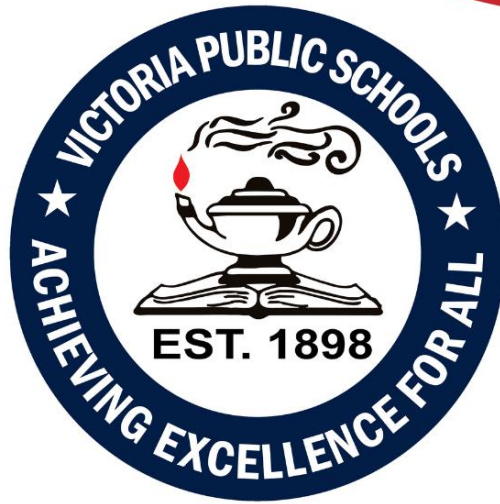




VICTORIA ISD

2026-2027

EMPLOYEE COMPENSATION PLAN

Board Approved on: 5-21-2026

The positions outlined in this document are subject to periodic review and may be modified, reassigned, or eliminated based on the needs of the District. The inclusion of a position in this document does not guarantee its continued existence, funding, or availability.

The District reserves the right to adjust roles, responsibilities, and staffing configurations at its sole discretion in order to effectively meet operational, educational, and budgetary requirements.

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It is the policy of Victoria ISD not to discriminate on the basis of race, color, religion, national origin, age, sex, or disability in its vocational programs, services or activities as required by Title VI of the Civil Rights Act of 1964, as amended; Title IX of the Education Amendments of 1972; Section 504 of the Rehabilitation Act of 1973, as amended, and VISD's board policies DIA, FFH, and FFI. Title IX Coordinators for Victoria ISD are the Executive Director of Human Resources - (361) 788-9227 and Dawn Maroney, Executive Director of Student, Parent & Community Services - (361) 788-9250.

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Introduction

The 2026–2027 Employee Compensation Plan has been thoughtfully developed to ensure equity, clarity, and consistency across all positions within the district. It serves as an important resource for both current and prospective employees and reflects VISD’s continued commitment to recognizing and rewarding the vital contributions of our staff.



In accordance with district policy, the Superintendent recommends an annual compensation plan for all employees, which is subject to Board of Trustees approval. The plan may include salary and wage structures, stipends, extra duty opportunities and incentive programs. Administration of this plan is consistent with board policies, the annually approved district budget, and all applicable administrative guidelines. Please refer to Board Policies DEA, DEAA, and DEAB (Legal and Local) for comprehensive details on compensation and related legal requirements.

Our employee pay systems are designed to attract and retain qualified individuals who help us fulfill our district’s mission. The Human Resources Office is responsible for maintaining and administering these systems.

The plan includes compensation guidelines for the following exempt and non-exempt employee groups:

- Exempt:
 - Teachers (Classroom and Non-Classroom)
 - Principals/Assistant Principals
 - Administrative Staff (Instructional and Business)
- Non-Exempt:
 - Paraprofessional and Clerical Staff
 - Classified Staff
 - Non-Benefit Staff

Two salary schedules are included in the plan and correlate with total years of creditable service. The first salary schedule is specific to classroom teachers who work with students a minimum of 4 hours daily and the second is specific to non-classroom teachers. Part-time instructional staff working fewer than 20 hours per week are compensated at established hourly rates and are not placed on either salary schedule.

All other positions are assigned to pay scales with pay grades and range structure which are used to determine compensation during the hiring process based on minimum, midpoint, and maximum pay rates, along with the number of assigned workdays. For principals/assistant principals and administrative staff, pay is based on a daily rate within the salary range. For paraprofessional, clerical, and classified employees, pay is based on both an hourly and daily rate. In both cases, placement is based on relevant experience.

Please note, the salary guides are informational in nature and do not represent a contractual agreement.

Thank you for choosing VISD as your employer and for your continued dedication to our students, our schools, and our shared success.

Warm regards,

VISD’s Office of Human Resources Staff

VISD Vision and Mission Statements

Vision: "Achieving Excellence for All!"

Mission: To provide rigorous, relevant learning and life experiences so that all students contribute positively to society.



A Message from our Superintendent

In the Victoria Independent School District, fostering student success is a shared commitment. It requires teachers, administrators, staff, parents, and community stakeholders working together to create a strong foundation for a promising future for our students and our community. That is why Team VISD embraces the spirit of **You, Me, and VISD**—a collective commitment to delivering exceptional educational experiences and meaningful service to all.

By fostering trust and prioritizing student and parent satisfaction, we strengthen our ability to serve families and ensure VISD remains their preferred educational choice. Team VISD is committed to providing world-class customer service to everyone—from students and families to employees and community partners—by anticipating needs, communicating with care, and treating others with respect and professionalism.

Equally important to this commitment is our dedication to the people who make this work possible. Through our Employee Compensation Plan, VISD is investing in our staff by recognizing their contributions and supporting their continued growth and well-being. We believe that when we take care of our employees, they are best equipped to take care of our students and community.

At VISD, people are our priority. Together, through **You, Me, and VISD**, we are building a culture of excellence for our students, our community, and one another.



Board of Trustees



Rick Jones
President
District 5
Term: 2026-2029
106 Arbor Lake St
Victoria, TX 77904
Phone: 361-212-6577



Mickey Kostella
Vice President
District 7
Term: 2025-2028
9 Cotswold Lane
Victoria, TX 77904
Phone: 361-571-9191



Kathy Bell
Secretary
District 1
Term: 2025-2028
3310 Callis
Victoria, TX 77901
Phone: 361-649-2130



Margaret Pruett
Trustee
District 6
Term: 2025-2028
1802 E. Loma Vista Ave.
Victoria, TX 77901
Phone: 361-532-9942



Bridgette Sutton Marshall
Trustee
District 2
Term: 2024-2027
2002 Bon Aire Avenue
Victoria, TX 77901
Phone: 361-652-3659



BJ Nelson
Trustee
District 3
Term: 2023-2026
244 Riverwood
Victoria, TX 77904
Phone: 361-655-0881



Micah Patton
Trustee
District 4
Term: 2024-2027
203 Lansdown
Victoria, TX 77904
Phone: 361-649-9407

Welcome!

Welcome to the Victoria Independent School District! We know you have many choices when it comes to employers, and we appreciate you choosing VISD!



For additional assistance with or questions about information contained within this *Employee Compensation Plan*, please contact the Human Resources Department at 361-788-9228 or human.resources@visd.net.

HR Staff:

Chief of Innovation & HR –Melissa Correll

Directors – Landon Zamykal and Jennifer McIntyre

Employee Benefits Coordinator – Tracy Beck

Secretaries – Shawn Depine, Yvonne Frederick, Michelle Linares, Serena Aguirre, Spring Ganem

2026-2027 Academic Calendar



July 2026						
S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

August 2026						
S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

September 2026						
S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

October 2026						
S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

November 2026						
S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					

December 2026						
S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

Graduation

May 26: VISD Success Academy
May 27: Victoria East High School
May 28: Victoria West High School

July 13-16	IC Institutes
July 20-21	Literacy & Numeracy Institutes
July 22-23	Administrative Renewal
July 27-30	CONNECT Conference
Aug 3-7, 10 & 11	Staff Back-to-School Days
Aug 12	First Day of School for Students
Sept 7	Labor Day - Student/Staff Holiday
Oct 9	Student Holiday/Staff PD & Work Day
Oct 12	Columbus Day - Student/Staff Holiday
Nov. 11	Veteran's Day - Student/Staff Holiday
Nov 23-27	Fall Break
Dec 18	Student Holiday/Staff PD & Work Day
Dec 21-Jan 1	Winter Break
Jan 4	Staff PD & Work Day
Jan 5	Students Return to School
Jan 18	MLK, Jr. Day - Student/Staff Holiday
Feb 15	President's Day - Student/Staff Holiday
March 12	Student Holiday/Staff PD & Work Day
March 15-19	Spring Break
March 26 & 29	Easter - Student/Staff Holiday
May 3	Student/Staff Holiday
May 27	Last Day of School for Students
May 28	Teacher Work Days
May 31	Memorial Day - Staff Holiday

76,125 min

175 Student Days - 435 minutes per day

of PD / instructional planning days: 7.5

of teacher work days: 4.5

Calendar Key

	New Teacher Induction Days
	Staff Back-to-School Days
	Prof. Learning/Instructional Planning
	Teacher Work Days
	Staff PD & Work Day (1/2 Each)
	State Assessment Testing Window
	Student & Staff Holiday

Possible Make Up Days if Needed:

Jan. 18, Feb. 15, Mar. 29

School Start and End Times

ECC at F.W. Gross 7:45-3 p.m.
Elem. Schools: 8 a.m. - 3:15 p.m.
Middle Schools: 8:30 a.m. - 3:45 p.m.
High Schools: 7:30 a.m.- 2:50 p.m.

Reporting Period Information

Aug 12-Oct 8: 1st Grading Period (41 Days)
Oct 13-Dec 17: 2nd Grading Period (42 Days)
Jan 5-Mar 11: 3rd Grading Period (46 Days)
Mar 22-May 27: 4th Grading Period (46 Days)

January 2027						
S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

February 2027						
S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28						

March 2027						
S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

April 2027						
S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	

May 2027						
S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

June 2027						
S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

Monthly Pay Schedule

Extra Duty and Leave Reporting Period	No. of Days	Report Due	Payroll Date
Aug. 01 - Aug. 31	21 (12 mo.)	Sept. 01	*Sept. 25 - Fri.
Report 187 day personnel for 21 days beginning Aug. 4 and ending Aug. 31			
Sept. 01 - Sept. 30	21	Oct. 01	Oct. 26 - Mon.
Oct. 01 - Oct. 31	21	Nov. 02	* Nov. 20 - Fri.
Nov. 01 - Nov. 30	15	Dec. 01	* Dec. 18 - Fri.
Dec. 01 - Dec. 31	14	Jan. 04	* Jan. 22 - Fri.
Jan. 01 - Jan. 31	19	Feb. 01	Feb. 26 - Fri.
Feb. 01 - Feb. 28	19	Mar. 01	* Mar. 25 - Thur.
Mar. 01 - Mar. 31	16	Apr. 01	Apr. 26 - Mon.
Apr. 01 - Apr. 30	22	May. 04	May 26 - Wed..
May 01 - May 31	19	Jun. 01	* June 25 - Fri.
June 01 - June 30	22	Jul. 01	July 26 - Mon.
July 01 - July 31	23	Aug. 02	* Aug. 18 - Wed.

Time Clock must be completed on a **DAILY BASIS** - (Missed punches and approvals).

SmartFind Express must be completed on a **DAILY BASIS** by 9:00 A.M.

Biweekly Extra Duty - Spreadsheets & Time Cards are due every Friday.

Monthly Extra Duty- Due by the 3rd of each month.

Spreadsheets - Must be submitted in Excel format and emailed to: Payroll@visd.net. Also, the original spreadsheets must be sent to the Payroll Department with signatures and timecards.

Pay date changes are noted with an asterisk (*).

