2025-2026

SALARY SCHEDULES & COMPENSATION INFORMATION

Published by the Department of Human Resources

GARLAND INDEPENDENT SCHOOL DISTRICT

Serving the North Texas Communities of
Garland, Rowlett, and Sachse

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The GISD Board of Trustees approved the following raises effective for the 2025-2026 school year.
Classroom Teachers with a PEIMS role ID of 087 Teacher Retention Allotment (TRA) [1]
• Next salary step and $2,500 for each classroom teacher with at least three (3) years and less than five (5)years of experience • Next salary step and $5,000 for each classroom teacher with five (5) or more years of experience

Teachers ineligible for Teacher Retention Allotment (TRA) who are non-087 PEIMS role ID
• Next salary step

Support Staff Retention Allotment Staff
• Counselors, Librarians, and School Nurses 2024-2025 base salary plus $1,000 • Non-Exempt Support Staff 2024-2025 base salary plus $550 [2]

Pay increases will take effect for the 2025-2026 school year, based on the assigned workdays.		
July 2025	12 month employee	Workdays 215-260
August 2025	11 month employee	Workdays 198-214
September 2025	10 month employee	Workdays 180-197 [3]

[1] A classroom teacher for TRA allotment purposes as a person who is employed by a school system and who, not less than an average of four hours each day, teaches in an academic instructional setting or a career and technology instructional setting and who works in a role that would typically require possession of a State Board for Educator Certification (SBEC) teaching certification.

[2] House Bill 2 ineligible staff includes chief executive officer, assistant superintendents or equivalents, principals or assistant principals, and employees in a centralized supervisory role. The increase amount is based on a full-time employment status. Employees working less than full-time will receive a prorated amount.

[3] Biweekly hourly employees will receive increase effective start of assignment.

• Neither past nor future salaries can be accurately calculated nor predicted from this booklet. Only the salary ranges based on pay grades can be obtained from this information.

• Salary plans are determined annually, and salary advancement is not guaranteed. Pay increases are based on the annual pay raise approved by the Board of Trustees.

• Salaries are determined individually with consideration for creditable years of service, job-related experience and credentials.

Should you have any questions, please contact the Human Resources Department at salary@garlandisd.net .

2025-2026
Teacher New Hire Guide

Classroom Teachers with a PEIMS role ID of 087 are only eligible for the Teacher Retention Allotment (TRA)

Creditable Years of Service (CYS)	2025-2026 Daily Rate	Annualized by 187 day assignment	Teacher Retention Allotment (TRA)	2025-2026 Annualized Salary including (TRA)
0	$328.88	$61,500	0	$61,500
1	$336.68	$62,960	0	$62,960
2	$340.08	$63,595	0	$63,595
3	$341.68	$63,895	2,500	$66,395
4	$343.29	$64,195	2,500	$66,695
5	$344.89	$64,495	5,000	$69,495
6	$346.50	$64,795	5,000	$69,795
7	$348.37	$65,145	5,000	$70,145
8	$350.24	$65,495	5,000	$70,495
9	$356.52	$66,669	5,000	$71,669
10	$358.49	$67,038	5,000	$72,038
11	$360.36	$67,388	5,000	$72,388
12	$361.97	$67,688	5,000	$72,688
13	$363.57	$67,988	5,000	$72,988
14	$365.18	$68,288	5,000	$73,288
15	$366.78	$68,588	5,000	$73,588
16	$374.75	$70,078	5,000	$75,078
17	$376.35	$70,378	5,000	$75,378
18	$378.63	$70,804	5,000	$75,804
19	$380.23	$71,103	5,000	$76,103
20	$381.81	$71,399	5,000	$76,399
21	$383.42	$71,699	5,000	$76,699
22	$385.55	$72,098	5,000	$77,098
23	$387.69	$72,498	5,000	$77,498
24	$389.29	$72,798	5,000	$77,798
25+	$390.90	$73,098	5,000	$78,098

The above annual salaries are based on ten (10) months of employment for the 2025-2026 school year. Salary plans are determined annually, and salary advancement is not guaranteed. Pay increases are based on the annual pay raise budget approved by the Board of Trustees. Years of experience is the total creditable years of service (CYS) completed at the end of the 2024-2025 school year. **New teachers to GISD with 25 or more creditable years of service will start at step 25.**

$1,300 Master's Degree Stipend

$2,000 Doctorate Degree Stipend

2025-2026 Administrative Professional Pay Plan
Garland ISD

Pay Grade	Job Title	Calendar Days		Minimum	Midpoint
101			**Daily**	**$252.00**	**$300.00**
	Assistant Box Office Coordinator	226	**226 Days**	56,952	67,800
	Certification Specialist	226			
	Compensation Human Resources Specialist	226			
	Event Coordinator	226			
	Facilities Payroll Supervisor	226			
	Facilities Specialist	226			
	Marketing Specialist	226			
	Print Shop Senior Production Manager	226			
	Supervisor (Student Nutrition Services)	226			
	Supervisor Culinary	226			
	Supervisor Professional Development	226			
	Supervisor Special Projects	226			
102			**Daily**	**$274.05**	**$326.25**
	Community Engagement Specialist	226	**202 Days**	55,358	65,903
	Facilitator Translation Interpret Services	226	**226 Days**	61,935	73,733
	Graphic Design Specialist	226			
	Sales Representative	202			
	Security Specialist Armed Officers	226			
	Supervisor Food And Supply Acquisition	202			
	Web Content Designer	226			
103			**Daily**	**$298.30**	**$355.12**
	Benefits Specialist	226	**187 Days**	55,782	66,407
	Box Office Coordinator	226	**210 Days**	62,643	74,575
	Budget Analyst	226	**215 Days**	64,135	76,351
	Coordinator Print Shop	226	**226 Days**	67,416	80,257
	Energy Management Specialist	226			
	Executive Assistant To The Superintendent	226			
	Finance Analyst	226			
	Grants Budget Analyst Title I	226			
	Grants Specialist	226			
	Grants Compliance Specialist Title I	226			
	Human Resources Analyst	226			
	Investigator Employee Relations	226			
	Language Acquisition Specialist Title III	215			
	Manager Event Services	226			
	Manager Work Order Control	226			
	Operations Manager Curtis Culwell Center	226			
	Paralegal General Counsel	226			
	Sales Manager	226			
	Senior Buyer	226			
	Speech Language Pathologist Assistant SPED	187			
	Web Services Support Specialist	226			

2025-2026 Administrative Professional Pay Plan
Garland ISD

104		Daily	$334.09	$397.73
Accountant Bond	226	187 Days	62,475	74,376
Accountant General Ledger	226	189 Days	63,143	75,171
Accountant Payroll	226	193 Days	64,479	76,762
Accountant Project	226	197 Days	65,816	78,353
Accountant Proprietary Funds	226	202 Days	67,486	80,341
Behavior Intervention/Interventionist Specialist Title I (Sec.only)*	210	210 Days	70,159	83,523
Behavior Program Specialist Title I*	226	215 Days	71,829	85,512
Behavioral Specialist BCBA*	226	226 Days	75,504	89,887
Behavioral Specialist Idea B*	226			
Bilingual Instructional Specialist*	226			
Board Service Manager	226			
Case Manager	210			
Certification Officer Human Resources	226			
Clinic Nurse Specialist	226			
Coordinator Budget	226			
Coordinator PEIMS	226			
Coordinator Security Operations	226			
Compliance Specialist (Multilingual Program)*	226			
Coordinator Security Systems	226			
Custodial Services Manager	226			
Data Support Specialist Title I	197			
Dyslexia Support Coach Bilingual*	197			
Dyslexia Support Coach*	197			
Early Learning Instructional Specialist	226			
Field Nurse Technology Specialist Health Services	197			
Gifted and Talented Specialist*	226			
Grant Program Specialist Title I	226			
Infant Center Specialist New Horizons C Tech*	193			
Instructional Coach (Elementary)*	197			
Instructional Coach 1:1 (High School)*	197			
Instructional Coach Math Title I*	215			
Instructional Coach Title I (Middle School, High School)*	215			
Instructional Specialist Bil ESL PK 12*	226			
Instructional Specialist Title III*	226			
Instructional Specialist*	226			
Instructional Technology Specialist Title IV	226			
Interventionist Specialist Title I*	210			
Lead Nurse Health Services	226			
Librarian	187, 189[1]			
Librarian Prekindergarten	187			
Magnet Program Specialist	226			
Manager Student Investigator	226			
MTSS Behavior Specialist BCBA Title IV*	226			
Nurse Early College (Eastfield, Northlake, Richland)	187			
Nurse Itinerant Health Services	187			
Program Specialist (Advance Academics)	226			
Risk Management Auto Claims Specialist	226			
Risk Management Wc Claim Specialist	226			
School Nurse	187			
School Nurse Itinerant Health Services	187			
School Nurse Prekindergarten	187			

