

2026-2027 EMPLOYEE COMPENSATION PLAN

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OVERVIEW

Purpose

This is a guide for administering salaries and wages for Prosper Independent School District (ISD) employees. Practices described are intended to implement local policies and goals, state and federal regulations, and appropriate accreditation standards. Only salary information applicable to the current school/fiscal year may be obtained from the information in this manual.

Board Policy (DEA LOCAL)

Compensation Plan
The Superintendent shall recommend an annual compensation plan for all district employees. The compensation plan may include wage and salary structures, stipends, benefits, and incentives. [See also DEAA] The recommended plan shall support district goals for hiring and retaining highly qualified employees. The Board of Trustees shall review and approve the compensation plan to be used by the district.

Pay Administration
The Superintendent shall implement the compensation plan and establish procedures for plan administration consistent with the budget. The Superintendent or designee shall classify each job title within the compensation plan based on the qualifications, duties, and market value of the position.

Pay Increases
The Superintendent shall recommend to the Board of Trustees an amount for employee pay increases as part of the annual budget. The Superintendent or designee shall determine pay adjustments for individual employees, within the approved budget following established procedures.

Compensation Framework

Prosper ISD's compensation plan is made up of salary pay grades with respective ranges as well as supplemental earnings and benefit programs that are approved by the Board of Trustees.

Unless otherwise specified, the district unilaterally designates that all employees will be paid on an annualized (12 month) basis in accordance with the district's payroll calendar.

PAY STRUCTURES

Description of Pay Systems

Employee pay systems are designed and administered for the purpose of attracting and retaining qualified employees to achieve the goals of the district. The Human Resources Department is responsible for the maintenance and administration of employee pay systems. The district pay plan includes:

- Teachers, Librarians, and Nurses
- Administrative Professional Exempt Staff
- Paraprofessional Nonexempt Staff (clerical and educational aides)
- Auxiliary Nonexempt Staff

Pay ranges and salary schedules are reviewed and adjusted periodically. Employee pay is adjusted based on the pay increase budget and guidelines approved by the Board of Trustees annually.

Pay Grades

The Human Resources Department, with the Texas Association of School Board's (TASB) support, determines the compensatory value of a position by conducting systematic comparisons of positions to assess relative internal and external value. After the systematic comparison is complete, a position is assigned an associated pay grade. Each pay grade consists of a minimum rate, midpoint rate, and maximum rate. Pay grades are used to group positions that have approximately the same relative internal value based on compensatory factors such as job descriptions, responsibilities, market data, internal equity, district consistency, and administrative input.

Job Description

Job descriptions are essential to the effective administration of a compensation system. Accurate and complete job descriptions will be collected and maintained by the Human Resources Department. This includes up to date job descriptions that address job qualifications, primary purpose, major duties and responsibilities, working conditions and exemption status. As part of the position requisition process, new positions must have a written job description created collaboratively by the Human Resources Department and the hiring manager. Job titles will be reviewed by the Human Resources Department in order to maintain a consistent and logical structure to describe the level and nature of work.

Exemption Status

All jobs will be classified as exempt or nonexempt in accordance with the requirements of the federal Fair Labor Standards Act (FLSA) and this classification will be documented in the job description. The Human Resources Department will determine the classification of each position based on the description of the assigned job duties. In order to be exempt, the employee's primary duties must meet the requirements defined by the federal regulations of the Executive, Administrative, or Professional exemption tests or be a teacher, and the employee must be compensated on a salary basis. All employees who do not meet the legal requirements for exemption are classified as non-exempt or hourly.

Pay Grade Classification

Human Resources will determine the pay grade classification of new positions based on the job description, qualifications required, and market value. New positions must be classified in the pay system prior to posting the position. This procedure accomplishes two objectives. First, the appropriate pay range becomes part of the recruitment and hiring strategy of the district. Second, a consistent practice of salary administration is established at the initiation of each job creation. On a periodic basis, selected jobs from each pay grade may be reviewed to ensure that conditions in the district, such as organizational structure, major programs, or significant responsibilities in a particular job have not changed to a degree warranting a change in pay grade classification. This review is to be at the direction of the Superintendent or designees, which shall be the Chief Human Resources Officer or Compensation Analyst.

Job Reclassification

On a periodic basis, jobs may be reclassified into different pay ranges or salaries may be adjusted within pay ranges in order to maintain the internal/external equity to similar jobs in the district. Reclassification of a job is not a promotion or demotion. Reclassification changes result when there has been a significant modification of job duties or qualifications as determined by the school district. If an employee's job is reclassified, no special increase will be given unless the employee is below the minimum for the new pay range or the current job incumbent's pay rate is in an inequitable position in comparison to others with similar experience in the position. These job reclassifications and salary adjustments may be conducted at the direction and approval of the Superintendent or designees, which shall be the Chief Human Resources Officer or Compensation Analyst.

Promotion

For compensation purposes, a promotion occurs when an employee is placed in a higher pay range except for general structure changes or position reclassification. These movements may or may not result in an increase to the employee's daily rate, depending on information from the salary analysis compared to the district's internal equity. Pay adjustments for promotions will begin with the effective date of the new assignment.

Lateral Transfer

A lateral transfer is defined as movement into another job assigned to the same or equivalent pay grade (ex. teacher at one campus moving to another campus in the same role). Lateral transfers may involve a change of days (increase/decrease); however, the equivalent daily pay rate remains the same. Lateral placements can also be classified as voluntary or involuntary. Lateral transfers are not eligible for salary increases, except for adjustments required to reflect a change in the work calendar days of the new job and/or a review compared to the district's internal equity, if applicable.