Bi-Weekly Pay Schedule

Work Period (14 Days)	Report Due Dates		Pay Day (Thursday)	Insurance Deductions taken every Paycheck except noted.
Aug. 16 - Aug. 29 Aug. 30 - Sept. 12	Aug. 31 Sept. 14		Sept. 03 Sept. 17	
Sept. 13 - Sept. 26 Sept. 27 - Oct. 10	Sept. 28 Oct. 09	Friday by 12:00 p.m.	Oct. 01 Oct. 15	
Oct. 11 - Oct. 24 Oct. 25 - Nov. 07 Nov. 08 - Nov. 21	Oct. 26 Nov. 09 Nov. 20	Friday by 12:00 p.m.	Oct. 29 Nov. 12 Nov. 25 Wed	18 Pays Only
Nov. 22 - Dec. 05 Dec. 06 - Dec. 19	Dec. 07 Dec. 18	Friday by 12:00 p.m.	Dec. 10 Dec. 24 Wed	
Dec. 20 - Jan. 02 Jan. 03 - Jan. 16	Jan. 04 Jan. 15	Friday by 12:00 p.m.	Jan. 07 Jan. 21	24 Pays Only
Jan. 17 - Jan. 30 Jan. 31 - Feb. 13	Feb. 01 Feb. 12	Friday by 12:00 p.m.	Feb. 04 Feb. 18	
Feb. 14 - Feb. 27 Feb. 28 - Mar. 13	Mar. 01 Mar. 12	Friday by 12:00 p.m.	Mar. 04 Mar. 18	
Mar. 14 - Mar. 27 Mar. 28 - Apr. 10	Mar. 30 Apr. 12		Apr. 01 Apr. 15	
Apr. 11 - Apr. 24 Apr. 25 - May 08 May 09 - May 22	Apr. 26 May 10 May 24		Apr. 29 May 13 May 27	No Deductions
May 23 - Jun. 05 Jun. 06 - Jun. 19	Jun. 07 Jun. 21		Jun. 10 Jun. 24	24 Pays Only 24 Pays Only
Jun. 20 - Jul. 03 Jul. 04 - Jul. 17	July 05 July 19		Jul. 08 Jul. 22	24 Pays Only 24 Pays Only
Jul. 18 - Jul. 31 Aug. 01 - Aug. 14	Aug. 02 Aug. 16		Aug. 05 Aug. 19	24 Pays Only 24 Pays Only

All time clock data must be completed by 9:00 a.m. on the report due date.	Paid holidays are listed below (as applicable to your employment calendar).	260+ day employees are also eligible to earn up to 10 paid vacation days. (DEC-R)
*Friday due dates must be completed by 12:00 p.m.	September 07 - Labor Day November 26 & 27 - Thanksgiving December 24 & 25 - Christmas January 01 - New Year	January 18 - Martin Luther King Day March 26 - Good Friday March 29 - Easter Monday May 31 - Memorial Day
All Substitutes will follow the Biweekly Pay Schedule including Extra Duty timesheets.		

Professional and Administrative (Exempt) Staff Salary Notes

PURPOSE

The pay systems for professional and administrative personnel shall be approved by the Board of Trustees and shall comply with all minimum pay entitlements established by state and federal law. In order to pay employees fairly and attract and retain qualified employees, local pay systems shall be based on the assessed worth of jobs and shall be administered to support the following objectives:

- To stay competitive with appropriate labor markets for the various categories of personnel
- To recognize the levels of skill, effort, and responsibility required of different jobs
- To reward continued length of service to the district and
- To be fiscally controlled and cost-effective

PAY STRUCTURE

The pay structure for all exempt personnel shall be established and maintained by daily base rates to promote consistent treatment of employees who have different work year periods. The pay structure for each position shall be based on a "Teacher Model" to recognize years of work history and updated based on a thorough review of the job's worth when compared with similar jobs at other school districts within the region. Information provided by an outside agency, personnel staff, and other district officials is carefully reviewed before determining pay structure for positions. The superintendent or designee shall determine job classification or reclassification of positions based on an assessment of job requirements and comparability to other positions within the district and region. The only administrator authorized to make deviations to the Professional and Administrative Staff Salary Guides is the Superintendent. Employees compensated on the teacher salary schedules will be eligible to receive additional pay when he/she holds a master's or doctoral degree but only if the employee: holds a current SBEC Standard Certificate, is hired under a School District Teaching Permit (SDTP), or is employed as a school nurse and holds a current RN license.

PAY RANGE ADVANCEMENT

Pay ranges are established to provide opportunities to determine salaries upon hiring and to increase salaries of employees for continued satisfactory service to the district when the district budget allows and upon Board approval. Employees may advance within the pay range according to the amount of increase established from year to year by the Board of Trustees.

NEW HIRE SALARY PLACEMENT

New employees must provide evidence of job-related professional work experience at the time of employment in order to be appropriately placed in a pay range. The salary guides shall determine salary placement based on experience allotted.

PAY CYCLE

The pay cycle will be determined by the job's exemption status. Salaried, professional jobs are paid MONTHLY on the 26th of each month. The time in which employees receive pay will align with when the work is completed. Specific pay calendars will be distributed each year by the VISD Payroll Office.

PROMOTION

Employees within the district may be promoted to a new job position with a higher salary guide. When being placed in a higher salary paygrade, the salary will be based on the employee's experience in the same or similar job and/or years of experience in education.

DEMOTION

A voluntary demotion in position will require that the employee earn the salary associated with the paygrade of the new position. An involuntary demotion or reassignment determined by VISD may or may not result in the employee retaining his/her existing salary. The time of year and amount of notice given to the employee regarding the involuntary demotion or reassignment will be factored into the salary decisions.

RETIRE-REHIRE

All retire/rehire employees' salaries will be established and maintained by daily or hourly base rates according to the position and years of work experience. Retire/rehire employees are responsible for contacting TRS for updated rules and guidelines related to returning to work. If you are receiving or have received retirement benefits through the Teacher Retirement System of Texas (TRS) or any other retirement program (Retirement Benefits):

- a. The District cannot and does not make any guarantees regarding your continued right to receive the Retirement Benefits.
- b. You are relying on your own investigation and understanding of the law and upon the guidelines, rules, and regulations regarding employment after retirement of the program(s) under which you retired. You are not relying on any statements made by the District regarding the effect of District employment on your Retirement Benefits.
- c. You agree not to sue or otherwise bring any claim against the District, its Board of Trustees, its Superintendent, or any other employee or agent of the District for any loss or reduction in the value of your Retirement Benefits.
- d. If you retired under the TRS, the District must report your employment to the TRS. You agree not to sue or otherwise bring any claim against the District, its Board of Trustees, its Superintendent, or any other employee or agent of the District based on such reports.

STIPENDS AND SUPPLEMENTAL PAY

The total salary for an employee who earns a stipend and/or supplemental pay shall be calculated by adding the annual base salary plus the stipend and/or supplemental pay. The campus principal / department director will assign persons accordingly. Stipends and supplemental pay are not guaranteed from one year to the next. Stipends and supplemental pay are provided to employees for performing extra duties beyond the regular campus workday or employment day schedule. **Individuals should not be assigned extra duties that will overlap each other.** Exceptions may be made on an individual basis by the Superintendent upon receipt of a written recommendation submitted by the employee's campus principal / department director.

CREDITABLE YEARS OF SERVICE

Creditable years of service are calculated in accordance with rules set by the Commissioner of Education.

Classroom Teacher Employment Dates

-Employment Calendars and Pay Cycles

8/3/26 – 5/28/27 (187 Days – Sept)
Athletic Trainer
BRIDGE Classroom Instructor
Classroom Teacher includes Elementary & Secondary as well as Adaptive P.E.; Deaf Ed. or Hard-of-Hearing Itinerant; Dual Credit; Dyslexia Providers of Instruction (Itinerant); GT; Ready-Set-Learn; Special Education; Special Education Homebound; STEM Makerspace
CTE Teacher: Agriculture Science (187); College Career Exploration; Professional Communication; Arts Audio/Video Technology; Business Marketing & Finance; Teaching & Training; Engineering; Health Science; Information Technology; Family Consumer Science; Construction Technology; Science-Anatomy & Physiology, Forensic Science
HOSTS Instructor
JJC Transition Mentor

7/27/26 – 5/28/27 (192 Days – Aug)
CTE Teacher: Auto Technology, Cosmetology, Health Science, Law Enforcement, Construction Technology

7/22/26 – 6/4/27 (off on 7/23/26) (197 Days – Aug)
CTE Teacher: Career-Prep; GT Lead Teacher

7/6/26 – 6/17/27 (220 Days – Aug)
CTE Teacher: Agriculture Science; Agriculture Equipment Design/Fabrication

Classroom Teacher (PEIMS 087) Hiring & Salary Schedule

-Annual salary based on 187 Days of Employment. To calculate annual salary for a different number of employment days, multiply daily rate shown for 2026-2027 times the number of actual employment days. Current year's salary is found in column labeled **2026-2027 Teacher Scale**. Must hold a bachelor's degree (minimum).

2024-2025			2025-2026					2026-2027					
Years of Experience	Step	2024-2025 Base Scale	Years of Experience	Step	TRA HB2 State Funded Raise	Local Increase	2025-2026 Teacher Scale	Years of Experience	Step	Remaining Amount Needed to Increase to TRA Requirement	Local Increase	2026-2027 Teacher Scale	Daily Rate
								0 - Non-Certified	1		\$150	\$50,150	\$268.18
								0 - Certified	1		\$650	\$50,650	\$270.86
			0	1	\$ -	\$ 1,000	\$50,000	1	2		\$1,150	\$51,150	\$273.53
0	1	\$49,000	1	2	\$ -	\$ 1,500	\$50,500	2	3		\$1,150	\$51,650	\$276.20
1	2	\$49,333	2	3	\$ -	\$ 1,500	\$50,833	3	4	\$1,000	\$1,150	\$52,983	\$283.33
2	3	\$49,633	3	4	\$ 2,500	\$ -	\$52,133	4	5		\$1,150	\$53,283	\$284.94
3	4	\$50,567	4	5	\$ 2,500	\$ -	\$53,067	5	6	\$2,500	\$1,150	\$56,717	\$303.30
4	5	\$51,267	5	6	\$ 5,000	\$ -	\$56,267	6	7		\$1,150	\$57,417	\$307.04
5	6	\$52,998	6	7	\$ 5,000	\$ -	\$57,998	7	8		\$1,150	\$59,148	\$316.30
6	7	\$53,298	7	8	\$ 5,000	\$ -	\$58,298	8	9		\$1,150	\$59,448	\$317.90
7	8	\$53,598	8	9	\$ 5,000	\$ -	\$58,598	9	10		\$1,150	\$59,748	\$319.51
8	9	\$53,898	9	10	\$ 5,000	\$ -	\$58,898	10	11		\$1,150	\$60,048	\$321.11
9	10	\$54,198	10	11	\$ 5,000	\$ -	\$59,198	11	12		\$1,150	\$60,348	\$322.72
10	11	\$54,598	11	12	\$ 5,000	\$ -	\$59,598	12	13		\$1,150	\$60,748	\$324.86
11	12	\$55,098	12	13	\$ 5,000	\$ -	\$60,098	13	14		\$1,150	\$61,248	\$327.53
12	13	\$55,598	13	14	\$ 5,000	\$ -	\$60,598	14	15		\$1,150	\$61,748	\$330.20
13	14	\$55,998	14	15	\$ 5,000	\$ -	\$60,998	15	16		\$1,150	\$62,148	\$332.34
14	15	\$56,398	15	16	\$ 5,000	\$ -	\$61,398	16	17		\$1,150	\$62,548	\$334.48
15	16	\$56,798	16	17	\$ 5,000	\$ -	\$61,798	17	18		\$1,150	\$62,948	\$336.62
16	17	\$57,198	17	18	\$ 5,000	\$ -	\$62,198	18	19		\$1,150	\$63,348	\$338.76
17	18	\$57,698	18	19	\$ 5,000	\$ -	\$62,698	19	20		\$1,150	\$63,848	\$341.43
18	19	\$58,098	19	20	\$ 5,000	\$ -	\$63,098	20	21		\$1,150	\$64,248	\$343.57
19	20	\$58,498	20	21	\$ 5,000	\$ -	\$63,498	21	22		\$1,150	\$64,648	\$345.71
20	21	\$58,898	21	22	\$ 5,000	\$ -	\$63,898	22	23		\$1,150	\$65,048	\$347.85
21	22	\$59,398	22	23	\$ 5,000	\$ -	\$64,398	23	24		\$1,150	\$65,548	\$350.52
22	23	\$59,993	23	24	\$ 5,000	\$ -	\$64,993	24	25		\$1,150	\$66,143	\$353.71
23	24	\$60,673	24	25	\$ 5,000	\$ -	\$65,673	25	26		\$1,150	\$66,823	\$357.34
24	25	\$60,973	25	26	\$ 5,000	\$ -	\$65,973	26	27		\$1,150	\$67,123	\$358.95
25	26	\$61,273	26	27	\$ 5,000	\$ -	\$66,273	27	28		\$1,150	\$67,423	\$360.55