2025-2026 Administrative Professional Pay Plan
Garland ISD

104		Daily	$334.09	$397.73
Security Coordinator Armed Officers	226			
Sheltered Instruction Specialist Title III*	226			
SPED Treatment Nurse	187			
SPED Treatment Nurse (Elementary)	202			
Student Engagement Specialist Title IV	226			
Teacher Instructional Coach Title I*	215			
Teacher ELAR Instructional Coach Title I*	215			
Teacher Math Instructional Coach Title I*	215			
Teacher SPED Visually Impaired*	187			

*Eligible for the Master's stipend (equal to Inst. Coach position and no Master's required)

[1] assignment contract days grandfathered new hires will be hired at 187 days

105		Daily	$349.13	$415.63
Campus Facilitator	202	**187 Days**	65,287	77,723
Campus Facilitator Idea B	202	**188 Days**	65,636	78,138
Compliance Facilitator Grants	226	**189 Days**	65,986	78,554
Coordinator Broadcasting	226	**193 Days**	67,382	80,217
Counselor (Elementary)	189	**197 Days**	68,779	81,879
Counselor (High School)	202	**202 Days**	70,524	83,957
Counselor (Middle School)	197	**210 Days**	73,317	87,282
Counselor CTE (GRCT)	202	**215 Days**	75,063	89,360
Counselor CTE 1 (High School)	202	**220 Days**	76,809	91,439
Counselor CTE 2 (High School)	202	**226 Days**	78,903	93,932
Counselor Facilitator	220			
Counselor Lead	220			
Counselor Prekindergarten	189			
Diagnostician Lead Pool	202			
Diagnostician Pool	197			
Dyslexia Bilingual Facilitator	202			
Dyslexia Diagnostician	197			
Dyslexia Facilitator	202			
Elementary Facilitator Newcomer	202			
Elementary Newcomer Facilitator	202			
Facilitator Advance Academics Title I	226			
Facilitator Early Childhood	220			
Facilitator Instructional Design ELAR	202			
Facilitator Instructional Design Math	202			
Facilitator Instructional Design Science	202			
Facilitator Instructional Design SLAR	202			
Facilitator Instructional Design Social Studies	202			
Facilitator Magnet Programs	226			
Facilitator Parent Engagement Title III	226			
Intervention Facilitator Title I	226			
Leadership Instructional Design Facilitator ELAR	202			
Leadership Instructional Design Facilitator Math	202			
Leadership Instructional Design Facilitator RLA	202			
Leadership Instructional Design Facilitator Science	202			
Leadership Instructional Design Facilitator Social Studies	202			
MTSS Facilitator Title I	226			
Orientation Mobility Specialist	187			
Priority Campus Success Facilitator	202			

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105		Daily	$349.13	$415.63
Program Coordinator (Human Resources)	226			
Program Facilitator Title I	226			
Responsive Services Counselor	193			
Risk Management Specialist	226			
RTI Facilitator Title I	226			
Secondary Newcomer Facilitator	202			
Social Worker	210			
Specialist Title II	226			
Student Services Safety Support Facilitator Title I	226			
Transition Specialist SPED	215			

106		Daily	$364.84	$434.33
Assistant Principal (Elementary)	215	**188 Days**	68,590	81,654
Assistant Principal Prekindergarten	215	**193 Days**	70,414	83,826
Assistive Technology Specialist	193	**202 Days**	73,698	87,735
Instructional Leadership Specialist	203	**203 Days**	74,063	88,169
Occupational Therapist	188, 193 [1]	**215 Days**	78,441	93,381
Physical Therapist	188	**226 Days**	82,454	98,159
Safety And Training Manager	226			
School Psychologist	202			
Speech Language Pathologist SPED Lead Pool	202			
Speech Language Pathologist SPED Pool	193			

[1] assignment contract days grandfathered new hires will be hired at 188 days

107		Daily	$381.25	$453.87
Assistant Principal (Alternative Education Center)	220	**202 Days**	77,013	91,682
Assistant Principal (Jackson Tech Center & Memorial Pathway Academy)	225	**220 Days**	83,875	99,851
Assistant Principal (Middle School)	225	**225 Days**	85,781	102,121
At Risk Administrator (GHS)	226	**226 Days**	86,163	102,575
Audiologist SPED	202			
Cash Manager	226			
Coordinator (Special Education)	226			
Coordinator 504	226			
Coordinator Academic Systems	226			
Coordinator Athletics	226			
Coordinator Bilingual ESL	226			
Coordinator Business Program Development	226			
Coordinator Communications	226			
Coordinator Counseling Guidance	226			
Coordinator CTE	226			
Coordinator Data Analysis Reporting	226			
Coordinator District Testing	226			
Coordinator Elementary Math	226			
Coordinator Elementary Science	226			
Coordinator Family And Community Engagement	226			
Coordinator Fcs New Horizons C Tech	226			
Coordinator Fine Arts	226			
Coordinator Foreign Languages	226			
Coordinator Human Resources	226			
Coordinator Legal	226			
Coordinator Library Media Services	226			

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107		Daily	$381.25	$453.87
Coordinator Local Assessment	226			
Coordinator Maintenance Business Operations	226			
Coordinator MTSS	226			
Coordinator MTSS Title I	226			
Coordinator Multilingual Program	226			
Coordinator Nutrition And Menu Operations	226			
Coordinator Outreach Enrollment Center Clinic	226			
Coordinator PE	226			
Coordinator Planning Research	226			
Coordinator SAIL Program Title II	226			
Coordinator Secondary ELAR Title II	226			
Coordinator Secondary Math Title II	226			
Coordinator Secondary School Design CCMR Readiness	226			
Coordinator Secondary Science Title II	226			
Coordinator Social Studies	226			
Coordinator SPED	226			
Coordinator SPED Idea B	226			
Coordinator STEM	226			
Coordinator Title I	226			
Coordinator Web Services	226			
Custodial Services Senior Manager	226			
Dyslexia Coordinator Bilingual SPED	226			
Dyslexia Coordinator SPED	226			
Early Childhood Coordinator Title I	226			
Early College Coordinator Title I	226			
Early Learning Lang Acquisition Coordinator Title I	226			
Early Literacy Coordinator	226			
Foundation President Corporate Initiatives Liaison	226			
Instructional Leadership Coordinator	226			
Multilingual Program Analyst Title III	226			
Payroll Coordinator	226			
Senior Construction Project Manager	226			
Senior Maintenance Project Manager	226			
Senior Manager Building Trades and Projects	226			
Senior Manager Environmental And Utilities	226			
Senior Manager Grounds	226			
Senior Manager MEP	226			
Service Provider Program Analyst Title III	226			
Student Services Coordinator	226			
Student Success Coordinator Title IX Investigator ES, MS, HS	226			

108		Daily	$398.40	$474.29
Academic Success Administrator Title I	226	226 Days	90,038	107,190
Administrator Gifted Talented	226			
Administrator Safety Student Discipline	226			
Assistant Principal (High School)	226			

109		Daily	$426.29	$507.49
Administrator Magnet Design	226	225 Days	95,915	114,185
Administrator Student Engagement	226	226 Days	96,342	114,693
Administrator Title IX Coordinator	226			

2025-2026 Administrative Professional Pay Plan
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109		Daily	$426.29	$507.49
Advanced Academic Administrator	226			
Aquatic Manager Swim Coach	226			
Assistant Director Athletics	226			
Assistant Director Cafeteria Operations	226			
Assistant Director Custodial	226			
Assistant Director Equipment And Warehouse Operations	226			
Assistant Director Event Services & Operations	226			
Assistant Director Finance	226			
Assistant Director Fine Arts	226			
Assistant Director Fleet Operations	226			
Assistant Director MEP Trades	226			
Assistant Director MTSS	226			
Assistant Director Nutrition Menu Operations	226			
Assistant Director Purchasing	226			
Assistant Director Sales And Booking	226			
Assistant Director Special Education	226			
Assistant Director Student Services	226			
Assistant Director Technology Curtis Culwell Center	226			
Assistant Director Transportation	226			
Assistant General Counsel	226			
Avid Program Manager Secondary	226			
Community Liaison	226			
Early Learning Program Administrator Title II	226			
Instructional Resource Administrator	226			
Responsive Services Administrator	226			

109P		Daily	$445.48	$530.33
Principal (Elementary)	217	**217 Days**	96,669	115,082
Principal Prekindergarten	217	**226 Days**	100,678	119,855
Principal Residency	217			

110		Daily	$468.86	$558.17
Boys Athletic Coordinator Head Football Coach[4]	220	**226 Days**	105,962	126,146
Director Communications	226			
Director Compensation Human Resources	226			
Director Employee Relations	226			
Director English Language Learners	226			
Director Family And Community Engagement	226			
Director Health Services	226			
Director Human Resources Systems	226			
Director Multilingual Program	226			
Director Office of Innovation	226			
Director Payroll Benefits	226			
Director Risk Management	226			
Director Student Services	226			
Director Tax Services	226			
Executive Principal Coach Title I	226			
Leadership Development Administrator Title I	226			
Principal (Middle School, Memorial Pathway Academy, AEC, GRCTC)[4]	226			

