

New Diana ISD

2025-2026 Compensation Plan

Purpose

The purpose of this Compensation Manual is to communicate the District's Annual Compensation Plan for all District employees.

The Annual Compensation Plan includes wage and salary structures, stipends, benefits, and incentives. It supports the District's goals for hiring and retaining highly qualified employees.

The Board of Trustees shall approve the Annual Compensation Plan as part of the annual budget development process. In addition, the Board of Trustees shall determine the total compensation package for the Superintendent in conjunction with the approval of the Superintendent's employment contract.

The Superintendent, or designee, shall implement the Annual Compensation Plan and establish procedures for plan administration consistent with the adopted budget.

- School Board Policy DEA Legal – Compensation and Benefits: Compensation Plan
- School Board Policy DEA Local – Compensation and Benefits: Compensation Plan
- School Board Policy DEAA Legal – Compensation Plan: Incentives and Stipends
- School Board Policy DEAA Local – Compensation Plan: Incentives and Stipends
- School Board Policy DEAB Legal – Compensation Plan: Wage and Hour Laws
- School Board Policy DEAB Local – Compensation Plan: Wage and Hour Laws
- School board Policy DEB Legal – Compensation and Benefits: Fringe Benefits
- School Board Policy DEC Legal – Compensation and Benefits: Leaves and Absences
- School Board Policy DEC Local – Compensation and Benefits: Leaves and Absences
- School Board Policy DECA Local – Leaves and Absences: Family and Medical Leave
- School Board Policy DECB Local – Leaves and Absences: Military Leave
- School Board Policy DED Local – Compensation and Benefits: Vacations and Holidays

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Salary Structures

Teacher Pay Scale

The Teacher Pay Scale is used for the initial placement of teachers. The placement is based on the number of years of creditable service specified in the TEA Commissioner's Rules on Creditable Years of Service (TAC 153.1021) and Minimum Salary Schedule for Certain Professional Staff (TAC 153.1022).
The total years of creditable service must be verified by receipt of a Teacher Service Record (Form FIN-115) or other acceptable documentation.

A district shall pay each classroom teacher not less than the state minimum monthly salary based on the employee's experience level. In alignment with House Bill 2, the salary schedule includes increases funded through the Teacher Retention Allotment. This allotment allows the district to enhance compensation for teachers, recognizing their dedication and critical role in student success.

Librarians, Counselors, and Nurses Pay Scale

The Librarians, Counselors, and Nurses Pay Scale is used for the initial placement of nurses, librarians, and counselors. The placement is based on the number of years of creditable service specified in the TEA Commissioner's Rules on Creditable Years of Service (TAC 153.1021) and Minimum Salary Schedule for Certain Professional Staff (TAC 153.1022).
The total years of creditable service must be verified by receipt of a Teacher Service Record (Form FIN-115) or other acceptable documentation.

A district shall pay each full-time librarian, full-time counselor, and full-time nurse not less than the state minimum monthly salary based on the employee's experience level. New Diana ISD pays a local supplement above the state minimum salary schedule.

Administrative/Professional

Employees classified under these job classifications shall be placed on a salary as determined by the superintendent based on experience, market value, and duties. Adopting an administrator pay scale that establishes only minimum starting salaries without imposing a cap is a strategic decision that benefits the district in several key ways.

Acknowledges the Demands of the Job

School administrators shoulder significant responsibilities, often working long hours to ensure the smooth operation of schools while navigating high-pressure situations. Their roles involve managing staff, addressing the needs of students and families, adhering to state and federal mandates, and leading initiatives to improve academic outcomes. The absence of a salary cap reflects the board's recognition of these demands and allows for fair compensation that aligns with the unique pressures of these roles.

Supports Negotiation Flexibility

Removing a salary cap enables the district to negotiate salaries based on individual qualifications, experience, and performance. Administrators with extensive experience or specialized expertise bring immeasurable value to the district and may require competitive compensation packages. A flexible, cap-free pay scale allows the board to tailor offers to attract these high-caliber candidates and retain experienced leaders who might otherwise seek opportunities in higher-paying districts.

Encourages Retention and Reward for Longevity

A scale with no salary cap incentivizes administrators to remain with the district by providing the opportunity for growth beyond predetermined limits. Administrators are more likely to invest long-term in a district where they see a clear pathway for professional and financial advancement based on merit and contributions.

By adopting a pay scale with a defined minimum but no maximum, the school board demonstrates a commitment to valuing its leadership team, and maintaining flexibility in compensation practices while securing the best possible administrators for the district.

All employees designated as Administrative/Professional will be categorized as "exempt" under the Fair Labor Standards Act (FLSA). All employees designated as Administrative/Professional shall meet the FLSA tests, including salary level, salary basis, and job test as appropriate. All employees categorized as Clerical, Technical, and Manual Trades will be classified as "non-exempt" under the FLSA. They will fall under the FLSA regulations, including minimum wages, overtime, recordkeeping, and child labor laws.

Auxiliary and Paraprofessional Pay Schedules

All employees classified as clerical, instructional assistants, LVNs, technical, and manual trades will be placed on the appropriate Auxiliary/Paraprofessional Pay Schedule. The step that the employee is initially placed on will be determined by years of experience and qualifications. If the budget permits, an annual salary increase will be awarded by moving the employee to the next step on the pay schedule.

All Auxiliary/Paraprofessional Pay Schedule employees shall be classified as non-exempt under the Fair Labor Standard Act. The FLSA regulations, including minimum wage, overtime, recordkeeping, and child labor laws, will administer compensation to non-exempt employees.

Substitute Pay Schedule

The Substitute Pay Schedule shall be used to compensate employees categorized as "substitutes." A substitute is an employee who fills in for a permanent employee during an absence. Substitutes who are TRS retirees shall be defined as determined by the Teacher Retirement System of Texas (TRS).

Substitute employees include substitute teachers, aides, custodians, food service, etc.

Stipends and Extra-Duty Pay

The Stipend Schedule and the Extra-Duty Pay Schedule compensate staff for extra assignments and/or extra duty beyond the normal workday or duty calendar.

Stipends are a flat amount paid to an employee for performing a specific assignment, such as serving as a sponsor, coaching, serving in a leadership position, or teaching in a shortage area. They are paid over a 12-month period or at the completion of the assignment, and if an employee does not complete the full year or the assignment, the stipend shall be pro-rated to compensate for the portion of the assignment verified by the immediate supervisor as complete. If a non-exempt employee is paid a stipend, the district will ensure that the pay complies with the FLSA regulations.

