



**GRAPEVINE
COLLEYVILLE**
HUMAN RESOURCES

**COMPENSATION PLAN
2026-2027**

Grapevine-Colleyville ISD

2026-2027 New Hire Guide for

Certified Teachers

\$60,000 starting, 1.0% GPI

Years of Experience	New Hire Salary
0	\$60,000
1	\$60,460
2	\$60,960
3	\$62,460
4	\$62,760
5	\$65,560
6	\$65,860
7	\$66,160
8	\$66,460
9	\$66,960
10	\$67,260
11	\$67,760
12	\$68,410
13	\$69,060
14	\$69,560
15	\$69,960
16	\$70,260
17	\$70,560
18	\$70,860
19	\$71,160
20	\$71,460
21	\$71,760
22	\$72,260
23	\$72,860
24	\$73,160
25	\$73,460
26	\$73,760
27	\$74,060
28	\$74,360
29	\$74,660
30	\$74,960
31	\$75,260
32	\$75,560

33	\$75,860
34	\$77,540
35	\$78,790
36	\$80,038
37	\$80,977
38	\$81,627
39	\$81,927
40+	\$82,227

Non-Certified Teachers - \$59,500 Continuing Teachers will receive an increase of \$710

The salaries listed above 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.

\$1,000 Master's Degree - General Stipend
\$3,000 Doctorate Degree - General Stipend

2026-2027 Professional Pay Plan
Grapevine-Colleyville ISD

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum
1					
	Asst Coordinator - Bond Construction	233	\$247.34	\$298.00	\$348.66
	Asst Coordinator - ECDC	233	57,630	69,434	81,238
	Asst Coordinator - Extended Care	233			
	Buyer	233			
	Curriculum Editor, iUP	233			
	Specialist - Stadium/Event	233			
2					
	Accountant	233	\$284.44	\$342.70	\$400.96
	Coordinator - Bond Construction	233	33,279	40,096	46,912
	Coordinator - Early Child Dev Center	233	66,275	79,849	93,424
	Coordinator - Human Resources	233	69,972	84,304	98,636
	Coordinator - Public Info & Facility Resources	233			
	Culinary Trainer	233			
	Director - Risk Management	246			
	Security Systems Engineer	233			
	Specialist - Business	233			
	Tax Assessor - Collector	117			
3					
	Administrative Liaison	202	\$329.10	\$396.50	\$463.91
	ARD Facilitator	195	61,542	74,146	86,751
	Associate Principal - ES	220	64,175	77,318	90,462
	Asst Principal - ES	210	66,478	80,093	93,710
	Content Writer - iUniversity	208	68,453	82,472	96,493
	Coordinator - Multimedia	233	69,111	83,265	97,421
	Coordinator - Nutrition & Procurement	233	72,402	87,230	102,060
	Coordinator - Special Ed	220	76,680	92,385	108,091
	Counselor - Alternative Ed Prog	210	85,895	103,487	121,081
	Counselor - Collegiate Academy	220			
	Counselor - ES	195			
	Counselor - HS	210			
	Counselor - MS	202			
	Counselor - Virtual Services	220			
	Diagnostician	195			
	Energy Specialist	261			
	Family & Community Engagement Liaison	187			
	Instructional Coach	202,210,220			

Licensed Physical Therapist	187
Music Therapist	187
Nurse	187
Occupational Therapist	187
School Psychologist	195
Specialist - Student Advocacy	195, 202
Specialist - Student Learning Support	187
Specialist - Behavior and Academic Support	187
Specialist - Bilingual Student Support	187
Specialist - Community Outreach/Marketing	233
Specialist - Digital Learning Support	195
Specialist - Early Childhood	202
Specialist - Instructional Coach & EB Compliance	210
Specialist - Library Media	195
Specialist - Transition	187
Speech - Language Pathologist	187

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Asst Principal - MS	210
Athletic Trainer	195
Coordinator - Assessment	233
Coordinator - CATE	220
Coordinator - Gifted/Talented	220
Coordinator Bilingual Services	233
Manager - Construction Project	233
Natorium Coord/Head Coach	220

Daily	\$350.48	\$422.27	\$494.06
195 Days	68,344	82,343	96,342
210 Days	73,601	88,677	103,753
220 Days	77,106	92,899	108,693
233 Days	81,662	98,389	115,116