2025-2026 Administrative Professional Pay Plan
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111		Daily	$518.80	$617.62
Director Auxiliary Human Resources	226	**226 Days**	117,249	139,582
Director Budget And Position Control	226			
Director Career Technical Education	226			
Director Custodial Services	226			
Director Elementary Human Resources	226			
Director Facilities Maintenance Operations, Budget and Assets	226			
Director Facilities Planning Construction Services	226			
Director Fine Arts	226			
Director Grants Development Management	226			
Director Maintenance	226			
Director Secondary Human Resources	226			
Director Security	226			
Director Special Education	226			
Director Student Nutrition	226			
Director Transportation	226			
Interim Principal	226			
Principal (High School)[4]	226			

112		Daily	$587.80	$699.76
Executive Director Athletics	226	**226 Days**	132,843	158,146
Executive Director Budget	226			
Executive Director Communications And Public Relations	226			
Executive Director Counseling Guidance	226			
Executive Director Curtis Culwell Center	226			
Executive Director Elementary Teaching And Learning	226			
Executive Director Facilities Maintenance	226			
Executive Director Finance	226			
Executive Director Leadership Elementary	226			
Executive Director Leadership Secondary	226			
Executive Director Purchasing	226			
Executive Director Research Assessment Accountability	226			
Executive Director Secondary Teaching And Learning	226			
Executive Director Student Services School Choice	226			
Executive Director Student Support and Specialized Services	226			
Executive Director Technology	226			

113		Daily	$711.24	$846.71
Assistant Superintendent Human Resources	226	**226 Days**	160,740	191,356
Assistant Superintendent Safety Operations	226			

114		Daily	$817.92	$973.72
General Counsel	226	**226 Days**	184,850	220,061

115		Daily	$871.09	$1,037.01
Chief Academic Officer	226	**226 Days**	196,866	234,364
Chief Financial Officer	226			
Chief Leadership Officer	226			

2025-2026 Technology Pay Plan

Garland ISD

Pay Grade	Job Title	Calendar Days		Minimum	Midpoint
201			**Daily**	**$170.98**	**$206.00**
	Campus Technology Assistant (ES)	191	**191 Days**	32,657	39,346
	Campus Technology Assistant Prekindergarten	191	**226 Days**	38,641	46,556
	GIS Assistant Technician	226			
202			**Daily**	**$181.24**	**$218.36**
	Campus Technology Assistant (MS)	196	**196 Days**	35,523	42,799
	Campus Technology Specialist I (HS)	196	**226 Days**	40,960	49,349
	Student Information System Support Specialist	226			
	Network Infrastructure Technician	226			
203			**Daily**	**$198.45**	**$239.10**
	Campus Service Technician	226	**226 Days**	44,850	54,037
	Desktop Integration Specialist	226			
	Digital Media Specialist	226			
	Field Service Software Specialist	226			
	Field Service Technician	226			
	GIS Auto Cad Technician	226			
	Helpdesk Specialist	226			
	Manager Kronos Oracle	226			
	Mobile Technology Assistant	226			
	Software Technician	226			
	Student Nutrition Service Field Service Technician	226			
204			**Daily**	**$267.42**	**$322.19**
	Athletics Technology Specialist	226	**226 Days**	60,437	72,815
	Field Service Technician Lead	226			
	GIS Program Manager	226			
	Mobile Technology Administrator	226			
	PEIMS Technical Assistant	226			
	Telecommunications Specialist	226			
205			**Daily**	**$308.87**	**$372.13**
	Enterprise Content Management Analyst	226	**226 Days**	69,805	84,101
	Programmer Analyst	226			
	Student Information System Analyst	226			
	Technical Analyst	226			
	Television Producer	226			
	Web Applications Systems Analyst	226			

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206		Daily	$353.23	$420.51
Man Wan Systems Engineer	226	226 Days	79,830	95,035
Network Administrator	226			
Network Infrastructure Engineer	226			
Network Video Systems Analyst	226			
Oracle Application Developer	226			
Service Desk Lead	226			

207		Daily	$379.72	$452.05
Facilitator (Data and Administrative Systems)	226	226 Days	85,817	102,163
Facilitator Technology Digital Learning	226			
Oracle Business Analyst Developer	226			

208		Daily	$408.20	$485.95
Coordinator Technology (PIS and SNS)	226	226 Days	92,253	109,825
Coordinator Technology Applications	226			
Coordinator Technology Digital Learning	226			

209		Daily	$440.86	$524.83
Asst Director Data Administrative Systems	226	226 Days	99,634	118,612
Asst Director It Operations and Budget	226			
Asst Director Technology Services	226			
Lead Network Engineer Applications	226			
Lead Network Engineer Communications	226			
Network Engineer	226			
Network Engineer Cyber-Security	226			
Oracle Database Administrator	226			
Oracle Lead Business Analyst Developer	226			
Oracle Technical Solutions Architect	226			
Project Manager Technology	226			
Senior Oracle Applications Developer	226			
Systems Manager Kronos	226			
Technology Applications System Manager	226			

210		Daily	$491.56	$585.19
Director Data Administrative Systems	226	226 Days	111,093	132,253
Director Network and Operations	226			
Director IT Operations and Budgets	226			
Director Oracle Technology	226			

211		Daily	$577.58	$687.60
Director Technology Services	226	226 Days	130,533	155,398

2025-2026 Construction Bond Pay Plan
Garland ISD

Pay Grade	Job Title	Calendars		Minimum	Midpoint
402			**Daily**	**$288.91**	**$346.00**
	Database Specialist Bond	260	**260 Days**	75,117	89,960
	Field Observer Safety Manager Bond	260			
403			**Daily**	**$325.02**	**$389.25**
	Bond Budget and Procurement Analyst	226	**226 Days**	73,455	87,971
	Contracts Administrator Bond	226			
	Construction Bond Specialist	226			
404			**Daily**	**$385.15**	**$461.26**
	Construction Bond Project Manager	260	**226 Days**	87,044	104,245
	Construction Bond Manager	226	**260 Days**	100,139	119,928
405			**Daily**	**$456.40**	**$546.59**
	Design Manager Bond	226	**226 Days**	103,146	123,529
	Senior Construction Manager Bond	260	**260 Days**	118,664	142,113

2025-2026 Administrative Support Pay Plan

Garland ISD Annual salaries are based on 7.5 hours per day.

Pay Grade	Job Title	Calendar Days		Minimum	Midpoint
P11			**Daily**	**$116.25**	**$136.88**
	Aide Achievement Office	186	**186 Days**	21,623	25,459
	Aide Community Engagement	202	**187 Days**	21,739	25,596
	Aide McKinney Vento Office TEHCY	202	**202 Days**	23,483	27,649
	Aide Newcomer Title III	202			
	Aide Office	186			
	Aide Office Attendance	186			
	Aide Office Prekindergarten	186			
P12			**Daily**	**$120.00**	**$146.33**
	Aide Counselor	186	**186 Days**	22,320	27,216
	Attendance Clerk	193	**193 Days**	23,160	28,241
	Secretary SPED I	193			
P13			**Daily**	**$127.50**	**$155.48**
	Processing Manager	226	**186 Days**	23,715	28,918
	Receptionist (Communications, PDC, SPED, Student Serv., T&L)	226	**202 Days**	25,755	31,406
	Receptionist (GRCTC)	186	**226 Days**	28,815	35,137
P14			**Daily**	**$135.00**	**$164.63**
	Receptionist (Communications)	226	**193 Days**	26,055	31,773
	Secretary (Fine Arts)	226	**198 Days**	26,730	32,596
	Secretary Assistant Principal	198	**226 Days**	30,510	37,205
	Secretary Counselor	193			
	Secretary Counselors Office	193			
	Secretary Guidance and Counseling	226			
	Secretary PEIMS	226			
	Secretary Receptionist`	226			
	Secretary Warehouse	226			
P15			**Daily**	**$142.50**	**$173.78**
	Accounting Clerk (Gilbreath-Reed Career and Technical Center)	226	**198 Days**	28,215	34,407
	Circulation Manager	226	**202 Days**	28,785	35,103
	Data Clerk (ES/MS)	198	**226 Days**	32,205	39,273
	Data Clerk (High School)	202			
	Data Clerk Medicaid	226			
	Data Clerk Prekindergarten	198			
	Secretary (Multilingual Program)	226			
	Secretary Coordinator (Teaching and Learning)	226			
	Secretary Print Shop	226			
	Secretary Textbooks	226			
	Secretary Transportation	226			
	Virtual School Data Clerk	226			

2025-2026 Administrative Support Pay Plan

Garland ISD Annual salaries are based on 7.5 hours per day.

