



Independent School District

THE SMART CHOICE

Compensation Handbook

2026-2027

Revised 08/28/2026

This Page
Intentionally Left
Blank

Table of Contents

AISD Pay Administration Guidelines	1
Teacher/Instructional Salary Schedule (P1T)	5
New Hire Teacher Salary	6
P1T – Other P1T Positions with additional days	8
Other Professional Teaching Salary Schedule (P1Other)	10
P1Other – Other Positions with additional days	12
Associate Teacher Salary Schedule (POO)	13
Nurse (P1N) and Library Information Specialist (P1L)	14
Substitutes	16
Administrative/Professional	19
Clerical Support Paraprofessional (CSP)	26
Instructional Support Paraprofessional (ISP)	32
Teacher Apprentice Para Salary Schedule (TAP)	33
Crossing Guards (CG)	34
Manual Trades (MTs and MS)	36
Supplements and Stipends	42
Athletics	45
Music Programs	48
Extra-Responsibilities	49
Extra-Curricular Activities	49
Department Chairs: High Schools, NGC, and Middle Schools	51
Team Leader, Special Projects, and MCT	52
Critical Assignment: Math, Sciences, and Multilingual; AP; TCOLE; TOC	53
Special Education	54
Professional Development, TIA & Campus Wellness Stipends	56
Extra-Duty, CIA, Mentors, Student Teachers, & Residents	57
Summer Rates	58
Retiree Rates	59
Auxiliary	60
Teacher Incentive Allotment (TIA)	61
Alief Academic Calendar	64
Contract Start & End Dates and Begin/End Pay Dates	65
Campus Directory	68
District Map	69

This Page
Intentionally Left
Blank

The Alief Independent School District Compensation Handbook

The Alief ISD Compensation Handbook is designed to promote an atmosphere that attracts, motivates, and retains high performing employees and provides support to the attainment of the following district goals:

1. Alief ISD will close the achievement gap to ensure that all students reach their academic potential.
2. Alief ISD will maintain a safe and orderly environment.
3. Alief ISD will recruit, develop, and retain highly qualified and effective personnel.
4. Alief ISD will continue to build positive relationships with all stakeholders.
5. Alief ISD will continue to improve the financial stability of the district.

Alief ISD seeks to provide compensation that is competitive within the parameters of the Board of Trustees' approved budget and complies with state and federal regulations governing compensation practices.

The Superintendent of Schools shall propose a compensation plan for all district personnel. The compensation plan for the upcoming school year will be reflected in the budget approved by the Board of Trustees and the administration shall be responsible for developing procedures and guidelines for proper implementation of the Board approved compensation plan (see policy DEA (LOCAL)).

Alief Independent School District is an equal opportunity employer and does not discriminate on the basis of race, color, religion, sex, national origin, age, disability, sexual orientation, gender identity, gender expression, genetic information, or any other basis prohibited by law. The District is required by Title VI and Title VII of the Civil Rights Act of 1964, Title IX of the Education Amendments of 1972, Section 504 of the Rehabilitation Act of 1973, The Americans with Disabilities Act, and the Age Discrimination Act of 1975, as amended, as well as board policy not to discriminate in such a manner (not all prohibited bases apply to all programs).

The Human Resources Department

The function of the Human Resources Department is to direct the strategic planning, design, implementation, administration and communication of all district compensation structures. The department researches the district needs and evaluates market trends to implement appropriate pay structures and strategically align pay according to the district's compensation philosophy. Only the 2026-2027 school year compensation information is provided within this handbook. Prior and future compensation practices, amounts, or programs shall not be predicted using the 2026-2027 Compensation Handbook.

Compensation Structure

Alief Independent School District's compensation plans are comprised of salary pay grades, with respective ranges, as well as supplemental, stipends, and extra-duty pay earnings that are approved by the Board of Trustees. Salary ranges are determined by market rates for benchmark positions. To ensure that salary ranges are competitive with the job market, the Human Resources Department conducts market pricing research to determine current compensation levels for comparable positions. Employees are paid according to the pay range for their respective position.

Annualized Salary

The District shall pay all salaried employees over 12 months in equal bimonthly installments, regardless of the number of months employed during the school year. Salaried employees hired during the school year shall be paid in accordance with administrative regulations. New hires over the summer may receive 25 pays instead of 24.

Pay Grades and Position Classification

The Human Resources Department determines the compensatory value of a position by conducting market analysis of positions to evaluate relative internal and external value. The position is then assigned an associated pay grade. Pay grades are used to group positions that have approximately the same relative internal value based on compensatory factors (job descriptions, market data, internal equity, divisional consistency, and administrative input are all considered). Pay ranges guide and control pay and are used to build and manage pay structures. They are minimum rate, midpoint rate, and maximum rate. Additionally, positions are classified as exempt (E) or nonexempt (NE) in accordance with Fair Labor Standards Act (FLSA) requirements.

Classification of Positions

The Superintendent or designee shall determine the classification of positions or employees as “exempt” or “non-exempt” for purposes of payment of overtime in compliance with the Fair Labor Standards Act (FLSA). [See DEAB (LOCAL)].

EXEMPT: The District shall pay employees who are exempt from the overtime pay requirements of the FLSA on a salary basis. The salaries of these employees are intended to cover all hours worked, and the District shall not make deductions that are prohibited under the FLSA. Exempt employees are not entitled to overtime compensation.

NON-EXEMPT: Non-exempt employees may be compensated on an hourly basis or on a salary basis. Employees who are paid on an hourly basis shall be compensated for all hours worked. Employees who are paid on a salary basis are paid for a 40-hour workweek. A non-exempt employee shall have the approval of his or her supervisor before working overtime. An employee who works overtime without prior approval is subject to discipline but shall be compensated in accordance with the FLSA. Non-exempt employees are entitled to overtime compensation for each hour worked beyond 40 hours in a workweek.

WORKWEEK DEFINED: For purposes of FLSA compliance, the workweek for District employees shall begin at 12:00 a.m. Saturday and end at 11:59 p.m. Friday.

COMPENSATORY TIME: At the District’s option, non-exempt employees may receive compensatory time off, rather than overtime pay, for overtime work. The employee shall be informed in advance if overtime hours will accrue compensatory time rather than pay.

ACCRUAL OF COMPENSATORY TIME: Compensatory time earned by nonexempt employees may not accrue beyond a maximum of 60 hours. If an employee has a balance of more than 60 hours of compensatory time, the District shall require the employee to use the compensatory time, or at the District’s option, the District shall pay the employee for the compensatory time. [See DEAB (LOCAL)]

USE OF COMPENSATORY TIME: An employee shall use compensatory time within the duty year in which it is earned. IF an employee has any unused compensatory time remaining at the end of a duty year, the District shall pay the employee for the compensatory time. An employee is required to use comp time before using available paid leave (e.g. sick, personal, vacation; see Employee Handbook).

Compensatory time may be used at either the employee’s or the District’s option. An employee may use compensatory time in accordance with the District’s leave policies and if such use does not unduly disrupt the operations of the District [See DEC(LOCAL)]. The District may require an employee to use compensatory time when in the best interest of the District.

Salary Adjustments

According to DEA (LOCAL), the Superintendent may recommend an amount for employee salary adjustments as a part of the annual budget. The Superintendent or designee shall approve salary adjustments for employees within the Board approved budgeted amounts and in accordance with the Compensation Guidelines.

An employee’s salary shall not be adjusted after the employee has reported to work. If there is a change in an employee’s job assignment or duties that warrant a compensation adjustment, the Superintendent or designee may adjust the pay within budgetary constraints. [See DEA (LEGAL) for provisions on pay increases and public hearing requirements].

Salaries are determined by years of service in TEA recognized organizations. The District does not provide merit pay outside of the Teacher Incentive Allotment (TIA).

New Hire Compensation Determination

New hire compensation for district positions is based on a variety of factors, including but not limited to each candidate's knowledge, skills and abilities, related work experience as compared to the job description, and internal incumbent evaluations with employees who have similar positions.

Human Resources staff is responsible for calculating candidate offers and communicating the offer of assignment to the candidate. An employee will not be paid below the minimum rate or above the maximum rate for their respective pay grade unless the employee was earning more than the maximum amount prior to the adoption of the newly assigned pay grade.

Salary Proration

Alief ISD will compensate employees for each day worked within a particular position. Salaried employees who start an assignment after the determined calendar start date may receive a prorated salary for the remaining calendar days within the position. In these instances, employees will receive the appropriate daily rate as calculated by the salary offer and/or assignment letter for each day worked. Alief ISD calendar start and end dates can be found in the auxiliary pages.

Documentation of Service Credit for Experience

To receive service credit for prior work experience, personnel must provide documentation of service to Human Resources' Records Department on an official Texas Education Agency (TEA) approved record and must be validated by the appropriate institutional official. **ALL SERVICE Records should be submitted to: HR.RECORDS@ALIEFISD.NET**. Direct service and related experience for new hires must be documented prior to the determination of salary credit.

The following forms of documentation are acceptable for review by the Records Department:

- Service records from previous school employment (required for all service covered by TEA regulations)
- Contracts or Letters of Appointment
- Tax returns (for private practice)
- Completed "Verification of Prior Work Experience" Form, submitted from previous employers specifying position held, dates of employment and hours worked.

The Records Department may request additional documentation as necessary to substantiate prior experience for salary credit. The salary credit for Creditable Years of Service (CYS) will be granted upon receipt of an official service record. Applicable salary adjustments will be made effective on the date of hire or date of new assignment honoring CYS if the employee provides the official service records within 30 calendar days from the assignment start date; otherwise, the effective date is the date upon which the Records Department receives the official service record. **It is the responsibility of the employee to provide all official documentation.**

General Salary Increase

The beginning teaching salary of \$67,100 was approved by the board for the 2026-2027 school year and the teacher placement salary schedule was adjusted accordingly. The board has approved a pay increase for the 2026-2027 school year. Employees who are promoted into positions with higher pay grades may be eligible for an increase in salary.

Supplements

Supplemental pay is approved on an annual basis and does not become part of the base salary of an employee. Supplemental pay amounts may be increased, decreased, or eliminated as determined by the Board in the best interest of the district. Recommended supplements included in this handbook are effective for the 2026-2027 school year only.

Back Payment

A back payment will occur if the employee was paid less than the amount that the employee should have been paid under the assigned pay grade. If a request for back payment is presented in the current fiscal year, the Human Resources Department will rectify the issue by paying the difference in base salary back to the beginning of contract start date.

Overpayment

An overpayment occurs if an employee is paid more than the amount that the employee should have been paid under the assigned pay grade and/or related supplemental earnings. If discovered, the HR Department will rectify the issue based on the respective case of the occurrence (this includes recovering the funds for the current year only and employees may work with the Payroll Department regarding repayment plans).

Employees of AISD are not entitled to any overpayments, and the District may deduct any wage overpayments from one or more paychecks. The District shall provide the employee with benefits as provided by state law and Board policy. The District reserves the right to amend its policies at any time, in accordance with Board policy at the Board's sole discretion. For contracted employees, additional information regarding overpayments is listed in the employee contract.

TIA Allotment Allocations

TIA funds are allocated in accordance with TEA guidelines. In addition to direct compensation paid to designated teachers, a portion of the allotment is used to support the district's local designation system and to cover required employer-related costs associated with providing the additional compensation.

For teachers who earn an Acknowledged, Recognized, or Exemplary designation under the Teacher Incentive Allotment (TIA), Alief ISD will allocate TIA funds as follows:

- **10%** will be retained by the district to support the implementation and sustainability of Alief ISD's local designation system.
- **10%** will be used to cover the district's required employer costs associated with providing the TIA compensation award. These costs include the employer's share of Medicare taxes, Teacher Retirement System (TRS) contributions, and the TRS statutory minimum related to the employee's TIA compensation.
- The remaining **80%** will be paid to the designated teacher as a TIA bonus, provided the teacher remains employed as a teacher in Alief ISD during the 2027-2028 school year or retires at the end of the 2026-2027 school year.

For teachers who earn a Master designation under the Teacher Incentive Allotment (TIA), Alief ISD will allocate TIA funds as follows:

- **5%** will be retained by the district to support the implementation and sustainability of Alief ISD's local designation system.
- **10%** will be used to cover the district's required employer costs associated with providing the TIA compensation award. These costs include the employer's share of Medicare taxes, Teacher Retirement System (TRS) contributions, and the TRS statutory minimum related to the employee's TIA compensation.
- The remaining **85%** will be paid to the designated teacher as a TIA bonus, provided the teacher remains employed as a teacher in Alief ISD during the 2027-2028 school year or retires at the end of the 2026-2027 school year.

TIA Payments

The state recalculates designation allotments each year based on the average socio-economic student need of the campus. Alief ISD will be notified of the final allotment amounts for the 2026-2027 school year in April of 2027. TIA bonus payments will be paid to the designated teacher on the August 15th 2027 paycheck under the condition that the teacher maintains employment as a teacher in Alief ISD during the 2027-2028 school year or retires at the end of the 2026-2027 school year. If the teacher does not return to teach for the 2027-2028 school year for any other reason besides retirement, or if the teacher changes into a non-teaching role, Alief ISD will retain the bonus payment, and it will not be forwarded to the teacher.

Please refer to the TIA Auxiliary section for more information.

****National Board Certified teachers will qualify for TIA allotments and will be awarded the TIA designation of National-Board Certified. The allotments for teachers with a national board certification will correspond with the allotments for the Acknowledged TIA designation level.**

TEACHER / INSTRUCTIONAL
SALARY SCHEDULE

**ALIEF INDEPENDENT SCHOOL DISTRICT
NEW HIRE TEACHER SALARY PLACEMENT SCHEDULE (P1T; 187 Days)
2026-2027**

All eligible certified teachers may earn a Teacher Retention Allotment (TRA) based on their years of service; please see amount in 2nd column in the below table, titled TRA. This would be in addition to the regular salary (see last 3 columns of the table below).

Experience	Teacher Retention Allotment (TRA)	Bachelor's	Master's	Doctorate
0	2,400	64,700	65,200	65,700
1	2,400	64,850	65,350	65,850
2	2,400	65,100	65,600	66,100
3	2,500	65,350	65,850	66,350
4	2,500	65,600	66,100	66,600
5	5,000	65,850	66,350	66,850
6	5,000	66,100	66,600	67,100
7	5,000	66,350	66,850	67,350
8	5,000	66,600	67,100	67,600
9	5,000	66,850	67,350	67,850
10	5,000	67,100	67,600	68,100
11	5,000	67,350	67,850	68,350
12	5,000	68,008	68,508	69,008
13	5,000	68,490	68,990	69,490
14	5,000	68,740	69,240	69,740
15	5,000	68,990	69,490	69,990
16	5,000	69,632	70,132	70,632
17	5,000	70,124	70,624	71,124
18	5,000	70,694	71,194	71,694
19	5,000	71,228	71,728	72,228
20	5,000	71,888	72,388	72,888
21	5,000	72,852	73,352	73,852
22	5,000	73,497	73,997	74,497
23	5,000	73,972	74,472	74,972
24	5,000	74,418	74,918	75,418
25	5,000	75,352	75,852	76,352

This schedule is for the 2026-2027 school year only. Salaries are determined by the number of completed and eligible years of service at an accredited school. Salaries paid to employees in prior years and to be paid in future years cannot be established from a review of this schedule. A new schedule may be adopted for the 2027-2028 school year. **ALL SERVICE Records should be submitted to:** HR.RECORDS@ALIEFISD.NET

Revised 07/04/2026

**ALIEF INDEPENDENT SCHOOL DISTRICT
NEW HIRE TEACHER SALARY PLACEMENT SCHEDULE (P1T; 187 Days) Continued
2026-2027**

All eligible certified teachers may earn a Teacher Retention Allotment (TRA) based on their years of service; please see amount in 2nd column in the below table, titled TRA. This would be in addition to the regular salary (see last 3 columns of the table below).

Experience	Teacher Retention Allotment (TRA)	Bachelor's	Master's	Doctorate
26	5,000	76,142	76,642	77,142
27	5,000	76,787	77,287	77,787
28	5,000	77,325	77,825	78,325
29	5,000	77,970	78,470	78,970
30	5,000	78,555	79,055	79,555
31	5,000	79,237	79,737	80,237
32	5,000	79,882	80,382	80,882
33	5,000	80,414	80,914	81,414
34	5,000	81,131	81,631	82,131
35	5,000	81,975	82,475	82,975
36	5,000	82,630	83,130	83,630
37	5,000	83,487	83,987	84,487
38	5,000	84,132	84,632	85,132
39	5,000	84,591	85,091	85,591
40	5,000	85,245	85,745	86,245
41	5,000	85,900	86,400	86,900
42	5,000	86,545	87,045	87,545
43	5,000	86,921	87,421	87,921
44	5,000	87,566	88,066	88,566
45	5,000	87,832	88,332	88,832
46	5,000	88,088	88,588	89,088
47	5,000	88,384	88,884	89,384
48	5,000	89,334	89,834	90,334
49	5,000	89,980	90,480	90,980
50	5,000	90,928	91,428	91,928
51	5,000	91,573	92,073	92,573
52	5,000	92,523	93,023	93,523
53	5,000	93,370	93,870	94,370
54	5,000	93,573	94,073	94,573

This schedule is for the 2026-2027 school year only. Salaries are determined by the number of completed and eligible years of service at an accredited school. Salaries paid to employees in prior years and to be paid in future years cannot be established from a review of this schedule. A new schedule may be adopted for the 2027-2028 school year. **ALL SERVICE Records should be submitted to:** HR.RECORDS@ALIEFISD.NET

Revised 07/04/2026

PAY GRADE P1T (Other Positions Based on Teacher Salary Schedule)

187 Days

Academic Coach
Action-Based Learning (ABL) Teacher
Adapted Physical Education (ADPE) Teacher, Special Education
Assistant Director of Theater Arts (Albright)
Behavior & Prevention Specialist
Choir Director, Middle School
Content Specialist
Elementary Dance Teacher
ESL Secondary Interventionist
Homebound Teacher, Special Education
Itinerant Dyslexia Specialist or Itinerant Bilingual Dyslexia Specialist, Special Education
Lead Dyslexia Teacher
Teacher/Coach

192 Days

Choir Director, High School
Music Teacher, Kerr
Kerr HS Orchestra Teacher/Director

194 Days

Career and Technical Education (CTE) Teachers
Industrial Arts Teacher
Pregnancy Education and Parenting (PEP) Teacher, SOAR
SOAR Curriculum Specialist

195 Days

Agriculture Teachers
Assistive Technology Specialist
District Advanced Academics Testing Specialist

197 Days

Assistant Band Director, Kerr
Band Director, Kerr High School
Band Director, Middle School
Drill Team Director
JV Cheer Sponsor
Orchestra Director, Middle School/High School
Varsity Cheer Sponsor

204 Days

Assistant Band Director, High School
Career and Technical Education (CTE) Teachers

205 Days

Lead ECSE Teacher, Special Education
Life Skills Specialist, Special Education
Transition Facilitator, Special Education

220 Days

Professional Learning Implementation Strategist

**OTHER PROFESSIONAL, NURSE, and
LIBRARY INFORMATION SPECIALIST**

P1O (Other Professional), P1N (Nurse), P1L (Librarian)

SALARY SCHEDULES

ALIEF INDEPENDENT SCHOOL DISTRICT
2026-2027 SALARY SCHEDULE FOR P10 (Other Professional) 187 Days

All eligible certified teachers in the P10 pay grade may earn a Staff Retention Allotment (SRA) based on their years of service; please see amount in 2nd column in the below table, titled SRA. This would be in addition to the regular salary (see last 3 columns of the table below).

