GISD

2026-2027

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

garlandisd.net

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Garland Independent School District's Beliefs, Vision, Mission, and Goals

Core Beliefs

- We believe every student can learn.
- We know every student deserves our best.
- We value and celebrate all cultures.
- We demonstrate ethical behavior.

Vision

- Reaching the future by driving excellence, one student at a time.

Mission

- The Garland Independent School District exists as a diverse community with a shared vision that serves to provide an exceptional education to all its students.

Goal

- Garland Independent School District will ensure ALL students graduate prepared for college, careers, and life.
    - Focus on critical academic years to ensure long-term success
    - Focus on college and career readiness

The Garland Independent School District Human Resources

Human Resources is responsible for the strategic planning, design, implementation, administration, and communication of all district compensation programs, ensuring they support and align with the district's strategy and culture.

Responsibilities:

- Oversee the design, implementation, and administration of district compensation programs.
- Recommend and administer compensation policies and procedures to promote competitive, equitable, and consistent pay practices.
- Analyze district needs and labor market data to ensure compensation programs remain competitive and support the recruitment, engagement, and retention of highly qualified employees.
- Monitor and evaluate compensation practices on an ongoing basis to ensure effectiveness, compliance, and alignment with district goals.
- Develop and maintain salary structures that support internal equity and external competitiveness.
- Conduct job evaluations, in collaboration with TASB when appropriate, to determine the proper pay grade for each position, considering job descriptions, market data, and internal equity.
- Review assigned duties when developing new job descriptions or revising existing ones.

Compensation Policies

DEA — Compensation and Benefits: Compensation Plan

The district's compensation plan and **General Pay Increase** (GPI) are developed by the Superintendent and approved annually by the Board of Trustees as part of the budget process, and given to employees to recognize continued service to the district. It establishes structured salary schedules, pay grades, stipends, and other forms of compensation designed to ensure pay is competitive, equitable, and aligned with job responsibilities, qualifications, and market

conditions. Employees are compensated within approved ranges, and any pay adjustments are made in accordance with the district's budget and established guidelines. The plan is administered in compliance with applicable state and federal laws and is reviewed periodically to maintain consistency, fairness, and fiscal responsibility across all positions.

DEAA — Compensation Plan: Incentives and Stipends
The district may provide incentives and stipends as part of its compensation plan to support strategic goals, recognize performance, and compensate employees for duties beyond their regular assignments. Stipends may be paid to employees who take on extracurricular or supplemental responsibilities, with eligibility and amounts determined by the district and applicable guidelines. Incentive payments, including those tied to state or grant-funded programs, are awarded based on performance or program criteria and are not considered part of an employee's base salary. All stipends and incentives are administered in accordance with legal requirements, including wage and hour laws, and are subject to district procedures, funding availability, and program participation.

DEAB — Compensation Plan: Wage and Hour Laws
The district administers employee compensation in compliance with applicable federal and state wage and hour laws, including the Fair Labor Standards Act (FLSA). Employees are classified as exempt or nonexempt; nonexempt employees are compensated for all hours worked and are eligible for overtime or compensatory time in accordance with legal requirements. The district ensures accurate timekeeping, proper calculation of wages, and adherence to rules governing work time, including meal periods and duty time. All compensation practices are implemented to maintain legal compliance, minimize risk, and ensure employees are paid fairly and consistently for all compensable work.

Compensation Framework
The district's compensation plan consists of salary pay grades with established ranges approved by the Board of Trustees. Salary ranges are based on market rates for benchmark positions and are regularly reviewed through compensation studies to ensure competitiveness. Employees are paid within the range assigned to their position.

With support from the Texas Association of School Boards (TASB), the Human Resources department evaluates positions through a systematic review process and, based on this analysis, assigns each position to a pay grade reflecting its relative market value.

Job Descriptions
Job descriptions are essential to administering the compensation system. Human Resources maintains accurate, up-to-date job descriptions that define the qualifications, purpose, duties, responsibilities, and working conditions of each position, and reviews job titles to ensure they consistently reflect the level and nature of the work. Immediate supervisors, in conjunction with department heads, are responsible for submitting any proposed changes to job descriptions or job titles to Human Resources for review and approval.

All district job descriptions are maintained by Human Resources and are available on the district website for employee and public access. Employees may review current job descriptions, including qualifications, duties, and responsibilities, at the following link: GISD Job Descriptions

Job Classification
Job classification determines a position's pay range and is based on job requirements, assigned duties, and market value. Positions are evaluated using common factors such as required knowledge and skills, duty complexity, accountability, and working conditions.

Job Reclassification
A job reclassification occurs when a position is assigned to a higher or lower pay range. Reclassification may result from significant, sustained changes in duties, the need to address internal equity, or shifts in the labor market.

Requests for job reclassification must be submitted to Human Resources for review by the department head and must include the proposed change, a clear justification outlining the need for the change, an analysis of any budgetary implications, and the Deputy Superintendent's pre-approval. Human Resources will evaluate the request and make a recommendation in alignment with the district's compensation structure and the external market. Final authority for job classifications rests with the Superintendent or designee.

Assignment or Reassignment

Policy DK (Local) authorizes the Superintendent or designee to assign and reassign employees and establish work schedules in line with the district's operational needs. Reassignment may include moving to another position, department, or worksite within the same professional capacity and without altering contract status. All assignments and schedules are determined based on staffing needs, program requirements, and the best interests of the district.

A **promotion** is the reassignment of an employee to a position with greater responsibility, a higher organizational level, and a higher pay grade or salary range. Promotions typically result in an increase in base pay and may include expanded supervisory, instructional, or program oversight duties. All promotions must be approved in accordance with district hiring and compensation procedures.

A **demotion** is the reassignment of an employee to a position with reduced responsibility, lower organizational level, or a lower pay grade, which may result in a decrease in salary. Demotions may occur due to organizational changes, performance-related reasons, certification requirements, or at the employee's request, and must be administered in accordance with district policy and applicable law.

A **lateral transfer** is the reassignment of an employee to a different position, campus, or department within the district that maintains the same or equivalent pay grade, salary range, and level of responsibility, typically without a change in base pay. Lateral transfers may be voluntary or involuntary and may occur to address employee requests, enrollment changes, program needs, or other operational considerations.