Extra-duty pay is a rate of pay paid for performing duties beyond the normal work schedule. The rate of pay included in the Extra-Duty Pay Schedule is either hourly or per activity.

Benefits

The benefits are detailed in the Summary of Employee Benefits (Exhibit Section). Part-time and full-time employees who meet the TRS eligibility criteria are eligible for a portion of their health insurance paid by the district and district-paid term life insurance. Other benefits are available to employees voluntarily at their own cost.

New Diana ISD 2025-2026 Teacher Salary Steps				
Completed Years	**State Minimum Annual Salary**	**10 Month Contract**	**11 Month Contract**	**12 Month Contract**
0	**$ 33,960.00**	**$ 38,000.00**	**$ 41,632.00**	**$ 44,756.00**
1	**$ 34,690.00**	**$ 38,000.00**	**$ 41,710.00**	**$ 45,234.00**
2	**$ 35,410.00**	**$ 38,000.00**	**$ 41,787.00**	**$ 45,384.00**
3	**$ 36,150.00**	**$ 40,150.00**	**$ 44,016.31**	**$ 47,689.30**
4	**$ 37,690.00**	**$ 41,690.00**	**$ 45,721.02**	**$ 49,550.48**
5	**$ 39,230.00**	**$ 47,230.00**	**$ 51,425.72**	**$ 55,411.66**
6	**$ 40,770.00**	**$ 48,770.00**	**$ 53,130.43**	**$ 57,272.83**
7	**$ 42,200.00**	**$ 50,200.00**	**$ 54,713.37**	**$ 59,001.07**
8	**$ 43,550.00**	**$ 51,550.00**	**$ 56,207.75**	**$ 60,632.62**
9	**$ 44,840.00**	**$ 52,840.00**	**$ 57,635.72**	**$ 62,191.66**
10	**$ 46,040.00**	**$ 54,040.00**	**$ 58,964.06**	**$ 63,641.93**
11	**$ 47,180.00**	**$ 55,180.00**	**$ 60,225.99**	**$ 65,019.68**
12	**$ 48,280.00**	**$ 56,280.00**	**$ 61,443.64**	**$ 66,349.09**
13	**$ 49,280.00**	**$ 57,280.00**	**$ 62,550.59**	**$ 67,557.65**
14	**$ 50,250.00**	**$ 58,250.00**	**$ 63,624.33**	**$ 68,729.95**
15	**$ 51,160.00**	**$ 59,160.00**	**$ 64,631.66**	**$ 69,829.73**
16	**$ 52,030.00**	**$ 60,030.00**	**$ 65,594.71**	**$ 70,881.18**
17	**$ 52,840.00**	**$ 60,840.00**	**$ 66,491.34**	**$ 71,860.11**
18	**$ 53,610.00**	**$ 61,610.00**	**$ 67,343.69**	**$ 72,790.70**
19	**$ 54,340.00**	**$ 62,340.00**	**$ 68,151.76**	**$ 73,672.94**
20	**$ 55,030.00**	**$ 63,030.00**	**$ 68,915.56**	**$ 74,506.84**

The steps include the $4,000 - $8,000 Teacher Retention Allotment.

All returning staff will receive the $4,000 - $8,000 teacher retention allotment above their 2024-2025 base salary if they have 3 or more years of experience. Any returning teacher that qualifies for the retention allotment will at least make what the new teacher's salary steps are if their 2024-2025 base salary plus the retention allotment is less.

New Diana ISD 2025-2026 Counselor, Nurse, Librarian Salary Steps				
Completed Years	**State Minimum Annual Salary**	**10 Month Contract**	**11 Month Contract**	**12 Month Contract**
0	**$ 33,960.00**	**$ 38,000.00**	**$ 41,632.00**	**$ 44,756.00**
1	**$ 34,690.00**	**$ 38,000.00**	**$ 41,710.00**	**$ 45,234.00**
2	**$ 35,410.00**	**$ 38,000.00**	**$ 41,787.00**	**$ 45,384.00**
3	**$ 36,150.00**	**$ 39,150.00**	**$ 43,337.17**	**$ 47,314.97**
4	**$ 37,690.00**	**$ 40,690.00**	**$ 45,041.87**	**$ 49,176.15**
5	**$ 39,230.00**	**$ 42,230.00**	**$ 46,746.58**	**$ 51,037.33**
6	**$ 40,770.00**	**$ 43,770.00**	**$ 48,451.28**	**$ 52,898.50**
7	**$ 42,200.00**	**$ 45,200.00**	**$ 50,034.22**	**$ 54,626.74**
8	**$ 43,550.00**	**$ 46,550.00**	**$ 51,528.61**	**$ 56,258.29**
9	**$ 44,840.00**	**$ 47,840.00**	**$ 52,956.58**	**$ 57,817.33**
10	**$ 46,040.00**	**$ 49,040.00**	**$ 54,284.92**	**$ 59,267.59**
11	**$ 47,180.00**	**$ 50,180.00**	**$ 55,546.84**	**$ 60,645.35**
12	**$ 48,280.00**	**$ 51,280.00**	**$ 56,764.49**	**$ 61,974.76**
13	**$ 49,280.00**	**$ 52,280.00**	**$ 57,871.44**	**$ 63,183.32**
14	**$ 50,250.00**	**$ 53,250.00**	**$ 58,945.19**	**$ 64,355.61**
15	**$ 51,160.00**	**$ 54,160.00**	**$ 59,952.51**	**$ 65,455.40**
16	**$ 52,030.00**	**$ 55,030.00**	**$ 60,915.56**	**$ 66,506.84**
17	**$ 52,840.00**	**$ 55,840.00**	**$ 61,812.19**	**$ 67,485.78**
18	**$ 53,610.00**	**$ 56,610.00**	**$ 62,664.55**	**$ 68,416.36**
19	**$ 54,340.00**	**$ 57,340.00**	**$ 63,472.62**	**$ 69,298.61**
20	**$ 55,030.00**	**$ 58,030.00**	**$ 64,236.42**	**$ 70,132.51**

Staff at or above the max salary step (20) receive a one-time retention bonus of $500.