Demotion

A demotion occurs when an employee is reassigned or transfers to a different job which is in a lower pay grade. Demotions may be voluntary or involuntary. Position reclassification or general salary structure changes are not considered demotions. A reduction in pay as a result of a demotion will be made effective with the new assignment. When a pay reduction is made for a demotion, pay adjustments may also be made for a longer or shorter work day calendar associated with the new position. Reductions in pay made as a result of a demotion take into consideration the new salary range compared to the district's internal equity.

Reassignment

Placement in a lower pay range not resulting from a demotion may not immediately reduce salary. Programmatic, organizational, or funding changes are examples of such actions which may create this condition.

Job Posting

Advertisements for certain positions may identify the range minimum as the possible starting salary range. Offered salary amounts will not exceed the maximum of the approved salary range for the position. Salary placement strategies may be different for each pay grade consistent with objectives of district goals.

DETERMINING COMPENSATION

General Pay Increases and Eligibility

On an annual basis the Superintendent shall make recommendations to the Board of Trustees regarding salary increases. Recommendations shall be based on consideration of factors such as cost of living indexes, wage increases, salary structure adjustments within competitive job markets, and district budget resources.

If approved, raises will be based on the base salary of each employee, excluding stipends. Minimum and maximum pay rates are valid for only one year. No general pay action is intended to extend an employee's pay above the pay range or add pay to an employee's pay already paid above the assigned range maximum.

Base Salary Increase Calculation Example:

Note: The percentage listed for the "Board of Trustees Approved Raise" (2%) is provided solely as a hypothetical figure to demonstrate the calculation method. It does not represent or guarantee the actual percentage increase that may be approved by the Board of Trustees in any current or future compensation cycle.

Current Year Base Salary: $50,000
Board of Trustees Approved Raise: 2% on base salary
Raise Calculation: $50,000 x .02% = $1,000 increase
Next Year Base Salary: $50,000 + $1,000 = $51,000

In order to qualify for a raise for the forthcoming school/fiscal year, an employee must be employed on the last day of their current contract year. The Texas Education Agency (TEA) defines 90 full-time equivalent days (percent of day employed multiplied by number of days employed) as a creditable year of experience. (i.e., Days Employed x FTE = Equivalent Days Worked)

The General Pay Increase will be reflected on the employee's first paycheck of their new school/fiscal year based on their work calendar. Salary increases are not given automatically nor are they guaranteed. As only salary information applicable to the current school/fiscal year is contained herein, this manual cannot be used to accurately calculate or predict either past or future salaries.

Salary Placement of New Hires

Employment, assignment, and salary placement should align with the duties and responsibilities specified in the job description. Credentials and records such as transcripts, certificates, and licenses, must be official and on file with the district. An official educator service record or chronology of prior work history (if previously employed) is required.

Salary placement will be at the direction of the Superintendent or designees, which shall be the Chief Human Resources Officer or Compensation Analyst. The Human Resources Department shall determine hiring rates based upon job-related qualifications, years of experience, and salaries of other employees in the same or similar position. The district will strive to maintain internal pay equity among district employees and to hire the best possible candidates for Prosper ISD.

The guidelines for placement of new hires in the pay structure may be modified when necessary based on market rates, internal demand, or other applicable factors as determined by Human Resources.

Teachers: Salaries are determined through experience credit by placement at the appropriate steps of the Teacher salary schedule. Prosper ISD grants one (1) year of teaching experience for every one (1) year of TEA-approved teaching experience verified by an official service record.

- All Teachers will be placed at the 0-year step until all service records are received and reviewed by HR.
- Beginning with the 2004-2005 contractual year, a certified teacher aide who subsequently attains initial classroom teacher certification may count up to two years of full-time equivalency of direct student instruction for salary increment purposes (Amendment 19 TAC §153.1021). Such experience must be verified on the official teacher service record form. A teacher aide who received a teaching certificate or was placed under a permit prior to the 2004-2005 contractual year will not qualify for the additional years of service on the salary schedule.
- Experience from foreign schools, colleges, private schools and universities may be recognized for salary increment purposes provided the guidelines and minimum requirements of Rule §153.1021, Commissioner's Rule on Creditable Years of Service, are met. The accreditation status must be verified in the same manner as for public or private schools in the United States. The District is not liable for any previously non-compensated salary related to such experience.
- New hire teachers with more than 30 years of experience will be placed at the 30 year step.

Career and Technical Education Teachers: In addition to the above Teacher guidelines, Career and Technical Education teachers may be granted additional years of placement credit for work experience that is directly related to the career and technology field in which they are currently teaching with the following limitations:

- Statement of Qualifications received for individuals with the following eligible certifications:
    - Health Science Grades 6-12: Up to two (2) years of prior work experience may be considered
    - Marketing Grades 6-12: Up to two (2) years of prior work experience may be considered
    - Trade and Industrial Education Grades 6-12: Up to two (2) years of prior work experience may be considered (includes any Trade and Industrial Education subject such as Law Enforcement & Public Safety, Cosmetology, Automotive, etc.)
- In accordance with TEC § 21.403, once credit is granted, the credit shall be continued regardless of the teaching position held.

