



**FARMERSVILLE
INDEPENDENT SCHOOL DISTRICT**

TRADITION • PRIDE • UNITY

2026-2027 COMPENSATION PLAN

Statement of Purpose

PRIMARY GOALS

- To attract and retain highly qualified professionals
- To attract and retain highly motivated employees
- To maintain competitive pay structures for all positions within the district

COMPENSATION PHILOSOPHY

To accomplish these goals, FISD strives to provide a compensation and benefits program that establishes and maintains competitive levels within relevant markets and resources made available through our local taxpayers and state and federal sources.

Plan Highlights

2026-2027 EMPLOYEE BENEFITS & COMPENSATION

SALARY INCREASES

- All returning FISD staff will receive a minimum salary increase of 3%
- Classroom paraprofessional pay tables increased an average of 5% from the 2025-26 schedules
- Custodial pay tables increased an average of 5% from the 2025-26 schedules

WORK SCHEDULE & BENEFITS

- 4-Day Work Schedule for most weeks
- District paid Group Life Coverage - \$50,000
- District paid TeleMedicine for all employees and immediate families (Includes Mental Health services)
- District paid Cafeteria Lunch on instructional days

RETIREMENT MATCHING

Employer Retirement Matching for employees with 2+ years FISD experience. District will match employee contribution:

- Up to 1% of salary for employees with 2-5 years of service at FISD
- Up to 2% of salary for employees with 6-9 years of service at FISD
- Up to 3% of salary for employees with 10+ years of service at FISD

ADDITIONAL BENEFITS

- Free Financial Planning provided by Gentry Financial Group, LLC

LEAVE BUYBACK PROGRAM

Up to 40 Days Leave Buyback for TRS Eligible Employees

Requirements:

- Minimum of 2 years FISD experience
- Working in final year prior to retirement
- TRS Notice of Final Deposit (TRS7) must be submitted to Business Office

Employee Type	Up to 20 days	21 to 40 days
Certified Employees	\$100 per day	\$150 per day
Non-Certified Employees	\$75 per day	\$125 per day

Additional Employee Benefits

PERFORMANCE BONUS & INCENTIVE COMPENSATION

Performance Bonuses and One-Time Incentive Stipends may be approved and awarded by metrics as determined by the Board of Trustees.

Compensation amounts are determined by the Board annually. All compensation under this plan constitutes TRS-eligible compensation.

This plan is approved by the Board of Trustees of Farmersville ISD pursuant to Texas Education Code Section 21.401 and TRS compensation guidelines.

PERSONAL LEAVE

- All employees will earn up to 5 Local Personal Days and 5 State Personal Days
- Up to 20 days of Local Personal Leave allowed to accumulate
- Total annual personal leave: 10 days

SICK LEAVE POOL

Individual Sick Pool Option:

- Available after all leave including extended leave is exhausted
- Eligible employees may request the use of days donated by peers

TEACHER INCENTIVE ALLOTMENT DISTRICT

- The TIA allows teachers to receive one of four levels of designations. District allotments vary based on the designation and on whether the campus is high needs and/or rural, providing between \$3,000–\$25,000 per designated teacher.

TECHNOLOGY & WORKPLACE BENEFITS

- 1:1 Technology provided to all teachers
- Leadership Academy/Internal Opportunities for advancement
- Professional Development Opportunities
- Upgraded classroom technology

2026-2027
SALARY GUIDES

2026-2027 Classroom Teacher Hiring Schedule

Step	Schedule	Daily Rate (173 Days)	Step	Schedule	Daily Rate (173 Days)
00	\$55,500.00	\$320.81	16	\$74,441.00	\$430.29
01	\$56,238.00	\$325.08	17	\$75,502.00	\$436.43
02	\$56,759.00	\$328.09	18	\$76,510.00	\$442.25
03	\$59,698.00	\$345.08	19	\$77,571.00	\$448.39
04	\$60,083.00	\$347.30	20	\$78,632.00	\$454.52
05	\$62,848.00	\$363.28	21	\$79,693.00	\$460.65
06	\$65,901.00	\$380.93	22	\$80,754.00	\$466.79
07	\$66,564.00	\$384.76	23	\$81,602.00	\$471.69
08	\$66,908.00	\$386.75	24	\$82,397.00	\$476.28
09	\$67,545.00	\$390.43	25	\$83,088.00	\$480.28
10	\$68,181.00	\$394.11	26	\$83,777.00	\$484.26
11	\$69,190.00	\$399.94	27	\$84,361.00	\$487.64
12	\$70,197.00	\$405.76	28	\$84,997.00	\$491.31
13	\$71,312.00	\$412.21	29	\$85,580.00	\$494.68
14	\$72,319.00	\$418.03	30	\$86,164.00	\$498.06
15	\$73,380.00	\$424.16			

Employees paid on the local schedule will not earn less than the stated amount for their contracted days. Salaries listed are based on 173 days. If an employee works less than 173 days, the daily rate applies for the number of days they will work.

