



Department of Human Resources

MC⁺ALLEN ISD

Employee Compensation Plan 2026-2027

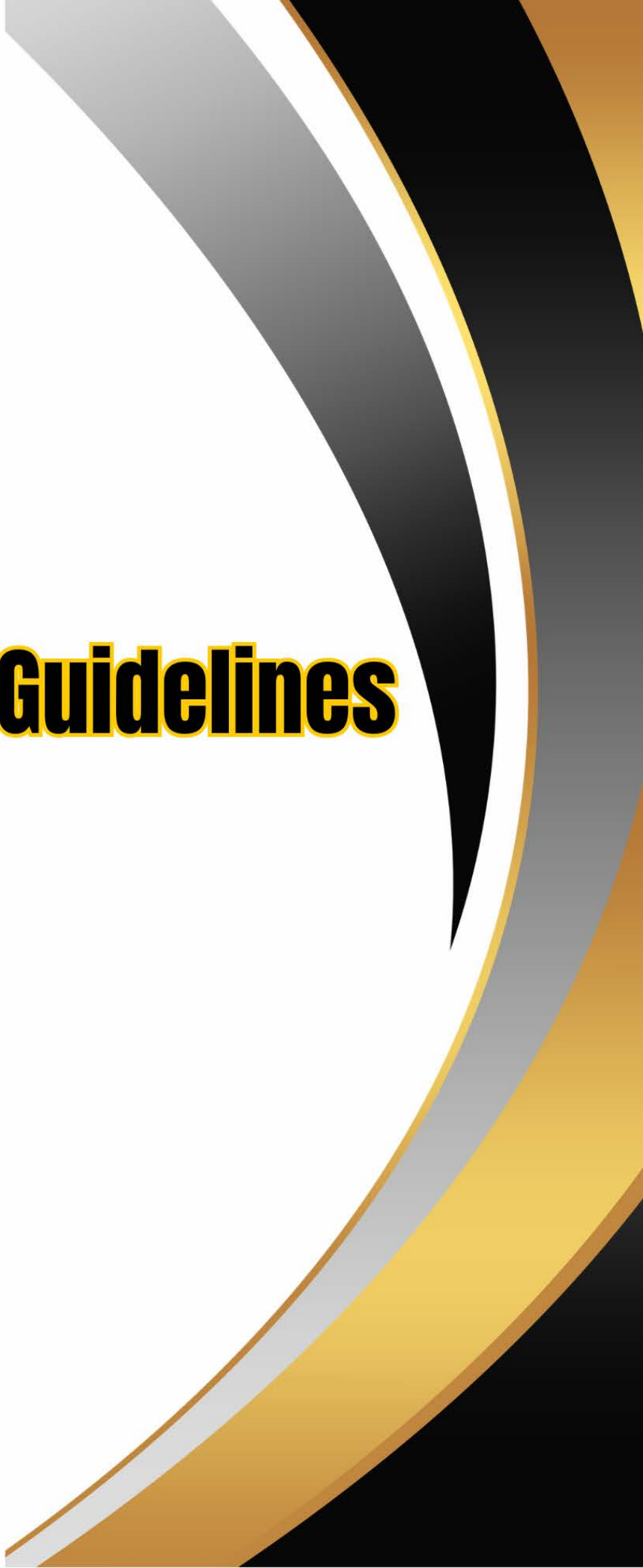
**Board Approved
June 23, 2026**



Department of Human Resources

Table of Contents

Staffing Guidelines.....	1
Certified Personnel.....	6
Management Personnel.....	10
Classified Personnel.....	13
Substitute Teachers.....	19
Supplemental Pay (Stipends).....	20
Part-Time Rates.....	32



Staffing Guidelines

McALLEN INDEPENDENT SCHOOL DISTRICT
2026-2027
ELEMENTARY SCHOOL STAFFING GUIDELINES

ADMINISTRATIVE SUPPORT		DAYS	FUND
Principal	One (1) Full-Time person	212	199
Assistant Principal	350-800 students = full time person, 801+ students = 2 full time persons	207	199
Counselor	0 - 700 = 1 full time person, 701+ = 2 full time persons	190	199
Librarian	0-400 students = 1/2 (.5) person , 400+ = 1 full time person	197	199
Diagnostician	Situation Dependent	197	173/224
Nurse	400+ students = One (1) full time person	192	199
Social Worker	Situation Dependent	187	193
TEACHERS			
Kinder CSR	Situation Dependent (18 to 1 teacher student ratio)	187	255
Pre-K-4	One (1) Teacher per 22 students	187	199
5th Grade	One (1) Teacher per 25 students	187	199
Music	0-700 students = One (1) Teacher, 701+ students = Two (2) Teachers Campus under 400 Students (Subject to Travel)	187	199
PE	0-700 students = One (1) Teacher, 701+ students = Two (2) Teachers	187	199
EB Language & Academic Interventionist K-5	1/2 (.5) Person per identified campus (Situation Dependent)	187	211
Special Education - Early Childhood Special Education (ECSE)(3-5 yrs.)	One (1) Teacher per 10 students	187	173/224
Special Education - Self- Contained	One (1) Teacher per 12 students	187	173/224
Special Education- Adaptive PE	Situation Dependent	187	173
Special Education - Homebound	Situation Dependent	187	224
Dyslexia	1-15 students = 1/2 (.5) Person per campus, 31-35 students = 1 full time person	187	199
Interventionist K-5	One (1) full time person per Title 1 Campus	187	211
Lead Innovative Instruction	One (1) full time person district wide (Perez/De Leon)	197	211
RDSPD DHH - Escandon and Roosevelt	Situation Dependent	187	435/315
Reading	One (1) per Title I campus	187	199
AEP	One (1) Teacher district wide	187	193
INSTRUCTIONAL PARAPROFESSIONAL			
Inst. Assistant - PE	0 - 500 = 1 full time person, 501+ = 2 full time persons	187	199
Inst. Assistant - Pre-K "or Inst. Assistant Early Childhood PK for at-risk"	One (1) Paraprofessional per class	187	164/199 193/199
Inst. Assistant - Dyslexia	16-30 students = 1/2 (.5) Person per campus, 36+students = 1 full time person	187	199
Inst. Assistant - At-Risk	One (1) per Title I Campus	187	211/193
Inst. Assistant - Resource Media (Library)	600+ = One (1) Paraprofessional	187	199
Inst. Assistant - Bilingual	One (1) per campus	187	164
Inst. Assistant - Special Ed	Situation Dependent	187	173/224/225
Inst. Assistant - RDSPD DHH	Situation Dependent	187	435/315
Inst. Assistant - AEP	One (1) Person district wide	187	193
SECRETARY/CLERICAL PARAPROFESSIONAL		DAYS	FUND
Secretary	One (1) full time person	212	199
Clerk, Data Processing	One (1) full time person	212	199
Clerk, Student Data	One (1) full time person	197	199
Clerk Campus	700+ = 1 full time person	207	199
SUPPLEMENTAL PROFESSIONAL			
Coach Instructional PK-5	One (1) per Title I campus	192	211
Interventionist K-5	One (1) per Title I campus	187	193
Specialist, Parent and Family Engagement	(.5) per campus (Also assigned other campuses)	187	211
Behavioral Strategist	Three (3) Teachers district wide	187	224
Occupational Therapist	Situation Dependent	197	224
Speech Pathologist	Situation Dependent	192	173/224
SUPPLEMENTAL PARAPROFESSIONAL			
Licensed Vocational Nurse (LVN)	0-400 = 1 full time person (in lieu of RN)	192	199
Health Assistant (CMA,RMA,CNA)	750-1000+ students = One (1) full time person	192	199
CUSTODIAL			
Custodian Head I	One (1) per campus	242	199
Custodian	Custodial allocations are based upon the cleanable Square Footage (SF) of the facility. Cleanable SF is defined as being 90% of the gross SF. Secondary campuses are staffed at one (1) custodian per 23,000 SF of cleanable floor space. This staffing standard does include the Head Custodian.	242	199
CHILD NUTRITION PROGRAM			
Child Nutrition Manager	One (1) per campus	187	101
Child Nutrition Assistant Manager	One (1) per campus	187	101
Child Nutrition Worker	One (1) per 19-25 meals/labor hour. Kitchens are staffed based on labor hours, not the number of people. Labor hours are converted into employee equivalents.	187	101

McALLEN INDEPENDENT SCHOOL DISTRICT
2026-2027
MIDDLE SCHOOLS STAFFING GUIDELINES

ADMINISTRATIVE SUPPORT		DAYS	FUND
Principal	One (1) per campus	217	199
Assistant Principal	One (1) per campus	212	199
Assistant Principal	801+ = 1 Full-time person	207	199
School Improvement Facilitator	One (1) per campus	212	211
Counselor	0-700 = 1 Full-time person, 701+ = 2 Full-time persons	201	199
Counselor - Gear Up- UTRGV Grant	Situation Dependent	201	274/199
Librarian	750+ = One (1) per campus	197	199
Nurse	One (1) per campus	192	199
Social Worker	Situation Dependent	187	193
TEACHERS			
English	One (1) per 27 students per six (6) periods (6th/7th grade blocked)	187	199
Mathematics	One (1) per 27 students per three (6) periods (all grades blocked)	187	199
Science	One (1) per 27 students per six (6) periods	187	199
Social Studies	One (1) per 27 students per six (6) periods	187	199
Art	One (1) per 27 students per six (6) periods	187	199
Theatre Arts	One (1) per 27 students per six (6) periods	187	199
Band Director, Head	One (1) per campus	202	199/184
Band Director, Assistant	One (1) per campus, 300+ students = Two (2) per campus	202	199/184
Choir Director, Head	One (1) per campus	195	199/184
Choir Director, Assistant	One (1) per 200+ students	195	199/184
Orchestra Director, Head	One (1) per campus	202	199/184
Orchestra Director, Assistant	One (1) per 150+ students	202	199/184
Mariachi	One (1) Shared for Rowe, Travis, Fossum, McHI One (1) Brown, Memorial	212	199/184
Spanish	One (1) Full-Time Person (De Leon IB MYP, Fossum DL)	187	199
Sci Tech Teacher	One (1) per campus	187	211
ELA CSR 6th/8th Grade	Situation Dependent, 18:1 Ratio	187	193
Math CSR 6th Grade	Situation Dependent, 18:1 Ratio	187	193
ELA/Math Interventionist - 7th Grade	One (1) per campus	187	211
ESL Literacy Extension 6-12	One (1) per campus	187	193
Dyslexia	One (1) per campus, 18:1 Ratio	187	199
Instructional Coach	One (1) per campus @ Travis, Brown & DeLeon	192	211
Lead Innovative Instruction	One (1) full time person district wide (De Leon/Perez)	197	211
Technology Applications	One (1) per 27 students per six (6) periods	187	199/162
Technology Education	One (1) per 27 students per six (6) periods	187	199/162
Physical Education	One (1) per 27 students per six (6) periods	187	199
Special Education - Inclusion	One (1) per 20 students	187	173/224
Special Education - Visually Impaired	Situation Dependent	187	173
Special Education - Self Contained	One (1) per 12 students	187	224/173
RDSPD DHH - Brown MS	Situation Dependent	187	435/315
INSTRUCTIONAL PARAPROFESSIONAL		DAYS	FUND
Inst. Assistant - In School Susp.	One (1) per campus	187	199
Inst. Assistant - Resource Media (Library)	700+ = One (1) Para, 1000+ = Two (2) Para	187	199
Inst. Assistant - RDSPD (Brown MS)	Situation Dependent	187	435/315
Inst. Assistant - Special Ed.	Situation Dependent	187	173/224
Inst. Assistant- PE	650+ = One (1) Para, 800+ = Two (2) Para	187	199
SECRETARY/CLERICAL PARAPROFESSIONAL			
Secretary - Principal	One (1) per campus	217	199
Clerk - Campus	One (1) per campus	201	199
Clerk - Counselor	One (1) per campus	201	199
Clerk - Data Processing	One (1) per campus	217	199
Bookkeeper	One (1) per campus Morris & Cathey, (.5) De Leon, Fossum, Travis, Brown	217	199