2024-2025			2025-2026					2026-2027					
Years of Experience	Step	2024-2025 Base Scale	Years of Experience	Step	TRA HB2 State Funded Raise	Local Increase	2025-2026 Teacher Scale	Years of Experience	Step	Remaining Amount Needed to Increase to TRA Requirement	Local Increase	2026-2027 Teacher Scale	Daily Rate
26	27	\$61,673	27	28	\$ 5,000	\$ -	\$66,673	28	29		\$1,150	\$67,823	\$362.69
27	28	\$62,673	28	29	\$ 5,000	\$ -	\$67,673	29	30		\$1,150	\$68,823	\$368.04
28	29	\$63,173	29	30	\$ 5,000	\$ -	\$68,173	30	31		\$1,150	\$69,323	\$370.71
29	30	\$63,673	30	31	\$ 5,000	\$ -	\$68,673	31	32		\$1,150	\$69,823	\$373.39
30	31	\$64,196	31	32	\$ 5,000	\$ -	\$69,196	32	33		\$1,150	\$70,346	\$376.18
31	32	\$65,001	32	33	\$ 5,000	\$ -	\$70,001	33	34		\$1,150	\$71,151	\$380.49
32	33	\$65,736	33	34	\$ 5,000	\$ -	\$70,736	34	35		\$1,150	\$71,886	\$384.42
33	34	\$66,466	34	35	\$ 5,000	\$ -	\$71,466	35	36		\$1,150	\$72,616	\$388.32
34	35	\$67,149	35	36	\$ 5,000	\$ -	\$72,149	36	37		\$1,150	\$73,299	\$391.97
35	36	\$67,774	36	37	\$ 5,000	\$ -	\$72,774	37	38		\$1,150	\$73,924	\$395.32
36	37	\$68,382	37	38	\$ 5,000	\$ -	\$73,382	38	39		\$1,150	\$74,532	\$398.57
37	38	\$68,959	38	39	\$ 5,000	\$ -	\$73,959	39	40		\$1,150	\$75,109	\$401.65
38	39	\$69,474	39	40	\$ 5,000	\$ -	\$74,474	40	41		\$1,150	\$75,624	\$404.41
39	40	\$69,779	40	41	\$ 5,000	\$ -	\$74,779	41	42		\$1,150	\$75,929	\$406.04
40	41	\$69,879	41	42	\$ 5,000	\$ -	\$74,879	42	43		\$1,150	\$76,029	\$406.57
41	42	\$69,984	42	43	\$ 5,000	\$ -	\$74,984	43	44		\$1,150	\$76,134	\$407.13
42	43	\$70,089	43	44	\$ 5,000	\$ -	\$75,089	44	45		\$1,150	\$76,239	\$407.70
43	44	\$70,194	44	45	\$ 5,000	\$ -	\$75,194	45	46		\$1,150	\$76,344	\$408.26
44	45	\$70,302	45	46	\$ 5,000	\$ -	\$75,302	46	47		\$1,150	\$76,452	\$408.83
45	46	\$70,512	46	47	\$ 5,000	\$ -	\$75,512	47	48		\$1,150	\$76,662	\$409.96
46	47	\$70,717	47	48	\$ 5,000	\$ -	\$75,717	48	49		\$1,150	\$76,867	\$411.05
47	48	\$70,922	48	49	\$ 5,000	\$ -	\$75,922	49+	50		\$1,150	\$77,072	\$412.15
48	49	\$70,922											

IMPORTANT NOTES:

- A. The salaries listed above are for the 2026-2027 school year. The 2026-2027 salary scales should not be used to determine the VISD 2027-2028 salary schedule. Salary plans are determined on an annual basis and salary advancement is not guaranteed. Pay increases are based on the annual budget approved by the Board of Trustees.
- B. Uncertified Teachers will remain on step 1 until certification is completed.
- C. Holding a valid Master's degree results in an additional \$1,000 -- which is added to the Bachelor's annual salary.
- D. Holding a valid Doctoral degree results in an additional \$2,000 -- which is added to the Bachelor's annual salary.
- E. The District contributes \$350 per month (\$4,200 annually) toward the health insurance premium per participating eligible employee.
- F. If an employee on this salary schedule has more than 49 years of experience, he/she will be paid at step 50.

Teacher Incentive Allotment

For any funds received by Victoria Independent School District (VISD) under the Teacher Incentive Allotment (TIA) for a designated teacher, ninety percent (90%) of the allotment shall be paid directly to the designated teacher in accordance with the VISD Teacher Incentive Allotment Handbook. Payout calculations are conducted when payout amounts are released in the Strategic Compensation Operations Management System (SCOMS) following the performance year; incentives are paid out in July to all designated teachers as a one-time incentive payment, subject to the Texas Teacher Retirement System (TRS) and other standard deductions.

The remaining ten percent (10%) shall be retained at the district level and used to support costs associated with implementation and sustainability of the TIA system, including but not limited to supporting teachers in earning designations, recruiting teachers who hold TIA designations from other districts, and administrative or programmatic support expenses.

For the 2026–2027 school year, teachers who earned a TIA designation in another district and subsequently become employed by VISD may not receive a TIA payout during their first year with the district. Because VISD will not have received TIA funds for these teachers prior to their employment, the district will determine whether the teacher received an allotment from their previous district and whether VISD will provide any allocation using district funds. Newly transferred teachers are not guaranteed a TIA payout during their first year of employment with VISD.

Annual Teacher Attendance Incentive

As per DEC (LOCAL):

Each classroom teacher in an assignment that normally requires a substitute shall be eligible for an annual attendance incentive if he or she is absent fewer than five workdays per school year.

Absences for bona fide religious holy days shall not count against the employee in determining eligibility for the attendance incentive. The attendance incentive shall be paid at a rate established by the Board. The rate shall be in effect until a new rate is adopted. Any changes to the rate shall apply beginning with the school year following the adoption of the rate change.

Classroom teachers who qualify for this attendance incentive will be paid

\$80 per day for up to 5 days (\$400 maximum) in their June paycheck.

Additional Classroom Teacher Salary Schedule Notes

1. Salaries are determined individually with consideration for job-related experience and credentials.
2. House Bill 2 from 89 th Legislative Session: Teachers with 3-4 years of teaching experience earn an additional \$2,500. Teachers with 5 or more years of teaching experience earn an additional \$5,000. These amounts are already included in and reflected in the above salary schedule. To be eligible to receive this HB2 allotment, the teacher must instruct students a minimum of 4 hours per day.
3. <u>Non-Certified Teacher:</u> a. <u>Alternative Certification Program (ACP) Teacher</u> - Compensation will be set at 100% of a first-year teacher's daily rate (i.e. zero years of experience based on the teacher salary schedule approved by the School Board for the 2026-27 school year.) ACP Teachers are paid on a monthly basis on the 26th of each month. If an ACP Teacher is employed after August 3, 2026 or leaves employment prior to May 28, 2027, his/her annual compensation will be pro-rated based on the actual number of days employed during the 2026-2027 school year. <i>NOTE: the month you will receive your first paycheck is based on your start date—please contact the VISD Payroll Office at 361-788-9218 to verify the date of your first paycheck.</i> To be eligible for this level of compensation (100%), the ACP Teacher must: have already provided the HR Office OR be able to provide the HR Office within one calendar month from the date of hire written proof of enrollment in an Alternative Certification Program (ACP) to obtain teacher certification. If this proof is not provided by this deadline, the ACP Teacher's salary will automatically decrease to 75% of a first-year teacher's daily rate, as per the 2026-27 VISD Employee Compensation Plan. It is only upon being accepted and enrolled into an ACP and providing proof to the HR Office that the ACP Teacher's daily pay reverts back to 100% of a first-year teacher's daily rate. If the ACP Teacher is still employed with the district for the following school year but no longer holds either an Intern or Standard Certificate, his/her pay will be reduced to 75% of a first-year teacher's daily rate. Upon earning the Intern or Standard Certificate, the daily rate will revert back to 100% of a first-year teacher's daily rate effective as of the Standard Certificate's issue date. ACP Teachers remain on Pay Step 1 until they obtain their Intern or Standard Certificate regardless of the number of years he/she has taught. The ACP Teacher must also hold an Intern or Standard Certificate for at least one full semester in order to advance to Pay Step 2 the following school year. Finally, ACP Teachers do not receive credit for holding a master's degree until they also hold a Standard Certificate. b. <u>BRIDGE Classroom Instructor</u> - Compensation will be set at 75% of a first-year teacher's daily rate (i.e. zero years of experience based on the teacher salary schedule approved by the School Board for the 2026-2027 school year.) Classroom Instructors are paid on a monthly basis on the 26th of each month. If a Classroom Instructor is employed after August 3, 2026 or leaves employment prior to May 28, 2027, his/her annual compensation will be pro-rated based on the actual number of days employed during the 2026-2027 school year. <i>NOTE: the month you will receive your first paycheck is based on your start date—please contact the VISD Payroll Office at 361-788-9218 to verify the date of your first paycheck.</i> Upon graduating with a bachelor's degree, the Classroom Instructor will become eligible to be paid 100% of a first-year teacher's daily rate (Pay Step 1) for the remaining days of employment. He/she also becomes an ACP Teacher at this point (see above). c. <u>CTE Teacher</u> - CTE Teachers with assignment-related experience will be placed on the teacher salary schedule based on work experience that is directly related to the career and technical field in which he/she will be teaching. The CTE teacher will receive 1 year of placement credit on the teacher pay scale for every one (1) full-year of work-related experience up to 10 years (acceptable, valid proof of work is required) and one (1) year of placement credit on the teacher pay scale will be awarded for every two (2) full years of work-related

experience for more than 10 years (acceptable, valid proof of work is required) up to the teacher hiring schedule maximum, as per the Board adopted 2026-2027 VISD Employee Compensation Plan.

The following Commissioner's Rules on Creditable Years of Service (section 153.1021) will also apply for determining the salary for a certified career and technology education (CTE) teachers: In accordance with TEC 21.403, effective with the 1982-83 school year, certified career and technology education teachers employed for at least 50% of the time in an approved career and technology position may count up to two years of work experience for salary increment purposes if the work experience was required for career and technology certification. (1) For purposes of this section, an emergency teaching permit shall be the equivalent of a teacher certificate. (2) Once credit for work experience has been granted, the credit shall be continued regardless of the position held. For personnel granted credit under this section whose employment is split between career and technology and non-career and technology positions, the years granted shall apply to both the career and technology and the non-career and technology positions.

Non-Classroom Teacher Employment Dates

-Employment Calendars and Pay Cycles

8/3/26 – 5/28/27 (187 Days – Sept)
Registered Nurse

7/28/26 – 5/28/27 (190 Days – Aug)
Speech Language Pathologist-Asst. (SLP-A)

7/28/26 – 6/3/27 (193 Days – Aug)
Librarian or Library Media Teacher (Elem, MS)

7/22/26 – 6/4/27 (off on 7/23/26) (197 Days – Aug)		
Campus Instructional Coach	Digital Learning Coach	Emergent Bilingual (EB) Compliance & Intervention Facilitator
SE Instructional Coach	STEM Facilitator	STEM Outreach Coordinator

7/27/26 – 6/17/27 (205 Days – Aug)
Librarian or Library Media Teacher (HS)

8/3/26 – 6/28/27 (207 Days – Aug)	
Campus Testing Coordinator (VEHS/VWHS)	Campus Testing Coordinator/Instructional Coach (VSA/DAEP)

Non-Classroom Teacher Hiring & Salary Schedule

-Annual salary based on 187 Days of Employment. To calculate the annual salary for a different number of employment days, multiply the appropriate daily rate times the number of actual employment days. Must hold a bachelor's degree (minimum).