Classroom teachers paid according to this scale must teach at least 50% of the instructional day.

2026-2027 Professional Hiring Schedule

Counselors, Nurses, Librarians & Police

Step	Schedule	Daily Rate (173 Days)	Step	Schedule	Daily Rate (173 Days)
00	\$55,500.00	\$320.81	16	\$68,188.00	\$394.15
01	\$56,238.00	\$325.08	17	\$69,280.00	\$400.46
02	\$56,759.00	\$328.09	18	\$70,319.00	\$406.47
03	\$57,369.00	\$331.61	19	\$71,411.00	\$412.78
04	\$57,642.00	\$333.19	20	\$72,504.00	\$419.10
05	\$58,189.00	\$336.35	21	\$73,597.00	\$425.42
06	\$59,391.00	\$343.30	22	\$74,690.00	\$431.73
07	\$60,074.00	\$347.25	23	\$75,563.00	\$436.78
08	\$60,429.00	\$349.30	24	\$76,382.00	\$441.51
09	\$61,085.00	\$353.09	25	\$77,094.00	\$445.63
10	\$61,740.00	\$356.88	26	\$77,804.00	\$449.73
11	\$62,779.00	\$362.88	27	\$78,405.00	\$453.21
12	\$63,816.00	\$368.88	28	\$79,060.00	\$456.99
13	\$64,965.00	\$375.52	29	\$79,661.00	\$460.47
14	\$66,002.00	\$381.51	30	\$80,262.00	\$463.94
15	\$67,095.00	\$387.83			

Employees paid on the local schedule will not earn less than the stated amount for their contracted days. Salaries listed are based on 173 days. If an employee works less than 173 days, the daily rate applies for the number of days they will work.

Classroom teachers teaching less than 50% of the instructional day are paid according to the Professional Hiring Schedule.

2026-2027 Teacher's Aide

PG AD1-Classroom Aides, Head Start, PE, KG | PG AD2-Library, Computer Lab, ESL, SPED, BAU, CTE

Step	Classrm (AD1) Aide Daily	Classrm Aide Annual	Spclty (AD2) Aide Daily	Spclty Aide Annual
00	\$110.16	\$19,057.68	\$118.66	\$20,528.18
01	\$113.46	\$19,628.58	\$121.96	\$21,099.08
02	\$114.88	\$19,874.24	\$123.38	\$21,344.74
03	\$117.01	\$20,242.73	\$125.51	\$21,713.23
04	\$119.99	\$20,758.27	\$128.49	\$22,228.77
05	\$123.23	\$21,318.79	\$131.73	\$22,789.29
06	\$126.20	\$21,832.60	\$134.70	\$23,303.10
07	\$129.44	\$22,393.12	\$137.94	\$23,863.62
08	\$132.83	\$22,979.59	\$141.33	\$24,450.09
09	\$135.81	\$23,495.13	\$144.31	\$24,965.63
10	\$138.79	\$24,010.67	\$147.29	\$25,481.17
11	\$141.77	\$24,526.21	\$150.27	\$25,996.71
12	\$144.75	\$25,041.75	\$153.25	\$26,512.25
13	\$147.73	\$25,557.29	\$156.23	\$27,027.79
14	\$151.13	\$26,145.49	\$159.63	\$27,615.99
15	\$154.11	\$26,661.03	\$162.61	\$28,131.53
16	\$157.09	\$27,176.57	\$165.59	\$28,647.07
17	\$160.50	\$27,766.50	\$169.00	\$29,237.00
18	\$163.48	\$28,282.04	\$171.98	\$29,752.54
19	\$166.45	\$28,795.85	\$174.95	\$30,266.35
20	\$169.69	\$29,356.37	\$178.19	\$30,826.87
21	\$172.67	\$29,871.91	\$181.17	\$31,342.41
22	\$175.90	\$30,430.70	\$184.40	\$31,901.20
23	\$179.72	\$31,091.56	\$188.22	\$32,562.06
24	\$181.68	\$31,430.64	\$190.18	\$32,901.14
25	\$185.94	\$32,167.62	\$194.44	\$33,638.12

