



Employee Compensation Manual

2025-2026

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District Pay Systems Overview

Taylor ISD will maintain job classification and pay structures for all jobs. Pay administration will be governed by Board policies DEA, DEAB and these procedures.

Jobs will be grouped into pay structures by the following categories:

- Teachers
- Clerical / Paraprofessionals
- Auxiliary
- Administrative / Professional

Teachers will be paid a base salary plus any stipends approved for their job assignment. All other jobs will be assigned to a range of pay that determines the minimum to maximum base pay rates for the position. Pay rates for newly hired employees who are assigned to a pay range structure will be based on the guidelines described in these procedures.

Pay ranges are designed to be competitive with the external job market for comparable positions and to reward continued service to the district. Pay ranges are reviewed and adjusted as needed. Employee salaries are adjusted according to the pay increase budget approved by the Board each year.

Administrative Procedures

Job Classification

Purpose and Authority

Job classification determines the exemption status and the assigned pay range for a job. Job classification is based on knowledge and skill requirements, job duties, and responsibilities assigned by the district, and competitive market value. The Superintendent or her designee has final authority concerning job classifications.

Reclassification of Positions

A job reclassification occurs when the same position is moved to a higher or lower pay grade within the pay structure. Jobs may be reclassified due to a significant change in job duties and responsibilities assigned, a need to correct internal pay inequities, or a change in the external job market.

Classification of New Positions

New positions must have a written job description and must be classified in the pay system prior to hiring new employees.

Exemption Status

Every job will be classified as exempt or nonexempt in accordance with the requirements of the federal Fair Labor Standards Act (FLSA). The classification of each position is based on a description of assigned job duties and the method of compensation. In order to be exempt, the employee's primary duties must meet the requirements of one of the exemption tests for professional, administrative, or executive employees as defined by federal regulations, and the employee must be compensated on a salary basis.

All employees who do not meet the legal requirements for exemption are classified as nonexempt. Nonexempt employees will maintain a weekly record of all hours worked and will be paid for all hours worked including overtime pay or compensatory time earned for hours over 40 in a workweek. See policy DEA for more information.

General Pay Increase

Eligibility for General Pay Increase

Employee salaries and wages will be reviewed annually for adjustment. General pay increases are given to employees employed at least 90 days the year prior to reward continued service to the district. To receive a general pay increase, an employee must be in a paid status or on an approved leave of absence at the time of issuance of the first payroll reflecting the pay increase.

Pay Increase Budget

The Superintendent will recommend a budget amount for general pay increases as part of the annual budget process. Budget recommendations for general pay increases will be based on available revenue, competitive job markets, and district compensation objectives. Employee pay increases will be based on the annual budget approved by the board.

General Pay Increase Calculation

General pay increases will be calculated for each eligible employee (employed at least 90 days the year prior) by applying a percent increase approved by the board to each employee's pay.

Overpayment Recovery

As afforded in Government Code 666, a state agency may recover the amount of a state employee's indebtedness. Employees are not entitled to any funds the District overpays the employee. To recover the funds, the District may issue a reversal request to the employee's bank up to five days after the deposit date or deduct any overpayments from one or more of an employee's paychecks.

Pay Rate Determination for Newly Hired Employees

Teachers

Salaries for new teachers will be determined on an individual basis based on each person's job-related experience, credentials, and the rates paid to other teachers with similar experience.

Administrative / Professional Pay Structure

Guidelines for determining the pay for new hires are intended to enable the district to hire the most qualified candidates while preserving internal pay equity among peers and maintaining an affordable pay system. The starting salary for a newly hired employee on the administrative / professional pay structure is based on each person's unique prior job experience and the rates being paid to other employees in the same position with similar experience.

The guidelines for placement on the administrative / professional pay structure are as follows:

- Appropriate measures will be made to ensure that the salary offered to a newly hired employee does not exceed the compensation of existing employees in the same job title who possess comparable years of relevant experience.

- Initial placement may be made up to the midpoint of the pay range based on relevant experience. The Superintendent may make exceptions to this limit for exceptional candidates, or hard-to-fill positions.

Clerical/Paraprofessional and Auxiliary Pay Structure

Setting the pay rates for new hires in the clerical/paraprofessional or auxiliary pay structure will be determined by the skill requirements for the job and the rates being paid to other employees in the same position with similar experience.

