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# 2007-2008 COMPENSATION INFORMATION HANDBOOK

- **Salary Guidelines**
- **Salary and Stipend Information**

**Fort Worth Independent School District  
Human Resources Department  
100 N. University Drive  
Fort Worth, TX 76107  
817/871-2200  
[www.fortworthisd.org](http://www.fortworthisd.org)**

**AN EQUAL OPPORTUNITY EMPLOYER**



**Compensation**  
(A Division of the Human Resources Department)  
**CONTACT INFORMATION**

The Compensation Division of the Human Resources Department is committed to the Superintendent’s “*Vision 2010 - One Dream, One Team*” - and dedicated to serving the employees of the Fort Worth Independent School District (FWISD) with any salary concern. This Compensation Handbook is provided as a guide for administering The District’s compensation program. The policies and/or practices contained in this document should not be construed as a remedy to correct pay disparities on a retroactive basis.

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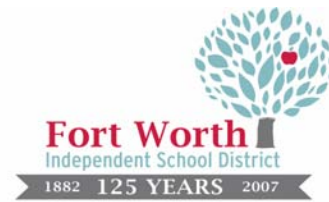
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# BOARD OF TRUSTEES



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President At-Large

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District 7

**Juan Rangel**  
District 8

From their founding in 1882, the public schools were operated by the Fort Worth city government. In 1925, however, the Texas Legislature removed the city's authority and created the Fort Worth Independent School District, as we know it today, to manage and operate the schools.

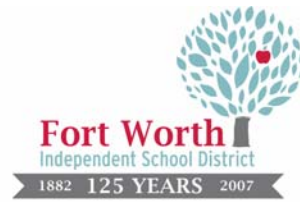
The Fort Worth Independent School District is controlled locally through a Board of Education Trustees elected by voters within each district. Eight Trustees serve as single-member district representatives. The President is elected at-large. All Trustees serve four-year terms without pay. The Board of Education conducts the school program in accordance with the state constitution and the standards set by the Texas Education Agency. A policy-making body, the board delegates the day-to-day administration of the schools to the Superintendent and the professional staff.

Regular board meetings are open to the public. Meetings are televised live on Charter Cable Channel 30. Minutes may be reviewed in the Superintendent's office in the administration building, 100 N. University Drive. For further information, please contact the Office of the Board of Education, 817-871-2000

The Fort Worth Independent School District does not discriminate on the basis of sex, disability, race, religion, color, age, gender, sexual orientation, and/or national origin in any education program or activities that it operates, as required by Title IX, Section 504, and Title VII. This policy also extends to employment practices and admission to all programs and activities.

# ADMINISTRATIVE STAFF

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## **Dr. Melody Johnson** Superintendent of Schools

### **Walter Dansby**

Deputy Superintendent/District Operations and Administrative Services

### **Kyle Davie**

Chief Technology and Information Services Officer

### **Barbara Griffith**

Senior Communications Officer

### **Dr. Patricia A. Linares**

Deputy Superintendent for School Leadership and Student Support Services

### **Michael Sorum**

Chief Academic Officer

### **Frederick D. Van Valkenburg**

Chief of Staff

### **Bertha Whatley**

Chief Legal Counsel

### **Ronald M. Wilson**

Chief Financial Officer



## Section I

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# Compensation Guidelines

### COMPENSATION PHILOSOPHY

On an annual basis, the Compensation Division of the Human Resources Department shall develop and recommend a pay system for all District personnel to the Superintendent, who shall present the pay system to the Board of Education for adoption. The pay system shall be designed to provide appropriate pay for the assessed worth of individual jobs. The system shall be administered with the intention that employee pay will:

- stay competitive with appropriate labor markets so that The District may attract and retain qualified personnel
- reflect the levels of skill, effort, and responsibility required for different jobs
- reward continued length of service to The District
- be fiscally controlled and cost effective
- comply with all federal, state, and local laws and Board of Education policies
- encourage outstanding individual and team performance

## **Pay Structures and Pay Ranges**

The pay system shall consist of salary structures of the major employee groups: teacher, campus support professional, administrative/professional, technical, clerical, instructional assistant, and manual/trades.

Pay ranges for each pay grade are based on an assessment of the job worth, which establishes the minimum and maximum pay rates within the range. Employees will be paid the daily or hourly rates within the ranges as established for their assigned position. Pay rates outside the established range requires the Superintendent's approval.

## **Salary Advancement**

Pay ranges shall be structured to allow the opportunity to increase employee pay within the range for continued service to The District. On an annual basis the Superintendent shall make recommendations to the Board of Education regarding salary increases. Recommendations shall be based on consideration of factors such as cost of living indexes, wage increases, salary structure adjustments within competitive job markets, and District budget resources.

## **Transfers between Employee Job Groups**

The compensation for employee groups is unique and years of experience for most are not transferable between groups. For example, teacher/related instructional personnel and professional support employees are on a step schedule with different rates of pay according to degree level and years of experience, and are eligible for longevity pay sooner than employees whose salaries are placed on the ranges of pay.

A professional employee who subsequently becomes a certified teacher, receives credit for all professional years as long as the employee possessed a bachelor's degree, and the percent of time and minimum required days were met (i.e., accountant, MBA with 17 years to certified teacher, receives master's level pay and 17 years of experience on the teacher salary structure).

All positions are included in ranges of pay with the exception of teacher, nurse, librarian, counselor, teacher on special assignment, diagnostic evaluation specialist, OT, PT, audiologist, instructional specialist, SLP, vocational academic coordinator, LSSP, executive level staff, and non-benefit positions (1ZF, subs, etc.).

## **Review and Approval Policies**

1. Relevant work experience is determined by Compensation and/or the administrator for the applicable area of employment.
2. If no agreement can be reached over relevant experience, the final determination is made by the appropriate Cabinet level authority and the Assistant Superintendent, or the Director of Employee Services and Operations.

## Salary Guidelines for New Hires

### Credit for Prior Experience Policies

#### Teachers

- FWISD grants one (1) year of teaching experience for each year of approved experience according to the rules and regulations set by the Texas Education Agency (TEA) and local policy. Experience credit is granted by placement on the Teacher Salary Schedule according to degree level and years of creditable experience.
- Beginning with the 2004-2005 contractual year, a teacher aide who subsequently attains teacher certification may count up to two years of full-time equivalency of direct student instruction for salary increment purposes. Such experience must be verified on the teacher service record form (FIN-115) or a similar form containing the same information.
- Experience from foreign private schools, colleges, and universities accredited by a recognized accrediting agency of the foreign country may be recognized for salary increment purposes, provided the minimum requirements in subsection (f) of Chapter 153; School District Personnel, Subchapter CC; Commissioner's Rule on Creditable Years of Service are met. The recognized accrediting entity in the foreign country is the Department of Education or the Higher Education Authority for that country. It is the responsibility of the foreign authority to provide relevant, credible, and accurate information before any credit is given. Such experience will be considered on a case by case basis.

Placement on the appropriate salary schedule becomes effective after final approval from TEA is received. Upon TEA/Compensation approval, the pay is given for that year and no prior years. **The District is not liable for any previously non-compensated salary related to such experience.**

- Beginning with the 1998-1999 school year, a certified substitute teacher (as defined in subsection (a) of the Commissioner's Rules for Creditable Years of Service), employed in an entity recognized for years of service as prescribed by subsection (g) of this section, is eligible for creditable service. Such experience must be verified on the teacher service record form (FIN-115) or a similar form containing the same information.

#### **Junior Reserve Officers Corp (JROTC) and Middle School Junior Cadet Corp (JCC)**

- The ***Junior Reserve Officers Corp (JROTC)*** employee pay is based on a 260-day salary schedule and computed by the JROTC Director in compliance with mandates from Title 10, U.S. Code, Section 2031, of the Defense Departments Active Duty Finance Tables, and military service regulations, which also includes the JROTC stipend scale.
- The ***Junior Cadet Corp (JCC)*** instructor salaries (middle school) are based on a 187-day teacher salary schedule. The salary scale for MS/JCC is based on the level of years of active military service, teaching experience (military service schools or civilian), military and post-secondary education, leadership background and experience, and other intangible professional credits.

School experience and active duty experience may be counted for a local step adjustment under provisions of the Commissioner's Rule on Credible Years of Service, Chapter 153.1021, for Career and Technology Teachers.

- Ten (10) years of full-time experience will initially be credited toward advanced base salary according to degree level, education, and military records. This also includes a JCC stipend. ***The 10-year credit is applicable only to the position of JCC instructor and is not transferable to other positions.***

JROTC/JCC instructors transferring to a full-time position will not receive military experience credit unless it meets TEA guidelines.

### **Professional, Technical, Para-professional, and Auxiliary**

- New hires who meet the requirements for the position will be placed at the minimum of the salary range.
- Employees who provide service records with verifiable experience may receive additional salary if service records are submitted to the Compensation Division of Human Resources ***no later than 5:00 pm on June 30<sup>th</sup>, following your hire date - of the current school year.*** Service Records received after this date which qualifies for a salary adjustment will be processed the following school year by Compensation. **Records received in a subsequent year will not qualify for/or receive back pay.**

### **Campus Support Professionals**

**(Speech Therapist, Occupational Therapist, Physical Therapist, Audiologist, and Psychologist)**

- FWISD grants one (1) year of experience for each 12-months of full-time professional employment. This includes employment in public and/or private schools, post-secondary schools, and teaching hospitals.  
  
Ten (10) years of full-time experience with a certified or licensed public agency that provides social services for children or youth will be credited toward advanced salary placement.
- *New hire employees* shall be granted one year of experience on the salary schedule for *each 12-months (1/1) of full-time professional employment, according to local district agreement.* This includes employment in public and/or private schools, post-secondary schools, and teaching hospitals. Full-time employment includes certified or licensed public agencies that provide social services for children or youth.
- The limit on the number of (non-education related) creditable years accepted is 10. **This is a local credit only (FWISD).** As a local credit this service credit may/may not be recognized by other Texas school districts (public or private).
- A service record validating prior service must be provided to the Compensation Division of Human Resources ***no later than 5:00 pm on June 30<sup>th</sup>, following your hire date - of the current school year.*** Service Records received after this date which qualifies for a salary adjustment will be processed the following school year by Compensation. **Records received in a subsequent year will not qualify for/or receive back pay.**

## Service Records and Related Pay Placement Requirements for New Hires

- 1) **Employees who do not receive advanced salary placement and initially are placed at the minimum of the appropriate salary schedule, shall receive, upon receipt and approval of creditable years, an adjusted pay, retroactive to the first day of work in their position for the current fiscal year.**
  
- 2) Service records that qualify for salary adjustments and are submitted after the June 30<sup>th</sup> deadline will be paid in the pay period the service record is received and date-stamped by Compensation.
  - a. Should service record information received by FWISD reflect conflicting information than was reported by the employee at the time of application, an investigation may be initiated. Depending on the results of the investigation, disciplinary action may be utilized, up to and including reporting to the State Board for Educator Certification, and termination of employment.
  
  - b. Exceptions to this policy are not permitted without documentation of extenuating circumstances and written approval by the Assistant Superintendent of Human Resources or the Director of Employee Services and Operations.

### Requirements for Teacher

<u>Component</u>	<u>Description</u>
<b>Salary Placement on the Teacher Salary Schedule</b>	Teachers are placed on the appropriate step of the Teacher Salary Schedule according to degree level and creditable years of experience.
<b>Experience Credit</b>	The Texas Education Agency guidelines will be followed for determining creditable experience.
<b>Experience Credit as a Substitute Teacher</b>	Effective with the 1998-99 school year, a teacher may receive credit for experience as a certified substitute teacher for salary increment purposes, provided the teacher held a <u>valid teaching certificate</u> at the time the service was rendered, the teacher was employed in an entity recognized for creditable years of service, and the minimum requirements (minimum number of days and the percentage of day employed) were met. The rule includes substitute teaching <u>out-of-state</u> , as long as the teacher held a valid teaching certificate at the time the work was completed. A valid emergency or local permit also meets the certification requirement.
<b>Experience Credit as a Teacher Assistant</b>	Effective with the 2004-2005 school year, a teacher assistant who subsequently becomes a <u>certified teacher</u> may receive up to two years of teacher assistant experience for salary increment purposes, provided they held a valid Educational Aide certificate, and worked the required number of days and percent of time when employed.

## Requirements for JROTC and JCC Instructor

<u>Component</u>	<u>Description</u>
<b>Determination of Placement In the Pay Range</b>	The JROTC Director determines the appropriate placement for JROTC and JCC instructors in compliance with active duty Armed Forces pay requirements.

## Requirements for School Nurse

<u>Component</u>	<u>Description</u>
<b>Salary Placement on the Nurses Salary Schedule</b>	<p>Nurses are placed on the appropriate step of the Nurse's Salary Schedule according to degree level and creditable years of experience.</p> <p>A bachelor's degree and registered nurse's license (RN) are required for employment as a School Nurse.</p>
<b>Experience Credit</b>	<p>The Texas Education Agency guidelines will be followed for determining creditable experience. Experience used in salary placement decisions is determined by the Health Services and the Human Resources Departments, and is subject to the following exceptions:</p> <p><b><u>Exceptions to Compensation Policy</u></b></p> <ul style="list-style-type: none"><li>Validated non-school based nursing experience will be credited on a one-for-one year basis if that experience was in a hospital operated or owned by a public college or university accredited and recognized by TEA, or a private college or university accredited by a TEA recognized regional accrediting agency.</li><li>Creditable experience is granted on a 1/1 basis for each year of validated experience. Placement is made on the Nurse's Salary Schedule according to degree level and years of creditable experience.</li></ul>
<b>Experience Credit as a Substitute Teacher</b>	<p>Effective with the 1999-00 school year, nurses may receive substitute teacher experience credit as a certified substitute teacher for salary increment purposes, provided the nurse held a valid teaching certificate at the time the service was rendered, the nurse was employed in an entity recognized for creditable years of service, and the minimum requirements (minimum number of days and the percentage of day employed) were met. The rule also applies to <u>out-of-state</u> substitute teaching experience. Beginning with the 1998-1999 school year, a substitute teacher (as defined in subsection (a) of the Commissioner's Rules) employed in an entity recognized for years of service (as prescribed by subsection (g) of the Commissioner's Rules) is eligible for creditable service.</p> <p>A valid emergency or local permit also meets the certification requirement.</p>

## **Requirements for Speech Therapist**

<b><u>Component</u></b>	<b><u>Description</u></b>
<b>Scope</b>	This applies to new employees or current employees who are new to the Speech Therapist classification.
<b>Determination of Placement in Pay Range</b>	Incumbents will be placed on the appropriate step of the Campus Support Professional Salary Schedule according to degree level and years of creditable experience.
<b>Experience Credit</b>	Non-education related experience is granted in accordance with local agreement for select campus support professionals (see Page 9 of the compensation handbook).  <b><u>Exception to Experience Credit Policy</u></b>  Speech Therapists with education related experience will be given credit for each year (1/1) of validated experience as documented on the official service record. TEA guidelines will be used to determine service credit.