McALLEN INDEPENDENT SCHOOL DISTRICT
2026-2027
MIDDLE SCHOOLS STAFFING GUIDELINES

SUPPLEMENTAL PROFESSIONAL			
IB Coordinator	One (1) @DeLeon MS	187	199
Athletic Trainer- MS/MS	One per district	207	199
RDSPD DHH (Brown MS)	Situation Dependent	187	435
Speech Pathologist - RDSPD (Brown MS)	Situation Dependent	192	435
Specialist - Parent and Family Engagement	.5 per campus	187	211
Speech Pathologist Assistant - RDSPD (Brown MS)	Situation Dependent	192	435
SUPPLEMENTAL PARAPROFESSIONAL			
Inst. Assistant - Parental Involvement	.5 per campus @ Brown MS/Travis MS	187	211
Inst. Assistant - Technology Support	One (1) per campus	187	211
Licensed Vocational Nurse (LVN)	One (1) District Wide	192	199
Health Assistant (CMA,RMA,CNA)	750-1,000+ students = One (1) Rover	192	199/211
CUSTODIAL			
Custodian Head I	One (1) Full-Time person	242	199
Custodian	Custodial allocations are based upon the cleanable Square Footage (SF) of the facility. Cleanable SF is defined as being 90% of the gross SF. Secondary campuses are staffed at one (1) custodian per 23,000 SF of cleanable floor space. This staffing standard does include the Head Custodian.	242	199
CHILD NUTRITION PROGRAM			
Child Nutrition Manager	One (1) per campus	221	101
Child Nutrition Assistant Manager	One (1) per campus	221	101
Child Nutrition Worker	One (1) per 19-25 meals/labor hour. Kitchens are staffed based on labor hours, not the number of people. Labor hours are converted into employee equivalents.	187	101

McALLEN INDEPENDENT SCHOOL DISTRICT
2026-2027
HIGH SCHOOL STAFFING GUIDELINES

ADMINISTRATIVE SUPPORT		DAYS	FUND
Principal	One (1) per campus	226	199
Principal - I & G Center	One (1)	212	199
Assistant Principal - AECHS / Lamar Academy)	One (1) per campus	222	199
Assistant Principal	601-1300 = 1 per campus, 1301-2100 = 2 per campus, 2101+ = 3 per campus	212	199
Dean of Instruction	One (1) per campus	222	199
School Improvement Facilitator	One (1) per campus (Comprehensive)	212	211
Coordinator Athletic Head Coach	One (1) per campus	226	183
Counselor, Lead	One (1) per campus	207	199
Counselor	401-800 = 1 per campus, 801-1,200 = 2 per campus, 1201-1600 = 3 per campus, 1600+ = 4 per campus	203	199
Counselor-Lamar Academy (Options) & Instruction & Guidance Cntr.	One (1) per campus	203/201	193
Counselor - Special Ed.	Situation Dependent	203	173
Counselor - Gear Up	(3) @ McHi	201	274
Counselor- CTE	One (1) per campus (Comprehensive)	203	162
Librarian	750+ = 1 per campus, 1,000+ additional aide	197	199
Librarian - Achieve Early College HS	450+ - One (1) per campus	197	199
Librarian - Lamar Academy & UTRGV Collegiate	.5 per campus (shared)	197	199
Head Nurse, RN	One (1) per campus (Comprehensive)	201	199
Social worker	One (1) per campus (Comprehensive)	187	193
TEACHERS			
English	One (1) Teacher per 28 students x 6 periods	187	199 / 193
Mathematics	One (1) Teacher per 28 students x 6 periods	187	199 / 193
Science	One (1) Teacher per 28 students x 6 periods	187	199 / 193
Social Studies	One (1) Teacher per 28 students x 6 periods	187	199 / 193
American Sign Language	One (1) Teacher per 28 students x 6 periods	187	199
Credit Recovery	Situation Dependent	187	193
ESL Literacy Extension 6-12	One (1) per campus	187	193
ELA CSR 9th Grade	One (1) per comprehensive high school 18:1	187	255
Economics	One (1) Teacher per 28 students x 6 periods	187	199 / 162
Math CSR 9th Grade	One (1) per comprehensive high school 18:1	187	255
ELA Bridging	Situation Dependent 18:1	187	193
Math Bridging	Situation Dependent 18:1	187	193
Science Bridging	Situation Dependent 18:1	187	211
RDSPD DHH- Memorial HS	Situation Dependent	187	435 / 315
Foundation of Business Communication & Technology	Situation Dependent	187	162
Foundation of Business Communication & Technology -AECHS/Lamar	One (1) per campus	187	162
Art	One (1) Teacher per 28 students x 6 periods	187	199
AVID	Situation Dependent @ McHi	187	211
Band Director, Head	One (1) per campus	212	199 / 184
Band Director, Assistant	Four (4) per campus	202	199 / 184
Choir Director, Head	One (1) per campus	200	199 / 184
Choir Director, Assistant	One (1) per campus, 200+ = +1	195	199 / 184
Dance	One (1) per campus	187	199
French	One (1) Teacher per 28 students x 6 periods	187	199
Health	One (1) Teacher per 28 students x 6 periods	187	199
Journalism	One (1) Teacher per 28 students x 6 periods	187	199
Mariachi Director, Head	One (1) per campus	202	199 / 184
Mariachi Director, Assistant	One (1) per campus	202	199 / 184
Orchestra Director, Head	One (1) per campus	202	199 / 184
Orchestra Director, Assistant	One (1) per campus	202	199 / 184
JROTC	Two (2) per campus	216 / 226	199
Sociology	One (1) Teacher per 28 students x 6 periods	187	199
Spanish	One (1) Teacher per 28 students x 6 periods	187	199
Speech	One (1) Teacher per 28 students x 6 periods	187	199
Theatre Arts, Head	One (1) per campus	202	199
Theatre Arts, Assistant	Two (2) per campus	202	199
General Education Homebound - Lamar Academy	Situation Dependent	187	199
Career Technical Education	Number of CTE students per teacher depends on the square footage of the classroom or the number of computers per classroom. 16-25:1	187 / 226	162
AEP	Situation Dependent	187	193
Physical Education	One (1) Teacher per 28 students x 6 periods	187	199
PRS Teacher	One half (.5) district-wide	187	193
Special Education - Inclusion	One (1) Teacher per 20 students	187	173 / 224
Special Education - Visually impaired	Situation Dependent	187	173
Special Education - Self Contained	One (1) per 12 students	187	173 / 224
Special Education - Voc. Adj. Coordinator	One (1) per campus (Comprehensive)	221	173
DAEP Teacher	15:1 Ratio	187	193

McALLEN INDEPENDENT SCHOOL DISTRICT
2026-2027
HIGH SCHOOL STAFFING GUIDELINES

INSTRUCTIONAL PARAPROFESSIONAL			
Inst. Assistant - At-Risk	Two (2) per campus (Comprehensive)	187	193
Inst. Assistant - English Learners	One (1) per campus	187	263
Inst. Assistant - In school suspension	One (1) per campus	187	199
Inst. Assistant - Instruction & Guidance (6384)	Two (2) per campus	187	193
Inst. Assistant - Resource Media	750+ = One (1) Para, 1,000+ = Two (2) Para	187	199
Inst. Assistant - Resource Media (Lamar & Collegiate Academy)	One half (.5) per campus	187	199
Inst. Assistant - Deaf Interpreter - RDSPD (6475)	Situation Dependent	187	435
Inst. Assistant - RDSPD DHH - Memorial HS	Situation Dependent	187	435 / 315
Inst. Assistant - Special Education	Situation Dependent	187	173 / 224
Inst. Assistant - CTE (Welding, Auto Tech, Business, Culinary, EMT)	Situation Dependent	187	162
SECRETARY/CLERICAL PARAPROFESSIONAL			
Secretary - Principal	One (1) per campus	226	199
Secretary - Assistant Principal	One (1) per campus	212	199
Secretary - Dean of Instruction	One (1) per campus	222	199
Secretary - Counselor	One (1) per campus	207	199
Secretary - Counselor	One (1) per campus	203	199
Secretary - Counselor (CTE)	One (1) per campus (Comprehensive)	203	244
Bookkeeper	One (1) per campus	217	199
Clerk - Head Attendance	One (1) per campus	226	199
Clerk - Attendance	One (1) per campus	201	199
Registrar	One (1) per campus	226	199
Assistant Registrar	One (1) per campus	226	199
Clerk - Campus	One (1) per campus	226	199
Clerk - Counselor	One (1) per campus	203	199
Clerk - Data Processing	Two (2) per campus	222	199
Secretary - Principal - Lamar Academy/Achieve Early College HS/Collegiate Academy	One (1) per campus	226	199
Secretary - Principal - I & G Center	One (1) per campus	212	199
Clerk - Attendance - Lamar Academy/Achieve Early College HS/Collegiate Academy	One (1) per campus	222	199
Registrar - Lamar Academy/Achieve Early College HS	One (1) per campus	222	199
Clerk - Data Processing - I & G Center	One (1) per campus	212	199
SUPPLEMENTAL PROFESSIONAL			
Specialist - College Admissions - Lamar Academy/Achieve Early College HS	One (1) per campus (Comprehensive)	201	155
Specialist - Graduation	One (1) per campus (Comprehensive)	197	193
Specialist - Parent and Family Engagement	One half (.5) per campus	187	211
Campus Testing Coordinator	Two (2) per campus (Comprehensive), One (1) - Lamar Academy	201	199
Athletic Trainer	Two (2) per Comprehensive HS	207	183
Piano Accompanist	Two (2) per campus (Comprehensive)	187	199
Diagnostician	Situation Dependent	197	173 / 224
Speech Pathologist	Situation Dependent	192	173 / 224
Speech Pathologist Assistant	Situation Dependent	192	173
SUPPLEMENTAL PARAPROFESSIONAL			
Inst. Assistant - Parental Involvement	Situation Dependent	187	211
Inst. Assistant - Radio & TV prog.	One (1) @ McHi	187	199
Inst. Assistant - Technology Support	One (1) per campus (Comprehensive)	187	211
Licensed Vocational Nurse (LVN)	One (1) per campus (Comprehensive)	192	199
Licensed Vocational Nurse (LVN) - AECHS/Lamar Academy & Collegiate Academy	One (1) per campus	192	199
Health Assistant (CMA,RMA,CNA)	One (1) per campus (Comprehensive)	192	289
CUSTODIAL			
Custodian Lead Day	One (1) per campus	242	199
Custodian Head II	One (1) per campus	242	199
Custodian	Custodial allocations are based upon the cleanable Square Footage (SF) of the facility. Cleanable SF is defined as being 90% of the gross SF. Secondary campuses are staffed at one (1) custodian per 23, 000 SF of cleanable floor space. This staffing standard does include the Head Custodian.	242	199
CHILD NUTRITION PROGRAM			
Child Nutrition Manager	One (1) per campus	221	101
Child Nutrition Assistant Manager	One (1) per campus	221	101
Child Nutrition Worker	One (1) per 22-23 meals/labor hour. Kitchens are staffed based on labor hours not the number of people. Labor hours are converted into employee equivalents.	187	101