Positions Funded by Federal and/or State Grants

Employment in positions funded by Federal and/or State grants is expressly conditioned on the availability of full funding for the position. If full funding becomes unavailable, the position is subject to termination, nonrenewal, or reassignment as applicable based on experience and/or certifications.

Promotion Adjustments

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

Salary Inquiries

Taylor ISD recommends that employees verify their personal information and salary amount in the Employee Service Center under My Pay Information. If there are any errors or inaccuracies, the employee should contact the Human Resources Department.

Salary Schedules

The salary schedules as presented on the following pages are depicted in a format that groups positions into Pay Grades. Positions that serve in a capacity with similar levels of work and responsibility and that are paid within a similar salary range are presented as a group listing the minimum pay, midpoint pay, and maximum pay for that group, or Pay Grade.

The midpoint pay amount cannot be used to determine pay relative to the number of years of experience. Each position within the Pay Grade has its own salary table, with a unique minimum and maximum pay amount. In addition, the salaries within a table do not increase proportionally for each year of experience.

Adjusting Pay Ranges

Annual Review of Pay Ranges

Pay ranges will be reviewed annually and adjusted as needed to stay aligned with market values.

Education Salary for Advanced Degree

Master's Degree

An annual salary stipend up to \$1000 is provided to full-time employees placed on the Teacher Pay Structure with an earned master's degree from an accredited educational institution in a field approved by the district provided their current position does not require a master's degree.

Doctoral Degree

An annual salary stipend up to \$1000 is provided to full-time employees placed on the Teacher Pay Structure with an earned doctoral degree from an accredited educational institution in a field approved by the district provided their current position does not require a doctoral degree.

Upon applying for an Advanced Degree stipend, the employee must provide official transcripts showing advanced degree.

In addition to the regular compensation as outlined in this plan, the Superintendent may recommend to the Board of Trustees that compensation be adjusted to include one or more of the following:

Additional Compensation Options

Teacher Incentive Allotment

For any funds received by Taylor ISD for a designated teacher under the Teacher Incentive Allotment (TIA), **90 percent** will be paid to the designated teacher, with the remaining **10 percent** being reserved by the district to offset costs associated with growing and maintaining the TIA program. Should the district receive funding for a designated teacher who resigns or retires before the end of the school year (but after winter roster), the teacher will not receive their allotment payout and the district will redistribute the generated allotment to other designated teachers on the campus where the departing teacher worked.

One-Time, Lump-Sum Payment

The Superintendent may recommend a one-time, lump-sum compensation payment to all eligible employees (based on the criteria below), at an amount to be set by the Board, if the issuance of the one-time lump-sum compensation payment would not impair the district's other financial obligations or create a financial hardship for the district. The amount of any such payment will be set by the Board at the time the payment is authorized, based on the district's financial status.

To be eligible to receive the one-time, lump sum compensation payment, a district employee must satisfy all the following criteria:

- Employee is employed by the district in a permanent part-or-full time position at the time the payment is authorized by the Board of Trustees:
- Employee is working, or on approved family, medical or military leave, at the time the payment is issued:
- District employment must have begun with the district on or before specified date; and
- Employee has not prior to the issuance of the one-time, lump-sum compensation:
 - indicated an intent to resign or retire prior to the end of the employee's duty calendar year;
 - been terminated or proposed termination
 - been non-renewed or proposed for nonrenewal ; or
 - otherwise provided documentation an intent to separate from employment prior to the end of the employee's duty calendar year; and

Employee is not, at the time any one-time, lump-sum compensation is authorized or issued:

- A temporary employee (i.e. substitute, contracted service, student worker and extra help); or
- under a pending investigation for alleged wrongdoing at the time the payment is authorized or issued; provided, however, if an employee who is under investigation for alleged wrongdoing is exonerated prior to the compensation payment date, they will be entitled to the one-time, lump-sum compensation payment.

The one-time, lump-sum compensation payment is not TRS eligible compensation. Federal Income Tax and Medicare tax (if applicable) will be withheld.

The Board may, at the time any one-time, lump-sum compensation is authorized, establish additional eligibility criteria.

Employees have no property right in the continuation of any one-time, lump-sum compensation payment in future years.