New Diana ISD 2025-2026 Non-Certified Teacher Salary Steps		
Completed Years	State Minimum Annual Salary	10 Month Contract
0	$ 33,960.00	$ 33,960.00
1	$ 34,690.00	$ 34,690.00

NEW DIANA ISD
PAY SCALE 1A - FOOD SERVICE LINE STAFF
2025-2026

187 DAYS			
STEP	**HOURLY RATE**	**DAILY RATE**	**ANNUAL SALARY**
00	$11.67	$110.89	$17,742.56
01	$11.93	$113.32	$18,131.52
02	$12.18	$115.75	$18,520.48
03	$12.44	$118.18	$18,909.44
04	$12.70	$120.62	$19,298.40
05	$12.95	$123.05	$19,687.36
06	$13.21	$125.48	$20,076.32
07	$13.46	$127.91	$20,465.28
08	$13.72	$130.34	$20,854.24
09	$13.98	$132.77	$21,243.20
10	$14.23	$135.20	$21,632.16
11	$14.49	$137.63	$22,021.12
12	$14.74	$140.06	$22,410.08
13	$15.00	$142.49	$22,799.04
14	$15.26	$144.93	$23,188.00
15	$15.51	$147.36	$23,576.96
16	$15.77	$149.79	$23,965.92
17	$16.02	$152.22	$24,354.88
18	$16.28	$154.65	$24,743.84
19	$16.53	$157.08	$25,132.80
20	$16.79	$159.51	$25,521.76

BASED ON A 9.5 HOUR DAY

NEW DIANA ISD PAY SCALE 1B - CUSTODIAN 2025-2026			
243 DAYS			
STEP	HOURLY RATE	DAILY RATE	ANNUAL SALARY
00	$11.90	$113.02	$23,055.84
01	$12.16	$115.50	$23,561.28
02	$12.42	$117.97	$24,066.72
03	$12.68	$120.45	$24,572.16
04	$12.94	$122.93	$25,077.60
05	$13.20	$125.41	$25,583.04
06	$13.46	$127.88	$26,088.48
07	$13.72	$130.36	$26,593.92
08	$13.98	$132.84	$27,099.36
09	$14.24	$135.32	$27,604.80
10	$14.50	$137.80	$28,110.24
11	$14.77	$140.27	$28,615.68
12	$15.03	$142.75	$29,121.12
13	$15.29	$145.23	$29,626.56
14	$15.55	$147.71	$30,132.00
15	$15.81	$150.18	$30,637.44
16	$16.07	$152.66	$31,142.88
17	$16.33	$155.14	$31,648.32
18	$16.59	$157.62	$32,153.76
19	$16.85	$160.09	$32,659.20
20	$17.11	$162.57	$33,164.64

BASED ON A 9.5 HOUR DAY

NEW DIANA ISD PAY SCALE 2 - ISS/LIBRARY 2025-2026			
187 DAYS			
STEP	HOURLY RATE	DAILY RATE	ANNUAL SALARY
00	$12.05	$114.44	$18,311.00
01	$12.39	$117.72	$18,835.00
02	$12.74	$120.99	$19,358.00
03	$13.08	$124.26	$19,882.00
04	$13.42	$127.53	$20,405.00
05	$13.77	$130.81	$20,929.00
06	$14.11	$134.08	$21,453.00
07	$14.46	$137.35	$21,976.00
08	$14.80	$140.63	$22,500.00
09	$15.15	$143.89	$23,023.00
10	$15.49	$147.17	$23,547.00
11	$15.84	$150.44	$24,071.00
12	$16.18	$153.71	$24,594.00
13	$16.53	$156.99	$25,118.00
14	$16.87	$160.26	$25,641.00
15	$17.21	$163.53	$26,165.00
16	$17.56	$166.81	$26,689.00
17	$17.90	$170.08	$27,212.00
18	$18.25	$173.35	$27,736.00
19	$18.59	$176.62	$28,259.00
20	$18.94	$179.89	$28,783.00

BASED ON A 9.5 HOUR DAY

NEW DIANA ISD PAY SCALE 3 - HEAD COOK 2025-2026			
187 DAYS			
STEP	HOURLY RATE	DAILY RATE	ANNUAL SALARY
00	$13.53	$128.56	$20,570.00
01	$13.79	$130.99	$20,958.96
02	$14.04	$133.42	$21,347.92
03	$14.30	$135.86	$21,736.88
04	$14.56	$138.29	$22,125.84
05	$14.81	$140.72	$22,514.80
06	$15.07	$143.15	$22,903.76
07	$15.32	$145.58	$23,292.72
08	$15.58	$148.01	$23,681.68
09	$15.84	$150.44	$24,070.64
10	$16.09	$152.87	$24,459.60
11	$16.35	$155.30	$24,848.56
12	$16.60	$157.73	$25,237.52
13	$16.86	$160.17	$25,626.48
14	$17.12	$162.60	$26,015.44
15	$17.37	$165.03	$26,404.40
16	$17.63	$167.46	$26,793.36
17	$17.88	$169.89	$27,182.32
18	$18.14	$172.32	$27,571.28
19	$18.39	$174.75	$27,960.24
20	$18.65	$177.18	$28,349.20

BASED ON A 9.5 HOUR DAY

NEW DIANA ISD
PAY SCALE 4 - SPECIAL EDUCATION & GENERAL CLASSROOM SUPPORT
2025-2026

187 DAYS

STEP	HOURLY RATE	DAILY RATE	ANNUAL SALARY
00	$13.36	$126.88	$20,300.72
01	$13.67	$129.87	$20,779.44
02	$13.99	$132.86	$21,258.16
03	$14.30	$135.86	$21,736.88
04	$14.62	$138.85	$22,215.60
05	$14.93	$141.84	$22,694.32
06	$15.25	$144.83	$23,173.04
07	$15.57	$147.92	$23,666.72
08	$15.89	$150.91	$24,145.44
09	$16.30	$154.84	$24,773.76
10	$16.61	$157.83	$25,252.48
11	$16.93	$160.82	$25,731.20
12	$17.24	$163.81	$26,209.92
13	$17.56	$166.80	$26,688.64
14	$17.87	$169.80	$27,167.36
15	$18.29	$173.72	$27,795.68
16	$18.70	$177.65	$28,424.00
17	$19.01	$180.64	$28,902.72
18	$19.33	$183.63	$29,381.44
19	$19.64	$186.63	$29,860.16
20	$19.96	$189.62	$30,338.88