## **Requirements for Diagnostic Evaluation Specialist**

<b><u>Component</u></b>	<b><u>Description</u></b>
<b>Scope</b>	This applies to new hires or transfers who are new to the Diagnostic Evaluation Specialist classification.
<b>Determination of Placement in Pay Range</b>	Incumbents will be placed on the Campus Support Professional Salary Schedule for Diagnostic Evaluation Specialist according to degree level and years of creditable experience.
<b>Experience Credit</b>	The Texas Education Agency guidelines will be followed for determining creditable experience.

## **Requirements for Other Professional, Technical, Para-professional, and Auxiliary New Hires**

<b><u>Component</u></b>	<b><u>Description</u></b>
<b>Scope</b>	This applies to new employees.
<b>Determination of Placement in Pay Range</b>	Employees in these salary structures are placed in the appropriate salary range according to the job and years of creditable experience; and/or upon recommendation and approval of the employing department.
<b>Review and Approval Process</b>	<ul style="list-style-type: none"><li>• Relevant work experience is determined by Compensation and the administrator of the applicable area of employment.</li><li>• If no agreement can be reached over relevant experience, the final determination is made by the Assistant Superintendent for Human Resources or the Director for Employee Services and Operations.</li></ul>

### **Approval Process for Policy Exceptions**

1. Upon the recommendation of the hiring administrator and the Cabinet level member for the specific department, the Assistant Superintendent of Human Resources, or the Director of Employee Services and Operations, may approve placement into the pay range for a salary level up to and including the midpoint.
2. Salary placement above midpoint of the pay range requires the approval of the Superintendent of Schools. Requests are made by the hiring department administrator, the Cabinet level authority, and the Human Resources Assistant Superintendent or the Director of Employee Services and Operations.
3. Salary placement above established ranges may be requested by the Superintendent of Schools and requires approval by the Board of Education.

### **Promotions**

Promotions shall be defined as movement from a position in a lower classification to a *different position* in a higher classification (i.e., A01 to A02 or M05 to M08).

Employees promoted at the beginning of the school year will first receive any general salary increase approved by the Board of Education prior to receiving any promotional increase. In calculating promotional salary increases, the following regulations shall apply:

- (1) A maximum salary will be calculated by increasing the current daily rate of pay (base salary only) by an amount equal to 10% of the daily rate midpoint of the new pay grade, if the employee's current daily rate is less than the daily rate midpoint for the new position; or
- (2) Or a minimum of 2.5% of the daily rate midpoint of the new pay grade if the employee's current daily rate is greater than the daily rate midpoint for the new position.

In either case, the new daily rate will then be multiplied by the normal contract days in the new position to arrive at the new annual salary. This amount will be adjusted downward if the new salary is above the salaries of other employees in the same job with comparable experience. **The Superintendent reserves the right to make exceptions to the promotional guidelines.**

## **Demotions**

Demotions shall be defined as movement from a position in a higher classification to a different position in a lower classification. Demotions, for purposes of calculating salaries, shall be classified as either voluntary or involuntary.

### **Voluntary Demotion**

At the beginning of the school year, employees who voluntarily accept an assignment at a lower classification will first receive any general salary increase approved by the Board of Education prior to receiving any demotion decrease.

#### **In calculating demotion salary decreases, the following regulations will apply:**

The new salary will be calculated by decreasing the current daily rate of pay by an appropriate percentage of the daily rate midpoint of the new pay grade. The daily rate midpoint reduction will equal 5% for decreasing one pay grade, with 2% added for each additional pay grade.

To arrive at the new annual salary, multiply the new daily rate by the number of days assigned to the new position. Stipends, supplemental pay, and/or Career Ladder will be included in any demotion calculation. ***The new salary may not exceed the maximum salary of the new pay grade without the approval of the Superintendent or designee.***

### **Involuntary/Non-Punitive Demotion**

Employees involuntarily assigned to a position at a lower classification due to a reduction in force or other non-punitive circumstances, shall retain their current daily rate of pay for the remainder of that school year only (deviations from this policy will require the approval of the Superintendent). When this occurs, the annual salary is determined according to the number of days worked in the new position times the daily rate. At the beginning of the next school year, the regulations stated above in "Voluntary Demotions" will be applied to arrive at the new salary.

### **Involuntary/Punitive Demotion**

The Superintendent or designee shall determine salaries for employees involuntarily assigned to a position at a lower classification, as a result of punitive action.

### **Supplemental Pay**

Supplemental pay represents remuneration in addition to, but separate from, regular base salary, and includes Career Ladder, stipends, and cell phone allowance. ***Supplemental pay is authorized on a year-to-year basis and is not to be considered a property right.*** 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.

### **Job Classification/Reclassification**

Each administrative/professional, technology, clerical, instructional assistant, and manual/ trades job shall be assigned to a pay grade based on the level of skill, effort, and responsibility required for the job assignment. The Compensation Division of 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. Change in placement of a job is not necessarily a promotion or demotion.

### **Evaluation Of Experience From Other Educational Entities**

Several factors are examined to determine whether prior experience from other educational entities is creditable. These factors include;

- (1) position held (similar or related positions)
- (2) accreditation status of the institution
- (3) percentage of days worked
- (4) number of days worked
- (5) dates of employment
- (6) type of institution

Approval of service credit is subject to state law and is regulated by the Texas Education Agency (TEA). Texas school districts must adhere to the minimum requirements as stated in Subchapter CC of the Commissioner's Rules on Creditable Years of Service. However, **TEA grants local school districts the authority to set the number of days required to receive credit for years of experience for local salary schedules, as long as contract teachers are not paid less than the state mandated minimum salary.**

Beginning with the 2000-2001 school year, the Fort Worth Independent School District recognizes any year of full-time, permanent service with a minimum of 90 days worked, as the standard requirement to receive salary credit for a year of experience locally. Day requirements are stated in terms of full-time equivalent days (**Note: employees must work 180 full days at 50% to equal 90 FTE days.**) **Local practice for the 90-day Rule states:**

Beginning with the 2000-2001 school year, employees who were previously denied a year of service in which they completed 90 or more full-time equivalent days of permanent service will now have those years recognized for salary increment purposes only. The same TEA regulations apply to this rule: All prior-year service in this area may be claimed beginning with the 2000-2001 school year for salary placement purposes, as long as the minimum number of days and the certification requirements were met.

### **Creditable Years**

Any full-time year of service that is eligible to be credited for terminal pay shall be defined as a year of service, including any authorized paid leaves of absence, for the standard service year for employees in similar positions, working not less than 20 hours per week or the regular hours per workweek as established from time to time by The District for such employment position, whichever is greater.

For the purpose of calculating terminal pay benefits, an employee is entitled to one year of service credit if employed four and one-half months, **a full semester of more than four calendar months**, or 90 actual working days of service during a school year.

Creditable service does not include part-time employment (less than 20 hours per week), temporary employment, or employment as a non-certified substitute, regardless of service time, date(s) of termination, or type of accumulation.

### **Service Eligibility**

To qualify for a year of creditable experience or an approved salary increase in a subsequent year, an employee must have worked in a position budgeted through the position control (PC) inventory.

### **Service Record Substitutions**

Questions have been raised concerning the validity of creditable service documented on forms other than the Texas Teacher Service Record. Subsection (d) of Section 153.1021 states that: "The basic document in support of the number of years of professional service claimed for salary increment purposes and both the state's sick and personal leave program data for all personnel is the teacher service record (form FIN-115) or a similar form containing the same information".

It is the responsibility of the issuing school district and the employee (not FWISD) to ensure that service records are true and correct and that all service recorded on the service record was actually performed. Employees must sign the original service record and submit to Compensation. Employees submitting copies of an original service record must have all copies notarized from the previous district. This includes facsimile copies.

All eligible prior-year service as a certified substitute teacher may be claimed for placement beginning with the 1998-99 minimum salary schedule. Librarians were part of the initial ruling; however, this experience is for substitute teaching only.

In 1999-2000, counselors and nurses were added, as long as they met the minimum requirements stated above. For salary placement purposes, all prior-year service in this area may be claimed, effective with the 1999-2000 school year, as long as the minimum number of days, accreditation, and certification requirements are met.

Please contact the Compensation Division of Human Resources (817/871-2205) to request a service record packet. This form may also be found on the TEA website ([www.tea.state.tx.us](http://www.tea.state.tx.us)).

**BACKPAY IS NOT GRANTED WHEN SERVICE RECORDS ARE RECEIVED IN A SUBSEQUENT YEAR.**

### **Evaluations and Compensation**

Board Policy (DEA LOCAL) states: "To be eligible for a pay increase, an employee must have a satisfactory evaluation from the prior school year."

**Notification of the New IRS Annualized Compensation Guidelines Implementation**

On August 3, 2007, the following statement was issued by the Chief Financial Officer concerning annualized pay (pay over a period of 12 months that was earned in a previous/less than 12 months period).

The statement is made as a notification in compliance with the IRS. No action is required by the employee.



INDEPENDENT SCHOOL DISTRICT

100 NORTH UNIVERSITY / FORT WORTH, TEXAS 76102 | TELEPHONE (817) 871-2100 FAX (817) 871-2114



Division of Business & Finance  
Chief Financial Officer

**MEMORANDUM**

**Date:** August 3, 2007  
**To:** ALL FORT WORTH ISD EMPLOYEES  
**From:** Ronald M. Wilson, Chief Financial Officer *RWilson*  
**Re:** Notification of New IRS Annualized Compensation Guidelines Implementation


Many of you have expressed concern about a new IRS plan to tax deferred annualized compensation. We have studied the situation and taken action in accordance with legal guidance and IRS guidelines. **Our solution requires no action on your part and you need not worry.** In response to the new IRS ruling regarding annualized compensation for those school district employees who work less than twelve months, Fort Worth ISD Administration will implement the following procedures, effective immediately:

***Pay Administration:*** *Compensation of all returning professional and paraprofessional employees of the district shall be paid over twelve months. Employees who are new to the district and are assigned to a ten-month work schedule can be compensated over a thirteen month period during the first year of employment.*

This action is adopted unilaterally and again, requires no action on the part of employees. All employees, the payroll department and the compensation department shall be considered notified of the new procedure in accordance with the new IRS Annualized Compensation guidelines upon receipt of this memorandum. This action is not applicable to hourly employees.

A Board Policy modification will be brought forth to ratify the compensation guidelines.

APPROVED:

  
Melody A. Johnson, Ed  
Superintendent  
RHW:ds

APPROVED:

  
Bertha Bailey Whitley  
Chief Legal Counsel

## **Section II**

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# **Classroom Teacher Salary Schedule**



**CLASSROOM TEACHER  
MINIMUM SALARY SCHEDULE**

Creditable Years	Bachelor's	Master's	Doctorate
0	44,500.39	45,474.66	48,410.56
1	44,728.53	45,695.32	48,646.18
2	44,868.78	45,800.04	48,851.88
3	45,023.99	45,985.17	49,124.90
4	45,225.95	46,209.57	49,384.83
5	46,332.99	47,311.00	50,570.41
6	46,557.39	47,541.01	50,815.38
7	46,748.13	47,729.88	51,007.99
8	46,830.41	47,814.03	51,090.27
9	46,910.82	47,894.44	51,168.81
10	47,855.17	48,565.77	51,825.18
11	47,928.10	48,803.26	52,077.63
12	48,001.03	48,922.94	52,201.05
13	48,096.40	49,080.02	52,360.00
14	48,275.92	49,259.54	52,537.65
15	51,125.80	52,096.33	55,357.61
16	51,367.03	52,561.96	55,626.89
17	51,522.24	52,816.28	55,782.10
18	51,698.02	52,887.34	55,957.88
19	51,913.07	52,999.54	56,176.67
20*	55,249.15	56,227.16	59,501.53
21	55,516.56	56,904.10	59,789.51
22	55,643.72	57,180.86	59,896.10
23	55,767.14	57,268.75	60,077.49
24	55,909.26	57,306.15	60,240.18
25	58,850.77	59,791.38	63,194.78
26	59,099.48	60,690.85	63,501.46
27**	59,718.45	61,315.43	64,204.58
28	60,008.30	61,612.76	64,567.36
29	60,185.95	61,790.41	65,029.25
30+	65,266.74	66,859.98	70,340.05

\* The \$500 longevity stipend is included in the base salary at 20 years of experience.

\*\* Another \$500 longevity stipend is included in the base salary at 27 years of experience.

New hires are required to submit original service records for verification of prior teaching experience to receive additional salary increment.

**This salary schedule is based on 187 days for the 2007– 2008 school year only.**

Salary increases are not granted automatically each year; therefore, neither past nor future salaries can be calculated, assumed, or predicted on the basis of this schedule. The Board of Education adopts a new compensation plan each year.