Salary Placement of New Hires

Salaries are based on an employee's verified years of related experience noted on their application or official service record at the time of hire. Salary guides are developed and approved annually and do not guarantee future increases. No employee will be paid below the minimum of the assigned pay range.

Salary Credit for a Teacher with twenty-five or more years

Years of experience are the total creditable years of service (CYS) completed at the end of the previous school year. New teachers to the district with 25 or more creditable years of service will start at step 25.

TRS Credit for Teacher with prior Teacher Assistant Experience
Effective May 5, 2005, a teacher assistant who earns a standard Texas teaching certificate during the 2004–2005 school year or later may receive up to two years of credit toward teacher salary placement when hired as a teacher. Experience must be verified on the teacher service record (Amendment 19 TAC §153.1021(m)).

One year of teacher salary credit will be granted for each eligible year of teacher assistant service, up to a maximum of two years. No more than two years may be applied toward Teacher Retirement System service credit.

Compensation Statements Annual Distribution

Employees are responsible for regularly reviewing their pay statements for accuracy and promptly reporting any suspected overpayments. Failing to report a known overpayment does not waive the district's right to recover the funds.

Overpayments and Payroll Corrections

If an employee is overpaid for any reason, including, but not limited to, administrative error, time-reporting inaccuracies, or system issues, the district retains the right to recover the full amount of the overpayment in accordance with applicable law.

If an employee is determined to have been placed on an incorrect creditable years of service step, the district will correct the employee's salary placement and provide back pay in accordance with applicable law. Back pay will be limited to the current year and up to three prior years, consistent with the statute of limitations for contract claims.

If the employee separates from employment, any remaining overpayment balance may be deducted from the employee's final paycheck to the extent permitted by law or may otherwise be subject to collection.

Mandatory Deductions

The district is required to withhold certain deductions from employee wages in accordance with federal and state law. These include federal income tax, Social Security and Medicare (as applicable), and required contributions to the Teacher Retirement System of Texas (TRS) for eligible employees. Court-ordered deductions, such as child support, tax levies, garnishments, and bankruptcy orders, will also be withheld as required. Unemployment compensation is funded by the district and is not deducted from employee wages. All mandatory deductions are applied in compliance with applicable laws, and employees may not opt out of these withholdings.

Guidelines for Incentives and Stipends

Policy DEAA (Local) governs the district's use of incentives and stipends as part of the compensation plan. The Superintendent or designee recommends stipend schedules and incentive programs for Board approval, which may include compensation for supplemental duties, extracurricular assignments, or performance-based initiatives. Stipends and incentives are not part of base salary, are determined at the

district's discretion, and are administered in accordance with established criteria, program requirements, and available funding.

Stipends are compensation that can be established on a regular basis, with an equal amount over the length of a contract or a specified period of time. Human Resources must approve a stipend that is not attached to a position, such as travel expenses, or given due to employee status, such as advanced degrees or an employment assignment, after consultation with appropriate administrators.

Advanced Degree Compensation is provided upon verification of qualifying credentials. Employees must submit official transcripts (photocopies are not accepted) to Human Resources at HR-Records@garlandisd.net to be eligible.

For new hires, supplemental pay may be applied retroactively based on the employee's hire date during the current school year or the official degree conferral date, whichever is later. For current employees, supplemental pay will be effective based on the date Human Resources receives the official transcripts.

Eligible employees include:

- Classroom teachers at pay grade 100, nurses, and selected positions at pay grade 104 who hold a master's degree are eligible to receive an annual stipend of $1,300. No other pay grades are eligible for this stipend.
- Teachers, professional support employees, and administrators who hold an earned doctorate degree are eligible to receive an annual stipend of $2,000.
- The doctorate stipend replaces the master's stipend and is not awarded in addition to the master's supplement. All stipends are subject to district guidelines and available funding.

The GISD Board of Trustees approved the following raises, effective for the 2026-2027 school year.
Employees who received Teacher Retention Allotment (TRA) and Support Staff Allotment (SSA) for 2025-2026 will continue to receive the allotment.

Classroom Teachers with a PEIMS role ID of 087 Teacher Retention Allotment (TRA) [1]
• 4% step increase
• TRA-eligible teachers advancing from Step 2 to Step 3 will receive $2,500, while those advancing from Step 4 to Step 5 will receive an additional $2,500, for a total of $5,000

Teachers ineligible for Teacher Retention Allotment (TRA) who are non-087 PEIMS role ID
• 4% step increase

Librarians, Counselors, and Nurses
• 4% increase from midpoint plus the $1,000 Support Staff Allotment (SSA) currently being received

Campus Administrative Professional Staff (Administrative Professional and Technology Pay Plans)
• 4% increase from the midpoint

Non-Campus Administrative Professional Staff (Administrative Professional and Technology Pay Plans)
• 2% increase from the midpoint (Exempt)
• 2% increase from the midpoint, plus the $550 SSA (Nonexempt) currently being received

Paraprofessionals and Auxiliary Staff (Administrative Support, Instructional Paraprofessional and Auxiliary Pay Plans)
• 4% increase from midpoint plus $550 Support Staff Allotment (SSA)
• Bus Drivers, starting salary $25.25, 4% from new midpoint, plus the $550 SSA currently being received

Pay increases will take effect for the 2026-2027 school year, based on the assigned workdays.		
July 2026	12 month employee	Workdays 215-260
August 2026	11 month employee	Workdays 198-214
September 2026	10 month employee	Workdays 180-197 [2]

[1] For TRA allotment purposes, a classroom teacher is a person who is employed by a school system and who teaches no less than an average of four hours each day, 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] Biweekly hourly employees will receive increase effective start of assignment.