**Taylor Independent School District
Teacher Pay Structure - FLSA Exempt
2025-2026**

	State Base		Local Step		TISD Salary		Daily Rate (187 days)
Step	2025-26		2025-26		2025-26		2025-26
0	\$33,960		0		\$53,500		\$286.09626
1	\$34,690		1		\$53,750		\$287.43316
2	\$35,410		2		\$54,208		\$289.88235
3	\$36,150		3		\$56,922		\$304.39572
4	\$37,690		4		\$57,385		\$306.87166
5	\$39,230		5		\$61,849		\$330.74332
6	\$40,770		6		\$62,312		\$333.21925
7	\$42,200		7		\$63,332		\$338.67380
8	\$43,550		8		\$64,413		\$344.45455
9	\$44,840		9		\$65,062		\$347.92513
10	\$46,040		10		\$65,711		\$351.39572
11	\$47,180		11		\$68,360		\$365.56150
12	\$48,280		12		\$68,885		\$368.36898
13	\$49,280		13		\$69,411		\$371.18182
14	\$50,250		14		\$69,936		\$373.98930
15	\$51,160		15		\$70,461		\$376.79679
16	\$52,030		16		\$70,986		\$379.60428
17	\$52,840		17		\$71,667		\$383.24599
18	\$53,610		18		\$72,346		\$386.87701
19	\$54,340		19		\$73,026		\$390.51337
20	\$55,030		20		\$73,706		\$394.14973
	\$55,030		21		\$74,385		\$397.78075
	\$55,030		22		\$75,065		\$401.41711
	\$55,030		23		\$75,745		\$405.05348
	\$55,030		24		\$76,425		\$408.68984
	\$55,030		25		\$77,105		\$412.32620
	\$55,030		26		\$77,784		\$415.95722
	\$55,030		27		\$78,464		\$419.59358
	\$55,030		28		\$79,144		\$423.22995
	\$55,030		29		\$79,824		\$426.86631
	\$55,030		30		\$80,504		\$430.50267
	\$55,030		31		\$81,183		\$434.13369
	\$55,030		32		\$81,863		\$437.77005
	\$55,030		33		\$82,543		\$441.40642
	\$55,030		34		\$83,223		\$445.04278
	\$55,030		35+		\$83,903		\$448.67914

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

Classroom teachers will receive a \$1000 yearly stipend for a Master's Degree.

Classroom teachers who are ESL certified and are serving ESL students will receive a \$1000 yearly stipend.

2025-2026 Administrative Professional Pay Plan

Taylor ISD

Pay Grade	Job Title	Calendars		Minimum	Midpoint	Maximum
1			Daily	\$236.97	\$285.50	\$334.04
	Coordinator - After School Program	226	192 Days	45,498	54,816	64,136
	Coordinator - Child Development Center	202	202 Days	47,868	57,671	67,476
	Specialist - Family Engagement	212	212 Days	50,238	60,526	70,816
	Specialist - Network Support	226	226 Days	53,555	64,523	75,493
	Speech Language Pathologist Asst	192				
2			Daily	\$288.62	\$347.74	\$406.86
	ARD Facilitator	197	187 Days	53,972	65,027	76,083
	Coordinator - Finance	226	197 Days	56,858	68,505	80,151
	Librarian	197	226 Days	65,228	78,589	91,950
	Payroll Manager	226				
	Reading/Media Specialist	197				
	Specialist - Communication	226				
	Specialist - Network	226				
	Specialist - Transition	197				
	Teacher - Visually Impaired	187				
3			Daily	\$303.06	\$365.13	\$427.20
	Asst Principal - ES	212	187 Days	56,672	68,279	79,886
	Athletic Trainer	187	197 Days	59,703	71,931	84,158
	Coordinator, Bilingual	212	202 Days	61,218	73,756	86,294
	Coordinator, Special Education	226	207 Days	62,733	75,582	88,430
	Coordinator, TOC/Achievement	212	212 Days	64,249	77,408	90,566
	Coordinator - Transportation	241	226 Days	68,492	82,519	96,547
	Counselor - ES	197	241 Days	73,037	87,996	102,955
	Educational Diagnostician	202				
	Instructional Coach	207				
	LSSP	202				
	Occupational Therapist	187				
	Registered Nurse	187				
	Specialist - CCMR	212				
	Speech Language Pathologist	197				
4			Daily	\$318.21	\$383.39	\$448.57
	Academic Dean	207	202 Days	64,278	77,445	90,611
	Asst Principal - MS	212	207 Days	65,869	79,362	92,854
	Counselor - HS	207	212 Days	67,461	81,279	95,097
	Counselor - MS	202				

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Assoc Principal - HS	226
Asst Principal - HS	212
Coordinator - Athletics	192
Principal - ES	226

