



IT'S A **WIN** TO WORK IN FBiSD

Working in Fort Bend ISD is a **WIN!** Along with competitive salaries, annual stipends, and great opportunities for growth, our FBiSD teachers and staff can also enjoy exclusive bonuses and perks that make Fort Bend the place to be.



STARTING TEACHER SALARY INCREASE

Fort Bend ISD is raising the starting teacher salary to \$63,000 to strengthen our recruitment efforts and stay competitive.



SUPPLEMENTAL INSURANCE

The district will continue to offer LANTERN (formerly known as the SurgeryPlus Plan) for the 2025-26 school year, allowing covered employees to have certain procedures at a low cost.



EMPLOYEE WELLNESS DAYS

All full-time employees will receive two Wellness Days during the 2025-2026 school year.



SIGNING BONUS

Eligible employees may receive a signing bonus of up to \$5,000 for positions in hard-to-fill areas if hired by December 19, 2025.



PERFECT ATTENDANCE PAY

Bus drivers with perfect attendance will receive \$250 each semester and have a chance to get an extra "WIN", by being included in a drawing for an additional \$1,000.



TWO YEAR SUPPLEMENT

Staff who **are not** eligible for the state Teacher Retention Allotment and are employed by October 1 will receive a district supplement during the 2025-2026 school year and a second district supplement during the 2026-2027 school year.



HEALTH INSURANCE

For the 2025–2026 school year, employees will see no increase in health insurance premiums or deductibles. Plus, FBiSD will continue contributing \$570 per month toward your health coverage. That's \$6,840 annually to support your well-being.

**See the table on the following page for details on Two-Year District Supplements and State Retention Allotments*

STATE RETENTION ALLOTMENTS & DISTRICT TWO-YEAR SUPPLEMENTS

Position	State Teacher Retention Allotment (TRA)	State Staff Retention Allotment (SRA)	District 2025-2026 Supplement	District 2026-2027 Supplement
Classroom Teacher 0 YoE	-	\$515	\$500	\$500
Classroom Teacher 1 YoE	-	\$515	\$500	\$500
Classroom Teacher 2 YoE	-	\$515	\$500	\$500
Classroom Teacher 3 YoE	\$2,500	-	-	-
Classroom Teacher 4 YoE	\$2,500	-	-	-
Classroom Teacher 5+ YoE	\$5,000	-	-	-
Non-classroom Teacher 0-2 YoE	-	\$515	\$2,000	\$2,000
Non-classroom Teacher 3+ YoE	-	\$515	\$2,000	\$2,000
Nurses	-	\$515	\$2,000	\$2,000
Counselors	-	\$515	\$2,000	\$2,000
Support Staff Auxiliary (FT)	-	\$515	\$1,000	\$1,000
Support Staff (PT)	-	\$258	\$500	\$500
Support Staff Other District (FT)	-	\$515	\$1,000	\$1,000
Support Staff Other Campus (FT)	-	\$515	\$1,000	\$1,000
Campus Admin (FT)	-	-	\$1,000	\$1,000
District Admin (FT)	-	-	\$1,000	\$1,000

- A classroom teacher is an educator who is employed by a school district and who teaches in an academic instructional setting or a career and technology instructional setting for at least four hours each day - TEC §5.001(2).
- Non-classroom teachers include Librarians and Library Media Specialists, Instructional Coaches, Campus Compliance Coordinators, Campus Assessment Coordinators, Substance Abuse Coordinators, Advisor CAC/CCR.
- Two-year district supplements are paid once per year during the 2025-2026 and 2026-2027 school years.
- Teacher retention allotment is paid as part of an employee's annual base salary.
- Staff retention allotments are paid as part of an employee's base pay rate.
- YoE is years of experience.
- FT is fulltime; PT is part-time.