2026-2027 Teacher Salary Schedule

2026-2027 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)	2026-2027 Daily Rate	Annualized Salary without TRA	Teacher Retention Allotment (TRA)	Annualized Salary with TRA
0*	**336.90**	63,000	-	63,000
1	**342.07**	63,967	-	63,967
2	**350.00**	65,450	-	65,450
3	**353.58**	66,119	2,500	68,619
4	**355.31**	66,442	2,500	68,942
5	**356.97**	66,753	5,000	71,753
6	**358.63**	67,063	5,000	72,063
7	**360.20**	67,357	5,000	72,357
8	**362.16**	67,723	5,000	72,723
9	**364.12**	68,090	5,000	73,090
10	**370.87**	69,352	5,000	74,352
11	**372.97**	69,745	5,000	74,745
12	**374.65**	70,059	5,000	75,059
13	**376.31**	70,369	5,000	75,369
14	**377.97**	70,680	5,000	75,680
15	**379.63**	70,990	5,000	75,990
16	**381.39**	71,319	5,000	76,319
17	**389.70**	72,873	5,000	77,873
18	**391.49**	73,208	5,000	78,208
19	**393.93**	73,664	5,000	78,664
20	**395.60**	73,977	5,000	78,977
21	**397.26**	74,287	5,000	79,287
22	**398.66**	74,549	5,000	79,549
23	**400.85**	74,958	5,000	79,958
24	**403.32**	75,420	5,000	80,420
25+	**405.01**	75,736	5,000	80,736

*Non-Certified Instructor (NCI) will be placed at Step 0 with an annual salary of $62,000, which is $1,000 less than the Step 0 salary for certified teachers.

The above annual salaries are based on ten (10) months of employment for the 2026-2027 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 2025-2026 school year.

New teachers to GISD with 25 or more creditable years of service will start at step 25.

Continuing GISD Teachers above 25+ years of creditable service will receive an increase of $2,946 from their previous school year base salary.

$1,300 Master's Degree Stipend

$2,000 Doctorate Degree Stipend

2026-2027 Administrative Professional Pay Plan

Garland ISD

Annual salaries are based on 7.5 hours per day.

Pay Grade	Job Title	Calendar Days		Minimum	Midpoint
101			**Daily**	**$252.00**	**$300.00**
	Armed Officers *	187	**187 Days**	47,124	56,100
	Assistant Box Office Coordinator	226	**226 Days**	56,952	67,800
	Buyer	226			
	Certification Specialist 1	226			
	Compensation Human Resources Specialist	226			
	Event Coordinator	226			
	Facilities Payroll Supervisor	226			
	Facilities 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**
	Facilitator Translation Interpret Services	226	**202 Days**	55,358	65,903
	Graphic Design Specialist	226	**226 Days**	61,935	73,733
	Marketing Specialist	226			
	Sales Representative	226			
	Security Specialist Armed Officers	202			
	Supervisor Food And Supply Acquisition	226			
	Web Content Designer	226			
103			**Daily**	**$298.30**	**$355.12**
	Benefits Specialist	226	**187 Days**	55,782	66,407
	Box Office Coordinator	226	**226 Days**	67,416	80,257
	Box Office Coordinator	226			
	Coordinator Print Shop	226			
	Energy Management Specialist	226			
	Executive Assistant To The Superintendent	226			
	Finance Analyst	226			
	Grants Budget Analyst Title I	226			
	Grants Compliance Specialist Title I	226			
	Grants Specialist	226			
	Human Resources Analyst	226			
	Investigator Employee Relations	226			
	Manager Event Services (CCC)	226			
	Manager Work Order Control	226			
	Operations Manager (CCC)	226			
	Paralegal General Counsel	226			
	Sales Manager (CCC)	226			
	Senior Buyer	226			
	Speech Language Pathologist Assistant SPED[1]	187			
	Web Services Support Specialist	226			

[1] Campus Based Position

2026-2027 Administrative Professional Pay Plan

Garland ISD

Annual salaries are based on 7.5 hours per day.

104		Daily	$334.09	$397.73
Accountant Bond	226	**187 Days**	62,475	74,376
Accountant General Ledger	226	**193 Days**	64,479	76,762
Accountant Payroll	226	**197 Days**	65,816	78,353
Accountant Project	226	**202 Days**	67,486	80,341
Accountant Proprietary Funds	226	**210 Days**	70,159	83,523
Behavior Interventionist Specialist Title I (Sec. only)*[1]	210	**215 Days**	71,829	85,512
Behavior Program Specialist Title I*	226	**220 Days**	73,500	87,501
Behavioral Specialist BCBA*	226	**226 Days**	75,504	89,887
Behavioral Specialist Idea B*	226			
Bilingual Instructional Specialist*	226			
Board Service Manager	226			
Budget Analyst*	226			
Case Manager	210			
Certification Officer Human Resources	226			
Clinic Nurse Specialist	226			
Compliance Specialist (Multilingual Program)*	226			
Coordinator PEIMS	226			
Coordinator Security Operations	226			
Coordinator Security Systems	226			
Custodial Services Manager	226			
Data Support Specialist*	197			
Digital Learning Specialist	226			
Field Nurse Technology Specialist Health Services [1]	197			
Gifted and Talented Specialist*	226			
Infant Center Specialist New Horizons C Tech*[1]	193			
Instructional Coach (Elementary)*[1]	197			
Instructional Coach Title I (HS,MS)*[1]	215			
Instructional Specialist Bil ESL PK 12*	226			
Instructional Specialist Title III*	226			
Instructional Technology Specialist Title IV	226			
Interventionist Specialist Title I*	210			
Lead Nurse Health Services [1]	226			
Librarian [1]	187			
Literacy Media Specialist [1]	187			
Magnet Program Specialist	226			
Manager Student Investigator	226			
MTSS Behavior Specialist BCBA Title IV*	226			
Nurse Early College (Eastfield, Northlake, Richland) [1]	187			
Nurse Itinerant Health Services [1]	187			
Risk Management Auto Claims Specialist	226			
Risk Management Wc Claim Specialist	226			
SAIL Specialist Title II*	226			
School Nurse *[1]	187			
School Nurse Itinerant Health Services *[1]	187			
Security Coordinator Armed Officers	226			
Sheltered Instruction Specialist Title III*	226			
Specialist Digital Learning	226			
Specialist Special Programs Title IV	226			
SPED Treatment Nurse (Elementary) [1]	202			
SPED Treatment Nurse [1]	187			