Certified Personnel



**2026-2027 Teacher
Minimum Hiring Pay Structure**
(Board approved raise as 1.5 % requirements for returning staff)

Pay Grade	Job Title	Work Days	Minimum (0 year)	Maximum (25+ years)
		Daily	\$299.47	\$387.11
	Teacher	187	\$56,000	\$72,390
		195	\$58,397	\$75,486
		197	\$58,996	\$76,261
		200	\$59,894	\$77,422
		202	\$60,493	\$78,196
		207	\$61,990	\$80,132
		212	\$63,488	\$82,067
		226	\$67,680	\$87,487

ROTC Instructors

Excerpt from Department of Defense JROTC Instructor Pay

“School districts employing JROTC instructors MUST PAY the Minimum Instructor Pay (MIP), and guarantee a 10, 11, or 12-month contract. The Department of Defense (DOD) reimburses the school one half of the calculated MIP. The total amount paid by the school is taxable income. Changes in active duty and retired pay affect the minimum pay.”



2026-2027

Administrative Education Pay Structure

(Board approved raise of 1% of Pay Grade Midpoint for returning staff)

Pay Grade	Job Title	Work Days	Minimum	Midpoint	Maximum
1			Daily	\$229.63	\$275.00
	Piano Accompanist	187	187	\$42,941	\$59,911
2			Daily	\$272.11	\$325.88
	Attendance Officer	207	187	\$50,885	\$70,995
	Assistant, Speech Pathology (SpEd & RDSPD)	192	192	\$52,245	\$72,893
	Audiologist Assistant	197	197	\$53,606	\$74,791
	Facilitator, Parent & Family Engagement Prog	226	201	\$54,694	\$76,310
	LSSP Intern - UTRGV	187	207	\$56,327	\$78,588
	Nurse (All Level)	192, 226	226	\$61,497	\$85,801
	Social Worker	187			
	Specialist, Parent & Family Engagement	187			
	Specialist, RDSPD Student Support	207			
	Specialist, Student Transfer	226			
3			Daily	\$317.01	\$379.65
	Behavioral Strategist	187, 221	187	\$59,281	\$82,708
	Campus Testing Coordinator	201	190	\$60,232	\$84,035
	Coaches (Bilingual & English Learner)	207	192	\$60,866	\$84,920
	Coaches Instructional (K-5 & 6-8)	192	197	\$62,451	\$87,131
	Counselor (ES, MS, HS)	190, 201, 203	201	\$63,719	\$88,900
	Evaluator, Federal/Special Funds	226	203	\$64,353	\$89,785
	Gear-Up Facilitator	201, 203	207	\$65,621	\$91,554
	Head Nurse (HS)	201	212	\$67,206	\$93,765
	Instructional Coaches (Literacy; Math & Writing 3-8)	197	217	\$68,791	\$95,977
	Instructional Coach Science Intervention	197	221	\$70,059	\$97,746
	Innovative Instruction Coach	197	226	\$71,644	\$99,958
	Librarian	197			
	Social Services Case Manager	212			
	Specialist, College Admissions/Scholarships	201			
	Specialist, Instructional Technology	217			
	Specialist, Prevention Intervention	207, 226			
	Strategist, Early Literacy/Math (K-2)	221			
	Strategist, Federal Programs	226			
	Strategist, Professional Learning	221			
	Strategist, RDSPD Instructional	203			
4			Daily	\$332.86	\$398.63
	Athletic Trainer	207	197	\$65,573	\$91,487
	Assistant Principal, Elementary	207	203	\$67,571	\$94,273
	Counselor, Lead	207	207	\$68,902	\$96,131
	Diagnostician (SpEd & RDSPD)	197	217	\$72,231	\$100,775
	Data Facilitator, Teacher Incentive Allotment	217			
	Supervisor, Family Treatment Program	226			
	Supervisor, Regional Day School for the Deaf	217			



2026-2027

Administrative Education Pay Structure

(Board approved raise of 1% of Pay Grade Midpoint for returning staff)

Pay Grade	Job Title	Work Days		Minimum	Midpoint	Maximum
5			Daily	\$349.50	\$418.56	\$487.62
	Assistant Principal, MS	207, 212	192	\$67,104	\$80,364	\$93,623
	Coordinator, Advance Academics	221	197	\$68,852	\$82,456	\$96,061
	Coordinator, Career Technical Education	221	207	\$72,347	\$86,642	\$100,937
	Coordinator, College Career Military Readiness (CTE)	221	212	\$74,094	\$88,735	\$103,375
	Coordinator, Early Childhood Instruction	221	217	\$75,842	\$90,828	\$105,814
	Coordinator, Fine Arts	221	221	\$77,240	\$92,502	\$107,764
	Coordinator, Language Arts (Sec)	221	226	\$78,987	\$94,595	\$110,202
	Coordinator, Language Arts/Reading (Elem)	221				
	Coordinator, Mathematics (Elem & Sec)	221				
	Coordinator, Science (Sec)	221				
	Coordinator, Science/Social Studies (Elem)	221				
	Coordinator, Social Studies (Sec)	221				
	Coordinator, Student Assessment (Elem & Sec)	226				
	Coordinator, Teacher Incentive Allotment	221				
	Occupational Therapist	197				
	Physical Therapist	187				
	School Improvement Facilitator (MS & HS)	212, 217				
	School Psychologist	207				
	Speech Pathologist (SpEd & RDSPD)	192				
6			Daily	\$366.97	\$439.49	\$512.01
	Assistant Director, Student Operations	226	212	\$77,798	\$93,172	\$108,546
	Assistant Principal (I&G, AECHS, Lamar)	212, 222	222	\$81,467	\$97,567	\$113,666
	Assistant Principal, HS	212, 222	221	\$81,100	\$97,127	\$113,154
	Coordinator, Title I Migrant	226	226	\$82,935	\$99,325	\$115,714
	Dean of Instruction	222				
	Instructional Support Officer	226				
	Supervisor, Special Education	221				
7			Daily	\$387.16	\$463.66	\$540.16
	Assistant Director, Athletics	226	226	\$87,498	\$104,787	\$122,076
	Coordinator, Athletic Head Coach	226				
8			Daily	\$406.51	\$486.84	\$567.17
	Director, Accountability	226	212	\$86,180	\$103,210	\$120,240
	Director, Bilingual/ESL/Foreign Language	226	226	\$91,871	\$110,026	\$128,180
	Director, Career Technical Education	226				
	Director, College/Career/Counseling	226				
	Director, Digital Learning & Library Services	226				
	Director, Health Services	226				
	Director, Professional Learning & Literacy	226				
	Director, Regional Day School for the Deaf	226				
	Director, Student Assessment	226				
	Principal (Elem & I&G)	212				



2026-2027

Administrative Education Pay Structure

(Board approved raise of 1% of Pay Grade Midpoint for returning staff)

Pay Grade	Job Title	Work Days	Minimum	Midpoint	Maximum
9			Daily	\$426.84	\$511.18
	Director, Advanced Academics	226	217	\$92,624	\$110,926
	Director, Athletics	226	226	\$96,466	\$115,527
	Director, Fine Arts	226			\$134,588
	Director, State-Federal Program	226			
	Principal, (AECHS; Lamar & UTRGV Collegiate)	226			
	Principal, MS	217			
10			Daily	\$452.44	\$541.85
	Executive Director, Special Education	226	226	\$102,251	\$122,458
	Principal, HS	226			\$142,665
11			Daily	\$581.77	\$696.73
	Associate Supt, Instruction Services	226	226	\$131,480	\$157,461
	Associate Supt, Instructional Leadership	226			\$183,442
	Staff Attorney	226			



Management Personnel



2026-2027

Administrative Management Pay Structure

(Board approved raise of 1% of Pay Grade Midpoint for returning staff)