Experience	Staff Retention Allotment (SRA)	Bachelor's	Master's	Doctorate
0	2,400	64,700	65,200	65,700
1	2,400	64,850	65,350	65,850
2	2,400	65,100	65,600	66,100
3	2,500	65,350	65,850	66,350
4	2,500	65,600	66,100	66,600
5	5,000	65,850	66,350	66,850
6	5,000	66,100	66,600	67,100
7	5,000	66,350	66,850	67,350
8	5,000	66,600	67,100	67,600
9	5,000	66,850	67,350	67,850
10	5,000	67,100	67,600	68,100
11	5,000	67,350	67,850	68,350
12	5,000	68,008	68,508	69,008
13	5,000	68,490	68,990	69,490
14	5,000	68,740	69,240	69,740
15	5,000	68,990	69,490	69,990
16	5,000	69,632	70,132	70,632
17	5,000	70,124	70,624	71,124
18	5,000	70,694	71,194	71,694
19	5,000	71,228	71,728	72,228
20	5,000	71,888	72,388	72,888
21	5,000	72,852	73,352	73,852
22	5,000	73,497	73,997	74,497
23	5,000	73,972	74,472	74,972
24	5,000	74,418	74,918	75,418
25	5,000	75,352	75,852	76,352

This schedule is for the 2026-2027 school year only. Salaries are determined by the number of completed and eligible years of service at an accredited school. Salaries paid to employees in prior years and to be paid in future years cannot be established from a review of this schedule. A new schedule may be adopted for the 2027-2028 school year. **ALL SERVICE Records should be submitted to:**
HR.RECORDS@ALIEFISD.NET

Revised 07/07/2026

ALIEF INDEPENDENT SCHOOL DISTRICT
2026-2027 SALARY SCHEDULE FOR P10 (Other Professional) 187 Days - Continued

All eligible certified teachers in the P10 pay grade may earn a Staff Retention Allotment (SRA) based on their years of service; please see amount in 2nd column in the below table, titled SRA. This would be in addition to the regular salary (see last 3 columns of the table below).

Experience	Staff Retention Allotment (SRA)	Bachelor's	Master's	Doctorate
26	5,000	76,142	76,642	77,142
27	5,000	76,787	77,287	77,787
28	5,000	77,325	77,825	78,325
29	5,000	77,970	78,470	78,970
30	5,000	78,555	79,055	79,555
31	5,000	79,237	79,737	80,237
32	5,000	79,882	80,382	80,882
33	5,000	80,414	80,914	81,414
34	5,000	81,131	81,631	82,131
35	5,000	81,975	82,475	82,975
36	5,000	82,630	83,130	83,630
37	5,000	83,487	83,987	84,487
38	5,000	84,132	84,632	85,132
39	5,000	84,591	85,091	85,591
40	5,000	85,245	85,745	86,245
41	5,000	85,900	86,400	86,900
42	5,000	86,545	87,045	87,545
43	5,000	86,921	87,421	87,921
44	5,000	87,566	88,066	88,566
45	5,000	87,832	88,332	88,832
46	5,000	88,088	88,588	89,088
47	5,000	88,384	88,884	89,384
48	5,000	89,334	89,834	90,334
49	5,000	89,980	90,480	90,980
50	5,000	90,928	91,428	91,928
51	5,000	91,573	92,073	92,573
52	5,000	92,523	93,023	93,523
53	5,000	93,370	93,870	94,370
54	5,000	93,573	94,073	94,573

This schedule is for the 2026-2027 school year only. Salaries are determined by the number of completed and eligible years of service at an accredited school. Salaries paid to employees in prior years and to be paid in future years cannot be established from a review of this schedule. A new schedule may be adopted for the 2027-2028 school year. **ALL SERVICE Records should be submitted to:**
HR.RECORDS@ALIEFISD.NET

Revised 07/07/2026

**ALIEF INDEPENDENT SCHOOL DISTRICT
2026-2027 SALARY SCHEDULE**

POSITIONS BASED ON PROFESSIONAL 1 OTHER (P1O) SALARY SCHEDULE

PAY GRADE P1O (Other)

187 Days

After School Program – Children Interacting Afterschool (ASP/CIA) Site Coordinator
ESL Dept Chair, Middle School/High School/LINC
Leadership Officer Training Corp Instructor (LOTIC; Olle MS)
Multilingual Language Development Coach
Multilingual Language Biliteracy Coach
At-Risk Specialist
STEM Campus Facilitator (Horn)

190 Days

Compliance Specialist, Special Education
Orientation & Mobility Specialist, Special Education

191 Days

Instructional Technology Integrators

192 Days

Instructional Facilitator, Special Education

194 Days

District Instructional Interventionist

195 Days

Special Education Department Chair, High School
ARD Facilitator, Central Special Education
Instructional Facilitator, Special Educator

197 Days

Behavior Specialist for RTI, Special Education
School Improvement Interventionist

200 Days

Fine Arts Facilitator

220 Days

Data Driven Instructional Support Specialist

**ALIEF INDEPENDENT SCHOOL DISTRICT
2026-2027 SALARY SCHEDULE**

POSITIONS BASED UPON P10 OTHER PROFESSIONALS SALARY SCHEDULE (cont'd)

PAY GRADE P10 (Other)

204 Days

Attendance Recovery Coordinator

205 Days

Advanced Academic and Testing Specialist (Kerr)

ASP Academic Facilitator

Bilingual Special Services Program Specialist, Special Education

District DL/ESL Instructional Specialist, Primary

District ESL Instructional Specialist

Early Childhood Behavior Intervention

Early Childhood Instructional Coach

Life Skills Specialist, Special Education

Special Services Program Specialist or Bilingual Special Services Program Specialist, Special Education

Transition Facilitator, Special Education

210 Days

Autism Program Facilitator, Special Education

Autism Specialist, Special Education

Behavior Intervention Specialist, Special Education

Instructional Cohort Coach

TX School Ready Project Coach

220 Days

Instructional Cohort Coach Team Leader

Lead Instructional Facilitator, Special Education

Technology Facilitator

TX School Ready Project Coordinator

POSITIONS BASED UPON ASSOCIATE TEACHER SALARY SCHEDULE

PAY GRADE P00 (Degreed Associate Teacher in an ACP Program) \$51,500 + SRA \$1,750

- *ATs teaching in a one-way or two-way dual language classroom on the bilingual certification pathway who have passed their core content exam and STR (if required) may receive an additional annual supplement of \$6,750.*
- *All eligible associate teachers in an ACP program may earn a Staff Retention Allotment (SRA).*
- **To encourage associate teachers to focus on becoming fully certified, they are encouraged not to sponsor extra-curricular activities.*
- *If the AT does not meet the certification timeline in their employee agreement, they will be removed from supplemental duties.*

187 Days

Associate Teacher

Associate Special Education Teacher

**ALIEF INDEPENDENT SCHOOL DISTRICT
FOR NEW HIRE NURSES & LIBRARY INFORMATION SPECIALISTS
(NEW P1N or P1L SALARY PLACEMENT SCHEDULE)
2026-2027**

All eligible Nurses and Librarians in the P1N and P1L pay grade may earn a Staff Retention Allotment (SRA) based on their years of service; please see amount in 2nd column in the below table, titled SRA. This would be in addition to the regular salary (see last 6 columns of the table below).

<i>Yrs Exp</i>	<i>Staff Retention Allotment (SRA)</i>	<i>Annual Salary for 190 Days*</i>			<i>Annual Salary for 195 Days</i>		
		Nurses			Library Information Specialists		
		<i>BA</i>	<i>MA</i>	<i>PHD</i>	<i>BA</i>	<i>MA</i>	<i>PHD</i>
0	2,400	65,738	66,238	66,738	67,468	67,968	68,468
1	2,400	65,890	66,390	66,890	67,624	68,124	68,624
2	2,400	66,144	66,644	67,144	67,885	68,385	68,885
3	2,500	66,398	66,898	67,398	68,146	68,646	69,146
4	2,500	66,652	67,152	67,652	68,406	68,906	69,406
5	5,000	66,906	67,406	67,906	68,667	69,167	69,667
6	5,000	67,160	67,660	68,160	68,928	69,428	69,928
7	5,000	67,414	67,914	68,414	69,189	69,689	70,189
8	5,000	67,668	68,168	68,668	69,449	69,949	70,449
9	5,000	67,922	68,422	68,922	69,710	70,210	70,710
10	5,000	68,176	68,676	69,176	69,971	70,471	70,971
11	5,000	68,430	68,930	69,430	70,231	70,731	71,231
12	5,000	69,099	69,599	70,099	70,917	71,417	71,917
13	5,000	69,589	70,089	70,589	71,420	71,920	72,420
14	5,000	69,843	70,343	70,843	71,681	72,181	72,681
15	5,000	70,097	70,597	71,097	71,941	72,441	72,941
16	5,000	70,749	71,249	71,749	72,611	73,111	73,611
17	5,000	71,249	71,749	72,249	73,124	73,624	74,124
18	5,000	71,828	72,328	72,828	73,718	74,218	74,718
19	5,000	72,371	72,871	73,371	74,275	74,775	75,275
20	5,000	73,041	73,541	74,041	74,963	75,463	75,963
21	5,000	74,021	74,521	75,021	75,969	76,469	76,969
22	5,000	74,676	75,176	75,676	76,641	77,141	77,641
23	5,000	75,159	75,659	76,159	77,137	77,637	78,137
24	5,000	75,612	76,112	76,612	77,602	78,102	78,602
25	5,000	76,561	77,061	77,561	78,576	79,076	79,576

*A 210-day nurse would be eligible for an annual salary using the daily rate of the above table.

This schedule is for the 2026-2027 school year only. Salaries are determined by the number of completed and eligible years of service at an accredited school. Nurses will be given credit for prior nursing experience in university-based medical institutions. Salaries paid to employees in prior years and to be paid in future years cannot be established from a review of this schedule. A new schedule may be adopted for the 2027-2028 school year. **ALL SERVICE Records should be submitted to: HR.RECORDS@ALIEFISD.NET**

**ALIEF INDEPENDENT SCHOOL DISTRICT
FOR NEW HIRE NURSES & LIBRARY INFORMATION SPECIALISTS
(NEW P1N or P1L SALARY PLACEMENT SCHEDULE) - Continued
2026-2027**

All eligible Nurses and Librarians in the P1N and P1L pay grade may earn a Staff Retention Allotment (SRA) based on their years of service; please see amount in 2nd column in the below table, titled SRA. This would be in addition to the regular salary (see last 6 columns of the table below).

<i>Yrs Exp</i>	<i>Staff Retention Allotment (SRA)</i>	<i>Annual Salary for 190 Days*</i>			<i>Annual Salary for 195 Days</i>		
		<i>Nurses</i>			<i>Library Information Specialists</i>		
		<i>BA</i>	<i>MA</i>	<i>PHD</i>	<i>BA</i>	<i>MA</i>	<i>PHD</i>
26	5,000	77,364	77,864	78,364	79,399	79,899	80,399
27	5,000	78,019	78,519	79,019	80,072	80,572	81,072
28	5,000	78,566	79,066	79,566	80,633	81,133	81,633
29	5,000	79,221	79,721	80,221	81,306	81,806	82,306
30	5,000	79,815	80,315	80,815	81,916	82,416	82,916
31	5,000	80,508	81,008	81,508	82,627	83,127	83,627
32	5,000	81,164	81,664	82,164	83,299	83,799	84,299
33	5,000	81,704	82,204	82,704	83,854	84,354	84,854
34	5,000	82,433	82,933	83,433	84,602	85,102	85,602
35	5,000	83,290	83,790	84,290	85,482	85,982	86,482
36	5,000	83,956	84,456	84,956	86,165	86,665	87,165
37	5,000	84,826	85,326	85,826	87,059	87,559	88,059
38	5,000	85,482	85,982	86,482	87,731	88,231	88,731
39	5,000	85,948	86,448	86,948	88,210	88,710	89,210
40	5,000	86,613	87,113	87,613	88,892	89,392	89,892
41	5,000	87,278	87,778	88,278	89,575	90,075	90,575
42	5,000	87,933	88,433	88,933	90,247	90,747	91,247
43	5,000	88,315	88,815	89,315	90,640	91,140	91,640
44	5,000	88,971	89,471	89,971	91,312	91,812	92,312
45	5,000	89,241	89,741	90,241	91,590	92,090	92,590
46	5,000	89,501	90,001	90,501	91,856	92,356	92,856
47	5,000	89,802	90,302	90,802	92,165	92,665	93,165
48	5,000	90,767	91,267	91,767	93,156	93,656	94,156
49	5,000	91,424	91,924	92,424	93,830	94,330	94,830
50	5,000	92,387	92,887	93,387	94,818	95,318	95,818

*A 210-day nurse would be eligible for an annual salary using the daily rate of the above table.

This schedule is for the 2026-2027 school year only. Salaries are determined by the number of completed and eligible years of service at an accredited school. Nurses will be given credit for prior nursing experience in university-based medical institutions. Salaries paid to employees in prior years and to be paid in future years cannot be established from a review of this schedule. A new schedule may be adopted for the 2027-2028 school year. **ALL SERVICE Records should be submitted to: HR.RECORDS@ALIEFISD.NET**

**SUBSTITUTE
PAY SCHEDULE**

SUBSTITUTES

SELECTION PROCESS:

The position of substitute teacher is a non-contract, as needed position. The District has no obligation to guarantee assignments. Substitute teachers may be removed from assignments if they fail to meet the expectations required of the position. Substitute teachers may be dismissed for job misconduct.

JOB PLACEMENT PROCEDURES:

Frontline begins to call substitutes each morning to offer the opportunity to fill absences. Substitute teachers may accept or decline offers. Substitutes may designate preferred days and/or schools.

While every effort is made to contact substitutes prior to the day they are needed, substitutes are expected to be available to receive calls between the hours of 5:00 a.m. - 11:30 a.m. or 5:30 p.m. – 10:00 p.m. Monday through Fridays and Sundays/Holidays between the hours of 5:30 p.m. – 10:00 p.m. from Frontline or from campus staff.

Substitute teachers are subject to assignment by the Principal based on needs on the campus. Substitutes are also subject to assignment by the Principal or designee during conference periods. Substitutes will not receive additional compensation for additional assignments during the normal school workday.

Retirees may substitute after fulfilling the required break in service on an “on call” basis at the district’s regular daily rate of pay. A retiree cannot be paid more than the regular daily rate of substitute pay according to the Substitute Pay Rates. Per TRS regulations, a retiree may substitute in a long-term position as long as they are serving on a temporary basis in place of a current employee. Retirees may NOT substitute in a vacant position. Substituting in a vacant position could result in forfeiture of the retiree’s retirement benefits. It is the retiree’s responsibility to be aware of and understand the laws and rules pertaining to employment after retirement. A monthly report is sent to TRS on the number of days worked. The TRS school year reflects September 1st to August 31st of the following school year.

2026-2027 SUBSTITUTE POSITIONS AND PAY RATES**

SUBSTITUTE TYPE	DAILY RATE	LEAVE POSITION	VACANT POSITION	DEDICATED SUBSTITUTE
Substitute, Certified*	\$125.00	\$130.00 and up; see chart below.	\$155.00 and up; see chart below.	\$130.00 and up; see chart below.
Substitute, Degreed	\$115.00	\$130.00	\$130.00	\$130.00
Substitute, (90+ Hours)	\$110.00	\$123.00	\$123.00	\$123.00
Substitute, (60-89 Hours)	\$105.00	\$115.00	\$115.00	\$115.00
Paraprofessional Substitute, (HS Transcript, 0-59 Hours)	\$90.00	\$95.00	\$95.00	NA
Administrator, Principal	\$410.00	\$410.00	\$410.00	NA
Administrator, Assistant Principal	\$374.00	\$374.00	\$374.00	NA

Leave, Vacant, and Dedicated Substitute position rates are effective at the completion of 10 days in the position.

CERTIFIED* TEACHER LONG-TERM SUBSTITUTE RATES**

PREVIOUS YRS OF EXP	DAILY RATE LEAVE AND DEDICATED SUB 10+ CONSECUTIVE DAYS	DAILY RATE VACANT POSITION 10+ CONSECUTIVE DAYS	PREVIOUS YRS OF EXP	DAILY RATE LEAVE AND DEDICATED SUB 10+ CONSECUTIVE DAYS	DAILY RATE VACANT POSITION 10+ CONSECUTIVE DAYS
0	\$130.00	\$155.00	11	\$174.00	\$199.00
1	\$134.00	\$159.00	12	\$178.00	\$203.00
2	\$138.00	\$163.00	13	\$182.00	\$207.00
3	\$142.00	\$167.00	14	\$186.00	\$211.00
4	\$146.00	\$171.00	15	\$190.00	\$215.00
5	\$150.00	\$175.00	16	\$194.00	\$219.00
6	\$154.00	\$179.00	17	\$198.00	\$223.00
7	\$158.00	\$183.00	18	\$202.00	\$227.00
8	\$162.00	\$187.00	19	\$204.00	\$229.00
9	\$166.00	\$191.00	20+	\$205.00	\$230.00
10	\$170.00	\$195.00			

**Certified teacher substitutes are required to submit official service records to be paid for previous years of teaching experience. The previous teaching experience must have been at an accredited school and at least 90 full time days during each school year must have been worked to receive credit. A valid teaching certificate must have been held at the time of service. There will be no retroactive pay for years of service. Pay begins upon receipt of the official service record.*

It is the responsibility of the employee to understand and follow guidelines for returning to work and working after retirement. Contact TRS with questions at 1-800-223-8778.