BASED ON A 9.5 HOUR DAY

NEW DIANA ISD
PAY SCALE 5 - SPECIAL EDUCATION SELF-CONTAINED
2025-2026

187 DAYS

STEP	HOURLY RATE	DAILY RATE	ANNUAL SALARY
00	$14.02	$133.14	$21,303.04
01	$14.65	$139.22	$22,275.44
02	$14.97	$142.21	$22,754.16
03	$15.28	$145.21	$23,232.88
04	$15.60	$148.20	$23,711.60
05	$15.91	$151.19	$24,190.32
06	$16.23	$154.18	$24,669.04
07	$16.54	$157.17	$25,147.76
08	$16.86	$160.17	$25,626.48
09	$17.17	$163.16	$26,105.20
10	$17.49	$166.15	$26,583.92
11	$17.80	$169.14	$27,062.64
12	$18.12	$172.13	$27,541.36
13	$18.43	$175.13	$28,020.08
14	$18.75	$178.12	$28,498.80
15	$19.06	$181.11	$28,977.52
16	$19.38	$184.10	$29,456.24
17	$19.69	$187.09	$29,934.96
18	$20.01	$190.09	$30,413.68
19	$20.32	$193.08	$30,892.40
20	$20.64	$196.07	$31,371.12

BASED ON A 9.5 HOUR DAY

NEW DIANA ISD PAY SCALE 6A ATTENDANCE CLERK 2025-2026			
197 DAYS			
STEP	**HOURLY RATE**	**DAILY RATE**	**ANNUAL SALARY**
00	$13.94	$132.44	$21,985.20
01	$14.30	$135.86	$22,552.56
02	$14.66	$139.28	$23,119.92
03	$15.02	$142.69	$23,687.28
04	$15.38	$146.11	$24,254.64
05	$15.74	$149.53	$24,822.00
06	$16.10	$152.95	$25,389.36
07	$16.46	$156.37	$25,956.72
08	$16.82	$159.78	$26,524.08
09	$17.18	$163.20	$27,091.44
10	$17.54	$166.62	$27,658.80
11	$17.90	$170.04	$28,226.16
12	$18.26	$173.45	$28,793.52
13	$18.62	$176.87	$29,360.88
14	$18.98	$180.29	$29,928.24
15	$19.34	$183.71	$30,495.60
16	$19.70	$187.13	$31,062.96
17	$20.06	$190.54	$31,630.32
18	$20.42	$193.96	$32,197.68
19	$20.78	$197.38	$32,765.04
20	$21.14	$200.80	$33,332.40

BASED ON A 9.5 HOUR DAY

NEW DIANA ISD PAY SCALE 6B PEIMS CLERK 2025-2026			
216 DAYS			
STEP	HOURLY RATE	DAILY RATE	ANNUAL SALARY
00	$13.94	$132.44	$24,105.60
01	$14.30	$135.86	$24,727.68
02	$14.66	$139.28	$25,349.76
03	$15.02	$142.69	$25,971.84
04	$15.38	$146.11	$26,593.92
05	$15.74	$149.53	$27,216.00
06	$16.10	$152.95	$27,838.08
07	$16.46	$156.37	$28,460.16
08	$16.82	$159.78	$29,082.24
09	$17.18	$163.20	$29,704.32
10	$17.54	$166.62	$30,326.40
11	$17.90	$170.04	$30,948.48
12	$18.26	$173.45	$31,570.56
13	$18.62	$176.87	$32,192.64
14	$18.98	$180.29	$32,814.72
15	$19.34	$183.71	$33,436.80
16	$19.70	$187.13	$34,058.88
17	$20.06	$190.54	$34,680.96
18	$20.42	$193.96	$35,303.04
19	$20.78	$197.38	$35,925.12
20	$21.14	$200.80	$36,547.20

NEW DIANA ISD PAY SCALE 6C Lead Custodian 2025-2026			
243 DAYS			
STEP	**HOURLY RATE**	**DAILY RATE**	**ANNUAL SALARY**
00	$13.94	$132.44	$27,118.80
01	$14.30	$135.86	$27,818.64
02	$14.66	$139.28	$28,518.48
03	$15.02	$142.69	$29,218.32
04	$15.38	$146.11	$29,918.16
05	$15.74	$149.53	$30,618.00
06	$16.10	$152.95	$31,317.84
07	$16.46	$156.37	$32,017.68
08	$16.82	$159.78	$32,717.52
09	$17.18	$163.20	$33,417.36
10	$17.54	$166.62	$34,117.20
11	$17.90	$170.04	$34,817.04
12	$18.26	$173.45	$35,516.88
13	$18.62	$176.87	$36,216.72
14	$18.98	$180.29	$36,916.56
15	$19.34	$183.71	$37,616.40
16	$19.70	$187.13	$38,316.24
17	$20.06	$190.54	$39,016.08
18	$20.42	$193.96	$39,715.92
19	$20.78	$197.38	$40,415.76
20	$21.14	$200.80	$41,115.60

NEW DIANA ISD PAY SCALE 7A - TECHNOLOGY SECRETARY 2025-2026			
207 DAYS			
STEP	HOURLY RATE	DAILY RATE	YEARLY SALARY
00	$14.47	$137.47	$23,918.91
01	$14.94	$141.93	$24,695.82
02	$15.41	$146.40	$25,472.73
03	$15.88	$150.86	$26,249.64
04	$16.35	$155.33	$27,026.55
05	$16.82	$159.79	$27,803.46
06	$17.29	$164.26	$28,580.37
07	$17.76	$168.72	$29,357.28
08	$18.23	$173.19	$30,134.19
09	$18.70	$177.65	$30,911.10
10	$19.17	$182.12	$31,688.01
11	$19.64	$186.58	$32,464.92
12	$20.11	$191.05	$33,241.83
13	$20.58	$195.51	$34,018.74
14	$21.05	$199.98	$34,795.65
15	$21.52	$204.44	$35,572.56
16	$21.99	$208.91	$36,349.47
17	$22.46	$213.37	$37,126.38
18	$22.93	$217.84	$37,903.29
19	$23.40	$222.30	$38,680.20
20	$23.87	$226.77	$39,457.11

