

Employee Compensation Plan

Tulia ISD
2026-2027

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Compensation Overview

The Tulia ISD 2026-2027 Compensation Manual is provided to communicate the District's pay structure and benefits to employees. The plan supports the District's goal of providing a safe learning environment and maximizing the academic potential of all students by allowing the district to recruit, support, and retain a highly effective workforce. The District strives to provide compensation and benefits that are sustainable and aligned with conservative fiscal practices while also providing competitive and appropriate compensation to all employees.

Refer to board policies DEA, DEAA, and DEAB Legal and Local as well as the Administrative Guidelines – Employee Compensation Procedures for all district policies and state and federal regulations governing employee pay practices.

All employees must sign up for direct deposit.

Central Office Contacts

Business Office

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806-995-4595

Administrative Office

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2026-2027 Plan Highlights

Hiring Scale and Increases

Teachers

- Teachers will be paid according to a salary schedule that correlates salaries with total years of creditable service in education.
- Starting Salary (step 0) is \$42,550 for certified teachers with a bachelor's degree.
- Teacher Retention Allotment of \$4000 to \$8000, depending on years of service.

Non-Teacher Professional Exempt Staff and Librarians

- All professionals not on the teacher pay scale will be assigned to a pay grade and range structure that sets the range for that position.
- Librarians will be paid according to the teacher salary schedule, not including the retention allotment.

Auxiliary, Clerical, and Paraprofessional Nonexempt Staff

- All positions are assigned to a pay grade and range structure that sets the range of pay for the position.

Employer Group Health Contributions

- Employer group health insurance contributions will remain at \$380 per month for employees enrolled in the TRS Active-Care health plans.

Incentive for Early Resignation Notice

- Certified and/or exempt full-time employees who provide a written resignation letter and incentive notice form to the Superintendent in a timely manner will be eligible for a one-time incentive payment on his/her final paycheck.
- In order to be eligible for the stipend, employees must meet the following guidelines:
 - Employed on or before September 1, 2026
 - Provide a written resignation letter and incentive notice form, effective at the end of their 2026-2027 contract year, to the Superintendent by the date specified below:

Resignation Letter & Form Due Date	Stipend Amount
Friday, March 5, 2027, at 1:00 PM	\$500
Thursday, March 25, 2027, at 4:00 PM	\$250
Friday, April 23, 2027, at 4:00 PM	\$125

- Pending timely and proper submission of the resignation letter and the incentive notice form, the employee will receive the stipend on their final paycheck.

Leave Days

- All salaried employees receive 5 days of local leave, along with 5 days of state leave for a total of 10 days of leave per school year.

2026-2027 Compensation Overview

Salaries & Wages

- Teacher pay scales are based on a maximum 183-day contract.
- Additional days required by staff calendars are calculated at a daily rate.
- Future salaries or pay increases cannot be predicted from these schedules.
- Salary increases, if any, are determined annually at the recommendation of the Superintendent by the Board of Trustees.
- Returning teachers will receive an annual step increase for the 2026-2027 school year.
- Hourly wages will be annualized unless otherwise discussed with the employee.
- All employees, regardless of contract length, will be paid out on a 12-month basis.

2026-2027 Teacher and Librarian Salary Schedule

This salary schedule represents all Tulia ISD teachers and is based on years of service. Librarian salaries do not include the Teacher Retention Allotment. Salaries are determined individually with consideration for job-related experience and credentials.

\$525 Master's Degree Stipend

Years of Experience	Salary	Teacher Retention Allotment	Regular Gross Salary
0	\$42,550	\$0	\$42,550
1	\$43,050	\$0	\$43,050
2	\$43,600	\$0	\$43,600
3	\$44,100	\$4,000	\$48,100
4	\$44,900	\$4,000	\$48,900
5	\$45,750	\$8,000	\$53,750
6	\$46,700	\$8,000	\$54,700
7	\$47,800	\$8,000	\$55,800
8	\$48,800	\$8,000	\$56,800
9	\$49,850	\$8,000	\$57,850
10	\$51,150	\$8,000	\$59,150
11	\$52,200	\$8,000	\$60,200
12	\$52,900	\$8,000	\$60,900
13	\$53,650	\$8,000	\$61,650
14	\$54,700	\$8,000	\$62,700
15	\$56,200	\$8,000	\$64,200
16	\$57,200	\$8,000	\$65,200
17	\$57,750	\$8,000	\$65,750
18	\$58,450	\$8,000	\$66,450
19	\$59,300	\$8,000	\$67,300
20	\$60,300	\$8,000	\$68,300
21	\$61,200	\$8,000	\$69,200
22	\$61,950	\$8,000	\$69,950
23	\$62,500	\$8,000	\$70,500
24	\$63,200	\$8,000	\$71,200
25+	\$64,100	\$8,000	\$72,100

Additional \$500 per year of service above 25 years.