Reserve Officers Training Corps Instructors (JROTC/SR JROTC): JROTC instructors will be paid on the 205 day teacher salary schedule and SR JROTC will be paid on the 224 day teacher salary. JROTC instructors will be paid the higher of the Minimum Instructor Pay (MIP) amount provided to the district by the military or the standard teacher salary for his or her creditable years of experience. Pay for JROTC instructors will be increased annually as needed to comply with the MIP statement provided directly to the district by the military, and increases may occur at a different time than other employees to align with the timing of military salary adjustments. Both school experience and active-duty experience may be counted for local salary credit TAC. §153.1021(d)(2). Should the JROTC instructor transfer into a non-ROTC full-time teaching position, military experience will not be credited unless it meets TEA creditable years of service guidelines.

Nurses: Salaries are determined through experience credit by placement at the appropriate steps of the Nurse salary schedule. In addition to school district nurse experience, Prosper ISD grants nurses one (1) year of experience for salary credit for every one (1) year of relevant full-time, non-school based RN experience up to a maximum of five (5) years. All nurses will be brought in at the 0-year step until all service records are received and reviewed by HR. New hire nurses with more than 30 years of experience will be placed at the 30-year step.

Librarians: Salaries are determined through experience credit by placement at the appropriate steps of the Librarian salary schedule. Prosper ISD grants one (1) year of experience for every one (1) year of TEA-approved librarian/teaching experience verified by an official service record. All librarians will be brought in at the 0-year step until all service

records are received and reviewed by HR. New hire librarians with more than 30 years of experience will be placed at the 30-year step

Campus Administration, Counselors, and Non-Campus Professionals: Starting pay for an employee who is new to the district will be determined individually based on each person's job-related qualifications, years of experience, and salaries of other employees in the same or similar position. A new employee with prior experience as an educator may be placed above the minimum rate as determined from the documented years of experience, but shall normally not be started at a rate above the salary of other district employees with more experience in the position.

Assistive Technology Specialists, Music Therapists, Occupational Therapists, Orientation & Mobility Specialists, Physical Therapists, Speech Language Pathologists, School Psychologists: In addition to professional school district experience (including teaching), Prosper ISD may grant these positions one (1) year of experience for salary credit for every one (1) year of relevant non-school based experience, provided a complete work verification form provided by Prosper ISD is submitted upon hire with the district.

Diagnosticians: Prosper ISD grants one (1) year of experience for every one (1) year of TEA-approved Diagnostician and/or teaching experience verified by an official service record.

Paraprofessionals: Salaries are determined through experience credit for in-state public, accredited private, or public charter school experience supported by an official service record. Non-school experience (private industry) and out-of-state paraprofessional experience will not be considered for salary credit. Prosper ISD grants one (1) year of experience for salary credit for every one (1) year of TEA-approved paraprofessional or professional experience verified by an official service record. New hire paraprofessionals with more than 30 years of experience will be placed at the 30-year step.

Auxiliary: Salaries are determined through experience credit for in-state public, accredited private, or public charter school experience supported by an official service record. Non-school experience (private industry) and out-of-state paraprofessional experience may not be considered for salary credit. Prosper ISD grants one (1) year of experience for salary credit for every one (1) year of TEA-approved paraprofessional or professional experience verified by an official service record. New hire auxiliary candidates with more than 30 years of experience will be placed at the 30-year step.

Bus Drivers and Bus Monitors: Salaries are determined through experience credit for in-state public, accredited private, or public charter school experience supported by a service record. Prosper ISD grants one (1) year of experience for salary credit for every one (1) year of TEA-approved experience as a bus driver, bus monitor, paraprofessional, and/or

professional, verified by an official service record. Non-school or private industry experience will not be considered for bus driver or bus monitor positions. New hire bus drivers and bus monitors with more than 30 years of experience will be placed at the 30-year step.

Police Officers: Prosper ISD grants police officers one (1) year of experience for salary credit for every one (1) year of school district experience as a police officer or other school staff and one (1) year experience for every two (2) non-school police officer years of experience. If previous military police, one (1) year experience for each non-school police officer years is granted. It is the employee's responsibility to provide the necessary documentation for salary consideration. Documentation may include official degree transcripts for education verification and TCOLE reports for certification verification. Police Officers and Police Dispatchers are eligible for a $1,000 annual stipend for each TCOLE certification beyond Basic (Intermediate, Advanced, Master).

Creditable Year of Service

An important part of the salary administration process is the determination of a creditable year of service by review of official service records. New hires with prior education-related work experience must submit their official service records to hr@prosper-isd.net to avoid any adjustment in salary. It is the responsibility of the new hire to request all appropriate service records from each education entity for which they worked. New hires will start at the minimum of their salary pay range until all records are received. (*TAC §153.1021. Recognition of Creditable Years of Service*)

Since the 1998 -1999 school year, the state considers an employee who satisfies one of the criteria below as having earned a creditable year of service:

- 90 days of full-time service or 180 days of half-time service earned during 12 months as defined by TRS Guidelines. Employees who work less than half-time are not eligible to earn a creditable year of service.
- 90 full-time equivalent days at Prosper ISD or another school district. Beginning in the 1998-1999 school year, equivalent full-time days have been calculated by multiplying the total number of days worked by the percentage of time employed in the district.
- Experience credit cannot be awarded for experience in the current school year even if the 90 days of full-time service is met.

Salary adjustments will not be made in the current year for official service records received after the last day of student attendance in the employee's original year of hire. Service records received after this time or during a subsequent year of employment may result in changes in pay if service records indicate additional years creditable service. The salary difference between the original and updated year of service, as determined by the new hire

step schedules or equivalent at the time the record is received, will be added to the employee's current year salary as an adjustment.