Pay Grade	Job Title	Work Days	Minimum	Midpoint	Maximum	
1			Daily	\$208.75	\$250.00	\$291.25
	For Future Use		226	\$47,178	\$56,500	\$65,823
2			Daily	\$221.28	\$265.00	\$308.73
	Buyer	226	226	\$50,009	\$59,890	\$69,773
	Specialist, Accounting	226				
	Specialist, Budget & Cost	226				
	Specialist, Facilities Safety	226				
	Specialist, Fixed Assets & Inventory	226				
	Specialist, Sourcing & Cost (CNP)	226				
	Specialist, Student Data	226				
	Specialist, Student Outreach	226				
	Supervisor, Operations (CNP)	226				
	Supervisor, Production (CNP)	226				
	Supervisor, Transportation Mechanic Shop	226				
	Supervisor, Warehouse	226				
	Supervisor, Warehouse - CNP	226				
3			Daily	\$243.40	\$291.50	\$339.60
	Internal Staff Auditor	226	221	\$53,791	\$64,422	\$75,052
	Senior Buyer	226	226	\$55,008	\$65,879	\$76,750
	Staff Accountant I	226				
	Student Support Officer	221				
4			Daily	\$267.74	\$320.65	\$373.56
	Analyst, Compensation/HR	226	226	\$60,509	\$72,467	\$84,425
	Specialist, Child Nutrition Menu & Production	226				
	Specialist, Child Nutrition Procurement	226				
	Specialist, Community Information	226				
	Specialist, Finance (CNP)	226				
	Specialist, Finance & Operations	226				
	Specialist, Marketing Content	226				
	Specialist, School Safety	226				
	Staff Accountant II	226				
5			Daily	\$294.52	\$352.72	\$410.92
	Registered Dietitian	226	226	\$66,562	\$79,715	\$92,868
6			Daily	\$334.28	\$400.34	\$466.40
	Coordinator, Accounting	226	226	\$75,547	\$90,477	\$105,406
	Coordinator, Budget	226				
	Coordinator, Child Nutrition Operations	226				
	Coordinator, Facilities, Maintenance & Operations	226				
	Coordinator, Marketing & Communications	226				



2026-2027

Administrative Management Pay Structure

(Board approved raise of 1% of Pay Grade Midpoint for returning staff)

Pay Grade	Job Title	Work Days	Minimum	Midpoint	Maximum
	Coordinator, Payroll	226			
	Coordinator, Purchasing	226			
	Coordinator, Risk Management	226			
	Coordinator, Student Data-PEIMS	226			
7			Daily	\$371.06	\$444.38
	Assistant Director, Child Nutrition Program	226	226	\$83,860	\$100,430
	Assistant Director, Facilities Operations	226			
	Assistant Director, Transportation	226			
8			Daily	\$411.87	\$493.26
	Bond Project Manager	226	226	\$93,083	\$111,477
	Director, Accounting	226			
	Director, Child Nutrition Program	226			
	Director, Employee Benefits & Safety Risk Mngmt.	226			
	Director, Human Resources	226			
	Director, Marketing & Communications	226			
	Director, Payroll	226			
	Director, Purchasing	226			
	Director, Strategic Partnerships & Student Outreach	226			
	Director, Student Operations	226			
	Director, Transportation	226			
	Internal Auditor	226			
9			Daily	\$465.41	\$557.38
	Executive Director, Facilities, Maintenance & Ops	226	226	\$105,183	\$125,968
10			Daily	\$581.77	\$696.73
	Chief Financial Officer	226	226	\$131,480	\$157,461
	Chief Human Resources Officer	226			
11			Daily	\$686.49	\$822.14
	Deputy Superintendent Business & District Operations	226	226	\$155,147	\$185,804



2026-2027 Technology Pay Structure

(Board approved raise of 3% of Pay Grade Midpoint for Hourly & 1% for Professionals for returning staff)

Pay Grade	Job Title	Work Days		Minimum	Midpoint	Maximum
1	Technician, Tech Support	226	Hourly	\$22.00	\$26.34	\$30.68
			226	\$39,776	\$47,623	\$55,469
2	Specialist, Cybersecurity Project	226	Daily	\$222.72	\$266.73	\$310.74
			226	\$50,335	\$60,281	\$70,227
3	Specialist, Cybersecurity	226	Daily	\$243.88	\$292.07	\$340.26
			226	\$55,117	\$66,008	\$76,899
4	Specialist, Computer Network	226	Daily	\$268.27	\$321.28	\$374.29
			226	\$60,629	\$72,609	\$84,590
5	Specialist, Technology Finance & Operations	226	Daily	\$297.78	\$356.62	\$415.46
			226	\$67,298	\$80,596	\$93,894
6	Systems Analyst, Child Nutrition Program	226	Daily	\$297.78	\$356.62	\$415.46
			226	\$67,298	\$80,596	\$93,894
7	Network Analyst	226	Daily	\$353.16	\$422.95	\$492.74
			226	\$79,814	\$95,587	\$111,359
8	Systems Analyst	226	Daily	\$423.80	\$507.54	\$591.28
			226	\$95,779	\$114,704	\$133,629
8	Executive Director, Technology	226	Daily	\$465.41	\$557.38	\$649.35
			226	\$105,183	\$125,968	\$146,753



Classified Personnel



2026-2027

Clerical / Technical Pay Structure

(Board approved raise of 3% of Pay Grade Midpoint for returning staff)

Pay Grade	Job Title	Work Days	Minimum	Midpoint	Maximum	
1			Hourly	\$14.00	\$16.67	\$19.34
	Clerk, Administration	226	197	\$22,064	\$26,272	\$30,480
	Clerk, Campus	197, 201, 207, 226	201	\$22,512	\$26,805	\$31,099
	Clerk, CTE	226	207	\$23,184	\$27,606	\$32,027
	Clerk, Federal Programs	226	221	\$24,752	\$29,473	\$34,193
	Clerk, Parent & Family Engagement Prog	226	222	\$24,864	\$29,606	\$34,348
	Clerk, Professional Learning	221	226	\$25,312	\$30,139	\$34,967
	Clerk, Special Education Program	207, 226				
	Clerk, Testing	221				
	Receptionist, Campus	222, 226				
2			Hourly	\$15.00	\$17.86	\$20.72
	Assistant Registrar	226	197	\$23,640	\$28,147	\$32,655
	Clerk, Attendance (HS)	201	201	\$24,120	\$28,719	\$33,318
	Clerk, Attendance (HS Alternative Campus)	222	203	\$24,360	\$29,005	\$33,649
	Clerk, Counselor	201, 203	207	\$24,840	\$29,576	\$34,312
	Clerk, Family Treatment Program	201	212	\$25,440	\$30,291	\$35,141
	Clerk, Fixed Assets	212, 226	221	\$26,520	\$31,576	\$36,633
	Clerk, Student Data	197, 226	222	\$26,640	\$31,719	\$36,799
	Receptionist/Clerk (Adm)	226	226	\$27,120	\$32,291	\$37,462
	Secretary, Assistant Principal	212				
	Secretary, Coordinator	221				
	Secretary, Counselor	203, 207				
	Secretary, Dean of Instruction	222				
	Secretary, Parent & Family Engagement Prog	226				
3			Hourly	\$16.25	\$19.34	\$22.43
	Bookkeeper (MS Campus)	217	212	\$27,560	\$32,801	\$38,041
	Clerk, Data Processing (Campus/Dept)	212, 217, 222, 226	217	\$28,210	\$33,574	\$38,938
	Clerk, Head Attendance	226	222	\$28,860	\$34,348	\$39,836
			226	\$29,380	\$34,967	\$40,553
4			Hourly	\$18.00	\$21.43	\$24.86
	Bookkeeper (HS Campus/Dept)	217, 226	207	\$29,808	\$35,488	\$41,168
	Clerk, Accounts Payable (CN)	226	212	\$30,528	\$36,345	\$42,163
	Clerk, Data Management (Admin)	207, 226	217	\$31,248	\$37,202	\$43,157
	Clerk, Special Ed Medicaid	207/217	222	\$31,968	\$38,060	\$44,151
	Migrant Student Recruiter	226	226	\$32,544	\$38,745	\$44,947
	Registrar	222, 226				
	Secretary, Facilities Maintenance & Ops	226				
	Secretary, Principal (ES/MS/I&G)	212, 217				



2026-2027

Clerical / Technical Pay Structure

(Board approved raise of 3% of Pay Grade Midpoint for returning staff)

Pay Grade	Job Title	Work Days		Minimum	Midpoint	Maximum
5			Hourly	\$19.50	\$23.21	\$26.92
	Clerk, Accounting	226	221	\$34,476	\$41,035	\$47,595
	Clerk, Human Resources	226	226	\$35,256	\$41,964	\$48,671
	Clerk, Payroll	226	242	\$37,752	\$44,935	\$52,117
	Clerk, Purchasing	226				
	Clerk, Warehouse	242				
	Secretary, Director	221, 226				
	Secretary, Principal (HS/AECHS/Lamar)	226				
	Secretary, Student Support Services	226				
	Secretary, Title I Migrant	226				
6			Hourly	\$21.00	\$25.00	\$29.00
	Specialist, Facilities Procurement & Ops	226	226	\$37,968	\$45,200	\$52,432
	Specialist, Internal Audit	226				
	Specialist, STOP Grant	226				
7			Hourly	\$22.50	\$26.78	\$31.06
	Secretary, Human Resources	226	226	\$40,680	\$48,418	\$56,156
	Secretary, Instruction Services	226				
	Secretary, Instructional Leadership	226				
	Secretary, Legal Counsel	226				
	Specialist, Employee Benefits Accounting	226				
	Specialist, Employee Leave Benefits	226				
	Specialist, Payroll	226				
	Specialist, PEIMS	226				
	Specialist, Position Control	226				
	Specialist, Workers Compensation	226				
	Student Recruiter	226				
8			Hourly	\$25.00	\$29.76	\$34.52
	Secretary, Board of Trustees	226	226	\$45,200	\$53,806	\$62,412
	Secretary, Deputy Superintendent	226				
	Specialist, Certification	226				
	Specialist, Classified Personnel	226				
	Specialist, Employee Benefits	226				
9			Hourly	\$26.50	\$31.55	\$36.60
	MITV Video/Editor	217	217	\$46,004	\$54,771	\$63,538
	Secretary, Superintendent	226	226	\$47,912	\$57,042	\$66,173



2026-2027

Instructional Support Pay Structure

(Board approved raise of 3% of Pay Grade Midpoint for returning staff)