Years of Experience	Step	Bachelor's	Daily Rate	Master's	Daily Rate	Doctorate	Daily Rate
0	1	\$50,150	\$268.18	\$51,150	\$273.53	\$52,150	\$278.88
1	2	\$51,150	\$273.53	\$52,150	\$278.88	\$53,150	\$284.22
2	3	\$51,650	\$276.20	\$52,650	\$281.55	\$53,650	\$286.90
3	4	\$51,983	\$277.98	\$52,983	\$283.33	\$53,983	\$288.68
4	5	\$52,283	\$279.59	\$53,283	\$284.94	\$54,283	\$290.28
5	6	\$53,217	\$284.58	\$54,217	\$289.93	\$55,217	\$295.28
6	7	\$53,917	\$288.33	\$54,917	\$293.67	\$55,917	\$299.02
7	8	\$55,648	\$297.58	\$56,648	\$302.93	\$57,648	\$308.28
8	9	\$55,948	\$299.19	\$56,948	\$304.53	\$57,948	\$309.88
9	10	\$56,248	\$300.79	\$57,248	\$306.14	\$58,248	\$311.49
10	11	\$56,548	\$302.40	\$57,548	\$307.74	\$58,548	\$313.09
11	12	\$56,848	\$304.00	\$57,848	\$309.35	\$58,848	\$314.70
12	13	\$57,248	\$306.14	\$58,248	\$311.49	\$59,248	\$316.83
13	14	\$57,748	\$308.81	\$58,748	\$314.16	\$59,748	\$319.51
14	15	\$58,248	\$311.49	\$59,248	\$316.83	\$60,248	\$322.18
15	16	\$58,648	\$313.63	\$59,648	\$318.97	\$60,648	\$324.32
16	17	\$59,048	\$315.76	\$60,048	\$321.11	\$61,048	\$326.46
17	18	\$59,448	\$317.90	\$60,448	\$323.25	\$61,448	\$328.60
18	19	\$59,848	\$320.04	\$60,848	\$325.39	\$61,848	\$330.74
19	20	\$60,348	\$322.72	\$61,348	\$328.06	\$62,348	\$333.41
20	21	\$60,748	\$324.86	\$61,748	\$330.20	\$62,748	\$335.55
21	22	\$61,148	\$326.99	\$62,148	\$332.34	\$63,148	\$337.69
22	23	\$61,548	\$329.13	\$62,548	\$334.48	\$63,548	\$339.83
23	24	\$62,048	\$331.81	\$63,048	\$337.16	\$64,048	\$342.50
24	25	\$62,643	\$334.99	\$63,643	\$340.34	\$64,643	\$345.68
25	26	\$63,323	\$338.63	\$64,323	\$343.97	\$65,323	\$349.32
26	27	\$63,623	\$340.23	\$64,623	\$345.58	\$65,623	\$350.93
27	28	\$63,923	\$341.83	\$64,923	\$347.18	\$65,923	\$352.53
28	29	\$64,323	\$343.97	\$65,323	\$349.32	\$66,323	\$354.67
29	30	\$65,323	\$349.32	\$66,323	\$354.67	\$67,323	\$360.02
30	31	\$65,823	\$351.99	\$66,823	\$357.34	\$67,823	\$362.69
31	32	\$66,323	\$354.67	\$67,323	\$360.02	\$68,323	\$365.36
32	33	\$66,846	\$357.47	\$67,846	\$362.81	\$68,846	\$368.16
33	34	\$67,651	\$361.77	\$68,651	\$367.12	\$69,651	\$372.47
34	35	\$68,386	\$365.70	\$69,386	\$371.05	\$70,386	\$376.40
35	36	\$69,116	\$369.60	\$70,116	\$374.95	\$71,116	\$380.30
36	37	\$69,799	\$373.26	\$70,799	\$378.60	\$71,799	\$383.95
37	38	\$70,424	\$376.60	\$71,424	\$381.95	\$72,424	\$387.29
38	39	\$71,032	\$379.85	\$72,032	\$385.20	\$73,032	\$390.55
39	40	\$71,609	\$382.94	\$72,609	\$388.28	\$73,609	\$393.63

40	41	\$72,124	\$385.69	\$73,124	\$391.04	\$74,124	\$396.39
41	42	\$72,429	\$387.32	\$73,429	\$392.67	\$74,429	\$398.02
42	43	\$72,529	\$387.86	\$73,529	\$393.20	\$74,529	\$398.55
43	44	\$72,634	\$388.42	\$73,634	\$393.76	\$74,634	\$399.11
44	45	\$72,739	\$388.98	\$73,739	\$394.33	\$74,739	\$399.67
45	46	\$72,844	\$389.54	\$73,844	\$394.89	\$74,844	\$400.24
46	47	\$72,952	\$390.12	\$73,952	\$395.47	\$74,952	\$400.81
47	48	\$73,162	\$391.24	\$74,162	\$396.59	\$75,162	\$401.94
48	49	\$73,367	\$392.34	\$74,367	\$397.68	\$75,367	\$403.03
49	50	\$73,572	\$393.43	\$74,572	\$398.78	\$75,572	\$404.13

IMPORTANT NOTES:

- A. The salaries listed above are for the 2026-2027 school year. The 2026-2027 salary scales should not be used to determine the VISD 2027-2028 salary schedule. Salary plans are determined on an annual basis and salary advancement is not guaranteed. Pay increases are based on the annual budget approved by the Board of Trustees.
- B. Uncertified Teachers will remain on step 1 until certification is completed.
- C. Holding a valid Master's degree results in an additional \$1,000 -- which is added to the Bachelor's annual salary.
- D. Holding a valid Doctoral degree results in an additional \$2,000 -- which is added to the Bachelor's annual salary.
- E. The District contributes \$350 per month (\$4,200 annually) toward the health insurance premium per participating eligible employee.
- F. If an employee on this salary schedule has more than 49 years of experience, he/she will be paid at step 50.

Part-Time Instructional Staff

-Employment Calendars and Pay Cycles

\$40.00 per hour (certified)	\$35.00 per hour (degreed but non-certified)
- part-time is defined as: at-will, hourly, works less than 20 hours per week - works set number of hours per school day according to assigned employment calendar - campus principal has flexibility to schedule part-time intervention teacher's exact work hours within the allocated weekly allotment of hours based on designated employment calendar - uses MOU & TimeClock - refer to page 43 "Non-Benefit Employees"	

9/2/26 – 5/6/27 (145 Days – Sept)	
Part-time Intervention Teacher (145)	Teacher Coach

8/12/26 – 5/20/27 (170 Days – Sept)	
Part-time Intervention Teacher (170)	Teacher Coach

8/3/26 – 5/28/27 (187 Days – Sept)	
Part-time Intervention Teacher (187)	Teacher Coach

Principal and Assistant Principal

-Salary Hiring Guide*, Employment Calendars and Pay Cycles

Pay Grade 1			
	Minimum	Midpoint	Maximum
Days	\$309.63	\$373.16	\$433.03
203	\$62,855	\$75,751	\$87,904

Job Title	Employment Dates	Calendar/ Pay Cycle
Assistant Principal, Elem.	7/22/26-6/10/27	203 (Aug)

Pay Grade 2			
	Minimum	Midpoint	Maximum
Days	\$327.37	\$394.71	\$458.18
203	\$66,456	\$80,126	\$93,010
210	\$68,748	\$82,889	\$96,218

Job Title	Employment Dates	Calendar/ Pay Cycle
Assistant Principal, MS	7/22/26-6/10/27	203 (Aug)
Assistant Principal, STEM Program (MS)		

Pay Grade 3			
	Minimum	Midpoint	Maximum
Days	\$354.97	\$428.22	\$497.27
210	\$74,543	\$89,925	\$104,426
220	\$78,093	\$94,208	\$109,399

Job Title	Employment Dates	Calendar/ Pay Cycle
Assistant Principal, HS	7/13/26-6/10/27	210 (Aug)
Associate Principal, HS	7/6/26-6/17/27	220 (Aug)
Principal, CTE Center / CTE Career Readiness Specialist	7/13/26-6/10/27	210 (Aug)

Pay Grade 4			
	Minimum	Midpoint	Maximum
Days	\$359.07	\$432.36	\$501.41
220	\$78,995	\$95,119	\$110,310

Job Title	Employment Dates	Calendar/ Pay Cycle
Principal, Elem.	7/6/26-6/17/27	220 (Aug)

Pay Grade 5			
	Minimum	Midpoint	Maximum
Days	\$389.77	\$469.65	\$544.92
226	\$88,089	\$106,141	\$123,152

Job Title	Employment Dates	Calendar/ Pay Cycle
Principal, MS	7/1/26-6/23/27	226 (July)
Principal, DAEP		
Principal, VSA		

Pay Grade 6			
	Minimum	Midpoint	Maximum
Days	\$439.98	\$530.61	\$616.04
226	\$99,436	\$119,919	\$139,226

Job Title	Employment Dates	Calendar/ Pay Cycle
Principal, HS (East or West)	7/1/26-6/23/27	226 (July)

***IMPORTANT NOTE:**

As part of “Perform other duties as assigned,” campus and district administrators are expected to be present at required student and district activities and events that occur outside of the normal work day and work week AND to complete work outside of normal work hours and employment dates as necessary. The annual salary is inclusive of these expectations.

Administrator-Instructional

-Salary Hiring Guide, Employment Calendars and Pay Cycles

-NPD = Non-Paid Days (See DEC-Regulation)

Pay Grade 1			
	Minimum	Midpoint	Maximum
Days	\$218.43	\$267.85	\$314.65

Job Title	Employment Dates	Calendar/ Pay Cycle
(intentionally left blank)		

Pay Grade 2			
	Minimum	Midpoint	Maximum
Days	\$249.00	\$305.35	\$358.70
187	\$46,564	\$57,100	\$67,076
196	\$48,805	\$59,848	\$70,305
197	\$49,054	\$60,153	\$70,663

Job Title	Employment Dates	Calendar/ Pay Cycle
Facilitator, Student Success (Elementary or HS)	8/3/26-5/28/27	187(Sept)
Facilitator, Student Success (Lead)	7/20/26-5/28/27	197 (Aug)
Liaison, KIDZconnection Transitional Families		
Liaison, SE Parent	7/27/26-6/4/27	196 (Aug)

Pay Grade 3								
	Minimum	Midpoint	Maximum			Minimum	Midpoint	Maximum
Days	\$279.13	\$342.29	\$402.10		Days	\$279.13	\$342.29	\$402.10
187	\$52,197	\$64,009	\$75,193		210	\$58,616	\$71,881	\$84,441
193	\$53,871	\$66,062	\$77,606		211	\$58,896	\$72,224	\$84,843
196	\$54,709	\$67,089	\$78,812		215	\$60,012	\$73,593	\$86,452
197	\$54,988	\$67,431	\$79,214		220	\$61,408	\$75,303	\$88,462
200	\$55,825	\$68,458	\$80,420		226	\$63,082	\$77,358	\$90,875
203	\$56,663	\$69,485	\$81,627					

Job Title	Employment Dates	Calendar/ Pay Cycle
Case Manager, Stronger Connections	7/28/26-9/30/26	45 (Aug)
Coordinator, College Readiness	7/20/26-6/18/27	211 (Aug)
Coordinator, CTE Curr./ IC	7/6/26-6/17/27	220 (Aug)
Coordinator, Deaf Ed. (RDPSD)	7/1/26-6/30/27	226+6 NPD (July)
Coordinator, District Truancy Prevention		
Coordinator, Health Services	7/20/26-6/3/27	200 (Aug)
Coordinator, Highly Mobile & At-Risk Student Programs	7/6/26-6/10/27	215 (Aug)