Daily	\$354.49	\$427.10	\$499.71
192 Days	68,062	82,003	95,944
212 Days	75,152	90,545	105,939
226 Days	80,115	96,525	112,934

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CTE Specialist	226
Director - Athletics / Head Football Coach	226
Director - Communications	226
Director - Human Resources	226
Director - School Improvement	226
Director - Special Education	226
Director - Teaching & Learning	226
Director - Technology	226
Director of Student Services & At Risk Students	226
Director of Testing & Accountability	226
Principal - Legacy Early College HS	226
Prinipal - MS	226

Daily	\$372.57	\$448.88	\$525.19
226 Days	84,201	101,447	118,693

7	
Exec Director - Maintenance & Operations	226
Principal - HS	226

Daily	\$429.57	\$517.56	\$605.55
226 Days	97,083	116,969	136,854

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Chief Academic Officer	226
Chief Financial Officer	226
Chief HR & School Services Officer	226

Daily	\$455.35	\$548.61	\$641.87
226 Days	102,909	123,986	145,063

2025-2026 Clerical Paraprofessional Pay Plan

Taylor ISD

*Annual amounts are based on 8 hours per day.

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
1			Hourly	\$15.75	\$18.98	\$22.21
	Instructional Aide - Bilingual	187	187 Days	23,562	28,394	33,226
	Instructional Aide - Classroom	187				
	Instructional Aide - LEP	187				
	Instructional Aide - Sp Ed General	187				
2			Hourly	\$16.75	\$20.18	\$23.61
	Aide - Child Care	192	187 Days	25,058	30,189	35,321
	Instructional Aide - Behavior Support	187	192 Days	25,728	30,996	36,265
	Instructional Aide - ISS	187	197 Days	26,398	31,804	37,209
	Instructional Aide - Sp Ed ECSE	187				
	Instructional Aide - Sp Ed Life Skills	187				
	Receptionist - ES	197				
	Receptionist - HS	197				
	Receptionist - MS	197				
3			Hourly	\$17.75	\$21.39	\$25.03
	Attendance Clerk - HS	197	187 Days	26,554	31,999	37,445
	Attendance Clerk - MS	197	197 Days	27,974	33,711	39,447
	Attendance/Receptionist - LECHS	187	207 Days	29,394	35,422	41,450
	Clerk - Sp Ed Records	207	226 Days	32,092	38,673	45,254
	Clerk - Support Operations	226				
4			Hourly	\$18.75	\$22.59	\$26.43
	Admin Asst - Athletics	226	197 Days	29,550	35,602	41,654
	Admin Asst - Counselor	207	207 Days	31,050	37,409	43,768
	Registrar - ES	197	226 Days	33,900	40,843	47,785
	Registrar - MS	197				
	Registrar - THJ	207				
5			Hourly	\$19.75	\$23.79	\$27.83
	Admin Asst - Asst Principal HS	197	197 Days	31,126	37,493	43,860
	Admin Asst - Principal ES	212	212 Days	33,496	40,348	47,200
	Admin Asst - Principal MS	226	226 Days	35,708	43,012	50,317
	Admin Asst - Principal THJ	226				
	Financial Assistant	226				
6			Hourly	\$22.00	\$26.50	\$31.01
	Admin Asst - Child Nutrition Dept	226	226 Days	39,776	47,912	56,066
	Admin Asst - Principal LECHS	226				
	Computer Technician	226				
	Registrar - HS	226				
	Specialist - PEIMS/SEMS/SHARS	226				

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Admin Asst - District Leadership	226
Admin Asst - Principal HS	226
Instructional Aide - Specialized Support	187
Occupational Therapy Asst	187
Receptionist - Central Office	226
Specialist - Human Resources	226
Specialist - Payroll/Benefits	226
Specialist - Purchasing & Accounts Payable	226

Hourly	\$23.25	\$28.01	\$32.77
187 Days	34,782	41,903	49,024
226 Days	42,036	50,642	59,248

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Coordinator - PEIMS	226
Exec Asst - Supt/BoT	226

Hourly	\$30.00	\$36.15	\$42.30
226 Days	54,240	65,359	76,478

2025-2026 Auxiliary Pay Plan

Taylor ISD

*Annual amounts are based on 8 hours per day.