****Substitutes for Special Education positions will have a Critical Assignment additional pay of:**

\$5.00 per day for paraprofessional positions and \$10.00 per day for Teacher Substitutes in Self-Contained Special Education Classrooms (Certified, Degreed, 60-89 hours, and 90+ college hours, and Long-Term positions).

ADMINISTRATIVE / PROFESSIONAL

SALARY SCHEDULE

ADMINISTRATIVE / PROFESSIONAL SALARY CALCULATION FOR EMPLOYMENT & PROMOTIONS

The proposed salary for a new or promoted employee shall be calculated using the following general procedures:

1. Salaries are determined by an employee's total years of relevant work experience as defined at the time of employment. Salary guides are developed and approved annually and do not represent or imply future pay increases or salary guarantees. Employees in a new position with no specific job-related experience will be placed at the minimum for the assigned pay grade. A new or promoted employee may not be placed above the maximum of the assigned pay grade.
2. To calculate the salary of an employee promoted into a higher pay grade, the amount will be determined using many factors including job-related experience and salaries paid to peer employees in the same position with similar experience. No employee will be placed below the minimum of the pay range. If the promotion involves an increase in the number of days of the employee's work schedule, the new daily rate will be multiplied by the new number of days.
3. Experience credit for new employees with previous public-school experience will be given at a ratio of 1:1 for like experience. This experience must be documented on a service record provided by the previous school district and meet the eligibility criteria set by the Texas Education Agency. **ALL SERVICE Records should be submitted to: HR.RECORDS@ALIEFISD.NET**

Official transcripts must be submitted to the district at the time of initial hiring to receive credit.

4. Normally, the salary of the new employee will not exceed the mid-point of the pay grade, unless the employee is coming in with more than 18-20 years of similar work experience within the pay grade.
5. When these procedures fail to produce a sufficiently competitive salary for a potential employee with unique skills or qualifications or to recognize extraordinary knowledge and skills, qualifications, or technical certifications, the Deputy Superintendent responsible for the department involved may propose an alternative salary recommendation.

2026-2027 Administrative-Professional Compensation Plan

Alief ISD

Pay Grade	Job Title	Calendars		Minimum	Midpoint	Maximum
P01			Hourly	\$31.61	\$37.24	\$42.87
	Business and Community Partner Coordinator	235	Daily	\$252.90	\$297.93	\$342.98
	Buyer II	235	195 Days	49,316.21	58,096.80	66,881.49
	Insurance & Accounting Specialist	235	235 Days	59,432.35	70,014.10	80,600.78
	Print Shop Manager	260	260 Days	65,754.94	77,462.40	89,175.33
	Routing Supervisor	235				
	School Psych Intern (Set DR of \$273.07693)	195				
	Social Media/Visual Communication Specialist	235				
	Technology Procurement & Records Specialist	235				
P02			Hourly	\$35.09	\$41.34	\$47.59
	Accountant I	235	Daily	\$280.71	\$330.71	\$380.72
	Central Distribution Manager - Nutrition	260	235 Days	65,967.31	77,716.86	89,468.86
	District Benefits Manager	235	260 Days	72,985.11	85,984.61	98,986.82
	Federal Meals/Technology Coordinator	235				
	Federal Program Specialist	235				
	General Technician - Technical Services	235				
	Help Desk Support Technician - Tech Services	235				
	HR Records & Compensation Manager	235				
	Nutrition Accountant	235				
	Payroll Coordinator	235				
	Purchasing Manager	235				
	Safety & Emergency Manager	235				
	Sergeant of Police	260				
	TIA Project Specialist	235				
	Translator Services Manager	235				
	Transportation Routing Data Supervisor	235				
	Transportation Supervisor (SPED)	235				
	Warehouse Manager	260				
P03			Hourly	\$39.65	\$46.71	\$53.77
	Accounting & Accounts Payable Coordinator	235	Daily	\$317.21	\$373.70	\$430.19
	Area Supervisor – Nutrition or Catering	200, 220, 235	194 Days	61,539.27	72,498.39	83,457.47
	ASP CLC Project Director or Asst. Coordinator	205, 220	200 Days	63,442.55	74,740.61	86,038.63
	Campus Technical Support Specialist	220	205 Days	65,028.61	76,609.12	88,189.59
	Compliance Officer, Special Education	220	220 Days	69,786.80	82,214.67	94,642.49
	Data Driven Instructional Support Specialist	235	222 Days	70,421.23	82,962.07	95,502.87
	Family/Community Engagement Specialist	205	235 Days	74,544.99	87,820.21	101,095.39
	Family Engagement Specialist, ASP	194	260 Days	82,475.31	97,162.79	111,850.21
	Library & Digital Learning Program Manager	220				
	Lieutenant of Police/Accountability	260				
	Manager, Apprenticeship & Special Revenue	235				
	Manager, Digital & Web Services	235				
	Manager, Testing	235				
	Manager, Worker's Comp/Unemployment	235				
	Meal Planner/Dietitian	200				
	Multimedia Production Specialist	235				
	Network Support Specialist	235				
	PEIMS Coordinator	235				
	PEIMS & Data Coordinator – Special Education	220				
	ROTC, Marine, & Naval Instr. (Asst. Naval)	222				
	SHARS Officer, Special Education	220				
	Wellness Program Manager	220				

2026-2027 Administrative-Professional Compensation Plan

Alief ISD

Pay Grade	Job Title	Calendars		Minimum	Midpoint	Maximum
P04			Hourly	\$45.51	\$53.42	\$61.33
	Accountant II	235	Daily	\$364.06	\$427.35	\$490.63
	Applications Programmer	235	187 Days	68,080.08	79,914.98	91,747.89
	Assistant Director, Maintenance	260	190 Days	69,172.28	81,197.04	93,219.78
	Assistant Manager, Student Services	235	194 Days	70,628.54	82,906.45	95,182.30
	Assistant Principal, Early Learning Center	208	195 Days	70,992.60	83,333.80	95,672.93
	Assistant Principal, Elementary/Intermediate	208	197 Days	71,720.73	84,188.50	96,654.19
	Athletic Trainer	205	199 Days	72,448.86	85,043.21	97,635.45
	Attendance Enrollment Advisor	220	200 Days	72,812.92	85,470.56	98,126.08
	Attendance Officer/Community Liaison	220	204 Days	74,269.18	87,179.97	100,088.60
	Campus Testing Coordinator, HS	205	205 Days	74,633.25	87,607.33	100,579.24
	CCMR Officer, Special Education	220	208 Days	75,725.44	88,889.39	102,051.13
	College & Career Readiness Facilitator	220	210 Days	76,453.57	89,744.09	103,032.39
	Communication Services Manager	235	220 Days	80,094.22	94,017.62	107,938.69
	Counselor, Academic (Recovery/SOAR)	205	235 Days	85,555.18	100,427.91	115,298.15
	Counselor, Elementary	194	260 Days	94,656.80	111,111.73	127,563.91
	Counselor, High School, CLC, College Access	205				
	Counselor, Intermediate	197				
	Counselor, Middle School or MS Transition	199				
	Counselor, Mental Health	199,205				
	CTE Career & College Program Manager	235				
	CTE Campus Supervisor/Assistant Principal	220				
	Distance Learning & Tech. Curriculum Specialist	220	Special Education Continued:			
	Early Childhood Specialist, Special Education	200	Bilingual Educational Diagnostician			195
	Educational Diagnostician	195,205	Bilingual School Psychologist			195
	Energy Manager	260	Bilingual Speech-Language Pathologist			195
	Federal Funds/Grant Accountant	235	Bilingual SLP Assistant			195
	Head Band Director	204				
	Housekeeping and Grounds Supervisor	260				
	HR & PowerSchool Data Manager	235				
	HR Records & Compensation Supervisor	235				
	Intake Case Manager	187				
	Lead Educational Diagnostician	205				
	Lead School Psychologist	205				
	Lead Speech-Language Pathologist	197				
	Mental Health Liaison	197				
	Mental Health Specialist, Special Education	195				
	Multilingual/ESL Program Supervisor	205				
	Network Administrator	235				
	Occupational Therapist	190				
	PASS Specialist	210				
	Physical Therapist	190				
	Project Manager – Bond Program	235				
	Project Manager - Facilities	235				
	School Psychologist	195,205				
	Social Worker Homeless Program	187				
	Speech-Language Pathologist/SLP Assistant (195)	195,205				
	SLP Clinical Fellow	195				
	Sr Campus Technical Support Specialist	220				
	TSDS/PEIMS Manager	235				

2026-2027 Administrative-Professional Compensation Plan

Alief ISD

Pay Grade	Job Title	Calendars		Minimum	Midpoint	Maximum
P05			Hourly	\$49.06	\$57.60	\$66.15
			Daily	\$392.49	\$460.83	\$529.18
	Assistant Principal of Accountability, HS	210				
	Assistant Principal, ALC MS/HS	208	205 Days	80,459.89	94,469.90	108,482.06
	Assistant Principal, Kerr HS	208	208 Days	81,637.35	95,852.38	110,069.60
	Assistant Principal, MS, HS, NGC, SOAR	210	210 Days	82,422.32	96,774.04	111,127.96
	Board Certified Behavior Analyst	220	220 Days	86,347.20	101,382.33	116,419.77
	Campus Athletic Coordinator/Head FB Coach	224	224 Days	87,917.15	103,225.64	118,536.49
	Coordinator, ASP/CIA	220	235 Days	92,234.51	108,294.76	124,357.48
	Coordinator, Compliance (Fed Funds)	235				
	Coordinator, Compliance (SPED)	220				
	Coordinator, CTE Career & College Readiness	235				
	Coordinator, Data & Accountability	220				
	Coordinator, Digital Learning	220				
	Coordinator, Early Childhood	220				
	Coordinator, Early Childhood (SPED)	220				
	Coordinator, Fine Arts	220				
	Coordinator, Health Services	235				
	Coordinator, Instruction	220				
	Coordinator, Multilingual Instruction	220				
	Coordinator, Payroll Reporting	235				
	Coordinator, Professional Learning	220				
	Coordinator, SPED Evaluation	220				
	Coordinator, Special Education Content	220				
	Coordinator, Special Education Instruction	220				
	Coordinator, SPED Instr. Program Improvement	220				
	Coordinator, Special Education Technology	205				
	Coordinator, Special Services	220				
	Coordinator, Speech Therapy	220				
	Coordinator, Teacher Induction Program	220				
	Counseling Coordinator, Academics	220				
	Counseling Coordinator, Soc. Emotional Dev.	220				
	Manager, Apprenticeships & Special Revenue	235				
	Manager, CCMR Data Analysis (Fed Funds)	235				
	Manager, Data Analysis	235				
	Manager, Software Applications	235				
	Manager, Strategic Support	235				
	Mental Health Facilitator	220				
	MIS Database Specialist	235				
	Senior Network Administrator	235				

2026-2027 Administrative-Professional Compensation Plan

Alief ISD

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum
P06					
			Hourly	\$55.60	\$64.98
			Daily	\$444.77	\$519.85
	Assistant Chief, Police	235			\$74.37
	Assistant Director, Athletics	220			
	Assistant Director, MIS	235	220 Days	97,849.26	114,365.96
	Assistant Director, Nutrition	235	235 Days	104,520.81	122,163.64
	Assistant Director, Special Education	235			130,884.95
	Assistant Director, Student Mgmt. Services	235			139,808.92
	Assistant Director, Transportation	235			
	Manager, Accounting/Payroll	235			
	Manager, Accounting/Accounts Payable	235			
	Manager, Campus Technical Support	235			
	Manager, Help Desk & Admin Tech Support	235			
	Manager, Network Services	235			
	Manager, TIA & Strategic Compensation	235			

P07					
			Hourly	\$61.43	\$72.73
			Daily	\$491.46	\$581.84
	Associate Principal, HS (Instruction & Operations)	220			\$84.03
	Director, Advanced Academics & Post-Sec. Outcomes	235	220 Days	108,121.96	128,003.87
	Director, Athletics	235	225 Days	110,579.28	130,913.04
	Director, Continuous School Improvement	235	235 Days	115,493.91	136,731.40
	Director, Digital Learning	235			157,968.54
	Director, Distribution/Procurement	235			
	Director, FAME	235			
	Director, Federal Funds/Grants	235			
	Director, Fine Arts	235			
	Director, Guidance and Counseling	235			
	Director, Multilingual Programs	235			
	Director, Research Evaluation	235			
	Director, SOAR/Alief360 Virtual School	220			
	Director, Strategic Staffing	235			
	Director, Student Management Services	235			
	LIFT Grant Administrator	235			
	Principal, Alief Center for Advanced Careers	225			
	Principal, Alief Early College HS	225			
	Principal, TYWLS	220			
	Principal, Elementary / Early Learning Center	220			
	Principal, Intermediate / ALC	220			
	Principal, Kerr	225			
	Principal, Middle School	225			
	Principal, Ninth Grade Center	225			
	Principal Coach of School Improvement	235			
	Tax Assessor/Collector	235			

2026-2027 Administrative-Professional Compensation Plan

Alief ISD

Pay Grade	Job Title	Calendars		Minimum	Midpoint	Maximum
P08			Hourly	\$67.23	\$78.24	\$89.26
	Chief, Communications & Public Relations	235	Daily	\$537.82	\$625.93	\$714.05
	Chief, Police	235	235 Days	126,387.77	147,092.92	167,801.82
	Controller	235				
	Director, Benefits, Safety, Risk Management	235				
	Director, Budget	235				
	Director, Desktop & Network	235				
	Director, Human Resources	235				
	Director, CTE	235				
	Director, Maintenance & Operations	235				
	Director, MIS	235				
	Director, Nutrition	235				
	Director, Professional Learning	235				
	Director, Special Education	235				
	Director, Transportation	235				
P09			Hourly	\$71.07	\$82.10	\$93.14
	Associate Superintendent of Elementary	235	Daily	\$568.54	\$656.78	\$745.10
	Associate Superintendent of HR	235	230 Days	130,763.69	151,060.04	171,373.37
	Associate Superintendent of Secondary	235	235 Days	133,606.38	154,343.96	175,098.88
	Coordinating Principal, HS	230				
	Executive Director, Curriculum & Instruction	235				
	Executive Director, Student Mgmt Services	235				
P10			Hourly	\$82.78	\$95.59	\$108.38
	Assistant Superintendent - Support Services	235	Daily	\$662.26	\$764.69	\$867.06
	Chief Financial Officer	235	235 Days	155,631.03	179,702.43	203,759.97
	Chief of School Improvement & Accountability	235				
	Chief of Schools	235				
	Chief of Staff	235				
P11			Hourly	\$103.41	\$119.41	\$135.41
	Deputy Superintendent	235	Daily	\$827.26	\$955.26	\$1,083.28
			235 Days	194,405.32	224,485.63	254,570.19

**INSTRUCTIONAL / CLERICAL SUPPORT
PARAPROFESSIONAL

SALARY SCHEDULE**

INSTRUCTIONAL / CLERICAL SUPPORT SALARY CALCULATION FOR EMPLOYMENT & PROMOTIONS

The proposed salary for a new or promoted employee shall be calculated using the following general procedures:

1. Salaries are determined by an employee's total years of relevant work experience as defined at the time of employment. Salary guides are developed and approved annually and do not represent or imply future pay increases or salary guarantees. Employees in a new position with no specific job-related experience will be placed at the minimum for the assigned pay grade. A new or promoted employee may not be placed above the maximum of the assigned pay grade.
2. To calculate the salary of an employee promoted into a higher pay grade, the amount will be determined using many factors including job-related experience and salaries paid to peer employees in the same position with similar experience. No employee will be placed below the minimum of the pay range. If the promotion involves an increase in the number of days of the employee's work schedule, the new daily rate will be multiplied by the new number of days.
3. Experience credit for new employees with previous public-school experience or similar experience will be given at a ratio of 1:1. This experience must be documented on a service record provided by the previous school district and meet the eligibility criteria set by the Texas Education Agency. **ALL SERVICE Records should be submitted to: HR.RECORDS@ALIEFISD.NET**
4. Normally, the salary of the new employee will not exceed the mid-point of the pay grade, unless the employee is coming in with more than 18-20 years of similar work experience within the pay grade.
5. When these procedures fail to produce a sufficiently competitive salary for a potential employee with unique skills or qualifications or to recognize extraordinary knowledge and skills, qualifications, or technical certifications, the Deputy Superintendent responsible for the department involved may propose an alternative salary recommendation.