Pay Grade	Job Title	Work Days	Minimum	Midpoint	Maximum	
1			Hourly	\$14.00	\$16.67	\$19.34
	Instructional Assistant, AEP	187	187	\$20,944	\$24,938	\$28,933
	Instructional Assistant, At-Risk	187				
	Instructional Assistant, Bilingual (Elem)	187				
	Instructional Assistant, CTE	187				
	Instructional Assistant, Early Childhood PK	187				
	Instructional Assistant, English Learners	187				
	Instructional Assistant, In-School Suspension	187				
	Instructional Assistant, Instruction & Guidance	187				
	Instructional Assistant, Physical Education	187				
	Instructional Assistant, Pre-Kinder	187				
2			Hourly	\$14.75	\$17.56	\$20.37
	Health Assistant (CMA,RMA,CNA)	192	187	\$22,066	\$26,270	\$30,474
	Instructional Assistant, Dyslexia	187	192	\$22,656	\$26,972	\$31,288
	Instructional Assistant, Parental Involvement	187				
	Instructional Assistant, Resource Media	187				
	Instructional Assistant, Special Education	187				
3			Hourly	\$15.50	\$18.45	\$21.40
	Instructional Assistant, Radio/TV Prog	187	187	\$23,188	\$27,601	\$32,014
	Instructional Assistant, RDSPD	187				
	Instructional Assistant, RDSPD Oral	187				
	Instructional Assistant, Special Ed Early Childhood	187				
	Instructional Assistant, Special Ed SES	187				
	Instructional Assistant, Technology Support	187				
	Instructional Assistant, Visually Impaired	187				
4			Hourly	\$16.50	\$19.64	\$22.78
	For Future Use					
5			Hourly	\$20.50	\$24.41	\$28.32
	Instructional Assistant, Sign Language Interpreter	187	187	\$30,668	\$36,517	\$42,367
	Licensed Vocational Nurse	192	192	\$31,488	\$37,494	\$43,500



2026-2027
Auxiliary Pay Structure
 (Board approved raise of 3% of Pay Grade Midpoint for returning staff)

Pay Grade	Job Title	Work Days	Minimum	Midpoint	Maximum
1			Hourly	\$12.50	\$14.88
	Bus Aide	187 (5.5 hrs)	187	\$12,856	\$15,304
			242	\$24,200	\$28,808
2			Hourly	\$13.25	\$15.78
	Child Nutrition Worker (ES)	187	187	\$13,628	\$16,230
	Custodian	242	187	\$19,822	\$23,607
	Custodian (Itinerant)	242	242	\$25,652	\$30,550
3			Hourly	\$14.25	\$16.97
	Child Nutrition Worker (CK; MS; HS)	187	187	\$21,318	\$25,387
	Child Nutrition Worker (ES) Self-Prep	187	242	\$27,588	\$32,854
	Custodian, Head I (ES & UTRGV)	242			
	Custodian, Lead (HS)	242			
	Electrician, Helper	242			
	General Maintenance	242			
	Groundskeeper	242			
	Plumber, Helper	242			
4			Hourly	\$15.25	\$18.16
	AG Facility Assistant	226	226	\$27,572	\$32,833
	Custodian, Head I (MS; Lamar & ECHS)	242	242	\$29,524	\$35,158
	Groundskeeper, Athletic Complex	242			
	Warehouse/Delivery Worker	242			
5			Hourly	\$16.25	\$19.34
	Asst Manager, Child Nutrition (ES)	187	187	\$24,310	\$28,933
	Custodian, Head II (HS)	242	242	\$31,460	\$37,442
	Campus General Maintenance	242			
	HVAC Duct Cleaner	242			
6			Hourly	\$17.75	\$21.12
	Asst Manager, Child Nutrition (ES) Self-Prep	187	187	\$26,554	\$31,596
	Asst Manager, Child Nutrition (CK; MS & HS)	221	221	\$31,382	\$37,340
	Painter	242	242	\$34,364	\$40,888
	Roofer	242			
	Specialist, Irrigation	242			
	Warehouse Leader (Fixed Assets & CNP)	242			
7			Hourly	\$19.00	\$22.62
	Carpenter	242	187	\$28,424	\$33,840
	Dispatcher (FMO/Transp)	242	242	\$36,784	\$43,792
	Leader, General Maintenance	242			
	Leader, Painters Crew	242			
	Locksmith	242			
	Manager, Child Nutrition (ES)	187			
	Technician, Transportation Safety	242			



2026-2027
Auxiliary Pay Structure
 (Board approved raise of 3% of Pay Grade Midpoint for returning staff)

Pay Grade	Job Title	Work Days	Minimum	Midpoint	Maximum
8			Hourly	\$20.75	\$24.69
	Electrician, Journeyman	242	187	\$31,042	\$42,830
	Manager, Child Nutrition (ES) Self-Prep	187	217	\$36,022	\$49,702
	Manager, Child Nutrition (MS & HS Specialty)	221	221	\$36,686	\$50,618
	Mechanic	242	226	\$37,516	\$51,763
	Plumber, Journeyman	242	242	\$40,172	\$55,428
	Technician, Equipment (CNP)	242			
	Technician, HVAC	242			
	Technician, Transportation Route	242			
9			Hourly	\$22.50	\$26.79
	Electrician, Master	242	221	\$39,780	\$54,949
	Manager, Child Nutrition Comprehensive HS & CK	221	226	\$40,680	\$56,193
	Processor, Instructional Materials	226	242	\$43,560	\$60,171
10			Hourly	\$24.25	\$28.86
	Supervisor, Area Custodial	242	242	\$46,948	\$64,798
	Supervisor, Auxiliary Services	242			
	Supervisor, Electrical	242			
	Supervisor, HVAC	242			
	Supervisor, Plumbing	242			
BD			Hourly	\$18.50	\$22.03
	Bus Drivers	187	187	\$27,676	\$38,238



2026-2027

Police Department Pay Structure

(Board approved raise of 3% of Pay Grade Midpoint for Hourly & 1% for Professionals for returning staff)

Pay Grade	Job Title	Work Days	Minimum	Midpoint	Maximum
1			Hourly	\$18.00	\$21.43
	Security Camera Monitor	187, 226	187	\$26,928	\$32,059
	Communication Officer	244	226	\$32,544	\$38,745
			244	\$35,136	\$41,831
2			Hourly	\$22.50	\$26.79
	Police Officer	217, 226	217	\$39,060	\$46,507
	Police K-9 Officer		226	\$40,680	\$48,436
3			Hourly	\$24.00	\$28.57
	Police Investigator	226	226	\$43,392	\$51,655
	Specialist Crime, Prevention	226			\$59,917
4			Hourly	\$29.25	\$34.82
	Sergeant	226	226	\$52,884	\$62,955
5			Daily	\$294.52	\$352.72
	Police Captain	226	226	\$66,562	\$79,715
6			Daily	\$411.87	\$493.26
	Police Chief	226	226	\$93,083	\$111,477



Substitute Teachers

McALLEN INDEPENDENT SCHOOL DISTRICT
2026-2027
SUBSTITUTE RATES

	Daily Rate	Long Term Substitute Daily Rate (11+ days in the same job)
Full day substitute (non-degreed)	\$95	\$105
Full day substitute (60+ college hours or degreed)	\$115	\$125
Full day substitute (degreed & certified)	\$135	\$145
Full day substitute nurse (RN)	\$200	N/A



Supplemental Pay Stipends

McALLEN INDEPENDENT SCHOOL DISTRICT
2026-2027
ADVANCED ACADEMICS

Position	# of Positions	Stipend per semester
OnRamps Dual Teacher	8	\$150 / section
South Texas College (STC) Dual Teacher	6	\$150 / section
Advanced Placement (AP) + OnRamps Dual Teacher	7	\$200/section
Advanced Placement + South Texas College Dual Teacher	5	\$200/section
<i>Fund 155 Department Supplemental</i>		
Position	# of Positions	Yearly Stipend
Lead Teacher - Advanced Placement Program	7	2,500
<i>Fund 199 Department Supplemental</i>		

McALLEN INDEPENDENT SCHOOL DISTRICT
2026-2027
BILINGUAL PROGRAM

Position	# of Students	Yearly Stipend
Elementary Early Exit Bilingual Teacher	10+	\$1,200
	5 - 9	\$1,000
	2 - 4	\$800
Elementary and Secondary Dual Language Teacher	N/A	\$1,700
<i>Fund 164 Department Supplemental</i>		
Note: 1) Staff must meet eligibility criteria and submit complete application to receive stipend. 2) Schools with 2 - 4 Emergent Bilingual students in a specific grade level must group them in a single classroom.		
Position		Yearly Stipend
Teacher Coach, English Learner	3	\$2,700
<i>Fund 199 HR Entered</i>		
Position	# of Positions	Yearly Stipend
Teacher Coach, Bilingual/English as a Second Language (ESL)	1	\$2,700
<i>Fund 199 HR Entered</i>		
Position	# of Positions	Yearly Stipend
Dual Language Campus Lead Teacher Stipend	10	\$500

Note:

Dual Language Campus/Headstart Lead Teacher will attend professional learning and informational meetings with the Bilingual/ESL/FL Department to stay up to date with latest information and resources provided. Lead teacher will be responsible for taking information and training back to their dual language teacher colleagues at their campus and support the implementation of the program at the different grade levels. They will assist with promoting and informing parents and community about the dual language program. Teacher must have the appropriate bilingual certification in order to qualify for this stipend.

*Fund 164
Department Supplemental*

McALLEN INDEPENDENT SCHOOL DISTRICT
2026-2027
ATHLETIC PROGRAMS

High School Head Coach Positions	# of Positions	Extra Days (Daily Rate)*	Yearly Stipend
Baseball	3	15	\$7,500
Basketball	6	15	\$7,500
Cheer	3	15	\$8,700
Powerlifting	3	15	\$7,500
Soccer	6	15	\$7,500
Softball	3	15	\$7,500
Volleyball	3	15	\$7,500
Wrestling	3	15	\$7,500
Cross Country	6	15	\$7,500
Track	6	15	\$7,500
Year Round Sports			
Golf	3	15	\$8,700
Swim Coordinator / Diving	1	15	\$10,000
Swimming	3	15	\$8,700
Tennis	3	15	\$8,700
High School Asst. Coach Positions	# of Positions	Extra Days (Daily Rate)*	Yearly Stipend
Asst. Athletic Coordinator *	3	0	\$7,500
Baseball Asst.	12	15	\$4,000
Basketball Asst.	24	15	\$4,000
Cheer Asst.	3	7	\$5,500
Cross County Asst.	6	15	\$4,000
Football - 9th grade	12	15	\$4,000
Football - Defensive Coordinator	3	20	\$7,500
Football - Offensive Coordinator	3	20	\$7,500
Special Teams Coordinator	3	20	\$7,500
Football - Varsity Asst.	21	15	\$5,500
Powerlifting	6	15	\$4,000
Soccer Asst.	18	15	\$4,000
Softball Asst.	12	15	\$4,000
Strength & Conditioning	3	15	\$4,000
Track Asst.	24	15	\$4,000
Volleyball Asst.	12	15	\$4,000
Wrestling Asst.	6	15	\$4,000
Year Round Sports			
Swimming Asst.	3	15	\$5,500
Tennis Asst.	6	15	\$5,500
Golf Asst.	3	15	\$5,500
Middle School Coach Positions	# of Positions	Extra Days (Daily Rate)*	Yearly Stipend
Athletic Coordinator + Coach	6	5 non-football or 10 football	\$6,200
Assistant Athletic Coordinator	6	5	\$2,200
Baseball Coach	12	0	\$2,200
Basketball Coach	48	0	\$2,200
Cross Country Coach	12	0	\$2,200
Football Coach	42	0	\$2,200
Golf Coach	6	0	\$2,200
Soccer Coach	24	0	\$2,200
Softball Coach	12	0	\$2,200
Swimming/ Diving Coach	12	0	\$2,200
Tennis Coach	12	0	\$2,200
Track Coach	48	0	\$2,200
Volleyball Coach	24	0	\$2,200
Cheer Coach	12	5	\$2,200
Other	# of Positions	Extra Days (Daily Rate)*	Yearly Stipend
Athletic Trainer - High School	6	207 Calendar	\$6,000
Athletic Trainer - Middle School	1	207 Calendar	\$6,000
Athletic Technology Coordinator	1	0	\$5,000
Asst. Athletic Technology Coordinator	1	0	\$3,600