Coordinator, Student Support (HS)	7/28/26-6/3/27	193 (Aug)
Coordinator, Student and Family Advocacy	7/22/26-6/10/27	203 (Aug)
Dean of Students, Elem		
Facilitator, SE ARD	7/27/26-6/4/27	196 (Aug)
School Psychologist Intern/ Trainee	7/27/26-6/4/27	196 (Aug)
Specialist, Bilingual	7/22/26-6/4/27	197 (Aug)
Specialist, Enviro Science	7/13/26-6/10/27	210 (Aug)
Specialist, SEBS	7/28/26-6/3/27	193 (Aug)
Specialist, SE Orientation & Mobility/VI	8/3/26-5/28/27	187+5 (Aug)

**Pay Grade
4**

	Minimum	Midpoint	Maximum			Minimum	Midpoint	Maximum
Days	\$299.41	\$362.83	\$422.70		Days	\$299.41	\$362.83	\$422.70
187	\$55,989	\$67,850	\$79,046		203	\$60,780	\$73,655	\$85,809
191	\$57,187	\$69,301	\$80,737		210	\$62,876	\$76,195	\$88,768
193	\$57,786	\$70,027	\$81,582		211	\$63,175	\$76,558	\$89,191
196	\$58,684	\$71,116	\$82,850		220	\$65,870	\$79,824	\$92,995
200	\$59,881	\$72,567	\$84,541		226	\$67,666	\$82,001	\$95,531
202	\$60,480	\$73,293	\$85,386					

Job Title	Employment Dates	Calendar/ Pay Cycle
Academic Administrator, JJC	8/3/26-5/28/27	187 (Sept)
Administrator, Bilingual Campus Program	7/22/26-6/10/27	203 (Aug)
Coordinator, District Curriculum (Elementary ELAR, Elementary Math, Secondary ELAR, Secondary Math, K-12 Sci/Soc St, Early Childhood Program)	7/6/26-6/17/27	220 (Aug)
Counselor, Elem	7/28/26-6/3/27	193 (Aug)
Counselor, HS	7/27/26-6/14/27	202 (Aug)
Counselor, HS Head	7/20/26-6/18/27	211 (Aug)
Counselor, MS	7/27/26-6/10/27	200 (Aug)
Counselor, Special Education	7/27/26-6/4/27	196 (Aug)
Dean of Students, MS	7/22/26-6/10/27	203 (Aug)
Educational Diagnostician	7/27/26-6/4/27	196 (Aug)
School Psychologist		
Specialist, Bilingual Program	7/1/26-6/30/27	226+6 NPD (July)
Specialist (Behavior, Dyslexia)	7/13/26-6/10/27	210 (Aug)
Specialist (Elementary College & Career Readiness, Professional Learning, Teaching & Learning)	7/1/26-6/30/27	226+6 NPD (July)
Specialist, Licensed SEBS	7/28/26-6/3/27	193 (Aug)
Specialist, Stronger Connections Grant	7/13/26-9/30/26	57 (Aug)
Speech Language Pathologist	7/27/26-5/28/27	191+2 (Aug)
Therapist, Occupational or Physical	7/27/26-6/4/27	196+5 (Aug)

Pay Grade 5			
	Minimum	Midpoint	Maximum
Days	\$317.36	\$384.60	\$448.07
210	\$66,646	\$80,766	\$94,095
220	\$69,819	\$84,612	\$98,576
226	\$71,723	\$86,920	\$101,264

Job Title	Employment Dates	Calendar/ Pay Cycle
Coordinator (Assessment, Data Integrity, STEM Pathway & TIA)	7/1/26-6/30/27	226+6 NPD (July)
Coordinator (Boys' Athletic / Head Football Coach, SE--220, Transition)	7/6/26-6/17/27	220 (Aug)
Coordinator, SE -- 210	7/13/26-6/10/27	210 (Aug)
Dean of Students, HS	7/13/26-6/10/27	210 (Aug)

Pay Grade 6			
	Minimum	Midpoint	Maximum
Days	\$345.29	\$418.44	\$487.49
226	\$78,036	\$94,569	\$110,174

Job Title	Employment Dates	Calendar/ Pay Cycle
Director (Advanced Academics, CTE, Counseling, MTSS, Fine Arts, Multilingual Education, P-TECH & College Readiness, State/Federal Programs)	7/1/26-6/30/27	226+6 NPD (July)

Pay Grade 7			
	Minimum	Midpoint	Maximum
Days	\$376.37	\$456.11	\$531.38
226	\$85,060	\$103,082	\$120,093

Job Title	Employment Dates	Calendar/ Pay Cycle
Senior Director, Academic Services	7/1/25 - 6/30/26	226+6 NPD (July)

Pay Grade 8			
	Minimum	Midpoint	Maximum
Days	\$427.19	\$517.69	\$603.12
226	\$96,544	\$116,998	\$136,305

Job Title	Employment Dates	Calendar/ Pay Cycle
Director, Athletics	7/1/26-6/30/27	226+6 NPD (July)
Executive Director (Accountability & Data Systems, Special Services)		

Pay Grade 9			
	Minimum	Midpoint	Maximum
Days	\$525.56	\$629.50	\$727.27
226	\$118,777	\$142,268	\$164,364

Job Title	Employment Dates	Calendar/ Pay Cycle
Asst. Supt. for Academic Services	7/1/26-6/30/27	226+6 NPD (July)
Chief (Elementary Schools or Secondary Schools)	7/1/26-6/30/27	226+6 NPD (July)

Administrator-Business

-Salary Hiring Guide, Employment Calendars and Pay Cycles

-NPD = Non-Paid Days (See DEC-Regulation)

Pay Grade 1			
	Minimum	Midpoint	Maximum
Days	\$180.62	\$221.49	\$260.19
226	\$40,820	\$50,057	\$58,804

Job Title	Employment Dates	Calendar/ Pay Cycle
District Bond Assistant	7/1/26-6/30/27	226+6 NPD (July)
Facilitator, Data Integrity		
Specialist (Digital Media/Videographer)		

Pay Grade 2			
	Minimum	Midpoint	Maximum
Days	\$201.40	\$246.97	\$290.12
226	\$45,516	\$55,815	\$65,567

Job Title	Employment Dates	Calendar/ Pay Cycle
Specialist, Data Systems	7/1/26-6/30/27	226 + 6 NPD (July)

Pay Grade 3			
	Minimum	Midpoint	Maximum
Days	\$251.75	\$308.71	\$362.65
210	\$52,867	\$64,830	\$76,157
220	\$55,384	\$67,917	\$79,784
226	\$56,895	\$69,769	\$81,960

Job Title	Employment Dates	Calendar/ Pay Cycle
Accountant I	7/1/26-6/30/27	226 + 6 NPD (July)
Administrator, Systems		
Asst. Director, Child Nutrition		
Coordinator, Aquatics Center	7/1/26-6/28/27	220 (Aug)
Coordinator (Asset & User Services, Central Supply, Data Mgmt., Maintenance-Mechanical, Maintenance-Operations)	7/1/26-6/30/27	226 + 6 NPD (July)
Manager, Fine Arts Center	7/1/26-6/30/27	226 + 6 NPD (July)
Supervisor, Payroll		

Pay Grade 4			
	Minimum	Midpoint	Maximum
Days	\$297.06	\$364.28	\$427.93
226	\$67,136	\$82,328	\$96,713

Job Title	Employment Dates	Calendar/ Pay Cycle
Accountant (II, Special Programs)	7/1/26-6/30/27	226 + 6 NPD (July)
Administrator, Network		
Coordinator (Communications & Education Foundation, Employee Benefits, Energy Management)		

Pay Grade 5			
	Minimum	Midpoint	Maximum
Days	\$344.59	\$422.57	\$496.40
226	\$77,878	\$95,500	\$112,185

Job Title	Employment Dates	Calendar/ Pay Cycle
Director (Child Nutrition, Maintenance Services, Transportation, HR)	7/1/26-6/30/27	226 + 6 NPD (July)
Executive Director (Communications/PR, Technology)		

Pay Grade 6			
	Minimum	Midpoint	Maximum
Days	\$382.50	\$469.05	\$551.00
226	\$86,445	\$106,005	\$124,525

Job Title	Employment Dates	Calendar/ Pay Cycle
Executive Director, Student, Parent & Community Services	7/1/26-6/30/27	226 + 6 NPD (July)

Pay Grade 7			
	Minimum	Midpoint	Maximum
Days	\$439.88	\$539.42	\$633.67
226	\$99,413	\$121,908	\$143,209

Job Title	Employment Dates	Calendar/ Pay Cycle
Chief (Bond Manager, Innovation & HR)	7/1/26-6/30/27	226 + 6 NPD (July)

Pay Grade 8			
	Minimum	Midpoint	Maximum
Days	\$525.24	\$636.51	\$741.54
226	\$118,704	\$143,851	\$167,588

Job Title	Employment Dates	Calendar/ Pay Cycle
Asst. Supt. for Administrative Services	7/1/26-6/30/27	226 + 6 NPD (July)
Chief Financial Officer		

Paraprofessional, Clerical, Classified (Non-Exempt) Staff Salary Notes:

PURPOSE The pay systems for non-exempt staff shall be approved by the Board of Trustees and shall comply with all minimum pay entitlements established by state and federal law. In order to pay employees fairly and attract and retain qualified employees, local pay systems shall be based on the assessed worth of jobs and shall be administered to support the following objectives:

- To stay competitive with appropriate labor markets for the various categories of personnel
- To recognize the levels of skill, effort, and responsibility required of different jobs
- To reward continued length of service to the district and
- To be fiscally controlled and cost-effective.

PAY STATUS All non-teaching support employees are considered non-exempt employees, and therefore, eligible for compensation of overtime at time and a half for all work performed in excess of 40 hours in a work week. **All overtime requires the campus principal or department supervisor's prior approval.** Disciplinary action may be taken against employees who claim overtime without the supervisor's prior approval. Employees earning comp time in place of overtime pay are expected to use their earned comp time as it is accrued instead of banking the hours.

TIMECLOCK All time spent working must be recorded using VISD's timekeeping system. Any work in excess of 40 hours during a work week will be accrued as overtime at time and a half and tracked. Written prior approval must be obtained by the campus principal / department director.

PAY STRUCTURE The pay structure for all personnel shall be established and maintained by daily or hourly base rates to promote consistent treatment of employees who have different work year periods. The pay structure for each position shall be based on a "Teacher Model" to recognize years of work history and updated based on a thorough review of the job's worth when compared with similar jobs at other school districts within the region. Information provided by an outside agency, personnel staff, and other district officials is carefully reviewed before determining pay structure for positions. The superintendent or designee shall determine job classification or reclassification of positions based on an assessment of job requirements and comparability to other positions within the district and region. The only administrator authorized to make deviations to the Non-Exempt Salary Guides is the Superintendent.

PAY RANGE ADVANCEMENT Pay ranges are established to provide opportunities to determine salaries upon hiring and to increase salaries of employees for continued satisfactory service to the district when the district budget allows and upon Board approval. Employees may advance within the pay range according to the amount of increase established from year to year by the Board of Trustees.

NEW HIRE SALARY PLACEMENT New employees must provide evidence of job-related professional work experience at the time of employment in order to be appropriately placed in a pay range. The salary guides shall determine salary placement based on experience allotted.

PAY CYCLE The pay cycle will be determined by the job's exemption status. Non-exempt paraprofessional and clerical positions are paid MONTHLY on the 26th of each month. Non-exempt classified positions are paid BI-WEEKLY (every other week on Thursday). The time in which employees receive pay will align with when the work is completed. Specific pay calendars are included in this Employee Compensation Plan and are distributed each year by the VISD Payroll Office.