2026-2027 Clerical Support Paraprofessional Compensation Plan

Alief ISD

Pay Grade	Job Title	Calendars		Minimum	Midpoint	Maximum
CSP1			Hourly	\$14.72	\$17.42	\$20.12
	Data Entry Clerk	220	Daily	\$117.79	\$139.39	\$160.99
	Front Office Aide/ Receptionist	187	187 Days	22,026.03	26,066.30	30,104.60
	Science Distribution Assistant	195	195 Days	22,968.32	27,181.43	31,392.50
	Workroom/Clerical Aide	187	220 Days	25,912.98	30,666.23	35,417.18

CSP2			Hourly	\$15.60	\$18.46	\$21.33
	Academic Center Clerk	187	Daily	\$124.81	\$147.72	\$170.63
	ALC Bookroom Aide	190	187 Days	23,338.89	27,622.71	31,908.47
	Assistant Attendance Clerk, Secondary	187	190 Days	23,713.32	28,065.85	32,420.37
	Bookroom Aide/Financial Clerk, NGC	195	195 Days	24,337.35	28,804.43	33,273.54
	Central Bookroom Aide, HS	195	220 Days	27,457.52	32,497.31	37,539.38
	Counselor Aide	187	235 Days	29,329.63	34,713.03	40,098.88
	Dispatcher, Maintenance	235				
	Mailroom/PBX Specialist	235				
	Receptionist Administration Office	220				
	Receptionist/Office Clerk, Transportation	220				
	Receptionist/Tax Clerk, ASF	220				

CSP3			Hourly	\$16.85	\$20.12	\$23.39
	ARD Translators, Central SPED	195	Daily	\$134.78	\$160.93	\$187.08
	Attendance Clerk, ALC	187	187 Days	25,204.32	30,094.28	34,984.22
	Attendance Clerk, Elementary/Intermediate	187	194 Days	26,147.80	31,220.81	36,293.79
	Attendance Clerk/Sec, MH/HS	195	195 Days	26,282.58	31,381.74	36,480.87
	Counseling Facilitator	205	205 Days	27,630.41	32,991.06	38,351.68
	CTE/PEP Clerk	194	220 Days	29,652.15	35,405.04	41,157.90
	Data Clerk, McKinney Vento	195	235 Days	31,673.88	37,819.02	43,964.13
	Distribution Center Clerk	235				
	Federal Meals Clerk	187				
	Financial Clerk, MS	187				
	HR Receptionist	235				
	Nutrition Clerk	187				
	Purchasing/Inventory Clerk, Transportation	220				
	Records Clerk, Custodial	235				
	Secretary, Athletic Dept - Aux Event	220				
	SEMS Clerk, Central Office	205				
	SEMS Clerk, ECAT	205				
	SEMS Clerk, Lead (Fed Funded)	220				
	SEMS Translator, SPED	195				
	Tax Records Clerk	235				
	Title I Attendance Interventionist	187				

2026-2027 Clerical Support Paraprofessional Compensation Plan

Alief ISD

Pay Grade	Job Title	Calendars		Minimum	Midpoint	Maximum
CSP4			Hourly	\$18.36	\$21.92	\$25.48
			Daily	\$146.85	\$175.38	\$203.88
	Assistive Technology Technician	187				
	Asst Registrar, Secondary	200	187 Days	27,461.53	32,795.48	38,125.50
	Bookkeeper, Nutrition	187	192 Days	28,195.80	33,672.37	39,144.90
	College and Career Center Aide, HS	187	193 Days	28,342.65	33,847.74	39,348.78
	Distance Learning Program Facilitator	195	195 Days	28,636.36	34,198.50	39,756.54
	District Attendance Clerk	215	200 Days	29,370.62	35,075.38	40,775.94
	Enrollment Clerk	235	205 Days	30,104.89	35,952.27	41,795.34
	Homeless Liaison	187	215 Days	31,573.42	37,706.03	43,834.14
	Mailroom Supervisor	235	220 Days	32,307.68	38,582.92	44,853.54
	Nutrition Clerk	187	235 Days	34,510.48	41,213.57	47,911.73
	Professional Learning Clerk	235				
	Registrar, ALC	200				
	Registrar, Elementary/Intermediate	205				
	Registrar, Middle School	205				
	Registrar, Ninth Grade Center	205				
	Secretary, Academic Center	187				
	Secretary, ALC Asst Principal	205				
	Secretary, Associate Principal	220				
	Secretary, Coordinator in Instruction	235				
	Secretary, Custodial Department	235				
	Secretary, Health Services	235				
	Secretary, High School Asst Principal	205				
	Secretary, High School or ALC Counselor	192				
	Secretary, High School Special Ed Dept	193				
	Secretary, Intermediate Asst Principal	205				
	Secretary, Middle School Asst Principal	205				
	Secretary, Middle School Counselor	192				
	Secretary, Ninth Grade Center Asst Principal	205				
	Secretary, Special Education	235				
	SOAR/Alief360 Specialist/Attendance Clerk	195				
	Tax Specialist I	235				
	Technology Technician, SPED	187				
	Testing Specialists - Instruction	205				
	TSI (Texas Success Initiative) Facilitator	195				
	Title I Clerk	192				

2026-2027 Clerical Support Paraprofessional Compensation Plan

Alief ISD

Pay Grade	Job Title	Calendars		Minimum	Midpoint	Maximum
CSP5			Hourly	\$20.29	\$24.22	\$28.16
			Daily	\$162.29	\$193.78	\$225.27
	Accounts Payable Clerk	235				
	After School Program Assistant	220	192 Days	31,160.24	37,205.65	43,251.07
	Attendance Recovery Liaison	195	195 Days	31,647.12	37,786.98	43,926.87
	College Access Advisory Aide, AECHS	220	200 Days	32,458.58	38,755.88	45,053.20
	CTE Project Clerk	195	205 Days	33,270.05	39,724.78	46,179.53
	District Attendance Clerk/Truancy Court Liaison	220	210 Days	34,081.51	40,693.68	47,305.86
	Federal Programs Assistant	235	220 Days	35,704.44	42,631.47	49,558.52
	Federal Meals Specialist	235	225 Days	36,515.90	43,600.37	50,684.85
	Finance Clerk, HS	200	235 Days	38,138.83	45,538.16	52,937.51
	Finance Clerk, Kerr	192				
	Fixed Assets Specialist	235				
	HR Employment Specialist	235				
	HR Specialist	235				
	Itinerant Registrar	220				
	Lead Enrollment Clerk	235				
	Payroll Specialist, Nutrition	235				
	Professional Learning Specialist	235				
	Registrar, Alief Early College HS	210				
	Registrar, High School	225				
	Registrar, Kerr	210				
	Registrar, SOAR/Alief360 Virtual School	205				
	Revenue Recovery Specialist	220				
	Science Distribution Facilitator	235				
	Secretary, Athletic Office	235				
	Secretary, Director of Advanced Academics	235				
	Secretary, Director of Instruction	235				
	Secretary, Director of Nutrition	235				
	Secretary, Director of Special Education	235				
	Secretary, Director of Tech Services	235				
	Secretary, Director of FAME	235				
	Secretary, Purchasing	235				
	Secretary, Student Management Services	235				
	SERS Specialist	205				
	Special Programs Assistant	235				
	Student Applications Specialist	235				
	Tax Specialist II	235				
	Transportation Payroll Specialist	220				

2026-2027 Clerical Support Paraprofessional Compensation Plan

Alief ISD

Pay Grade	Job Title	Calendars		Minimum	Midpoint	Maximum
CSP6			Hourly	\$22.47	\$26.83	\$31.19
			Daily	\$179.72	\$214.60	\$249.50
	Accounting Assistant	235	205 Days	36,843.25	43,993.63	51,148.34
	Buyer	235	220 Days	39,539.10	47,212.68	54,890.90
	Computer Operator	235	225 Days	40,437.72	48,285.69	56,138.42
	Expediter	235	235 Days	42,234.95	50,431.72	58,633.46
	Family Assistance Outreach Coordinator	205				
	Finance Clerk, Maintenance	235				
	Hardware Service Technician	235				
	HR Records & Compensation Specialist	235				
	HR Substitute Office Specialist	235				
	Lead Accounts Payable Specialist	235				
	Lead Family Engagement Liaison	205				
	Lead Registrar	235				
	Operations and Support Specialist, MIS	235				
	Operations Manager, Nutrition	235				
	Operations Manager, Transportation	235				
	Project Coordinator, Maintenance/Custodial	235				
	Risk Management Specialist	235				
	Secretary, Alief360	220				
	Secretary, Assistant Super. of Support Services	235				
	Secretary, Chief of Police	235				
	Secretary, Chief of Staff & Public Relations	235				
	Secretary, Chiefs & Associate Supers of CUIIN	235				
	Secretary, Coordinating Principal	235				
	Secretary, Director of CTE	235				
	Secretary, Elementary Principal	225				
	Secretary, High School Principal/TYWLS	235				
	Secretary, HS Principal/ALC/AECHS/Kerr	220				
	Secretary, Human Resources	235				
	Secretary, Intermediate Principal	220				
	Secretary, Middle School Principal	235				
	Secretary, Ninth Grade Center Principal	220				
	Secretary, SOAR	220				
	Secretary, TYWLS	220				
	Special Education Budget Manager	235				
	Special Revenue Assistant	235				
	Textbook Inventory Specialist	235				
	Warehouse Inventory Specialist	235				
CSP7			Hourly	\$27.19	\$32.46	\$37.73
			Daily	\$217.52	\$259.67	\$301.82
	Activity Accounting Specialist	235	235 Days	51,117.74	61,023.02	70,928.27
	Bookkeeper II	235				
	Executive Assistant, Board of Trustee	235				
	HR Certification Specialist	235				
	Lead Payroll Specialist	235				
	Secretary, Deputy Superintendent	235				
CSP8			Hourly	\$32.89	\$39.28	\$45.66
			Daily	\$263.14	\$314.22	\$365.29
	Executive Assistant, Superintendent	235	235 Days	61,837.04	73,840.89	85,842.25

2026-2027 Instructional Support Paraprofessional Compensation Plan
Alief ISD

Pay Grade	Job Title	Calendars		Minimum	Midpoint	Maximum
ISP1			Hourly	\$15.24	\$17.78	\$20.31
	Block Aide	187	Daily	\$121.94	\$142.23	\$162.52
	Clinic Aide	190,193	187 Days	22,803.35	26,597.11	30,390.89
	Clinic Aide (Fed Funded)	190	190 Days	23,169.17	27,023.80	30,878.44
	Instructional Aide	187	193 Days	23,535.00	27,450.49	31,366.00
	Instructional Aide (Fed Funded)	187				
	MKV Aide (Fed Funded)	187				
	Pre-Kindergarten/Kinder Aide	187				
	Refugee/Newcomer Intervention Para	187				
	Two-Way Dual Language Aide	187				
ISP2			Hourly	\$16.18	\$18.90	\$21.61
	Behavior Intervention/Office Aide	187	Daily	\$129.48	\$151.17	\$172.86
	Campus Liaison, ALC	187	187 Days	24,212.43	28,268.74	32,325.09
	ESL Aide	187				
	LINC Paraprofessional	187				
	MS instructional Paraprofessional	187				
	PE Aide	187				
	SAC Monitor - Middle School	187				
	Special Ed Aide - In-Class Support	187				
	Special Ed Aide - READ 180	187				
	Speech Therapy Aide	187				
	Technology Aide	187				
ISP3			Hourly	\$17.33	\$20.22	\$23.10
	SAC Monitor – ALC or HS	187	Daily	\$138.64	\$161.74	\$184.82
	School Hall Monitor	187	187 Days	25,926.50	30,245.36	34,562.22
	School Monitor, Kerr	187	193 Days	26,758.37	31,215.80	35,671.16
	Special Education Aide- ADPE	187				
	Special Education Aide- BT&M	193				
	Special Education Aide- ECSE	187				
	Special Education Aide- LIFE Skills	187				
	Special Education Aide- TLC	187				
ISP4			Hourly	\$18.71	\$21.21	\$23.70
	Family Engagement Liaison	187	Daily	\$149.72	\$169.65	\$189.60
	Special Ed Aide-Deaf/Blind Intervener	187	187 Days	27,997.33	31,725.00	35,454.64
	Special Ed Behavior Intervention Aide (central)	187				
	Special Education Aide- 18+	187				
	Special Education Aide- BASES	187				
	Special Education Aide- CEAI	187				
	Special Education Aide- REACH	187				
	Special Education Aide- Stride	187				
	Special Education Aide- Structure	187				
ISP5			Hourly	\$27.11	\$30.71	\$34.32
	Licensed Vocational Nurse, LVN	190	Daily	\$216.85	\$245.72	\$274.58
			190 Days	41,202.28	46,685.97	52,169.62

TAP - Teacher Apprenticeship Program Years of Experience Guidelines:

Internal Employees – Employees will earn service credit for each year worked in Alief ISD, provided they meet the eligibility criteria established by the Texas Association of School Boards (TASB).

External Employees – Employees will be granted service credit for each year of work in a role or assignment that is comparable to an instructional aide position, provided they meet the eligibility criteria established by the Texas Association of School Boards (TASB).

****Teacher Apprentice Paraprofessionals** will receive a fixed salary in accordance with the designated pay scale for the apprenticeship program. Advancement to the next apprenticeship level may only occur in the following school year, contingent upon a comprehensive evaluation confirming that all requirements outlined in the [TAP job description](#) and [addendum](#) have been met.



Level 1 **0 to 30 College Hours**
Apprentice: Enrolled in College courses and participating in micro-credential instruction on-the-job training
Employment Status: Paraprofessional
Program length: Approximately 4 years

Level 2 **31 to 60 College Hours**
Apprentice: Enrolled in College courses and participating in micro-credential instruction on-the-job training
Employment Status: Paraprofessional
Program length: Approximately 3 years

Level 3 **61 to 90 College Hours**
Apprentice: Enrolled in College courses and participating in micro-credential instruction on-the-job training
Employment Status: Paraprofessional
Program length: Approximately 2 years

Level 4 **91 + College Hours**
Apprentice: Residency; final year of college or confirmed bachelor's degree. Enrolled in Teacher certification program if applicable. Participate in micro-credential instruction and on-the-job training
Employment Status: Resident Teacher Apprentice
Program length: Approximately 1 year



Non-Special Education Aide			
ISP1 187 Day Calendar	Hourly Rate	Daily Rate	Apprentice Level
Service Years 0-5	15.24	\$121.88	Level 1 Apprentice
	16.15	\$129.20	Level 2 Apprentice
	17.60	\$140.82	Level 3 Apprentice
	19.72	\$157.72	Level 4 Apprentice
Service Years 6-10	17.24	\$137.88	Level 1 Apprentice
	18.27	\$146.16	Level 2 Apprentice
	19.91	\$159.31	Level 3 Apprentice
	22.30	\$178.43	Level 4 Apprentice
Service Years 11+	19.24	\$153.88	Level 1 Apprentice
	20.39	\$163.12	Level 2 Apprentice
	22.23	\$177.80	Level 3 Apprentice
	24.89	\$199.13	Level 4 Apprentice

Special Education Aide			
ISP3 187 Day Calendar	Hourly Rate	Daily Rate	Apprentice Level
Service Years 0-5	17.32	\$138.56	Level 1 Apprentice
	18.36	\$146.87	Level 2 Apprentice
	20.01	\$160.09	Level 3 Apprentice
	22.41	\$179.30	Level 4 Apprentice
Service Years 6-10	19.32	\$154.56	Level 1 Apprentice
	20.48	\$163.83	Level 2 Apprentice
	22.32	\$178.58	Level 3 Apprentice
	25.00	\$200.01	Level 4 Apprentice
Service Years 11+	21.32	\$170.56	Level 1 Apprentice
	22.60	\$180.79	Level 2 Apprentice
	24.63	\$197.06	Level 3 Apprentice
	27.59	\$220.71	Level 4 Apprentice

Severe Special Education Aide			
ISP4 187 Day Calendar	Hourly Rate	Daily Rate	Apprentice Level
Service Years 0-5	18.71	\$149.68	Level 1 Apprentice
	19.83	\$158.66	Level 2 Apprentice
	21.62	\$172.94	Level 3 Apprentice
	24.21	\$193.69	Level 4 Apprentice
Service Years 6-10	20.71	\$165.68	Level 1 Apprentice
	21.95	\$175.62	Level 2 Apprentice
	23.93	\$191.43	Level 3 Apprentice
	26.80	\$214.40	Level 4 Apprentice
Service Years 11+	22.71	\$181.68	Level 1 Apprentice
	24.07	\$192.58	Level 2 Apprentice
	26.24	\$209.91	Level 3 Apprentice
	29.39	\$235.10	Level 4 Apprentice

CROSSING GUARDS

PAY SCHEDULE

2026-2027 Crossing Guard Compensation Plan

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum
CG4	SALARIED – positions based on 4 hours		Hourly	\$16.23	\$16.81
			Daily	\$64.93	\$67.25
			177 Days	11,492.55	11,903.19
CG5	SALARIED – positions based on 5 hours		Hourly	\$16.23	\$16.81
			Daily	\$81.16	\$84.06
			177 Days	14,365.69	14,878.99
CG6	SALARIED – positions based on 6 hours		Hourly	\$16.23	\$16.81
			Daily	\$97.39	\$100.87
			177 Days	17,238.82	17,854.78
CG8	SALARIED – positions based on 8 hours		Hourly	\$16.23	\$16.81
			Daily	\$129.86	\$134.50
			177 Days	22,985.09	23,806.37

MANUAL TRADES

PAY SCHEDULE

MANUAL TRADES CALCULATIONS FOR EMPLOYMENT & PROMOTIONS

The proposed hourly/daily rate for a new or promoted employee shall be calculated using the following general procedures:

1. Salaries are determined by an employee's total years of relevant work experience as defined at the time of employment. Salary guides are developed and approved annually and do not represent or imply future pay increases or salary guarantees. Employees in a new position with no specific job-related experience will be placed at the minimum for the assigned pay grade. A new or promoted employee may not be placed above the maximum of the assigned pay grade.
2. To calculate the hourly/daily rate of an employee promoted into a higher pay grade, the amount will be determined using many factors including job-related experience and salaries paid to peer employees in the same position with similar experience. No employee will be placed below the minimum of the pay range. If the promotion involves an increase in the number of days of the employee's work schedule, the new daily rate will be multiplied by the new number of days.
3. Experience credit for new employees with previous public-school or like experience will be given at a ratio of 1:1. This experience must be documented on a service record provided by the previous school district and meet the eligibility criteria set by the Texas Education Agency. **ALL SERVICE Records should be submitted to: HR.RECORDS@ALIEFISD.NET.** Like experiences may be considered at a ratio of 1:1 with a review of job descriptions and role specificities. New employees may be asked to provide a confirmation letter from previous employers detailing the number of hours/days worked per week and confirmation of the months/years worked.
4. Normally, the salary of the new employee will not exceed the mid-point of the pay grade, unless the employee is coming in with more than 18-20 years of similar work experience within the pay grade.
5. When these procedures fail to produce a sufficiently competitive salary for a potential employee with unique skills or qualifications or to recognize extraordinary knowledge and skills, qualifications, or technical certifications, the Deputy Superintendent responsible for the department involved may propose an alternative salary recommendation.