BASED ON A 9.5 HOUR DAY

NEW DIANA ISD PAY SCALE 7B - HIGH SCHOOL REGISTRAR 2025-2026			
216 DAYS			
STEP	HOURLY RATE	DAILY RATE	YEARLY SALARY
00	$14.47	$137.47	$25,018.63
01	$14.94	$141.93	$25,831.26
02	$15.41	$146.40	$26,643.89
03	$15.88	$150.86	$27,456.52
04	$16.35	$155.33	$28,269.15
05	$16.82	$159.79	$29,081.78
06	$17.29	$164.26	$29,894.41
07	$17.76	$168.72	$30,707.04
08	$18.23	$173.19	$31,519.67
09	$18.70	$177.65	$32,332.30
10	$19.17	$182.12	$33,144.93
11	$19.64	$186.58	$33,957.56
12	$20.11	$191.05	$34,770.19
13	$20.58	$195.51	$35,582.82
14	$21.05	$199.98	$36,395.45
15	$21.52	$204.44	$37,208.08
16	$21.99	$208.91	$38,020.71
17	$22.46	$213.37	$38,833.34
18	$22.93	$217.84	$39,645.97
19	$23.40	$222.30	$40,458.60
20	$23.87	$226.77	$41,271.23

BASED ON A 9.5 HOUR DAY

NEW DIANA ISD PAY SCALE 7C - CAMPUS/DIRECTOR SECRETARY 2025-2026			
226 DAYS			
STEP	HOURLY RATE	DAILY RATE	YEARLY SALARY
00	$14.47	$137.47	$26,118.35
01	$14.94	$141.93	$26,966.70
02	$15.41	$146.40	$27,815.05
03	$15.88	$150.86	$28,663.40
04	$16.35	$155.33	$29,511.75
05	$16.82	$159.79	$30,360.10
06	$17.29	$164.26	$31,208.45
07	$17.76	$168.72	$32,056.80
08	$18.23	$173.19	$32,905.15
09	$18.70	$177.65	$33,753.50
10	$19.17	$182.12	$34,601.85
11	$19.64	$186.58	$35,450.20
12	$20.11	$191.05	$36,298.55
13	$20.58	$195.51	$37,146.90
14	$21.05	$199.98	$37,995.25
15	$21.52	$204.44	$38,843.60
16	$21.99	$208.91	$39,691.95
17	$22.46	$213.37	$40,540.30
18	$22.93	$217.84	$41,388.65
19	$23.40	$222.30	$42,237.00
20	$23.87	$226.77	$43,085.35

BASED ON A 9.5 HOUR DAY

NEW DIANA ISD PAY SCALE 8 - CAFETERIA MANAGER 2025-2026			
197 DAYS			
STEP	HOURLY RATE	DAILY RATE	YEARLY SALARY
00	$14.99	$142.41	$23,640.00
01	$15.43	$146.59	$24,333.44
02	$15.87	$150.76	$25,026.88
03	$16.31	$154.94	$25,720.32
04	$16.75	$159.12	$26,413.76
05	$17.19	$163.30	$27,107.20
06	$17.63	$167.47	$27,800.64
07	$18.07	$171.65	$28,494.08
08	$18.51	$175.83	$29,187.52
09	$18.95	$180.01	$29,880.96
10	$19.39	$184.18	$30,574.40
11	$19.83	$188.36	$31,267.84
12	$20.27	$192.54	$31,961.28
13	$20.71	$196.72	$32,654.72
14	$21.15	$200.89	$33,348.16
15	$21.59	$205.07	$34,041.60
16	$22.03	$209.25	$34,735.04
17	$22.47	$213.42	$35,428.48
18	$22.91	$217.60	$36,121.92
19	$23.35	$221.78	$36,815.36
20	$23.78	$225.96	$37,508.80

BASED ON A 9.5 HOUR DAY

NEW DIANA ISD PAY SCALE 9 - GROUNDSKEEPER/SKILLED MAINTENANCE 2025-2026			
243 DAYS			
STEP	HOURLY RATE	DAILY RATE	YEARLY SALARY
00	$14.99	$142.37	$29,043.00
01	$15.47	$146.94	$29,976.00
02	$15.95	$151.52	$30,910.00
03	$16.43	$156.09	$31,843.00
04	$16.91	$160.67	$32,776.00
05	$17.39	$165.24	$33,709.00
06	$17.88	$169.81	$34,642.00
07	$18.36	$174.39	$35,575.00
08	$18.84	$178.96	$36,508.00
09	$19.32	$183.53	$37,441.00
10	$19.80	$188.11	$38,375.00
11	$20.28	$192.69	$39,308.00
12	$20.76	$197.26	$40,241.00
13	$21.25	$201.83	$41,174.00
14	$21.73	$206.41	$42,107.00
15	$22.21	$210.98	$43,040.00
16	$22.69	$215.55	$43,973.00
17	$23.17	$220.13	$44,906.00
18	$23.65	$224.71	$45,840.00
19	$24.13	$229.28	$46,773.00
20	$24.62	$233.85	$47,706.00

BASED ON A 9.5 HOUR DAY

NEW DIANA ISD PAY SCALE 10A – LVN & Industry Certified 2025-2026			
187 DAYS			
STEP	**HOURLY RATE**	**DAILY RATE**	**ANNUAL SALARY**
00	$17.69	$168.02	$26,883.12
01	$18.13	$172.23	$27,556.32
02	$18.57	$176.43	$28,229.52
03	$19.01	$180.64	$28,902.72
04	$19.46	$184.85	$29,575.92
05	$19.90	$189.06	$30,249.12
06	$20.34	$193.26	$30,922.32
07	$20.79	$197.47	$31,595.52
08	$21.23	$201.68	$32,268.72
09	$21.67	$205.89	$32,941.92
10	$22.12	$210.09	$33,615.12
11	$22.56	$214.30	$34,288.32
12	$23.00	$218.51	$34,961.52
13	$23.44	$222.72	$35,634.72
14	$23.89	$226.92	$36,307.92
15	$24.33	$231.13	$36,981.12
16	$24.77	$235.34	$37,654.32
17	$25.22	$239.55	$38,327.52
18	$25.66	$243.75	$39,000.72
19	$26.10	$247.96	$39,673.92
20	$26.54	$252.17	$40,347.12