The salaries listed here are based on 10-month employment for the 2026-2027 school year. Salary plans are determined on an annual basis and salary advancement is not guaranteed. Pay increases are based on the annual pay raise budget approved by the Board of Trustees.

Non-Teacher Professional Pay

This salary schedule represents an increase of 0% for all continuing full-time non-teacher professionals. Salaries are determined individually with consideration for job-related experience and credentials.

Pay Grade	Rate Type	Minimum	Midpoint	Maximum
1	Daily	\$194.71	\$236.23	\$277.73
2	Daily	\$234.43	\$284.65	\$334.89
3	Daily	\$275.61	\$334.89	\$394.16
4	Daily	\$289.11	\$351.35	\$413.59
5	Daily	\$306.13	\$372.10	\$438.06
6	Daily	\$322.66	\$392.26	\$461.85
7	Daily	\$365.46	\$444.46	\$523.46
8	Daily	\$412.24	\$501.51	\$590.78

Clerical and Paraprofessional Pay Plan

This salary schedule represents an increase of 0% for all continuing full-time clerical and paraprofessional employees. Salaries are determined individually with consideration for job-related experience and credentials.

Pay Grade	Rate Type	Minimum	Midpoint	Maximum
1	Hourly	\$13.00	\$15.70	\$18.39
2	Hourly	\$14.03	\$16.95	\$19.87
3	Hourly	\$15.05	\$18.20	\$21.34
4	Hourly	\$16.08	\$19.45	\$22.82
5	Hourly	\$18.38	\$22.27	\$26.15
6	Hourly	\$23.51	\$28.52	\$33.53

Auxiliary Pay Plan

This salary schedule represents an increase of 0% for all continuing full-time auxiliary employees. Salaries are determined individually with consideration for job-related experience and credentials.

Pay Grade	Rate Type	Minimum	Midpoint	Maximum
1	Hourly	\$12.49	\$15.07	\$17.65
2	Hourly	\$16.08	\$19.45	\$22.82
3	Hourly	\$22.23	\$26.95	\$31.68
BD	Hourly	\$16.08	\$19.45	\$22.82

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

Stipends

TISD offers various stipends and incentive pay for employees as outlined in the tables below. Teachers must have grade-level/subject SBEC Certification, Statement of Eligibility, or DOI Certification to receive these stipends. The stipends will be pro-rated for part-time employees and/or if an employee's start or end date falls inside of the official calendar year for that position.

Critical Area and Recruitment/Retention Stipends

These are annual stipends and will be paid out over 11 pay periods: October through August.

CRITICAL AREA STIPENDS		RECRUITMENT/RETENTION STIPENDS	
High School (per section)		High School	
Algebra I	\$1,500	Algebra I	\$4,500
Math	\$1,300	Math	\$3,500
Science	\$1,300	Science	\$4,500
English I and II	\$800	English I and II	\$3,500
Spanish	\$500	U.S. History	\$3,500
Auto Mechanics	\$500	Spanish	\$2,500
Metal Trades	\$500	Special Education	\$3,000
Construction Trades	\$500		
Junior High (per section)		Junior High	
8 th Grade Math	\$800	8 th Grade Math	\$4,500
8 th Grade Science	\$800	8 th Grade Science	\$4,500
8 th Grade Language Arts	\$800	8 th Grade History	\$3,500
6 th and 7 th Grade Math	\$300	8 th Grade Language Arts	\$3,500
6 th and 7 th Grade Science	\$300	6 th and 7 th Grade Math	\$3,500
6 th and 7 th Grade Language Arts	\$300	6 th and 7 th Grade Science	\$3,500
		6 th and 7 th Grade Language Arts	\$3,500
		Special Education	\$3,000
Elementary (per section)		Elementary	
5 th Grade Math	\$200	STAAR Tested Grade 3-5	\$3,500
5 th Grade Science	\$200	Foundational Areas Grade PK-2	\$3,500
5 th Grade Language Arts	\$200	Reading Interventionist	\$3,500
		Special Education	\$3,000

Grow Your Own

This annual stipend will be paid out over 11 pay periods: October through August.