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Academic Dean	233
Associate Principal - HS	210, 220
Asst Principal - Alternative Program	220
Asst Principal - Collegiate	220
Asst Principal - HS	210
Head Band Director	220
Principal Extended Learning	233

Daily	\$375.02	\$451.83	\$528.64
210 Days	78,754	94,884	111,014
220 Days	82,504	99,403	116,301
233 Days	87,380	105,276	123,173

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Director - Communications	233
Director - Counseling	233
Director - Early Childhood & Staff Development	233
Director - Elem Instruction	233
Director - Eng/Lang Arts & Advanced Academics	233
Director - Health Services	210

Daily	\$421.15	\$507.41	\$593.67
210 Days	88,442	106,556	124,671
220 Days	92,653	111,630	130,607
233 Days	98,128	118,227	138,325

Director - Instructional Leadership	233
Director - Math	233
Director - Nutrition Services	233
Director - Payroll/Benefits	233
Director - Purchasing	233
Director - Science	233
Director - Social Studies, AVID, & LOTE	233
Director - Special Services	233
Director - Student Services	233
Director - Transportation	233
Head Football Coach/Coordinator - HS	233
Principal - Alternative Program	220
Principal - ES	220

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Director - Career & Tech Ed	233
Director - Emergency Management	233
Director - Facility Services	246
Director - Fine Arts	233
Director - Human Resources	233
Principal - Collegiate Academy	233
Principal - iUniversity Prep	233
Principal - MS	220

Daily	\$464.95	\$560.18	\$655.41
220 Days	102,289	123,240	144,190
233 Days	108,333	130,522	152,711
246 Days	114,378	137,804	161,231

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Director - Accountability/Continuous Improvement	233
Director - Finance	233
Director - iUniversity Prep & Virtual Instruction	233
Principal - HS	233
Senior Program Construction Manager	233

Daily	\$519.81	\$626.28	\$732.75
233 Days	121,116	145,923	170,731

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Executive Director - Technology	233
Executive Director - Athletics	233
Executive Director - Communications	233
Executive Director - Instructional Leadership	233
Executive Director - Special Services	233

Daily	\$606.62	\$730.87	\$855.12
233 Days	141,342	170,293	199,243

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Chief Academic Officer	233
Chief Financial Officer	233
Chief Human Resources Officer	233
Chief Operations Officer	233

Daily	\$703.68	\$847.81	\$991.94
233 Days	163,957	197,540	231,122

2026-2027 Technology Pay Plan

Grapevine-Colleyville ISD

*For hourly grades, annual amounts are based on 7.5 hours per day.

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
1	District Technician	226	Hourly	\$23.25	\$28.01	\$32.77
			226 Days	39,409	47,477	55,545
2	Clerk - Skyward System Support	226	Hourly	\$24.60	\$29.64	\$34.68
	Clerk - Student Data Support	233	220 Days	40,590	48,906	57,222
	Specialist - Technology Asset Inventory	220	226 Days	41,697	50,240	58,783
	District Technician 2	226	233 Days	42,989	51,796	60,603
3	Specialist - Help Desk Success	233	Hourly	\$30.00	\$36.15	\$42.30
	Specialist - Skyward Student Support	233	220 Days	49,500	59,648	69,795
	Specialist - Technical Support	220	233 Days	52,425	63,172	73,919
4	Specialist - Application Support	220, 233	Hourly	\$34.00	\$40.97	\$47.94
	Specialist - Network Support	233	220 Days	56,100	67,601	79,101
	Technician - Security Systems	233	233 Days	59,415	71,595	83,775
5	Specialist - System Management	233	Daily	\$272.89	\$328.78	\$384.67
	Specialist - Tech Data Cabling/AV	233	233 Days	63,583	76,606	89,628
6	Network Administrator	233	Daily	\$338.38	\$407.69	\$477.00
	PEIMS Coordinator	233	233 Days	78,843	94,992	111,141
	Systems Engineer	233				
7	Cyber Security Engineer	233	Daily	\$406.06	\$489.23	\$572.40
	Director - Instructional Tech	233	233 Days	94,612	113,991	133,369
	Director - Technology Support	233				
	Director - Info Systems	233				
	Director - Network Operations	233				

2026-2027 Clerical Pay Plan
Grapevine-Colleyville ISD

*Annual amounts are based on 7.5 hours per day.