BASED ON A 9.5 HOUR DAY

NEW DIANA ISD PAY SCALE 10B - INDUSTRY CERTIFIED (TECHNOLOGY) 2025-2026			
236 DAYS			
STEP	HOURLY RATE	DAILY RATE	ANNUAL SALARY
00	$17.95	$170.49	$33,927.36
01	$18.40	$174.76	$34,776.96
02	$18.85	$179.03	$35,626.56
03	$19.29	$183.30	$36,476.16
04	$19.74	$187.57	$37,325.76
05	$20.19	$191.84	$38,175.36
06	$20.64	$196.11	$39,024.96
07	$21.09	$200.37	$39,874.56
08	$21.54	$204.64	$40,724.16
09	$21.99	$208.91	$41,573.76
10	$22.44	$213.18	$42,423.36
11	$22.89	$217.45	$43,272.96
12	$23.34	$221.72	$44,122.56
13	$23.79	$225.99	$44,972.16
14	$24.24	$230.26	$45,821.76
15	$24.69	$234.53	$46,671.36
16	$25.14	$238.80	$47,520.96
17	$25.59	$243.07	$48,370.56
18	$26.04	$247.34	$49,220.16
19	$26.48	$251.61	$50,069.76
20	$26.93	$255.88	$50,919.36

BASED ON A 9.5 HOUR DAY

NEW DIANA ISD PAY SCALE 10C - INDUSTRY CERTIFIED (HVAC) 2025-2026			
243 DAYS			
Pay Step	HOURLY RATE	DAILY RATE	ANNUAL SALARY
00	$18.03	$171.24	$34,933.68
01	$18.48	$175.53	$35,808.48
02	$18.93	$179.82	$36,683.28
03	$19.38	$184.11	$37,558.08
04	$19.83	$188.40	$38,432.88
05	$20.28	$192.68	$39,307.68
06	$20.73	$196.97	$40,182.48
07	$21.19	$201.26	$41,057.28
08	$21.64	$205.55	$41,932.08
09	$22.09	$209.84	$42,806.88
10	$22.54	$214.13	$43,681.68
11	$22.99	$218.41	$44,556.48
12	$23.44	$222.70	$45,431.28
13	$23.89	$226.99	$46,306.08
14	$24.35	$231.28	$47,180.88
15	$24.80	$235.57	$48,055.68
16	$25.25	$239.86	$48,930.48
17	$25.70	$244.14	$49,805.28
18	$26.15	$248.43	$50,680.08
19	$26.60	$252.72	$51,554.88
20	$27.05	$257.01	$52,429.68

BASED ON A 9.5 HOUR DAY

NEW DIANA ISD PAY SCALE 11 - PAYROLL CLERK 2025-2026			
226 DAYS			
STEP	HOURLY RATE	DAILY RATE	ANNUAL SALARY
00	$20.28	$192.69	$36,612.00
01	$20.71	$196.79	$37,389.44
02	$21.15	$200.88	$38,166.88
03	$21.58	$204.97	$38,944.32
04	$22.01	$209.06	$39,721.76
05	$22.44	$213.15	$40,499.20
06	$22.87	$217.25	$41,276.64
07	$23.30	$221.34	$42,054.08
08	$23.73	$225.43	$42,831.52
09	$24.16	$229.52	$43,608.96
10	$24.59	$233.61	$44,386.40
11	$25.02	$237.70	$45,163.84
12	$25.45	$241.80	$45,941.28
13	$25.88	$245.89	$46,718.72
14	$26.31	$249.98	$47,496.16
15	$26.74	$254.07	$48,273.60
16	$27.18	$258.16	$49,051.04
17	$27.61	$262.26	$49,828.48
18	$28.04	$266.35	$50,605.92
19	$28.47	$270.44	$51,383.36
20	$28.90	$274.53	$52,160.80

BASED ON A 9.5 HOUR DAY

NEW DIANA ISD PAY SCALE 12 - SUPERINTENDENT SECRETARY 2025-2026			
226 DAYS			
STEP	HOURLY RATE	DAILY RATE	ANNUAL SALARY
00	$20.22	$192.13	$36,504.00
01	$20.68	$196.50	$37,335.00
02	$21.15	$200.88	$38,167.00
03	$21.61	$205.26	$38,999.00
04	$22.07	$209.63	$39,830.00
05	$22.53	$214.01	$40,662.00
06	$22.99	$218.39	$41,494.00
07	$23.45	$222.76	$42,325.00
08	$23.91	$227.14	$43,157.00
09	$24.37	$231.52	$43,989.00
10	$24.83	$235.89	$44,820.00
11	$25.29	$240.27	$45,652.00
12	$25.75	$244.65	$46,484.00
13	$26.21	$249.03	$47,315.00
14	$26.67	$253.41	$48,147.00
15	$27.14	$257.78	$48,979.00
16	$27.60	$262.16	$49,810.00
17	$28.06	$266.54	$50,642.00
18	$28.52	$270.92	$51,474.00
19	$28.98	$275.29	$52,305.00
20	$29.44	$279.67	$53,137.00

BASED ON A 9.5 HOUR DAY

NEW DIANA ISD PAY SCALE 13A - FOOD SERVICE DIRECTOR 2025-2026			
216 DAYS			
STEP	HOURLY RATE	DAILY RATE	ANNUAL SALARY
00	$25.49	$242.11	$44,064.00
01	$26.02	$247.24	$44,997.12
02	$26.56	$252.36	$45,930.24
03	$27.10	$257.49	$46,863.36
04	$27.64	$262.62	$47,796.48
05	$28.18	$267.75	$48,729.60
06	$28.72	$272.87	$49,662.72
07	$29.26	$278.00	$50,595.84
08	$29.80	$283.13	$51,528.96
09	$30.34	$288.25	$52,462.08
10	$30.88	$293.38	$53,395.20
11	$31.42	$298.51	$54,328.32
12	$31.96	$303.63	$55,261.44
13	$32.50	$308.76	$56,194.56
14	$33.04	$313.89	$57,127.68
15	$33.58	$319.02	$58,060.80
16	$34.12	$324.14	$58,993.92
17	$34.66	$329.27	$59,927.04
18	$35.20	$334.40	$60,860.16
19	$35.74	$339.52	$61,793.28
20	$36.28	$344.65	$62,726.40

BASED ON A 9.5 HOUR DAY

NEW DIANA ISD PAY SCALE 13B - MAINTENANCE/CUSTODIAN DIRECTOR 2025-2026			
243 DAYS			
STEP	HOURLY RATE	DAILY RATE	ANNUAL SALARY
00	$25.58	$243.00	$49,572.00
01	$26.12	$248.15	$50,621.76
02	$26.66	$253.29	$51,671.52
03	$27.20	$258.44	$52,721.28
04	$27.75	$263.58	$53,771.04
05	$28.29	$268.73	$54,820.80
06	$28.83	$273.88	$55,870.56
07	$29.37	$279.02	$56,920.32
08	$29.91	$284.17	$57,970.08
09	$30.45	$289.31	$59,019.84
10	$31.00	$294.46	$60,069.60
11	$31.54	$299.60	$61,119.36
12	$32.08	$304.75	$62,169.12
13	$32.62	$309.90	$63,218.88
14	$33.16	$315.04	$64,268.64
15	$33.70	$320.19	$65,318.40
16	$34.25	$325.33	$66,368.16
17	$34.79	$330.48	$67,417.92
18	$35.33	$335.63	$68,467.68
19	$35.87	$340.77	$69,517.44
20	$36.41	$345.92	$70,567.20