PROMOTION Employees within the district may be promoted to a new job position with a higher salary guide. When being placed in a higher paygrade, the salary will be based on the employee's experience in the same or similar job and/or years of experience in education.

DEMOTION A voluntary demotion in position will require that the employee earn the salary associated with the paygrade of the new position. An involuntary demotion or reassignment determined by VISD may or may not result in the employee retaining his/her existing salary. The time of year and amount of notice given to the employee regarding the involuntary demotion or reassignment will be factored into the salary decisions.

RETIRE-REHIRE

All retire/rehire employees' salaries will be established and maintained by daily or hourly base rates according to the position and years of work experience. Retire/rehire employees are responsible for contacting TRS for updated rules and guidelines related to returning to work. If you are receiving or have received retirement benefits through the Teacher Retirement System of Texas (TRS) or any other retirement program (Retirement Benefits):

- a. The District cannot and does not make any guarantees regarding your continued right to receive the Retirement Benefits.
- b. You are relying on your own investigation and understanding of the law and upon the guidelines, rules, and regulations regarding employment after retirement of the program(s) under which you retired. You are not relying on any statements made by the District regarding the effect of District employment on your Retirement Benefits.
- c. You agree not to sue or otherwise bring any claim against the District, its Board of Trustees, its Superintendent, or any other employee or agent of the District for any loss or reduction in the value of your Retirement Benefits.
- d. If you retired under the TRS, the District must report your employment to the TRS. You agree not to sue or otherwise bring any claim against the District, its Board of Trustees, its Superintendent, or any other employee or agent of the District based on such reports.

STIPENDS AND SUPPLEMENTAL PAY

The total salary for an employee who earns a stipend and/or supplemental pay shall be calculated by adding the annual base salary plus the stipend and/or supplemental pay. The campus principal / department director will assign persons accordingly. Stipends and supplemental pay are not guaranteed from one year to the next. Stipends and supplemental pay are provided to employees for performing extra duties beyond the regular campus workday or employment day schedule. **Individuals should not be assigned extra duties that will overlap each other.** Exceptions may be made on an individual basis by the Superintendent upon receipt of a written recommendation submitted by the employee's campus principal / department director.

Paraprofessional, Clerical Staff

-Salary Hiring Guide, Employment Calendars and Pay Cycles

-NPD = Non-Paid Days (See DEC-Regulation)

Pay Grade 1			
	Minimum	Midpoint	Maximum
Days	\$13.34	\$14.64	\$17.05
187	\$19,957	\$21,901	\$25,507

Job Title	Employment Dates	Calendar/ Pay Cycle
Aide (Instructional, PE, Pre-K, SE Resource/Inclusion)	8/3/26-5/28/27	187 (Sept)
Interventionist, Early Literacy		

Pay Grade 2			
	Minimum	Midpoint	Maximum
Days	\$14.22	\$15.73	\$18.34
187	\$21,273	\$23,532	\$27,437
193	\$21,956	\$24,287	\$28,317
226	\$25,710	\$28,440	\$33,159

Job Title	Employment Dates	Calendar/ Pay Cycle
Aide (Art Lab, Bilingual, Computer Lab, CTE/Science Lab, DAEP, Early Childhood Center-ECC, Emergent Bilingual-EB, HOST, ISS, Science Lab, SE 1:1, SE ECSE, SE Life Skills, SE RISE, SE Bilingual Resource/Inclusion)	8/3/26-5/28/27	187 (Sept)
Aide, Library-Elem	7/28/26-6/3/27	193 (Aug)
Receptionist, Campus	8/3/26-5/28/27	187 (Sept)

Pay Grade 3

	Minimum	Midpoint	Maximum			Minimum	Midpoint	Maximum
Days	\$15.67	\$17.51	\$20.43		Days	\$15.67	\$17.51	\$20.43
187	\$23,442	\$26,195	\$30,563		200	\$25,072	\$28,016	\$32,688
192	\$24,069	\$26,895	\$31,380		205	\$25,698	\$28,716	\$33,505
193	\$24,194	\$27,035	\$31,544		210	\$26,325	\$29,417	\$34,322
195	\$24,445	\$27,316	\$31,871		220	\$27,579	\$30,818	\$35,957
196	\$24,570	\$27,456	\$32,034		226	\$28,331	\$31,658	\$36,937

Job Title	Employment Dates	Calendar/ Pay Cycle
Aide (Campus Support, Cosmetology, Ready-Set-Learn, Stronger Connections, Student Support, Adaptive PE Assistant)	8/3/26-5/28/27	187 (Sept)
Bookkeeper, VEHS & VWHS	7/27/26-6/3/27	195 (Aug)
Clerk (Athletic Office, Business Office, Technician, Transportation, Work Order)	7/1/26-6/30/27	226 + 6 NPD (July)
Clerk, (Attendance-Elem, CTE Center)	8/3/26-5/28/27	187 (Sept)
Clerk, Attendance-MS or HS	7/28/26-6/3/27	193 (Aug)
Clerk, Campus-Elem	7/27/26-5/28/27	192 (Aug)
Clerk (LPAC Assistant, SERS-SE Resource Systems)	7/13/26-6/10/27	210 (Aug)
Clerk, SEMS (SE Mgmt Systems)	7/1/26-6/30/27	226 + 6 NPD (July)
Clerk, SE Speech/Diag.	7/27/26-6/4/27	196 (Aug)
Clerk, SE SHARS Medicaid	7/27/26-6/10/27	200 (Aug)
Clerk, Truancy	7/27/26-6/17/27	205 (Aug)
Deaf Ed. Interpreter – Non-certified (RDSPD)	8/3/26-5/28/27	187 (Sept)
Historian	7/1/26-6/30/27	226 + 6 NPD (July)
Instructor, Early Childhood	8/3/26-5/28/27	187 (Sept)
Receptionist (Central Office, Maintenance)	7/1/26-6/30/27	226 + 6 NPD (July)
Registrar-MS	7/27/26-6/10/27	200 (Aug)
Secretary, Asst. Principal/Counselor-HS	7/13/26-6/10/27	210 (Aug)
Secretary, Asst. Principal-MS	7/28/26-6/3/27	193 (Aug)

Pay Grade 4

	Minimum	Midpoint	Maximum			Minimum	Midpoint	Maximum
Days	\$17.02	\$19.16	\$22.37		Days	\$17.02	\$19.16	\$22.37
187	\$25,462	\$28,663	\$33,466		203	\$27,640	\$31,116	\$36,329
192	\$26,143	\$29,430	\$34,360		210	\$28,594	\$32,189	\$37,582
197	\$26,824	\$30,196	\$35,255		220	\$29,955	\$33,722	\$39,371
202	\$27,504	\$30,963	\$36,150		226	\$30,772	\$34,641	\$40,445

Job Title	Employment Dates	Calendar/ Pay Cycle
Braille Transcriptionist	8/3/26-5/28/27	187 (Sept)
Clerk, Office (P/T) – JJC	7/27/26-5/28/27	192 (Aug)
Clerk, HR	7/1/26-6/30/27	226 + 6 NPD (July)
Liaison, Volunteers in Public Schools	7/20/26-5/28/27	197 (Aug)
Mentor, Project Success	8/3/26-5/28/27	187 (Sept)
Registrar-HS	7/1/26-6/23/27	226 (July)
Registrar/Data Processor (DAEP or VSA)	7/27/26-6/14/27	202 (Aug)
Secretary, Campus-Elem	7/13/26-6/10/27	210 (Aug)
Secretary, Campus-MS	7/1/26-6/23/27	226 (July)
Secretary (CN Federal & State Compliance, CTE, Fine Arts, Purchasing, Technology)	7/1/26-6/30/27	226 + 6 NPD (July)
Systems Analyst, SE	7/1/26-6/30/27	226 + 6 NPD (July)

Pay Grade 5

	Minimum	Midpoint	Maximum
Days	\$18.20	\$20.62	\$24.09
187	\$27,227	\$30,848	\$36,039
226	\$32,906	\$37,281	\$43,555

Job Title	Employment Dates	Calendar/ Pay Cycle
Admin. Asst., Child Nutrition	7/1/26-6/30/27	226 + 6 NPD (July)
Data Processor-HS	7/1/26-6/23/27	226 (July)
Deaf Ed. Interpreter-Certified (RDSPD)	8/3/26-5/28/27	187 (Sept)
Liaison, KIDZconnection Transport & Elementary	8/3/26-5/28/27	187 (Sept)
PEIMS Data Analyst	7/1/26-6/30/27	226 + 6 NPD (July)
Secretary (Accountability & Data Systems, Athletics, Federal Programs, Maintenance, State Programs, Student/Parent/Community Services, HR Staffing, HR Staffing & Benefits, Transportation)	7/1/26-6/30/27	226 + 6 NPD (July)
Secretary, Campus-HS	7/1/26-6/23/27	226 (July)
Secretary, Campus/Clerk, Attendance (DAEP or VSA)	7/1/26-6/23/27	226 (July)
Specialist, Support (for Supt Office)	7/1/26-6/30/27	226 + 6 NPD (July)

Pay Grade 6			
	Minimum	Midpoint	Maximum
Days	\$19.96	\$22.78	\$26.63
226	\$36,088	\$41,186	\$48,147

Job Title	Employment Dates	Calendar/ Pay Cycle
Clerk (Accounts Payable, Payroll)	7/1/26-6/30/27	226 + 6 NPD (July)
Manager (District Instructional Materials, Device & Inventory)		
Secretary (College and Career Readiness, Academic Services, Operations, Special Services)		
Systems Analyst, HR		

Pay Grade 7			
	Minimum	Midpoint	Maximum
Days	\$21.73	\$24.96	\$29.20
187	\$32,508	\$37,340	\$43,683
226	\$39,288	\$45,128	\$52,794

Job Title	Employment Dates	Calendar/ Pay Cycle
Bookkeeper, Senior	7/1/26-6/30/27	226 + 6 NPD (July)
Buyer, Central Supply		
Clerk (Senior Accounts Payable, Senior Payroll)		
LVN, LVN-Floater	8/3/26-5/28/27	187 (Sept)
Secretary (Senior Academic Services, Asst. Supt. for Administrative Services, CFO, HR)	7/1/26-6/30/27	226 + 6 NPD (July)
Specialist, SHARS Medicaid		

Pay Grade 8			
	Minimum	Midpoint	Maximum
Days	\$29.00	\$33.49	\$38.91
187	\$43,384	\$50,101	\$58,209
190	\$44,080	\$50,905	\$59,143
226	\$52,432	\$60,550	\$70,349

Job Title	Employment Dates	Calendar/ Pay Cycle
Certified Occupational Therapist Asst. (COTA)	7/28/26-5/28/27	190 (Aug)
Executive Secretary, Supt	7/1/26-6/30/27	226 + 6 NPD (July)
LVN, 1:1 Special Education	8/3/26-5/28/27	187 (Sept)
Physical Therapist Asst. (PTA)	7/28/26-5/28/27	190 (Aug)

Classified Staff (including Bus Drivers)

-Salary Hiring Guide, Employment Calendars and Pay Cycles

-NPD = Non-Paid Days (See DEC-Regulation)

Pay Grade 1			
	Minimum	Midpoint	Maximum
Days	\$12.54	\$13.67	\$15.92
194	\$19,462	\$21,216	\$24,708
261	\$26,184	\$28,543	\$33,241

Job Title	Employment Dates	Calendar/ Pay Cycle
Bus Driver Trainee	As needed	
Child Nutrition - Specialist I (Food Service) *	8/5/26-5/31/27	194 (Sept)
Child Nutrition - Substitute (Food Service) *	As needed	
Custodian	9/1/26-8/31/27	261 (Sept)
Summer Temporary Worker (for Maintenance, Central Supply Warehouse, Technology)* -- paid at the minimum hourly rate noted above	Varies	Summer only
* Number of work hours per day may be less than 8; annual payrate shown is based on an 8-hour work day.		