Step	Clssrm (AD1) Aide Daily	Clssrm Aide Annual	Spclty (AD2) Aide Daily	Spclty Aide Annual
26	\$189.77	\$32,830.21	\$198.27	\$34,300.71
27	\$193.77	\$33,522.21	\$202.27	\$34,992.71
28	\$197.59	\$34,183.07	\$206.09	\$35,653.57
29	\$201.86	\$34,921.78	\$210.36	\$36,392.28
30	\$206.11	\$35,657.03	\$214.61	\$37,127.53

Annual salaries listed are based on 173 days. An employee working more or less than 173 days will have an annual salary based on the number of days working. All Aide positions are at-will employees.

2026-2027 Administrative Assistant

AA1-Receptionist/Campus | AA2-Lead/Special Duty/Principal/Department

Step	Campus Daily	Campus Annual	Lead Daily	Lead Annual
00	\$130.00	\$22,490.00	\$132.13	\$22,857.63
01	\$133.91	\$23,166.43	\$136.09	\$23,543.35
02	\$137.93	\$23,861.48	\$140.18	\$24,251.49
03	\$142.12	\$24,586.44	\$144.37	\$24,976.46
04	\$144.37	\$24,976.46	\$146.63	\$25,366.47
05	\$146.63	\$25,366.47	\$148.88	\$25,756.48
06	\$148.88	\$25,756.48	\$151.14	\$26,146.50
07	\$151.14	\$26,146.50	\$153.39	\$26,536.51
08	\$153.39	\$26,536.51	\$155.64	\$26,926.52
09	\$155.64	\$26,926.52	\$157.90	\$27,316.54
10	\$157.90	\$27,316.54	\$160.15	\$27,706.55
11	\$160.15	\$27,706.55	\$162.41	\$28,096.56
12	\$162.41	\$28,096.56	\$166.92	\$28,876.59
13	\$164.66	\$28,486.58	\$170.07	\$29,422.61
14	\$166.92	\$28,876.59	\$174.13	\$30,124.63
15	\$169.46	\$29,317.08	\$177.58	\$30,721.12
16	\$173.07	\$29,941.10	\$181.19	\$31,345.14
17	\$177.05	\$30,629.36	\$185.34	\$32,064.60
18	\$180.72	\$31,264.39	\$189.02	\$32,699.64
19	\$184.80	\$31,971.00	\$193.10	\$33,406.25
20	\$188.52	\$32,613.38	\$196.81	\$34,048.63
21	\$192.60	\$33,319.99	\$200.90	\$34,755.24
22	\$196.63	\$34,017.42	\$204.93	\$35,452.67
23	\$200.66	\$34,714.86	\$208.96	\$36,150.11
24	\$204.38	\$35,357.23	\$212.67	\$36,792.48
25	\$208.09	\$35,999.61	\$216.39	\$37,434.86

Step	Campus Daily	Campus Annual	Lead Daily	Lead Annual
26	\$211.86	\$36,651.16	\$220.15	\$38,086.41
27	\$215.62	\$37,302.71	\$223.92	\$38,737.96
28	\$219.63	\$37,996.48	\$227.93	\$39,431.73
29	\$223.66	\$38,693.91	\$231.96	\$40,129.16
30	\$227.70	\$39,391.35	\$236.00	\$40,826.60

Annual salaries listed are based on 173 days. An employee working more or less than 173 days will have an annual salary based on the number of days working. All Administrative Assistant positions are at-will employees.

