



## SALARIES & BENEFITS



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## **Salaries & Benefits**

The District is committed to attracting and retaining the highest-quality employees to work with students each day. Frisco ISD offers competitive salaries and benefits, including:

- Ability for employees' children to attend FISD schools
- Paid training
- Matching voluntary retirement contributions
- Wellness reimbursement
- Free financial planning services
- Access to the FISD Employee Clinic for acute care free of charge

Free virtual health visits to staff 24 hours a day, 7 days a week, 365 days a year via a virtual care platform

Retention incentive for employees with at least one year of TRS service credit with FISD  
\$250 classroom teaching and supplies stipend

**View a full list of benefits available to FISD employees.**  
(<http://www.mybenefitshub.com/friscoisd>)

New and experienced educators will also find a wealth of support in FISD:

The District utilizes an instructional coach model with an emphasis on collaboration to respond to the needs of teachers and students.

Teachers new to the profession are paired with a teacher mentor for the first year, with ongoing support their second year.

**Professional learning opportunities**

(<http://www.friscoisd.org/departments/professional-development/home>) help staff hone new skills while embracing emerging instructional strategies.

A 1:1 student-to-technology ratio supports personalized instruction and future-ready learning, with a digital learning coach assigned to assist teachers at each campus.

Additional resources and training are available for employees looking to grow professionally and take the next step in their career, whether that's earning a teaching certificate or specialized certification or moving into an administrative role.

All educators are eligible to apply annually for grant funding to support innovative classroom ideas.

## 2022-23 Approved Salary and Pay

The Frisco ISD School Board approved salary increases and incentives for employees as part of the 2022-23 compensation plan adopted on June 20, 2022.

4% of salary raise for teachers, librarians, nurses and other professional instructional support staff. This includes personnel who serve on a campus in a non-administrative role and directly serve students. The list includes counselors, audiologists, diagnosticians, licensed specialists in school psychology, occupational therapists, physical therapists and speech language pathologists.

3.25% of salary raise for all other employees

The raise will be calculated using the percentage of the employee's actual salary rather than midpoint to provide an equitable increase to more tenured staff.

Additionally, the compensation plan includes targeted pay increases and stipends for those in especially hard-to-fill positions.

Hourly rate increases range from \$0.85 to \$2.50 per hour for certain\* hourly positions. Current employees will receive the greater of the hourly rate increase or the percentage of salary increase.

Bus drivers: \$2.50/hour increase, minimum wage \$22.00/hour

Bus monitors: \$2.50/hour increase, minimum wage \$14.50/hour

Custodians: \$2.50/hour increase, minimum wage \$14.50/hour

Child Nutrition cooks and cashiers: \$2.50/hour increase, minimum wage \$14.50/hour

Classroom aides: \$0.85/hour increase, minimum wage \$14.50/hour

Special education aides: \$0.85-\$1.00/hour increase, minimum wage \$15.40-\$16.30/hour

*\*Please note this list is not comprehensive of positions that will receive an hourly wage increase.*

FISD will also use federal stimulus dollars to fund a one-time \$1,000 stipend for employees working in the most hard-to-staff positions. This stipend would be paid in installments over the course of the 2022-23 school year to:

Bus drivers

Child nutrition cooks and cashiers

Special education teachers and aides

The starting salary for new teachers with no prior experience will increase to \$58,250, with corresponding increases for new hires based on their years of experience. Current employees will receive pay adjustments to ensure their compensation after the 4% raise is equal to or exceeds that of new hires with similar years of experience. See the full 2022-23 teacher salary guide adopted for the 2022-23 school year below.

## 2022-23 Approved Teacher Salary Guide

This teacher salary guide has been adopted for the 2022-23 school year only. Neither past nor future salaries can be calculated, assumed, or predicted on the basis of this guide. Years of experience are subject to service record verification.

The salaries listed below are for 184 days. Positions with additional days are based on the daily rate multiplied by the number of days worked.

New hires holding a master's degree from an accredited college or university will receive a total stipend of \$1,000. New hires holding a doctorate degree from an accredited college or university will receive a total stipend of \$1,500. Employees with multiple advanced degrees are only eligible to receive one advanced degree stipend. Additional stipends are paid in critical needs areas as determined by the District.

**Teachers/Nurses (184 Days):**

**2022-23 YEARS OF EXPERIENCE****BACHELOR'S DEGREE**

0	\$58,250
1	\$58,800
2	\$59,350
3	\$59,900
4	\$60,450
5	\$61,000
6	\$61,550
7	\$62,100
8	\$62,650
9	\$63,200
10	\$63,750
11	\$64,300
12	\$64,850
13	\$65,400
14	\$65,950
15	\$66,400
16	\$66,850
17	\$67,300
18	\$67,750
19	\$68,200
20	\$68,600
21	\$69,000
22	\$69,400
23	\$69,800
24	\$70,200
25+	\$70,600

## Teacher Incentive Allotment

Since 2020, the District has been exploring ways to provide incentives for highly effective teachers through the Teacher Incentive Allotment as part of the District's recruitment and retention efforts.

After a COVID-related delay, the District is taking a pivotal step by officially submitting an application for the District's local designation system to the Texas Education Agency.



The Teacher Incentive Allotment is part of House Bill 3, passed by the legislature in 2019, that provides a state stipend to teachers who achieve certain designations. There are numerous steps that districts must take before a teacher may receive a state stipend, including creating a local designation system that measures teacher observation and student growth.

Visit the **Teacher Incentive Allotment webpage** (<https://www.friscoisd.org/employment/teacher-incentive-allotment>) to learn more about the Teacher Incentive Allotment in Frisco ISD.

## Information for Paras (Aides), Fine Arts Specialists, Auxiliary, and Clerical

A Contingent Offer Letter will be sent to At-Will Paraprofessional/Fine Arts Specialist and/or Auxiliary Employees during the on-boarding process after their background is cleared. To ensure accurate consideration for your compensation, your resume and application should have all applicable experience and/or education for review.

All FISD staff that work in a 15 hour or more per week position are eligible for health benefits through FISD that include the district contribution.

All FISD staff that work in a 20 hour or more per week position are eligible for supplemental benefits including but not limited to dental, vision, disability, life in addition to the health insurance with the district contributions.

Benefit premiums will be withheld from your semi-monthly paychecks ensuring that ½ of each monthly premium will be withheld from each check per month.

**OUR MISSION is to know every student by name and need.**