PROSPECTIVE ADMINISTRATORS

Teacher Academic Leaders*	\$2,000
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*Based on selection by campus and district administration.

PROSPECTIVE INSTRUCTIONAL TEACHERS

Teacher Instructional Leaders*	\$2,000
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*Based on selection by campus and district administration.

Extra-Curricular Stipends

TISD offers stipends for positions that require additional hours outside of the regular school day.

Athletics, Cheerleading, and Fine Arts

These are annual stipends and will be paid out over 12 pay periods: September through August.

Athletics	
Cross-Country	
Head Coach	\$3,000
Junior High	\$1,000
Football	
Head Coach	\$8,000
Coordinators	\$5,000
Assistants	\$4,000
Junior High	\$2,500
Volleyball	
Head Coach	\$5,000
Assistants	\$3,000
Junior High	\$2,500
Basketball	
Head Coach	\$5,000
Assistant	\$3,000
Junior High	\$2,500
Powerlifting	
Head Coach	\$3,500
Assistant	\$1,000
Baseball	
Head Coach	\$5,000
Assistant	\$2,500
Golf	
Head Coach	\$2,500
Junior High	\$1,000
Softball	
Head Coach	\$5,000
Assistant	\$2,500
Tennis	
Head Coach	\$2,500
Junior High	\$1,000
Track	
Head Coach	\$3,500
Assistant	\$1,500
Junior High	\$2,500
Coordinators	
Boys - Junior High	\$1000
Girls - Junior High	\$1000
Girls - High School	\$3000
Compliance - High School	\$500

Cheerleading	
High School Cheerleading	\$3,000
Junior High Cheerleading	\$2,000

Fine Arts	
Assistant Band Directors	\$8,250
High School Theater	\$6,000
Junior High Theater	\$2,000

Spring Stipends

Spring stipends will be paid in a one-time lump sum on the May paycheck.

Academics & Clubs	
Principal-Approved Clubs (including but not limited to: BPA, FCCLA, FFA, SkillsUSA)	\$400
Lead Teacher/Department Head	\$400
NHS	\$600
Student Council	\$600
TELPAS Certified Rater	\$200
UIL Campus Coordinator	\$400
UIL Event Coach	\$75
E-Sports	\$400

Journalism	
High School Yearbook	\$1,500
Junior High Yearbook	\$500
Yearbook Photographer	\$300
High School Journalism	\$1,000

Additional Rates of Pay

All additional time should be recorded through Timeclock for teachers and paraprofessionals and must be approved by supervisors before payment will occur.

Extra Duty Pay (Outside of regular contract hours)

- Teachers \$25/hour
 - Tutoring
 - Saturday School
 - District-required and supervisor-approved professional learning conducted outside scheduled calendar workdays
- Paraprofessionals Regular Hourly Rate up to \$20/hour
 - Tutoring
 - Extended School Year
 - Other After School and Summer Programs
 - District-required and supervisor-approved professional learning conducted outside normal workdays
- Drivers for Overnight Trips (if not the sponsor)
 - Driving Time \$20/hour
 - Idle Time \$10/hour
 - May earn up to 16 hours per day total driving plus idle time.

Homebound Teacher

- Before/After School Hours Only \$35/hour
- Mileage to/from the student's home, if traveling during school hours

Summer School/ESY

- Teachers \$40/hour (up to 5 hours/day)
- Paraprofessionals \$20/hour (4 hours/day)

Summer SPED Testing

- Exempt employees working non-contract days \$45/hour

Student Workers

- Summer \$10.90/hour

Payment for time worked as additional rates of pay will be included on the following month's paycheck. (Example: Hours worked in May 2026 will be paid on the June 2027 paycheck.)