2026-2027 Manual Trades Compensation Plan

Alief ISD

Pay Grade	Job Title	Calendars		Minimum	Midpoint	Maximum
MT01	HOURLY					
	Custodian	260 NE	Hourly	\$13.37	\$15.68	\$18.03
			Daily 8 hrs	106.97	125.44	144.26
MT02	HOURLY					
	Groundskeeper	260 E	Hourly	\$14.72	\$17.33	\$19.96
	Print/Bindery Operator I	260 NE	Daily 8 hrs	117.75	138.65	159.66
	Warehouse Helper/Maintenance	260 E				
MT03	HOURLY					
	Asst Head Custodian - Elem/Inter.	260 NE	Hourly	\$15.95	\$18.96	\$21.99
	Central Distribution Specialist, Nutrition	260 NE	Daily 8 hrs	127.63	151.69	175.90
	Central Distribution Specialist, Warehouse	260 NE				
	Service Worker I / Transportation	260 NE				
MT04	HOURLY					
	Asst. Head Custodian - MS/HS	260 NE	Hourly	\$17.35	\$20.67	\$23.99
	Central Distribution Specialist II	260 NE	Daily 8 hrs	138.83	165.38	191.94
	Crafts I Carpenter	260 NE				
	Crafts I Electrician	260 NE				
	Crafts I Groundskeeper	260 NE				
	Crafts I HVAC Technician	260 NE				
	Crafts I Life Safety & Security Technician	260 NE				
	Crafts I Painter	260 NE				
	Crafts I Plumber	260 NE				
	Crafts I Warehouse Expeditor	260 NE				
	Printing Specialist II	260 NE				
	Printing Support Specialist	260 NE				
	Service Worker II - Transportation	260 NE				
MT05	HOURLY					
	Distribution Specialist III	260 NE	Hourly	\$18.23	\$21.70	\$25.18
	Equipment Repair Technician	260 NE	Daily 8 hrs	145.81	173.57	201.48
	Head Custodian - Elem/Int	260 NE				
	On-Call Bus Driver	Sub NE				
	Shop Parts Technician, Transportation	260 NE				

2026-2027 Manual Trades Compensation Plan

Alief ISD

Pay Grade	Job Title	Calendars		Minimum	Midpoint	Maximum
MT06	HOURLY		Hourly	\$19.49	\$23.22	\$26.94
	Assistant Foreman, Grounds	260 E	Daily 8 hrs	155.94	185.77	215.54
	Head Custodian - MS & HS	260 NE				
	Mechanic I - Transportation	260 NE				
MT07	HOURLY		Hourly	\$21.21	\$25.51	\$29.33
	Central Distribution Supervisor	260 NE	Daily 8 hrs	169.71	204.05	234.65
	Crafts II Carpenter	260 NE				
	Crafts II Locksmith	260 NE				
	Crafts II Painter	260 NE				
	Crafts II Roofer	260 NE				
	Integrated Pest Mgmt (IPM) Coordinator	260 NE				
	Pest Control Operator	260 NE				
MT08	HOURLY		Hourly	\$23.15	\$27.52	\$31.89
	Mechanic II - Transportation	260 NE	Daily 8 hrs	185.16	220.14	255.15
MT09	HOURLY		Hourly	\$26.86	\$31.94	\$37.01
	Crafts II Electrician	260 NE	Daily 8 hrs	214.85	255.52	296.11
	Crafts II HVAC Technician	260 NE				
	Crafts II Life Safety & Security Technician	260 NE				
	Crafts II Plumber	260 NE				
	Crafts III Carpenter	260 NE				
	Crafts III Equip. Repair Maintenance Tech.	260 NE				
	Mechanic III- Transportation	260 NE				
	Refrigeration Repair Tech	260 NE				
MT10	HOURLY		Hourly	\$31.20	\$37.05	\$42.91
	Crafts II EMS Technician	260 NE	Daily 8 hrs	249.56	296.36	343.24
	Crafts III Carpentry Specialist – Casework	260 E				
	Crafts III Carpentry Specialist - Locksmith	260 NE				
	Crafts III Electrician	260 NE				
	Crafts III HVAC Technician	260 NE				
	Crafts III Life Safety & Security Tech	260 NE				
	Crafts III Plumber	260 NE				
	HVAC Central Plant Technician	260 NE				
	Transportation Lead Mechanic	260 NE				

2026-2027 Manual Trades Compensation Plan

Alief ISD

Pay Grade	Job Title	Calendars		Minimum	Midpoint	Maximum
MS01	SALARIED – positions based on 6 hours		Hourly	\$13.08	\$15.40	\$17.73
	Bus Attendant (Local or Fed Funded)	177 NE	Daily	\$78.50	\$92.43	\$106.39
	Non-CDL Bus Driver (14.80 per hour)	177 NE	177 Days	13,894.60	16,360.10	18,831.80
MS02	SALARIED – positions based on 6 hours		Hourly	\$14.72	\$17.33	\$19.96
	Nutrition Specialist (6 hours)	182 NE	Daily	\$88.31	\$103.99	\$119.74
			182 Days	16,073.03	18,925.31	21,793.45
MS03	SALARIED – positions based on 8 hours		Hourly	\$15.95	\$18.96	\$21.99
	Cook – Elementary/Intermediate	182 NE	Daily	\$127.93	\$151.69	\$175.90
	Nutrition Specialist II	182 NE	182 Days	23,228.35	27,607.60	32,013.02
MS04	SALARIED – positions based on 8 hours		Hourly	\$17.35	\$20.67	\$23.99
	Cook – Middle School/High School	182 NE	Daily	\$138.83	\$165.38	\$191.94
	Driver, Nutrition	182, 190 NE	182 Days	25,267.24	30,098.92	34,932.70
	Nutrition Specialist III – Trainer	182 NE	190 Days	26,377.89	31,421.95	36,468.20
	Team Lead Satellite School – Nutrition	190 NE				
MS05	SALARIED – positions based on 6 hours		Hourly	\$20.11	\$21.70	\$25.18
	Bus Driver	177 NE	Daily	\$120.68	\$130.22	\$151.08
	Driver Specialist,	177 NE	182 Days	21,361.14	23,048.87	26,740.31
MS06	SALARIED – positions based on 8 hours		Hourly	\$18.23	\$21.70	\$25.18
	Manager in Training, Nutrition	190 NE	Daily	\$145.81	\$173.57	\$201.48
			190 Days	27,703.40	32,978.86	38,280.62
MS07	SALARIED		Hourly	\$21.20	\$25.25	\$29.31
	Charter Route Coord., Transportation	220 NE	Daily	\$169.57	\$202.02	\$234.46
	Dispatcher, Transportation	220 NE	190 Days	32,217.81	38,383.88	44,547.97
	McKinney Vento Route Coordinator	220 NE	220 Days	37,304.83	44,444.49	51,581.86
	Nutrition Asst Manager, Multiple Facilities	190 NE	260 Days	44,087.52	52,525.30	60,960.38
	Nutrition Manager, Single Facility	190 NE				
	Route Coordinator, Transportation	220 NE				
	Service Manager	260 NE				
	Telecommunications Officer (TCO)	260 NE				

2026-2027 Manual Trades Compensation Plan

Alief ISD

Pay Grade	Job Title	Calendars	Minimum	Minimum	Midpoint	Maximum
MS08	SALARIED – positions based on 8 hours		Hourly	\$23.09	\$27.53	\$31.90
	Nutrition, Central Distrib. Asst. Manger	260 E	Daily	\$184.75	\$220.24	\$255.21
	Nutrition Manager – Multiple Facilities	190 NE	190 Days	35,102.02	41,844.97	48,490.12
	Nutrition Manager – Training	190, 210 NE	210 Days	38,796.97	46,249.70	53,594.34
			260 Days	48,034.34	57,261.53	66,354.90

MS09	SALARIED		Hourly	\$26.87	\$31.94	\$37.01
	Child/Traffic Safety Program Coordinator	220 NE	Daily	\$214.92	\$255.51	\$296.08
	Instructional Materials Supervisor	235 NE	220 Days	47,282.52	56,211.16	65,137.48
	TC Supervisor PD Access Card System	260 E	235 Days	50,506.33	60,043.73	69,578.67
			260 Days	55,879.34	66,431.37	76,980.66

MS10	SALARIED		Hourly	\$29.28	\$34.81	\$40.34
	Asst Supervisor, Nutrition	200 E	Daily	\$234.21	\$278.46	\$322.71
	Foreman, Custodial	260 NE	200 Days	46,841.56	55,691.80	64,542.06
	Telecommunication Technician	235 NE	235 Days	55,038.84	65,437.87	75,836.93
	Telephone Technician	260 NE	260 Days	60,894.03	72,399.35	83,904.68

MS11	SALARIED		Hourly	\$31.07	\$36.90	\$42.73
	Police Gang Officer	260 E	Daily	\$248.53	\$295.18	\$341.83
	Police Officer	190, 235, 260 NE	190 Days	47,220.68	56,084.18	64,947.68
			235 Days	58,404.52	69,367.27	80,330.02
			260 Days	64,617.77	76,746.77	88,875.77

MS12	SALARIED		Hourly	\$33.91	\$40.27	\$46.64
	Foreman, Construction Carpentry	260 E	Daily	\$271.27	\$322.18	\$373.10
	Foreman, Electrical Services	260 E	260 Days	70,529.86	83,766.46	97,005.66
	Foreman, Grounds	260 E				
	Foreman, HVAC	260 E				
	Foreman, Life Safety & Security	260 E				
	Foreman, Multi-Craft Services	260 E				
	Foreman, Plumbing Services	260 E				
	Foreman, Transportation Shop	260 E				
	Stadium Manager	260 E				

SUPPLEMENTAL PAY

Paraprofessionals and non-exempt employees should receive overtime pay / compensatory time when the extra-duty services provided are of the same type as regular paid services. Overtime is calculated at 1.5 times the paraprofessional's hourly rate, once the 40 hours/week threshold is reached. Accurate documentation should be kept to track earned overtime pay / compensatory time. (Refer to Supplemental Pay Schedule and Employee Supplemental Pay Form.)

Supplemental Earnings are wages paid to active full-time Alief Independent School District employees in addition to their regular base salary. The rates at which supplemental pay is determined is governed by the Human Resources Department. The District categorizes supplemental pay into three classes: **supplement, stipend, and extra duty pay.**

Supplemental Pay

Alief Independent School District defines supplemental pay as a nondiscretionary amount of earnings paid to an employee on a regular or recurring basis over the course of their duty period contract. Supplemental pay allows an employee to be compensated for specific duties or occurrences beyond the scope of their current occupation or contract. The majority of Supplemental Pay payouts are subject to their respective months of disbursement and may be disbursed throughout the year or twice a year (December and May; MCT stipends are disbursed in September and March). **Paraprofessionals and non-exempt employees should not be paid through supplemental pay. They should receive overtime pay or compensatory time when the extra-duty services provided are of the same type as regular paid services. Overtime pay is calculated at 1.5 times the paraprofessional's hourly rate (when 40 hours have been worked; otherwise, the pay is calculated at 1 times the paraprofessional's hourly rate.)**

Stipend Pay

In some circumstances, positions may be identified as **critically needed** in order to fulfill the strategic plans of Alief ISD. The Board of Trustees may grant the usage of discretionary incentive pay in order to motivate or encourage active employees to assist in achieving the aims desired by the district. Stipends may also be disbursed to specific staff for retention or recruitment purposes and are paid out at a predesignated time within the school year.

Extra Duty Pay

Active employees who perform certain duties outside of their normal contract responsibilities throughout the course of the school year are eligible for additional earnings outlined in the Supplemental Pay section of our Compensation Handbook. These earnings are called extra duty pay. Earnings may be disbursed throughout the year or upon completion of the requested duties. Non-exempt employees are eligible to receive extra duty pay, however, utilizing non-exempt employees for extra duty should be limited and carefully monitored as overtime rates may apply and must be followed accordingly (supplemental pay should not be used as an alternative to overtime payment for non-exempt employees when overtime payment should be paid).

The following information provides the framework for Alief ISD Supplemental Earnings:

1. Supplemental earnings are not guaranteed wages and may be amended or eliminated at any time.
2. Supplemental earnings are not included in individual base salaries quoted by the Human Resources Department.
3. Authorization to pay approved supplemental compensation requires permission from the Deputy Superintendent or Associate Superintendent of Human Resources and Campus Principal/Department Director prior to actual work being performed.
4. Supplemental pay duties may not be conducted from home (unless specifically indicated for special education).
5. It is the responsibility of the campus or department to notify the Human Resources Department when all extra duties have been performed and to ensure overtime guidelines for non-exempt employees have been followed. It is also the responsibility of the campus or department to notify the Human Resources Department of any changes to staff eligible to earn a stipend or when a stipend should be removed. The responsibility for monitoring stipends also rests with the employee. Stipends and supplemental wages may be recovered by the district if the work is not performed as agreed or if the employee is no longer eligible due to a new assignment.
6. An employee who has separated from the district (or is no longer active) is not eligible to accrue additional earnings past their effective separation date. A new employee is not eligible to earn supplemental pay prior to their effective start date.
7. Supplemental duties should take place outside of an employee's normal work hours or calendar days and should be considered voluntary, infrequent, and distinctly different from the employee's normal job description. Non-exempt employees should not receive supplemental pay outside of the exceptions outlined in this handbook.
8. All supplemental earnings are subject to the employee's and employer's statutory deductions. Earnings may qualify for Teachers Retirement System (TRS) eligibility.
9. Supplemental earnings may be prorated based on employee Full Time Equivalency (FTE).
10. Any recurring stipend allotted to an active employee may be paid on a prorated basis if the employee does not work the complete duty days for their respective contract.
11. If an employee fails to meet all criteria stipulated by the department directors or expectations, earnings may be stopped and/or recovered. If a recovery is in order, the employee will be notified of the terms by the Payroll Department or Human Resources Department.
12. Employee should be active with the District at the time of payout.

2026-2027
Salary Stipends for ATHLETIC PROGRAMS

Athletic Supplemental Stipends:

Athletic supplemental stipends reflect compensation for coaching duties related to a single sport assignment. These stipends account for responsibilities that may include, but are not limited to, activities scheduled on Saturday, Sundays, holidays, and dates that occur before or after the standard teaching contract period, as assigned by the Athletic Department.

*All Athletic stipends are distributed over 24 pay periods.

HS COACHING POSITION STIPENDS	2026-2027	MS COACHING POSITION STIPENDS	2026-2027
Head Football/AC	salaried position	Assistant Basketball	\$3,300.00
Assistant Campus Coordinator	\$7,000.00	Assistant Football	\$3,300.00
Assistant Baseball	\$5,500.00	Assistant Track	\$3,200.00
Assistant Basketball	\$6,000.00	Assistant Volleyball	\$3,300.00
Assistant Football 9th	\$7,150.00	Athletic Coordinator	\$3,300.00
Assistant Football JV	\$7,800.00	Head Basketball	\$3,500.00
Assistant Football Varsity	\$8,450.00	Head Football	\$3,500.00
Strength & Conditioning Coordinator	\$5,500.00	Head Tennis	\$1,550.00
Assistant Soccer	\$6,000.00	Head Track	\$3,300.00
Assistant Softball	\$5,500.00	Head Volleyball	\$3,500.00
Assistant Tennis	\$5,500.00		
Assistant Track	\$5,500.00		
Assistant Volleyball	\$5,500.00		
Head Baseball	\$8,500.00		
Head Basketball Boys	\$10,000.00		
Head Basketball Girls	\$10,000.00		
Head Cross Country Boys	\$7,500.00		
Head Cross Country Girls	\$7,500.00		
Head Diving	\$7,500.00		
Head Golf	\$6,000.00		
Head Soccer Boys	\$10,000.00		
Head Soccer Girls	\$10,000.00		
Head Softball	\$8,500.00		
Head Swimming	\$7,500.00		
Head Tennis	\$8,500.00		
Head Track Boys	\$8,500.00		
Head Track Girls	\$8,500.00		
Head Volleyball	\$8,500.00		
Pole Vault	\$4,100.00		
Water Polo	\$1,500.00		

MISCELLANEOUS RATES**Athletics Worker Payment Schedule for Salaried Employees, Retirees*, and Part-Time Staff****I. Payment for Varsity High School Football - (Per HOUR – typical game 3 hours)**

Announcer	\$25.00
Asst. Clock	\$14.00
Banker	\$20.00
Chain Crew	\$14.00
Clock	\$17.00
Crump Coord.	\$13.50
Message Board	\$13.50
Metal Detector	\$13.50
Metal Det. Coord.	\$17.50
Press Box Coord.	\$20.00
Seller	\$17.00
Spotter / Game Time	\$12.00
Taker	\$15.00

II. Payment for Sub-Varsity Football (per HOUR – typical game 1.5 hours)

Clock	\$13.50
Seller	\$14.00
Taker	\$13.00

III. Payment for High School Volleyball (per HOUR – typical game 1.5 hours)

Seller and Scorer	\$10.00 per hour
-------------------	------------------

IV. Payment for High School Basketball (per HOUR – typical game 1.5 hours)

Seller, Scorer, Clock Operator	\$13.00 per hour
--------------------------------	------------------

V. Payment for Varsity Baseball/Softball/Soccer (per HOUR – typical game 1.5 hours) 1 game

Clock/Scoreboard	\$13.50
Pitch Count Tracker	\$13.50
Seller	\$12.00
Taker	\$11.50
Announcer (Baseball)	\$20.00

VI. Payment for Part-Time Athletic Trainer (All Sports)

Part-Time Athletic Trainer	\$30.00 per hour
----------------------------	------------------

VII. Payment for Concession Manager

Concession Manager	\$30.00 per hour
--------------------	------------------

VIII. Payment for Lifeguards – Swim Meets

Lifeguard	\$10.00 per hour
-----------	------------------

IX. Payment for High School Track

Seller	\$13.00 per hour
Taker	\$14.00 per hour
TrackMate Operator	\$16.00 per hour

2026-2027
MISCELLANEOUS RATES
Athletics Worker Payment Schedule for Salaried Employees, Retirees*, and Part-Time Staff

Middle School Club Sports Payment Schedule 2026-2027

I. Payment for MIDDLE SCHOOL SOCCER

MS-Soccer Assignor/Coordinator	# of games X \$5.00
Clock Operator	\$ 15.00 per game
Coaches' Stipends	\$ 1,122 per season
MS Club Coordinator	\$ 1,900 per season
Officials	\$ 45.00 per game
Secretary	\$ 500 per season
Trainers	\$ 40.00 per game

II. Payment for MIDDLE SCHOOL BASEBALL/SOFTBALL

Coaches' Stipends	\$ 1,122 per season
MS Club Coordinator	\$ 1,900 per season
Scoreboard Operator	\$ 15.00 per game
Secretary	\$ 500 per season
Trainers	\$ 40.00 per game
Umpires	\$ 35.00 per game

III. Payment for Middle School Volleyball and Basketball (per HOUR – typical game 1.5 hours)

Scorer and Clock Operator	\$13.00 per hour
---------------------------	------------------

***NOTE: Retirees must apply as a Part-time Temp each year and must fall under the ½-time rule.
They are paid through Payroll.**

2026-2027
SALARY STIPENDS FOR MUSIC PROGRAMS

<u>ACTIVITY:</u>	<u>DAYS</u>	<u>ANNUAL SUPPLEMENT</u>
<u>BAND</u>		
Elsik, Hastings, & Taylor High Schools		
Director	204	\$ 9,500
Assistant Director	204	\$ 7,500
Kerr High School		
Director	197	\$ 6,500
Assistant Director	197	\$ 6,000
Middle School		
Director	197	\$ 6,000
Assistant Director (Albright)	197	\$ 5,300
Intermediate School		
Director	192	\$ 1,500
<u>ORCHESTRA</u>		
Elsik, Hastings, & Taylor High Schools		
Director	197	\$ 7,000
Kerr High School		
Director	192	\$ 7,000
Middle School		
Director	197	\$ 4,500
Intermediate School		
Director	192	\$ 1,500
<u>CHOIR</u>		
Elsik, Hastings, & Taylor High Schools		
Director	192	\$ 6,250
Assistant Director	187	\$ 4,000
Kerr High School		
Director	192	\$ 6,250
Assistant Director	187	\$ 4,000
Middle School		
Director	187	\$ 3,500
Intermediate School		
Director	187	\$ 1,500

Note: Supplements on this page are paid over 24 pays.