[1] Campus Based Position

2026-2027 Administrative Professional Pay Plan

Garland ISD

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104		Daily	$334.09	$397.73
Student Engagement Specialist Title IV	226			
Teacher SPED Visually Impaired* [1]	187			

*Eligible for the Master's stipend (position does not require a Master's)

105		Daily	$349.13	$415.63
Campus Facilitator Idea B [1]	202	**187 Days**	65,287	77,723
Community Engagement Facilitator	226	**189 Days**	65,986	78,554
Coordinator Broadcasting	226	**193 Days**	67,382	80,217
Counselor (Elementary) [1]	189	**197 Days**	68,779	81,879
Counselor (High School) [1]	202	**202 Days**	70,524	83,957
Counselor (Middle School) [1]	197	**210 Days**	73,317	87,282
Counselor CTE (GRCT) [1]	202	**215 Days**	75,063	89,360
Counselor CTE 1 (High School) [1]	202	**220 Days**	76,809	91,439
Counselor CTE 2 (High School) [1]	202	**226 Days**	78,903	93,932
Counselor Facilitator [1]	220			
Counselor Lead [1]	220			
Diagnostician Lead Pool [1]	202			
Diagnostician Pool [1]	197			
Dyslexia Bilingual Facilitator	202			
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	220			
Facilitator Instructional Design Math	220			
Facilitator Instructional Design Science	220			
Facilitator Instructional Design SLAR	220			
Facilitator Instructional Design Social Studies	220			
Facilitator Magnet Programs	226			
Facilitator Parent Engagement Title III	226			
Intervention Facilitator Title I [1]	226			
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			
Orientation Mobility Specialist [1]	187			
Program Coordinator Human Resources	226			
Program Facilitator Title I	226			
Responsive Services Counselor	193			
Risk Management Specialist	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) [1]	215	**188 Days**	68,590	81,654
Assistive Technology Specialist [1]	193/210	**193 Days**	70,414	83,826
Instructional Leadership Specialist	203	**202 Days**	73,698	87,735

[1] Campus Based Position

2026-2027 Administrative Professional Pay Plan

Garland ISD

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106		Daily	$364.84	$434.33
Occupational Therapist [1]	188	**203 Days**	74,063	88,169
Physical Therapist [1]	188	**210 Days**	76,616	91,209
Safety And Training Manager	226	**215 Days**	78,441	93,381
School Psychologist [1]	202	**226 Days**	82,454	98,159
Speech Language Pathologist SPED Lead Pool [1]	202			
Speech Language Pathologist SPED Pool [1]	193			

107		Daily	$381.25	$453.87
Assistant Principal (Alternative Education Center) [1]	220	**202 Days**	77,013	91,682
Assistant Principal (Jackson Tech Center & Memorial Pathway Academy) [1]	225	**220 Days**	83,875	99,851
Assistant Principal (Middle School) [1]	225	**225 Days**	85,781	102,121
Audiologist SPED [1]	202	**226 Days**	86,163	102,575
Cash Manager	226			
Coordinator (Special Education)	226			
Coordinator 504	226			
Coordinator Academic Systems	226			
Coordinator Athletics	226			
Coordinator Bilingual ESL	226			
Coordinator Budget	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 Elementary Teacher Development Title II	226			
Coordinator Family And Community Engagement	226			
Coordinator Fcs New Horizons C Tech [1]	226			
Coordinator Fine Arts	226			
Coordinator Foreign Languages	226			
Coordinator Human Resources	226			
Coordinator Instructional Improvement Title IV	226			
Coordinator Legal	226			
Coordinator Library Media Services	226			
Coordinator Local Assessment	226			
Coordinator Maintenance Business Operations	226			
Coordinator MTSS	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 Secondary Teacher Development Title II	226			

[1] Campus Based Position

2026-2027 Administrative Professional Pay Plan

Garland ISD

Annual salaries are based on 7.5 hours per day.

107		Daily	$381.25	$453.87
Coordinator Social Studies	226			
Coordinator SPED	226			
Coordinator SPED Idea B	226			
Coordinator Teacher Development Title II (ES/SEC)	226			
Coordinator Technology Applications	226			
Coordinator Technology Digital Learning	226			
Coordinator Web Services	226			
Custodial Services Senior Manager	226			
Custodial services SR Manager Lead Trainer	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 Maintenance Project Manager	226			
Senior Manager Building Trades and Projects	226			
Senior Manager Environmental And Utilities	226			
Senior Manager Grounds	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
Administrator Elementary Teacher Development	226	**226 Days**	90,038	107,190
Administrator Gifted Talented	226			
Administrator Safety Student Discipline	226			
Administrator Secondary Teacher Development	226			
Administrator Teacher Development ES/SEC	226			
Assistant Principal (High School) [1]	226			

109		Daily	$426.29	$507.49
Administrator Elementary Curriculum and Instruction	226	**226 Days**	96,342	114,693
Administrator IMPACT Systems Performance	226			
Administrator Leadership Development and Performance	226			
Administrator Magnet Design	226			
Administrator Secondary Curriculum and Instruction	226			
Administrator Student Engagement	226			
Administrator Title IX Coordinator	226			
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			

[1] Campus Based Position

2026-2027 Administrative Professional Pay Plan

Garland ISD

Annual salaries are based on 7.5 hours per day.

109		Daily	$426.29	$507.49
Assistant Director Fine Arts	226			
Assistant Director Fleet Operations	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			
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) [1]	217	**217 Days**	96,669	115,082
Principal Residency [1]	217			

110		Daily	$468.86	$558.17
Boys Athletic Coordinator Head Football Coach [1]	220	**220 Days**	103,149	122,797
Director Communications	226	**226 Days**	105,962	126,146
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 IMPACT System Performance Title IV	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			
Leadership Development Administrator Title I	226			
Principal (Middle School, Memorial Pathway Academy, AEC, GRCTC) [1]	226			

111		Daily	$518.80	$617.62
Director Athletics	226	**226 Days**	117,249	139,582
Director Auxiliary Human Resources	226			
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			

[1] Campus Based Position

2026-2027 Administrative Professional Pay Plan

Garland ISD

Annual salaries are based on 7.5 hours per day.