## **Section III**

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# **Campus Support Professionals Salary Schedules**



**AUDIOLOGIST, OCCUPATIONAL THERAPIST, and PHYSICAL THERAPIST  
MINIMUM SALARY SCHEDULE**

Creditable Years	Bachelor's	Master's	Doctorate
0	51,069.64	52,122.06	55,293.46
1	51,316.08	52,360.42	55,547.98
2	51,467.58	52,473.54	55,770.18
3	51,635.24	52,673.52	56,065.10
4	51,853.40	52,915.92	56,345.88
5	53,049.24	54,105.70	57,626.56
6	53,291.64	54,354.16	57,891.18
7	53,497.68	54,558.18	58,099.24
8	53,586.56	54,649.08	58,188.12
9	53,673.42	54,735.94	58,272.96
10	54,693.52	55,461.12	58,981.98
11	54,772.30	55,717.66	59,254.68
12	54,851.08	55,846.94	59,388.00
13	54,954.10	56,016.62	59,559.70
14	55,148.02	56,210.54	59,751.60
15	58,226.50	59,274.88	62,797.76
16	58,487.08	59,777.86	63,088.64
17	58,654.74	60,052.58	63,256.30
18	58,844.62	60,129.34	63,446.18
19	59,076.92	60,250.54	63,682.52
20*	62,680.60	63,737.06	67,274.08
21	62,969.46	64,468.30	67,585.16
22	63,106.82	64,767.26	67,700.30
23	63,240.14	64,862.20	67,896.24
24	63,393.66	64,902.60	68,071.98
25	66,571.12	67,587.18	71,263.58
26	66,839.78	68,558.80	71,594.86
27**	67,508.40	69,233.48	72,354.38
28	67,821.50	69,554.66	72,746.26
29	68,013.40	69,746.56	73,245.20
30+	73,501.74	75,222.78	78,982.00

\* The \$500 longevity stipend is included in the base salary at 20 years of experience.

\*\* Another \$500 longevity stipend is included in the base salary at 27 years of experience.

**This salary schedule is based on 202 days (PO3-02) for the 2007– 2008 school year only.**

The Board of Education adopts a new compensation plan each year. Salary increases are not granted automatically each year; therefore, neither past nor future salaries can be calculated, assumed, or predicted on the basis of this schedule.



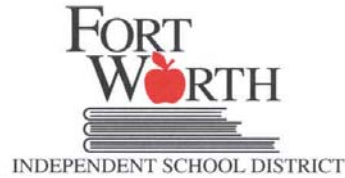
**COUNSELOR  
MINIMUM SALARY SCHEDULE**

Creditable Years	Bachelor's	Master's	Doctorate
0	47,738.84	48,718.32	51,669.92
1	47,968.20	48,940.16	51,906.80
2	48,109.20	49,045.44	52,113.60
3	48,265.24	49,231.56	52,388.08
4	48,468.28	49,457.16	52,649.40
5	49,581.24	50,564.48	53,841.32
6	49,806.84	50,795.72	54,087.60
7	49,998.60	50,985.60	54,281.24
8	50,081.32	51,070.20	54,363.96
9	50,162.16	51,151.04	54,442.92
10	51,111.56	51,825.96	55,102.80
11	51,184.88	52,064.72	55,356.60
12	51,258.20	52,185.04	55,480.68
13	51,354.08	52,342.96	55,640.48
14	51,534.56	52,523.44	55,819.08
15	54,399.68	55,375.40	58,654.12
16	54,642.20	55,843.52	58,924.84
17	54,798.24	56,099.20	59,080.88
18	54,974.96	56,170.64	59,257.60
19	55,191.16	56,283.44	59,477.56
20*	58,545.08	59,528.32	62,820.20
21	58,813.92	60,208.88	63,109.72
22	58,941.76	60,487.12	63,216.88
23	59,065.84	60,575.48	63,399.24
24	59,208.72	60,613.08	63,562.80
25	62,165.96	63,111.60	66,533.20
26	62,416.00	64,015.88	66,841.52
27**	63,038.28	64,643.80	67,548.40
28	63,329.68	64,942.72	67,913.12
29	63,508.28	65,121.32	68,377.48
30+	68,616.24	70,218.00	73,716.68

\* The \$500 longevity stipend is included in the base salary at 20 years of experience.  
 \*\* Another \$500 longevity stipend is included in the base salary at 27 years of experience.

**This salary schedule is based on 188 days (PO3-88) for the 2007– 2008 school year only.**

The Board of Education adopts a new compensation plan each year. Salary increases are not granted automatically each year; therefore, neither past nor future salaries can be calculated, assumed, or predicted on the basis of this schedule.



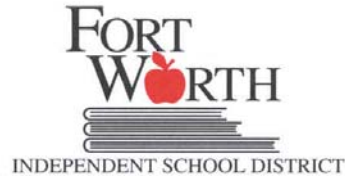
**DIAGNOSTIC EVALUATION SPECIALIST  
MINIMUM SALARY SCHEDULE**

Creditable Years	Bachelor's	Master's	Doctorate
0	49,427.30	50,432.83	53,462.93
1	49,662.76	50,660.57	53,706.11
2	49,807.51	50,768.65	53,918.41
3	49,967.70	50,959.72	54,200.19
4	50,176.14	51,191.32	54,468.46
5	51,318.70	52,328.09	55,692.08
6	51,550.30	52,565.48	55,944.91
7	51,747.16	52,760.41	56,143.70
8	51,832.08	52,847.26	56,228.62
9	51,915.07	52,930.25	56,309.68
10	52,889.72	53,623.12	56,987.11
11	52,964.99	53,868.23	57,247.66
12	53,040.26	53,991.75	57,375.04
13	53,138.69	54,153.87	57,539.09
14	53,323.97	54,339.15	57,722.44
15	56,265.29	57,266.96	60,632.88
16	56,514.26	57,747.53	60,910.80
17	56,674.45	58,010.01	61,070.99
18	56,855.87	58,083.35	61,252.41
19	57,077.82	58,199.15	61,478.22
20*	60,520.94	61,530.33	64,909.76
21	60,796.93	62,228.99	65,206.98
22	60,928.17	62,514.63	65,316.99
23	61,055.55	62,605.34	65,504.20
24	61,202.23	62,643.94	65,672.11
25	64,238.12	65,208.91	68,721.51
26	64,494.81	66,137.24	69,038.03
27**	65,133.64	66,781.86	69,763.71
28	65,432.79	67,088.73	70,138.13
29	65,616.14	67,272.08	70,614.84
30+	70,859.95	72,504.31	76,096.04

\* The \$500 longevity stipend is included in the base salary at 20 years of experience.  
 \*\* Another \$500 longevity stipend is included in the base salary at 27 years of experience.

**This salary schedule is based on 193 days (PO4-93) for the 2007– 2008 school year only.**

The Board of Education adopts a new compensation plan each year. Salary increases are not granted automatically each year; therefore, neither past nor future salaries can be calculated, assumed, or predicted on the basis of this schedule.



**INSTRUCTIONAL SPECIALIST and SPEECH THERAPIST  
MINIMUM SALARY SCHEDULE**

Creditable Years	Bachelor's	Master's	Doctorate
0	47,499.87	48,474.14	51,410.04
1	47,728.01	48,694.80	51,645.66
2	47,868.26	48,799.52	51,851.36
3	48,023.47	48,984.65	52,124.38
4	48,225.43	49,209.05	52,384.31
5	49,332.47	50,310.48	53,569.89
6	49,556.87	50,540.49	53,814.86
7	49,747.61	50,729.36	54,007.47
8	49,829.89	50,813.51	54,089.75
9	49,910.30	50,893.92	54,168.29
10	50,854.65	51,565.25	54,824.66
11	50,927.58	51,802.74	55,077.11
12	51,000.51	51,922.42	55,200.53
13	51,095.88	52,079.50	55,359.48
14	51,275.40	52,259.02	55,537.13
15	54,125.28	55,095.81	58,357.09
16	54,366.51	55,561.44	58,626.37
17	54,521.72	55,815.76	58,781.58
18	54,697.50	55,886.82	58,957.36
19	54,912.55	55,999.02	59,176.15
20*	58,248.63	59,226.64	62,501.01
21	58,516.04	59,903.58	62,788.99
22	58,643.20	60,180.34	62,895.58
23	58,766.62	60,268.23	63,076.97
24	58,908.74	60,305.63	63,239.66
25	61,850.25	62,790.86	66,194.26
26	62,098.96	63,690.33	66,500.94
27**	62,717.93	64,314.91	67,204.06
28	63,007.78	64,612.24	67,566.84
29	63,185.43	64,789.89	68,028.73
30+	68,266.22	69,859.46	73,339.53

\* The \$500 longevity stipend is included in the base salary at 20 years of experience.  
 \*\* Another \$500 longevity stipend is included in the base salary at 27 years of experience.

**This salary schedule is based on 187 days (PO3-87) for the 2007– 2008 school year only.**

The Board of Education adopts a new compensation plan each year. Salary increases are not granted automatically each year; therefore, neither past nor future salaries can be calculated, assumed, or predicted on the basis of this schedule.



**LIBRARIAN  
MINIMUM SALARY SCHEDULE**

Creditable Years	Bachelor's	Master's	Doctorate
0	46,000.13	46,974.40	49,910.30
1	46,228.27	47,195.06	50,145.92
2	46,368.52	47,299.78	50,351.62
3	46,523.73	47,484.91	50,624.64
4	46,725.69	47,709.31	50,884.57
5	47,832.73	48,810.74	52,070.15
6	48,057.13	49,040.75	52,315.12
7	48,247.87	49,229.62	52,507.73
8	48,330.15	49,313.77	52,590.01
9	48,410.56	49,394.18	52,668.55
10	49,354.91	50,065.51	53,324.92
11	49,427.84	50,303.00	53,577.37
12	49,500.77	50,422.68	53,700.79
13	49,596.14	50,579.76	53,859.74
14	49,775.66	50,759.28	54,037.39
15	52,625.54	53,596.07	56,857.35
16	52,866.77	54,061.70	57,126.63
17	53,021.98	54,316.02	57,281.84
18	53,197.76	54,387.08	57,457.62
19	53,412.81	54,499.28	57,676.41
20*	56,748.89	57,726.90	61,001.27
21	57,016.30	58,403.84	61,289.25
22	57,143.46	58,680.60	61,395.84
23	57,266.88	58,768.49	61,577.23
24	57,409.00	58,805.89	61,739.92
25	60,350.51	61,291.12	64,694.52
26	60,599.22	62,190.59	65,001.20
27**	61,218.19	62,815.17	65,704.32
28	61,508.04	63,112.50	66,067.10
29	61,685.69	63,290.15	66,528.99
30+	66,766.48	68,359.72	71,839.79

\* The \$500 longevity stipend is included in the base salary at 20 years of experience.  
 \*\* Another \$500 longevity stipend is included in the base salary at 27 years of experience.

**This salary schedule is based on 187 days (PO2-87) for the 2007– 2008 school year only.**

The Board of Education adopts a new compensation plan each year. Salary increases are not granted automatically each year; therefore, neither past nor future salaries can be calculated, assumed, or predicted on the basis of this schedule.



**SCHOOL NURSE (BS, RN)  
MINIMUM SALARY SCHEDULE**

Creditable Years	Bachelor's	Master's	Doctorate
0	44,500.39	45,474.66	48,410.56
1	44,728.53	45,695.32	48,646.18
2	44,868.78	45,800.04	48,851.88
3	45,023.99	45,985.17	49,124.90
4	45,225.95	46,209.57	49,384.83
5	46,332.99	47,311.00	50,570.41
6	46,557.39	47,541.01	50,815.38
7	46,748.13	47,729.88	51,007.99
8	46,830.41	47,814.03	51,090.27
9	46,910.82	47,894.44	51,168.81
10	47,855.17	48,565.77	51,825.18
11	47,928.10	48,803.26	52,077.63
12	48,001.03	48,922.94	52,201.05
13	48,096.40	49,080.02	52,360.00
14	48,275.92	49,259.54	52,537.65
15	51,125.80	52,096.33	55,357.61
16	51,367.03	52,561.96	55,626.89
17	51,522.24	52,816.28	55,782.10
18	51,698.02	52,887.34	55,957.88
19	51,913.07	52,999.54	56,176.67
20*	55,249.15	56,227.16	59,501.53
21	55,516.56	56,904.10	59,789.51
22	55,643.72	57,180.86	59,896.10
23	55,767.14	57,268.75	60,077.49
24	55,909.26	57,306.15	60,240.18
25	58,850.77	59,791.38	63,194.78
26	59,099.48	60,690.85	63,501.46
27**	59,718.45	61,315.43	64,204.58
28	60,008.30	61,612.76	64,567.36
29	60,185.95	61,790.41	65,029.25
30+	65,266.74	66,859.98	70,340.05

\* The \$500 longevity stipend is included in the base salary at 20 years of experience.  
 \*\* Another \$500 longevity stipend is included in the base salary at 27 years of experience.

**This salary schedule is based on 187 days (N00) for the 2007– 2008 school year only.**

The Board of Education adopts a new compensation plan each year. Salary increases are not granted automatically each year; therefore, neither past nor future salaries can be calculated, assumed, or predicted on the basis of this schedule.



**SCHOOL PSYCHOLOGIST (LSSP)  
MINIMUM SALARY SCHEDULE**

Creditable Years	Bachelor's	Master's	Doctorate
0	53,474.40	54,568.50	57,865.50
1	53,730.60	54,816.30	58,130.10
2	53,888.10	54,933.90	58,361.10
3	54,062.40	55,141.80	58,667.70
4	54,289.20	55,393.80	58,959.60
5	55,532.40	56,630.70	60,291.00
6	55,784.40	56,889.00	60,566.10
7	55,998.60	57,101.10	60,782.40
8	56,091.00	57,195.60	60,874.80
9	56,181.30	57,285.90	60,963.00
10	57,241.80	58,039.80	61,700.10
11	57,323.70	58,306.50	61,983.60
12	57,405.60	58,440.90	62,122.20
13	57,512.70	58,617.30	62,300.70
14	57,714.30	58,818.90	62,500.20
15	60,914.70	62,004.60	65,667.00
16	61,185.60	62,527.50	65,969.40
17	61,359.90	62,813.10	66,143.70
18	61,557.30	62,892.90	66,341.10
19	61,798.80	63,018.90	66,586.80
20*	65,545.20	66,643.50	70,320.60
21	65,845.50	67,403.70	70,644.00
22	65,988.30	67,714.50	70,763.70
23	66,126.90	67,813.20	70,967.40
24	66,286.50	67,855.20	71,150.10
25	69,589.80	70,646.10	74,468.10
26	69,869.10	71,656.20	74,812.50
27**	70,564.20	72,357.60	75,602.10
28	70,889.70	72,691.50	76,009.50
29	71,089.20	72,891.00	76,528.20
30+	76,794.90	78,584.10	82,492.20

\* The \$500 longevity stipend is included in the base salary at 20 years of experience.  
 \*\* Another \$500 longevity stipend is included in the base salary at 27 years of experience.

