



Employment

SALARIES & BENEFITS



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NEW HIRE SALARY GUIDE

TEACHER INCENTIVE ALLOTMENT

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:

Paid training

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

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.

2021-22 New Hire Salary Guide

This new hire salary guide is for the 2021-2022 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):

2021-22 YEARS OF EXPERIENCE	BACHELOR'S DEGREE
0	\$56,500
1	\$57,050
2	\$57,600
3	\$58,150
4	\$58,700
5	\$59,250

2021-22 YEARS OF EXPERIENCE	BACHELOR'S DEGREE
6	\$59,800
7	\$60,350
8	\$60,900
9	\$61,450
10	\$62,000
11	\$62,550
12	\$63,100
13	\$63,650
14	\$64,200
15	\$64,650
16	\$65,100
17	\$65,550
18	\$66,000
19	\$66,450
20	\$66,850
21	\$67,250
22	\$67,650
23	\$68,050
24	\$68,450
25+	\$68,850

Teacher Incentive Allotment

Frisco Independent School District is Preparing for Implementation of the Teacher Incentive Allotment. The Teacher Incentive Allotment (TIA) is a key part of House Bill 3, dedicated to recruiting, supporting, and retaining highly effective teachers in all schools, with particular emphasis on high-needs and rural schools. Districts that choose to participate are charged with developing local teacher designation systems that measure teacher effectiveness based, at a minimum, on both teacher observation and student growth data.

Developing a local teacher designation system requires significant planning, robust stakeholder engagement, adequate time to prepare all necessary materials for rollout, and a strong communication plan prior to the first implementation year. Frisco ISD is excited to embark upon this journey with an anticipated full implementation during the 2022-23 school year. This will serve

as a great opportunity to honor the great work of our Frisco ISD teaching staff.

The Teacher Incentive Allotment is not a merit-pay approach to compensation, and it will not replace the District's current pay structure. For those who earn a distinction, it will be an additional state stipend completely separate from the current Frisco ISD pay structure.

Some employees will be automatically designated and eligible for the state stipend. If a teacher is hired in Frisco ISD and was designated in their previous district, the teacher will still receive the state stipend. Additionally, if a teacher is Nationally Board Certified, they will be automatically designated and will receive a state stipend.

For more information regarding the Teacher Incentive Allotment or National Board Certification, visit this **list of frequently asked questions** (<https://www.friscoisd.org/employment/teacher-incentive-allotment/faq>).

FISD teachers who have questions that are not addressed in the FAQ or would like to provide other feedback to be considered in the development of a local teacher designation system can log into their FISD Google account to access **this feedback form** (https://docs.google.com/forms/d/e/1FAIpQLSfpXWk0ikosR-bQyu1gqr0IFXP469GmLOAQb0qx CfQqkP-qWw/viewform?usp=sf_link).