111		Daily	$518.80	$617.62
Director Secondary Human Resources	226			
Director Security	226			
Director Special Education	226			
Director Student Nutrition	226			
Director Transportation	226			
Principal (High School) [1]	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 Academics	226			
Executive Director Facilities Maintenance	226			
Executive Director Finance	226			
Executive Director Leadership Development Title I	226			
Executive Director Leadership Elementary	226			
Executive Director Leadership Secondary	226			
Executive Director Purchasing	226			
Executive Director Research Assessment Accountability	226			
Executive Director Secondary Academics	226			
Executive Director Student Recruitment Retention	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 Leadership	226			
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
Deputy Superintendent	226	**226 Days**	196,866	234,364

[1] Campus Based Position

2026-2027 Technology Pay Plan

Garland ISD

Annual salaries are based on 7.5 hours per day.

Pay Grade	Job Title	Calendar Days		Minimum	Midpoint
201			**Daily**	**$170.98**	**$206.00**
	Campus Technology Assistant (ES) [1]	191	**191 Days**	32,657	39,346
	GIS Assistant Technician	226	**226 Days**	38,641	46,556
202			**Daily**	**$181.24**	**$218.36**
	Campus Technology Assistant (MS) [1]	196	**196 Days**	35,523	42,799
	Campus Technology Specialist I (HS) [1]	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 [1]	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			
	Mobile Technology Assistant	226			
	Position Control Specialist	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			

[1] Campus Based Position

2026-2027 Technology Pay Plan

Garland ISD

Annual salaries are based on 7.5 hours per day.

206		Daily	$353.23	$420.51
Enterprise Content Management Analyst Lead	226	**226 Days**	79,830	95,035
Man Wan Systems Engineer	226			
Network Administrator	226			
Network Infrastructure Engineer	226			
Network Video Systems Analyst	226			
Service Desk Lead	226			

207		Daily	$379.72	$452.05
Facilitator (Data and Administrative Systems)	226	**226 Days**	85,817	102,163

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

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			
Business Systems Support Analyst	226			
Lead Network Engineer Applications	226			
Lead Network Engineer Communications	226			
Network Engineer	226			
Network Engineer Cyber-Security	226			
Project Manager Technology	226			
Systems Manager Kronos	226			
Technology Applications System Manager	226			
Time and Attendance Support Analyst	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			

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

[1] Campus Based Position

2026-2027 Construction Bond Pay Plan

Garland ISD

Annual salaries are based on 7.5 or 8 hours per day.

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

2026-2027 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**	**$116.50**	**$136.88**
	Aide Achievement Office	186	**181 Days**	21,087	24,775
	Aide Office	186	**186 Days**	21,669	25,460
	Aide Office Attendance (MS)	186			
	Aide Office Prekindergarten	186			
	Parking Lot	181			
P12			**Daily**	**$120.00**	**$146.33**
	Aide Counselor	186	**186 Days**	22,320	27,217
	Attendance Clerk (HS)	193	**193 Days**	23,160	28,242
P13			**Daily**	**$127.50**	**$155.48**
	Receptionist (Communications, Padgett, PDC, SPED, Student Services)	226	**186 Days**	23,715	28,919
	Receptionist (GRCTC)	186	**226 Days**	28,815	35,138
P14			**Daily**	**$135.00**	**$164.63**
	Delivery Expediter	226	**193 Days**	26,055	31,774
	Mail Clerk Driver	226	**198 Days**	26,730	32,597
	Receptionist (Communications)	226	**226 Days**	30,510	37,206
	Secretary (Fine Arts)	226			
	Secretary Assistant Principal	198			
	Secretary Counselor	193			
	Secretary Guidance and Counseling	226			
	Secretary PEIMS	226			
	Secretary Receptionist	226			
	Secretary Warehouse	226			
	Shipping and Receiving Clerk	226			
	Student Nutrition Driver Stocker	226			
P15			**Daily**	**$142.50**	**$173.78**
	Bindery Operator	226	**198 Days**	28,215	34,408
	Circulation Manager	226	**202 Days**	28,785	35,104
	Data Clerk (ES/MS)	198	**226 Days**	32,205	39,274
	Data Clerk (High School)	202			
	Data Clerk Prekindergarten	198			
	Press Operator	226			
	Print Binder	226			
	Screen Printer	226			
	Secretary (Multilingual Program)	226			
	Secretary Print Shop	226			
	Secretary Textbooks	226			
	Secretary Transportation	226			
	Validator Receiving	226			

2026-2027 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**	28,250	34,457
Accounting Specialist I Payables Clerk	226	**202 Days**	30,680	37,421
Aide Community Engagement	202	**220 Days**	33,414	40,755
Aide Parent Involvement Title I	186	**226 Days**	34,325	41,867
Color Guard Specialist	186			
Customer Care Specialist	226			
District Interpreter Translator	226			
Enrollment Center Advisor	226			
Expediter	226			
Graphic Artist Pre-Press Tech	226			
Parent Engagement Aide Title III	202			
Payroll Receptionist	226			
Purchasing Clerk Maintenance	226			
Records Clerk (Human Resources)	226			
Registrar	220			
Repair Expediter	226			
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**	33,442	40,775
Accounting Specialist II Accounting Liaison	226	**215 Days**	35,073	42,764
Accounting Specialist II Campus Liaison	226	**220 Days**	35,889	43,758
Accounting Specialist II Payables Lead	226	**226 Days**	36,867	44,951
Accounting Specialist II Payroll Costing	226			
Accounting Specialist Projects	226			
Administrator Selection Specialist Human Resources	226			
Background Fingerprint Specialist	226			
Bookkeeper (Finance, Teaching & Learning)	226			
Bookkeeper Career and Technology Education	226			
Counseling Office Specialist	226			
Fleet Maintenance Operations Assistant	226			
Foreman (Printing Services)	226			
Gifted Talented Special Programs Project Clerk	226			
Grant Project(s) Clerk Title I	226			

2026-2027 Administrative Support Pay Plan

Garland ISD

Annual salaries are based on 7.5 hours per day.