2026-2027 Child Nutrition Staff

PG 011 Cafeteria Manager; PG 012- Cafeteria Staff; PG 013-Asst. Manager

Step	MGR (011) Hourly	Staff (012) Hourly	Asst. MGR (013) Hourly
00	\$16.62	\$14.30	\$15.10
01	\$17.07	\$14.75	\$15.55
02	\$17.51	\$15.19	\$15.99
03	\$17.93	\$15.61	\$16.41
04	\$18.04	\$15.72	\$16.52
05	\$18.15	\$15.83	\$16.63
06	\$18.31	\$15.99	\$16.79
07	\$18.57	\$16.25	\$17.05
08	\$18.85	\$16.53	\$17.33
09	\$19.14	\$16.82	\$17.62
10	\$19.43	\$17.11	\$17.91
11	\$19.72	\$17.40	\$18.20
12	\$20.01	\$17.69	\$18.49
13	\$20.29	\$17.97	\$18.77
14	\$20.58	\$18.26	\$19.06
15	\$20.87	\$18.55	\$19.35
16	\$21.16	\$18.84	\$19.64
17	\$21.44	\$19.12	\$19.92
18	\$21.73	\$19.41	\$20.21
19	\$22.01	\$19.69	\$20.49
20	\$22.30	\$19.98	\$20.78
21	\$22.59	\$20.27	\$21.07
22	\$22.88	\$20.56	\$21.36
23	\$23.16	\$20.84	\$21.64
24	\$23.45	\$21.13	\$21.93
25	\$23.73	\$21.41	\$22.21

Step	MGR (011) Hourly	Staff (012) Hourly	Asst. MGR (013) Hourly
26	\$24.02	\$21.70	\$22.50
27	\$24.31	\$21.99	\$22.79
28	\$24.60	\$22.28	\$23.08
29	\$24.88	\$22.56	\$23.36
30	\$25.17	\$22.85	\$23.65

Daily rates vary based on the staff member's schedule. Managers/Coordinators work 8 hr/day. Child Nutrition staff (excluding the Department Director) are at-will employees.

2026-2027 Custodial

Step	Day Custodian (007)			Night Custodian (020)		
	Hourly	Daily	Annual	Hourly	Daily	Annual
00	\$14.40	\$115.19	\$27,875.98	\$14.65	\$117.19	\$28,359.98
01	\$14.57	\$116.53	\$28,200.26	\$14.82	\$118.53	\$28,684.26
02	\$14.76	\$118.05	\$28,568.10	\$15.01	\$120.05	\$29,052.10
03	\$14.97	\$119.75	\$28,979.50	\$15.22	\$121.75	\$29,463.50
04	\$15.22	\$121.78	\$29,470.76	\$15.47	\$123.78	\$29,954.76
05	\$15.55	\$124.41	\$30,107.22	\$15.80	\$126.41	\$30,591.22
06	\$15.95	\$127.63	\$30,886.46	\$16.20	\$129.63	\$31,370.46
07	\$16.28	\$130.26	\$31,522.92	\$16.53	\$132.26	\$32,006.92
08	\$16.66	\$133.31	\$32,261.02	\$16.91	\$135.31	\$32,745.02
09	\$17.09	\$136.70	\$33,081.40	\$17.34	\$138.70	\$33,565.40
10	\$17.41	\$139.24	\$33,696.08	\$17.66	\$141.24	\$34,180.08
11	\$17.78	\$142.21	\$34,414.82	\$18.03	\$144.21	\$34,898.82
12	\$18.25	\$146.03	\$35,339.26	\$18.50	\$148.03	\$35,823.26
13	\$18.61	\$148.91	\$36,036.22	\$18.86	\$150.91	\$36,520.22
14	\$18.99	\$151.95	\$36,771.90	\$19.24	\$153.95	\$37,255.90
15	\$19.34	\$154.75	\$37,449.50	\$19.59	\$156.75	\$37,933.50
16	\$19.69	\$157.55	\$38,127.10	\$19.94	\$159.55	\$38,611.10
17	\$20.04	\$160.34	\$38,802.28	\$20.29	\$162.34	\$39,286.28
18	\$20.39	\$163.14	\$39,479.88	\$20.64	\$165.14	\$39,963.88
19	\$20.74	\$165.94	\$40,157.48	\$20.99	\$167.94	\$40,641.48
20	\$21.09	\$168.74	\$40,835.08	\$21.34	\$170.74	\$41,319.08
21	\$21.44	\$171.53	\$41,510.26	\$21.69	\$173.53	\$41,994.26
22	\$21.71	\$173.65	\$42,023.30	\$21.96	\$175.65	\$42,507.30
23	\$22.03	\$176.27	\$42,657.34	\$22.28	\$178.27	\$43,141.34
24	\$22.36	\$178.91	\$43,296.22	\$22.61	\$180.91	\$43,780.22
25	\$22.74	\$181.95	\$44,031.90	\$22.99	\$183.95	\$44,515.90