Athletic Event Pay

FOOTBALL

Varsity

Officials	Based on UIL Schedule
Announcer	\$40/Game
Gatekeepers	\$40/Game
Clock Operators	\$40/Game
Security	\$75/Night

JV

Officials	Based on UIL Schedule
Announcer	\$25/Game
Gatekeepers	\$25/Game
Clock Operators	\$25/Game

Junior High

Officials	Based on UIL Schedule
Announcer	\$20/Game
Gatekeepers	\$20/Game
Clock Operators	\$20/Game

BASKETBALL

Varsity

Officials	Based on UIL Schedule
Gatekeepers	\$20/Game
Clock Operators	\$20/Game
Bookkeeper	\$20/Game

JV

Officials	Based on UIL Schedule
Gatekeepers	\$15/Game
Clock Operators	\$15/Game
Bookkeeper	\$15/Game

Junior High

Officials	Based on UIL Schedule
Gatekeepers	\$10/Game
Clock Operators	\$10/Game
Bookkeeper	\$10/Game

VOLLEYBALL

Varsity

Officials	Based on UIL Schedule
Clock Operator	\$20/Game
Bookkeeper	\$20/Game
Libero Tracker	\$20/Game
Gatekeeper	\$20/Game

JV

Officials	Based on UIL Schedule
Clock Operator	\$15/Game
Bookkeeper	\$15/Game
Libero Tracker	\$15/Game
Gatekeeper	\$15/Game

Junior High

Officials	Based on UIL Schedule
Clock Operator	\$10/Game
Bookkeeper	\$10/Game
Libero Tracker	\$10/Game
Gatekeeper	\$10/Game

BASEBALL/SOFTBALL

Varsity

Officials	Based on UIL Schedule
Clock Operator	\$25/Game

JV

Officials	Based on UIL Schedule
Clock Operator	\$20/Game

The Athletic Director will turn these in on game reports each week. Employee workers will be paid on the paycheck the following month.

Substitute Rates

Substitute rate of pay is set each year by the TISD Board of Trustees. The pay for the 2026-2027 school year is as follows:

Position	2026-2027 Rate
Non-degreed Substitute Teacher	\$90
Degreed Substitute Teacher	\$95
A degreed substitute is defined as one who holds a bachelors, masters or doctorate degree. Degreed substitutes must provide an official transcript to be eligible for the degreed substitute pay rate. Increased pay rate begins when the transcript is received. No retroactive pay.	
Certified Teacher	\$100
A certified substitute is defined as one who holds an SBEC certification through the state of Texas. Increased pay rate begins when the certification is received. No retroactive pay.	
Tulia ISD Certified Retired Teacher or Administrator Substitute Teacher	\$105
Tulia ISD Retired Teachers/Administrators must meet the following requirements: 1. Retired from Tulia ISD 2. Held an SBEC certification through the state of Texas 3. Left the district in good standing.	
Auxiliary/Paraprofessional Substitute	Non-Degreed: \$10/hour Degreed: \$11/hour Certified: \$12/hour
Auxiliary staff includes substitutes for Food Service or Custodial. Paraprofessional includes Clerical Staff and Paraprofessionals.	
Long-Term Substitute	Additional \$10/day
Long-term substitute rates start after ten consecutive days of substituting for the same employee; rate is retroactive to the first day of assignment.	
Half-Day Substitute	
Individuals who sub for half a day shall be paid one-half of the daily rate according to their qualifications.	

2026-2027 Payroll Schedule

Regular payroll is deposited into employee bank accounts on the 20th of each month (or the Friday preceding if the 20th falls on a weekend or holiday).

Employees may choose to enroll in our early salary payment program, which allows employees to receive up to one-third of their monthly pay on the 5th of each month. The early salary payment is then deducted from the regular payroll on the 20th.

Month	Early Salary Payment	Regular Monthly Payroll
July 2026	Thursday, July 2, 2026	Monday, July 20, 2026
August 2026	Wednesday, August 5, 2026	Thursday, August 20, 2026
September 2026	Friday, September 4, 2026	Friday, September 18, 2026
October 2026	Monday, October 5, 2026	Tuesday, October 20, 2026
November 2026	Thursday, November 5, 2026	Friday, November 20, 2026
December 2026	Friday, December 4, 2026	Friday, December 18, 2026
January 2027	Tuesday, January 5, 2027	Wednesday, January 20, 2027
February 2027	Friday, February 5, 2027	Friday, February 19, 2027
March 2027	Friday, March 5, 2027	Friday, March 19, 2027
April 2027	Monday, April 5, 2027	Tuesday, April 20, 2027
May 2027	Wednesday, May 5, 2027	Thursday, May 20, 2027
June 2027	Friday, June 4, 2027	Thursday, June 17, 2027
July 2027	Friday, July 2, 2027	Tuesday, July 20, 2027
August 2027	Thursday, August 5, 2027	Friday, August 20, 2027

