

2026-2026 WACO CSD/WACO EA Settlement

March 25, 2026

Formula:

Salary Base
+
TSS Money
+
Experience Multiplier
+
Education Multiplier
+
Longevity Stipend
+
Flat Amount Increase

TSS 1:

Evenly distributed

TSS 2:

Get everyone to state minimums

TSS 3:

N/A

Longevity Stipend:

3-6 Years = \$200
 7-11 Years= \$400
 12-16 Years=\$600
 17-10 Years=\$900
 21+ Years= \$1,200

Experience Multiplier

Total years teaching x \$146 (max of 21 years)

Education Multiplier

BA +24 = .008, MA = .015

Flat Amount

\$1,200

Schedule B Changes

\$27,500 Base	
FFA	15%
Lego League	2%
Vocal Music	8%
Instrum Music	8%

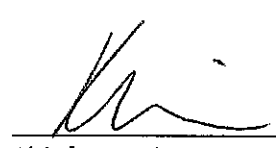
Costing:	Experience, Education, and Flat Rate	\$82,155.03
	Schedule B	\$ 6,470.00
	TOTAL	\$88,625.03



Superintendent
WACO Community School District

Date

3/31/26



Chief Negotiator
WACO Education Association

Date

3/31/26