Pay Grade	Job Title	Calendars		Minimum	Midpoint	Maximum
1			Hourly	\$14.25	\$17.17	\$20.09
	Bus Monitor	178	178 Days	20,292	24,450	28,608
	Crossing Guard	178				
2			Hourly	\$15.25	\$18.37	\$21.49
	Cafeteria Lead Cook	178	178 Days	21,716	26,159	30,602
	Custodian	241	241 Days	29,402	35,417	41,433
3			Hourly	\$18.25	\$21.99	\$25.73
	Groundskeeper	241	241 Days	35,186	42,397	49,607
	Head Custodian - ES	241				
	Head Custodian - MS	241				
	Warehouse Asst	241				
4			Hourly	\$20.50	\$24.70	\$28.90
	Bus Driver	178	178 Days	29,192	35,173	41,154
	General Maintenance	241	241 Days	39,524	47,622	55,719
	Head Custodian - HS	241				
5			Hourly	\$23.75	\$28.61	\$33.47
	General Maintenance - Kitchens	241	226 Days	42,940	51,727	60,514
	HVAC Technician	241	241 Days	45,790	55,160	64,530
	Locksmith	241				
	Plumber	241				
	Transportation Dispatcher	226				
6			Hourly	\$28.00	\$33.73	\$39.46
	Supervisor - Custodial/Warehouse	241	241 Days	53,984	65,031	76,079
	Supervisor - Grounds	241				
	Supervisor - Maintenance	241				

**Taylor Independent School District
Substitute Pay Schedule
2025-2026**

Certification/Degree	Paraprofessional Assignment	Paraprofessional Assignment in CDC, Life-Skills, Behavior, ISS or TOC	Professional Assignment	Long-Term Professional Assignment*	Professional Assignment in Life-Skills, Behavior, ISS or TOC
Non-Certified Substitute	\$95 per day	+ \$10 per day	\$105 per day	\$115 per day	+ \$10 per day
Non-Certified/4-yr Degree Substitute**	\$100 per day	+ \$10 per day	\$115 per day	\$135 per day	+ \$10 per day
TX Certified Substitute (Current)	\$105 per day	+ \$10 per day	\$120 per day	\$150 per day*	+ \$10 per day

***Long-term assignment pay rate for professional positions** will begin on the 11th consecutive day of working in the same position for the same staff member regardless of the length of the assignment. We understand that an absence may be necessary while in a long-term assignment, if the substitute has multiple absences while in the long-term assignment, then the substitute will be required to start over with 10 days at the regular rate before being paid the long-term rate on the 11th consecutive day.

***Long-Term – Highly Qualified Certified Teacher pay at \$150 per day:**

Substitutes who have been assigned to a long-term assignment and are a certified teacher, will receive \$150 per day beginning on the first day of the assignment.

There is no long-term pay differential for any paraprofessional position.

****Substitutes** who hold a four-year degree (or higher), and wish to be categorized as “Degreed” for pay purposes, must submit an original transcript that reflects the awarded degree to the Taylor ISD Human Resources Department. Only original transcripts will be accepted.

Taylor Independent School District
Benefits, Leave & Extra Duty/Stipend Pay
2025-2026

Benefits

Taylor ISD contributes \$500 monthly toward TRS Medical Insurance coverage for full-time employees

Taylor ISD provides the following benefits at no cost to full-time employees:

- 1) Basic Life and AD&D Insurance in an amount equal to \$10,000 for employees
- 2) MD Live – Telephone based medical assistance for employee and dependents
- 3) TELUS - Employee Assistance Program for employee and dependent
- 4) Critical Illness Plan - A plan to help protect against the financial stress of a serious illness

(More information about these programs are located on the Human Resources website at www.taylorisd.org)

The district also works with Higginbotham Public Sector (HPS) and National Benefit Services (NBS) to provide the opportunity for employees to purchase supplemental benefits/policies such as life, dental, vision, disability, cancer, 403(b) plans and more. More information regarding these supplemental opportunities are available on the Taylor ISD Website under Departments / Human Resources / Employee Benefits.

Leave Policy

All leave types are prorated for all employees starting after the official start date of their assigned position. All state, local, and flex leave is given to each employee at the beginning of the school year/job assignment. Only 5 flex days may be carried over to the next school year.

Flex-leave for custodial, maintenance, and grounds employees are allocated based on the number of days worked. Payroll will allocate up to 2 days in December and up to 7 days in May if the employee has worked the adequate number of days required to receive flex days. These allocations will happen after the second payroll in December and May.