**This salary schedule is based on 210 days (PO4-10) for the 2007– 2008 school year only.**

The Board of Education adopts a new compensation plan each year. Salary increases are not granted automatically each year; therefore, neither past nor future salaries can be calculated, assumed, or predicted on the basis of this schedule.

## **Section IV**

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# **Administrative and Professional Salary Schedules**

**Fort Worth Independent School District  
Administrative/Professional Pay Ranges and Job Titles, 2007 - 2008**

**Pay Grade: 1**

**Job Titles**

Area Liaison  
 Assistant Trainer/Nutrition Services  
 Coordinator, Free Lunch Office  
 Facilitator, Outreach  
 Manager, Curriculum Production & Distribution  
 Router Scheduler, Transportation  
 Specialist, Evaluation/Research  
 Specialist, Finance  
 Specialist, Internal Finance  
 Specialist, Parent/School Outreach  
 Specialist, Procurement/Product Quality Control  
 Supervisor, Central Calling  
 Supervisor, Student Placement Center

<b>PAY RANGE</b>				
	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>	
	\$ 142.83	\$ 194.41	\$ 245.99	Daily Rates
Contract Days				
200	28,566	38,882	49,198	Annual Rates
210	29,994	40,826	51,658	
217	30,994	42,187	53,380	
220	31,423	42,770	54,118	
240	34,279	46,658	59,038	

**Fort Worth Independent School District  
Administrative/Professional Pay Ranges and Job Titles, 2007 - 2008**

**PAY GRADE: 2**

**Job Titles**

Accountant  
 Administrative Office Assistant  
 Asst. Coordinator, Dunbar Area Community School  
 Asst. Coordinator, Parent and Public Engagement  
 Asst. Coordinator, Special Projects  
 Asst. Coordinator, TEAM FW/Mentoring Project  
 Asst. Coordinator, Vital Link  
 Athletic Trainer  
 Buyer, Purchasing  
 Coordinator, FLAG  
 Coordinator, Social Services  
 Coordinator, Target Grant  
 Coordinator, Human Resources/Transition to Teaching  
 Executive Secretary, Board of Education  
 Social Worker  
 Specialist, Benefits  
 Specialist, Community Resource  
 Specialist, Computer/Advanced Academics School  
 Specialist, Intervention  
 Specialist, Orientation and Mobility/Sp Ed  
 Specialist, Prevention  
 Specialist, Project Development/Grants  
 Specialist, Risk Management  
 Supervisor, Mail Distribution/Print Center

		<b>Pay Range</b>			
		<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>	
		\$ 167.12	\$ 227.47	\$ 287.81	Daily Rates
Contract Days	200	\$ 33,424	\$ 45,494	\$ 57,562	Annual Rates
	210	35,095	47,769	60,440	
	217	36,265	49,361	62,455	
	220	36,766	50,043	63,318	
	240	40,109	54,593	69,074	

**Fort Worth Independent School District  
Administrative/Professional Pay Ranges and Job Titles, 2007 - 2008**

**PAY GRADE: 3**

**Job Titles**

Accountant, Senior  
 Administrative Assistant (FOR DESIGNATED ADMINISTRATIVE POSITIONS)  
 Administrator, Contract  
 Administrator, P-Card  
 Analyst, Budget  
 Area Supervisor, Nutrition Services  
 Assistant Coordinator, Compensation  
 Coordinator, Absolute Excellence  
 Coordinator, Business Services  
 Coordinator, Business (HUB)  
 Coordinator, Child Find  
 Coordinator, Court  
 Coordinator, Environmental  
 Coordinator, Equity/Advocacy  
 Coordinator, Fort Worth After School Program  
 Coordinator, Home/School  
 Coordinator, Instructional Support/Adult Education  
 Coordinator, Special Education Home Social Worker  
 Coordinator, Stay-In-School  
 Coordinator, TEAM Fort Worth  
 Coordinator, Technology Purchasing  
 Coordinator, Texas Reading First  
 Coordinator, Twenty-First Century  
 Court Related Advisor  
 Energy Manager  
 Executive Assistant, Superintendent  
 Facilitator, High School Reform  
 Hearing Officer  
 Internal Auditor  
 Investigator  
 Paralegal  
 Senior Buyer  
 Specialist, Certification (HR)  
 Specialist, Instructional Library  
 Specialist, Lead Communications  
 Specialist, Nurse  
 Specialist, Student Services  
 Specialist, Vocation Placement  
 Supervisor, Budgets/Grants, Special Education  
 Supervisor, Transportation

		<b>Pay Range</b>			
		<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>	
		\$ 195.54	\$ 266.13	\$ 336.72	Daily Rates
Contract Days					Annual Rates
	200	\$ 39,108	\$ 53,226	\$ 67,344	
	210	41,063	55,887	70,711	
	220	43,019	58,549	74,078	
	240	46,930	63,871	80,813	

**Fort Worth Independent School District  
Administrative/Professional Pay Ranges and Job Titles, 2007 - 2008**

**PAY GRADE: 4**

**Job Titles**

Assignment Editor/Photographer  
 Assistant Teacher/Director  
 Coordinator, Branding/Communications  
 Coordinator, Business Operations/Nutrition Services  
 Coordinator, Dunbar Area Community School  
 Coordinator, External Communications  
 Coordinator, Field Operations/Nutrition Services  
 Coordinator, Procurement/Nutrition Services  
 District Translator  
 Intern, Psychological Services  
 Manager, Athletic Facilities  
 Photographer-Audiographer/Editor  
 Resource Librarian  
 Senior Internal Auditor  
 Specialist, Bilingual/ESL Curriculum  
 Specialist, Instructional Technology  
 Specialist, Senior Project Development (Grants)  
 Supervisor, Accounts Payable  
 Supervisor, Employee Benefits  
 Supervisor, Special Education

		<b>Pay Range</b>			
		<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>	
	Contract Days	\$ 223.68	\$ 285.33	\$ 346.98	Daily Rates
	200	\$ 44,736	\$ 57,066	\$ 69,396	Annual Rates
	210	46,973	59,919	72,866	
	220	49,210	62,773	76,336	
	240	53,683	68,479	83,275	

**Fort Worth Independent School District  
Administrative/Professional Pay Ranges and Job Titles, 2007 - 2008**

**PAY GRADE: 5**

**Job Titles**

Attorney  
 Administrative/Supervisor  
 Area Director, MOC  
 Coordinator, Academic English/Success  
 Coordinator, Adolescent Pregnancy Services  
 Coordinator, After-School Program  
 Coordinator, Auditorially/Visually Impaired Services  
 Coordinator, Budget  
 Coordinator, Elementary Bilingual/ESL  
 Coordinator, Emergency Preparedness  
 Coordinator, Federal Accounting and Compliance  
 Coordinator, Human Resources/Compensation  
 Coordinator, Human Resources/Employee Assistance  
 Coordinator, Human Resources/Employee Records  
 Coordinator, Human Resources/NCLB Compliance  
 Coordinator, Human Resources/Position Control  
 Coordinator, Human Resources/Staffing  
 Coordinator, Human Resources/TMATE  
 Coordinator, Lead Environmental  
 Coordinator, Parent Educator  
 Coordinator, Prevention Education  
 Coordinator, Project/MOC  
 Coordinator, Secondary Bilingual/ESL  
 Coordinator, Student Records  
 Manager, Accounting  
 Manager, Budget Operations  
 Manager, Cash and Budget  
 Manager, Operations/Student Placement Center  
 Manager, Transportation  
 Program Specialist, CATE  
 Recruiter, Human Resources  
 Recruiter, Human Resources/Minority High Needs  
 Specialist, Grant/Special Interest Program  
 Specialist, Project/Special Education  
 Supervisor, Adult Basic Education  
 Supervisor, Apprentice Training/Industrial Trades  
 Supervisor, Chapter I Instruction  
 Supervisor, Payroll  
 Supervisor, Purchasing Services  
 Supervisor, Speech & Hearing/Special Education  
 Treasurer

**Pay Range**

	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>	
Contract Days	\$ 239.91	\$ 306.03	\$ 372.14	Daily Rates
200	47,982	61,206	74,428	Annual Rates
210	50,381	64,266	78,149	
220	52,780	67,327	81,871	
240	57,578	73,447	89,314	

**Fort Worth Independent School District  
Administrative/Professional Pay Ranges and Job Titles, 2007 - 2008**

**PAY GRADE: 5A**

**Job Titles**

Elementary Assistant Principal

		<b>Pay Range</b>			
		<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>	
		\$ 282.93	\$ 327.54	\$ 372.14	Daily Rates
205		\$ 58,000	\$ 67,146	\$ 76,289	

**Fort Worth Independent School District  
Administrative/Professional Pay Ranges and Job Titles, 2007 - 2008**

**PAY GRADE: 6**

**Job Titles**

- Administrator, Equity and Advocacy
- Administrator, HR
- Administrative Intern (REQUIRES APPROVAL BY SUPT. OR DESIGNEE)
- Area Director, Special Education
- Assistant Director, Athletics
- Assistant Director, Attendance Control & Truancy
- Assistant Director, Student Affairs
- Coordinator, Academic/Special Interest Program
- Coordinator, Community Based Alt. School
- Coordinator, Family & Community Services
- Coordinator, Homebound/Hospital
- Coordinator, Intervention Services
- Coordinator, Professional Development
- Coordinator, Program/Academic Advisement
- Coordinator, Program/Guidance & Counseling
- Coordinator, Program/Support Services
- Manager/Planner, Transportation

		<b>Pay Range</b>			
		<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>	
	Contract Days	\$ 257.30	\$ 328.21	\$ 399.11	Daily Rates
	200	\$ 51,460	\$ 65,642	\$ 79,822	Annual Rates
	210	54,033	68,924	83,813	
	220	56,606	72,206	87,804	
	240	61,752	78,770	95,786	

**Fort Worth Independent School District  
Administrative/Professional Pay Ranges and Job Titles, 2007 - 2008**

**PAY GRADE: 6A**

**Job Titles**

Middle School Assistant Principal

		<b>Pay Range</b>			
		<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>	
		\$ 283.73	\$ 341.42	\$ 399.11	Daily Rates
215		61,002	73,405	85,809	

**Fort Worth Independent School District  
Administrative/Professional Pay Ranges and Job Titles, 2007 - 2008**

**PAY GRADE: 6B**

**Job Titles**

High School Assistant Principal

		<b>Pay Range</b>			
		<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>	
		\$ 316.28	\$ 357.70	\$ 399.11	Daily Rates
215		\$ 68,000	\$ 76,906	\$ 85,809	

**Fort Worth Independent School District  
Administrative/Professional Pay Ranges and Job Titles, 2007 - 2008**

**PAY GRADE: 7**

**Job Titles**

Assistant Controller  
 Assistant Director, Human Resources/Special Projects  
 Coordinator, Advanced Academic Services  
 Director, Adult Education  
 Director, Advanced Academic Services  
 Director, After-School Programs  
 Director, Assessment  
 Director, Central Services  
 Director, Evaluation  
 Director, Grants and Development  
 Director, Instrumental Music Programs  
 Director, JROTC  
 Director, Library Media  
 Director, Marketing & Multimedia Strategies  
 Director, Parent Engagement  
 Director, Public & Parent Engagement  
 Director, Purchasing and Risk Management  
 Director, Special Projects  
 Director, Student Engagement and School Completion

		<b>Pay Range</b>			
		<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>	
		\$ 286.32	\$ 351.95	\$ 417.58	Daily Rates
Contract Days					Annual Rates
	217	\$ 62,131	\$ 76,373	\$ 90,615	
	240	68,717	84,468	100,219	

**Fort Worth Independent School District  
Administrative/Professional Pay Ranges and Job Titles, 2007 - 2008**

**PAY GRADE: 7A**

**Job Titles**

Elementary School Principal

	<b>Pay Range</b>			
	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>	
Contract Days	\$ 354.55	\$ 386.07	\$ 417.58	Daily Rates
220	\$ 78,001	\$ 84,935	\$ 91,868	

**Fort Worth Independent School District  
Administrative/Professional Pay Ranges and Job Titles, 2007 - 2008**

**PAY GRADE: 8**

**Job Titles**

Director, Accounting  
 Director, Budget Operations  
 Director, Career and Technology Education  
 Director, Facilities and Planning  
 Director, Health Services  
 Director, Human Resources/Employee Relations  
 Director, Human Resources/Employee Services and Operations  
 Director, Human Resources/Recruiting Initiatives & Staffing Support  
 Director, Human Resources/Staffing Services  
 Director, Human Resources/TMATE and Alternative Certification  
 Director, Internal Audit  
 Director, Student Affairs  
 Director, Textbooks  
 Director, Transportation  
 Director, Psychological Services

		<b>Pay Range</b>			
		<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>	
	Contract Days	\$ 307.06	\$ 377.45	\$ 447.84	Daily Rates
	217	\$ 66,632	\$ 81,907	\$ 97,181	Annual Rates
	240	73,694	90,588	107,482	

**Fort Worth Independent School District  
Administrative/Professional Pay Ranges and Job Titles, 2007 - 2008**

**PAY GRADE: 8A**

**Job Titles**

Alternative School Principal  
Middle School Principal

		<b>Pay Range</b>			
		<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>	
		\$ 377.28	\$ 412.56	\$ 447.84	Daily Rates
Contract Days	220	\$ 83,002	\$ 90,763	\$ 98,525	

**Fort Worth Independent School District  
Administrative/Professional Pay Ranges and Job Titles, 2007 - 2008**

**PAY GRADE: 9**

**Job Titles**

Director, Athletics  
 Director, Elementary School Leadership  
 Director, High School Reform  
 Director, NCLB Programs  
 Director, Nutrition Services  
 Director, Special Education

		<b>Pay Range</b>			
		<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>	
Contract Days		\$ 337.47	404.78	482.67	Daily Rates
	240	80,945	97,147	115,842	Annual Rates

**Fort Worth Independent School District  
Administrative/Professional Pay Ranges and Job Titles, 2007 - 2008**

**PAY GRADE: 9A**

**Job Titles**

High School Principal

	<b>Pay Range</b>			
	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>	
	\$ 395.84	\$ 425.91	\$ 455.98	Daily Rates
Contract Days 240	\$ 95,002	\$ 102,218	\$ 109,435	