Notes:

- 1) HS Asst. Coach coaching only one (1) sport will receive 7 extra days.
- 2) HS Asst Coach coaching 2 or more sports will receive 15 extra days.
- 3) HS Asst. Athletic Coordinator * must be head coach of a boys or girls sport.
- 4) Extra days - Effective 25-26 will be paid at the teacher 's current daily rate.
- 5) Athletic Trainers covering a MS event will be paid at their current daily rate.

Fund 183
HR Entered

McALLEN INDEPENDENT SCHOOL DISTRICT
2026-2027
CAREER TECHNICAL EDUCATION PROGRAM

HIGH SCHOOL		
Position	# of Positions	Yearly Stipend
Future Farmers of America (FFA)	6	\$2,000
Distributive Education Clubs of America (DECA)	7	\$2,000
Family Career and Community Leaders of America (FCCLA)	5	\$2,500
Business Professional of America (BPA)	8	\$2,000
Skills USA	12	\$2,000
Skills USA (Audio Video)	4	\$2,500
Health Occupations Students of America (HOSA)	7	\$2,500
First Tech Challenge (FTC) Robotics	7	\$2,000
Texas Association Of Future Educators (TAFE)	1	\$2,000
Texas Restaurant Association (ProStart)	1	\$2,000
MIDDLE SCHOOL		
First Tech Challenge (FTC) or First Lego League (FLL) (Robotics)	7	\$1,200

Note:

Stipends will be pro-rated based on level of competition achieved and Career Technical Student Organization (CTSO) requirements met.

*Fund 162
Department Supplemental*

ROTC INSTRUCTORS

Position	# of Positions	Stipend per semester
ROTC Senior Instructor	3	\$10,000

*Fund 162
HR Entered*

POST-SECONDARY

Position	# of Positions	Stipend per semester
Dual Enrollment	18	\$150

ONE TIME SIGN-ON

Position	Yearly Stipend Total
Health Science Teacher	\$5,000

Note:

1st Year \$3,000 December paycheck and 2nd Year \$2,000 December paycheck

*Fund 162
Department Supplemental*

McALLEN INDEPENDENT SCHOOL DISTRICT
2026-2027
EXTRA DUTY PAY

I. PRESENTERS (Pre- or post-contract, weekend, after school):

- A. If the presentation is intended for a district-wide audience as a part of the School for**
1. Professional development or any campus presentations the District will pay:

Schedule:	Rate per Presenter (maximum of 3)	Maximum Pay:
Presentation	\$26 per hour / 6 hour maximum	\$156
Preparation	\$18 per hour / 6 hour maximum	\$108
Set-up / Take down	\$11 per hour / 4 hour maximum	\$44
	Maximum Total:	\$308

- B. Presentation rate for a repeat session will be:**

Schedule:	Rate per Presenter (maximum of 3)	Maximum Pay:
Presentation	\$26 per hour / 6 hour maximum	\$156
Preparation	\$18 per hour / 2 hour maximum	\$36
Set-up / Take down	\$11 per hour / 4 hour maximum	\$44
	Maximum Total:	\$236

II. PRESENTERS (During contract):

- A. If the teacher presents during a contracted day, preparation rate for a first-time presentation will be:**

Schedule:	Rate per Presenter	Maximum Pay:
Preparation	\$18 per hour / 6 hour maximum	\$108
Set-up / Take down	\$11 per hour / 4 hour maximum	\$44
	Maximum Total:	\$152

- B. Preparation rate for a repeat session during a contracted day:**

Schedule:	Rate per Presenter	Maximum Pay:
Preparation	\$18 per hour / 2 hour maximum	\$36
Set-up / Take down	\$11 per hour / 4 hour maximum	\$44
	Maximum Total:	\$80

Notes:

- 1) Presentation, preparation, and set-up time is to be determined by Coordinator or Administrator
- 2) McAllen ISD Presenter form must be completed and agreed upon by all parties prior to presentation

III. TEACHER PARTICIPATION IN DISTRICT SPONSORED SATURDAY OR AFTER SCHOOL TRAINING SESSIONS DURING THE SCHOOL YEAR WILL BE:

Number of hours:	Rate:
2 hours	\$50 for completion of a 2 - hour session
4 hours	\$75 for completion of a 4 - hour session
6 hours	\$100 for completion of a 6 - hour session

Note: Courses eligible for stipends and the designated audience will be identified in the ERO

McALLEN INDEPENDENT SCHOOL DISTRICT
2026-2027
EXTRA DUTY PAY

Fund TBD
Department Supplemental

Continued

IV. FOLLOWING HOURLY RATES ARE APPLICABLE FOR DISTRICT STAFF PERFORMING EXTRA DUTIES:

- * Extra duties must be approved in advance by Assistant Superintendent
- * Employee must be qualified to perform extra duties. Some duties require degree and/or certification
- * Examples may include, but are not limited to: Testing proctor; LAS Assessment; LPAC; Tutoring (outside of contract day);
- Credit by Exam; Student registration; Clerical; etc

District Employees	Hourly Rate:
Professional Degreed & Degreed/Certified	\$28 (outside of contract day)
Non-Degreed Employees / Paraprofessional (48 hrs. required)	Min. \$10 (FLSA applies)

V. CURRICULUM DEVELOPMENT (Sequencing, alignment activities, correlations, etc.)

District Employees	Hourly Rate:
Professional Degreed & Certified	\$28

Fund TBD
Department Supplemental

McALLEN INDEPENDENT SCHOOL DISTRICT

2026-2027

FINE ARTS PROGRAM

High Schools	# of Positions	Extra Days (Paid at current daily rate)	Yearly Stipend (unless noted)
Head Band Director	3	25	\$11,500
Asst. Band Director	12	15	\$8,500
Head Orchestra Director	3	15	\$7,000
Asst. Orchestra Director	3	15	\$4,000
Head Choir Director	3	13	\$8,500
Asst. Choir Director	4	8	\$4,500
Head Theater Arts Director	3	15	\$9,500
Asst. Theatre Arts Director	5	15	\$8,000
Lead Theatre Arts Teacher	1	0	\$2,000
Mariachi Director	3	20	\$9,500
Mariachi Asst. Director	3	15	\$8,500
Assist Mariachi Program	3	0	\$2,000
Dance / Folklorico Director	3	10	\$8,700
Asst. Dance Team Sponsor	3	5	\$5,500
Flag Corp	3	0	\$3,000 (per semester)
Assist HS Fall Marching (Football & Pigskin)	6	0	\$2,000
Lead Art Teacher	1	0	\$2,000
Art teacher (All but I&G)	10	0	\$1,000
Auditorium Manager	3	0	\$2,500

Middle Schools	# of Positions	Extra Days (paid at Tch'r daily rate)	Yearly Stipend
Band Director	6	15	\$7,500
Asst. Band Director	6	15	\$5,500
Choir Director	6	8	\$5,500
Asst. Choir Director	5	8	\$4,000
Orchestra Director	6	15	\$5,000
Asst. Orchestra Director (based on enrollment)	2	15	\$4,000
Theatre Arts Director	6	0	\$2,000
Lead Theatre Arts Teacher	1	0	\$2,000
Art Teacher	8	0	\$1,000
Dance (After school)	6	3	\$1,500
Mariachi Director	2	15	\$6,000

Elementary Schools	# of Positions	Extra Days (Paid at tchr daily rate)	Yearly Stipend
Lead MusicTeacher	1	0	\$2,000

*Fund 184
HR Entered*

Supplemental Stipend	# of Positions	Stipend (per event)
Assist HS Fall/Spring Drama Production - (1 per primary HS)	3	\$1,000
Assist HS Collaborative Broadway Musical - (1 per primary HS)	3	\$1,500
Assistant Choir Director Assist with HS Collab. Broadway Musical	3	\$750
Piano Accompanist - (only if assists with musical)		\$1,000

*Fund 184
Department Supplemental*

McALLEN INDEPENDENT SCHOOL DISTRICT**2026-2027****GRANT FUNDED****DYSLEXIA PROGRAM**

Position	# of Positions	Yearly Stipend
Certified Academic Language Therapists (CALT)	9	\$3,000
Certified Academic Language Practitioners (CALP)	4	\$2,000
<i>Fund 157 HR Entered</i> Note: 1) CALT Candidates who are not certified with a master degree within 5 years of obtaining Academic Language Therapy Association (ALTA) CALT certification will be recognized and certified as a Certified Academic Language Practitioner (CALP) and paid accordingly. 2) For those CALT Candidates completing the Masters program in the Spring of 2024 will be eligible for stipend in 2024-25 if continues as a dyslexia teacher.		

READING ACADEMY

Position	# of Positions	Yearly Stipend
English Language Arts (or “General Ed.”) path	TBD	\$750
Biliteracy path	TBD	\$1,250
<i>Fund 211/164 Department Supplemental</i> Note: 1) TEA mandated the HB3 Reading Academies for teachers in grades Kindergarten through 3rd grade including those who conduct small group interventions. By the end of the 22-23 school year, all current teachers must have fulfilled the Reading Academy requirements. Starting with the 23-24 school year, all new teachers to Kinder-3rd grade must be simultaneously enrolled in the reading academies. 2) Stipends will be paid to current McAllen ISD teachers who registered and successfully completed Texas Reading Academy coursework (English or Biliteracy Route) on their first attempt. Employees must be employed at McAllen ISD when the stipend is issued.		