2026-2027
EXTRA RESPONSIBILITY PAY
Extra-Curricular Activities

<u>ACTIVITY:</u>	<u>DAYS</u>	<u>ANNUAL SUPPLEMENT</u>
All High Schools		
Assistant Speech & Debate	187	\$ 2,250
Assistant Theater Arts Director	187	\$ 3,500
Kerr Theatre Arts Director (Kerr does not get extra days)	187	\$ 4,650
Lead Counselor	205	\$ 2,000*
National Honor Society	187	\$ 1,000*
Newspaper	187	\$ 1,200
SDC Facilitator	187	\$ 750*
Senior Class Sponsor	187	\$ 1,000*
Special Projects/Academic Events (max 4 events)	187	\$ 275 each*
Speech & Debate	187	\$ 5,000
Student Council	187	\$ 1,000*
Theater Arts Director	187	\$ 4,650 + 10 days
UIL Sponsors (maximum of 12 sponsors)	187	\$ 300 each*
Yearbook	187	\$ 1,700
Elsik, Hastings, Taylor High Schools &/or MCAC		
Agriculture	195	\$ 4,000
Academic Decathlon (maximum of 2 coaches)	187	\$ 3,000 each
Advanced Placement Coordinator (+AECHS)	187	\$ 800*
Assistant Drill Team Director	197	\$ 3,850
Assistant Special Education Dept Chair	187	\$ 1,500*
Automotive Technology	194	\$ 3,000
Business Computer Info System	187	\$ 3,000
Campus Career Advisor (1 per 3 main campuses)	187	\$ 2,000
Drill Team Director	197	\$ 6,200
Jazz/Ballet	187	\$ 6,200
Jazz/Ballet Assistant	187	\$ 3,850
Junior Varsity Cheer Sponsor	197	\$ 3,850
Literacy Magazine	187	\$ 300*
ROTC Head Instructor	222	\$ 3,000
ROTC Assistant Instructor	222	\$ 1,500
Star Academic Challenge (maximum of 2 coaches)	187	\$ 2,200 each*
Student Mentor Sponsor	187	\$ 750*
Varsity Cheer Sponsor	197	\$ 6,200
AECHS and Kerr High School		
Intramurals	187	\$1,200*
Performing Visual/Arts Academy		
Intermediate Dance (Miller)	187	\$3,500
Intermediate Theater Arts (Miller)	187	\$1,500
Middle School Dance (Albright)	187	\$3,500
Middle School Theater Arts Assistant Director (Albright)	187	\$1,000

Note: Supplements on this page are paid over 24 pays except for supplements marked with a (*).
***These supplements are paid over two paychecks (December and May).**

2026-2027
EXTRA RESPONSIBILITY PAY
Extra-Curricular Activities (continued)

<u>ACTIVITY:</u>	<u>DAYS</u>	<u>ANNUAL SUPPLEMENT</u>
Alief Learning Center		
Administrators	220/208	\$ 2,500 per year
Classroom Aides	187	\$ 500 per year
Counselors	205	\$ 2,000 per year
SDC Facilitator	187	\$ 750* per year
Technology Support	187	\$ 250* per year
Teachers	187	\$ 2,000 per year
Middle Schools		
Cheer Sponsor	187	\$ 1,500* per year
Club Sponsors/Special Projects/Academic Events	187	\$ 1,500 max* per year
Intramurals	187	\$ 1,200 max* per year
Lead Counselor	199	\$ 600* per year
National Honor Society (maximum of 2 sponsors)	187	\$ 275 each* per year
SDC Facilitator	187	\$ 750* per year
Speech & Debate	187	\$ 1,250 per year
Student Council (maximum of 2 sponsors)	187	\$ 275 each* per year
Theater Arts	187	\$ 1,250 per year
Transition Counselor (max \$3,000 total)	187	\$ 500 per year
Yearbook	187	\$ 1,000 per year
Ninth Grade Centers		
Club Sponsors/Special Projects/Academic Events (max 6 sponsors)	187	\$ 275 each* per year
CTE Counselor Representative (\$1,000 total)	187	\$ 500 each* per year
Head Counselor	205	\$ 600* per year
Newspaper	187	\$ 300* per year
SDC Facilitator	187	\$ 750* per year
Student Council Sponsor (maximum of 2 sponsors)	187	\$ 275 each* per year
Yearbook	187	\$ 600* per year
Other		
Campus Assistant Athletic Coordinator		\$ 7,000 per year
Campus Communications Coordinator		\$ 300* per year
CAPE/PEP Counselor		\$ 2,000 per year
CTE Student Mentors		\$ 200* per year
District EIC Facilitator		\$ 750* per year
District Fine Arts Coordinator		\$ 5,000 per year
District Holiday Treasury Functions (Accounting)		\$ 2,000* per year
Lead PE		\$ 2,000* per year
Multimedia Production Specialist		\$ 9,000 per year
National Elementary Honor Society (max 2 per elem/interm campus)		\$ 250* per year
Off-Duty Substitute Pay for Teachers (Secondary only)		\$ 25 per hour
Registered Dietitian-Special Diets		\$ 2,000 per year
Summer Lunch Program		\$ 5,000 per year

Staff members with supplements are not to have shortened class assignments unless indicated. There are to be no unassigned class periods for sponsorship. Payment for team leaders and department chairs is based on the number of team members at the time of payment.

Note: Supplements on this page are paid over 24 pays except for supplements marked with a (*). These supplements are paid twice a year, in December & May.

2026-2027
EXTRA RESPONSIBILITY ANNUAL PAY*
Department Chairs

****Only Classroom Teachers are eligible; Paraprofessionals are not eligible and should not be included in the counts**

HASTINGS, ELSIK, TAYLOR High Schools Dept Chairs– 13 per school maximum

<i>Department Size</i> 4 – 6:	\$ 1,000	7-12:	\$1,400
13 – 18	\$ 1,800	19+:	\$2,500

*4: Four Major Academics (English, Math, Social Studies, Science)

*1: Non-Teaching SPED DC

*1: Special Education (+additional \$1,500)

*1: Non-Teaching ESL DC

*1: PE/Health

*1: Performing/Visual Arts

*1: CTE/ROTC

*1: LOTE

*1: ESL (2 per Main HS; to be divided equally)

*1: Special Programs (AVID, CLC, Edgenuity, unaccompanied elective teachers)

KERR High School Dept. Chairs– 7 maximum, one per department

<i>Department Size</i> 2-5:	\$ 1,000
6+:	\$ 1,200

*4: Four Major Academics (English, Math, Social Studies, Science)

*1: Performing/Visual Arts

*1: Electives

*1: CTE

AECHS Dept. Chairs– 6 maximum, one per department

<i>Department Size</i> 2-5:	\$ 1,000
6+:	\$ 1,200

*4: Four Major Academics (English, Math, Social Studies, Science)

*1: AVID

*1: Electives/Other

Ninth Grade Centers Dept. Chairs– 8 per school, one per department

<i>Department Size</i> 4 – 12:	\$ 1,200
13+:	\$ 1,500

*4: Four Major Academics (English, Math, Social Studies, Science)

*1: Special Education

*1: Electives

*1: CTE

*1: ESL

Alief Learning Center – 7 total, one for each of the following areas:

\$100 per member they work with plus \$100 for being in charge

*4: Four Major Academics (English, Math, Social Studies, Science)

*1: Special Education

*1: Electives

*1: Elementary

*1: ESL

Middle Schools – 9 per school

<i>Department Size</i> 4 – 7:	\$ 900
8-12:	\$ 1,200
13+:	\$ 1,500

* 4: Four Major Academics (Language Arts, Math, Social Studies, Science)

* 1: Performing Arts (Band, Orchestra, Choir, Theater, Art, Speech)

* 1: Career/Technology

(Technology Applications, Exploring Careers, Career Portals, Gateway to Technology)

* 1: ESL/Foreign Languages

* 1: Physical Education

* 1: Special Education

@ MCAC, SOAR/Alief360, TYWLS will not have department chairs, but utilize team leaders' extra duty pay

***Staff members with supplements are not to have shortened class assignments unless indicated. There are to be no unassigned class periods for sponsorship. Payment for team leaders and department chairs is based on the number of team members at the time of payment. Note: These supplements are paid twice a year, in December and May.**

2026-2027
EXTRA RESPONSIBILITY ANNUAL PAY*
Team Leaders and/or Special Projects

**Only campus-based Teachers are eligible and considered in the team member count;
Paraprofessionals and central staff are not eligible & not to be counted*

TEACHER TEAM LEADERS

Campus / School Level	# of Team Leaders	Amount
Hastings & Elsie HS	Maximum 12	\$2,000 per team leader
Taylor HS	Maximum 16	\$2,000 per team leader
AECHS, ALC, Kerr, and Marshall CAC	Maximum 3	\$2,000 per team leader
SOAR	1 team leader	\$100 per team member
Alief360	1 team leader	\$100 per team member
HNGC and ENG	Maximum 12; one team leader per 115 students; must have 4+ Ts per team	\$2,000 per team leader
TYWLS (26-27 SY only)	1 team leader	\$100 per team member
Middle Schools	Maximum 12; one team leader per 115 students; must have 4+ Ts per team	\$250 per team member
Elementary/Intermediate	Includes 1 each: MCT, interventionist, special education, and ILT	\$100 per team member

SPECIAL PROJECTS SUPPLEMENTS*

Intermediate Schools

\$4,000 allotment per school year (**paraprofessionals and admin are not eligible**)

SDC Facilitator \$750 (max 1 per campus)

National Elementary Honor Society \$500 (max 2 per campus; \$250 per sponsor)

Elementary Schools

\$3,500 allotment per school year (**paraprofessionals and admin are not eligible**)

SDC Facilitator \$750 (max 1 per campus)

National Elementary Honor Society \$500 (max 2 per campus; \$250 per sponsor)

MCT and TECHNOLOGY SPECIALISTS

Technology Specialist +4 days of pay at daily rate (not contract extension)**

-2 days per district training/expectations**, 1 day at BOY**, 1 day at EOY – time sheets to be submitted

Core MCT Specialists (per allocations) +2 days of pay at current daily rate (not contract extension)**

-2 days per district training and expectations at BOY – time sheets to be submitted**

Technology Support (1 per school; Elementary Technology Support = librarian) \$250

MCT Data Capture Year (2026-2027) \$5,000*****

MCT Tier I Campus Stipend \$10,000^

MCT Tier II Campus Stipend \$8,000^

MCT Tier III Campus Stipend \$0

Elementary: RLA MCT, Math MCT, Science MCT

Intermediate: ELAR MCT, Math MCT, Science MCT, Technology Specialist

Middle School/High Schools: ELAR MCT, Math MCT, Science MCT, SS MCT (not at NGCs), Technology Specialist

*****Note: These supplements are paid twice a year; on September 15 and March 15 paychecks.

**Paid 9/15

^ Paid over 24 paychecks

2026-2027
EXTRA RESPONSIBILITY PAY*

<u>CRITICAL ASSIGNMENT AREAS:</u>	<u>DAYS</u>	<u>ANNUAL SUPPLEMENT</u>
<u>MIDDLE SCHOOL 8TH GRADE ALGEBRA</u> 8 th grade algebra teacher teaching for HS credit	187	\$750 per section; up to \$4,500
<u>HIGH SCHOOL MATH TEACHER</u> (ALC, Elsik, ENGC, Hastings, HNGC, Kerr, SOAR/Alief360, Taylor)	187	\$4,500
<u>HIGH SCHOOL SCIENCE TEACHER</u> (ALC, Elsik, ENGC, Hastings, HNGC, Kerr, SOAR/Alief360, Taylor)	187	\$4,500
<u>BILINGUAL**</u> – Pay Grade 4 and above are not eligible to receive the bilingual stipend		
Bilingual Teacher (Teaching Bilingual Class)	187 Days	\$ 4,500
Dual Language Teachers (teaching second language)	187	\$ 4,500

**Teachers who change assignments from a bilingual classroom teaching position to a content specialist, lead dyslexia teacher, lead teacher, or an interventionist position are eligible to retain the bilingual supplement if they are serving students on a bilingual campus.

**Diagnostician, School Psychologists, and Bilingual SPED teaching positions must be specifically designated as a bilingual position to be eligible for the stipend.

<u>ADDITIONAL ASSIGNMENT AREAS:</u>	<u>DAYS</u>	<u>ANNUAL SUPPLEMENT</u>
<u>ASSISTANT PRINCIPAL (P04 & P05)</u>	<u>DAYS</u>	<u>ANNUAL SUPPLEMENT</u>
Elementary/Intermediate School	208	\$ 3,000
Middle School	210	\$ 5,000
NGC/High School (+ALC, KERR, SOAR, TYWLS)	208/210	\$ 6,000
CTE Campus Supervisor/Assistant Principal (ACAC)	220	\$ 6,000

<u>Police Officer TCOLE Certification Stipend</u>	<u>DAYS</u>	<u>ANNUAL SUPPLEMENT</u>
Police Officer Certification Stipend (Intermediate)	190/235/260	\$ 2,000
Police Officer Certification Stipend (Advanced)	190/235/260	\$ 3,000
Police Officer Certification Stipend (Master)	190/235/260	\$ 4,000

<u>Telecommunications Operator Certification</u>	<u>DAYS</u>	<u>ANNUAL SUPPLEMENT</u>
Certification Stipend (Basic)	190/235/260	\$ 500
Certification Stipend (Intermediate)	190/235/260	\$ 1,000
Certification Stipend (Advanced)	190/235/260	\$ 1,500
Certification Stipend (Master)	190/235/260	\$ 2,000

***Note: Supplements on this page are paid over 24 pays.**

2026-2027
Special Education Programs*

Special Education AND Bilingual Certified **	<u>DAYS</u>	<u>ANNUAL SUPPLEMENT</u>
Bilingual Dyslexia (Itinerant or LEAD)	187 Days	\$4,500 Annual
Bilingual SPED Teacher (Teaching Bilingual Class)	187 Days	\$4,500 Annual
Diagnosticians or Bilingual Diagnostician	195/205 Days	\$5,500 Annual
School Psychologist or Bilingual School Psychologist	195/205 Days	\$4,500 Annual
Special Services Program Specialist (or Bilingual SSPS)	205 Days	\$4,500 Annual
Speech Language Pathologists or Bilingual SLP	195/205 Days	\$4,500 Annual

*****Pay Grade 5 and above are not eligible to receive the bilingual stipend.***

*****Diagnostician, School Psychologist, SLP, Bilingual SPED teacher, and Bilingual ARD Facilitator positions must be specifically assigned to evaluate and service bilingual students to be eligible for the stipend.***

<u>Special Education Teachers (P1T, P1O, P01-P04)</u>	<u>DAYS</u>	<u>ANNUAL SUPPLEMENT</u>
18+	187 Days	\$ 1,000 Annual
Autism Specialist	210 Days	\$ 4,000 Annual
BASES	187 Days	\$ 3,000 Annual
Behavior Specialist	210 Days	\$ 4,000 Annual
CEAI	187 Days	\$ 3,000 Annual
ECSE	187 Days	\$ 1,000 Annual
Elementary/Intermediate Structure	187 Days	\$ 3,000 Annual
Life Skills	187 Days	\$ 1,000 Annual
Middle/High School Discovery Center	187 Days	\$ 3,000 Annual
REACH	187 Days	\$ 3,000 Annual
STRIDE	187 Days	\$ 3,000 Annual
TLC	187 Days	\$ 1,000 Annual
Visually Impaired/Orientation & Mobility	187/190 Days	\$ 3,000 Annual

EVALUATION

OT/PT	190 Days	\$ 4,000 Annual
School Psychologist	195/205 Days	\$ 4,000 Annual
SLP - Certificate of Clinical Competence	195 Days	\$ 4,000 Annual
SLP - Licensed	195 Days	\$ 2,000 Annual
SLP - TEA Certified	195 Days	\$ 1,000 Annual

LEAD

Educational Diagnostician	205 Days	\$ 2,800 Annual
School Psychologist	205 Days	\$ 2,800 Annual
Speech Language Pathologist	195 Days	\$ 2,800 Annual

OTHER

ARD Facilitator	195 Days	\$ 4,000 Annual
Bilingual ARD Facilitator ^	195 Days	\$ 1,500 Annual
Lead Dyslexia Teacher	187 Days	\$ 1,000 Annual
Life Skills Specialist	205 Days	\$ 4,000 Annual
Compliance Officer	220 Days	\$ 2,800 Annual

^Bilingual ARD Facilitators in the Bilingual ARD Facilitator, position PCN: 498D, are eligible for the \$1,500 stipend in addition to the \$4,000 ARD Facilitator stipend.