**Fort Worth Independent School District  
Administrative/Professional Pay Ranges and Job Titles, 2007 - 2008**

**PAY GRADE: 10**

**MINIMUM      MAXIMUM**

Senior/Executive Director	<b>\$94,712 – \$120,000</b>
General Manager - Controller	
Director, Secondary School Leadership	
General Manager of ERP	

**PAY GRADE: 11**

**MINIMUM      MAXIMUM**

Assistant/Associate Superintendent	<b>\$ 103,425 – 145,000</b>
Attorney	
Senior Communications Officer	
Senior Officer/Governmental Relations	

**PAY GRADE: 12**

**MINIMUM      MAXIMUM**

Deputy Superintendent	<b>\$ 135,000 – 185,000</b>
Chief	



## **Section V**

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# **Technology Salary Schedule**

**Fort Worth Independent School District  
 Technical Pay Ranges and Job Titles, 2007 - 2008**

**Pay Grade: 30**

**Job Titles**

Computer Operator  
 Technician, Mailroom

		<b>Pay Range</b>			
		<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>	
	Contract Days	\$ 112.86	\$ 144.39	\$ 175.92	Daily Rates
	240	\$ 27,086	\$ 34,654	\$ 42,221	Annual Rates

**Fort Worth Independent School District  
Technical Pay Ranges and Job Titles, 2007 - 2008**

**Pay Grade: 31**

**JOB TITLES**

Assistant Field Support Technician  
 Lead Computer Operator  
 Manager, Library Processing  
 Specialist, Research  
 Technician, Training/Maintenance/Applications

		<b>Pay Range</b>			
		<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>	
		\$ 139.94	\$ 178.51	\$ 217.07	Daily Rates
Contract Days	240	\$ 33,586	\$ 42,842	\$ 52,097	Annual Rates

**Fort Worth Independent School District  
Technical Pay Ranges and Job Titles, 2007 - 2008**

**PAY GRADE: 32**

**Job Titles**

Coordinator, Geographical Information Systems  
 Evaluation Associates/Research  
 Facilities Assessment Database Manager  
 Programmer/Analyst  
 Senior Administrative/User Support Technician (4GL)  
 Specialist, Assessment  
 Specialist, Multi-media  
 Specialist, PEIMS  
 Technician, Academic Achievement Records  
 Technician, Field Support  
 Technician, Senior User Services  
 Technician, Telecommunications  
 Trainer, Administrative and 4GL Applications

		<b>Pay Range</b>			
		<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>	
Contract Days 240		\$ 173.54	\$ 221.35	\$ 269.16	Daily Rates
		\$ 41,650	\$ 53,124	\$ 64,598	Annual Rates

**Fort Worth Independent School District  
Technical Pay Ranges and Job Titles, 2007 - 2008**

**PAY GRADE: 33**

**Job Titles**

Email/Exchange Administrator  
 Portal Administrator  
 Program Evaluator, Research  
 Senior Programmer/Analyst  
 Specialist, Network  
 Supervisor, Telecommunications  
 Technician, Systems/Security/Energy/Management  
 Webmaster

		<b>Pay Range</b>			
		<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>	
Contract Days		\$ 215.19	\$ 274.49	\$ 333.78	Daily Rates
	240	\$ 51,646	\$ 65,878	\$ 80,107	Annual Rates

**Fort Worth Independent School District  
 Technical Pay Ranges and Job Titles, 2007 - 2008**

**PAY GRADE: 34**

**Job Titles**

Business Systems Analyst  
 Coordinator, Library Technology  
 Data Analyst Statistician  
 Research Analyst  
 Systems Analyst

		<b>Pay Range</b>			
		<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>	
		\$ 241.12	\$ 296.40	\$ 351.67	Daily Rates
Contract Days	240	\$ 57,869	\$ 71,136	\$ 84,401	Annual Rates

**Fort Worth Independent School District  
 Technical Pay Ranges and Job Titles, 2007 - 2008**

**PAY GRADE: 35**

**Job Titles**

Coordinator, Program Evaluation  
 Coordinator, Research/Accountability and Assessment  
 Coordinator, Grant Evaluations  
 Coordinator, District Initiatives  
 Database Administrator  
 Network Administrator  
 Senior Systems Analyst  
 Specialist, Documentation  
 Systems Programmer

		<b>Pay Range</b>			
		<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>	
		\$ 260.41	\$ 320.10	\$ 379.80	Daily Rates
Contract Days	240	\$ 62,498	\$ 76,824	\$ 91,152	Annual Rates

**Fort Worth Independent School District  
Technical Pay Ranges and Job Titles, 2007 - 2008**

**PAY GRADE: 36**

**Job Titles**

Architect, Facilities Design & Construction  
 Manager, Computer Operations  
 Manager, Field Services  
 Manager, Network  
 Manager, Technology Project  
 Project Leader

		<b>Pay Range</b>			
		<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>	
	Contract Days	\$ 281.25	\$ 345.72	\$ 410.18	Daily Rates
	240	\$ 67,500	\$ 82,973	\$ 98,443	Annual Rates

**Fort Worth Independent School District  
Technical Pay Ranges and Job Titles, 2007 - 2008**

**PAY GRADE: 37**

**Job Titles**

***NO POSITIONS CURRENTLY ASSIGNED***

		<b>Pay Range</b>			
		<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>	
Contract Days	240	\$ 319.65	\$ 366.31	\$ 412.97	Daily Rates
		\$ 76,716	\$ 87,914	\$ 99,113	Annual Rates

**Fort Worth Independent School District  
Technical Pay Ranges and Job Titles, 2007 - 2008**

**PAY GRADE: 38**

**Job Titles**

Director, Application Development  
 Director, Finance and Operations  
 Director, Technology Infrastructure  
 Director, User Support and Training

		<b>Pay Range</b>			
		<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>	
	Contract Days	\$ 338.84	\$ 388.31	\$ 437.77	Daily Rates
	240	\$ 81,346	\$ 93,194	\$ 105,065	Annual Rates

**Fort Worth Independent School District  
Technical Pay Ranges and Job Titles, 2007 - 2008**

**PAY GRADE: 39**

**Job Titles**

Director, Instructional Technology

		<b>Pay Range</b>			
		<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>	
Contract Days 240		\$ 359.16	\$ 411.59	\$ 464.02	Daily Rates
		\$ 86,198	\$ 98,782	\$ 111,365	Annual Rates

**Section VI**

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**Clerical Salary Schedules**

**Fort Worth Independent School District  
Clerical Pay Ranges and Job Titles, 2007 - 2008**

**PAY GRADE: 1**

**NO JOB TITLES ASSIGNED**

***THIS PAY GRADE CURRENTLY VACANT***

**Fort Worth Independent School District  
Clerical Pay Ranges and Job Titles, 2007 - 2008**

**PAY GRADE: 2**

**JOB TITLES**

Area Liaison  
 Clerk, Adolescent Pregnancy Services  
 Clerk, Elementary/Middle/High School  
 Clerk, Legal Services  
 Clerk, Nutrition Services  
 Clerk, Professional Library

		<b>Pay Range</b>			
		<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>	
	Contract Days	\$ 85.78	\$ 110.46	\$ 135.13	Daily Rates
	183	\$ 15,698	\$ 20,214	\$ 24,729	Annual Rates
	193	16,556	21,319	26,080	
	198	16,984	21,871	26,756	
	210	18,014	23,197	28,377	
	220	18,872	24,301	29,729	
	240	20,587	26,510	32,431	

**Fort Worth Independent School District  
Clerical Pay Ranges and Job Titles, 2007 - 2008**

**PAY GRADE: 3**

**JOB TITLES**

Clerk, Attendance	Clerk, Production and Distribution
Clerk, Counselor/Middle School	Clerk, Reading
Clerk, Data/Special Schools	Clerk, Vocational Counselor
Clerk, Delivery/Library Media	Clerk, Warehouse
Clerk, Dyslexia	Dept Secretary, Adult Basic Education
Clerk, Instructional Technology	Dept Secretary, Bilingual
Clerk, Mailroom	Liaison Agent, Dunbar Area Community School
Clerk, Nutrition Services/A and B	Secretary, Curriculum Production and Distribution
	Secretary, Special Education/SERS

		<b>Pay Range</b>			
		<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>	
		\$ 92.21	\$ 118.52	\$ 144.82	Daily Rates
Contract Days					Annual Rates
	183	\$ 16,874	\$ 21,689	\$ 26,502	
	187	17,243	22,163	27,081	
	193	17,797	22,874	27,950	
	198	18,258	23,467	28,674	
	210	19,364	24,889	30,412	
	220	20,286	26,074	31,860	
	240	22,130	28,445	34,757	

**Fort Worth Independent School District  
Clerical Pay Ranges and Job Titles, 2007 - 2008**

**PAY GRADE: 4**

**JOB TITLES**

Admissions Advisor, Student Placement Center	Dept Secretary, Health Services
Assistant, Broadcast Traffic	Dept Secretary, Psychological Services
Assistant Coordinator, Nutrition Program	Dept Secretary, Research & Evaluation
Clerk, Counselor/High School	Dept Secretary, School/Community Partnerships
Clerk, Curriculum Production	Dept Secretary, SIP Grant
Clerk, Data/Middle School	Dept Secretary, Special Education
Clerk, Data/Special Education	Dept Secretary, Transportation
Clerk, Instructional Television	Receptionist, District (Communications)
Clerk, Library Processing Center	Secretary, Advanced Placement
Clerk, Medicaid	Secretary, Adolescent Pregnancy Services
Clerk, MOC	Secretary, Area Director/Special Education
Clerk, Professional Library	Secretary, Central Services
Clerk, Transportation Safety	Secretary, Coordinator/Assessment
Clerk/Receptionist, Communications (District)	Secretary, CRO/Guidance Center
Clerk/Receptionist, Human Resources	Secretary, Dunbar Area Community School
Data Analyst, Bilingual/ESL	Secretary, Graduate Placement Center
Dept Secretary, Athletics	Secretary, High Academic School
Dept Secretary, Curriculum Production & Distribution	Secretary, Warehouse
Dept Secretary, Guidance & Counseling	

		<b>Pay Range</b>			
		<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>	
	Contract Days	\$ 99.13	\$ 127.19	\$ 155.24	Daily Rates
	183	\$ 18,141	\$ 23,276	\$ 28,409	Annual Rates
	193	19,132	24,548	29,961	
	198	19,628	25,184	30,738	
	200	19,826	25,438	31,048	
	210	20,817	26,710	32,600	
	240	23,791	30,526	37,258	

**Fort Worth Independent School District  
Clerical Pay Ranges and Job Titles, 2007 - 2008**

**PAY GRADE: 5**

**JOB TITLES**

Admissions Advisor, Lead/Student Placement Center  
 Cashier, District  
 Clerk, Accounting (Accts Payable, General, & Nutrition Svcs)  
 Clerk, Budget  
 Clerk, Business Support Services  
 Clerk, Data/High School  
 Clerk, Employee Benefits  
 Clerk, P-Card  
 Clerk, Purchasing  
 Clerk, Maintenance (Work Orders)  
 Clerk, Transportation Finance  
 Clerk, Voice and Telecommunications  
 Clerk/Technician, Student Records  
 Dept Secretary, Adult Education Center  
 Registrar, High School  
 Secretary, Central Admin  
 Secretary, Central Services  
 Secretary, CRO/Attendance and Student Affairs  
 Secretary, Elementary School  
 Secretary, Federal & State Compensatory Education  
 Secretary, High School  
 Secretary, Homebound/Hospital Programs  
 Secretary, Maintenance  
 Secretary, Middle School  
 Secretary, NCLB Compliance  
 Secretary, School/Community Partnerships  
 Secretary, Social Services/B.H. Carroll Center  
 Secretary, Student Affairs

		<b>Pay Range</b>			
		<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>	
	Contract Days	\$ 106.56	\$ 136.49	\$ 166.42	Daily Rates
	183	\$ 19,500	\$ 24,978	\$ 30,455	Annual Rates
	198	21,099	27,025	32,951	
	200	21,312	27,298	33,284	
	210	22,378	28,663	34,948	
	215	22,910	29,345	35,780	
	240	25,574	32,758	39,941	

**Fort Worth Independent School District  
Clerical Pay Ranges and Job Titles, 2007 - 2008**

**PAY GRADE: 6**

**JOB TITLES**

Clerk, Bid/Purchasing  
 Clerk, KRONOS  
 Clerk, Payroll  
 Lead Accounts Payable Clerk  
 Secretary, Director  
 Staffing Assistant, Human Resources  
 Technician/Analyst – Human Resources

		<b>Pay Range</b>			
		<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>	
Contract Days		\$ 114.56	\$ 146.50	\$ 178.43	Daily Rates
	240	\$ 27,494	\$ 35,160	\$ 42,823	Annual Rates

**Fort Worth Independent School District  
Clerical Pay Ranges and Job Titles, 2007 - 2008**

**PAY GRADE: 7**

**JOB TITLES**

Secretary, Assistant/Associate Superintendent  
 Secretary, School Attorney  
 Secretary, Senior Communications Officer  
 Secretary, Senior/Executive Director

		<b>Pay Range</b>			
		<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>	
Contract Days 240		\$ 126.22	\$ 157.30	\$ 188.38	Daily Rates
		\$ 30,293	\$ 37,752	\$ 45,211	Annual Rates

**Fort Worth Independent School District  
Clerical Pay Ranges and Job Titles, 2007 - 2008**

**PAY GRADE: 8**

**JOB TITLES**

Assistant, Board  
Clerk, Superintendent

		<b>Pay Range</b>			
		<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>	
	Contract Days	\$ 135.68	\$ 168.87	\$ 202.06	Daily Rates
	240	\$ 32,563	\$ 40,529	\$ 48,494	Annual Rates

**Fort Worth Independent School District  
Clerical Pay Ranges and Job Titles, 2007 - 2008**

**PAY GRADE: 9**

**JOB TITLES**

Secretary, Chief Financial Officer  
 Secretary, Chief Information Officer  
 Secretary, Deputy Superintendent  
 Secretary, Division Chief

		<b>Pay Range</b>			
		<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>	
	Contract Days	\$ 145.88	\$ 181.51	\$ 217.14	Daily Rates
	240	\$ 35,011	\$ 43,562	\$ 52,114	Annual Rates

**Fort Worth Independent School District  
Clerical Pay Ranges and Job Titles, 2007 - 2008**

**PAY GRADE: 10**

**NO JOB TITLES ASSIGNED**

		<b>Pay Range</b>			
		<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>	
Contract Days	240	\$ 156.81	\$ 195.12	\$ 233.43	Daily Rates
		\$ 37,634	\$ 46,829	\$ 56,023	Annual Rates

## **Section VII**

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# **Teacher Assistant Salary Schedules**

### **Teacher Assistant Stipends for Undergraduate Degree**

Effective with the 2006-2007 school year forward, a teacher assistant (TA) who subsequently receives an associate's or bachelor's degree conferred from a regionally accredited college or university will receive a stipend of \$500 for the associate's degree, or \$660 for a bachelor's degree. Cumulative college hours are not eligible for this stipend. Current TA's with conferred degrees will receive these stipends beginning in 2006-07.