Reinstatement Following Break in Service

Employees who return to Prosper ISD employment in the same job position within 12 months from the effective date of the end of their employment with Prosper ISD may be placed at the same base salary they were earning on the last date of their employment, not to exceed the maximum of the range. However, any previous stipends (ex. longevity stipend) will not be restored. If hired at a different pay grade level or position, the employee will be placed according to the procedures for placement of new-to-the district hires. An employee who is re-hired following a break-in-service that is greater than 12 months shall be reinstated according to the procedures for placement of new-to the district hires.

Salary Proration

Employees who start an assignment after the determined calendar start date for their position will receive a prorated salary for the remaining calendar days within the position. The number of days remaining to be paid in the duty year, the annualized earnings, and the number of semi-monthly paychecks remaining in the annual payroll cycle will be calculated from the date that the employee began working in the position. This will allow the remaining annualized earnings for late-start employees to be paid out in equal semi-monthly payments for the remainder of the employee's annual payroll cycle.

The example below illustrates the effect of proration of a sample employee beginning employment with Prosper ISD on January 13.

185-Day Employee	Non-Prorated Salary: On-Time Start	Prorated Salary: Late Start
Calendar Start Date for Position	August 2	August 2
Total Calendar Days for Position	185	185
Actual Start Date	August 2	January 13
Actual Work Days	185	84
Pay Cycle (Semi-monthly Paycheck)	Normal Cycle: September through August	Prorated Cycle: February through August
Position Daily Rate	$180.00	$180.00
Position Annual Rate	$33,300.00	$15,120.00
Position Monthly Rate	$2,775.00	$2,160.00
Position Gross Per Check	$1,387.50	$1,080.00

Accredited Degrees

The only degrees acceptable are those conferred by institutions of higher learning which were accredited or otherwise approved by a state Department of Education, recognized governmental organization, or a regional accrediting organization at the time the degree was conferred. "Accredited Institutions of Postsecondary Education" will be used to determine an institution's accreditation status. Recognized regional accrediting agencies include:

- Southern Association of Colleges and Schools
- Middle States Association of Colleges and Schools
- North Central Association of Colleges and Schools
- New England Association of Schools and Colleges
- Western Association of Schools and Colleges
- Northwest Commission on Colleges and Universities
- Northwest Accreditation Commission
- Commission on International and Trans-regional Accreditation
- International Baccalaureate Organization
- National Council for Private School Accreditation
- European Council of International Schools/Council of International Schools

Advanced Degree Stipend for Teachers, Nurses, and Athletic Trainers

For eligible staff who have earned a degree beyond a bachelor's, additional compensation may be applied upon HR verification. Employees with multiple advanced degrees are only eligible for one stipend.

Master's Degree = $2,000 general stipend
Eligible Roles: *Classroom Teacher, Nurse, Athletic Trainer*
Doctoral Degree = $5,000 general stipend
Eligible Roles: *Professional staff in any role*

It is the employee's responsibility to submit official degree transcripts, which note the date and degree conferred, to the Human Resources Department at hr@prosper-isd.net (no copies or forwarded attachments accepted). The differential adjustment will be prorated over the remaining contract days of the contract year and will be effective the next available payroll cycle after receipt of the original transcript by the Human Resources Department. For any transcript received after the last day of student attendance for the academic year, the differential adjustment will not be effective until the beginning of the next school year.

Advanced Degree Stipend for Other District Professionals

For professional employees (other than Teachers/Nurses/Athletic Trainers) who hold a Doctoral degree, additional compensation may be applied upon verification by the Human Resources Department. Employees with multiple advanced degrees are only eligible for one stipend.

Doctoral Degree = $5,000 general stipend
Eligible Roles: Professional staff in any role

It is the employee's responsibility to submit official degree transcripts, which note the date and degree conferred, to the Human Resources Department at hr@prosper-isd.net (no copies or forwarded attachments accepted). Send official transcripts to hr@prosper-isd.net. The differential adjustment will be prorated over the remaining contract days of the contract year and will be effective the next available payroll cycle after receipt of the original transcript by the Human Resources Department. For any transcript received after the last day of student attendance for the academic year, the differential adjustment will not be effective until the beginning of the next school year.

Resignation

When an employee resigns prior to the end of their calendar, their last paycheck is calculated based on the number of duty days actually worked up to the effective resignation date. The last paycheck amount may vary from previous paychecks depending on the total base salary amount the employee has received for the current fiscal year.

Beyond the daily calculation, the distribution of these final funds depends on the timing of the separation. If an employee separates from the school district prior to the last day of their work calendar, their final paycheck may include a lump sum payment for all remaining earnings accrued, if applicable, from the start of the fiscal year to the date of separation, less any remaining deductions or docked leave days. Employees who separate on or after the last day of their work calendar will continue to receive scheduled payments through the end of their twelve-month cycle.

SUPPLEMENTAL PAY

Supplemental pay (stipends and extra duty pay) represents a remuneration in addition to, but separate from, regular base salary. Stipends and extra duty pay are used to compensate professional staff for extra assignments and/or extra duty beyond the normal workday or duty calendar. Stipends are defined as a flat amount that is paid to a professional employee, exempt under Fair Labor Standards Act, for performing a specific assignment such as sponsoring an event, coaching a sport, or leading a student group. Extra duty pay is defined as a rate of pay, either hourly or daily, for performing duties beyond the normal work schedule such as tutoring, athletic event workers, etc.

Paid supplemental duties are not part of the district's contractual obligation to the employee, and an employee shall not expect continuing assignment of any paid supplemental duty. Supplemental pay will be discontinued upon cessation of assignment, or upon the occurrence of an event which otherwise causes the employee to be ineligible to receive the supplemental pay. Supplemental pay may be discontinued for employees who are not able to meet the expectation of the assignment.