P17		Daily	$163.13	$198.90
Leaves Specialist Auxiliary Human Resources	226			
Leaves Specialist Human Resources	226			
Maintenance Payroll Specialist	226			
Migrant Liaison Face Clerk Title I	226			
Payroll Specialist	226			
Purchasing Specialist Campus Liaison	226			
Secretary Athletics II	226			
Secretary Director	226			
Secretary Director Employee Relations	226			
Secretary Director Grant Development Management	226			
Secretary Director Human Resources	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 Dispatcher	215			
Transportation Payroll Specialist	226			
Transportation Specialist	226			

P18		Daily	$192.00	$234.15
Equipment Tech	226	**226 Days**	43,392	52,918
Facility Leasing Specialist	226			
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 Budget	226			
Secretary Executive Director Communications / Public Relations	226			
Secretary Executive Director Curtis Culwell Center	226			
Secretary Executive Director Facilities	226			
Secretary Executive Director Finance	226			
Secretary Executive Director Purchasing	226			
Secretary Executive Director RAAD	226			
Secretary Executive Director SPED	226			
Secretary Executive Director Student Services Center	226			
Secretary Executive Director Teaching and Learning	226			

2026-2027 Administrative Support Pay Plan

Garland ISD

Annual salaries are based on 7.5 hours per day.

P18		Daily	$192.00	$234.15
Secretary Executive Director Technology	226			
Student Nutrition Administrative Specialist	226			
Transportation Lead Dispatcher	226			

P19		Daily	$220.88	$269.40
Accounts Payable Supervisor	226	**226 Days**	49,919	60,884
Accounting Assistant	226			
Finance Assistant	226			
Secretary Assistant Safety Operations	226			
Secretary Assistant Superintendent Human Resources	226			
Secretary Assistant Superintendent Leadership	226			
Special Education Accounting Assistant	226			
Substitute Office Manager	226			
Tax Clerk III	226			

P21		Daily	$260.63	$317.85
Secretary Deputy Superintendent	226	**226 Days**	58,902	71,834

2026-2027 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	24,762
	Aide Bilingual ESL Prekindergarten	186			
	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			
	Emergent Bilingual Instructional Aide (ELL)	186			
PA2			**Daily**	**$120.00**	**$141.15**
	Aide Bilingual Vietnamese Prekindergarten	186	**186 Days**	22,320	26,254
	Aide Instructional Support Title I	186			
	Instructional Support Aide	186			
	Teacher Apprentice	186			
PA4			**Daily**	**$132.38**	**$155.70**
	Aide Clinic	186	**186 Days**	24,623	28,960
	Aide Clinic Floater	186	**226 Days**	29,918	35,188
	Aide Clinic SSC Enrollment Center	226			
	Aide Enrollment Center Clinic	226			
	Aide Instructional SPED	186			
	Aide Instructional SPED Idea B	186			
	Aide SPED	186			
	Aide SPED CBSE	186			
	Aide SPED CBSE Idea B	186			
	Aide SPED VAC Job Coach	186			

2026-2027 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	186	**186 Days**	26,436	31,095
Aide Prekindergarten ECSE	186			
Aide Prekindergarten SPED ECSE	186			
Aide SPED ABC	186			
Aide SPED ABC Idea B	186			
Aide SPED ABC KN	186			
Aide SPED ALE	186			
Aide SPED ALE FBE	186			
Aide SPED ALE FBE Idea B	186			
Aide SPED ALE Idea B	186			
Aide SPED BA	186			
Aide SPED BA Idea B	186			
Aide SPED BASE	186			
Aide SPED BASE Idea B	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			
Intervener Deaf Education	186			
Registered Behavior Technician	186			

2026-2027 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	**185 Days**	22,940	27,010
	Custodian Natatorium	260	**226 Days**	28,024	32,996
	Custodian Part Time Natatorium	260	**260 Days**	32,240	37,960
	Special Education Assistant Pool (Bus Monitors)	185			
	Student Nutrition Full Time Pool	185			
	Student Nutrition Part Time Pool	185			
	Trainee Bus Driver Pool	226			
MT02			**Hourly**	**$16.50**	**$19.62**
	Athletics Equipment Lead	260	**260 Days**	34,320	40,810
	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
	Custodian Lead (ES, MS, and Facilities)	260	**260 Days**	36,400	44,117
	Driver Stocker	260			
	Grounds Athletic Field	260			
	Grounds Crew Leader	260			
	Maintenance Expeditor	260			
	Maintenance HVAC Filter Crew Leader	260			
	Purchasing / Warehouse Driver Stocker	260			
	Tire Technician	260			
MT04			**Hourly**	**$18.50**	**$22.69**
	Athletic Fields Crew Leader	260	**187 Days**	27,676	33,944
	Custodian Lead (HS)	260	**260 Days**	38,480	47,195
	Event Housekeeping Specialist Curtis Culwell Center	260			
	General Maintenance	260			
	Grounds Irrigation Installer	260			
	Grounds Landscape Foreperson	260			
	Manager 1 Elementary (SNS)	187			
	Manager Specialty (SNS)	187			
	Senior Lawnmower Mechanic	260			
MT05			**Hourly**	**$19.55**	**$23.99**
	Building Engineer	260	**187 Days**	29,247	35,889
	Concrete	260	**260 Days**	40,664	49,899
	General Maintenance Worker I	260			
	General Vehicle Maintenance	260			
	Grounds Irrigation Installer (Licensed)	260			

2026-2027 Auxiliary Pay Plan

Garland ISD

Annual salaries are based on 8 hours per day.