Step	Day Custodian (007)			Night Custodian (020)		
	Hourly	Daily	Annual	Hourly	Daily	Annual
26	\$23.07	\$184.58	\$44,668.36	\$23.32	\$186.58	\$45,152.36
27	\$23.40	\$187.21	\$45,304.82	\$23.65	\$189.21	\$45,788.82
28	\$23.73	\$189.84	\$45,941.28	\$23.98	\$191.84	\$46,425.28
29	\$24.06	\$192.46	\$46,575.52	\$24.31	\$194.46	\$47,059.52
30	\$24.39	\$195.09	\$47,211.78	\$24.64	\$197.09	\$47,695.78

Custodial staff are at-will employees. Annual salaries listed are based on 242 work days. An employee working less than 242 days will have an annual salary based on the number of days working.

2026-2027 Maintenance Worker

General Maintenance Worker (008)

Step	Hourly Rate	Daily Rate	Annual
00	\$15.88	\$127.06	\$30,748.52
01	\$16.13	\$129.01	\$31,220.42
02	\$16.39	\$131.13	\$31,733.46
03	\$16.62	\$132.99	\$32,183.58
04	\$16.99	\$135.88	\$32,882.96
05	\$17.44	\$139.51	\$33,761.42
06	\$17.88	\$143.06	\$34,620.52
07	\$18.20	\$145.59	\$35,232.78
08	\$18.57	\$148.55	\$35,949.10
09	\$18.94	\$151.52	\$36,667.80
10	\$19.26	\$154.06	\$37,282.52
11	\$19.63	\$157.01	\$37,996.42
12	\$20.00	\$159.98	\$38,715.16
13	\$20.44	\$163.53	\$39,574.26
14	\$20.83	\$166.66	\$40,331.72
15	\$21.22	\$169.79	\$41,089.18
16	\$21.59	\$172.75	\$41,805.50
17	\$21.91	\$175.29	\$42,420.18
18	\$22.26	\$178.08	\$43,095.36
19	\$22.60	\$180.79	\$43,751.18
20	\$22.94	\$183.50	\$44,407.00
21	\$23.37	\$186.96	\$45,244.32
22	\$23.71	\$189.67	\$45,900.14
23	\$24.05	\$192.38	\$46,555.96
24	\$24.39	\$195.08	\$47,209.36
25	\$24.72	\$197.79	\$47,865.18

Step	Hourly Rate	Daily Rate	Annual
26	\$25.06	\$200.50	\$48,521.00
27	\$25.40	\$203.20	\$49,174.40
28	\$25.74	\$205.91	\$49,830.22
29	\$26.09	\$208.70	\$50,505.40
30	\$26.43	\$211.41	\$51,161.22

Maintenance staff are at-will employees. Annual salaries listed are based on 242 work days. An employee working less than 242 days will have an annual salary based on the number of days working.

2026-2027 Maintenance Worker

Maintenance Worker w/Specialty (009)

Step	Hourly Rate	Daily Rate	Annual
00	\$20.48	\$163.86	\$39,654.12
01	\$20.73	\$165.81	\$40,126.02
02	\$20.99	\$167.93	\$40,639.06
03	\$21.22	\$169.79	\$41,089.18
04	\$21.59	\$172.68	\$41,788.56
05	\$22.04	\$176.31	\$42,667.02
06	\$22.48	\$179.86	\$43,526.12
07	\$22.80	\$182.39	\$44,138.38
08	\$23.17	\$185.35	\$44,854.70
09	\$23.54	\$188.32	\$45,573.44
10	\$23.86	\$190.86	\$46,188.12
11	\$24.23	\$193.81	\$46,902.02
12	\$24.60	\$196.78	\$47,620.76
13	\$25.04	\$200.33	\$48,479.86
14	\$25.43	\$203.46	\$49,237.32
15	\$25.82	\$206.59	\$49,994.78
16	\$26.19	\$209.55	\$50,711.10
17	\$26.51	\$212.09	\$51,325.78
18	\$26.86	\$214.88	\$52,000.96
19	\$27.20	\$217.59	\$52,656.78
20	\$27.54	\$220.30	\$53,312.60
21	\$27.97	\$223.76	\$54,149.92
22	\$28.31	\$226.47	\$54,805.74
23	\$28.65	\$229.18	\$55,461.56
24	\$29.29	\$234.28	\$56,695.76
25	\$29.62	\$236.99	\$57,351.58

Step	Hourly Rate	Daily Rate	Annual
26	\$29.96	\$239.70	\$58,007.40
27	\$30.30	\$242.40	\$58,660.80
28	\$30.74	\$245.91	\$59,510.22
29	\$31.14	\$249.10	\$60,282.20
30	\$31.58	\$252.61	\$61,131.62

Maintenance staff are at-will employees. Annual salaries listed are based on 242 work days. An employee working less than 242 days will have an annual salary based on the number of days working.