**Fort Worth Independent School District  
Instructional Assistant Pay Ranges and Job Titles, 2007 - 2008**

**PAY GRADE: 1**

**JOB TITLES**

- Instructional Assistant, Chapter I/PK
- Instructional Assistant, Health
- Instructional Assistant, Montessori
- Instructional Assistant, Physical Education
- Instructional Assistant, Regular Education

		<b>Pay Range</b>			
		<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>	
	Contract Days	\$ 81.27	\$ 104.80	\$ 128.33	Daily Rates
	183	\$ 14,872	\$ 19,178	\$ 23,484	Annual Rates
	187	15,197	19,598	23,998	
	198	16,091	20,750	25,409	

**Fort Worth Independent School District  
Instructional Assistant Pay Ranges and Job Titles, 2007 - 2008**

**PAY GRADE: 2**

**JOB TITLES**

- Instructional Assistant, Bilingual
- Instructional Assistant, Bilingual Special Education
- Instructional Assistant, Parent Education
- Instructional Assistant, Social Skills Training/Parent Liaison
- Instructional Assistant, Special Education (LINC and Resource – others not authorized for I03)

		<b>Pay Range</b>			
		<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>	
	Contract Days	\$ 87.36	\$ 112.43	\$ 137.50	Daily Rates
	183	\$ 15,987	\$ 20,575	\$ 25,162	Annual Rates
	187	16,336	21,024	25,712	
	198	17,297	22,261	27,225	

**Fort Worth Independent School District  
Instructional Assistant Pay Ranges and Job Titles, 2007 - 2008**

**PAY GRADE: 3**

**JOB TITLES**

Instructional Assistant, CAI (COMPUTER ASSISTED INSTRUCTION)  
 Instructional Assistant, Deaf Education  
 Instructional Assistant, In-House Suspension  
 Instructional Assistant, Special Education (BIC, CAP, TAP, BOULEVARD HEIGHTS, JO KELLY AND EDT)  
 Clerk, Library

		<b>Pay Range</b>			
		<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>	
		\$ 93.90	\$ 120.64	\$ 147.38	Daily Rates
Contract Days					
	183	\$ 17,184	\$ 22,077	\$ 26,971	Annual Rates
	187	17,559	22,560	27,560	
	198	18,592	23,887	29,181	

**Fort Worth Independent School District  
Instructional Assistant Pay Ranges and Job Titles, 2007 - 2008**

**PAY GRADE: 4**

**NO JOB TITLES ASSIGNED**

**THIS PAY GRADE CURRENTLY VACANT**

**Fort Worth Independent School District  
Instructional Assistant Pay Ranges and Job Titles, 2007 - 2008**

**PAY GRADE: 5**

**NO JOB TITLES ASSIGNED**

**THIS PAY GRADE CURRENTLY VACANT**

		<b>Pay Range</b>			
		<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>	
	Contract Days	\$ 109.90	\$ 138.98	\$ 168.05	Daily Rates
	183	\$ 20,112	\$ 25,433	\$ 30,753	Annual Rates
	187	20,551	25,989	31,425	
	198	21,760	27,518	33,274	

**Fort Worth Independent School District  
Instructional Assistant Pay Ranges and Job Titles, 2007 - 2008**

**PAY GRADE: 6**

**JOB TITLES**

Program Assistant, Special Education

		<b>Pay Range</b>			
		<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>	
	Contract Days	\$ 118.13	\$ 149.18	\$ 180.22	Daily Rates
	183	\$ 21,618	\$ 27,300	\$ 32,980	Annual Rates
	187	22,090	27,897	33,701	
	198	23,390	29,538	35,684	

**Fort Worth Independent School District  
Instructional Assistant Pay Ranges and Job Titles, 2007 - 2008**

**PAY GRADE: 7**

**JOB TITLES**

Parent Educator  
Interpreter, Deaf Education

		<b>Pay Range</b>			
		<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>	
	Contract Days	\$ 126.99	\$ 160.13	\$ 193.27	Daily Rates
	183	\$ 23,239	\$ 29,304	\$ 35,368	Annual Rates
	187	23,747	29,944	36,141	
	198	25,144	31,706	38,267	

## **Section VIII**

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# **Manual Trades Salary Schedules**

### **Night Stipend**

Every full-time, 8 hour per day auxiliary employee in a manual trade classification who works a continuous 8-hour shift, which ends at or after 7:00 p.m., will be paid a night stipend for the entire shift.

**Fort Worth Independent School District  
Manual and Trades Pay Ranges and Job Titles, 2007 - 2008**

**PAY GRADE: 1**

**Job Titles**

Custodian Trainee  
Nutrition Services Worker  
School Bus Attendant

		<b>Pay Range</b>			
		<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>	
		\$ 8.62	\$ 11.18	\$ 13.74	Hourly Rates
		68.97	89.44	109.91	Daily Rates
Contract Days					
	183	\$ 12,622	\$ 16,367	\$ 20,114	Annual Rates
	189	13,035	16,904	20,773	
	260	17,932	23,254	28,577	

**NUTRITION SERVICE SUB** **\$ 7.50** **Hourly Rate**

ANNUAL SALARY = DAILY RATE X NUMBER OF DAYS

**Fort Worth Independent School District  
Manual and Trades Pay Ranges and Job Titles, 2007 - 2008**

**PAY GRADE: 2**

**Job Titles**

Custodian  
General Maintenance Worker  
Vehicle Service Attendant  
Pick-up/Delivery Person/Courier

		<b>Pay Range</b>			
		<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>	
		\$ 9.81	\$ 12.66	\$ 15.51	Hourly Rates
		78.47	101.26	124.05	Daily Rates
Contract Days					
	183	\$ 14,360	\$ 18,531	\$ 22,701	Annual Rates
	189	14,831	19,138	23,445	
	260	20,402	26,328	32,253	

ANNUAL SALARY = DAILY RATE X NUMBER OF DAYS

**Fort Worth Independent School District  
Manual and Trades Pay Ranges and Job Titles, 2007 - 2008**

**PAY GRADE: 3**

**Job Titles**

Assistant Head Custodian  
 Campus Monitor  
 Grounds Worker  
 Head Custodian - Elementary Schools  
 Lead Vehicle Service Attendant  
 Lead Worker, School Cafeteria  
 Manager I and II, School Cafeteria  
 Mechanic Helper  
 Preventive Maintenance Service Person  
 Security Monitor/Dispatcher  
 Snack Bar Manager/Lead Cafeteria Worker

		<b>Pay Range</b>			
		<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>	
		\$ 11.16	\$ 14.34	\$ 17.53	Hourly Rates
		\$ 89.20	\$ 114.75	\$ 140.30	Daily Rates
Contract Days	183	\$ 16,324	\$ 20,999	\$ 25,675	Annual Rates
	189	16,859	21,688	26,517	
	260	23,192	29,835	36,478	

ANNUAL SALARY = DAILY RATE X NUMBER OF DAYS

**Fort Worth Independent School District  
Manual and Trades Pay Ranges and Job Titles, 2007 - 2008**

**PAY GRADE 4**

**Job Titles**

Appliance Repair Technician I	Mason I
Assistant Router/Scheduler	Mechanic
Concrete Finisher I	Painter I
Environmental Worker I	Plasterer I
Floors/Hardware Technician I	Roofer I
Grounds Worker, Athletic Field	School Bus Driver
Head Custodian, High Schools	Small Engine Repairman
Lay-in-Ceiling Technician I	Supervisor, Night Security
Head Custodian, Middle Schools	Truck Driver
Head Custodian, Special Education Campus	Warehouseperson
Manager III and IV, School Cafeteria	Welder I

		<b>Pay Range</b>			
		<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>	
		\$ 12.68	\$ 16.26	\$ 19.84	Hourly Rates
		101.48	130.14	158.78	Daily Rates
Contract Days					Annual Rates
	183	\$ 18,571	\$ 23,816	\$ 29,057	
	189	19,180	24,596	30,009	
	260	26,385	33,836	41,283	

ANNUAL SALARY = DAILY RATE X NUMBER OF DAYS

**Fort Worth Independent School District  
Manual and Trades Pay Ranges and Job Titles, 2007 - 2008**

**PAY GRADE 5**

**Job Titles**

Assistant Lot Supervisor  
 Assistant Router Scheduler, Transportation  
 Carpenter I  
 Electrician I  
 Electronics Technician I  
 Environmental Worker II  
 Floor/Hardware Technician II  
 Furniture Refinisher  
 Grounds Worker, Playground Equipment  
 HVAC Technician I  
 Inventory Control Analyst  
 Locksmith  
 Manager V and VI, School Cafeteria  
 Mechanic I  
 Painter II  
 Plumber I  
 Refrigeration Technician I  
 Roofer II  
 Router/Scheduler, Transportation/Sp Education  
 Safety Inspector  
 Technician I, Fire Alarm  
 Transportation Safety Officer  
 Water Fountain Repair I

		<b>Pay Range</b>			
		<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>	
		\$ 14.42	\$ 18.45	\$ 22.47	Hourly Rates
		115.40	147.61	179.81	Daily Rates
Contract Days					
	189	\$ 21,811	\$ 27,898	\$ 33,984	Annual Rates
	240	27,696	35,426	43,154	
	260	30,004	38,379	46,751	

ANNUAL SALARY = DAILY RATE X NUMBER OF DAYS

**Fort Worth Independent School District  
Manual and Trades Pay Ranges and Job Titles, 2007 - 2008**

**PAY GRADE 6**

**Job Titles**

Appliance Repair Technician II (licensed)  
 Advanced Environmental Worker  
 Carpenter II  
 Concrete Finisher II  
 Electrician II  
 Electronic Technician II  
 Exterminator  
 Glazier II  
 HVAC Technician II  
 Irrigator II  
 Lay-in Ceiling Technician II  
 Lead Roofer  
 Mason II  
 Mechanic II  
 Painter III  
 Plumber II  
 Plasterer II  
 Refrigeration Technician II  
 Sewer Technician  
 Transportation Lot Supervisor  
 Water Fountain Repairperson II  
 Welder II

		<b>Pay Range</b>			
		<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>	
		\$ 16.41	\$ 20.94	\$ 25.47	Hourly Rates
		131.28	167.51	203.74	Daily Rates
Contract Days					
	260	\$ 34,133	\$ 43,553	\$ 52,972	Annual Rates

ANNUAL SALARY = DAILY RATE X NUMBER OF DAYS

**Fort Worth Independent School District  
Manual and Trades Pay Ranges and Job Titles, 2007 - 2008**

**PAY GRADE: 7**

**Job Titles**

Assistant Foreman, Maintenance  
Campus Monitor Supervisor  
Custodial Supervisor  
Lead Skilled Trades Person, Transportation  
Warehouse Manager

		<b>Pay Range</b>			
		<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>	
		\$ 19.53	\$ 24.91	\$ 30.30	Hourly Rates
		156.21	199.29	242.37	Daily Rates
Contract Days					
260		\$ 40,615	\$ 51,815	\$ 63,016	Annual Rates

ANNUAL SALARY = DAILY RATE X NUMBER OF DAYS

**Fort Worth Independent School District  
Manual and Trades Pay Ranges and Job Titles, 2007 - 2008**

**PAY GRADE 8**

**JOB TITLES**

Foreman, Maintenance  
Supervisor, Textbooks

		<b>Pay Range</b>			
		<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>	
		\$ 23.24	\$ 29.65	\$ 36.06	Hourly Rates
		185.91	237.16	288.41	Daily Rates
Contract Days	260	\$ 48,337	\$ 61,662	\$ 74,987	Annual Rates

ANNUAL SALARY = DAILY RATE X NUMBER OF DAYS

## Section IX

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### **Supplemental Pay Schedules (Stipends, Summer School, and Hourly Rates)**

A **stipend** is *supplemental pay* - it is not a part of regular or base pay. ***Supplemental pay is authorized on a year-to-year basis and is not to be considered a property right.*** 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.* Stipends are subject to change by the Superintendent.

## Academic Coaches Evaluation

Each academic coach shall be evaluated in writing by the principal. An academic coach will not be permitted to continue performing the function of this position or receive compensation for this position if the coach's performance is not completely satisfactory as evidenced by the annual evaluation.

## Academic Decathlon Stipend

Each high school that fields/enters an academic decathlon team and participates in the contest shall be allocated \$2,000 for the purpose of paying stipends for coaches of the team. **These funds are distributed as a stipend by the principal to the head coach, assistant coaches, and/or subject area specialist.**

### Whiz Quiz

- a. Each **high school** that fields a Whiz Quiz team and participates in the contest shall be allocated \$1,632 for the purpose of paying stipends for coaches of the team. These funds shall be distributed as stipends to the head coach and assistant coaches. No single individual shall receive more than \$867 as a high school Whiz Quiz coach.
- b. Each **middle school** that fields both sixth grade and seventh/eighth grade Whiz Quiz teams and participates in the contest shall be allocated \$1,632 for the purpose of paying stipends for coaches of those teams. These funds shall be distributed as stipends to the head coach and assistant coaches. No single individual shall receive more than \$700 as a high school Whiz Quiz coach. Sixth grade only and seventh/eighth grade only schools shall be allocated \$816 for stipends, with no single individual receiving more than \$700.

