but sometimes a master's) and/or certification from Texas A&M University - Corpus Christi.

Throughout the full school year, the TR works full-time alongside the CT, actively participating in various classroom activities from the outset. As the residency year progresses, the TR gradually assumes greater responsibilities, developing their skills as a teacher. They will engage in co-teaching models that increase in variety and complexity over time.

Teacher residents will be reimbursed for the cost of their tuition in the amount of ~~\$10,833.00~~ \$10,000. The LASO Grant will match the Districts contribution in the amount of \*\$10,000. Payment will be allotted in 10 distributions from September through May. To be eligible for the program, applicants must be accepted into the Teacher Residency program at Texas A&M University - Corpus Christi and be hired by Gregory-Portland ISD as a Teacher Resident.

Teacher residents are not eligible for any other compensation benefits that may be distributed throughout the school year.

**\*The LASO Grant contribution will be subject to continued grant funding.**

**2026-2027 ATHLETIC STIPEND SCHEDULE**

STIPEND TYPE	ALLOCATION	ANNUAL AMOUNT
<b>HIGH SCHOOL</b>		
Athletics Communications Web Representative	2	\$1,500
CDL/Bus Driver/Coach	1	\$1,000
HS Baseball Head	1	\$9,000
HSBaseball Asst.	2	\$5,000
HS Basketball Head	2	\$9,000
HS Basketball Asst.	4	\$5,000
HS Cheerleading Head	1	\$9,000
HS Cheerleading Asst.	1	\$5,000
HS Cross Country Head	1	\$9,000
HS Cross Country Asst.	2	\$5,000
HS Defensive Coordinator	1	\$12,500
HS Football Head Asst.	1	\$4,000
HS Football Asst.	10	\$8,000
HS Golf Head - Fall	1	\$4,575
HS Golf Asst. - Fall	1	\$3,750
HS Golf Head - Spring	1	\$4,575
HS Golf Asst. - Spring	1	\$3,750
HS Offensive Coordinator	1	\$12,500
HS Powerlifting	2	\$6,000
HS Soccer Head	2	\$9,000
HS Soccer Asst.	5	\$5,000
HS Softball Head	1	\$9,000
HS Sofball Asst.	2	\$5,000
HS Swimming Head	1	\$9,000
HS Tennis Head - Fall	1	\$4,575
HS Tennis Asst. - Fall	1	\$3,750
HS Tennis Head - Spring	1	\$4,575
HS Tennis Asst. - Spring	1	\$3,750
HS Track Head	2	\$9,000
HS Track Asst.	8	\$5,000
HS Volleyball Head	1	\$9,000
HS Volleyball Asst.	2	\$5,000
<b>MIDDLE SCHOOL</b>		
Athletic coordinator - Boys	1	\$3,000
Athletic Coordinator - Girls	1	\$3,000
MS Basketball Asst.	8	\$2,750
MS Cheerleading	1	\$4,000
MS Cheerleading Asst.	1	\$2,750
MS Football Asst.	7	\$3,750
MS Tennis - Fall	2	\$2,250
MS Tennis - Spring	2	\$2,250
MS Intramurals Coordinator	1	\$3,000
MS Track	10	\$2,750
MS Volleyball	3	\$3,250
<b>HIGH SCHOOL &amp; MIDDLE SCHOOL</b>		
**Strength & Conditioning Coaching	14	\$1,120
**Strength & Conditioning Leaders	3	\$1,650
**Summer Track	2	\$3,500
Athletic Trainer	3	\$10,000

\* Stipend earnings are not guaranteed wages and may be amended or eliminated at any time. Stipend amounts include compensation for additional days that maybe required of any extra duty.

\*\*Stipend amounts will be paid at the completion of the summer program as submitted on the Supplemental Pay Form and approved by Athletic Director.