P16		Daily	$151.88	$185.25
Accounting Clerk	226	186 Days	28,249	34,457
Accounting Specialist I Payables Clerk	226	202 Days	30,679	37,421
Aide Parent Involvement Title I	186	220 Days	33,413	40,755
Color Guard Specialist	186	215 Days	34,324	41,867
District Interpreter Translator	226			
Enrollment Center Advisor	226			
Expediter	226			
HS Band Specialist	202			
Parent Engagement Aide Title III	202			
Payroll Receptionist	226			
Purchasing Clerk Maintenance	226			
Records Clerk (Human Resources)	226			
Registrar	220			
Secretary (Garland ISD Education Foundation)	226			
Secretary (Student Nutrition Services)	226			
Secretary Athletics	226			
Secretary Community Liaison	202			
Secretary Coordinator Title II (Teaching and Learning Development)	226			
Secretary Dyslexia SPED	226			
Secretary Enrollment Center	226			
Secretary Enrollment Center Clinic	226			
Secretary Maintenance	226			
Secretary MTSS	226			
Secretary Natatorium	226			
Secretary Padgett Auxiliary Service Center	226			
Secretary Receptionist Human Resources	226			
Secretary Records Center	226			
Secretary SPED Student Information	226			

P17		Daily	$163.13	$198.90
Accounting Specialist II	226	205 Days	33,441	40,775
Accounting Specialist II Accounting Liaison	226	220 Days	35,888	43,758
Accounting Specialist II Campus Liaison	226	226 Days	36,866	44,951
Accounting Specialist II Payables Lead	226			
Accounting Specialist II Payroll Costing	226			
Accounting Specialist Projects	226			
Administrator Selection Specialist Human Resources	226			
Assessment Office Specialist	226			
Background Fingerprint Specialist	226			
Bookkeeper (Finance, Teaching & Learning)	226			
Bookkeeper Career and Technology Education	226			
Bookkeeper Federal Programs Title I	226			
Counseling Office Specialist	226			
Fleet Maintenance Operations Assistant	226			
Gifted Talented Special Programs Project Clerk	226			
Grant Project(s) Clerk Title I	226			
Leaves Specialist Auxiliary Human Resources	226			
Leaves Specialist Human Resources	226			

2025-2026 Administrative Support Pay Plan

Garland ISD Annual salaries are based on 7.5 hours per day.

P17		Daily	$163.13	$198.90
Maintenance Payroll Specialist	226			
Migrant Liaison Face Clerk Title I	226			
Payroll Specialist	226			
Purchasing Specialist Campus Liaison	226			
Secretary Athletics II	226			
Secretary AVID	226			
Secretary Director	226			
Secretary Director Employee Relations	226			
Secretary Director Grant Development Management	226			
Secretary Director Human Resources	226			
Secretary Director Integrated Literacy Studies	226			
Secretary Director SPED	226			
Secretary Director Student Services	226			
Secretary Federal Programs Title I	226			
Secretary Magnet (Office of Innovation)	226			
Secretary Oracle	226			
Secretary Principal ES	205			
Secretary Principal HS	226			
Secretary Principal MS	220			
Secretary Principal Prekindergarten	205			
Secretary Project Clerk Title I	226			
Secretary Risk Management	226			
Secretary Student Service	226			
Staffing Specialist Human Resources	226			
Substitute Specialist I Human Resources	226			
Tax Clerk II	226			
Transportation Payroll Specialist	226			
Transportation Specialist	226			

P18		Daily	$192.00	$234.15
Facility Leasing Specialist	226	226 Days	43,392	52,918
Grants Procurement Clerk Title I	226			
Office Manager CTE	226			
Quality Assurance Manager	226			
Secretary Area Director	226			
Secretary Executive Director Athletics	226			
Secretary Executive Director Communications / Public Relations	226			
Secretary Executive Director Curtis Culwell Center	226			
Secretary Executive Director Facilities	226			
Secretary Executive Director Of Budget	226			
Secretary Executive Director Of Finance	226			
Secretary Executive Director Purchasing	226			
Secretary Executive Director SPED	226			
Secretary Executive Director Student Services Center	226			
Secretary Executive Director Teaching and Learning	226			
Secretary Executive Director Technology	226			
Secretary Executive Director Title II	226			

2025-2026 Administrative Support Pay Plan

Garland ISD Annual salaries are based on 7.5 hours per day.

P19		Daily	$220.88	$269.40
Accounts Payable Supervisor	226	226 Days	49,918	60,884
Buyer	226			
Finance Assistant	226			
Office Manager (SNS)	226			
Secretary Assistant Safety Operations	226			
Secretary Assistant Superintendent Human Resources	226			
Special Education Accounting Assistant	226			
Substitute Office Manager	226			
Tax Clerk III	226			

P21		Daily	$260.63	$317.85
Secretary Chief Academic Officer	226	226 Days	58,901	71,834
Secretary Chief Financial Officer	226			
Secretary Chief Leadership Officer	226			

2025-2026 Instructional Paraprofessional Pay Plan

Garland ISD Annual salaries are based on 7.5 hours per day.

Pay Grade	Job Title	Calendars		Minimum	Midpoint
PA1			**Daily**	**$116.25**	**$133.13**
	Aide Bilingual ESL Pre K	186	**186 Days**	21,623	24,761
	Aide Bilingual ESL Prekindergarten	186	**187 Days**	21,739	24,894
	Aide Bilingual Montessori	186			
	Aide Bilingual Prekindergarten	186			
	Aide Bilingual Title I	186			
	Aide Caregiver New Horizons	186			
	Aide ESL	186			
	Aide ESL Prekindergarten	186			
	Aide Family Involvement Title I	186			
	Aide Instructional	186			
	Aide Instructional Prekindergarten	186			
	Aide Instructional Title I	186			
	Aide Instructional Title I Prekindergarten	186			
	Aide Montessori	186			
	Aide PE	186			
	Aide PK	186			
	Aide Pre K Dual	186			
	Aide Pre K ESL	186			
	Aide Prekindergarten	186			
	Aide Prekindergarten Bilingual	186			
	Aide Title I Prekindergarten	186			
	Emergent Bilingual Instructional Aide (ELL)	186			
	Instructional Aide Title I	186			
PA2			**Daily**	**$120.00**	**$141.15**
	Aide Bilingual Vietnamese Prekindergarten	186	**186 Days**	22,320	26,254
	Aide Instructional Support Title I	186			
	Teacher Apprentice	186			
PA4			**Daily**	**$132.38**	**$155.70**
	Aide Clinic	186	**186 Days**	24,622	28,960
	Aide Clinic Floater	186	**226 Days**	29,917	35,188
	Aide Clinic SSC Enrollment Center	226			
	Aide Enrollment Center Clinic	226			
	Aide Instructional SPED	186			
	Aide SPED CBSE	186			
	Aide SPED CBSE Idea B	186			
	Aide SPED VAC Job Coach	186			

2025-2026 Instructional Paraprofessional Pay Plan

Garland ISD Annual salaries are based on 7.5 hours per day.

PA5		Daily	$142.13	$167.18
Aide Early Childhood SPED ECSE Pre K	186	**186 Days**	26,435	31,095
Aide Prekindergarten ECSE	186			
Aide Prekindergarten SPED ECSE	186			
Aide SPED ALE	186			
Aide SPED ABC	186			
Aide SPED ABC Idea B	186			
Aide SPED ABC KN	186			
Aide SPED ALE	186			
Aide SPED ALE Idea B	186			
Aide SPED ALE/FBE	186			
Aide SPED BA	186			
Aide SPED Behavioral Adjustment	186			
Aide SPED ECSE	186			
Aide SPED ECSE Idea B	186			
Aide SPED ECSE Inclusion	186			
Aide SPED ECSE Inclusion Expansion Program	186			
Aide SPED ECSE Inclusion Idea B	186			
Aide SPED ECSE Inclusion Title I	186			
Aide SPED ECSE Prekindergarten	186			
Aide SPED ECSE Prekindergarten Idea B	186			
Aide SPED FBE	186			
Registered Behavior Technician	186			

2025-2026 Auxiliary Pay Plan

Garland ISD

Annual salaries are based on 8 hours per day.