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
1			Hourly	\$15.00	\$17.86	\$20.72
	Campus Monitor - HS	187	187 Days	21,038	25,049	29,060
	Receptionist - HS	187				
	Staff Asst - Campus	187				
2			Hourly	\$16.05	\$19.11	\$22.17
	Attendance Clerk - HS	187	187 Days	22,510	26,802	31,093
	Attendance Clerk - MS	187	233 Days	28,047	33,395	38,742
	Receptionist - Admin	233				
3			Hourly	\$17.00	\$20.48	\$23.96
	Clerk - Counseling HS	195	187 Days	23,843	28,723	33,604
	Clerk - Lead Attendance	187	195 Days	24,863	29,952	35,042
	Parent Liaison - Bilingual Prog	187	202 Days	25,755	31,027	36,299
	Secretary - Asst Principal HS	202	210 Days	26,775	32,256	37,737
	Secretary - Student Data ES	195	220 Days	28,050	33,792	39,534
	Secretary - Student Data HS	210				
	Secretary - Student Data MS	202				
4			Hourly	\$18.00	\$21.68	\$25.36
	Clerk - Communications	233	202 Days	27,270	32,845	38,420
	Clerk - Tax Office	219	219 Days	29,565	35,609	41,654
	Registrar - HS	202	220 Days	29,700	35,772	41,844
			233 Days	31,455	37,886	44,317
5			Hourly	\$19.05	\$22.96	\$26.87
	Admin Asst - Alternative Campus	202	202 Days	28,861	34,784	40,708
	Admin Asst - Principal ES	202	233 Days	33,237	40,122	46,955
	Admin Asst - Principal MS	202				
	Enrollment Specialist/Admin Asst., iUP	233				
	Specialist - Alt Ed Support	202				
6			Hourly	\$21.10	\$25.13	\$29.16
	Admin Asst - IUniversity Prep	233	220 Days	34,815	41,464	48,114
	Admin Asst - Principal HS	220	233 Days	36,872	43,915	50,957
	Bookkeeper - HS	233				

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Admin Asst - Director Academics	233
Admin Asst - Director Fine Arts	233
Admin Asst - Facility Services	261
Admin Asst - Nutrition Serv	233
Bookkeeper - Nutrition	233
Clerk - Accounts Payable	233
Clerk - Employee Benefits	233
Clerk - Language Assessment Center	210

Hourly	\$22.35	\$26.62	\$30.89
210 Days	35,201	41,927	48,652
220 Days	36,878	43,923	50,969
233 Days	39,057	46,518	53,980
261 Days	43,750	52,109	60,467

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Admin Asst - Exec Director Inst Leadr	233
Admin Asst - Exec Director Special Ed	233
Admin Asst. - Exec Director of Technology	233
Specialist - Payroll	233
Specialist - Special Ed Support	233

Hourly	\$23.70	\$28.22	\$32.74
233 Days	41,416	49,314	57,213

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Admin Asst - CFO	233
Admin Asst - Chief Academic Officer	233
Admin Asst - Chief Human Resources Officer	233
Admin Asst - COO	233

Hourly	\$26.55	\$31.63	\$36.71
233 Days	46,396	55,273	64,151

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Executive Asst - Superintendent & Board	233

Hourly	\$37.20	\$44.28	\$51.36
233 Days	65,007	77,379	89,752

2026-2027 Instructional Support Pay Plan
Grapevine-Colleyville ISD

*Annual amounts are based on 7.5 hours per day.