**2026-2027 ATHLETIC EVENT STIPEND SCHEDULE**

(except for football)

NUMBER OF POSITIONS	POSITION	START TIME	END TIME	AMOUNT PER GAME
<b>HIGH SCHOOL</b>				
<b>Basketball (3 Games, 2 Gyms - Played at the Same time)</b>				
3	Ticket Scanners - Online Seller	1 hour before game	Last game at half-time	\$40.00
1	Clock	30 minutes before game	End of game	\$35.00
1	Bookkeeper	30 minutes before game	End of game	\$35.00
<b>Baseball/Softball (2 Games - Played at the Same time)</b>				
2	Ticket Scanners - Online Seller	1 hour before game	End of 3rd inning	\$40.00
1	Announcer	30 minutes before game	End of game	\$35.00
1	Scoreboard	30 minutes before game	End of game	\$35.00
1	Pitch Counter - Per UIL Guidelines	30 minutes before game	End of game	\$35.00
<b>Cheer</b>				
1	Ticket Scanners - Online Seller	1 hour before game	End of event	\$40.00
<b>Soccer (2 Varsity, 2 Junior Varsity)</b>				
3	Ticket Scanners - Online Seller	1 hour before game	End of game	\$40.00
1	Clock	30 minutes before game	End of game	\$35.00
<b>Track</b>				
1	Ticket Scanners - Online Seller	1 hour before meet	End of meet	\$80.00
<b>Volleyball (Varsity, Junior Varsity, Freshmen in 2 Gyms)</b>				
3	Ticket Scanners - Online Seller	1 hour before game	Last game at half	\$40.00
1	Clock	30 minutes before game	End of game	\$35.00
1	Scoreboard	30 minutes before game	End of game	\$35.00
1	Libero Tracker	30 minutes before game	End of game	\$35.00
<b>MIDDLE SCHOOL</b>				
<b>Basketball (2 Games, 2 Gyms - Played at the Same time)</b>				
3	Ticket Scanners - Online Seller	1 hour before game	End of game	\$40.00
2	Announcer/Clock	30 minutes before game	End of game	\$35.00
2	Bookkeeper	30 minutes before game	End of game	\$35.00
<b>Cheer</b>				
1	Ticket Scanners - Online Seller	1 hour before event	End of event	\$40.00
<b>Track</b>				
1	Ticket Scanners - Online Seller	1 hour before meet	End of meet	\$80.00
<b>Volleyball (2 Games, 2 Gyms - Played at the Same Time)</b>				
3	Ticket Scanners - Online Seller	1 hour before game	End of game	\$40.00
2	Scoreboard	30 minutes before game	End of game	\$35.00
2	Clock	30 minutes before game	End of game	\$35.00
<b>Playoff Rental - All Workers</b>				\$100.00
<b>Playoff Rental - Administrator</b>				\$200.00