BASED ON A 9.5 HOUR DAY

NEW DIANA ISD
BUS ROUTE SALARIES
2025-2026
171/149 DAYS

LONG ROUTES						SHORT ROUTES				
STEP	**TRIP RATE**	**# OF TRIPS**	**DAILY RATE**	**ANNUAL SALARY (PAID ON 149 DAYS**		**STEP**	**TRIP RATE**	**# OF TRIPS**	**DAILY RATE**	**ANNUAL SALARY (PAID ON 149 DAYS**
0	**$ 26.00**	**2**	**$ 52.00**	**$ 8,892.00**		**0**	$21.04	**2**	**$42.08**	**$7,195.68**
1	**$ 28.34**	**2**	**$ 56.68**	**$ 9,692.28**		**1**	$22.99	**2**	**$45.98**	**$7,862.58**
2	**$ 28.34**	**2**	**$ 56.68**	**$ 9,692.28**		**2**	$22.99	**2**	**$45.98**	**$7,862.58**
3	**$ 28.34**	**2**	**$ 56.68**	**$ 9,692.28**		**3**	$22.99	**2**	**$45.98**	**$7,862.58**
4	**$ 28.34**	**2**	**$ 56.68**	**$ 9,692.28**		**4**	$22.99	**2**	**$45.98**	**$7,862.58**
5	**$ 28.92**	**2**	**$ 57.84**	**$ 9,890.64**		**5**	$23.48	**2**	**$46.96**	**$8,030.16**
6	**$ 28.92**	**2**	**$ 57.84**	**$ 9,890.64**		**6**	$23.48	**2**	**$46.96**	**$8,030.16**
7	**$ 28.92**	**2**	**$ 57.84**	**$ 9,890.64**		**7**	$23.48	**2**	**$46.96**	**$8,030.16**
8	**$ 28.92**	**2**	**$ 57.84**	**$ 9,890.64**		**8**	$23.48	**2**	**$46.96**	**$8,030.16**
9	**$ 28.92**	**2**	**$ 57.84**	**$ 9,890.64**		**9**	$23.48	**2**	**$46.96**	**$8,030.16**
10	**$ 29.46**	**2**	**$ 58.92**	**$ 10,075.32**		**10**	$23.91	**2**	**$47.82**	**$8,177.22**
11	**$ 29.46**	**2**	**$ 58.92**	**$ 10,075.32**		**11**	$23.91	**2**	**$47.82**	**$8,177.22**
12	**$ 29.46**	**2**	**$ 58.92**	**$ 10,075.32**		**12**	$23.91	**2**	**$47.82**	**$8,177.22**
13	**$ 29.46**	**2**	**$ 58.92**	**$ 10,075.32**		**13**	$23.91	**2**	**$47.82**	**$8,177.22**
14	**$ 29.46**	**2**	**$ 58.92**	**$ 10,075.32**		**14**	$23.91	**2**	**$47.82**	**$8,177.22**
15	**$ 30.11**	**2**	**$ 60.22**	**$ 10,297.62**		**15**	$24.45	**2**	**$48.90**	**$8,361.90**
16	**$ 30.11**	**2**	**$ 60.22**	**$ 10,297.62**		**16**	$24.45	**2**	**$48.90**	**$8,361.90**
17	**$ 30.11**	**2**	**$ 60.22**	**$ 10,297.62**		**17**	$24.45	**2**	**$48.90**	**$8,361.90**
18	**$ 30.11**	**2**	**$ 60.22**	**$ 10,297.62**		**18**	$24.45	**2**	**$48.90**	**$8,361.90**
19	**$ 30.11**	**2**	**$ 60.22**	**$ 10,297.62**		**19**	$24.45	**2**	**$48.90**	**$8,361.90**
20	**$ 31.08**	**2**	**$ 62.16**	**$ 10,629.36**		**20**	$25.26	**2**	**$50.52**	**$8,638.92**
21	**$ 31.08**	**2**	**$ 62.16**	**$ 10,629.36**		**21**	$25.26	**2**	**$50.52**	**$8,638.92**
22	**$ 31.08**	**2**	**$ 62.16**	**$ 10,629.36**		**22**	$25.26	**2**	**$50.52**	**$8,638.92**
23	**$ 31.08**	**2**	**$ 62.16**	**$ 10,629.36**		**23**	$25.26	**2**	**$50.52**	**$8,638.92**
24	**$ 31.08**	**2**	**$ 62.16**	**$ 10,629.36**		**24**	$25.26	**2**	**$50.52**	**$8,638.92**
25+	**$ 31.73**	**2**	**$ 63.46**	**$ 10,851.66**		**25+**	$25.80	**2**	**$51.60**	**$8,823.60**

New Diana ISD
Administration Minimum Salary Scale
2025-2026

Pay Grade/Position	Minimum Salary
Pay Grade 1	$64,000.00
Elem Asst. Principal Curriculum Coordinators	
Pay Grade 2	$68,000.00
Athletic Coordinators High School Asst. Principal Middle School Asst. Principal	
Pay Grade 3	$71,000.00
Technology Director Elementary Principal	
Pay Grade 4	$74,000.00
Middle School Principal	
Pay Grade 5	$84,000.00
Athletic Director Curriculum/Federal & State Director High School Principal Assistant Superintendent	

New Diana ISD
2025 - 2026
Substitute Pay Schedule

Cafeteria/Custodial/Maintenance _____ $10.00 per hour

Bus Drivers _____ short route $19.16 per trip

Bus Drivers _____ long route $23.00 per trip

Paraprofessionals _____ $75 per day

Teachers (non-degreed) _____ $90 per day

Teachers (degreed non-certified) _____ $105 per day

Teachers (SBEC certified) $120 per day

LONG TERM SUBSTITUTES

Teachers, Librarians, Counselors, and Registered Nurses

Longer than 12 consecutive work days in the same assignment.