2026-2027 Employee Stipends

DESCRIPTION	AMOUNT
Administrator In District Travel	\$1,500
Agricultural Sponsor (FFA)	\$4,500
Annual (Yearbook) Sponsor	\$2,000
Audio/Visual	\$4,500
Band Director (FHS)	\$6,000
Bass Fishing Team	\$1,500
Behavior Unit (Aide/Teacher)	\$2,500
Bilingual Certified Teacher	\$1,000
Assistant Band Director	\$4,500
Band Director (FJHS)	\$4,000
Band Drumline	\$2,000
Choir Director	\$2,500
Counselor	\$3,000
Doctorate Degree	\$1,100
Drill Team Sponsors	
High School Drill Team	\$3,000
Junior High Drill	\$2,000
Asst. Drill	\$1,500
Coordinators/Lead	
Agriculture Dept. Lead	\$10,000
At-Risk	\$1,000
AV Dept. Lead	\$6,500
Behavior Unit Lead	\$1,000
District Dyslexia Coordinator	\$1,000
Elementary STEAM	\$1,000
District ESL Coordinator	\$1,000
Gifted/Talented	\$1,000

DESCRIPTION	AMOUNT
Special Education Certified	\$1,000-\$1,500
Special Olympics	\$2,000
Textbook DISTRICT	\$3,000
Textbook CAMPUS (Non-Administrator)	\$1,000
UIL, District	\$2,000
Fine Arts Coordinator	\$8,000
Homebound (per hour)	\$31
Master's Degree	\$1,100
Multi-Campus Instructional Day Teacher	\$1,000
Nurse	\$3,000
Nurse BSN Degree	\$2,200
One Act Play Director (HS)	\$4,500
One Act Play Director (JH)	\$1,000
Summer Camp (professional per hour)	\$31
Summer Camp (aides per hour)	\$14
Intervention/Summer School (professional - per hour)	\$40
Intervention/Summer School (aides per hour)	\$20
UIL Coaches (per event)	\$300

Athletic Department Stipends

Asst. Baseball	\$2,500	Head Powerlifting	\$2,000
Asst. Basketball	\$2,500	Head Soccer	\$4,500
Asst. Powerlifting	\$1,000	Head Softball	\$4,500
Asst. Soccer	\$2,000	Head Tennis (per season)	\$3,000
Asst. Softball	\$2,500	Head Track	\$4,500
Asst. Tennis	\$2,000	Head Volleyball	\$4,500
Asst. Track	\$2,000	High School Cheer (Varsity/JV)	\$6,000/\$3,000
Asst. Volleyball	\$2,500	HS Football	\$2,500
Athletic Trainer	\$15,000	HS Football Coordinator	\$3,500
Baseball/Softball Field Maint.	\$5,000	JH Basketball	\$2,000
Cheer (JH)	\$1,500	JH Coordinator	\$1,500
Equipment	\$1,500	JH Football	\$2,000
Fall Golf	\$2,000	JH Soccer	\$2,000
Field Maintenance	\$1,000	JH Track	\$2,000
Game Worker	\$20/hour	Sports Assistant 1:1	\$10/hour
Girls Coordinator	\$11,500	Track - Cross Country	\$3,000
Head Baseball	\$4,500	Travel	\$1,000
Head Basketball	\$4,500	Video Coordinator	\$1,500
Head Boys/Girls Golf	\$3,000		

The Superintendent has the authority to approve all stipends for employees within the approved budget. The Superintendent may grant a pay increase to any employees before or after duties have begun because of a change in the employee's job assignments to address pay equity or to account for increased job credentials.

2026-2027 Bus Driver Pay Scale

Farmersville ISD uses a hybrid pay structure with multiple route types to meet diverse transportation needs.

