Employee Compensation and Calendar FAQ

2026–2027 Compensation Plan – Explanation of Pay Increases

We want to provide some clarification regarding the pay increases approved by the Alvord ISD Board of Trustees for the 2026–2027 school year.

During the budget and compensation plan process, the Board approved different approaches to compensation for our employee groups at the May 26th board meeting.

Teachers:
The Board approved adjustments to the teacher salary schedule that provide a **step increase based on years of experience**. The new teacher salary schedule reflects increases at the applicable experience levels, with some steps receiving an additional adjustment to help maintain the competitiveness of the teacher salary schedule. The 2026–2027 teacher salary schedule is based on a 10-month contract.

TRA Teachers:
The step increase approved for the teacher salary schedule **does not apply to TRA teachers**. TRA teachers were excluded from the teacher step adjustment approved by the Board.

All Other Staff:
For employees on the Administrative/Professional, Clerical/Paraprofessional, and Auxiliary pay plans, the Board approved a **2% General Pay Increase (GPI) based on the midpoint of the employee's assigned pay grade**. The compensation plan lists the estimated 2% GPI for each pay grade.

For example, the 2% GPI is calculated from the midpoint of the applicable pay grade rather than as a flat 2% increase to every employee's individual salary. This means the actual dollar amount of the increase can vary depending on the employee's pay grade and work calendar. The compensation plan also notes that general pay increases are estimates and that actual increases are based on hours worked and calendar.

Why are the increases different?

The District's compensation plan uses different salary structures for different employee groups. The teacher salary schedule is structured around **years of experience/steps**, while the other pay plans are structured around **pay grades, minimums, midpoints, and maximums**.

Therefore, the approved compensation plan does not provide the same type of increase to every employee group.

We understand that differences in compensation can lead to questions, and we want everyone to have a clear understanding of how the 2026–2027 salary schedules were developed and how the approved increases were applied.

Teacher Retention Allotment (TRA)

How does the Teacher Retention Allotment work?

The Teacher Retention Allotment provides additional compensation based on years of experience and eligibility requirements established by the State of Texas.

If I receive the Year 3 allotment of $4,000 and later qualify for the Year 5 allotment of $8,000, will I receive another $8,000?

No.

The Year 5 amount represents the total increase above your 2024-2025 compensation level, not an additional payment on top of the Year 3 amount.

What does that mean?

If you received the initial $4,000 increase and later become eligible for the $8,000 level, you would receive an additional $4,000, bringing your total increase to $8,000 above your 2024-2025 compensation level.

Can you provide an example?

- 2024-2025 Salary: $60,000
- Year 3 TRA Compensation: $64,000
- Year 5 TRA Compensation: $68,000

The total increase at Year 5 is $8,000 above the 2024-2025 salary, not $12,000 above it.

Why does my years-of-experience number seem lower than the number of school years I have taught?

The teacher salary schedule begins with **0 years of experience** for first-year teachers.

Because the schedule starts at 0, the years of experience shown on the salary schedule may appear to be one year less than the total number of school years an employee has worked.

How does the experience count work?

A teacher beginning their first year of teaching is placed at **0 years of experience**.

For example:

School Year Completed	Salary Schedule Experience Level
Beginning 1st year	0 years
Beginning 2nd year	1 year
Beginning 3rd year	2 years
Beginning 4th year	3 years
Beginning 11th year	10 years

I have taught for 10 school years. Why am I not on Year 11?

Because the salary schedule starts at 0 years of experience.

A teacher entering their 11th school year has completed 10 years of eligible experience and is therefore placed at the 10-year experience level.

Does this mean I lost a year of experience credit?

No.

Your experience has been credited correctly. The confusion usually occurs because the salary schedule begins with a 0-year step rather than a 1-year step.

Can you provide an example?

If a teacher began teaching during the 2025-2026 school year:

- 2025-2026 = 0 years
- 2026-2027 = 1 year
- 2027-2028 = 2 years
- 2028-2029 = 3 years

The teacher's placement advances after each completed year of eligible experience.

Four-Day School Week

Will I receive a pay cut because we are moving to a four-day school week?

No. Employees will not receive a reduction in annual salary as a result of moving to a four-day school week.

If I am working fewer days, why isn't my salary changing?

Your compensation is based on your annual salary, not solely on the number of contract days. To maintain the same annual salary with fewer contract days, the District will adjust the daily rate used to calculate your pay.

Does the higher daily rate mean I received a raise?

No. The higher daily rate is simply the result of spreading the same annual salary across fewer contract days. It does not represent an increase in annual compensation.

What if the District returns to a five-day school week in the future?

If contract days are added back to the calendar in the future, the daily rate would be recalculated based on the new number of contract days.

If we return to a five-day school week, will I automatically receive a raise?

No. Adding contract days back to the calendar would not automatically result in a salary increase. The daily rate would be adjusted to reflect the number of contract days while maintaining the approved annual salary.

Can you provide an example?

Under a 187-day contract:

- Annual Salary: $60,000
- Daily Rate: $320.86

Under a 167-day contract:

- Annual Salary: $60,000
- Daily Rate: $359.28

In both examples, the employee earns the same annual salary.