TEACHER INCENTIVE ALLOTMENT (TIA)

Although Prosper ISD does not have a local designation system, teachers are eligible to receive allotment funding based on the designation they have previously received until it expires, or the employee transfers to an ineligible role. For any funds received for a designated teacher under the Teacher Incentive Allotment (TIA), 90% will be paid to the designated teacher. The other 10% will be used for training and support of the system, expansion of the system, and/or professional development. Should the district receive funding for a designated teacher who has resigned or retired, the district will forward payment to the resigned or retired teacher as soon as practicable.

TIA awards designation to PreK-12 educators who advance their professional certification through National Board Certification. This designation is awarded and allotments are paid even if the teacher's district does not have a local designation system. Disbursement follows the guidelines noted in the preceding paragraph.

2026-2027 SALARY GUIDES

Compensation Philosophy

Prosper ISD has a locally developed compensation plan, prioritizing equity, competitiveness, and fiscal responsibility. All employees are compensated in accordance with the established administrative guidelines outlined in this document.

Pay grades are an integral part of the Prosper ISD compensation framework, designed to ensure fair and consistent remuneration across various positions. As a fast growth, destination district, Prosper ISD strives to offer competitive salaries to attract and retain a highly skilled workforce while honoring the continued service of returning employees.

Each district position is classified as exempt or nonexempt in compliance with the Fair Labor Standards Act and is assigned to a pay range that is representative of the qualifications and responsibilities required for performance. These pay ranges establish the minimum and maximum daily rates for each role, and job classifications are determined by the Human Resources Department. Employees are paid according to the district-assigned pay grade for their respective position. The daily rate indicated is based on a standard 8-hour day, unless noted otherwise.

To ensure competitive pay, the district conducts regular salary analysis and makes market-based adjustments to pay structures, as needed.

Annualized Compensation

All Prosper ISD employees are paid over a 12-month period, in 24 equal installments, regardless of the number of months employed during the school year. "Workday" and "Pay Date" calendars may be found on the Prosper ISD Payroll website.

Pay Schedule: New Hire Classroom Teachers

Placement Schedule for New Hires Only - Based on Creditable Years of Service

All new to Prosper ISD Staff with more than 30 years of service will be placed at Step 30

Years of Completed Experience	185 DAY TEACHER or ATHL. TRAINER	190 DAY ESL TEACHER	205 DAY FINE ARTS or JROTC TEACHER	224 DAY AGRICULTURE or SR JROTC TEACHER
0 - Uncertified	$63,600	$65,321	$70,477	$77,009
0 - Certified	$63,700	$65,423	$70,588	$77,130
1	$64,100	$65,834	$71,031	$77,614
2	$64,500	$66,244	$71,474	$78,098
3	$64,900	$66,656	$71,919	$78,584
4	$65,300	$67,067	$72,361	$79,068
5	$65,800	$67,580	$72,915	$79,673
6	$66,300	$68,093	$73,468	$80,278
7	$66,800	$68,608	$74,024	$80,885
8	$67,300	$69,121	$74,577	$81,489
9	$67,800	$69,634	$75,131	$82,094
10	$68,300	$70,147	$75,684	$82,699
11	$68,800	$70,661	$76,240	$83,306
12	$69,400	$71,277	$76,904	$84,032
13	$70,000	$71,893	$77,568	$84,758
14	$70,600	$72,510	$78,235	$85,486
15	$71,200	$73,126	$78,899	$86,211
16	$71,900	$73,844	$79,674	$87,058
17	$72,600	$74,564	$80,451	$87,907
18	$73,300	$75,282	$81,226	$88,754
19	$74,000	$76,000	$82,000	$89,600
20	$74,700	$76,721	$82,777	$90,449
21	$75,400	$77,439	$83,552	$91,296
22	$76,100	$78,159	$84,329	$92,145
23	$76,800	$78,877	$85,104	$92,992
24	$77,500	$79,595	$85,879	$93,839
25	$78,200	$80,315	$86,656	$94,688
26	$78,900	$81,034	$87,431	$95,534
27	$79,600	$81,754	$88,208	$96,383
28	$80,300	$82,472	$88,983	$97,230
29	$81,000	$83,190	$89,758	$98,077
30	$81,700	$83,910	$90,535	$98,926

* 185 Day Teacher includes Classroom Teachers, Coaches, Assistant Band Director MS, Assistant Orchestra Director MS, Choir Director MS, Assistant Choir Director MS/HS, GT Teacher

** 205 Day Teacher includes Orchestra Director MS/HS, Assistant Orchestra Director HS, Choir Director HS, Assistant Band Director HS, Band Director MS, JROTC Instructor

Pay Schedule: New Hire Nurses and Librarians

Nurses and Librarians provide support to their assigned campus and require additional certification or licensure. Their salaries are determined by their placement on specific salary schedules, which consider their experience and qualifications. All new to Prosper ISD Staff with more than 30 years of service will be placed at Step 30.