ROUTE TYPE	NEW HIRE RATE (Step 00)	2026-27 RETURNING RATE
CDL Two Tier (2T) Route Guaranteed minimum 5 hours per day, 156 workdays. Full morning and afternoon routes.	\$24.00/hour (\$18,720 annually)	\$24.72/hour (\$19,281.60 annually)
CDL Single Tier Route Morning OR afternoon route only. Flat rate compensation.	\$7,241 annually	\$7,458 annually
Non-CDL Route No commercial driver's license required.	\$17.43/hour	\$17.95/hour
Bus Monitor Same structure as 2T route (5 hours/day, 156 workdays).	\$17.43/hour (\$13,595.40 annually)	\$17.95/hour (\$14,001 annually)
Bus Sanitation Worker Cleaning and sanitizing bus fleet. Flat hourly rate; not subject to the annual increase.	\$20.00/hour	\$20.00/hour

HIRING & ANNUAL INCREASES

All bus drivers and monitors are hired at the Step 00 (New Hire) rate, regardless of prior experience. Returning drivers and monitors receive the annual pay increase approved by the Board of Trustees for that school year, applied to their current rate. For 2026-27, the approved increase is 3%, producing the Returning Rates shown above.

Payroll administration: Employees new to a bus driver or monitor position for 2026-27 are entered in the payroll system at the Step 00 rate. Employees returning to the same position are entered at the 2026-27 Returning Rate shown above.

ADDITIONAL INFORMATION

- CDL routes require a valid Commercial Driver's License
- All drivers must complete required safety training
- Substitute drivers: \$20/hour for CDL drivers, \$17.43/hour for Non-CDL drivers

FIELD TRIPS

If a field trip driver is a full-time employee assigned a 2 Tier (2T) Route, the full-time rate applies; however, the driver must first meet the guaranteed 5 hours for that day before field trip compensation is calculated. Other staff (aides, teachers, etc.) who drive for a field trip during their regularly scheduled workday do not receive additional compensation for driving since they are already receiving their salary for the trip taken during their scheduled workday.

2026-2027 Substitute Pay Scale

DESCRIPTION	AMOUNT
Teacher Substitute - High school diploma/GED (no college degree)	\$90 per day
Teacher Substitute - College degree	\$100 per day
Teacher Substitute - College degree and Teacher Certification	\$110 per day
Paraprofessional	\$80 per day
BAU/Life Skills Aide	\$100 per day
Nurse Certified (RN)	\$140 per day
LVN	\$120 per day
EMT	\$100 per day
Campus Secretary	\$80 per day
Central Office Receptionist	\$80 per day
Custodial Maintenance	\$12.50/hour
Food Service	\$13.50/hour
CDL Bus Driver	\$20/hour
Bus Driver (Non-CDL)	Posted Trip Run
Field Trip/Band Trip Driver	\$20/hour

LONG-TERM TEACHER SUBSTITUTES

Long-term assignments should be filled only by degreed or certified substitutes. A substitute who works the same assignment in excess of 10 consecutive days will receive an additional \$10 per day beginning with the 11th day.

LOYALTY PAY FOR FREQUENT SUBSTITUTES

After a substitute works 30 days in the district during the school year, their base pay increases by \$10 per day. After 60 days worked in the school year, the base pay increases by \$20 per day. The day count resets at the start of each school year.

Example: A non-degreed substitute who has worked 35 days in the year would be paid \$90/day for the first 30 days and \$100/day for ensuing days. A substitute teacher working in a long-term placement could receive up to \$30 per day extra (\$10 for a long-term placement and up to \$20 for working more than 60 days during the school year).

FISD Payroll Calendar

2026-2027 School Year

Timesheet Period	Changes/Timesheets Due to Business Office*	Pay Date
08/01/2026-08/31/2026	09/04/2026	09/25/2026
09/01/2026-09/30/2026	10/05/2026	10/23/2026
10/01/2026-10/31/2026	11/05/2026	11/19/2026
11/01/2026-11/30/2026	12/04/2026	12/17/2026
12/01/2026-12/31/2026	01/05/2027	01/22/2027
01/01/2027-01/31/2027	02/05/2027	02/25/2027
02/01/2027-02/28/2027	03/05/2027	03/25/2027
03/01/2027-03/31/2027	04/06/2027	04/23/2027
04/01/2027-04/30/2027	05/05/2027	05/25/2027
05/01/2027- *See Note	06/04/2027	06/25/2027
*See NOTE	07/08/2027	07/23/2027
07/01/2027-07/31/2027	08/05/2027	08/25/2027

*NOTE: Contact the business office to determine timesheets needed for this pay period.

*Direct deposit changes must be completed in person. Electronic/email requests are not accepted.