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
203			Hourly	\$15.75	\$18.75	\$21.75
	Instructional Assist-Emergent Bilingual	187	187 Days	22,089	26,297	30,504
	Instructional Asst	187				
	Instructional Asst-PE	187				
	Instructional Asst-PreK	187				
204			Hourly	\$16.75	\$19.94	\$23.13
	Aide-Health	187	187 Days	23,492	27,966	32,440
	EDP Site Aide	190	190 Days	23,869	28,415	32,960
	Special Ed Asst	187				
	Special Ed Asst-ECSE	187				
205			Hourly	\$17.75	\$21.13	\$24.51
	Instructional Asst-ISS	187	187 Days	24,894	29,635	34,375
	Special Ed Asst/Coach	187				
206			Hourly	\$22.25	\$25.00	\$27.75
	Asst Caregiver-ECDC	195	190 Days	31,706	35,625	39,544
	EDP Site Coordinator Lead	190	195 Days	32,541	36,563	40,584
	EDP Site Coordinator Lead Yr Rd	261	261 Days	43,554	48,938	54,321
207			Hourly	\$24.25	\$27.25	\$30.25
	Lead Caregiver ECDC	195	195 Days	35,466	39,853	44,241
208			Hourly	\$25.75	\$28.94	\$32.13
	Senior Lead Caregiver ECDC	233	233 Days	44,998	50,573	56,147

2026-2027 Auxiliary Pay Plan
Grapevine-Colleyville ISD

*Annual amounts are based on 8 hours per day.

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
1			Hourly	\$15.75	\$18.53	\$21.31
	Bus Monitor - Special Ed	177	174 Days	21,924	25,794	29,664
	Custodian	261	177 Days	22,302	26,238	30,175
	Custodian - Night	261	261 Days	32,886	38,691	44,495
	Nutrition Specialist	174				
	Nutrition Specialist - Floater	174				
2			Hourly	\$16.75	\$20.18	\$23.61
	Cafeteria Manager - Trainee	183	183 Days	24,522	29,544	34,565
	Campus Head Custodian - ES	261	261 Days	34,974	42,136	49,298
	Grounds	261				
3			Hourly	\$17.75	\$21.39	\$25.03
	Asst Irrigation Technician	261	183 Days	25,986	31,315	36,644
	Asst Manager - Cafeteria HS	183	261 Days	37,062	44,662	52,263
	Asst Manager - Cafeteria MS	183				
	Campus Head Custodian - MS	261				
	Grounds II	261				
4			Hourly	\$19.00	\$22.88	\$26.76
	Cafeteria Manager - CA	185	183 Days	27,816	33,496	39,177
	Cafeteria Manager - ES	183	185 Days	28,120	33,862	39,605
	Cafeteria Manager - Floater	183	261 Days	39,672	47,773	55,875
	Campus Head Custodian - HS	261				
	Distribution Shipping/Receiving/Driver	261				
5			Hourly	\$20.14	\$24.27	\$28.40
	Cafeteria Manager - MS	183	183 Days	29,485	35,531	41,578
	Maintenance Technician I	261	261 Days	42,052	50,676	59,299
	Mechanic I	261				
6			Hourly	\$24.00	\$28.23	\$32.46
	Cafeteria Manager - HS	183	183 Days	35,136	41,329	47,521
	Custodial Lead	261	261 Days	50,112	58,944	67,776
	Head Irrigation Technician	261				
	Maintenance Technician II	261				
	Maintenance Technician II - Locksmith	261				

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Kitchen Technician	261
Maintenance Technician III - Fire Technician	261
Maintenance Technician III - Electrician	261
Maintenance Technician III - HVAC	261
Maintenance Technician III - Plumber	261

Hourly	\$26.00	\$31.33	\$36.66
261 Days	54,288	65,417	76,546

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Foreman - Distribution	261
Foreman - Grounds	261
Maintenance Lead	261
Mechanic II - Transportation	261
Nutrition Services Trainer	174
Supervisor - Custodial/Maintenance Support	261
Supervisor - Nutrition Services Field	226

Hourly	\$28.50	\$34.35	\$40.20
174 Days	39,672	47,815	55,958
226 Days	51,528	62,105	72,682
261 Days	59,508	71,723	83,938

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Coordinator - Safety & Lead Trainer	226
Coordinator - Transportation	226

Hourly	\$30.75	\$37.04	\$43.33
226 Days	55,596	66,968	78,341

BDT

Bus Driver Trainee	177
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Hourly	\$15.50	\$15.50	\$15.50
177 Days	21,948	21,948	21,948