Academic Decathlon Advisor	\$ 2,250
Academic Octathlon	500
Advisor, High School Student Council	900
Advisor, High School Theatre Arts	1900
Coordinator, Academic	2,000
Coordinator, UIL Campus High School	600
Coordinator, UIL Campus Middle School	540
Sponsor, Citizen Bee	500
Sponsor, Current Event	200
Sponsor, High School Student Council	150
Sponsor, Math Club**	410
Sponsor, Middle School Theatre Arts	500
Sponsor, Science Club**	410
UIL Cross X Debate	800
UIL High School One-Act Play	900
UIL LD Debate	800
UIL Non-athletic Event Coach/High School (excludes one-act play, LD and Cross X Debate)	460
Whiz Quiz/UIL Judge (degreed/certified – <b>per event</b> )	50
Whiz Quiz/UIL Judge (non-degreed/not certified – <b>per event</b> )	25

- STIPENDS MAY BE COMBINED PENDING PROGRAM REQUIREMENTS
- STIPENDS ARE CONTINGENT UPON FULFILLMENT OF DEPARTMENTAL REQUIREMENTS (CONTACT PROGRAM DIRECTOR)

## Athletic Coaches Stipends

Coaches are expected to do the job for which they are employed. However, for the purpose of clarifying the minimum number of regular working days for coaches, the following will be used:

1. All middle and high school coaches will attend in-service (coach's) activities as scheduled.
2. Coaches assisting with football and volleyball will report for duty as stipulated by the head coach of their assigned school or feeder high school. Additionally, there will be times during the school year, after completion of the season and during summer, when coaches may be assigned duties by their head coach or principal. These duties will fall within the realm of their responsibility as a coach in the **Fort Worth Independent School District**.

3. Middle and high school coaches will work with their feeder schools as follows:
  - a. Report for meetings and workouts as stipulated by the head coach;
  - b. Scout for the high school as assigned by the head coach.
4. Special meetings, in-service training, and special demands of the job may require a coach to occasionally work extra days.

**Athletic stipends are paid on a 12 month basis - September through August.**

<b>Athletic Stipend (Other)</b>	
Athletic Coordinator	\$ 2,800
Defensive Coordinator – Football	700
Offensive Coordinator – Football	700
Trainer	3,000

<b>Head Coach for High School</b>	
Head Baseball	\$ 5,300
Head Basketball	6,000
Head Cross Country	2,800
Head Football	10,041
Head Golf	4,000
Head Golf – Spring	2,000
Head Soccer	4,500
Head Softball	5,300
Head Swimming	4,000
Head Tennis	4,000
Head Tennis – Semester	2,000
Head Track	4,700
Head Volleyball	5,000
Head Wrestling	3,600

<b>Assistant Coach for High School</b>	
Assistant Baseball	\$ 3,100
Assistant Basketball	3,100
Assistant Cross Country	1,100
Assistant Football	3,625
Assistant Golf	2,356
Assistant Soccer	3,100
Assistant Softball	3,100
Assistant Tennis	1,600
Assistant Track	3,100
Assistant Volleyball	3,100
Assistant Wrestling	2,156

<b>Head Coach for Middle School</b>	
Head Basketball	\$ 2,200
Head Cross Country	1,300
Head Football	3,000
Head Track	1,900
Head Volleyball	2,800

<b>Assistant Coach for Middle School</b>	
Assistant Basketball	1,300
Assistant Cross Country	700
Assistant Soccer	700
Assistant Track	1,100
Assistant Volleyball	1,800

<b>Cheerleading/Drill Team Stipend</b>	
Assistant Cheerleading	1,235
Head Cheerleading	1,900
Head Drill Team	2,104

## Athletic Worker Rates

<b>Football Field (all)</b>	<b>One Game</b>	<b>2 Games</b>
Manager	55.00	X
Seller	40.00	X
Taker	35.00	X
Press Box	30.00	X
Scoreboard/Clock	40.00	X
Announcer	35.00	X
Field Gate	42.00	X
Down Box	30.00	X
Chain	30.00	X
Clock (25 Second)	30.00	X

<b>Freshman/Junior Varsity and Middle School Football</b>		
	<b>1 Game</b>	<b>2 Games</b>
Clock	25.00	50.00

<b>Basketball</b>			
	<b>1 Game</b>	<b>2 Games</b>	<b>3 Games</b>
Manager/WGAC	40.00	50.00	55.00
Manager/BFC	40.00	50.00	55.00
Seller	30.00	40.00	50.00
Gate - Ticket Taker	30.00	40.00	50.00
Announcer	25.00	30.00	35.00
Clock Operator	30.00	40.00	50.00
Scorer (Varsity only)	30.00	40.00	50.00

<b>Baseball</b>			
Manager	35.00	45.00	X
Gate	30.00	40.00	X
Scoreboard Operator/Announcer	32.00	64.00	X

<b>Swimming</b>			
Clock/Announcer	30.00	X	X
Data/Scorer	30.00	X	X
Official	25.00	X	X

<b>Volleyball (CENTRAL)</b>			
Scorer	20.00	25.00	28.00
Seller/Gate	25.00	30.00	35.00

<b>High School Gymnasium</b>			
Seller/Gate	25.00	30.00	35.00
Scorer (Varsity only)	17.00	25.00	30.00
Clock Operator (Basketball only)	20.00	25.00	30.00

<b>Middle School Gymnasium</b>			
Seller/Gate	15.00	20.00	25.00
Clock (Basketball only)	15.00	20.00	25.00

<b>Softball</b>			
Seller/Manager	35.00	45.00	50.00
Taker/Gate	25.00	40.00	45.00
Scoreboard Operator/Announcer	32.00	64.00	80.00

<b>Soccer</b>			
Seller	30.00	40.00	X
Taker	30.00	40.00	X
Keeper	30.00	40.00	X
Manager (when necessary)	40.00	50.00	X

**Auto Allowance**

The auto allowance is designed to compensate employees who travel on District business. The following positions are approved to receive monthly amounts as indicated.

Position	Monthly Rate
Assistant Director – Athletics	200
Associate Superintendent	325
Chief Academic Officer	417
Chief Financial Officer	208
Chief Legal Counsel	208
Chief of Staff	417
Chief Technology Officer	417
Deputy Superintendent for School Leadership	417
Deputy Superintendent of Operations	417
Director - After School Program	200
Director - Athletics	200
Director - Facilities and Planning	200
Director – School Leadership	325
Executive/Senior Director	325
Facilities Manager - Athletics	200
Senior Communications Officer	325
Superintendent	600

**Bilingual/ESL Education Stipend**

These stipends are designed to compensate employees who provide bilingual services to students and/or departments. For additional information please call **817/871-2528**.

Position	Annual Rate
Language Center Team Leader	750
Language Center Team Leader (Secondary)	1,250
Secretary/Clerk, Bilingual <i>(must pass proficiency exam)</i>	500
Teacher, Elementary Bilingual (Full)	2,700
Teacher, Elementary Bilingual (Modified)	1,000
Teacher, English Only (ESL)	500
Teacher, Language Center Elementary/Secondary	500
Teacher, Transition ESL (Secondary)	1,000

**Campus Safety and Security Hourly Rates**

For additional information please call **817/871-2880**.

Metal Detector Detail/Court Related Services (special approval only)	PER HOUR	21.00
Metal Detector Facility Coordinator	PER HOUR	23.00
Off Duty Police Officers		30.00
Off Duty Police Sergeants and Lieutenants	PER HOUR	38.50

**Cell Phone Allowance**

This rate is designed to compensate certain District personnel (listed below) to cover the cost of cellular phone expenses for The District. For additional approvals or information please contact your Cabinet level staff member.

Position	Monthly Rate
All Managerial Staff	\$ 40
Deputy Superintendents and Division Chiefs	60
Other Executive Staff/Senior Staff	50
Principals	40

### **Child Nutrition Services Additional Rates**

These amounts are designed to employ and retain qualified employees to provide nutrition services to the students and the department program. For additional information please call **817/871-5500**.

<b>Position</b>		
Nutrition Services Education Stipend (TCCD Approved/Maximum 12 courses)	P/COURSE	25.00
Nutrition Services Emergency Gasoline Allowance	P/DAY	2.50
Nutrition Services Sub Worker	P/HOUR	7.50
Nutrition Services Substitute Manager (current employee)	P/HOUR	0.75
Nutrition Services Uniform Allowance	P/HOUR	7.00
Emergency Gasoline Allowance	P/DAY	2.50

### **Extra Duty or Additional Pay**

When an employee's contractual duties extend beyond the normal contract period, they are paid their normal daily rate for these extra days. If the employee performs duties of a different nature, the summer school, part-time, or tutorial rates will apply.

### **Instructional Coach Stipend**

This stipend is designed to compensate master teachers. The master teacher mentors the classroom teacher as they meet the diverse needs of students. These stipends are paid on a monthly basis, September through August. For additional information please call **817/871-2205**.

<b>Position</b>	<b>Annual Rate</b>
Master Reading Teacher	\$ 3000
Secondary Master Science Teacher	3000
Secondary Master Math Teacher	3000
Secondary Master Literacy Teacher Specialist	3000

### **Fort Worth After School (FWAS) Tutorial Program Rates**

These rates are approved for the after-school tutoring program only. For additional information please call 817/492-7945.

<b>Position</b>	<b>Hourly Rate</b>
Tutor - Certified Teacher	21.00
Tutor - Degree/Not certified	19.00
Tutor - No Degree/90 college hours	17.00
Tutor - No Degree/60 college hours	15.00
Tutor - No Degree/30 college hours	12.00
Tutor - No Degree/less than 30 college hours or High School Student	10.00
FWAS Program Coordinator	13.00

Employees paid for the After-School tutorial program should be reported with the applicable code:

<b>Position</b>	<b>Pay Code</b>
Tutor for Elementary Schools	Pay Code TUTE
Tutor for Middle Schools	Pay Code TUTM
Tutor for High Schools	Pay Code TUTH

### **JROTC Stipend**

These stipends (amounts vary) are designed to compensate high school JROTC/JCC instructors for extra curricular duties. For additional information please call **817/871-3256**.

**Longevity Stipend I**

This stipend is designed to compensate employees for valuable service to The District. Beginning in the 1996-97 school year, the \$500 longevity stipend was included in the base salary at 20 years of experience for teachers only. All other employees having 10 or more years of evaluated experience beginning with the 1977-78 school year receive the \$500 stipend annually after 21 years of evaluated experience in the Fort Worth Independent School District. For additional information please contact Compensation at **817/871-2205**.

**Longevity Stipend II**

Beginning in the 1996-97 school year, another \$500 longevity stipend was included in the base salary at 27 years of experience for teachers only. All other employees having 27 or more years of evaluated experience beginning with the 1998-99 school year will receive an additional \$500 stipend annually (not to exceed \$1000 annually).

**Maintenance Department Stipend**

For additional information please call **817/871-3300**.

Hourly Employee – Night Shift (Custodians)	PER YEAR	466.00
Substitute Head Custodian (Acting - current employee)	PER DAY	16.00

**Math Stipend**

The math stipend is designed to attract and retain highly qualified math teachers. For additional information please call **817/871-2837**.

Teacher, Secondary Math	\$ 2000
Teacher, Math Specialist	3000

**Mileage Reimbursement**

All district employees not receiving an auto allowance must complete a mileage reimbursement form to be compensated for travel on District business when using their personal vehicle. Employees in this category will be reimbursed based on the mileage rate from the Texas State Comptroller's mileage guide. The current rate as of **September 2006 is \$0.445/mile**. For additional information please call **817/871-2153**.

**Miscellaneous**

These rates are paid in 12 monthly payments from September through August of each year. For additional information please contact Compensation at **817/871-2205**.

Position	Annual Rate	Daily Rate	Hourly Rate
Assistant, Vocational	\$ 450		
Coordinator, Technology	1000		
Counselor, Lead	500		
Teacher, Bridge	500		
Teacher, Resource	347		
Panelist (Legal Department)		\$ 130	
New Teacher Conference		60	
Second Appraiser			\$ 35

**Part-time and other Hourly Rates**

These hourly rates are designed to compensate individuals performing duties assigned in various departments of The District. The duties performed are not part of a permanent job duty and the rates are not for tutorial duties. For additional approvals or information please call **817/871-2205 or 817/871-2144**.

<b>Position</b>	<b>Hourly Rate</b>
Teacher, Nurse, Librarian, Counselor, Social Worker, OT, PT, Audiologist, LSSP, SLP (or other certified school based professional employees)	\$ 21.00
Teacher Assistant/Paraprofessional	8.00
Bilingual Tester	9.00
Cafeteria Monitor	*7.50
Campus Monitor	10.00
Clerk	9.00
GED Tester	9.00
High School Student (new federal minimum wage)	*5.85
Parent Liaison	8.00
Secretary	10.00
Warehouse Textbooks Summer employee	10.50
* rates in compliance with new federal minimum wage changes (eff. 7/24/07, 7/24/08 and 7/24/09)	

**Principal Enrollment Stipend**

For additional information please contact HR Services and Operations at **817/871-2204**.

<b>Enrollment Count</b>	<b>Elementary</b>	<b>Middle</b>	<b>High</b>
1801 – +	X	X	\$ 2,000
1200 – 1800	X	X	1,000
901 – +	\$ 3,000	\$ 3,000	X
701 – 900	2,000	2,000	X
350 – 700	1,000	1,000	X

**Performing Arts Stipend**

These stipends are designed to compensate teachers providing services to the performing arts program. These stipends are contingent upon fulfillment of department requirements. For additional information please contact the Director at 817/871-2507.

<b>Position</b>	<b>Annual Rate</b>
High School Assistant Band Director	\$ 4,705
High School Choral Assistant	3,100
High School Choral Director	5,100
High School Head Band Director	7,658
High School Jazz Band Director	3,110
High School Mariachi Director	3,500
High School Mariachi Director (supplement to other duties)	2,338
High School Orchestra Director	3,110
High School Jazz Band Director	3,110
Middle School Assistant Band Director	2,913
Middle School Choral Director	2,500
Middle School Head Band Director	4,705
Middle School Orchestra Director	2,086
Middle School Mariachi Director	2,100
Middle School Mariachi Director (supplement to other duties)	1,638
Middle School/High School Orchestra School Director (conducts both HS & MS)	4,150
Sixth Grade Assistant Band Director	1,606
Sixth Grade Choral Director	1,500
Sixth Grade Head Band Director	2,770
Sixth Grade Orchestra Director	1,088
Elementary Strings Teacher	935

## **Professional Standards Certification Stipend for Secretaries and Clerks**

These stipends are designed to compensate highly qualified education secretaries and clerks who elevate the standards of the organization and unite in ideas/ideals toward a finer, more efficient, and professional service to the school(s) and the community, and for providing advanced education experience to the FWISD. These stipends are contingent upon fulfillment of position/organization requirements. For additional information please contact the Fort Worth Association of Educational Secretaries (FWAES) at **817/871-2611**.