MT05		Hourly	$19.55	$23.99
Maintenance Painter	260			
Manager 1 Middle School (SNS)	187			
Manager 2 Elementary (SNS)	187			
Manager Floating	187			
Manager Special Project	187			
Operations Specialist	260			
Shipping Receiving Manager	260			

MT06		Hourly	$20.75	$25.46
Stadium Engineer	260	**187 Days**	31,042	38,088
General Maintenance Worker II	260	**260 Days**	43,160	52,957
Grounds Herbicide Insecticide	260			
Maintenance Paint Foreman	260			
Manager 2 Middle School (SNS)	187			

MT07		Hourly	$22.00	$26.99
Audio Visual Technician	260	**187 Days**	32,912	40,377
Certified Welder	260	**260 Days**	45,760	56,139
Concrete Foreman	260			
General Maintenance Worker III	260			
Grounds Foreperson	260			
HVAC Preventive Maintenance Service Worker	260			
Locksmith	260			
Maintenance Mechanic Foreman	260			
Maintenance Special Plumber (Unlicensed)	260			
Manager High School (SNS)	187			
Mechanic (Transportation)	260			
Routing Specialist	260			
Security Electronic Technician (Unlicensed)	260			
Security Electronic Technician Servers	260			
Security Officer	260			
Vehicle Maintenance Inventory	260			
Video Electronics Technician	260			

MT08		Hourly	$24.65	$30.25
Custodial Field Supervisor	260	**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			

2026-2027 Auxiliary Pay Plan

Garland ISD

Annual salaries are based on 8 hours per day.

MT08		Hourly	$24.65	$30.25
Security Electronic Technician Networks	260			

BUS		Hourly	$25.25	$30.53
Bus Driver Pool	185	**180 Days**	36,360	43,963
Bus Driver Pool Field Trip	180	**185 Days**	37,370	45,184
Bus Driver Pool Substitute	185			

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			

MT10		Hourly	$31.38	$38.50
Grounds Supervisor	260	**260 Days**	65,270	80,080
Maintenance Field Supervisor Electrical	260			
Maintenance HVAC Supervisor	260			
Maintenance Supervisor Carpentry Remodeling	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			

2026-2027 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
Golf [5]	$2,500	187	6
Gymnastics	$5,000	187	15
Softball	$5,000	187	15
Soccer	$5,000	187	15
Swimming	$5,000	187	15
Tennis [5]	$2,500	187	6
Track	$5,000	187	15
Volleyball	$5,000	187	15
Athletics HS Assistant Coach (2 sports)	$4,500	187	15
Basketball[2]	$4,500	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 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.

2026-2027 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
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) (Garland HS only)	$1,500	187	0
CTE I Counselor	$1,500	202	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 RLA. CTE up to 2 teachers.	$1,500	187	0
Drill Junior Varsity	$1,625	187	10
Drill Varsity	$2,923	187	19
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 (includes Classical Guitar at GHS)	$500	187	5
RLA Teacher	$3,000	187	0
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	Supplemental Annualized Amount	Contract Days	Suppl. Days
Austin Academy -Art / Extended	$4,500	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
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
Dance (Classical Center at Brandenburg only)	$965	187	0
Department Head Eligible: Fine Arts, Math, RLA, Science, Social Studies, and SPED)	$1,500	187	0

2026-2027 Stipends

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

Position at Middle School	Supplemental Annualized Amount	Contract Days	Suppl. Days
Librarian	$750	187	0
Magnet Advisor/Industry Liaison	$3,000	187	15
Math Teacher	$3,000	187	0
Orchestra-Assistant Director	$1,600	187	5
Orchestra-Director	$3,500	187	5
Pentathlon (assigned by campus Principal)	$3,400	187	0
Pep Squad	$965	187	0
Piano Lab Instructor	$500	187	5
RLA Teacher	$3,000	187	0
Robotics	$1,000	187	0
Theater Arts/Drama	$1,250	187	0
Yearbook	$625	187	0

Position at Elementary	Supplemental Annualized Amount	Contract Days	Suppl. Days
Bilingual Certified Classroom Teacher	$4,000	187	0
Department Head Eligible: RLA, Math, Science, and SPED)	$1,500	187	0
Librarian	$1,000	187	0
Robotics	$1,000	187	0

Other Supplemental Stipends	Supplemental Annualized Amount	Contract Days	Suppl. Days
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
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	$2,000	187	0
SPED-Campus Support Coach	$1,000	197	0
SPED-Head of Delegation Unstoppable	$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-Unstoppable Coach	$3,000	187	0
Technology Devices	$1,000	0	0

2026-2027 Stipends

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

Other Supplemental Stipends	Additional Contract Days	Payment Calendar
Student Learning Objectives (SLO) Lead	5	December 50% and May 50%

Career and Technical Education	Supplemental Amount	Payment Calendar
CTE Student Organization Lead Sponsor (HOSA, Skills, DECA, TAFE, FCCLA)	$1,000	May 100%

Advanced Academics Achievement Stipends	Supplemental Amount	Payment Calendar
Advanced Placement (AP) Reader	$1,000	September
Advanced Placement (AP) Coordinator Incentive	$1,000	November
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

Critical Shortage Special Education Stipends	Supplemental Amount	Payment Calendar
SPED-Critical Shortage Eligible Positions: Diagnosticians, School Psychologists, Speech Language Pathologists, and Certified 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% Stipend Criteria: Employee must be in active status on the last day of the month preceding the payment (November 30, 2026 and April 30, 2027).
SPED -Speech Language Pathologist	$10,000	

Certified And Prepare Educators (CAPE) Instructional Coach Stipend	Supplemental Annualized Amount	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	

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)

2026-2027 Stipends

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

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
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 Schrade, and Shugart	
[2] formerly known as the School Consolidation stipend, is available for a maximum of three consecutive school years	

Growing Outstanding Learners Daily (GOLD) -- Sheltered Approach for Improved Literacy (G-SAIL) [3]	Annualized Amount
Stipend for Principals	$5,000
Campuses: Club Hill STEM, Couch, Handley STEM, Montclair-Heather Glen, MD Williams, Pearson, Rowlett, Shurgart, Southgate STEM, and Stephens	
[3] available for a maximum of three consecutive school years	

2026-2027 CAPE Supplemental Pay

Professional Categories of Pay details Rates			
CAPE Course Instructor	**Course Completion**	**Supplemental Amount**	**Payment Calendar**
Garland 15 Course Instructor	Fall	$1,200	October and December
(per section of up to 24 participants)	Spring	$1,200	March and May
	Summer	$1,200	July and September

Garland 15 Course Calendar	Dates	Payment Calendar
GISD 101: Teaching and Learning in Garland ISD	August 31 - October 2	October 2026
GISD 104: Responsive Instruction (Final course for HS recruits)	August 31 - October 2	October 2026
GISD 102: Classroom Culture & Management	October 19 - November 20	December 2026
GISD 103: Differentiated Instructional Practices	January 11- February 12	March 2027
GISD 104: Responsive Instruction	February 22 - April 2	May 2027
GISD 105: Curriculum, Instruction & Assessment	April 12 - May 14	May 2027

Guidelines for Supplemental Pay

Supplemental pay is compensation provided for duties performed outside an employee's regular assignment. This compensation is typically occasional or periodic, and requires appropriate documentation and approval in accordance with district procedures.