Pay Grade	Job Title	Calendars		Minimum	Midpoint
MT01			**Hourly**	**$15.50**	**$18.25**
	Custodial Pool	260	**181 Days**	22,444	26,426
	Custodian Natatorium	260	**182 Days**	22,568	26,572
	Custodian Part Time Natatorium	260	**185 Days**	22,940	27,010
	Parking Lot	181	**260 Days**	32,240	37,960
	SPED Assistant Pool (Bus Monitors)	185			
	Student Nutrition Full Time Pool	182, 185			
	Student Nutrition Part Time Pool	182, 185			
	Trainee Bus Driver Pool	226			
MT02			**Hourly**	**$16.50**	**$19.62**
	Athletics Equipment Lead	260	**260 Days**	34,320	40,810
	Custodian Lead	260			
	Custodian Lead (Cisneros PreK School)	226			
	Custodian Lead Natatorium	260			
	Grounds Fence Playground	260			
	Grounds Landscape Mowing Crew	260			
	Grounds Seasonal Worker Hourly Pool	260			
	Maintenance HVAC Filter Crew Worker	260			
MT03			**Hourly**	**$17.50**	**$21.21**
	Assistant Manager Intern	187	**187 Days**	26,180	31,730
	Delivery Expediter	226	**226 Days**	31,640	38,348
	Driver (Professional Development Center)	202	**260 Days**	36,400	44,117
	Driver Stocker	260			
	Driver Warehouse	260			
	Event Housekeeping Specialist Curtis Culwell Center	260			
	Food Service Driver Stocker	226			
	Grounds Athletic Field	260			
	Grounds Crew Leader	260			
	Mail Clerk Driver	226			
	Maintenance Expeditor	260			
	Maintenance HVAC Filter Crew Leader	260			
	Purchasing / Warehouse Driver Stocker	260			
	Shipping and Receiving Clerk	226			
	Student Nutrition Driver Stocker	226			
	Tire Technician	260			
MT04			**Hourly**	**$18.50**	**$22.69**
	Athletic Fields Crew Leader	260	**185 Days**	27,380	33,581
	General Maintenance	260	**187 Days**	27,676	33,944

2025-2026 Auxiliary Pay Plan

Garland ISD

Annual salaries are based on 8 hours per day.

MT04		Hourly	$18.50	$22.69
General Vehicle Maintenance	185	**226 Days**	33,448	41,024
Grounds Irrigation Installer	260	**260 Days**	38,480	47,195
Grounds Landscape Foreperson	260			
Manager - Food Service (Elementary)	185, 187			
Press Operator	226			
Print Binder	226			
Screen Printer	226			
Senior Lawnmower Mechanic	260			
Student Nutrition Assistant Repair Technician	226			
Testing Warehouse Distributer	226			
Validator Receiving	226			

MT05		Hourly	$19.55	$23.99
Building Engineer	260	**187 Days**	29,247	35,889
Concrete	260	**226 Days**	35,346	43,374
Customer Care Specialist	226	**260 Days**	40,664	49,899
General Maintenance Worker I	260			
Graphic Artist Pre-Press Tech	226			
Grounds Irrigation Installer (Licensed)	260			
Maintenance Painter	260			
Manager - Student Nutrition Services (Middle School)	185, 187			
Manager Floating	187			
Manager Special Project	187			
Operations Specialist	260			
Repair Expediter	226			
Shipping Receiving Manager	260			
Stadium Engineer	260			

MT06		Hourly	$20.75	$25.46
Foreman	226	**215 Days**	35,690	43,791
General Maintenance Worker II	260	**226 Days**	37,516	46,032
Grounds Herbicide Insecticide	260	**260 Days**	43,160	52,957
Maintenance Paint Foreman	260			
Transportation Dispatcher	215			

MT07		Hourly	$22.00	$26.99
Audio Visual Technician	260	**187 Days**	32,912	40,377
Certified Welder	260	**226 Days**	39,776	48,798
Concrete Foreman	260	**260 Days**	45,760	56,139
General Maintenance Worker III	260			
Grounds Foreperson	260			
HVAC Preventive Maintenance Service Worker	260			
Locksmith	260			

2025-2026 Auxiliary Pay Plan

Garland ISD

Annual salaries are based on 8 hours per day.

MT07		Hourly	$22.00	$26.99
Maintenance Mechanic Foreman	187			
Maintenance Special Plumber (Unlicensed)	260			
Manager - Student Nutrition Services (High School)	187			
Mechanic (Transportation)	260			
Routing Specialist	260			
Security Electronic Technician (Unlicensed)	260			
Security Electronic Technician Servers	260			
Security Officer	260			
Transportation Lead Dispatcher	226			
Vehicle Maintenance Inventory	260			
Video Electronics Technician	260			

BUS		Hourly	$23.25	$28.53
Bus Driver Pool*	180, 185	**180 Days**	33,480	41,083
Bus Driver Pool Field Trip*	180, 185	**185 Days**	34,410	42,224
Bus Driver Pool Substitute*	180, 185			

MT08		Hourly	$24.65	$30.25
Custodial Field Supervisor	260	**226 Days**	44,567	54,692
Equipment Tech	226	**260 Days**	51,272	62,920
Event Housekeeping Supervisor Curtis Culwell Center	260			
Facility Maintenance Specialist Ag Barn	260			
Facility Maintenance Specialist Curtis Culwell Center	260			
Grounds IPM Specialist	260			
Maintenance Electrician	260			
Maintenance HVAC Field Control Technician	260			
Maintenance Special Plumber (Licensed)	260			
Mechanic (Certified-Transportation)	260			
Pool Maintenance Technician Natatorium	260			
Security Electronic Technician (Licensed)	260			
Security Electronic Technician Networks	260			

MT09		Hourly	$26.15	$32.08
Grounds Herbicide Pesticide IPM Coord	260	**260 Days**	54,392	66,726
It Warehouse Operations Supervisor	260			
Maintenance Plumber Backflow Assembly Tester	260			
Security Electronic Technician Supervisor	260			
Security Supervisor Operations	260			
Transportation Field Trip Supervisor	260			
Transportation Route Supervisor	260			

2025-2026 Auxiliary Pay Plan

Garland ISD

Annual salaries are based on 8 hours per day.

MT10		Hourly	$31.38	$38.50
Armed Officers Pool*	187	**187 Days**	46,944	57,596
Grounds Supervisor	260	**260 Days**	65,270	80,080
Maintenance Field Supervisor Electrical	260			
Maintenance Supervisor Carpentry Remodeling	260			
Maintenance HVAC Supervisor	260			
Maintenance Supervisor Painting	260			
Maintenance Supervisor Plumbing	260			
Maintenance Supervisor Roofing	260			
Supervisor Of Locks Doors	260			
Supervisor Warehouse	260			
Transportation Operations Supervisor	260			
Transportation Vehicle Maintenance Supervisor AM/PM	260			

2025-2026 Stipends

ATHLETICS COACHING STIPENDS

Coaching Stipend High School	**Supplemental Annualized Amount**	**Contract Days**	**Supplemental Days**
Athletics HS Head Coach [1]	$5,000	187	15
Baseball	$5,000	187	15
Cross Country	$5,000	187	15
Gymnastics	$5,000	187	15
Softball	$5,000	187	15
Soccer	$5,000	187	15
Track	$5,000	187	15
Volleyball	$5,000	187	15
Athletics HS Assistant Coach (2 sports)	$4,500	187	15
Basketball[2]	$2,250	187	15
Baseball	$4,500	187	15
Cross Country	$4,500	187	15
Football	$4,500	187	15
Golf [2]	$2,250	187	6
Powerlifting	$4,500	187	15
Soccer	$4,500	187	15
Softball	$4,500	187	15
Tennis [5]	$2,250	187	6
Track	$4,500	187	15
Volleyball	$4,500	187	15
Athletics HS Assistant Coach (3 sports)	$7,000	187	15
Athletics HS Football Defensive Coordinator	$4,850	187	15
Athletics HS Football Offensive Coordinator	$4,850	187	15
Athletics HS Basketball-Head Coach	$5,750	187	15
Athletics HS Girls Sports Coordinator [3]	$2,150	187	33
Athletics HS Golf-Head Coach [5]	$2,500	187	6
Athletics HS Tennis-Head Coach [5]	$2,500	187	6
Athletics HS Trainer	$8,500	187	15
Athletics HS One Sport Coach [4]	$2,500	187	0

Coaching Stipend Middle School	**Supplemental Annualized Amount**	**Contract Days**	**Supplemental Days**
Athletics MS Coach (2 sports)	$3,300	187	6
Basketball	$3,300	187	6
Football	$3,300	187	6
Track	$3,300	187	6
Volleyball	$3,300	187	6
Athletics MS Coordinator [3]	$1,000	187	6
Athletics MS Soccer Coach [3]	$1,500	187	0

[1] Does not include Head Football Coach or Head Basketball Coach

[2] Coaches two sports except for High School Lead Assistant and Golf Assistant

[3] Additional Stipend for the coach assigned

[4] Only with special approval of Athletic Department and School Principal

[5] The Supplemental Annualized Amount is **per semester** based on the academic calendar and includes head and assistant coach allocations if warranted.