**2026-2027 FOOTBALL ATHLETIC EVENT STIPEND SCHEDULE**

NUMBER OF POSITIONS	POSITION	LOCATION	START TIME	END TIME	AMOUNT PER GAME
<b>VARSITY FOOTBALL</b>					
1	Announcer	Press Box	6:30 PM	10:30 PM (end of game)	\$85.00
1	Scoreboard	Press Box	6:30 PM	10:30 PM (end of game)	\$70.00
1	Spotter	Press Box	6:30 PM	10:30 PM (end of game)	\$70.00
1	Message Board	Press Box	6:30 PM	10:30 PM (end of game)	\$70.00
2	Parking Lot Attendants	Main Gate	5:00 PM	9:30 PM (end of half time)	\$80.00
8	Polie @ \$50 per hour	Stadium	6:30 PM	10:30 PM (end of game)	\$200.00
1	Supervisor of Workers	Stadium	5:45 PM	10:30 PM (end of game)	\$80.00
1	Game Reports/Financial	Gate Area	5:45 PM	9:30 PM (end of half time)	\$80.00
5	Ticket Scanner/Online Seller	Gate Area	5:45 PM	9:00 PM (beg. of half time)	\$65.00
5	Ticket Scanner/Online Seller	Gate Area	5:45 PM	9:00 PM (beg. Of half time)	\$65.00
3	Field Gate Keeper	Gate Area	6:00 PM	10:30 PM (end of game)	\$70.00
3	Gate Keeper	Gate Area	6:00 PM	9:00 PM (beg. of half time)	\$65.00
5	Stand Worker	Gate Area	6:30 PM	10:30 PM (end of game)	\$70.00
3	Stand Worker	Gate Area	6:30 PM	10:30 PM (end of game)	\$70.00
<b>JUNIOR VARSITY/FRESHMAN FOOTBALL (per game)</b>					
1	Announcer	Press Box			\$60.00
1	Scoreboard/Clock	Press Box			\$60.00
2	Ticket Scanner/Online Seller	Main Gate			\$60.00
<b>MIDDLE SCHOOL FOOTBALL (per game)</b>					
1	Announcer	Press Box			\$60.00
1	Scoreboard/Clock	Press Box			\$60.00
2	Ticket Scanner/Online Seller	Main Gate			\$60.00

**2025-2026 DISTRICT EVENT CONCESSION STAND STIPENDS**

NUMBER OF POSITIONS	STIPEND TYPE	*ADD-ON AMOUNT	AMOUNT PER EVENT
1	Concession Supervisor (full school year)	\$3	-
1 per event	Concession Stand Manager	-	\$20 per hour
Varies by event size	Concession Stand Worker	-	\$17 per hour
Based on Need	Student Worker		\$15 per hour

\*Add-On stipend: Total compensation for the Concession Supervisor may not exceed \$5,000 per school year.



## 2026-2027 DISTRICT STIPENDS

The Superintendent or designee determines requirements for each stipend and partners with campus and department leaders to ensure duties are fulfilled. The Superintendent or designee reserves the right to change the stipend duties for a stipend at any time.

STIPEND TYPE	ANNUAL AMOUNT
260 In-District Travel	\$3,000.00
Administrative In-District Travel	\$2,000.00
After Hours Benefits/Workers' Comp Line	\$2,000.00
Bilingual Diagnostician, Speech Therapist/Special Education (must serve students enrolled in bilingual programming)	\$3,000.00
**Bilingual Teacher	\$5,000.00
Cell Phone - Administrative	\$900.00
District Head Nurse	\$3000 <b>\$5,000</b>
District Lead LSSP/Diagnostician/SLP	\$1,000.00
District Lead Social Worker	\$1,000.00
Library Media Specialist Book-a-Palooza Coordinator	\$1,000.00
Registered Nurse - Wellness Coordinator	\$500.00
Secondary Metal Detecting (Professional Staff Only)	\$1,500.00
Special Education General/Inclusion Teacher	\$2500 <b>\$3,000</b>
Special Education Self-Contained Teacher	\$3000 <b>\$5,000</b>
Special Olympics (5)	\$2,000.00
Student After Hours Support Line (Social Worker)	\$2,000.00
<b>***LASO Grant: Host Teacher</b>	<b>\$2,000.00</b>
Teacher Mentor (Primary)	\$1,500.00
Teacher Mentor (Secondary)	\$800.00
Translator (District)	\$500.00
*Critical Shortage Diagnostician, SLP, VI, D&M Special <i>*Critical shortage is no longer applicable effective 2024-2025, unless otherwise directed by the Superintendent</i>	\$3,000.00
**Bilingual Stipends are designed to compensate teachers who are exclusively teaching in a bilingual program and must be appropriately certified.	
*** LASO Grant contribution of \$2,000 is subject to Grant Funding. Host Teacher for a teacher resident candidate, who supports the candidate through co-teaching and coaching during their teacher residency year-long placement.	