BD1

Bus Driver	177
Bus Driver - Field Trip	177
Bus Driver - Special Ed	177

Hourly	\$23.00	\$27.06	\$31.12
177 Days	32,568	38,317	44,066

BD2

Bus Driver - Special Route Trainer	226
Transportation/Dispatcher	226

Hourly	\$24.15	\$28.42	\$32.69
226 Days	43,663	51,383	59,104

SWIM1

Instructor - Swim Center	261
Lifeguard - Swim Center	261
Water Aerobics - Swim Center	261

Hourly	\$15.50	\$18.01	\$20.52
261 Days	32,364	37,605	42,846

SWIM2

Asst Manager - Swim Center	252
Supervisor - Swim Center Evening	252

Hourly	\$17.50	\$21.09	\$24.68
252 Days	35,280	42,517	49,755

ACADEMIC STIPENDS	AMOUNT
Doctorate Degree	\$3,000.00
Principal, High Needs Campus (TES)	\$5,000.00
Associate Principal HS (1 per campus)	\$5,000.00
Bilingual Administrator	\$6,000.00
Bilingual Teacher	\$6,000.00
Bilingual Translator	\$1,000.00
Campus Chair - HS Counselor (1 per campus)	\$1,500.00
Chemical Hygiene Officer HS (1 per campus)	\$500.00
Chemical Hygiene Officer MS (1 per campus)	\$250.00
Learning Leader Elementary	\$775.00
Learning Leader Middle School	\$1,500.00
Learning Leader HS	\$2,000.00
Class Sponsor (9-12)	\$1,000.00
Debate HS	\$4,100.00
E-Sports	\$1,250.00
Extra Zero Hour Section HS/IUP	\$7,000.00
Homeless Liaison	\$1,500.00
Lead Art Teacher	\$1,000.00
Lead Counselor	\$2,000.00
Lead ASL	\$2,500.00
Lead Crisis Responder	\$500.00
Lead Diagnostician	\$3,000.00
Lead Gifted and Talented Teacher	\$1,000.00
Lead Librarian	\$2,000.00
Lead Music Teacher	\$1,000.00
Lead PE Teacher	\$1,500.00
Lead Psychologist	\$3,000.00
Lead Related Services	\$3,000.00
Lead Speech Pathologist	\$3,000.00
Lead Transition Specialist	\$3,000.00
Licensed Psychologist	\$3,000.00
School Psychologist	\$6,000.00
Math/Science - MS Sponsor	\$600.00
National Jr. Honor Society	\$450.00
National Honor Society	\$900.00
Newspaper - HS Sponsor	\$2,000.00
Yearbook - HS Sponsor	\$2,000.00
Newspaper/Yearbook MS Sponsor	\$1,000.00
One Act Play, Collegiate Academy	\$3,000.00
Oral Interpretation Sponsor HS	\$1,500.00
Special Education PDI/Behavior Paraprofessional	\$500.00
Special Education Behavior Professional	\$2,000.00
Special Education Self-Contained & ECSE	\$2,000.00

PSAT prep	\$2,000.00
ACT/SAT Coordinator	\$800.00
Special Olympics Lead	\$4,500.00
Special Olympics	\$4,000.00
Student Council MS	\$1,500.00
Student Council HS	\$1,500.00
UIL Coach HS - Per Event (limit of 4 events)	\$600.00
UIL Director HS	\$1,500.00
UIL Sponsor MS	\$800.00
LPAC	\$450-\$1750
FINE ARTS STIPENDS	AMOUNT
Auditorium Manager - HS	\$2,000.00
Band - MS Director	\$9,500.00
Band - MS Assistant Director	\$8,000.00
Band - HS Assistant Director	\$9,500.00
Choir - MS Director	\$3,500.00
Choir - MS Assistant Director	\$2,500.00
Choir - HS Director	\$7,500.00
Choir - HS Assistant Director	\$3,700.00
Drill Team - Varsity	\$7,000.00
Drill Team - JV	\$4,500.00
Elementary Honor Choir Lead	\$3,500.00
Elementary Honor Choir Asst.	\$1,000.00
Theater - MS	\$1,500.00
Theater - HS Director	\$6,000.00
Theater - HS Assistant Director	\$3,000.00
Dance - MS	\$1,250.00
Spirit Wranglers/Pep Boys/Mascots	\$1,800.00
ATHLETICS STIPENDS	AMOUNT
Athletic Coordinator - HS	\$5,000.00
Athletic Coordinator - MS	\$1,750.00
Athletic Trainer HS	\$5,000.00
Baseball Head	\$9,000.00
Baseball Assistant	\$4,500.00
Basketball Head	\$9,000.00
Basketball Assistant	\$4,500.00
Cross Country Head	\$7,500.00
Cross Country Assistant	\$3,500.00
Football Varsity Assistant Head	\$9,000.00
Football Assistant	\$6,200.00
Football Offensive Coordinator	\$9,000.00
Football Defensive Coordinator	\$9,000.00
Football Special Teams Coordinator	\$9,000.00
Golf Head	\$9,000.00
Golf Assistant	\$4,000.00