All employees earn $\frac{1}{2}$ state leave day and $\frac{1}{2}$ local leave day for every 18 days worked not to exceed 5 days. All employees must work the entire assigned calendar year to earn all leave given upfront.

If an employee leaves the district mid-year and has used all of the leave days given at the beginning of the school year/assignment, the employee will be docked for the days used but not earned. (Example - If you use 10 days between August and January and leave the district in February, the payroll department will calculate how many days you have earned and dock your final check for any absences in excess of earned leave.)

Department/ Campus	Pay Structure	State	Local	Non-Duty (Flex)
Central Office, Campuses	Professional (187-212)	5	5	0
	Professional (226)	5	5	7
	Nonprofessional (187-212)	5	5	0
	Nonprofessional (226)	5	5	7
Custodial, Maintenance, Transportation <i>* 1 flex day earned for every 30 days worked or state/local leave used.</i>	Professional (241)	5	5	9
	Nonprofessional (226)	5	5	7
	Nonprofessional (178) (bus driver, bus monitor)	5	5	0
	Nonprofessional (241) (custodian, maintenance, grounds workers)	5	5	9

2025-2026 Stipend Schedules

NOTE: Not all stipends may be awarded each school year; they are based on budget, need, and assignment. All stipend amounts published are for budgeting purposes only; some stipends may be split or shared based on need and coverage.

2025-2026 Extra Duty Stipends - Academic		
Assignment	Stipend Code	Stipend Amount
Academic Dean	1	\$3,000
Additional Duties – Instructional Aide – Art	1	\$6,000
Additional Duties - Emergent Bilingual	1	\$10,000
Behavior Aide	1	\$800
Behavior Teacher	1	\$1,200
District Required Professional Development	5	\$200 per day
ES - Bilingual Teacher (certified & assigned position)	4	\$7,000
ES - Bilingual Teacher (non-certified & assigned) & (bilingual & co-teaching)	1	\$4,000
ES - Team Lead (1 per grade level)	1	\$2,000
ES – Child Care Needs (IA at THJ)	2	\$500
ESL Stipend (certified & serving ESL students)	1	\$1,000
Homebound Teacher duties	5	\$30.00 per hour
HS - Department Head (ELAR, Math, Science, Social Studies, Special Education, Electives, CTE)	1	\$2,000
HS - LOTE	1	\$3,000
HS - Math or Science	6	paid by section
HS – Extra Class (per semester)	5	\$1,500
HS- CTE Teacher	6	paid by section
LECHS - Lead Campus Events (limit 1)	2	\$500
LECHS - Lead Community Service Events (limit 1)	2	\$500

LECHS - Math or Science	6	paid by section
LECHS - Spanish	1	\$3,000
LECHS - Team Lead (limit 1)	1	\$1,000
Life Skills Aide	1	\$1,000
Life Skills Teacher	1	\$1,500
Mentor (not to exceed 2 mentees)	2	\$500
MS - Department Head (ELAR, Math, Science, Social Studies, Special Education, Electives)	1	\$1,750
MS - Grade Level Leads	2	\$500
MS - LOTE	1	\$3,000
MS – Math or Science	6	paid by section
Webmaster (limit 1 per campus)	3	\$500

2025-2026 Extra Duty Stipends - Other		
Assignment	Stipend Code	Stipend Amount
Alumni-Come Home	8	\$500
Certified Licensed Professional Counselor (counselors only)	1	\$1,000
District Nurse	1	\$2,500
Doctorate Degree (teachers only - limit 1)	1	\$1,000
HS - 12th Grade Class Sponsor (limit 1)	3	\$600
HS - 9th, 10th, 11th Grade Class Sponsor (limit 1 per grade)	3	\$400
LECHS - 12th Grade Class Sponsor (limit 1)	3	\$600
Master's Degree (teachers only-limit 1)	1	\$1,000
Special Education - Campus Case Manager	1	\$1,000
Special Education - Life Skills Facilitator	1	\$2,000
Special Education - Assessment Team Coordinator	1	\$1,500
Special Education - Assistive Technology Coordinator	1	\$2,000
Special Education - Bilingual Diagnostician	4	\$7,000
Special Education - Bilingual Speech Language Pathologist & Speech Language Pathologist Assistant	4	\$7,000
Special Education - Lead Speech	1	\$1,500
Special Education - LSSP Supervision	1	\$1,000
Special Education - Speech Supervision	1	\$1,000
Special Education – Lead ARDF	1	\$2,000
Special Olympics - Basketball	5	\$250 per coach
Special Olympics - Bowling	5	\$250 per coach
Special Olympics - Flag Football	5	\$250 per coach