STATE & FEDERAL PROGRAMS

Position	# of Positions	Yearly Stipend
Social Worker	12	\$1,000
<i>Fund 193 Department Supplemental</i> Title I, Part A		
Position	# of Positions	Yearly Stipend
Title I ELA Coach	1	\$10,000
Title I Math Coach	1	\$10,000
Title I Literacy Coach (Writing 3-8)	1	\$10,000
Instructional Coach - Science Interventionist	1	\$7,000
Title I Parent and Family Engagement Specialist (NEW) **	13	\$500
<i>Fund 211/193 HR Entered</i> Title II, Part A		
Position	# of Positions	Yearly Stipend
Content Specialist Teacher (Qualifications listed on job description)	12	\$3,000
Mentors of New Teachers (Years 0-3) **	TBD	\$1,000
University of Texas Rio Grande Valley (UTRGV) Teacher Residency	20	\$20,000

*Fund 255**HR Entered**** Department Supplemental*

McALLEN INDEPENDENT SCHOOL DISTRICT
2026-2027
GRANT FUNDED (cont.)

UTRGV - PROJECT MENTAL HEALTH SERVICE ACCESS (MHSA)
Effective 2023-24 through 2027-28 (Five-year grant)

Position	# of Positions	Yearly Stipend
Licensed Specialist School Psychology (LSSP) Intern Supervisor	TBD	\$3,000
Counseling Intern Supervisor	TBD	\$1,000
Social Worker Intern Supervisor	TBD	\$1,000

Notes:

- **Stipends are reimbursable by UTRGV**
- Supervisors must meet eligibility criteria as set-forth in grant agreement
- Stipend will be paid 1/2 in December and 1/2 in May

Fund 199
Fund 289 Counseling Intern Site
Supervisor
HR Entered

McALLEN INDEPENDENT SCHOOL DISTRICT
2026-2027
REGIONAL DAY SCHOOL PROGRAM FOR THE DEAF (RDSPD)

TEACHER	# of Positions	Yearly Stipend
Teacher (Incl. Itinerate)* - Auditory Impaired (AI) certified - Traditional route	31	\$1,500 - \$5,500
Teacher (Incl. Itinerate)* - AI certified - Alt. certification route		\$1,500 - \$5,500
Teacher (incl. Itinerate)* - Challenger		\$1,500 - \$5,500
Teacher (incl. Itinerate)* - Experienced		\$1,500 - \$5,500
Teacher (incl. Itinerate)* - Grandfathered		\$5,500
RDSPD Lead Teacher (incl. Itinerant)	4	\$400-\$2,000
RDSPD VAC (Vocational Adjustment Coordinator) Teacher	1	\$1,000
PROFESSIONAL STAFF: Non-Teaching	# of Positions	Yearly Stipend
Director (see 2 components below)	1	\$1,500 - \$5,500
Diagnostician - AI certified	2	\$1,500 - \$5,500
Specialist, RDSPD Student Support	1	\$1,500 - \$5,500
Speech Pathologist	1	\$1,500 - \$5,500
Speech Pathologist Assistant	1	\$1,500 - \$4,500
Strategist, RDSPD Instruction	1	\$1,500 - \$5,500
Supervisor, RDSPD	1	\$1,500 - \$5,500
Audiology Assistant	1	\$3,000 - \$5,500
PARAPROFESSIONAL STAFF	# of Positions	Yearly Stipend
Certified Interpreter - Level I (Grandfathered)	TBD	\$3,000
Certified Interpreter - Level II (Former Certification or Grandfathered)	TBD	\$3,500
Certified Interpreter - Board of Evaluation of Interpreters (BEI) Basic	TBD	\$4,000
Certified Interpreter - Board of Evaluation of Interpreters (BEI) Advanced	TBD	\$5,000
Certified Interpreter - Board of Evaluation of Interpreters (BEI) Master	TBD	\$6,000

*Fund 435
HR Entered*

NOTES:

- 1) Stipend amount depends on education, certification, examination, and/or specific training requirements.
- 2) Certified Interpreter - Basic level is more rigorous to achieve than Level I. Due to state change in certification system Level I is grandfathered.
- 3) Must be funded by RDSPD to qualify for any of the above RDSPD stipends.

TEACHER COMPONENTS- Payment requirements: (One of the following) (Max: \$5,500/year)*

- 1) Traditional Route – \$1,500 - Graduate from a Deaf Education teacher training program and passes the Deaf and Hard of Hearing Certification Test; \$4,000 - received upon completion of the Texas Assessment of Sign Competency (TASC) exam
- 2) Alternate Certification – \$1,500 - Completed Alternative Certification Program and passes the Deaf and Hard of Hearing Certification Test; \$1,500 - received upon completion of the Texas Assessment of Sign Competency exam; \$2,500 - received upon completion of 12 hours from a Deaf Education teacher training program (Local requirement)
- 3) Challenger - \$1,500 - Certified in another area then challenges and passes the Deaf and Hard of Hearing (DHH) Certification test; \$1,500 - received when completion of the Texas Assessment of Sign Competency exam; \$2,500 - received upon completion of 12 hours from a Deaf Education teacher training program (Local requirement)
- 4) Experienced Teacher – Falls under “Alternative Certification” or “Challenger” category; \$2,500 - received upon completion of 12 hours from a Deaf Education teacher training program (Local requirement)
- 5) Grandfathered – Grandfathered from taking the TASC (2017-18 school year stipend requirements changed)
\$5,500 - Certified in Deaf and Hard of Hearing or Hearing Impaired

PROFESSIONAL NON-TEACHING COMPONENTS-

- 1) \$1,500 - Deaf and Hard of Hearing (DHH) Certification, Hearing Impairment, or Deaf/Hard of Hearing
- 2) \$4,000 - Texas Assessment of Sign Competency (TASC) or Grandfathered from the TASC

McALLEN INDEPENDENT SCHOOL DISTRICT
2026-2027
SPECIAL DUTY ASSIGNMENTS

Assignment (Classroom)	# of positions	Yearly Stipend	Fund/Entered
Master degree in subject area (effective 12-13) (grandfathered prior to 12-13)+C4:C5	TBD	\$2,500	TBD/ HR
Campus Coordinator Secondary Science & Engineering Fair	11	\$300 – Campus has students participating in one-third (1/3) of the available slots for all categories at the district competition (stipend includes any students participating at regionals). \$400 – Campus has students participating in two-thirds (2/3) of the available slots for all categories at the district competition (stipend includes any students participating at regionals). \$500 – Campus has students participating in 100% (3/3) of the available slots for all categories at the district competition (stipend includes any students participating at regionals). Additional \$200 for any number of students participating at the state and international competitions. * Stipend is paid out to the teacher after the last level students compete.	199/Science Coord.
Secondary Science Olympiad Coach	11	\$1,000 – regional competition Additional \$450 – state competition Additional \$450 – national competition * Stipend is paid out to the teacher after the last level students compete.	199/Science Coord.
Secondary Science Olympiad Assistant Coach	11	\$5000 – regional competition Additional \$225 – state competition Additional \$225 – national competition * Stipend is paid out to the teacher after the last level students compete.	199/Science Coord.
Elementary Science Olympiad Coach	18	\$500	199/Science Coord.
Elementary Science Olympiad Assistant Coach	18	\$300	199/Science Coord.
Teaching Extra Class (if eligible for planning period)		\$5,000 (Other) \$7,000 (Math or Science)	TBD/ HR
Math & Science Teacher (eligibility based on Admin. guidelines)	TBD	\$2,500 (Content Certified)	199/HR Director
Instruction & Guidance Teacher	TBD	\$500	199/Campus Submit
Team Leaders (Middle School)	TBD	\$500	199/Campus Submit
ROTC Senior Instructor	3	\$10,000	199/HR

Assignment (Non-classroom)	# of positions	Yearly Stipend	Fund/Entered
Campus Technology Facilitator (CTF)	44	\$1,200	199/DOT
Media Technology Facilitator (MTF)	31	\$1,200	199/DOT
Lead Librarian (Elementary / Secondary)	2	\$1,500	199/Digital Lrng
District UIL Coordinator	1	\$3,000	199/ Prof Lrng.
District Chess Coordinator	1	\$2,500	199/ Prof Lrng.
Grant Writing	TBD	\$250,000-\$499,999 = \$1,000/Grant(s) \$500,000-\$999,999 = \$2,500/grant(s) \$1,000,000 or more = \$5,000/grant(s)	199/TBD
Administrator Central Office (Interim / Additional duties) *	N/A	* Up to \$4,000	199/ HR
District Executive Committee (DEC) **	4	** Up to \$1,500	940/Athletics

Notes:

* Pro-rate pay based on number of days served unless directed otherwise by Superintendent. Exceptions typically reserved for Senior-level duties and responsibilities.

** Stipend amount is determined and reimbursed as per DEC plan.

Support Staff	# of positions	Yearly Stipend	Fund/Entered
Child Nutrition Department			
Certified Forklift Trainer	1	\$500	101/CNP
Child Nutrition Team Lead	5	\$1,200	101/ CNP

MISD Police Department

Corporal	7	\$1,500	199/ HR
Drone Operator	2	\$1,500	199/ HR
Emergency Management	2	\$10,000	158/HR
Police Instructor	5	\$1,000	158/ HR
Terminal Agency Coordinator	1	\$500	199/ HR

Transportation

Bus Driver Trainer	3	\$2,000	199/ Transportation
Certified State Vehicle Inspector Certification	3	\$1,000	199/ Transportation

Paid Leave Upon Retirement (Reference DEC/Local)	# of positions	Daily Rate	Fund/Entered
Professional (maximum of 75 Local/State Days)	TBD	\$125	TBD/ Payroll
Support Staff (maximum of 75 Local/State Days)	TBD	\$70	TBD/ Payroll

McALLEN INDEPENDENT SCHOOL DISTRICT
2026-2027
SPECIAL EDUCATION PROGRAM

Position	# of Positions	Yearly Stipend
Special Education Teacher - Self contained	53	\$2,000
Special Education Teacher	122	\$1,500
Special Education Early Childhood	16	\$2,000
Visually Impaired (VI) Teacher	2	\$2,700
Vocational Adjustment Coordinator	4	\$1,200
Social Worker	2	\$1,200
Diagnostician	28	\$1,700
School Psychologist	9	\$1,700
Special Education Counselor	7	\$1,200
Occupational Therapist	3	\$1,200
Speech Pathologist	20	\$1,200
Speech Assistant	10	\$1,200
Behavior Support	3	\$1,500
STRIDES Teachers-Self-contained	7	\$2,000
Teacher Board Certified Behavior Analyst (Certification required)	2	\$2,500
Special Duty Positions	# of Positions	Yearly stipend
Lead Department Chair STRIDES	1	\$2,500
Lead Speech Pathologist	1	\$2,500
Lead School Psychologist	1	\$2,500
Lead Behavior Strategist	1	\$2,500
Lead Counselor (Less than 10)	1	\$1,000
Lead Occupational Therapist (Less than 10)	1	\$1,000
Lead Diagnostician	1	\$2,500

Fund 173 / 224

Notes:

Department Supplemental

- 1) Staff must be certified in area of assignment to receive stipend.
- 2) Stipend will be pro-rated on number of class periods assigned to SPED and days worked.
- 3) Stipends are paid 1/2 in December and 1/2 in May.