2025-2026 Stipends

ACADEMIC, CO-CURRICULAR, AND EXTRA-CURRICULAR (All stipends are evaluated yearly and are not guaranteed)

Position at High School	Supplemental Annualized Amount	Contract Days	Suppl. Days
Academic Decathlon (assigned by campus Principal-Annual amount per campus)	$5,500	187	0
ACT/PSAT/SAT Accuplacer Prep Coach	$1,500	187	0
Activities Director	$938	187	5
Band-Assistant Director	$4,650	187	15
Band-Director	$29,000	187	27
Cheerleader-Freshman	$2,000	187	10
Cheerleader-Junior Varsity	$2,000	187	10
Cheerleader-Varsity	$2,808	187	15
Choir-Assistant Director	$2,875	187	5
Choir-Director	$5,914	187	5
Community Action Serv. IB Prog./Creativity Activity Serv. (CAS) @ GHS	$1,500	187	0
CTE I Counselor	$1,500	202	0
CTE Student Organization Lead Sponsor (HOSA, Skills, DECA, TAFE, FCCLA)	$1,000	187	0
Dance Performing Team Director (LCHS only)	$4,500	187	0
Department Head Eligible only if an extra conference period is not provided and only Math, Science Social Studies, SPED, Fine Arts, PE/Health, LOTE, and English. CTE up to 2 teachers.	$938	187	0
Drill Junior Varsity	$1,625	187	10
Drill Varsity	$2,923	187	19
ELAR Teacher	$3,000	187	0
Extended Essay Coordinator	$1,500	187	0
Extra Period ($2,500 per semester HR approval required)	$2,500	187	0
Librarian-Secondary	$750	187	0
Magnet Advisor Industry Liaison	$3,000	187	28
Math Teacher	$3,000	187	0
Newspaper	$1,300	187	0
Octathlon Sponsor (assigned by campus Principal-Annual amount per campus)	$3,400	187	0
Orchestra-Assistant Director	$2,400	187	5
Orchestra-Director	$5,000	187	5
Performing Arts Endorsement Coordinator (GHS only)	$2,000	187	0
Piano Lab Instructor	$500	187	5
Robotics	$1,000	187	0
Science Teacher	$3,000	187	0
Speech/Debate	$1,684	187	5
Spirit Group	$1,250	187	0
Step Team (Up to two (2) sponsors per campus)	$2,500	187	0
Student Council	$1,000	187	5
Theater Arts/Drama	$3,671	187	5
UIL Coordinator	$1,000	187	2
World Dance	$2,500	187	0
Yearbook Advisor	$1,500	187	0
Position at Middle School			
Austin Academy -Advisor IB MVP	$3,000	187	15
Austin Academy -Art / Extended	$4,500	187	0
Austin Academy -Gospel Choir	$650	187	0
Austin Academy -Jazz Band	$1,600	187	0
Austin Academy -Physical Education	$1,400	187	0
Austin Academy -Piano Lab / Extra day	$4,500	187	0
Austin Academy -Spanish	$2,250	187	0
Band-Assistant Director	$2,500	187	15
Band-Director	$5,925	187	15
Cheerleader (Up to two sponsor's per campus)	$1,493	187	0
Choir-Assistant Director	$2,500	187	5
Choir-Director	$2,925	187	5
Department Head Eligible: English, Science, Social Studies, Math, SPED, and Fine Arts	$625	187	0
Librarian	$750	187	0
Orchestra-Assistant Director	$1,600	187	5
Orchestra-Director	$3,500	187	5
Pentathlon (assigned by campus Principal)	$3,400	187	0

2025-2026 Stipends

ACADEMIC, CO-CURRICULAR, AND EXTRA-CURRICULAR (All stipends are evaluated yearly and are not guaranteed)

Position at Middle School			
Pep Squad	$965	187	0
Piano Lab Instructor	$500	187	5
Robotics	$1,000	187	0
Theater Arts/Drama	$1,250	187	0
Yearbook	$625	187	0
Position at Elementary			
Bilingual Certified Classroom Teacher	$4,000	187	0
Librarian	$1,000	187	0
Robotics	$1,000	187	0

Other Supplemental Stipends	**Supplemental Annualized Amount**	**Contract Days**	**Suppl. Days**
Campus Administrative Intern	$1,000	187	10
Certified Educational Office Professional (CEOP)	$600	186-226	0
Children's Chorus Accompanist	$2,875	187	0
Children's Chorus Assistant Director	$2,875	187	0
Children's Chorus Director	$3,750	187	0
Doctoral Degree	$2,000	187-226	0
Fine Arts Lead Teacher	$1,000	187	0
i3 (Innovation in Instruction)	$750	187	0
Mandarin Chinese Teacher	$3,000	187	0
Mariachi Program Coordinator	$5,600	187	0
Master's Degree	$1,300	187-226	0
Nurse Cluster Lead	$750	187	0
Nurse Specialist	$3,500	226	0
Residency Coach	$500	187	0
SPED-Campus Support Coach	$1,000	197	0
SPED-Head of Delegation for Special Olympics	$6,000	187	10
SPED-Intern Supervision (Diagnostician/School Psychologist)	$1,500	197/202	0
SPED-Lead Adaptive PE Teacher	$1,500	187	0
SPED-Lead Diagnostician	$1,500	197	5
SPED-Lead Occupational or Physical Therapist	$1,500	188	5
SPED-Lead School Psychologist	$1,500	202	0
SPED-Lead Speech Language Pathologist	$1,500	197	5
SPED -Speech Language Pathologist (also listed below under Critical Shortage)	$10,000	193	0
SPED-Lead Vision Teacher	$1,500	187	10
SPED-Resource Teacher (CBSE, Content Mastery Inclusion, Visually Impaired, Dyslexia)	$2,000	187	0
SPED-Self Contained Teacher (ABC, ALE, BA, BASE, ECSE, FBE)	$3,500	187	0
SPED-Special Olympics Coach	$3,000	187	0
Technology Devices	$1,000	0	0

Advanced Academics Achievement Stipends	**Supplemental Amount**	**Payment Calendar**
Advanced Placement (AP) Reader	$1,000	September 100%
Advanced Placement (AP) Coordinator Incentive	$1,000	November 100%
Advanced Placement (AP) Teacher Course Enrollment Incentive	$1,500	
Advanced Placement (AP) Teacher Exam Performance Incentive	$1,500	
Advanced Placement (AP) Lead Teacher	$7,000	December 50% and May 50%
Early College Lead Teacher	$7,000	
Advanced Placement (AP) Coordinator	$2,000	May 100%
College, Career, Military Ready (CCM-R) Administrator (College- Career and/or Academic-College eligible stipend amount per duties)	$2,000	
Dual Credit (DC) Administrator	$2,000	
Dual Credit Teacher	$3,000	Annualized

Certified And Prepare Educators (CAPE) Instructional Coach Stipend	**Supplemental Annualized**	**Payment Calendar**
Supporting one (1) CAPE Instructor	$1,500	December 50% and May 50%
Additional stipend for supporting two (2) or more CAPE Instructors	$500	
Additional stipend for serving as a Teacher of Record for a Bilingual or Pre-K classroom	$1,500	

2025-2026 Stipends

ACADEMIC, CO-CURRICULAR, AND EXTRA-CURRICULAR (All stipends are evaluated yearly and are not guaranteed)

Construction Bond Stipend [2]	Annualized Amount
Bond Management	$24,000
[2] Management of the district's $1.279 billion bond referendum (Eligibility: Exe. Director and Director Facilities Planning Construction Services)	

Employee of the Year (One Time Payment)	Supplemental Amount
GISD Administrator of the Year	$2,000
GISD Teacher of the Year	$2,000
GISD Paraprofessional of the Year	$2,000
Region 10 Teacher of the Year	$3,000
Region 10 Administrator of the Year	$3,000
Region 10 Nurse/Nurse Administrator of the Year	$3,000
Texas TASA Teacher of the Year	$4,000
Texas LSSCA Counselor of the Year	$4,000
Texas TSNO Nurse/Nurse Administrator of the Year	$4,000

Employee of the Year (One Time Payment)	Supplemental Amount
Texas TEPSA/TASSP Administrator of the Year	$4,000
National AASA Teacher of the Year	$5,000
National ASCA Counselor of the Year	$5,000
National NASN Nurse/Nurse Administrator of the Year	$5,000
National AASA Administrator of the Year	$5,000

Principal Program Implementation [2]	Annualized Amount
Stipend for Principals	$10,000
Campuses: BH Freeman, Bussey, Couch, Handley, Kimberlin-Hillside Academy, MD Williams, Montclair-Heather Glen, and Shugart	
[2] formerly known as the School Consolidation stipend, is available for a maximum of three consecutive school years	

Sheltered Approach for Improved Literacy (G-SAIL) [3]	Annualized Amount
Stipend for Principals	$5,000
Campuses: BH Freeman, Cooper, Ethridge, Handley, MD Williams, Montclair-Heather Glen, Shugart and Toler	
[3] available for a maximum of three consecutive school years	

Critical Shortage Special Education Stipends	Supplemental Amount	Payment Calendar
SPED-Critical Shortage Eligible Positions: Diagnosticians, School Psychologists, Speech Language Pathologists, and Special Education Teachers Self-Contained Units: • Alternative Learning Environment (ALE) • Adaptive Behavior and Communication (ABC) • Early Childhood Special Education (ECSE) • Behavior Adjustment program (BA) • Behavior Analysis Services and Education (BASE) • Functional Behavioral Environment (FBE)	$5,000	December 50% and May 50% <u>Stipend Criteria:</u> Employee must be in active status on the last day of the month preceding the payment (November 21, 2025 and April 30,
SPED -Speech Language Pathologist	$10,000	

2025-2026 Supplemental Pay

Provision and Applications of Garland ISD District Salary Schedule

Hourly Employees

District personnel employed on an hourly basis are hired and placed on a wage scale commensurate with the position and established by the Board of Trustees and Administration. Under no circumstances is an hourly worker to be placed on a higher hourly rate of pay without prior authorization from Human Resources.