***Note: Supplements on this page are paid over 24 pays.**

2026-2027
Special Education Programs (continued)

ESY Services Rate (SUMMER Only)

ESY Administrators (4)	\$ 6,000 per summer
ESY LVN	\$ 30 per hour
ESY Paraprofessional	\$ 17 per hour
ESY RN	\$ 35 per hour
ESY Secretary & Program Assistant	\$ 20 per hour
ESY Site Coordinator by Program (4)	\$ 40 per hour
ESY SLP, Itinerant Services	\$ 45 per hour
ESY Teacher (Certified)	\$ 35 per hour
ESY Teacher (Non-Certified)	\$ 30 per hour

Contracted Writing Rates for Approved After-Hours Services

ECAT Evaluation (Diags, School Psychologist, SLP)	\$ 300 Monolingual \$ 375 Bilingual
School Age-Full & Individual Evals (Diags/School Psychologists)	\$ 375 Monolingual \$ 450 Bilingual
School Age-Full Psychological Evaluations- School Psychologists	\$ 375 Monolingual \$ 450 Bilingual
Speech Language Evaluations (SLPs)	\$ 300 Monolingual \$ 375 Bilingual
School Psychologist Supervision of Intern Students	\$ 1,000 per semester
School Psychologist Supervision of Practicum Students	\$ 500 per semester
Educational Diagnostician Supervision of Practicum Students	\$ 250 per semester
OT, PT, SLP, TVI, and O&M Intern	\$ 45 per hour
SLP Supervisor of Assistant or Intern	\$ 1,000 per semester
SLP Supervisor of Graduate Student	\$ 500 per semester
In-Home Trainer Teachers (IHT)	\$ 40 per hour Teachers AIDS & ABS West
In-Home Trainer Paras (IHT)	\$ 20 per hour Paras AIDS & ABS West

Services Report Writing Only – At Home *

School Age-Full & Individual Evals (Diags, School Psych., TVI, SLPs)	<u>Rates</u> \$ 200 Mono./\$250 Bilingual
Review of Existing Eval Data-REED (Diags, School Psych., TVI, SLPs)	\$ 25/hour *Not to exceed 4 hours
*Prior approval needed	

ALIEF INDEPENDENT SCHOOL DISTRICT
2026-2027 SUPPLEMENTAL PAY
Professional Development Stipends, Campus Local and Federal Stipends **

Professional Development Instructor		
The rates below apply to all sessions including on-line sessions. • One half day = 3.5 hours. One full day = 7 hours. • An hourly rate of \$57 will be paid for sessions less than 3.5 hours in length. • The pay differential between 1 instructor and 2 or more instructors is designed to encourage instructors to present as a team. For 2+ instructors, the amounts listed below are shared. (Example: Two instructors presenting professional development to 25 participants for a full day would each earn \$300.)		
Position	Minimum Requirement	Rate per Hour
PD Instructor	Less than 15 participants	Professional Development Credit Only
PD Instructor	15 or more participants	1 Instructor: ½ day = \$200 Full day = \$400 2+ Instructors: ½ day = \$300 Full day = \$600

Stipends		
Supplemental pay stipends are irregular or one-time payments. Stipends are generally paid for a product or for activities which are in addition to an employee's job description (extra responsibility pay), not for hourly performance. Stipends should not be paid for regular job duties since these are considered the employee's contractual obligation. These stipends are generally paid twice a year in December and May.		
Position	Minimum Requirement	Rate per Hour
Curriculum Development - development of curriculum documents and related materials. The application process goes through the Curriculum and Instruction department. Payment for services is determined prior to the start of work and must go through all approval processes. Payments will be made at the conclusion of each project when the product is in hand, and any corrective action has been taken by the developer/writer. Curriculum development stipends are administered by the Curriculum and Instruction Department.		
Prevention Program Coordinator - campus liaison for Prevention and Safe Schools programs and funding.	Licensure / Certification	\$650.00
TIA Teacher Ambassador	Certified, TIA eligible	\$500 (\$250 paid on 12/19 & 5/29)
Campus Wellness Champion	Certified	0-49 staff: \$250 50-99 staff: \$350 100+ staff: \$450 (Paid in May)
Reading Academy or Math Academy Attendance	Classroom teacher time sheet submission	\$50/hour – non-workday only
Title I Campus Coordinator	Certified	\$1,000 max

** These are submitted by program coordinators or campus secretaries, not through Human Resources.

**ALIEF INDEPENDENT SCHOOL DISTRICT
2026-2027 SUPPLEMENTAL PAY**

This list is not all-inclusive but does include the most common types of supplemental pay. For forms and instructions, visit the Payroll Department and Human Resources Department websites at www.aliefisd.net. *Appropriate time sheets MUST be submitted on time, in accordance with the payroll submission calendar.*

Position	Minimum Requirement	Rate per Hour
Extra-Duty: Contract Year (It's important to note the actual job duties when looking for the correct rate.)		
<i>Transcripts or other documentation are required to determine the correct level of pay.</i>		
General Extra Duty/Campus Tutorials:		
Instruction or Clerical Support ¹	High School Student	\$12
Instruction or Clerical Support ¹ (para)	High School Diploma	\$15 or x 1.5 ²
Instruction Support (para)	Bachelor's Degree	\$20
Instruction or Clerical Support ¹ (Associate Teacher)	Bachelor's Degree	\$25
Instruction or Clerical Support ¹ (Teacher)	Certification	\$30
Instruction or Clerical Support ¹ (NHS only)	Certification	\$33.50
Campus Tutorial Coordinator	Certification	\$35
CIA - After School Program*:		
Assistant or Aide	High School Student	\$12
Assistant or Aide	High School Diploma	\$15
Teacher	High School Diploma	\$17
Teacher	Bachelor's Degree	\$25
Teacher	Certification	\$30
Site Leader	Bachelor's Degree	\$25
Site Leader	Certification	\$35
Site Coordinator	Certification	\$35
<i>*It is not recommended for first-year teachers or associate teachers to work CIA After School Programs</i>		
Mentors:		
Associate Teacher Mentors - Stipend for mentors of associate teachers new to the teaching profession.	Certification	\$500 per semester per protégé (max of 2 protégés)
Beginning Teacher Mentors – Stipend for mentors of teachers new to the teaching profession.	Certification	\$500 per semester per protégé (max of 2 protégés)
Resident Mentors – Stipend for mentors of grant-funded Residents from UH.	Certification	\$500/semester
Student Teacher Mentors – Stipend is for mentors of student teachers.	Certification	\$250 per semester per protégé
Teach Alief Student Mentor	Certification	\$100 per semester
Student Teachers (based on ISP2):		
Fort Hays Student Teachers (NE)		\$16.00/hour
Nebraska Student Teachers (NE)	(Kearney & Lincoln)	\$16.00/hour
Student Teachers (NE)	(Alief Grad, SPED, Bilingual Only)	\$16.00/hour
Other Rates (During the School Year):		
Extra Duty Pay to Supervise and Ride Buses	Associate Teacher	\$18.00/per ride
Extra Duty Pay to Supervise and Ride Buses	Certified Teacher	\$21.00/per ride
Extra Duty Pay to Ride Buses	Para	Hourly Rate and Pay as OT

¹This may include tutors, interventionists, mentors, assistants, aides, etc.

²Paraprofessionals are excluded from stipend and supplemental pay. They receive overtime pay when the extra-duty services provided are of the same type as regular paid services. Overtime is calculated at 1.5 times the paraprofessional's hourly rate.

**ALIEF INDEPENDENT SCHOOL DISTRICT
2026-2027
SUMMER 2027 RATES**

Transcripts or other documentation are required to determine and verify the correct level of pay.

**** Substitutes are eligible after working a full semester in Alief with a minimum of 30 hours/week.**

SUMMER PROGRAM Rates: This is for any staff working for a specific program as listed below.

Summer School Program, Summer Language Institute (SLI), STEM or Enrichment Camp, SPED Extended School Year (ESY), Bridge, TSI, and Summer Fest:	Minimum Requirement	Rate per Hour
BIL/ESL Leads, Project Accelerate, Speech Therapist, OT/PT, etc.	Certification	\$35
Licensed Vocational Nurse (LVN)	High School Diploma	\$30
Registered Nurse (RN)	License	\$35
Paraprofessional	High School Diploma	\$17
Principal Secretary &/OR Program Assistant	High School Diploma	\$20
Teacher	Degreed, non-certified	\$30
Teacher or Counselor	Certification	\$35
Site Coordinator/TECH/LIS Coordinator/SLI Instructional Specialist	Certification	\$40
STEM or Enrichment Camp Site Coordinator/ESY Coordinator	Certification	\$40
Summer Fest Facilitators	Certification	\$40
ESY SLP, Itinerant Services	Certification	\$45
Principal Summer Fest ***	Certification	\$4,500 Total
Principal Elementary/intermediate School ***	Certification	\$4,500 Total
Principal Middle School ***	Certification	\$5,500 Total
Principal High School ***	Certification	\$7,400 Total
Principal SLI ***	Certification	\$5,580 Total
Principal ESY ***	Certification	\$6,000 Total

General Summer Rates: General staff working in the summer not tied to an above program (must be preapproved).

District-Wide General Summer Help ¹		
	Minimum Requirement	Rate/Hour
Summer Help	Minimum age: 16 YO	\$15
Instruction or Clerical Support (para)	High School Diploma	\$15
Instruction or Clerical Support (Associate Teacher)	Bachelor's Degree	\$25
Instruction or Clerical Support (Teacher)	Certification	\$30
Summer Bus Driving and Bus Riding Para Rates		
Paras Driving Bus in Summer	Base Driver Rate	\$18.59
Paras Supervising and Riding Bus in Summer	Base Attendant Rate	\$12

¹ Positions must be pre-approved if using federal or special revenue funds.

***Summer Rates may ONLY be earned after contract end date. An employee may NOT double-dip.** Employees on a 220 or more day contract are ineligible to work any Summer Programs. **For all others:** If your regular contract has not ended before Summer Programs begin, you will be paid only for those days worked outside of regular contracted days. Employees would receive a prorated daily rate amount based on the total supplement, compensating only those days not already covered under the employee's regular work calendar/contract days. See example below:

Summer Program Begins	Asst. Principal Contract End Date	Summer School Ends	AP Contract Start
June 1	June 10	June 25	July 15
9 total summer program work days exist between contract dates			

-In this example, the assistant principal would not receive additional compensation for any work performed June 1 - June 10. The assistant principal would only be compensated work performed between June 11 and July 14, including all summer school responsibilities between June 1 and June 25. $\$4500/16$ (total days of summer school) = $\$281.25$. $\$281.25 * 9$ (days of work not covered by normal work calendar/contract) = $\$2531.25$ additional compensation.

-Additionally, a written agreement between the employee and supervisor must be submitted, outlining the details of how the contractual work will be completed in a shortened time frame.

***** Absences from summer programs will be docked at a prorated daily rate, taken from the last summer paycheck.** (example: Elementary principal is absent 2 of the 16 days. $\$4,500/16 = \$281.25/\text{day}$. Principal will be docked 562.50 for both days on the last SS paycheck.

ALIEF INDEPENDENT SCHOOL DISTRICT
2026-2027
Retiree RATES

All retiree hires must be pre-approved by Human Resources.¹

Retiree Rates: This is for any retirees working in the following positions.

- Usually 20 hours/week. Anything exceeding 20 hours per week must be pre-approved by the supervisor.
- Retirees can NOT exceed 92 hours/month.
- Time sheets must be submitted per payroll timelines; see the Auxiliary section for due dates.
- Retirees working in the following positions must have had prior work experience in that specific role.

Non-Administrative Rates:		
BIL/ESL Leads	Certification	\$45
Counselor	Certification	\$45
Interventionist	Certification	\$45
Teacher	Certification	\$45
Tech Specialist	Certification	\$45
Associate Teacher Support (ATS)	Certification	\$45
Field Liaisons	Certification	\$45
Tech/LIS Coordinator	Certification	\$50
Administrative Rates:		
ASP Site Coordinator	Certification	\$50
Director	Certification	\$50
Assistant Principal	Certification	\$46.75
Principal	Certification	\$51.25
Paraprofessional Rates:		
Clerical or Instructional Paraprofessional	High School Diploma	\$20
Registrar	High School Diploma	\$20
Secretary	High School Diploma	\$20

¹Positions must be pre-approved if using federal or special revenue funds.

Auxiliary

The following pages are resources for employees. For most updated documents, please refer to the Alief ISD Website: <https://www.aliefisd.net/>

TIA Allotment Allocations

TIA funds are allocated in accordance with Texas Education Agency guidelines. In addition to direct compensation paid to designated teachers, a portion of the allotment is used to support the district's local designation system and to cover required employer-related costs associated with providing the additional compensation.

For teachers who earn an Acknowledged, Recognized, or Exemplary designation under the Teacher Incentive Allotment (TIA), Alief ISD will allocate TIA funds as follows:

- **10%** will be retained by the district to support the implementation and sustainability of Alief ISD's local designation system.
- **10%** will be used to cover the district's required employer costs associated with providing the TIA compensation award. These costs include the employer's share of Medicare taxes, Teacher Retirement System (TRS) contributions, and the TRS statutory minimum related to the employee's TIA compensation.
- The remaining **80%** will be paid to the designated teacher as a TIA bonus, provided the teacher remains employed as a teacher in Alief ISD during the 2027-2028 school year or retires at the end of the 2026-2027 school year.

For teachers who earn a Master designation under the Teacher Incentive Allotment (TIA), Alief ISD will allocate TIA funds as follows:

- **5%** will be retained by the district to support the implementation and sustainability of Alief ISD's local designation system.
- **10%** will be used to cover the district's required employer costs associated with providing the TIA compensation award. These costs include the employer's share of Medicare taxes, Teacher Retirement System (TRS) contributions, and the TRS statutory minimum related to the employee's TIA compensation.
- The remaining **85%** will be paid to the designated teacher as a TIA bonus, provided the teacher remains employed as a teacher in Alief ISD during the 2027-2028 school year or retires at the end of the 2026-2027 school year.

TIA Payments

The state recalculates designation allotments each year based on the average socio-economic student need of the campus. Alief ISD will be notified of the final allotment amounts for the 2026-2027 school year in April of 2027. TIA bonus payments will be paid to the designated teacher on the August 15th 2027 paycheck under the condition that the teacher maintains employment as a teacher in Alief ISD during the 2027-2028 school year or retires at the end of the 2026-2027 school year. If the teacher does not return to teach for the 2027-2028 school year for any other reason besides retirement, or if the teacher changes into a non-teaching role, Alief ISD will retain the bonus payment, and it will not be forwarded to the teacher. The retained allotment will be spent according to Alief ISD's TIA spending plan.

If a designated teacher retires after the last Friday in February of 2026, Alief ISD will forward that school year's TIA bonus payment to them on their last paycheck from the district. If a designated teacher resigns or retires before the last Friday in February of 2026, the teacher will not meet the eligibility requirements to generate a TIA bonus payment for that school year and will not receive a bonus payment.

If a designated teacher moves into a position in Alief ISD the next school year whose primary job responsibility as stated on their job description does not involve direct instruction or academic support to students for at least 50% of the school day, the teacher will no longer meet the eligibility requirements to earn a TIA payment for that year. Teachers must be employed as a teacher for two consecutive years

in Alief ISD to earn a new TIA designation based on Alief ISD's local designation plan.

****National Board Certified teachers will qualify for TIA allotments and will be awarded the TIA designation of National-Board Certified. The allotments for teachers with a national board certification will correspond with the allotments for the Acknowledged TIA designation level.**

Teacher Incentive Allotments

The tables below show the TIA allotment amounts per designation level for each campus based on the 2025-26 school year, updated with the changes from House Bill 2 that will go into effect the 2026-2027 school year. Campus allotment values for the 2026-27 school year will be released in April 2027 and may differ from the amounts shown. The amounts released in April 2027 will determine the TIA bonus compensation amount a designated teacher receives.