- Non-Degreed/Non-Certified
  - Days 1-12 $90 per day
  - After Day 12 $105 per day
    - Will retro back to day 1 after day 12
- Degreed/Non-Certified:
  - Days 1 - 12 $105 per day
  - After Day 12 $120 per day
    - Will retro back to day 1 after day 12
- Certified (SBEC):
  - Days 1-8 $120 per day
  - After Day 12 $150 per day
    - Will retro back to day 1 after day 12

Long-Term Substitute Status

- Must be present and in the same assignment for 12 consecutive days.
- After 12 consecutive days in the same assignment must not be out of the assignment for any reason for more than 4 consecutive days

NEW DIANA ISD
EMPLOYEE STIPENDS
2025-2026

*Subject Area	$1,500 (Certified teachers grades 6-12 Math, Science, Special Ed., Spanish)
*Life Skills	$3,000
*Robotics/Rockets	$3,000
• MS Band Director	$9,000
*Ag Teacher	$5,000
**Lead Teacher	$800 per grade (K-5); per core subject area (6-12)
**Content-based ESL	$300 per grade
##UIL Coordinator - HS	$1,000
##UIL Coordinator- MS	$1,000
##UIL Coordinator – ELEM	$1,000
##UIL Hosting Coord.	$1,000
**National Honor Society- HS	$ 1,000
**National Honor Society- MS	$ 500
**National Honor Society- ELEM	$500
*Cheerleader - MS	$2,200
**Junior Sponsor/Prom	$500
**Senior Sponsor	$500
##Graduation Coordinator	$400
**Student Council - HS	$1,000
**Student Council - MS	$500
##One-Act Play - HS	$2,000
## Auditorium Manager	$1,000
##One-Act Play - MS	$2,000
*Webmaster	$500
*Yearbook Sponsor	$2,000
***ESL Coordinator**	**$5,000**
***Guardians**	**$1,000**
***District Testing Coordinator**	**$5,000**

NEW DIANA ISD
EMPLOYEE STIPENDS
2025-2026

#Athletic Gate Workers	
>FOOTBALL	
#JR. HIGH &JV	$10.00 PER HOUR
#VARSITY	$15.00 PER HOUR
>VOLLEYBALL & BASKETBALL	
#JR. HIGH & JV	$10.00 PER GAME
#VARSITY	$15.00 PER GAME
#Extra Bus Trips	$10
#Summer School - Teacher	$25 per hour
#Tutorials	$25 per hour after assigned hours
#Saturday School	$25 per hour after assigned hours
#Summer School -Aide	$12 per hour
#Tutorials -Aide	Actual hourly rate until over 40 hours, after 40 hours, comp **ONLY WITH SUPERINTENDENT APPROVAL**

Legend
* Paid throughout the year
** Paid at the end of the year
# Supplemental Duty Form
Paid upon completion

COACHING	
Coordinator:	$9,000
Offensive/Defensive	
Head: Baseball, Softball,	$9,000
Basketball, Volleyball, Track,	
Cheer	
Head: Cross Country, Golf,	
Tennis, Powerlifting	$6,000
Head: Strength and Conditioning	**$4,500**
Assistant - All HS Sports	$4,500
Special Teams Coordinator	$2,000
Football Video Coordinator	$2,000
Strength and Conditioning	$50 per day

NEW DIANA ISD
EMPLOYEE STIPENDS
2025-2026

Special Teams Coordinator	$2,000
Football Video Coordinator	$2,000
Strength and Conditioning	$50 per day

Summary of Employee Benefits

All eligible employees shall receive benefits in accordance with New Diana Independent School District Board Policy DEC. The plan year for all benefits is September 1st through August 31st. For questions concerning Employee Benefits, please contact Linda Fulkerson at 903-663-8000 ext.8202, or via email at lfulkerson@ndisd.org

Free Pre-K Tuition for Staff

The District offers free tuition for staff members to enroll their children in the pre-kindergarten program.

- All full-time employees are eligible for this benefit, provided they meet enrollment criteria set by the pre-k program.
- Employees must complete an application form available through the elementary school to enroll their children in the pre-k program.
- Availability is subject to space in the pre-k program and may be subject to annual review by the Board of Trustees.

Group Health and Life Insurance

Group health insurance coverage is provided through TRS-Active Care, the statewide public-school employee health insurance program. The district contributes $300.00 per month to the employee insurance premium. All employees who work at least 10 hours per week are eligible to participate in the health insurance plan.

All employees, excluding substitutes, are provided with a $10,000 life insurance plan. Additional life insurance is available at employee cost.

Supplemental Insurance Plans

At their own expense, employees may enroll in approved supplemental insurance programs such as long and short-term disability, cancer insurance, dental insurance, vision insurance, and heart/stroke insurance. Employees may purchase additional life insurance, contribute to an eligible 403(b) Tax Deferred Annuity, and set up Flexible Spending Accounts.

Medicare: All employees, including substitutes, contribute to Medicare. The District makes matching contributions of 1.45 percent of gross wages.

Workers' Compensation: All employees, including substitutes and temporary employees, are covered by workers' compensation insurance.

Unemployment Compensation: All employees, including substitutes, are covered by unemployment compensation insurance.

Teacher Retirement System of Texas: All employees, excluding substitutes and TRS Retirees, who work no less than 15 hours per week, are eligible to participate in the Teacher Retirement System. The state contributes 8.25 percent of gross wages per employee.

State Personal Days: According to New Diana ISD Board Policy DEC (Legal)/(Local), all permanent employees will receive five state personal leave days at the beginning of the school year. If an employee begins employment after the first duty day or ends employment before the last duty day, state personal leave days will be prorated based on the actual time employed. These days will accumulate.

Local Days: According to New Diana ISD Board Policy DEC (Legal)/(Local), all permanent employees will receive three personal leave days at the beginning of the school year. If an employee begins employment after the first duty day or ends before the last duty day, local personal leave days will be prorated based on the actual time employed. These days, do not accumulate. A maximum of two local leave days will be paid to the employee in June if the employee has any remaining local leave days.

Sick Leave Bank: The employee may participate in the New Diana ISD Sick Leave Bank by donating one local leave day to the bank. Guidelines for applying for sick bank days can be found in the employee handbook. See Board Policy DEC (Local).

Family and Medical Leave (FMLA): Employees working 12 consecutive months and at least 1,250 hours over the past twelve months who incur a qualifying event are eligible for FMLA.