Pay Grade 2			
	Minimum	Midpoint	Maximum
Days	\$13.17	\$14.44	\$16.83
194	\$20,440	\$22,411	\$26,120
196	\$20,651	\$22,642	\$26,389
261	\$27,499	\$30,151	\$35,141

Job Title	Employment Dates	Calendar/ Pay Cycle
Auditorium Technician	As needed	
Bus Assistant *	8/4/26-5/31/27	196 (Sept)
Child Nutrition - Specialist II (Food Service) *	8/5/26-5/31/27	194 (Sept)
Mechanic Helper	9/1/26-8/31/27	261 (Sept)
Roads & Grounds Crew	9/1/26-8/31/27	261 (Sept)
* Number of work hours per day may be less than 8; annual payrate shown is based on an 8-hour work day.		

Pay Grade 3			
	Minimum	Midpoint	Maximum
Days	\$14.15	\$15.65	\$18.25
187	\$21,168	\$23,412	\$27,302
196	\$22,187	\$24,539	\$28,616
261	\$29,545	\$32,677	\$38,106

Job Title	Employment Dates	Calendar/ Pay Cycle
Campus Monitor	8/11/26-5/27/27	185 (Sept)
Child Nutrition - Manager Trainee (Food Service)	8/4/26-5/31/27	196 (Sept)
Clerk, Mail	9/1/26-8/31/27	261 (Sept)
Furniture Crew		
Lead – Custodian-Level 1		
Lube/Tire Technician		
Skilled Trades Apprentice (Carpenter, Electrical, HVAC, Painter or Plumber)		
Tractor Operator		
Utility Maintenance		

Pay Grade 4			
	Minimum	Midpoint	Maximum
Days	\$15.53	\$17.35	\$20.25
196	\$24,351	\$27,205	\$31,752
261	\$32,427	\$36,227	\$42,282

Job Title	Employment Dates	Calendar/ Pay Cycle
Child Nutrition (Elem) – Manager (Food Service)	8/4/26-5/31/27	196 (Sept)
Lead - (Custodian-Level 2, Furniture Crew, Roads & Grounds)	9/1/26-8/31/27	261 (Sept)
Specialist, Community Eligibility Program (CEP) (Food Service)	8/4/26-5/31/27	196 (Sept)
Supervisor, Assistant Custodial	9/1/26-8/31/27	261 (Sept)
Warehouse Worker/ Driver (Central Supply, Child Nutrition)		

Pay Grade 5			
	Minimum	Midpoint	Maximum
Days	\$16.73	\$18.82	\$21.98
196	\$26,233	\$29,510	\$34,465
261	\$34,932	\$39,296	\$45,894

Job Title	Employment Dates	Calendar/ Pay Cycle
Lead Lighting	9/1/26-8/31/27	261 (Sept)
Child Nutrition (MS) - Manager; Child Nutrition Special Programs – Manager (Food Service)	8/4/26-5/31/27	196 (Sept)
Child Nutrition – Technical Specialist (Food Service)	8/4/26-5/31/27	196 (Sept)
Mechanic, A/C Filter	9/1/26-8/31/27	261 (Sept)

Pay Grade 6			
	Minimum	Midpoint	Maximum
Days	\$18.83	\$21.15	\$24.52
196	\$29,525	\$33,163	\$38,447
243	\$36,606	\$41,116	\$47,667
261	\$39,317	\$44,161	\$51,198

Job Title	Employment Dates	Calendar/ Pay Cycle
Carpenter	9/1/26-8/31/27	261 (Sept)
Child Nutrition - Catering & Accounts Receivable Asst. (Food Service)	7/1/26-6/30/27	242 (July)
Child Nutrition (HS) – Manager (Food Service)	8/4/26-5/31/27	196 (Sept)
Child Nutrition - Catering Manager (Food Service)		
Child Nutrition - Warehouse Manager	9/1/26-8/31/27	261 (Sept)
Mechanic – (Auto-Maintenance, Maintenance, Transportation)		
Painter		
Sanitation Driver		

Pay Grade 7			
	Minimum	Midpoint	Maximum
Days	\$20.66	\$23.37	\$27.11
261	\$43,138	\$48,797	\$56,606

Job Title	Employment Dates	Calendar/ Pay Cycle
Computer Tech I	9/1/26-8/31/27	261 (Sept)
Journeyman (Electrician, HVAC, Plumber)		
Lead – (Carpenter, Landscape/Asst Roads & Grounds, Mechanic)		
Supervisor (Bus, Warehouse-Central Supply)		

Pay Grade 8			
	Minimum	Midpoint	Maximum
Days	\$22.50	\$25.62	\$29.74
261	\$46,980	\$53,495	\$62,097

Job Title	Employment Dates	Calendar/ Pay Cycle
Computer Tech II	9/1/26-8/31/27	261 (Sept)
Lead - Garage Mechanic		
Specialist, Refrigeration		
Supervisor (Child Nutrition Inventory & Equipment, Dispatch, HVAC, Mill Shop, Plumber, Transportation Shop)		
Technician, Phone, Network & Security (PNS)		

Pay Grade 9			
	Minimum	Midpoint	Maximum
Days	\$25.12	\$28.80	\$33.45
243	\$48,833	\$55,987	\$65,027
261	\$52,451	\$60,134	\$69,844

Job Title	Employment Dates	Calendar/ Pay Cycle
Computer Tech III	9/1/26-8/31/27	261 (Sept)
Specialist, Mechanical Systems		
Supervisor (Child Nutrition, Dietetic)	7/1/26-6/30/27	242 (July)
Supervisor (Construction, Custodial, Electrician, Roads & Grounds)	9/1/26-8/31/27	261 (Sept)

Bus Drivers

Job Title	Employment Dates	Calendar/ Pay Cycle
Bus Driver	8/4/26-5/31/27	196 (Sept)
Substitute Bus Driver	As needed	

Years of Bus Driver Experience	Pay Schedule
0	\$20.79
1	\$21.07
2	\$21.49
3	\$21.99
4	\$22.49
5	\$22.99

Years of Bus Driver Experience	Pay Schedule
6	\$23.49
7	\$23.99
8	\$24.49
9	\$24.99
10+	\$25.49

Non-Benefit Employees

Non-Benefit employees are:

- not permanent employees,
- not eligible for employer-paid benefits,
- not assigned a work calendar and
- not allowed to work more than 19.5 hours PER WEEK without pre-approval from the immediate supervisor and the VISD Payroll Supervisor.

A Non-Benefit employee's payrate does not align with a particular pay scale. See payrate information below.

Non-Benefit employees include, but are not limited to, the following positions:

- AVID Tutor: hourly payrate-\$11.00
- Student Worker (Education and Training): hourly payrate-\$8.25
- Lifeguard: hourly payrate-\$8.25
- Stagehand, Band Tutor: hourly payrate-\$11.25
- Substitute (payrate depends on work assignment)
- Athletic Worker (see pages 67-68)
- Part-Time Intervention Teacher

Substitute Information

TEACHER SUBSTITUTES:

1) Teacher substitutes will be paid an additional \$10 over the established teacher substitute daily rate for substituting on:

MONDAYS	FRIDAYS	THE DAY IMMEDIATELY PRECEDING <u>OR</u> FOLLOWING A STUDENT HOLIDAY AS SHOWN ON THE VISD ACADEMIC CALENDAR
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This rule is not applicable to long-term substitutes* who already earn additional pay per day. See below for additional information that defines “Long-Term”.

- 2) Teacher substitutes can apply for a \$40 payment for completing all VISD Annual Employee-Required Trainings BUT ONLY AFTER:
- a. substituting 10 full-time days in a teacher role during the 2026-27 school year AND
 - b. self-initiating and submitting a written request (email to human.resources@visd.net) requesting the \$40 payment. (**NOTE:** The VISD Annual Employee-Required Trainings must be completed prior to substituting in 2026-27.)

*** Long-Term Sub:**
A sub hired for a long-term sub job will earn the long-term sub pay rate beginning on day 11. If a sub ends up working at least 10 consecutive days in one position, the long-term pay rate listed will be paid beginning on day 11 if still serving in that same sub role. The pay rate for any long-term substitute reverts to the regular daily rate when the sub assumes a different sub job.

SUBSTITUTE DAILY RATES:

TEACHER			
Daily Rates	Texas Certified (must hold a valid Texas SBEC teacher certificate)	Holds Bachelor or Master's Degree	Has High School Diploma or GED (24 college credit hours preferred but not required)
Full Day/Half Day	\$110/\$55	\$90/\$45	\$80/\$40
Long-Term working for Teacher who is absent	\$115/\$57.50	\$95/\$47.50	\$90/\$45
Long-Term working in vacant teacher position	\$155/\$77.50	\$135/\$67.50	\$130/\$65

PARAPROFESSIONAL (i.e. Classroom Aide)	
Daily Rates	Has High School Diploma or GED (24 college credit hours preferred but not required)
Full Day/Half Day	\$70/\$35
Long-Term	\$75/\$37.50

NURSE				
Daily Rates	RN	LVN	1:1 Special Education	
			RN	LVN
Full Day/Half Day	\$106/\$53	\$84/\$42	\$182/\$91	\$160/\$80
Long-Term	\$111/\$55.50	\$89/\$44.50		

ADDITIONAL SUBSTITUTE INFORMATION:

1. Sub pay rates are strictly based upon the job type/position for which you are substituting.
2. Half-day substitute jobs (A.M. or P.M.) will be paid at half of the respective daily rate as noted above.
3. *Current* VISD Paraprofessional/Clerical Staff (*except for Campus Support Aides whose role and compensation are already based on serving as a substitute daily*) who work as a classroom teacher substitute will be paid an additional \$25 above their current daily rate beginning on day one and through the entirety of the coverage period per full day of substituting. He/she is not eligible for the teacher's daily rate. The additional pay for a half-day of work is \$12.50; anything less than half-day is "other duties as assigned" with no extra pay. See DCD-Regulation
4. *Current* VISD Employees (except teachers) who are asked by their principal/director and approved by HR to temporarily assume the daily role of an absent staff member will be temporarily compensated at a pay rate commensurate for the position they are assuming effective on the 6th consecutive day in that assumed role. Retro payment for the previous 5 days will also be allowed. If the employee does not assume the daily role for a minimum of 6 days, then the employee's original pay rate will not be adjusted for any of the days served in that role.
5. **Certified Counselor** long-term substituting for a Campus Counselor (as approved by the Superintendent): \$32/hour
6. **Certified Administrator** long-term substituting for a Campus Principal or Assistant Principal (as approved by the Superintendent): \$40/hour (or rate approved by the superintendent).

Extra Duty and Project-Specific Pay Rates

When an Extra Duty or Project Specific payment is contingent upon the successful completion of specific tasks, the Supervisor overseeing the duty/project must submit the Extra Duty spreadsheet to the Dept. Office that is funding the duty/project (see Business Office Department Guide). The Dept. Office that is funding the duty/project is responsible for submitting the documentation to the Payroll Office in order for the employee(s) to be compensated in a timely manner.