Payday

Payday is the 27th of each month for paid professional and paraprofessional employees. Payday will be the preceding Friday when the 27th falls on a weekend. In December, payday will be the last workday before winter break. For Biweekly paid employees (Food Service, Maintenance, Transportation, Warehouse, and Substitute), payday is every other Friday. An employee's payroll statement contains detailed information, including deductions, withholding information, and accumulated leave.

Mandatory Deductions

Medicare Tax - For all employees hired after April 1, 1986, a 1.45% Medicare Tax is deducted, which is matched by the district and sent to the Social Security Administration. The benefit of this tax to the employee is that at the age of 65, the employee would be eligible for free Medicare Part A coverage if this tax or a combination of this tax and regular Social Security participation has been paid for at least ten years (40 credits or 40 quarters).

Teacher Retirement - Effective September 2023, 8.25% of the employee's gross salary is sent to the Teacher Retirement System of Texas for deposit in the employee's account once the employee is eligible for TRS membership. This money accumulates with interest as a tax-deferred retirement benefit. The state also contributes to the retirement system. The money that an employee contributes and the interest that money earns may be withdrawn only if the employee ceases to work for a Texas public school. Upon withdrawal, federal income tax is due on the principal and interest that has been treated as tax-deferred. For more detailed information on the retirement system, contact the Texas Teacher Retirement System at (800) 223-8778 or visit the TRS website at www.trs.texas.gov.

TRS Care - TRS-Care receives state general revenue contributions equal to 1% of the salaries of all active public education employees. In addition to these contributions, TRS-Care is funded by retiree premiums as well as contributions from active public education employees and local school districts. The active public education employee contribution rate is 0.65% of payroll, while school districts contribute 0.55 % of payroll.

FICA Alternative- All employees who are not eligible to participate in the Teacher Retirement System of Texas (part-time, seasonal, temporary employees). Employees are not subject to Social Security taxes while covered by this plan. 7.65% of an employee's gross salary is contributed to the FICA Alternative Plan. Contributions to this plan are on a pretax basis. Any previously earned benefits under another retirement plan, such as Social Security, will not be reduced by participation in this plan.

2025-2026 Supplemental Pay

Provision and Applications of Garland ISD District Salary Schedule

Supplemental Salary for Advanced Hours/Degrees
• Supplemental salary amounts are paid for degrees conferred or hours earned reported to Human Resources by submitting **official transcripts** (no photocopies accepted) to **HR-Records@garlandisd.net**. New hires will be eligible for retro, based on the hire date during the current school year or conferred date of degree earned. **Current employees will be paid based on the date of receipt of official transcripts.** • All **classroom teachers at a pay grade of 100, nurses, and selected positions** at a pay grade of 104 with a master's degree are eligible to receive $1,300 annually. No other pay grades are eligible for this stipend. • All **teachers, professional support employees, and administrators** with earned doctorate degrees will receive $2,000 annually. This supplement replaces the master's supplement and is not in addition to it.
Per DK(Local): “Noncontractual supplemental duties for which supplemental pay is received may be discontinued by either party at any time. An employee who wishes to relinquish a paid supplemental duty may notify the Superintendent or designee in writing. Paid supplemental duties are not part of the District’s contractual obligation to the employee, and an employee shall not expect continuing assignment to any paid supplemental duty.”

2025-2026 Supplemental Pay

Professional Categories of Pay details Rates

Professional Extended Day-Instructional	Rate per Hour **$30**
Includes, but is not limited to:	
Bike/Dance Grant-Project	
Curriculum Writing	
Enrichment	
ESL Extended Day	
Evening School (ARI/AM/Title I, STAR, Credit Recovery)	
Extended Day	
Instructional Planning	
Saturday School	
Thursday School	
Zero Period	

Professional Extended Day -Staff Development	Rate per Hour **$20** [1]
[1] Maximum 8 hours paid per day	

Professional Extended Day -Non-Instructional	Rate per Hour **$10** [1]
Includes, but is not limited to:	[1] Employee must be assigned as a daily responsibility for the current school year
Bus Duty	
Hall Monitor Duty	
Commons Monitor Duty	
Grounds Monitor Duty	
Marquee Maintenance	

Professional Extended Day-Special Qualifications [1]
Includes, but is not limited to: [1] Rate dependent on Licensing / Qualification and Administrator approval
Diagnosticians
Therapists
Security Officers

Part-Time Temporary
Rate as listed on the individual job posting

2025-2026 Supplemental Pay

Guidelines for Supplemental Pay

•Policy DK (Local) states: “Non-contractual supplemental duties for which supplemental pay is received may be discontinued by either party at any time. An employee who wishes to relinquish a paid supplemental duty may notify the Superintendent or designee in writing. Paid supplemental duties are not part of the District's contractual obligation to the employee, and an employee shall not expect continuing assignment to any paid supplemental duty.”

•Policy DEAA (Local) states: “The Superintendent or designee may assign non-contractual supplemental duties to personnel exempt under the Fair Labor Standards Act (FLSA), as needed. [See DK(LOCAL)] The employee shall be compensated for these assignments according to the compensation plan of the District.”

•Additional payment is given to a regular employee beyond their base pay for additional considerations or approved purposes at approved amounts and is comprised of:

Stipends: compensation that can be established on a regular basis with an equal amount per pay period being paid over the length of a contract or a specified period of time and for which monthly documentation is not required by Payroll or Human Resources. Human Resources must approve the approval of a stipend that is not attached to a position, such as travel expenses, or given due to employee status, such as advanced degrees or employment assignment, after consultation with appropriate administrators.

Supplemental Pay: compensation that is occasional, periodic, or sporadic for additional considerations by the employee and is not paid in equal amounts each pay period and for which specific documentation must be submitted and approved according to these guidelines.

While not contractual, overtime is paid to employees considered non-exempt under the Fair Labor Standards Act (FLSA) for work done beyond 40 hours per workweek. Approval of overtime should be given before the work begins. An Overtime Pre-Authorization Form must be submitted and approved by a supervisor according to district guidelines.

•All stipends and supplemental pay amounts or rates must be approved by the Board and published in the District Salary Schedule booklet.

•All monetary compensation to an employee must be made through the payroll system to maintain proper records for reporting purposes to state and federal agencies.

•**Non-Exempt Employees** under the FLSA include employees whose duties do not meet FLSA exemption criteria. Non-exempt employees will be compensated according to the following Supplemental Pay guidelines:

For work done over 37.5, but 40 or fewer hours per week, non-exempt employees who are scheduled for 37.5 hours per week shall be compensated in one of two ways:

Guidelines for Supplemental Pay

1-Compensatory time equal to time worked
2-Pay equal to the straight time at their hourly rate, without any overtime calculation

For work done over and above the 40-hour workweek, non-exempt employees shall be compensated in one of two ways:

1-Compensatory time equal to time-and-a-half of time worked
2-Pay equal to time-and-a-half of their hourly rate for time worked

- **Exempt employees** do **not** qualify for overtime pay or compensatory time

- **Administrators:** For the purpose of determining supplemental pay, the term administrator refers to any central office administrator, principal, or assistant principal. These individuals **do not** qualify for overtime or supplemental pay

  Exception: Administrators may be eligible for additional pay if the work performed is beyond the scope of their professional contract duties. For example, they may supervise an athletic event for the athletic department or a summer school program as long as the work does not conflict with fulfilling their regular duties and responsibilities. Approval must be obtained explicitly in advance from the administrator's supervisor.

- All supplemental pay items must be entered through Kronos, recording:
  - √ description of work performed
  - √ number of hours worked
  - √ time and date work was performed
  - √ applicable Kronos code associated with the appropriate budget code number

- All supplemental pay assignments must be conducted at a GISD facility unless done outside the district. Deviations must have prior approval.