**2026-2027 HIGH SCHOOL STIPENDS**

High School stipends are stipends that are awarded by the high school campus. The campus principal determines the eligibility requirements for each stipend and partners with the Human Resources Department for its implementation including duties and locations of stipends. The principal serves the right to change the stipend duties for a stipend at any time. If more than one person shares duties as a sponsor or coordinator, the stipend amount listed will be divided among the sponsors.

STIPEND TYPE	ALLOCATION	ANNUAL AMOUNT
<b>CTE</b>		
HS Agriculture/FFA		\$3,500.00
HS CTE Councilor		\$2,000.00
HS Culinary Arts/Hospitality		\$2,500.00
HS District & Video Production & Live Streaming Sponsor		\$9,000.00
HS Health Sciences		\$3,500.00
HS Robotics Sponsor		\$3,500.00
HS Welding/Manufacturing		\$3,000.00
<b>CLUBS</b>		
HS Debate Sponsor		\$1,800.00
HS Junior Class Sponsor		\$1,000.00
HS KEDTV Challenge Bowl Coach		\$1,500.00
HS National Honor Society Advisor		\$1,250.00
HS Newspaper Advisor/Sponsor		\$1,500.00
HS NOSB Sponsor		\$500.00
HS Student Counsel Sponsor		\$2,500.00
HS Yearbook Sponsor		\$2,000.00
<b>FINE ARTS</b>		
HS Assistant Band Director		\$7,250.00
HS Head Band Director		\$15,000.00
HS Head Choir Director		\$8,000.00
HS Head Theater Arts Director/ <del>Fine Arts Chair</del>		\$8,000.00
HS One Act Play Assistant		\$1,500.00
HS Theater - TFA Contest		\$750.00
HS Theater Arts Assistant		\$4,000.00
<b>HS Head Dance</b>		<b>\$9,000.00</b>
<b>GENERAL</b>		
HS Communication Web Representative		\$1,500.00
HS Core Content/CTE / <b>Fine Arts</b> Department Head/Chair	6	\$1,750.00
HD Dual Credit Teaching Leads	3	\$1,500.00
HS ESL Coordinator		\$750.00
HS GT Coordinator		\$1,250.00
HS Lead Counselor		\$2,000.00
HS Non-Core Content Department Head/Chair	4	\$750.00
HS Senior Class Sponsor		\$1,250.00
HS Special Education Department Head/Chair		\$1,750.00
HS Translator	1	\$500.00

### 2026-2027 MIDDLE SCHOOL STIPENDS

Middle School stipends are stipends that are awarded by the middle school campus. The campus principal determines the eligibility requirements for each stipend and partners with the Human Resources Department for its implementation including duties and locations of stipends. The principal reserves the right to change the stipend duties for a stipend at any time. If more than one person shares duties as a sponsor or coordinator, the stipend amount listed will be divided among the sponsors.

STIPEND TYPE	ALLOCATION	ANNUAL AMOUNT
<b>CTE</b>		
MS Robotics Sponsor		\$1,000.00
<b>CLUBS</b>		
MS Head/UII Choir Coordinator/Director		\$6,250.00
MS National Junior Honor Society Sponsor		\$1,000.00
MS Yearbook Coordinator		\$1,000.00
<b>FINE ARTS</b>		
MS Assistant Band Director		\$4,500.00
MS Assistant Choir Director		\$4,500.00
MS Head Band Director		\$6,250.00
MS Summer Band		\$2,250.00
MS Theater Director/Teacher		\$1,250.00
<b>GENERAL</b>		
MS Translator	1	\$500.00
MS Communication Web Representative	1	\$1,500.00
MS Core Content Department Head		\$1,250.00
MS Elective Department Head		\$500.00
MS GT Coordinator		\$750.00
MS GT Spring Trip Coordinator		\$500.00
MS Lead Counselor		\$2,000.00
MS PE Department Head		\$500.00
MS Special Education Department Head		\$1,250.00
MS ESL Coordinator		\$750.00

### 2026-2027 ELEMENTARY SCHOOL STIPENDS

The campus principal determines the eligibility requirements for each stipend and partners with the Human Resources Department for its implementation including duties and locations of stipends. The principal reserves the right to change the stipend duties for a stipend at any time. If more than one person shares duties as a sponsor or coordinator, the stipend amount listed will be divided among sponsors.