Soccer Head	\$9,000.00
Soccer Assistant	\$4,000.00
Soccer Head - CA	\$7,500.00
Soccer Assistant - CA	\$4,000.00
Softball Head	\$9,000.00
Softball Assistant	\$4,500.00
Swimming Head	\$9,000.00
Swimming Assistant	\$3,500.00
Dive Head	\$7,500.00
Tennis Head	\$9,000.00
Tennis Assistant	\$3,500.00
Track Head	\$7,500.00
Track Assistant	\$5,500.00
Volleyball Head	\$9,000.00
Volleyball Assistant	\$5,000.00
Wrestling Head	\$9,000.00
Wrestling Assistant	\$3,500.00
MS Football (w/HS responsibilities)	\$3,000.00
MS Football	\$2,300.00
MS Volleyball	\$2,300.00
MS Cross Country	\$1,200.00
MS Basketball	\$2,300.00
MS Track	\$2,300.00
MS Soccer	\$1,200.00
MS Tennis	\$1,200.00
MS Wrestling	\$1,200.00
Cheerleading - Varsity	\$6,000.00
Cheerleading - Junior Varsity	\$4,500.00
Cheerleading - Freshman	\$2,000.00
Cheerleading - MS	\$2,000.00
DISTRICT STIPENDS	AMOUNT
TASBO - Registered Official	\$1,500.00
TASBO - Certified Official	\$1,000.00
TASBO - Specialist	\$500.00
Campus Mentors	\$500 per semester
Internet for Virtual Instructors	\$300.00
Backflow License	\$4,200.00
Master Electrician/Plumber	\$2,100.00
Tech Device Repair Certification	\$500 per semester
Cell Phone Stipends	\$480 - \$960
Travel Stipends	\$1,000-\$4,200

**Grapevine-Colleyville ISD
2026-2027
Substitute Pay Schedule**

<u>Days Worked or Credentials</u>	<u>Daily Rate of Pay</u>
Certified Teachers	\$110.00
60+ College Credit Hours	\$100.00
Paraprofessional Substitute Pay	\$90.00
Long-Term Teacher Assignment - 30 or more days	\$154.00
Long-Term Para Assignment - 30 or more days	\$110.00
Counselor Substitute	\$200.00
Administrator Substitute	\$300.00

Teacher Incentive Allotment Spending Plan

For any funds received by Grapevine-Colleyville ISD for a designated teacher under the Teacher Incentive Allotment (TIA), 90 percent will be paid to the designated teacher. TRS contributions associated with incentive payments, required medicare taxes and other statutory payroll costs will be paid from the designated teachers' TIA allotment. The remaining 10 percent will be used for administrative costs. Should the district receive funding for a designated teacher who has resigned or retired, the district will forward payment to the resigned or retired teacher as soon as practicable.

One-Time Payment Program

For the 2026-2027 school year, the Grapevine-Colleyville Independent School District may award a one time payment of (amount to be determined by the Board) to District employees in (date to be determined by the Board within the 2026-2027 budget year). This payment may be made only to permanent employees who are employed as of (date to be determined by the Board) and are still employed as of the date on which the payment is made. This payment is not considered an increase in base pay, will not be repeated in future years, and will not be considered creditable compensation under the Teachers Retirement System of Texas (TRS). This payment is taxable and may be taxed at a higher rate. The payment may be prorated based on duty status, part-time schedule, or other nondiscretionary factors determined by the Board of Trustees.