Extra Duty	Mono Per Eval / Bilingual Per Eval
School Psychological Eval for Emotional Disturbance/Autism	\$325 / \$375
School Psy. & Diagnostician - FIE for LD, OHI, etc (No Psychological, No Speech Eval)	\$350 / \$400
Speech Pathologist - Speech Evaluation	\$300 / \$350

Fund 173 / 224

Department Supplemental

Certification	# of Positions	Yearly stipend
Speech Pathologist (with Masters)	19	\$5,000
Speech Assistant Therapist	10	\$1,800

Fund 173/224

HR Entered

Special Assignment	# of Positions	Yearly stipend
Adapted Physical Education	3	\$1,200
Adapted Physical Education (Special Olympics)	3	\$2,000

Fund 173 / 224

HR Entered

McALLEN INDEPENDENT SCHOOL DISTRICT
2026-2027
DEPARTMENT & GRADE LEVEL CHAIR / UIL / EXTRA CURRICULAR

HIGH SCHOOL		
Department Chair	# positions (1 per HS)	Yearly Stipend
Number of members excludes Chairperson		
Lamar & Early College HS only (\$200 per member)	2-4	TBD
	5-10	TBD
	11-15	TBD
	16-20	TBD
	21+	TBD
Advanced Placement (AP) Coordinator	5	Based on Membership
University Interscholastic League (UIL) Sponsorship	# positions (1 per HS)	Yearly Stipend
Coordinator	4	\$2,700
Accounting	4	\$1,300
Calculator	4	\$1,300
Chess (Non-UIL)	4	\$1,100
Computer Science	4	\$1,300
Congressional Debate	4	\$1,300
Copy Editing	4	\$1,300
Cross Examination	4	\$1,300
Current Events	4	\$1,300
Editorial Writing	4	\$1,300
Feature Writing	4	\$1,300
Headline Writing	4	\$1,300
Informative Speaking	4	\$1,300
Lincoln Douglas Debate	4	\$1,300
Literary Criticism	4	\$1,300
Math	4	\$1,300
News Writing	4	\$1,300
Number Sense	4	\$1,300
Persuasive Speaking	4	\$1,300
Poetry	4	\$1,300
Prose	4	\$1,300
Ready Writing	4	\$1,300
Robotics	4	\$1,300
Science	4	\$1,300
Social Studies	4	\$1,300
Spelling	4	\$1,300
Theatrical Design	4	\$1,300
Young Filmmakers	4	\$1,300

Extra Curricular Activities	# positions (1 per HS)	Yearly Stipend
American Sign Language Society	5	600
Art Society/ Club	5	\$600
Campus Magazine	5	\$600
Citizen Bee	5	\$1,000
Crime Stoppers	5	\$1,200
French Honor Society	5	\$600
Interact Club	5	\$600
Masterminds/ Quiz Bowl	5	\$900
Mock Trial Coach	5	\$1,200
Motion Picture/TV/AV	5	\$700
National History Day Coach	5	\$1,200
National Honor Society	5	\$850
Newspaper	5	\$1,000
Spanish National Honor Society	5	\$600
Sponsor - Freshman or Sophomore	5	600 each
Sponsor - Junior or Senior	5	1200 each
Student Council	5	\$1,200
Thespian Honor Society	5	\$600
Yearbook	5	\$2,000
JROTC Color Guard	3	\$600
JROTC Drill Team (Armed / Unarmed)	3	\$600
JROTC Honor Guard	3	\$600
JROTC Physical Fitness Team	3	\$600
JROTC Rifle	3	\$600

Notes:

- 1) Stipends are paid 1/2 in December and 1/2 in May.
- 2) Stipends are subject to proration based on days worked.

MIDDLE SCHOOL		
Department Chair	# positions (1 Per MS)	Yearly Stipend
Number of members excludes Chairperson		
	3-5	TBD
	6-9	TBD
	10-14	TBD
	15+	TBD

UIL Sponsorship	# positions (1 Per MS)	Yearly Stipend
Coordinator	6	\$1,500
Calculator	6	\$800
Chess (Non-UIL)	6	\$1,100
Dictionary Skills	6	\$800
Duet Acting	6	\$800
Impromptu speaking	6	\$800
Listening skills	6	\$800
Maps, Graphs & Charts	6	\$800
Math	6	\$800
Modern oratory	6	\$800
Number Sense	6	\$800
Prose or Poetry	6	\$800
Solo Acting	6	\$800
Ready Writing	6	\$800
Robotics (Non-UIL)	6	\$1,100
Science	6	\$800
Social Studies	6	\$800
Spanish Oral Reading	6	\$800
Spelling	6	\$800

Extra Curricular Activities	# positions (1 Per MS)	Yearly Stipend
Cyber Patriot Club	6	\$750
Nat'l History OR Citizen Bee	6	\$1,200
National Honor Society	6	\$700
Publication / Yearbook	6	\$1,000
Spelling Bee	6	\$600
Student Council	6	\$700

Fund 199
Business Budgeted

ELEMENTARY SCHOOL		
	# positions	Yearly Stipend
Grade Level Chair (one per GL)	126	\$600

UIL Sponsorship	# positions (1 per ES)	Yearly Stipend
Coordinator	18	\$800
Art Smart (Grade 5)	18	\$500
Chess (Non-UIL)	18	\$1,100
Creative writing (Grade 2)	18	\$500
Dictionary skills (Grade 5)	18	\$500
Maps, Graphs & Charts (Grade 5)	18	\$500
Math (Grades 3-5)	18	\$500
Number Sense (Grades 4-5)	18	\$500
Oral reading (Grades 3-5)	18	\$500
Ready Writing (Grades 3-5)	18	\$500
Robotics (Non-UIL)	18	\$1,000
Science (Grade 5)	18	\$500
Spanish oral reading (Grades 3-5)	18	\$500
Spelling (Grades 3-5)	18	\$500

Fund 199
Business Budgeted

Extra Curricular Activities	# positions	Yearly Stipend
High School		
eSports	10	\$1,200
Tech Wars Competition Club *	32	\$700-\$1,200
* Note: \$700 - sponsor one event \$1200 - sponsor 2 or more events		
Middle School		
eSports	6	\$1,200
Elementary		
Little eSports	18	\$1,000
Spelling Bee	18	\$600

Fund 199
Digital Learning
Department Supplemental



Part-Time Rates

McALLEN INDEPENDENT SCHOOL DISTRICT
2026-2027
PART TIME ATHLETIC PROGRAM RATES

Varsity Football	Hourly Rate
Chain Crew	\$45 (flat rate)
Game Manager	\$13.00
Bookkeeper	\$13.00
Ticket Seller	\$12.50
Usher/Ticket taker	\$9.75
Gate Keeper (East/West)	\$10.25
Spotter	\$9.75
Press Box Supervisor	\$10.75
25 Second Clock	\$12.00
Clock/Scorekeeper	\$12.00
Announcer	\$100 (per game)

Sub-Varsity Football/Soccer	Hourly Rate
Game Manager	\$13.00
Clock	\$12.00
Ticket Seller	\$12.50
Ticket Taker	\$9.75
Gate Keeper	\$10.25

Varsity Basketball & Volleyball	Hourly Rate
Ticket Seller	\$12.50
Gate Keeper	\$10.25

Wrestling	Hourly Rate
Ticket Seller	\$12.50

Baseball & Softball	Hourly Rate
Pitch Counter	\$35 (per game)
Ticket Seller	\$12.50

Other	Hourly Rate
<u>Part Time Coaching:</u>	
- Non-MISD employee (Deg & Cert, w/ 20+ yrs. exp.)	\$23.00
- Non-MISD employee	\$10.25
- MISD employee	\$10.25
Lifeguard (Certified)	\$10.25
Ticket Clerk (during the day)	\$9.25
<u>MS Summer Recreation Program:</u>	
- Teacher Coach	\$28.00
- Instructional Assistant	\$10.25

McALLEN INDEPENDENT SCHOOL DISTRICT
2026-2027
PART TIME RATES
TITLE I, PART A - EVENING STUDY CENTER

	Hourly Rate
Lead Teacher / Program Coordinator	\$29
Adult Ed Teacher (degreed)	\$28
PT Teacher - Day/Evening classes (Out of District)	\$28
Social Worker	\$26
Parent and Family Engagement Specialist	\$26
PT Parent Educator (non-degreed) - Day/Evening classes (Out of District)	\$15
Attendance Clerk	\$12
Child Care Aide	\$12
Computer Lab Aide	\$12

2026-2027
PART TIME RATES
SAFE AND SECURE CHILD CARE
 (Self Funded Program)

	Hourly Rate (unless noted)
Director / Facilitator	\$40
Facilitator (professional)	\$28
Nurse	\$24
Teacher (certified)	\$23
Clerk/Bookkeeper	\$10 (Weighted Avg)
Child Care Aide	\$10
Student Worker (Coop Students)	\$7.25

McALLEN INDEPENDENT SCHOOL DISTRICT
2026-2027
PART TIME RATES

	Hourly Rate
Student Worker (Coop. Student)	\$7.25
Part Time (Professional)	Minimum of AE/AM schedule
Part Time Child Nutrition Worker	10.00
Part Time Clerk	\$8.00
Part Time Flag Corp	\$10.00
Part Time Parent Educator (degreed)	\$19.00
Part Time Technology Support Technicians	\$12.00
Part Time Testers	\$12.50
Substitute Custodian	\$10.00
Tutor - out of district (48+ college hrs. req.)	\$10.00
Tutor - out of district (Degreed)	\$19.00
Tutor - out of district (Degree & Certified)	\$23.00



Appendix