All supplemental pay rates and stipends must be Board-approved and included in the District Salary Schedule. All compensation must be processed through the district's payroll system to ensure accurate reporting and compliance with state and federal requirements.

Policy DK (Local) states that supplemental duties are non-contractual and may be ended by either the employee or the district at any time. Employees may voluntarily relinquish these duties by providing written notice to the Superintendent or designee. Because supplemental duties are not part of an employee's contract, there is no guarantee of continued assignment.

Overtime and Compensatory Time

Nonexempt Employees

Employees classified as nonexempt under the Fair Labor Standards Act (FLSA) are eligible for overtime or compensatory time. All overtime must be pre-approved by a supervisor prior to the work being performed.

For hours worked over 37.5 and up to 40 hours per week:

- Compensatory time at straight time, or
- Straight-time pay at the employee's hourly rate

For hours worked over 40 in a workweek:

- Compensatory time at time-and-one-half, or
- Overtime pay at one and one-half times the employee's regular rate

Exempt Employees and Administrators

Exempt employees are not eligible for overtime or compensatory time. Administrators (including central office administrators, principals, and assistant principals) are not eligible for supplemental pay or overtime. However, they may receive additional compensation for work performed outside the scope of their regular duties, provided:

- The work does not interfere with regular responsibilities, and
- Prior approval is obtained from their supervisor

Procedures

All supplemental pay must be entered in the Time and Attendance system and must include:

1. a description of the work performed,
2. the number of hours worked,
3. the date and time the work was performed, and
4. the applicable supplemental code associated with the appropriate budget code.

Supplemental pay assignments must be performed at a GISD facility, unless the work occurs outside the district; any exception requires prior approval. Lump-sum payments are not permitted unless a completed Supplemental Pay Deviation Request form is submitted and approved by the appropriate Deputy Superintendent.

Funding and Limitations

All supplemental pay codes must be requested in advance and approved by the responsible administrator or principal, with additional approval from the Finance or Budget department. Supplemental pay entered in the Time and Attendance system must be approved by the appropriate supervisor through the established workflow. Unless otherwise noted in the Payroll Calendar, all approvals are due by the 15th of each month.

Supplemental pay rates are preset and may only be changed with written approval from the appropriate Deputy Superintendent or designee. Supplemental pay must be budgeted in Fund 199 or an approved project and may not be charged to Fund 461 or 865 without prior Finance approval.

2026-2027 Supplemental Pay

Professional Categories of Pay details Rates

Professional Extended Day-Instructional		Rate per Hour
Includes, but is not limited to:		
Curriculum Writing		40.00
Instructional Planning		40.00
Staff Development		40.00
Enrichment		50.00
ESL Extended Day		50.00
Evening School	(ARI/AM/Title I, STAR, Credit Recovery)	50.00
Extended Day		50.00
Saturday School		50.00
Thursday School		50.00
Zero Period		50.00

Professional Extended Day -Non-Instructional	Rate per Hour
Includes, but is not limited to:	
Bus Duty	20.00
Hall Monitor Duty	20.00
Commons Monitor Duty	20.00
Grounds Monitor Duty	20.00
Marquee Maintenance	20.00

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

2026-2027 Part-Time Hourly Pay Scale

Hourly Pool (PTHRLY) (Assignment Category: Part-time-Temporary)	Organization	Assignment Days	Hourly Rate
Academic Tutors Hourly Pool Title I	Grants Department	186	$15.50
Advisor Academic Decathlon	Curriculum and Instruction	187	$16.00
C A G Part Time Mentor Pool Title I	Grants Department	175	$25.00
Door Manager Natatorium Pool	Natatorium	260	$15.50
HR Hourly Pool Retiree Rehire	Human Resources	226	$15.50
Interim Assistant Principal Hourly Pool Retiree Rehire	Areas	215	$58.00
Interim Principal Hourly Pool Retiree Rehire	Areas	217	$70.71
Learning Coach Part Time Hourly Pool	Areas	175	$30.00
Lifeguard Part Time Pool Natatorium	Natatorium	260	$15.50
New Horizons Hourly Pool Retiree Rehire	Career and Technology Education	193	$30.00
Oracle Hourly Pool Retire Rehire	Oracle Technology Group	226	$30.00
Part Time Regular Assistant Web Specialist	Web Services	226	$25.00
Secondary Operations Hourly Pool Retiree Rehire	Secondary Operations	220	$30.00
Student HVAC Hourly Pool	Maintenance and Facilities	260	$15.50
Student Services Hourly Pool (exemption: Part-time/Regular)	Student Services School Choice Department	175	$15.50
Technology Hourly Pool	IT Operations, Assets and Budget	226	$15.50
Truck Driver Pool	Fine Arts/Transportation	186	$35.00
Water Safety Program Instructional Part Time Natatorium	Natatorium	226	$20.00
Water Safety Program Instructional Part Time Natatorium Lead	Natatorium	226	$85.00

2026-2027 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 / Degreed	$110.00	$120.00
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	$145.00	$155.00
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.		

2026-2027 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

2026-2027 Salary Schedule for Non-Certified Instructors, Teacher Residents, and CAPE Program

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.

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

√ The Texas Education Agency grants service credit for salary purposes only to teachers who are properly certified for the position they are teaching. Non-Certified Instructor with Garland ISD may not be creditable for salary purposes in any other Texas school district.

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)

2026-2027 Salary Schedule for Non-Certified Instructors, Teacher Residents, and CAPE Program

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.

2026-2027 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


GISD