Placement Schedule for New Hires Only

Years of Completed Experience	188 DAY NURSE	195 DAY LIBRARIAN
0	$64,650	$67,000
1	$65,150	$67,500
2	$65,650	$68,000
3	$66,150	$68,500
4	$66,650	$69,000
5	$67,150	$69,500
6	$67,650	$70,000
7	$68,150	$70,500
8	$68,650	$71,000
9	$69,150	$71,500
10	$69,650	$72,000
11	$70,150	$72,500
12	$70,650	$73,000
13	$71,150	$73,500
14	$71,650	$74,000
15	$72,150	$74,500
16	$72,650	$75,000
17	$73,150	$75,500
18	$73,650	$76,000
19	$74,150	$76,500
20	$74,650	$77,000
21	$75,150	$77,500
22	$75,650	$78,000
23	$76,150	$78,500
24	$76,650	$79,000
25	$77,150	$79,500
26	$77,650	$80,000
27	$78,150	$80,500
28	$78,650	$81,000
29	$79,150	$81,500
30	$79,650	$82,000

Administrative Professional Pay Grades

Administrative professionals include positions that provide skilled support at the campus, departmental, or executive level. New hire salaries are impacted by relevant experience, job classification, market data, and the work calendar. The pay rates in this plan equate to the minimum and midpoint daily rate for each pay grade specified. Actual salaries will vary based on the number of days in the employee's contract.

Pay Grade	Role(s)	Days	Minimum Daily	Midpoint Daily
A1	Natatorium Site Supervisor	248	$253.99	$303.64
A2	Accounting Associate	224	$269.49	$329.82
	Aquatic Head Coach	248		
	Bond Projects Buyer	224		
	Buyer	224		
	Special Education Administrative Associate	224		
A3	Accountant	224	$341.54	$423.57
	Athletic & Construction Supervisor	224		
	Bond Accountant	224		
	Dual Language Facilitator	205		
	ESL Facilitator	205		
	Gifted and Talented Facilitator	205		
	Multimedia Specialist	224		
	Music Therapist	185		
	Payroll Supervisor	224		
	Position Control Supervisor	224		
	Public Information Services Coordinator	224		
	Speech Language Pathologist Assistant	185		
	Textbook & Instructional Materials Supervisor	224		
A4	504 Facilitator - HS	195	$355.14	$435.51
	Testing Facilitator - HS	205		
	Counselor - DAEP/AEP	205		
	Counselor - ES	195		
	Counselor - MS	205		
	Counselor - SPED	195		
	Dyslexia Therapist	185		
	Instructional Coach	205		
	Instructional Coach - Special Education	205		
	Instructional Coach - Elementary PLC	205		
	Literacy Coach - Elementary	205		
	Literacy Coach - Secondary	205		
	Testing & 504 Facilitator - ES	195		
	Testing & 504 Facilitator - MS	195		
	Truancy and Residency Officer	185		
A5	Administrative Intern - ES, MS, HS	205	$363.00	$448.22
	Counselor - HS	205		
	Lead Counselor - HS	224		
	Student Support Counselor - HS	205		

A6	Area Nurse Supervisor	190	$371.41	$455.71
	Assistive Technology Specialist	185		
	CALT Qualified Instructor	205		
	Diagnostician	195		
	Family Outreach Specialist - Title III (Language)	190		
	Family Support Specialist (Special Education)	185		
	Occupational Therapist	185		
	Orientation & Mobility Specialist	185		
	Physical Therapist	185		
	School Psychologist	195		
	Speech Language Pathologist	185		
A7	Accounting Manager	224	$375.17	$459.16
	Accounts Payable Manager	224		
	Assistant Director Maintenance & Operations	248		
	Assistant Principal - ES	205		
	Budget Manager	224		
	Construction Procurement Services Manager	224		
	Construction Project Manager	224		
	Head Band Director - HS	224		
	Natatorium Director	248		
	Coordinator - PEIMS	224		
	Project Manager	224		
	SPED Transition Specialist	185		
	Coordinator - Student Information Support	224		
A8	Assistant Principal - MS	205	$387.58	$469.10
	Coordinator - 504 Services	205		
	Coordinator - Advanced Academics	205		
	Coordinator - Communications	224		
	Coordinator - Community Engagement	224		
	Coordinator - Community Engagement Technical	224		
	Coordinator - CTE	205		
	Coordinator - Curriculum	205		
	Coordinator - District Testing	224		
	Coordinator - Dual Language	205		
	Coordinator - Dyslexia	205		
	Coordinator - Education Technology Support	224		
	Coordinator - ESL	205		
	Coordinator - Fine Arts	205		
	Coordinator - Gifted Services	205		
	Coordinator - Health Services	205		
	Coordinator - Library Services	205		
	Coordinator - Special Ed	224		
	Coordinator - World Language	205		
	Data Management Analyst	205		
A9	Assistant Director of Athletics	224	$426.19	$507.00
	Assistant Director of Fine Arts	224		
	Assistant Director of Transportation	224		
	Assistant Principal - HS	205		
	Benefits Manager	224		
	Compensation Analyst	224		
	Payroll Manager	224		

	Purchasing Manager	224		
A10	Associate Principal - HS	224	$439.75	$514.65
	Principal - DAEP	224		
	Principal - ES	224		
A11	Assistant Chief of Police	224	$476.06	$568.50
	Director - Academic Competition	224		
	Director - Advanced Academics & CCMR	224		
	Director - Communications	224		
	Director - Community Engagement	224		
	Director - Construction	224		
	Director - CTE	224		
	Director - Curriculum & Instruction Elem	224		
	Director - Curriculum & Instruction Sec	224		
	Director - Custodial Services & Events	248		
	Director - Early Childhood & Learning Services	224		
	Director - Expanded Learning	224		
	Director - Family Engagement	224		
	Director - Guidance & Counseling	224		
	Director - Health Services	224		
	Director - Language Programs	224		
	Director - Library Services	224		
	Director - Maintenance & Operations	248		
	Director - Payroll	224		
	Director - PEIMS	224		
	Director - Professional Learning	224		
	Director - Risk Management	224		
	Director - Safety and Security	224		
	Director - Special Revenue & Compliance	224		
	Head Football Coach/Athletic Coordinator (HS)	224		
	Principal - MS	224		
A12	Chief of Police	224	$522.27	$630.90
	Director - Accounting	224		
	Director - Assessment & Accountability	224		
	Director - Athletics	224		
	Director - Fine Arts	224		
	Director - Human Resources	224		
	Director - School Leadership & Innovation	224		
	Director - Purchasing	224		
	Director - Special Education	224		
	Director - Student Services Elementary	224		
	Director - Student Services	224		
	Director - Transportation	224		
	Principal - HS	224		