STIPEND TYPE	ALLOCATION	ANNUAL AMOUNT
<b>GENERAL</b>		
Communication Web Representative		\$1,000.00
Grade Level Team Leader		\$1,000.00
<b>Lead Elementary Counselor</b>		<b>\$2,000.00</b>
GT Campus Coordinator		\$500.00
Mentor Cooperating Teacher (Resident Teacher Program)		\$1,500.00
SPED Team Leader		\$1,000.00
Specials Team Leader		\$750.00
Elementary Translator	1	\$500.00

**2026-2027 HIGH SCHOOL UIL STIPENDS**

UIL Stipends are amounts paid to individuals that sponsor a UIL related activity with the prior approval of their principal to prepare students for UIL competition. The sponsor provides leadership and coaching to students participating in UIL events. Only one sponsor may be assigned per UIL subject/content area. If more than one sponsor is assigned, the amount listed will be divided between the sponsors. Stipend amounts will be paid at the UIL completion's end as submitted on the Supplemental Pay Form and approved by the campus principal and Human Resources.

<b>STIPEND TYPE</b>	<b>ALLOCATION</b>	<b>ANNUAL AMOUNT</b>
<b>HIGH SCHOOL - UIL</b>		
UIL Campus Coordinator	1	\$2,050.00
UIL Campus Meet Director	1	\$750.00
<b>UIL CORE SUBJECT - AREA COACH</b>		
English Core - Literary Criticism		\$850.00
English Core - Ready Writing		\$850.00
English Core - Spelling & Vocabulary		\$850.00
History Core - Current Issues & Events		\$850.00
History Core - Social Studies		\$850.00
Math Core - Calculator Applications		\$850.00
Math Core - Mathematics		\$850.00
Math Core - Number Sense		\$850.00
Science Core - Science		\$850.00
<b>UIL SUBJECT AREA COACH</b>		
UIL Accounting		\$1,250.00
UIL Computer Applications		\$1,250.00
UIL Copy Editing		\$1,250.00
UIL Editorial Writing		\$1,250.00
UIL Headline Writing		\$1,250.00
UIL Feature Writing		\$1,250.00
UIL News Writing		\$1,250.00
UIL Congressional Debate		\$1,250.00
UIL Cross Examination Debate		\$1,250.00
UIL Lincoln Douglas Debate		\$1,250.00
UIL Formative Speaking		\$1,250.00
UIL Persuasive Speaking		\$1,250.00
UIL Prose Interpretation		\$1,250.00
UIL Poetry Interpretation		\$1,250.00
UIL Computer Science		\$1,250.00
UIL One Act Play		\$1,250.00
UIL Theatrical Design		\$1,250.00
UIL Filmmaking		\$1,250.00

**2026-2027 MIDDLE SCHOOL UIL STIPENDS**

UIL Stipends are amounts paid to individuals that sponsor a UIL related activity with the prior approval of their principal to prepare students for UIL competition. The sponsor provides leadership and coaching to students participating in UIL events. Only one sponsor may be assigned per UIL subject/content area. If more than one sponsor is assigned, the amount listed will be divided between the sponsors. Stipend amounts will be paid at the UIL completion's end as submitted on the Supplemental Pay Form and approved by the campus principal and Human Resources.