<b>Certificate Type</b>	<b>Annual Rate</b>
Basic	\$ 240
Associate	360
Advanced I	420
Advanced II	480
Advanced III	540
Bachelor's Degree	660
Master's Degree	780
STEM (non-renewable and paid over a 2-year period)	1,500

## **Science Stipend**

This is an incentive to attract and retain highly qualified teachers for secondary positions. The stipends are paid in 12 monthly payments, September through August.

<b>Position</b>	<b>Annual Rate</b>
Teacher, Physics and Chemistry	\$ 2000
Teacher, Science Specialist	3000

## **Special Education Stipend**

These stipends are designed to attract and retain qualified teachers and paraprofessionals for special education positions and provide special services to students and/or departments. For additional information please call **817/871-2901**.

<b>Position</b>	<b>Annual Rate</b>
Assistant, Special Education Deaf Interpreter Level I	\$1000
Assistant, Special Education Intensive	1000
Assistant, Special Education Regular	450
Teacher, Special Education Intensive	1000
Teacher, Special Education Regular	500

## **Summer School Rates of Pay**

Summer school rates are designed to compensate employees for academic summer sessions and maintain consistent pay for summer employment. **These rates apply to summer school work only.** For other rates of pay relative to summer school contact Compensation at **817/871-2205**.

<b>Position</b>	<b>Hourly Rate</b>
Teacher, Nurse, Librarian, Counselor (or other certified school based professional employees)	\$ 23.00
Teacher Assistant/Paraprofessional	8.00
Campus Monitor	10.00
Clerk	9.00
Secretary*	10.00

- Employees working in summer school programs will earn the summer school rates of pay after they fulfill the normal contractual and/or assigned days for the position. When school and summer school work runs concurrently - THERE IS NO ADDITIONAL PAY FOR THESE DAYS WHEN WORKED WITHIN THE CONTRACT PERIOD.

**Summer School Administrator Rates**

Position	Daily Rate
Principal	\$ 100.00
Assistant Principal	92.00
Instructional Specialist	88.00
Instructional Coordinator	88.00
Principal Intern	88.00
Administrative Intern (rate determined by the Cabinet level administrator)	-

**Teacher Assistant Stipend (annual)**

These stipends were designed to compensate teacher assistants for achieving higher education and providing campus-based instruction to students. College transcripts are required for verification and should be submitted to the Human Resources Compensation Division. For additional information please call **817/817-2205**.

Associates Degree	\$ 500
Bachelors Degree	660

**Transportation Department Additional Amounts**

These rates are designed to compensate transportation employees providing services to students and/or the department. For additional information please call **817/531-6400**.

Position		
Bus Driver/Team Leader	PER YEAR	\$ 850.00
Transportation Certification Training	PER HOUR	5.00
Transportation Field Trips	PER HOUR	8.25
Transportation Gasoline Allowance	PER DAY	2.40
Transportation Split Routes (am/pm)	FLAT RATE	1.20

**Tutoring (school-based ONLY) Rates**

This stipend is designed to compensate all employees providing campus-based tutoring to students. College transcript hours are verified by the Human Resources department.

Position	Hourly Rate
Tutor - Certified Teacher	\$ 21
Tutor - Degree/Not certified	19
Tutor - No Degree/90 college hours	17
Tutor - No Degree/60 college hours	15
Tutor - No Degree/30 college hours	12
Tutor - No Degree/less than 30 college hours or High School Student	10

Employees being paid as tutors should be paid using the applicable codes below:

Position/School Level	Pay Code
Tutor for Elementary Schools	Pay Code TUTE
Tutor for High Schools	Pay Code TUTH
Tutor for Middle Schools	Pay Code TUTM

**Notice**

Stipends or supplemental pay not described in this section of the handbook must be verified and approved by the Compensation Division of Human Resources before submitting to Payroll for processing. All unapproved rates submitted without approval will be adjusted by Payroll and/or Compensation, at the approved rate on record.

## **Section X**

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# **Substitute Salary Information**

**Rates not listed in this reference book require the approval of the Superintendent or the appropriate Cabinet level member.**

### Substitute Teacher – Continuous Assignment

Substitutes with a bachelor's degree, working in a single assignment past ten days are eligible for the regular substitute daily rate of pay plus an additional daily amount. This compensation shall remain at the higher rate of pay until such time as the substitute teacher changes or completes the assignment. DPB (LOCAL). **Non-degreed substitutes are not eligible for the higher rate of pay regardless of the number of days worked.**

### Substitute Teacher Absences

**Substitutes are not paid for absences.** An absence while working a long-term assignment (single assignment of 11 days or more) is cause for the higher rate of pay to end. **EXCEPTION:** Principals have the discretion to continue long-term rates if they choose, upon the substitute's return to the same assignment. If not, the substitute will be required to start over if in the same assignment and teach an additional ten days in order to receive the higher rate of pay.

The only exception to the **SINGLE ASSIGNMENT** requirement is when, at the discretion of the principal, the substitute is moved from the first assignment to another assignment in order to best meet the needs of the school program. In this instance, the substitute will remain at the higher rate of pay. The substitute will not receive the higher rate of pay when a single assignment is completed and another assignment begins.

### FICA Alternative

Any substitute, temporary, or part-time employee who is not eligible for membership in the Teacher Retirement System of Texas, will participate in The District's Tax-Sheltered Annuity Plan for Part-time Employees in lieu of participating in social security. **Effective September 1, 2005, all employees not participating in TRS will automatically be set-up to participate in an alternative plan. Retirees are also eligible to participate in this alternative plan as substitutes.**

### Substitute Rates

Position	Requirement	Daily or Hourly Rate
Substitute Teacher	60 college hours/daily	73.00
Substitute Teacher/Librarian/Counselor/Nurse	Bachelor's degree/daily	77.00
	(long term rate beginning the 11 <sup>th</sup> day in same assignment)	130.00
Substitute Compliance Teacher	Degreed/certified/daily	75.00
Pyramid Substitute Teacher	Bachelor's Degree/daily	130.00

Substitute Clerk	Daily	58.00
Substitute Firewalkers	Daily	58.00
Substitute Nutrition Manager (Retired)	Hourly	9.50
Substitute Nutrition Trainer	Hourly	9.00
Substitute Professional	Daily	68.00
Substitute Secretary (site based)	Daily	60.00
Substitute Teacher Assistant	Daily	58.00
Substitute Technical	Daily	75.00

## **Section XI**

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### **Retire/Rehire Salary Information**

Information provided in this section is relative to policy and procedures of Fort Worth Independent School District for employment after retirement. These policies are not necessarily the policies of TRS. For policy and practices of TRS please contact them directly.

**You may call:** 1/800/223-8778.

**You may also write:**

TRS  
1000 Red River Street  
Austin, TX 78701

**Or visit the website at:** [www.trs.state.tx.us/](http://www.trs.state.tx.us/)

The Fort Worth Independent School District is not authorized to give employees information regarding the Teacher Retirement System of Texas (TRS) processes for retirement. Employees are asked to contact TRS directly for information regarding their personal retirement and the rules for employment after retirement.

### **FWISD Retirement Program For Terminal Pay**

Any permanent, full-time employee who, at the time of resignation, retires and informs the Board that he/she desires to retire and that he/she has been a member in good standing with the Teacher Retirement System of Texas for five years, and certifies at the time of resignation that he/she has applied for retirement benefits or allowances as provided in the Teacher Retirement Act, will be entitled to terminal pay. All years of permanent, full-time service in Fort Worth will be counted if the employee has at least five (5) years **continuous**, permanent, full-time service **with FWISD** prior to the date of retirement. Disability leave during the last five (5) years counts as part of continuous service. Under no circumstances will non-certified substitute or part-time service rendered prior to the time of retirement be counted toward terminal pay, regardless of service time, date(s) of termination, or type of accumulation. Terminal pay is calculated as follows:

1. To determine the new daily rate (for retirement purposes only), divide the current annual salary by 183 [days].
2. Multiply 20 days (or the total days remaining but not exceeding 20) of accumulated state/local sick leave and state personal leave, by the employees new daily rate established in #1 above.
3. Multiply the employee's new computed daily rate by the total number of creditable, permanent, full-time service years (calculated above).

Terminal pay will be provided to heirs or to the estate of employees who die prior to retirement. The employee must have 20 or more years of service with The District and be a member in good standing with the Teacher Retirement System of Texas at the time of death. This policy also applies to employees on leaves of absence for health reasons who die prior to retirement.

Employees returning from an approved sabbatical leave of absence who receive payment for the leave during the ensuing year are given credit for a year of service. Unpaid leaves of absence and workers' compensation leaves of absence will not count towards service credit. **NOTE: if the sabbatical is not approved by TRS prior to the leave commencing, TRS will deny the service year for retirement purposes.**

**Employees hired after August 31, 2003** - effective with the 2003-2004 school year, "terminal pay" will not be provided to employees hired after August 31, 2003.

**Employees hired before September 1, 2003** - To be eligible to receive terminal pay, a full-time employee must have been employed prior to September 1, 2003 and meet the following conditions:

1. Certifies that he/she has been continuously employed by The District for at least five (5) years, including any authorized leaves of absence;
2. Voluntarily terminates employment for retirement purposes;
3. Informs the Board that he/she desires to retire and he/she is a member in good standing of the Teacher Retirement System of Texas; and
4. Certifies that he/she is eligible to receive and has applied for retirement benefits or allowances as provided in the Teacher Retirement Act.

The five (5) years or more of continuous employment must directly precede the employee's retirement. Only full-time years of service to The District, as defined herein, shall be creditable for terminal pay.

**Employees Who Retire and Return as FWISD Employees**

Individuals who voluntarily retire from Fort Worth ISD and the Teacher Retirement System of Texas (TRS), and return to any position in FWISD do not qualify for any stipend, special contract/calendar days, or other benefit or privilege previously received as a pre-retiree in a permanent position. These former stipends will not be restored upon return.

**Employees who retire from other retirement agencies (not TRS) are treated as new hire employees.**

**FWISD Salary Information for Certain Positions after Retirement**

Retired employees substituting in any of the positions below must have valid certification as stated. The following *rates apply only if substituting in the absence of an employee.*

<b>Retired Position</b>	<b>Requirement</b>	<b>Rate of Pay</b>
Counselor	Master's degree/counselor certification	210.00
Nurse	Bachelor's degree and RN license	210.00
Librarian	Bachelor's degree and LRE	127.00
Teacher	Bachelor's degree	127.00
Secretary or Clerk	Former FWISD secretary or clerk	100.00

<b>Retired Position Substituting Daily As</b>	<b>Requirement</b>	<b>Rate of Pay</b>
Assistant Principal/ES	Former FWISD Administrator	Minimum daily rate of the pay grade assigned to substitute in.
Assistant Principal/MS	Former FWISD Administrator	
Assistant Principal/HS	Former FWISD Administrator	
Principal/ES	Former FWISD Administrator	
Principal/MS	Former FWISD Administrator	
Principal/HS	Former FWISD Administrator	

**RATES NOT LISTED REQUIRE THE APPROVAL OF THE SUPERINTENDENT OR APPROPRIATE CABINET MEMBER.**

## **Section XII**

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# **Employee Benefits Information**

## **Employee Insurance and Fringe Benefits**

In addition to the salary amount provided in the adopted schedule, the Board of Education contributes to the employee health and life insurance plans.

<b>Medical</b>	Three PPO plans are available from TRS Active Care through payroll deductions.
<b>Dental</b>	One DMO (Dental Maintenance Organization) and one Indemnity Plan are available to each employee at group rates through payroll deductions.
<b>Life</b>	Each employee of The District is provided \$5,000 in life insurance. Supplemental insurance up to \$250,000, and dependent insurance up to \$10,000 for each child, and \$20,000 spousal coverage is available to employees at group rates.
<b>Workers' Compensation</b>	The benefits provided and prescribed by the Workers' Compensation Law are available without cost to all District employees.
<b>Income Protection</b>	Insurance at group rates is available to District employees as a protection against loss of income due to disability caused by accident or illness.
<b>Tax-sheltered Annuity</b>	Tax-sheltered annuities are available through payroll deduction (403B and 457 plans).
<b>Leaves of Absence</b>	SEE BOARD POLICY, <i>SECTION DEC (LOCAL)</i>
<b>Sick Leave</b>	SEE BOARD POLICY, <i>SECTION DEC (LOCAL)</i>
<b>Bereavement Leave</b>	SEE BOARD POLICY, <i>SECTION DEC (LOCAL)</i>
<b>Family Emergency/Illness Leave</b>	SEE BOARD POLICY, <i>SECTION DEC (LOCAL)</i>
<b>Personal Leave</b>	SEE BOARD POLICY, <i>SECTION DEC (LOCAL)</i>
<b>Flexible Spending Accounts</b>	Permits employees to pay certain medical and dependent care expenses with <u>untaxed</u> income.
<b>Vacation</b>	Twelve-month employees, with total service in FWISD; <ul style="list-style-type: none"><li>• Two weeks per year for the first ten years.</li><li>• Three weeks per year after ten years - beginning with the eleventh year.</li><li>• Four weeks per year after twenty years - beginning with the twenty-first year.</li></ul>
<b>Payroll Deductions</b>	<ol style="list-style-type: none"><li>1) Credit Union/Bank Deposits</li><li>2) Savings Bonds</li><li>3) Dues</li><li>4) Annuities</li><li>5) Insurance</li><li>6) United Way Contributions</li><li>7) MACE Contributions</li><li>8) The College Fund Contributions</li><li>9) Lockheed Martin Recreation Association</li><li>10) YMCA</li><li>11) UNCF</li></ol>

**NOTE:** All policies and procedures are in accordance with FWISD BOARD OF EDUCATION POLICY AND/OR LOCAL REGULATIONS AS OF SEPTEMBER 1, 2007. Any adopted revisions to Board policies and/or regulations will become effective immediately and thereby supersede the above policies and/or regulations.