A13	Exec Director - Communications	224	$601.66	$718.65
	Exec Director - Curriculum & Instruction Elem	224		
	Exec Director - Curriculum & Instruction Sec	224		
	Exec Director - District Services	224		
	Exec Director - Finance	224		
	Exec Director - School Leadership & Innov Elem	224		
	Exec Director - School Leadership & Innov Sec	224		
	Exec Director - Special Education	224		
	Exec Director - Student Engagement	224		
	Exec Director - Student Support	224		
A14	Chief Academic Officer	224	$675.99	$812.55
	Chief Financial Officer	224		
	Chief Human Resources Officer	224		
	Chief of Staff	224		
	Chief Operations Officer	224		
	Chief Leadership and Innovation	224		
	Chief Specialized Programs	224		
	Chief Technology Officer	224		
	District Attorney	224		
A15	Deputy Superintendent	224	$793.17	$953.94

Instructional Paraprofessional Pay Grades

Individuals in **Instructional Paraprofessional** pay grades serve students directly as instructional aides. New hire salaries are impacted by relevant experience, market data, and the work calendar. The pay rates in this plan equate to the minimum and midpoint daily rate for each pay grade specified. Actual salaries will vary based on the number of days in the employee's contract.

Pay Grade	Role(s)	Days	Minimum Daily	Midpoint Daily
P1	Classroom Aide	185	$139.95	$174.42
	ESL Aide	185		
	ISS Aide	185		
	Library Aide	185		
	PE Aide	185		
P2	Blended Pre-K Aide	185	$148.15	$183.86
	Blended Pre K Aide (Bilingual)	185		
	Credit Recovery Aide	185		
	Dual Language Aide	185		
	Special Ed Aide - Resource/Inclusion	185		
P3	Special Ed Aide - 18+	185	$156.36	$201.34
	Special Ed Aide - ALC	185		
	Special Ed Aide - Behavior Transition	185		
	Special Ed Aide - Communications	185		
	Special Ed Aide - ECSE	185		
	Special Ed Aide - Functional Academics	185		
	Special Ed Aide - Language	185		
	Special Ed Aide - Life Skills	185		
	Special Ed Aide - SET	185		
P4	Cheerleading Specialist	171	$197.16	$241.52
	Color Guard Specialist	171		
	Percussion Specialist	171		
	Special Education Intern Teacher	185		
P5	Deaf Education Interpreter	171	$281.64	$325.84

Clerical Paraprofessional Pay Grades

Individuals in **Clerical Paraprofessional** pay grades serve as campus or central office support staff. New hire salaries are impacted by relevant experience, market data, and the work calendar. The pay rates in this plan equate to the minimum and midpoint daily rate for each pay grade specified. Actual salaries will vary based on the number of days in the employee's contract.

Pay Grade	Role(s)	Days	Minimum Daily	Midpoint Daily
C1	Campus Receptionist	185	$148.15	$183.86
	Health Clinic Aide	188		
C2	504 Clerk - HS	185	$157.99	$202.98
	Attendance Clerk - HS	205		
	Attendance Clerk - MS	190		
	Special Ed Data Clerk - Early Childhood	185		
	Special Ed Data Clerk - MS	185		
	Student Support Clerk - ES	185		
C3	Budget Secretary - HS	215	$164.06	$209.02
	Campus Athletic Secretary	205		
	PEIMS Data Clerk - HS	224		
	Registrar - ES	215		
	Registrar - MS	215		
	Asst Principal/Counselor Secretary	205		
	SPED Data Clerk - HS	195		
C4	Accounts Payable/Receivable Clerk	224	$176.14	$221.04
	Budget Secretary - Athletics	224		
	Budget Secretary - Special Education	224		
	District Receptionist	224		
	LPAC Data Clerk	190		
	Project Manager Clerk	224		
	Registrar - HS	224		
C5	Admin Assistant - Advanced Academics & ESL	224	$197.16	$241.52
	Admin Assistant - Athletics	224		
	Admin Assistant - CTE	224		
	Admin Assistant - Custodial & Events	248		
	Admin Assistant - District Services	224		
	Admin Assistant - Fine Arts	224		
	Admin Assistant - Library Srvcs. & Inst. Tech.	224		
	Admin Assistant - Mahard Campus	224		
	Admin Assistant - Maint./Operations	248		
	Admin Assistant - Police & Security	224		
	Admin Assistant - Police Operations	224		
	Admin Assistant - Program Evaluation	224		
	Admin Assistant - Student Engagement	224		
	Admin Assistant - Transportation	224		
	Principal Secretary - ES (Campus Secretary)	205		
	Principal Secretary - MS (Campus Secretary)	224		