- All supplemental pay must be recorded as hours worked at the preapproved hourly rate. No lump sum payments are permitted without a completed "Supplemental Pay Deviation Request" form and approval of the Chief Officer.

- All Kronos supplemental pay codes must be requested in advance and approved by the administrator or principal responsible for those supplemental pay funds, along with approval from the Business Office.

- Supplemental pay entered via Kronos will be approved by the appropriate principal, supervisor, or manager through the Oracle approval workflow. Unless otherwise noted in the Payroll Calendar, all approvals must be completed in Oracle by the 15th of each month.

- The Supplemental Pay rates are preset and coded to the approved Supplemental Pay Element in Oracle and cannot be changed without a written request submitted and approval from the Chief Officer or their designee. If approved, the changes will be added to the Supplemental Pay Rate schedule.

2025-2026 Supplemental Pay

Guidelines for Supplemental Pay

- Supplemental pay must be budgeted within the school budget in fund 199 or approved project; no supplemental pay may be paid with 461 or 865 funds without prior approval from the Finance Office.

- Employees shall not receive additional compensation for work within their assignment or position scope if it occurs during regular working hours within the published contract work dates unless specified in these guidelines.

- Before or after school duty, hall duty, CNS duty, bus duty, or other similar types of tasks that occur occasionally or on a rotating basis and occur within official school hours are considered part of the regular teaching assignment and are **not eligible** for additional compensation.

2025-2026 Student Nutrition Technical Certification Supplemental Pay Program

Student Nutrition Technical Certification Supplemental Pay Program
Program is available for the following campus-based hourly employee types:
▪ Cafeteria Managers ▪ Cafeteria Manager Interns ▪ Full-Time SNS Campus Employees ▪ Part-Time SNS Campus Employees
TASN Certification Levels & Supplemental Payment Amounts [1] [1]Payments will be made via hourly rate increases spread throughout contract days
▪ Level I: $100.00 ▪ Level II: $200.00 ▪ Level III: $300.00 ▪ Level IV: $400.00 ▪ Level V: $500.00

2025-2026 Teacher Incentive Allotment (TIA)

The Teacher Incentive Allotment (TIA) was created by the Texas Legislature as part of House Bill 3. Its purpose is to provide a financial incentive to help attract and retain highly effective teachers at traditionally hard-to-staff schools.

Eligibility for TIA Designated Teacher
Eligibility information may be found on the district website: Teacher Incentive Allotment (TIA) Eligibility
Performance Pay: Teacher Incentive Allotment (TIA)
For any funds received by Garland ISD for a designated teacher under the Teacher Incentive Allotment (TIA), **90%** percent will be paid to the designated teacher. -The remaining **10%** will be used for training and supporting the system, expansion of the system, administrative expenses, and professional development.
TIA compensation stipends will be eligible for use when calculating retirement benefits for TRS-eligible staff. **Employees are responsible for paying both the employee and employer benefits and tax costs over what TIA funding covers**. Actual TIA compensation amounts distributed will include deductions for federal income tax, Medicare tax, and TRS contributions as part of an employee's annual wages reported to the state and federal governments and the Teacher Retirement System (TRS).

Should you have any questions about TIA, contact
TIAquestions@garlandisd.net

2025-2026 Salary Schedule for Non-Certified Instructors, Teacher Residents and CAPE Program

2025-2026

Non-Certified Instructors (NCI)

√ Employees who are either currently in a certification program or have been accepted into a certification program are offered Letters of Reasonable Assurance (LORA).

√ When certification program requirements are completed, a contract will be issued.

√ Upon completion of certification, the Non-Certified Instructors/ Permanent Substitutes will be placed at the correct level according to the GISD teacher salary scale.

√ The Teacher Hiring Salary Guide can be referenced on page 2.

√ Reference the Subchapter CC: Commissioner's Rules on Creditable Years of Service, §153.1021 and §153.1022 for additional information.

Requirements:
√ Employee must provide an acceptance letter from an Alternative Certification Program

Teacher Residents

Requirements:
√ Must be enrolled in the Educator Preparation Program (EPP) at the University of Texas at Dallas or Dallas College, working towards a teaching certificate
√ If the employee completes the program and recommended the following school year and has met the 90-day rule, they will be eligible for one (1) credible year of service

√ Annualized salary of $20,000 paid in ten months (August - May)

Certify And Prepare Educators (CAPE) Program

Requirements:
√ Employed as a GISD Instructional Aide for a minimum of one (1) year OR Substitute Teacher with at least 100 days worked √ Must apply and go through the selection process √ Must be recommended by the campus administrator √ Currently enrolled in a college or university working towards a Bachelor's degree √ Completed at least 30 college hours with at least a 2.5 GPA

√ Annualized salary of $45,000 paid in twelve months (September - August)

√ Employees who are accepted into a cohort will be offered a Letters of Reasonable Assurance (LORA).

√ The number of CAPE instructors for each cohort will depend on the number of students who graduated the previous year. It will also be based on evaluating the program and district needs.

2025-2026 Part-Time Hourly Pay Scale

Hourly Pool (PTHRLY) (Assignment Category: Part-time-Temporary)	Org.	Hourly Rate
Academic Tutors Hourly Pool Title I	Grants Department	$15.50
Advisor Academic Decathlon	Curriculum and Instruction	$16.00
AVID Hourly Pool	Office of Innovation	$15.50
Career and Technology EMT Hourly Pool	Career and Technology Education	$30.00
Career and Technology Hourly Pool	Career and Technology Education	$30.00
C.A.G. Part Time Mentor Pool Title I	Grants Department	$25.00
Door Manager Natatorium Pool	Natatorium	$15.50
Finance Hourly Pool Voc Student	Finance	$15.50
HR Hourly Pool Retiree Rehire	Human Resources	$15.50
Interim Principal Hourly Pool Retiree Rehire	Areas	$70.71
Lifeguard Part Time Pool Natatorium	Natatorium	$15.50
New Horizons Hourly Pool Retiree Rehire	Career and Technology Education	$30.00
Oracle Hourly Pool Retire Rehire	Oracle Technology Group	$30.00
Oracle Part Time Temp Pool	Oracle Technology Group	$60.00
Part Time Regular Assistant Web Specialist	Web Services	$25.00
Secondary Operations Hourly Pool Retiree Rehire	Secondary Operations	$30.00
Student Services Hourly Pool (exemption: Part-time/Regular)	Student Services School Choice Department	$15.50
Teacher and Learning Development Hourly Pool or Retiree Rehire	Teaching and Learning Development	$30.00
Water Safety Program Instructional Part Time Natatorium	Natatorium	$20.00
Water Safety Program Instructional Part Time Natatorium Lead	Natatorium	$85.00
Technology Hourly Pool	IT Operations, Assets and Budget	$15.50
Truck Driver Pool	Fine Arts/Transportation	$35.00

2025-2026 Substitute Pay Scale

Substitutes-Classification Type	**Daily Rate (Tuesday thru Thursday)**	**Daily Rate (Friday and Monday)**
Secretaries/Clerks/Non Classroom	$85.00	$95.00
Instructional/Special Education Aide	$95.00	$105.00
Associates/ 48 hours	$110.00	$120.00
Degreed, Non-certified	$110.00	$120.00
Degreed, Certified Teacher	$125.00	$135.00
Retired GISD Certified Teacher	$145.00	$155.00
Nurse	$225.00	$235.00

Must be willing to work at least two to three days a week.

Instructional /Special Education Aide minimum requirement: High School diploma or equivalent

Long Term Pay Rates	**Daily Rate (Tuesday thru Thursday)**	**Daily Rate (Friday and Monday)**
Associates/ 48 hours, Degreed, Certified Teacher	$145.00	$155.00
Degreed, Certified Teacher	$160.00	$170.00
Retired GISD, Certified Teacher	$160.00	$170.00
Substitute teachers that work 10 days in a row in the same substitute teaching position, increase in pay on the 11th day without a break in service. As long as substitute doesn't miss a full day, long-term pay will continue. Half-days do not break the sequence. Long Term Pay Rates do not apply to aide positions.		

Other Substitutes- Classification Type	**Daily Rate (Tuesday thru Thursday)**	**Daily Rate (Friday and Monday)**
Counselor -Elementary	$150.00	$160.00
Counselor -Middle School	$175.00	$185.00
Counselor-High School	$200.00	$210.00
Assistant Principal- Elementary	$175.00	$185.00
Assistant Principal- Middle School	$200.00	$210.00
Assistant Principal- High School	$225.00	$235.00
Principal- Elementary	$275.00	$285.00
Principal- Middle School	$325.00	$335.00
Principal- High School	$400.00	$410.00
Speech Language Pathologist	$275.00	$285.00
Diagnostician	$150.00	$160.00
These position do not have substitutes on a daily absence so Human Resources approval is required.		

Should you have any questions, please contact the Human Resources Department at salary@garlandisd.net .