Special Olympics - Head Athletics Coach	5	\$500
Special Olympics - Head of Delegation	1	\$1,500
Special Olympics - Powerlifting	5	\$250 per coach
Special Olympics - Track	5	\$250 per coach

2025-2026 Extra Duty Stipends – Extra Curricular		
Assignment	Stipend Code	Stipend Amount
Choir (MS & HS)	1	\$1,500
ES - UIL Coordinator	5	\$1,500
ES - UIL Event Coach (limit 3 per teacher/ event not grade level)	5	\$500
HS - Academic Decathlon	1	\$3,600
HS - Assistant Band	1	\$3,200
HS - Assistant Cheer	1	\$1,500
HS - Band	1	\$9,000
HS - Cheer Sponsor	1	\$6,000
HS - Debate	5	\$1,500
HS - Hi Steppers	1	\$6,000
HS - National Honor Society	3	\$500
HS - One Act Play	5	\$3,000
HS - Robotics	5	\$750
HS - UIL Coordinator	5	\$1,500
HS - UIL Event Coach (limit 4 per teacher)	5	\$500
HS - Yearbook	1	\$2,500
LECHS - National Honor Society	3	\$500
LECHS - Robotics	5	\$750
LECHS - Student Council	3	\$500
LECHS - Yearbook	3	\$500
LECHS – UIL Coordinator	5	\$1,500
LECHS – UIL Event Coach (limit 4 per teacher)	5	\$500
MS - Band	1	\$5,500
MS - Cheer Sponsor	1	\$1,200
MS - National Junior Honor Society	3	\$500
MS - Student Council	3	\$500
MS - Yearbook	3	\$500
MS -UIL Coordinator	5	\$1,500
MS -UIL Event Coach (limit 3 per teacher/ event not grade level)	5	\$500

2025-2026 Extra Duty Stipends – Athletics

Assignment	Stipend Code	Stipend Amount
Assistant Baseball	1	\$3,500
Assistant Basketball	1	\$3,500
Assistant Cross Country	1	\$2,500
Assistant Football	1	\$5,500
Assistant Soccer	1	\$3,500
Assistant Softball	1	\$3,500
Assistant Tennis (fall)	1	\$2,000
Assistant Tennis (spring)	1	\$2,000
Assistant Track	1	\$3,500
Assistant Volleyball	1	\$3,500
Athletic Trainer	1	\$9,500
Defensive Coordinator - (5 days / one football stipend only)	1	\$7,500
Gameworker Rate	5	\$10.00 per hour
Head Baseball	1	\$6,500
Head Basketball	1	\$6,500
Head Golf	1	\$3,000
Head Powerlifting	1	\$4,000
Head Soccer	1	\$6,500
Head Softball	1	\$6,500
Head Tennis (fall & spring)	1	\$8,000
Head Track	1	\$6,000
Head Volleyball	1	\$6,500
HS Athletic Inventory (1 total)	1	\$1,500
HS Athletic Laundry (1 boys)	1	\$1,000
MS - 3 Sports (\$2,000 per sport)	1	\$6,000
MS - Coordinator (1)	1	\$5,000
MS - Soccer (1 girls / 1 boys)	1	\$1,500
MS – Cross Country	1	\$1,500
Offensive Coordinator - (5 days / one football stipend only)	1	\$7,500

**Maximum of 3 athletic stipends, per coach or coordinator, unless approved by the Superintendent*

A \$500 reduction will be applied to the assigned stipend until the CDL is acquired.

Note: Stipends are paid out over the duration of the school year and are earned as the duties associated with the stipend are performed. An employee who does not complete the duties of their stipend – due to absence, leave, removal of supplemental duty, or other reason – will be paid a prorated amount based on the number of months completed over the course of the school year.