Additional Notes

- Contract Pay Schedules
 - 10-month contracts: September 2026 – August 2027
 - 11-month contracts: August 2026 – July 2027
 - 12-month contracts: July 2026 – June 2027
- Hourly employees, extra-duty pay, and additional rates of pay are paid the month after the work is performed.
 - Example: Hours worked in September 2026 will be paid in October 2026
 - Example: Summer school taught in June 2027 will be paid in July 2027
 - Example: Saturday school worked in November 2026 will be paid in December 2026

Benefits

Employer Provided or Supplemented

Health Insurance

Tulia ISD offers health insurance to employees through TRS ActiveCare. The plan administrator is Blue Cross Blue Shield of Texas (BCBSTX).

The health coverage plan year is September 1 to August 31 with open enrollment held annually in July/August. The minimum required employer contribution to the monthly premium is \$225.00. In order to enhance employee recruitment and retention, an additional amount is provided to employees for health coverage.

For 2026-2027, the monthly employer contribution is a maximum of \$380. All employees are paid monthly so the premium is taken out of your monthly paycheck. Below is a summary of the health plan premiums. Additional information is available at

https://www.trs.texas.gov/Pages/healthcare_trs_activecare.aspx.

2026-2027	TOTAL MONTHLY PREMIUM	MONTHLY DISTRICT CONTRIBUTION	MONTHLY EMPLOYEE SHARE
TRS ACTIVECARE PRIMARY			
Employee Only	\$535	\$380	\$155
Employee/Spouse	\$1,445	\$380	\$1,065
Employee/Children	\$910	\$380	\$530
Employee/Family	\$1,819	\$380	\$1,439
TRS ACTIVECARE PRIMARY PLUS			
Employee Only	\$630	\$380	\$250
Employee/Spouse	\$1,638	\$380	\$1,258
Employee/Children	\$1,071	\$380	\$691
Employee/Family	\$2,079	\$380	\$1,699
HIGH DEDUCTIBLE PLAN			
Employee Only	\$556	\$380	\$176
Employee/Spouse	\$1,502	\$380	\$1,122
Employee/Children	\$946	\$380	\$566
Employee/Family	\$1,891	\$380	\$1,511
TRS ACTIVECARE 2			
Employee Only	\$1,013	\$380	\$633
Employee/Spouse	\$2,402	\$380	\$2,022
Employee/Children	\$1,507	\$380	\$1,127
Employee/Family	\$2,841	\$380	\$2,461

Life Insurance

The District pays the premium for a life insurance policy with a coverage amount of \$10,000. Coverage terminates when the employee separates from the District. Coverage amounts will reduce starting at age 70: amount reduces to 50% of original amount. Coverage may not be increased after a reduction.

Retirement and Medicare

The District is required to participate in the Teacher Retirement System (TRS) and Medicare. For TRS in 2026-2027, the required employer contribution is 8.25%. The employee contribution is also 8.25%. For Medicare, the employer and the employee each contribute 1.45% for employees hired after 1986.

Paid Leave

The District is required to provide all employees with five days per year of state personal leave, with no limit on accumulation and no restrictions on transfer among districts. Each employee will also earn five paid local leave days per school year. Local leave will accumulate to a maximum of 20 leave days.

Additional terms and conditions of using state personal or local leave can be found at <https://pol.tasb.org/Policy/Code/1095?filter=DEC>.

Benefits Available on Voluntary Basis at Employee Cost

The District offers additional employee benefits on a voluntary basis at employee cost. The plan year for these benefits is also September 1 to August 31 and an annual open enrollment is conducted in July/August. Higginbotham Public Sector is the administrator for the plan.

Employees may obtain more information at: <http://www.mybenefitshub.com/tuliaisd>

Available benefits may include:

- Dental Insurance
- Vision Insurance
- Long Term Disability Insurance
- Telehealth
- Hospital Indemnity Plan
- Voluntary Life
- Accidental Death & Dismemberment
- Medical Transport Services
- Cancer Insurance
- Accident Insurance
- Critical Illness Insurance
- Identity Theft Protection
- Flexible Spending Account (FSA)
- Dependent Care Reimbursement
- 403(b) Retirement Account Contribution