<b>STIPEND TYPE</b>	<b>ALLOCATION</b>	<b>ANNUAL AMOUNT</b>
<b>MIDDLE SCHOOL - UIL</b>		
Geography Bee Coordinator	2 per campus	\$1,000.00
Science Fair Coordinator	2 per campus	\$1,000.00
Spelling Bee Coordinator	2 per campus	\$1,000.00
UIL Art	1 per grade level	\$750.00
UIL Calculator	1 per grade level	\$750.00
UIL Campus Coordinator	1 per campus	\$1,250.00
UIL Chess	1 per grade level	\$750.00
UIL Dictionary Skills	1 per grade level	\$750.00
UIL Editorial Writing	1 per grade level	\$750.00
UIL General Math	1 per grade level	\$750.00
UIL Impromptu Speaking	1 per grade level	\$750.00
UIL Listening	1 per grade level	\$750.00
UIL Maps, Graphs, Charts	1 per grade level	\$750.00
UIL Modern Oratory	1 per grade level	\$750.00
UIL Music Memory	1 per campus	\$750.00
UIL Number Sense	1 per grade level	\$750.00
UIL One Act Play	1 per grade level	\$750.00
UIL Oral Reading	1 per grade level	\$750.00
UIL Project Based Art	1 per grade level	\$750.00
UIL Ready Writing	1 per grade level	\$750.00
UIL Science	1 per grade level	\$750.00
UIL Social Studies	1 per grade level	\$750.00
UIL Spelling	1 per grade level	\$750.00

**2026-2027 ELEMENTARY SCHOOL UIL STIPENDS**

UIL Stipends are amounts paid to individuals that sponsor a UIL related activity with the prior approval of their principal to prepare students for UIL competition. The sponsor provides leadership and coaching to students participating in UIL events. Only one sponsor may be assigned per UIL subject/content area. If more than one sponsor is assigned, the amount listed will be divided between the sponsors. Stipend amounts will be paid at the UIL completion's end as submitted on the Supplemental Pay Form and approved by the campus principal and Human Resources.

<b>STIPEND TYPE</b>	<b>ALLOCATION</b>	<b>ANNUAL AMOUNT</b>
<b>ELEMENTARY SCHOOL - UIL</b>		
Geography Bee Coordinator	1 per campus	\$1,000.00
Science Fair Coordinator	1 per campus	\$1,000.00
Spelling Bee Coordinator	1 per campus	\$1,000.00
UIL Art	2 per campus	\$750.00
UIL Campus Coordinator	1 per campus	\$1,000.00
UIL Chess	4 per campus	\$750.00
UIL Creative Writing	1 per campus	\$750.00
UIL Dictionary Skills	1 per campus	\$750.00
UIL Improptu Speaking	1 per campus	\$750.00
UIL Listening	1 per campus	\$750.00
UIL Maps, Graphs, Charts	1 per campus	\$750.00
UIL Music Memory	3 per campus	\$750.00
UIL Number Sense	2 per campus	\$750.00
UIL Oral Reading	2 per campus	\$750.00
UIL Ready Writing	3 per campus	\$750.00
UIL Social Studies	1 per campus	\$750.00
UIL Spelling	3 per campus	\$750.00
UIL Story Telling	2 per campus	\$750.00

**2026-2027 Supplemental Pay**

STIPEND TYPE	ALLOCATION	ANNUAL AMOUNT
<b>Supplemental Pay - Summer/ESY/Intersession</b>		
Athletic Worker- Summer		\$15.00/hr
Administration		\$50.00/hr (if not currently on duty)
Certified Teacher		\$40.00/hr (if not currently on duty)
*Certified Tutor (not permanent employees)		\$30.00/hr
Counselor/Social Worker		\$40.00/hr (if not currently on duty)
Homebound Teacher		\$40.00/hr (if not currently on duty)
Nurse		\$40.00/hr (if not currently on duty)
Paraprofessional/non-certified		\$17.00/hr (if not on duty)
**Student Workers		\$15.00/hr
Bus Driver (Non-CDL)		Employee's Current Hourly Rate

\*Tutors will be processed by HR as a substitute and must hold a valid Texas Teaching Certification.

\*\*All student workers must be processed in the Human Resources Office before beginning any work and being eligible for pay.