2025-2026 Summer Extra Duty	
Summer Programs - Summer School	Amount
Summer School Administrator (outside of contract days with approval from Central Office Administrator)	\$350 full day / \$175 half day
Summer School Teacher	\$30 / hour
Certified Substitute Teacher	\$30 / hour
Nurse (RN)	\$35 / hour
All Office Staff - Secretaries / Paraprofessionals	Current daily rate
State Assessment Campus Coordinator	\$35 / hour
State Assessment Test Proctors	\$30 / hour
Summer Strength & Conditioning (not to exceed allocated budget)	\$25 / hour
Summer Programs for Special Education - Direct Services to Students	Amount
Special Education Teacher	\$30 / hour
Special Education Paraprofessional	Current daily rate
Occupation, Physical, or Speech Therapists	Current daily rate
Special Education Staff conducting Summer Evaluations	Current daily rate
Summer Maintenance/ Technology / Textbook Workers	Amount
High School Student (at least 16 years of age)	\$12 / hour
College Graduate	\$15 / hour

Stipend Codes

- 1- Paid over 12 months
- 2- Paid ½ in December and ½ in May
- 3- Paid in May
- 4- Bilingual

\$4,000 over 12 months; \$1,000 in December; \$1,000 in May;
\$1,000 in August (if still employed with the district)

- 5- Paid at conclusion of event
- 6- CTE/Math/Science – Paid by Section over 12 months

Math - \$500 per section up to \$3,000

CTE & Science - \$334 per section up to \$2,000

- 7- Paid in January
- 8- Paid in first paycheck



2025- 2026 TAYLOR ISD WORK SERVICE CALENDAR

POSITION		# OF DAYS	START DATE	STOP DATE
Bus Driver Bus Monitor	Cafeteria Staff Crossing Guard	178	8/6/2025	5/22/2026
Athletic Trainer Instructional Aide Occupational Therapist Occupational Therapist Asst.	Registered Nurse Teacher	187	8/4/2025	5/22/2026
Athletic Coordinator (THS) CTE Teacher- Career Prep	Speech Language Pathology Asst.	192	7/28/2025	5/22/2026
CDC Child Care Aide		192	7/29/2025	5/26/2026
ARD Facilitator Assistant Principal Secretary Attendance Clerk (MS, HS) Campus Receptionist Elementary Counselor Librarian	Life Skills Teacher (18+)/ Vocational Coordinator Reading/Media Specialist Registrar (NPE, MSE & TMS) Speech Language Pathologist Transition Specialist	197	7/28/2025	6/1/2026
CDC Coordinator Counselor (TMS) CTE Teacher- Ag Science CTE Teacher- Welding	Educational Diagnostician LSSP MS Band Director MS & HS Asst. Band Director	202	7/21/2025	6/1/2026
Academic Dean Counselor (THS) Head Band Director Instructional Coach	Registrar (THJ) Secretary to Counselor Sp.Ed. Records Clerk	207	7/21/2025	6/8/2026
Assistant Principal Bilingual Coordinator CCMR Specialist	Family Engagement Specialist Principal Secretary (NPE & MSE) TOC/Achievement Coordinator	212	7/14/2025	6/8/2026
Administrative Asst. to Child Nutrition Administrative Asst. to District Leadership Associate Principal (THS) Athletic Director Chief Academic Officer Chief Financial Officer Chief of HR & Student Services Communications Specialist Computer Technician CTE Specialist Director of Communication Director of Human Resources Director of School Improvement Director of Special Education Director of Student Services & At Risk Students Director of Teaching & Learning Director of Technology Director of Testing & Accountability Executive Asst. to Supt/Board of Trustees Executive Director of Maintenance & Operations Finance Assistant	Finance Coordinator Human Resource Specialist Network Specialist Network Support Specialist Payroll Manager Payroll/Benefits Specialist PEIMS Coordinator PEIMS/SEMS/SHARS Specialist Principal Principal Secretary (THJ, TMS & THS) Purchasing & Accounts Payable Specialist Registrar (THS) Secretary to Athletics Special Education Coordinator Superintendent Support Operations Clerk Transportation Dispatcher	226	7/1/2025	6/30/2026
Coordinator of Transportation Custodial/Warehouse Supervisor Custodian General Maintenance Grounds Crew Grounds Supervisor	Head Custodian HVAC Technician Locksmith Maintenance Supervisor Plumber Warehouse Clerk	241	9/1/2025	8/31/2026



2025- 2026 LEGACY EARLY COLLEGE WORK SERVICE CALENDAR



POSITION	# OF DAYS	START DATE	STOP DATE
Receptionist/Attendance Clerk	187	8/4/2025	5/22/2026
Teacher			
Counselor	207	7/21/2025	6/8/2026
Principal	226	7/1/2025	6/30/2026
Principal Secretary			