C6	Benefit and Leave Specialist	224	$221.20	$275.19
	Budget Specialist	224		
	Campus Training Liaison - Business Office	224		
	Finance Specialist	224		
	HR Specialist	224		
	P-Card and Travel Liaison	224		
	Payroll Specialist	224		
	PEIMS Support Specialist	224		
	Position Control Specialist	224		
	Principal Secretary - HS (Campus Secretary)	224		
	Purchasing Specialist	224		
	Special Revenue Specialist	224		
	Student Information Specialist	224		
	Ticket/Events Specialist	224		
	Vendor Liaison	224		
	Workers' Compensation Specialist	224		
C7	Executive Assistant - Business Services	224	$249.87	$300.58
	Executive Assistant - Construction	224		
	Executive Assistant - Curriculum & Instruction	224		
	Executive Assistant - Deputy Supt	224		
	Executive Assistant - Human Resources	224		
	Executive Assistant - Leadership & Innovation	224		
	Executive Assistant - Spec Programs (SpEd)	224		
	Executive Assistant - Technology	224		
	Lead Benefits & Leave Specialist	224		
	Lead HR Specialist	224		
	Lead Payroll Specialist	224		
C8	Exec Assistant - Superintendent	224	$303.12	$352.28

Technology Pay Grades

Technology staff may provide support services both on campus and district-wide. The Technology pay plan includes exempt and non-exempt employees. New hire salaries are impacted by relevant experience, market data, and the work calendar. The pay rates in this plan equate to the minimum and midpoint daily rate for each pay grade specified. Actual salaries will vary based on the number of days in the employee's contract.

Pay Grade	Role(s)	Days	Minimum Daily	Midpoint Daily
T1	Campus Technician	224	$180.23	$223.41
T2	District Technician	224	$201.70	$247.50
	Technology Helpdesk	224		
	Technology Inventory Specialist	224		
	Security Technician	224		
	Student Information System Helpdesk	224		
T3	Jr Systems Admin	224	$269.49	$329.82
	Technology Information Specialist	224		
	Technology Buyer	224		
T4	Application System Admin	224	$328.15	$421.45
	Business Analyst	224		
	Student Information Systems Analyst	224		
	Cybersecurity System Admin	224		
	Data System Admin	224		
	Enterprise Platforms System Admin	224		
	Geographical Information Systems Analyst	224		
	Microsoft System Admin	224		
	Network System Admin	224		
	Security System Admin	224		
	Technology System Admin	224		
T5	Cyber Security Architect	224	$385.50	$466.49
	Network Architect	224		
	Data Center Architect	224		
T6	Coordinator - Cybersecurity	224	$394.27	$474.74
	Coordinator - Data and Business Services	224		
	Coordinator - Education Technology Support	224		
	Coordinator - Network Services	224		
	Coordinator - Tech Info Sys	224		
	Coordinator - Technology Support Services	224		
T7	Director - Network Services	224	$522.27	$630.90
	Director - Support Services	224		
	Director - MIS	224		

Auxiliary Pay Grades

Auxiliary staff are employed in Child Nutrition, Events, Maintenance, Transportation, Campus Security, and Police. The Auxiliary pay plan includes exempt and non-exempt employees. New hire salaries are impacted by relevant experience, market data, and the work calendar. The pay rates in this plan equate to the minimum and midpoint daily rate for each pay grade specified. Actual salaries will vary based on the number of days in the employee's contract.

Pay Grade	Role(s)	Days	Minimum Daily	Midpoint Daily
X1	Campus Security Guard - HS	185	$151.11	$178.68
	Flex Events Specialist	248		
	Video Technician Assistant	224		
X2	Assistant Mechanic	224	$217.44	$253.19
	Child Nutrition Specialist	224		
	Compliance & Training Specialist	224		
	Inventory & Warehouse Specialist C&I	224		
	Inventory & Warehouse Specialist M&O	248		
	Police Dispatcher	205		
	Shop Operations Specialist	224		
	Transportation Records & Onboarding Specialist	224		
	Transportation Video Technician	224		
	Bus Video and Student Management Lead	224		
X3	Custodial Specialist	248	$228.82	$281.74
	Food Service Equipment Technician	248		
	General Maintenance Operator	248		
	Routing Specialist	224		
	Scheduling Specialist	224		
	Shop Inventory Specialist	224		
	Transportation Payroll Specialist	224		
X4	Dispatcher - Routing (General Education)	224	$254.05	$298.87
	Dispatcher - Routing (Special Education)	224		
	Maintenance Operator (Speciality)	248		
	Mechanic	224		
	Transportation Shop Foreman	224		
X5	Child Nutrition Supervisor	224	$300.83	$352.11
	Events Facilitator	248		
	Facilities Manager	248		
	Fleet Operations Supervisor - Transportation	224		
	Maintenance Dept Head	248		
	Shipping and Receiving Coordinator	248		
	Supervisor of Operations - Transportation	224		
	Technology Events Facilitator	248		
	Transportation Office Supervisor	224		
	Transportation Special Needs Supervisor	224		
X6	Police Officer	205	$310.73	$358.11
X7	Police Sergeant	205	$334.59	$382.30
X8	Police Lieutenant	224	$353.84	$430.68

BM	Bus Monitor*	178	$106.79	$128.04
BMS	Bus Monitor Support*	178	$119.11	$140.35
BD	Bus Driver/SPED Bus Driver*	178	$164.93	$185.91
BDS	Bus Driver Support*	178	$177.24	$198.22
BDT	Bus Driver Trainer*	178	$180.39	$201.37

*** Daily rates are based on a 6-hour day for this role.**

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