Elementary Schools

Campus		Allotment Generated by Designation Level			
		Acknowledged	Recognized	Exemplary	Master
Elementary	Alexander Elementary	\$6,958	\$11,597	\$19,555	\$27,832
	Best Elementary	\$8,663	\$14,438	\$24,101	\$34,652
	Boone Elementary	\$7,203	\$12,005	\$20,208	\$28,812
	Bush Elementary	\$8,047	\$13,412	\$22,459	\$32,188
	Chambers Elementary	\$7,437	\$12,395	\$20,832	\$29,748
	Chancellor Elementary	\$6,563	\$10,938	\$18,501	\$26,252
	Collins Elementary	\$8,572	\$14,287	\$23,859	\$34,288
	Cummings Elementary	\$6,563	\$10,938	\$18,501	\$26,252
	Hearne Elementary	\$7,054	\$11,757	\$19,811	\$28,216
	Heflin Elementary	\$6,680	\$11,133	\$18,813	\$26,720
	Hicks Elementary	\$6,483	\$10,805	\$18,288	\$25,932
	Holmquist Elementary	\$6,438	\$10,730	\$18,168	\$25,752
	Horn Elementary	\$8,459	\$14,098	\$23,557	\$33,836
	Jefferson Early Learning Center	\$6,615	\$11,025	\$18,640	\$26,460
	Kennedy Elementary	\$6,476	\$10,793	\$18,269	\$25,904
	Landis Elementary	\$8,362	\$13,937	\$23,299	\$33,448
	Liestman Elementary	\$6,869	\$11,448	\$19,317	\$27,476
	Mahanay Elementary	\$6,861	\$11,435	\$19,296	\$27,444
	Martin Elementary	\$7,397	\$12,328	\$20,725	\$29,588
	Martinez Early Learning Center	\$7,913	\$13,188	\$22,101	\$31,652
	Outley Elementary	\$6,483	\$10,805	\$18,288	\$25,932
	Petrosky Elementary	\$5,210	\$8,683	\$14,893	\$20,840
	Rees Elementary	\$5,042	\$8,403	\$14,445	\$20,168
	Smith Elementary	\$7,593	\$12,655	\$21,248	\$30,372
	Sneed Elementary	\$7,630	\$12,717	\$21,347	\$30,520
	Youens Elementary	\$7,727	\$12,878	\$21,605	\$30,908

Teacher Incentive Allotments

Intermediate Schools

Campus		<i>Allotment Generated by Designation Level</i>			
		Acknowledged	Recognized	Exemplary	Master
Intermediate	Budewig Intermediate	\$7,017	\$11,695	\$19,712	\$28,068
	Klentzman Intermediate	\$7,997	\$13,328	\$22,325	\$31,988
	Mata Intermediate	\$6,917	\$11,528	\$19,445	\$27,668
	Miller Intermediate	\$5,746	\$9,577	\$16,323	\$22,984
	Owens Intermediate	\$7,912	\$13,187	\$22,099	\$31,648
	Youngblood Intermediate	\$6,663	\$11,105	\$18,768	\$26,652

Middle Schools

Campus		<i>Allotment Generated by Designation Level</i>			
		Acknowledged	Recognized	Exemplary	Master
Middle	Albright Middle	\$5,586	\$9,310	\$15,896	\$22,344
	Alief Middle	\$7,317	\$12,195	\$20,512	\$29,268
	Holub Middle	\$6,706	\$11,177	\$18,883	\$26,824
	Killough Middle	\$7,046	\$11,743	\$19,789	\$28,184
	O'Donnell Middle	\$6,910	\$11,517	\$19,427	\$27,640
	Olle Middle	\$7,861	\$13,102	\$21,963	\$31,444

High Schools

Campus		<i>Allotment Generated by Designation Level</i>			
		Acknowledged	Recognized	Exemplary	Master
High	Alief 360 Virtual School	\$6,323	\$10,538	\$17,861	\$25,292
	Alief Early College HS	\$6,015	\$10,025	\$17,040	\$24,060
	Alief Learning Center	\$6,913	\$11,522	\$19,435	\$27,652
	Alief Taylor HS	\$6,323	\$10,538	\$17,861	\$25,292
	Elsik HS	\$6,761	\$11,268	\$19,029	\$27,044
	Elsik Ninth Grade Center	\$6,761	\$11,268	\$19,029	\$27,044
	Hastings HS	\$6,683	\$11,138	\$18,821	\$26,732
	Hastings Ninth Grade Center	\$6,683	\$11,138	\$18,821	\$26,732
	Kerr HS	\$5,443	\$9,072	\$15,515	\$21,772
	Marshall Center	\$6,589	\$10,982	\$18,571	\$26,356
	SOAR/NHS	\$6,589	\$10,982	\$18,571	\$26,356
	Young Women's Leadership School	\$6,913	\$11,522	\$19,435	\$27,652

2026 -2027 Alief ISD Monthly Calendar

Calendar Legend

★	First and Last Day of School
	Staff Development Day
	Student Holiday/Long Range Planning
	Student and Staff Holidays
	Teacher Work Day

Grading Periods

MP1	August 12 - October 6 (39 Days)
MP2	October 13 - December 18 (44 Days)
MP3	January 5 - March 5 (42 Days)
MP4	March 16 - May 27 (51 Days)

Important Dates

August 3 - August 11	Professional Days
August 12	First Day of School
September 7	Student/Staff Holiday
October 7 - October 9	Fall Break
October 12	Student Holiday
November 24 - November 28	Thanksgiving Break
December 21 - January 1	Winter Break
January 4	Student Holiday
January 18	Student/Staff Holiday
February 15	Student/Staff Holiday
March 6 - March 12	Spring Break
March 15	Student Holiday
March 26	Student/Staff Holiday
May 3	Student/Staff Holiday
May 27	Last Day of School
May 28	Professional Day

July 2026						
S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

August 2026						
S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12★	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

September 2026						
S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

October 2026						
S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

November 2026						
S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					

December 2026						
S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

January 2027						
S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

February 2027						
S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28						

March 2027						
S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

April 2027						
S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	

May 2027						
S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27★	28	29
30	31					

June 2027						
S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

**ALIEF INDEPENDENT SCHOOL DISTRICT
2026-2027 CONTRACT DAYS FOR PROFESSIONAL PERSONNEL**

*please refer to your job description for most accurate contractual days
*please refer to additional pages for: SPED, Health Services, Nutrition, Transportation, Police

	Begin/End Pay Dates	Start Date	End Date
187 Days – Teachers & Associate Teachers	Aug 31 – Aug 15	8/03/26	5/28/27
New Teachers report early for Alief U	Aug 15 – Aug 15	7/27/26	5/28/27
187 Days – Teacher/Coaches *has earlier reporting date due to duties	Aug 15 – July 31	8/03/26	5/28/27
192 Days – HS Choral, Intermediate Band/Orchestra, Kerr HS Orchestra	Aug 15 – July 31	7/27/26	5/28/27
194 Days – Elementary Counselors, IT & Voc Lab Teachers, Instrctn Interventionist	Aug 15 – July 31	7/23/26	5/28/27
195 Days – Librarians, Ag Teachers, Assistive Tech and Adv.Acad. Testing Specialist	Aug 15 – July 31	7/29/26	6/07/27
197 Days – Cheer/Drill Team, HS/MS Orchestra, Kerr/MS Hd/Asst Band	Aug 15 – July 31	7/27/26	6/07/27
197 Days – Intermediate Counselors, School Improvement Interventionist	Aug 15 – July 31	7/27/26	6/07/27
199 Days – Middle School Counselors	Aug 15 – July 31	7/23/26	6/07/27
200 Days – Fine Arts Facilitators	Aug 15 – July 31	7/22/26	6/07/27
204 Days – HS Head/Asst Band, CTE Teachers, Voc Co-Op, Attendance	Aug 15 – July 31	7/16/26	6/07/27
205 Days – High School Counselors, Athletic Trainers (187B Calendar)	Aug 15 – July 31	7/15/26	6/07/27
210 Days – PASS Specialists (187B Calendar).	Aug 15 – July 31	7/15/26	6/14/27
220 Days – Assoc. Principal (HS), Principal (ELC, Elem, Intern, ALC)	July 31 – July 15	7/08/26	6/21/27
222 Days – ROTC Instructors	July 31 – July 15	7/08/26	6/23/27
224 Days – HS Campus Athletic Coordinator (187B Calendar)	July 31 – July 15	7/08/26	6/25/27
208 Days – Elem/Int/Kerr/ALC Assistant Principals	Aug 15 – July 31	7/15/26	6/10/27
210 Days – MS/HS Assistant Principals (Hearings, Bsk, Taylor, H&AC, B&AC, SOAR)	Aug 15 – July 31	7/15/26	6/14/27
220 Days – HS Assoc. Principals, Elem/Int./ALC/SOAR Principals, Instructional Coord	July 31 – July 15	7/08/26	6/21/27
225 Days – MS Principals, NGC Principals, KERR/AECHS/ACAC Principal	July 31 – July 15	7/08/26	6/28/27
230 Days – HS Coordinating Principals	July 31 – July 15	7/02/26	6/30/27
235 Days – Directors, Assistant/Deputy Superintendents, Chiefs, Superintendent	July 15 – June 30	7/01/26	6/30/27

2026-2027 BEGINNING AND ENDING DATES FOR PARAPROFESSIONAL PERSONNEL

187 Day Paraprofessionals	Aug 31 – Aug 15	8/03/26	5/28/27
190 Day Paraprofessionals	Aug 15 – July 31	7/29/26	5/28/27
192 Day Paraprofessionals	Aug 15 – July 31	7/27/26	5/28/27
193 Day Paraprofessionals – HS Sp Ed Secretary	Aug 15 – July 31	7/29/26	6/03/27
194 Day Paraprofessionals	Aug 15 – July 31	7/23/26	5/28/27
195 Day Paraprofessionals	Aug 15 – July 31	7/29/26	6/07/27
200 Day Paraprofessionals	Aug 15 – July 31	7/22/26	6/07/27
205 Day Paraprofessionals	Aug 15 – July 31	7/15/26	6/07/27
210 Day Paraprofessionals	Aug 15 – July 31	7/15/26	6/14/27
215 Day Paraprofessionals	Aug 15 – July 31	7/15/26	6/21/27
220 Day Paraprofessionals	July 31 – July 15	7/08/26	6/21/27
225 Day Paraprofessionals	July 31 – July 15	7/08/26	6/28/27
235 Day Paraprofessionals	July 15 – June 30	7/01/26	6/30/27

Updated 2/6/26 @ 10:43 AM

**ALIEF INDEPENDENT SCHOOL DISTRICT
2026-2027 CONTRACT DAYS FOR SPECIAL SERVICES PROFESSIONAL PERSONNEL**

	Begin/End Pay Dates	Start Date	End Date
187 Days - 18+ District Teachers, Adapted PE Teachers, Homebound Teachers, Itinerant Dyslexia Specialists, Teachers of Visually Impaired (TVI)	Aug 31-Aug 15	8/03/26	5/28/27
190 Days - Occupational Therapists, Orientation and Mobility Specialists, Physical Therapists	Aug 15 - July 31	7/29/26	5/28/27
192 Days - SE Instructional Facilitators (Reading and Math)	Aug 15 - July 31	7/27/26	5/28/27
195 Days - ARD Facilitators, Diagnosticians, HS Sped Department Chairs, Instructional Facilitators, Mental Health Specialists, School Psychologists, School Psychologist Interns, Speech Language Pathologists (SLPs), Speech Language Pathologist Assistants (SLPAs), Speech Language Pathologists Interns (SLPIs)	Aug 15 - July 31	7/27/26	6/03/27
197 Days - Behavior Specialist for RTI, Lead Speech-Language Pathologists	Aug 15 - July 31	7/23/26	6/03/27
200 Days - Early Childhood Specialist	Aug 15 - July 31	7/20/26	6/03/27
205 Days- Diagnosticians, Lead ECSE Teachers, Early Childhood Behavior Intervention Specialist, Lead Diagnosticians, Lead School Psychologists, Life Skills Specialists, School Psychologists, Speech-Language Pathologists, Special Services Program Specialists, Sped Tech Coordinator, Transition Facilitators	Aug 15 - July 31	7/14/26	6/04/27
210 Days - Autism Specialists, Behavior Specialists, SPED ECAT Nurse	Aug 15-July 31	7/14/26	6/11/27
220 Days - BCBA, Compliance Officer, Coordinators, Early Childhood Specialists, Lead Instructional Facilitators, SHARS Officer, Sped CCMR Officer	July 31 -July 15	7/07/26	6/18/27
235 Days - Director, Assistant Director	July 15 - June 30	7/01/26	6/30/27

2026-2027 BEGINNING AND ENDING DATES FOR SPECIAL SERVICES PARAPROFESSIONAL PERSONNEL

187 Days - 18+ District Paras, Paraprofessionals and Aides, Speech Therapy Aides	Aug 31 -Aug 15	8/03/26	5/28/27
193 Days - Lead BT&M Specialist	Aug 15 - July 31	7/29/26	6/03/27
195 Days - Campus SEMS Clerks	Aug 15 - July 31	7/27/26	6/03/27
205 Days - SERS Specialist	Aug 15-July 31	7/14/26	6/04/27
205 Days - Central SEMS	Aug 15 - July 31	7/14/26	6/04/27
220 Days - Lead SEMS	July 31 -July 15	7/07/26	6/18/27
235 Days - Budget Manager, Secretaries	July 15 - June 30	7/01/26	6/30/27

Updated on 02/06/2026

**ALIEF INDEPENDENT SCHOOL DISTRICT
2026-2027 CONTRACT DAYS FOR NURSES, CLINIC AIDES, NUTRITION, TRANSPORTATION, POLICE**

NURSES AND CLINIC AIDES:	Begin/End Pay Dates	Begin Date	End Date
*190 Days – Nurse (**Please see important note below)	Aug 15 – July 31	7/29/26	5/28/27
*190 Days – Clinic Aides (**Please see important note below)	Aug 15 – July 31	7/29/26	5/28/27
*193 Days – Clinic Aides (**Please see important note below)	Aug 15 – July 31	7/29/26	6/03/27
210 Day – SPED ECAT Nurse	Aug 15 – July 31	7/15/26	6/14/27

Please note:

*190 Day Nurses, 190 Day Clinic Aides, and 193 Day Clinic Aides will not require PD for the 2026-2027 school year.

NUTRITION #	Begin/End Pay Dates	Begin Date	End Date
182 Nutrition Staff		8/07/26	6/02/27
187 Nutrition Staff	Aug 31-Aug 15	8/03/26	5/28/27
190 Nutrition Staff, Manager		7/30/26	6/04/27
200 Nutrition Staff – Asst Supervisor, Supervisor, Planner	Aug 15 – July 31	7/24/26	6/14/27
210 Nutrition Staff		7/20/26	6/22/27
220 Nutrition Staff - SUPERVISOR	July 31- July 15	7/06/26	6/22/27
235 SECRETARY, SPECIALIST, MANAGER, SUPERVISOR, ASSISTANT DIRECTOR, DIRECTOR	July 15-June 30	7/01/26	6/30/27

TRANSPORTATION #	Begin/End Pay Dates	Begin Date	End Date
177 BUS ATTENDANTS & DRIVERS	Aug 31-Aug 15	8/11/26	5/27/27
220 CLERK, COORDINATOR, DISPATCH	July 31-July 15	7/08/26	6/21/27
235 MANAGER, SUPERVISOR, ASST DIRECTOR, DIRECTOR	July 15-June 30	7/01/26	6/30/27

POLICE & CROSSING GUARDS #	Begin/End Pay Dates	Begin Date	End Date
177 CROSSING GUARD	Aug 31-Aug 15	8/11/26	5/27/27
190 POLICE	Aug 15 – July 31	7/29/26	5/28/27
220 COORDINATOR	July 31-July 15	7/08/26	6/21/27
235 OFFICE MANAGER, POLICE	July 15-June 30	7/01/26	6/30/27

#Director and Supervisors have the option to flex the days based on department needs.

Updated 6/8/26 @ 4:04 PM

CAMPUS DIRECTORY

(All Addresses are Houston, TX)

Jefferson Early Learning Center 14061 Bellaire Blvd, 77083 Ph: 281-988-3515	Liestman Elementary 7610 Synott, 77083 Ph: 281-983-8348	Albright Middle 6315 Winkleman, 77083 Ph: 281-983-8411
Martinez Early Learning Center 10807 Boone Loop Road, 77099 Ph: 281-988-3510	Mahanay Elementary 13215 High Star, 77083 Ph: 281-983-8355	Alief Middle 4415 Cook Road, 77072 Ph: 281-983-8422
Alexander Elementary 8500 Brookwulf, 77072 Ph: 281-983-8300	Martin Elementary 11718 Hendon, 77072 Ph: 281-983-8363	Holub Middle 9515 S. Dairy Ashford, 77099 Ph: 281-983-8433
Best Elementary 10000 Centre Parkway, 77036 Ph: 713-988-6445	Outley Elementary 12355 Richmond, 77082 Ph: 281-584-0655	Killough Middle 7600 Synott, 77083 Ph: 281-983-8444
Boone Elementary 11400 Bissonnet, 77099 Ph: 281-983-8308	Petrosky Elementary 6703 Winkleman, 77083 Ph: 281-983-8366	O'Donnell Middle 14041 Alief Clodine, 77082 Ph: 281-495-6000
Bush Elementary 9730 Stroud, 77036 Ph: 713-272-3220	Rees Elementary 16305 Kensley, 77082 Ph 281-531-1444	Olle Middle 9200 Boone Road, 77099 Ph: 281-983-8455
Chambers Elementary 10700 Carvel, 77072 Ph: 281-983-8313	Smith Elementary 11300 Stancliff, 77099 Ph: 281-983-8380	
Chancellor Elementary 4350 Boone Road, 77072 Ph: 281-983-8318	Sneed Elementary 9855 Pagewood, 77042 Ph: 713-789-6979	Alief Learning Center 4427 Belle Park, 77072 Ph: 281-983-8000
Collins Elementary 9829 Town Park Dr., 77036 Ph: 713-272-3250	Youens Elementary 12141 High Star 77072 Ph: 281-983-8383	SOAR 12360 Bear Ram Road, 77072 Ph. 281-988-3266
Cummings Elementary 10455 S. Kirkwood, 77099 Ph: 281-983-8328	Budewig Intermediate 12570 Richmond Ave., 77082 Ph: 281-988-3200	Elsik NGC 6767 S. Dairy Ashford, 77072 Ph: 281-988-3239
Hearne Elementary 13939 Rio Bonito, 77083 Ph: 281-983-8333	Klentzman Intermediate 11100 Stancliff, 77099 Ph: 281-983-8477	Elsik High 12601 High Star, 77072 Ph: 281-498-8110, ext 3161
Heflin Elementary 3303 Synott, 77082 Ph: 281-531-1144	Mata Intermediate 9225 S. Dairy Ashford, 77099 Ph: 281-983-7800	Hastings NGC 6750 Cook Rd., 77072 Ph: 281-988-3139
Hicks Elementary 8520 Hemlock Hill Dr., 77083 Ph: 281-983-8040	Miller Intermediate 15025 Westpark, 77082 Ph: 281-531-3430	Hastings High 4410 Cook Road, 77072 Ph: 281-498-8110, ext 2910
Holmquist Elementary 15040 Westpark Dr., 77082 Ph: 281-988-3024	Owens Intermediate 6900 Turtlewood Dr., 77072 Ph: 281-983-8466	Kerr High 8150 Howell Sugar Land 77083 Ph: 281-983-8484
Horn Elementary 10734 Bissonnet, 77099 Ph: 281-988-3223	Youngblood Intermediate 8410 Dairy View Lane, 77072 Ph: 281-983-8020	Taylor High/Alief360 7555 Howell Sugar Land, 77083 Ph: 281-988-3500
Kennedy Elementary 10200 Huntington Place, 77099 Ph: 281-983-8338		Alief Early College High School 2811 Hayes Rd. #T1, 77082 Phone: 281-988-3010
Landis Elementary 10255 Spice Lane, 77072 Ph: 281-983-8343		Young Woman's Leadership School 12501 High Star, 77072 Phone: 281-988-3499

Alief ISD Map (all street addresses below are in Houston, Texas)
Mapa de Alief ISD (todas las direcciones de calles de abajo son en Houston, Texas)
Bản đồ Alief ISD (tất cả các địa chỉ đường phố dưới đây đều nằm trong phạm vi Houston, Texas)



This product is for informational purposes and may not have been prepared for or be suitable for legal, engineering or surveying purposes. It does not represent an on-the-ground survey and represents only the approximate relative location of property boundaries.