CATEGORY	RATE OF PAY	REQUIRED DOCUMENTATION
A. Extended Day/Week/Year -- Instructional/Athletics/Fine Arts Projects		
1. Extended Day Targeted Instruction (intentionally planned to meet the needs of a specific student group) —certified staff, degreed staff, classroom instructors	\$40.00 hourly	MOU & Timecard / Tutoring Log
2. Extended Day Homework Center or Study Hall (supervising and monitoring students in attendance)	\$25.00 hourly	MOU & Timecard / Tutoring Log
3. Extended Day/Week/Year –paraprofessionals, classified staff, substitutes	current hourly rate	MOU & Timecard / Tutoring Log
4. Summer School - Middle School or High School Administrator	See “Stipends”	
5. Summer School -Elementary Summer School Principal/Site Coordinator (from end of regular Employment Contract thru July 1)	\$45.00 hourly (for Spring Pre-Work compensation—see “Stipends”)	MOU & Timecard
6. Summer School — Teacher (defined as professional staff providing instruction including certified staff, degreed staff & classroom instructors), Counselor, RN, Administrator (who is teaching outside of admin contract dates)	\$40.00 hourly	MOU & Timecard / Tutoring Log or Documentation of Work
7. Summer School —Substitute	please refer to Substitute pay rates	MOU & Timecard / Tutoring Log or Documentation of Work
8. Summer School -Hourly Support Staff	Support/Inclusion Paraprofessional, Secretary, or Clerk: \$15 per hour OR current hourly pay rate (whichever is greater) ----- Enrichment Paraprofessional, LVN, Campus Monitor: \$20 per hour OR current hourly pay rate (whichever is greater)	MOU & Timecard / Tutoring Log or Documentation of Work

9. Summer School - Speech Therapist, Diagnostician, School Psychologist, OT, PT	Prorated daily rate	MOU & Timecard or Documentation of Work
10. Summer School -Evaluation Services	Prorated daily rate	MOU & Timecard / Tutoring Log or Documentation of Work
11. Special Education Expulsion Instructional Services (ARD Cmte. determined as per expulsion hearing results), In-Home Training (IHT) or Homebound Instruction -- certified, degreed staff & classroom instructors	\$40.00 hourly	MOU & Timecard / Tutoring Log (note: Attendance Log and Documentation of Work Completed required for Expulsion Instruction)
12. Intramural Sports -- certified staff, degreed staff & classroom instructors	\$25.00 hourly	Timecard
13. Intramural Sports (non-degreed, non-certified paraprofessionals, classified staff)	current hourly rate	Timecard
14. Strength & Conditioning Camps, VISD Sport Specific Camps – as approved by Athletic Director	\$25.00 hourly	Timecard
15. 89 th Legislative Session HB2 State-Mandated Reading Academy required participation	\$50.00 hourly	Timecard
B. Special Project completion (outside of regular work schedule, contract dates or job responsibilities) including:		
1. Curriculum Development 2. Assessment Creation 3. Instructional Planning 4. Designing and Leading a Professional Development Session 5. Project or Initiative Required by Dept. 6. Coordination or Supervision of a Special Project (as approved by Supt. or designee)	Compensation amount will vary depending on the scope of the project (not to exceed \$5,000 per project)	Project-Specific MOU (task criteria must be outlined in MOU and total to be paid should be based on estimated hours at \$30 per hour for professional staff and hourly rates for non-professional staff. Supervisor overseeing project submits the Extra Duty Pay sheet to the funding source office (see Business Office Department Guide). The funding source office will be responsible for submitting the documentation to payroll.
C. Professional Development (plan, instruct, facilitate, or participate in professional development):		
1. <i>Participation</i> in District-Required Professional Development*: certified staff, degreed staff & classroom instructors	\$25.00 hourly	State & Federal Programs MOU, Timecard, Agenda & Sign-In Sheet
2. <i>Participation</i> in District-Required Professional Development*: paraprofessional, clerical & classified staff	current hourly rate	State & Federal Programs MOU, Timecard, Agenda & Sign-In Sheet
*District-Required Professional Development is determined annually by District Administration.		

D. Transportation:		
1. In-Town CDL Driver for Extracurricular Trips (Coaches/Teachers)	\$25.00 per trip	Mileage trip card
2. Out-of-District CDL Driver for Extracurricular Trips (Coaches/Teachers)	\$50.00 per trip	Mileage trip card
3. School Bus Route Coverage (CDL coaches & teachers serving as substitute driver)	Paid hourly bus driver rate commensurate with number of years the CDL has been valid	Timecard

Supplemental Stipends: Certification, Academic, Contingent, Athletics, Fine Arts, Special Education, Maintenance

Guidelines regarding VISD Stipends:

1. The board will approve a schedule of stipends for extra duties annually. **There is no guarantee of or employment right to a supplemental stipend from one year to the next.** Stipends are contingent on available funding.
2. The list of stipends is reviewed and modified periodically throughout the year with board approval.
3. Not all items on the stipend schedule are utilized each year.
4. All grant proposals that will include a stipend must have the stipend information reviewed by Executive Cabinet prior to the grant being submitted for consideration and funding approval.
5. Exempt employees assigned supplemental duties that accrue extra pay will be compensated according to the district's schedule for extra duty stipends.
6. Nonexempt employees assigned supplemental duties will be paid hourly, including overtime compensation when hours exceed 40 in a workweek. The hours worked in supplemental duties must be combined with the hours worked in the regular job assignment for determining the total hours worked each week. This is in addition to any stipend payment.
7. Payment of most supplemental stipends for exempt employees are annualized and paid monthly **from September through June** while other stipends will be paid as certain milestones are successfully achieved.
8. If employment does not begin on the first day and continue through the last day of the employee's respective employment calendar, the stipend and associated extra days shall be pro-rated.
9. When a stipend payment is contingent upon the successful completion of specific tasks, the Supervisor overseeing the stipend must submit the extra duty pay sheet to the Dept. Office that is funding the stipend (see Business Office Department Guide). The Dept. Office that is funding the stipend is responsible for submitting the documentation to the Payroll Office in order for employee(s) to be compensated.
10. As part of "Perform other duties as assigned," campus and district administrators are expected to be present at required student and district activities and events that occur outside of the normal work day and work week AND to complete work outside of normal work hours and employment dates as necessary. The annual salary is inclusive of these expectations.
11. Stipend lists are found on the following pages.

Name of Stipend:	Levels or Campuses Eligible:	Total Stipend Amount:	Qualification Criteria:	Additional Criteria and Info:	Proportional Payment(s) Will Be Paid Sept-June:
CERTIFICATION STIPENDS:					
Algebra Teacher	MS	\$1,500 or \$3,000	Must be math teacher of record, math certified and teaching algebra	Teaches Algebra: 1-3 periods = \$1,500; 4-7 periods = \$3,000	Monthly
Bilingual Teacher	Elem	\$3,000	Must be teacher of record in a bilingual classroom and bilingual certified		Monthly
Bilingual Instructional Coach or Specialist	Elem	\$3,000	Must be hired as the Bilingual IC or Specialist and be bilingual certified		Monthly
Languages Other Than English (LOTE) Teacher	MS, HS	\$3,000	Must be teacher of record for and certified in area teaching: Spanish, ASL, Chinese, certain Computer Science courses	Teaches LOTE: 1-3 periods = \$1,500; 4-7 periods = \$3,000	Monthly
Librarian	Elem, MS, HS	\$2,000	Must be hired as a campus librarian and hold a current SBEC librarian certification		Monthly
Library Media Teacher	Elem, MS, HS	\$1,500	Must be hired as a campus library media teacher and be currently enrolled in a librarian certification program and on schedule to earn SBEC librarian certification		Monthly
Math Teacher	HS	\$1,500 or \$3,000	Must be math teacher of record, math certified	Teaches Math: 1-3 periods = \$1,500; 4-7 periods = \$3,000	Monthly
Math or Science Instructional Coach	HS	\$1,500 or \$3,000	Must be hired as the Math OR Science IC and be math or science certified as per the job assignment		Monthly
National Certificate for STEM Teaching (NCST) Certification – STEM Stipend	Smith STEM	\$3,000	Paid to Smith STEM employees who hold the National Certificate for STEM Teaching (NCST)	Stipend will be available for the duration of the STEM Magnet School grant. Eligible staff include: teachers, ICs, STEM	Monthly

				Outreach Coordinator, STEM Facilitator	
Science Teacher	HS	\$1,500 or \$3,000	Must be science teacher of record, science certified	Teaches Science: 1-3 periods = \$1,500; 4-7 periods = \$3,000	Monthly
Special Education Teacher or Special Education Instructional Coach (ECSE, Resource, Inclusion, RISE, Life Skills, Deaf Ed, Visually Impaired, Adaptive P.E.)	ALL	\$1,500 or \$3,000	Must be certified for Special Education Teaching Assignment	Employed in a Special Ed Teaching position: Half day = \$1,500; Full day = \$3,000	Monthly
				1-3 periods = \$1,500; 4-7 periods = \$3,000	

Name of Stipend:	Levels or Campuses Eligible:	Total Stipend Amount:	Qualification Criteria:	Additional Criteria and Info:	Proportional Payment(s) Will Be Paid Sept-June:
ACADEMIC STIPENDS:					
Advanced Academics: AP Academy Coordinator	HS	\$2,000	Serves as Coordinator at East or Coordinator at West		Monthly
Campus Instructional Coach (IC)	All	\$7,500	Must fulfill all responsibilities as listed in the campus IC written agreement	Not applicable to district IC positions	Monthly
DAEP Classroom Aide	All	\$1,200	Must work full-time daily in the District's DAEP classrooms		Monthly
Department Head (East, West only)	HS	\$500	All Dept Heads are determined by principal and will receive the stipend for the specified subject; a Dept Head with at least 6 teachers within that dept also receives an additional planning period; 5 or fewer teachers in dept, receives stipend only.	Dept Head must be teaching in the same dept in which he/she is serving as Dept Head. 9 Departments are: English, Social Studies, Science, Math, Fine Arts, LOTE, SPED, CTE, P-TECH.	Monthly
District-Designated Title I School Improvement Campus-PRINCIPAL	Dudley, Hopkins, Chandler, Crain, O'Connor, Patti Welder, STEM MS	Up to \$10,000	Stipend is related to the unique campus needs as determined by District Administration through the District Needs Assessment Process	Stipend will be reviewed and reconsidered annually	Monthly
District-Designated Title I School Improvement Campus-ASSISTANT PRINCIPAL	Dudley, Hopkins, Chandler, Crain, O'Connor, Patti Welder, STEM MS	Up to \$5,000	Stipend is related to the unique campus needs as determined by District Administration through the District Needs Assessment Process	Stipend will be reviewed and reconsidered annually	Monthly
One-Time, One-Year Classroom Teacher & Non-Classroom Teacher Salary Schedule Stipend	ALL	\$581	Must be employed full-time during the 2025-2026 school year at step 6 on the Classroom Teacher or Non-Classroom Teacher Salary Schedule and advancing to step 7 in the 2026-2027 school year.	New employees hired for the 2026-2027 school year are not eligible. Stipend will be reviewed and reconsidered annually.	Monthly

Speech/Debate Sponsor	HS	\$1,800			Monthly
Speech/Debate Sponsor	MS	\$250			Monthly
Travel Stipend	HS	\$200	Teachers whose schedule requires a commute between campuses within the workday	Must be approved in advance by supervisor	Monthly
Two-Way Dual Language Core Content	Crain	\$1,500	Must be ESL certified, classroom teacher of record, teaching core content and partnered with Two-Way Dual Language Teacher		Monthly
Yearbook Coordinator	HS	\$1,800			Monthly

Name of Stipend:	Levels Eligible:	Total Stipend Amount:	Qualification Criteria:	Payment CONTINGENT upon successful completion of TASKS:
CONTINGENT STIPENDS:				
Advanced Academics: AVID Site Coordinator	MS, HS	\$500	Must complete required AVID tasks	50% paid in December and 50% paid in June--based on documentation submitted to Payroll Dept. by Advanced Academics Director no later than Dec. 1 and June 1
Employee Referral Incentive Program <i>(limit of 4 referrals)</i>	ALL	\$250	Current VISD employees who refer qualified candidates for teaching positions may be eligible to receive a \$250 referral incentive when their referral is successfully hired and completes 90 days of continuous, active employment as a full-time teacher with VISD. Contact VISD HR Office for details. To qualify for the referral incentive, the following conditions must be met: Eligibility of Referring Employee: Must be a current VISD employee in good standing at the time of referral and at the time the referral incentive is paid. HR staff, hiring managers, and individuals involved in the recruitment or selection process are not eligible for referral incentives. Eligibility of Referred Candidate: Must apply for and be hired into a full-time teaching position with VISD; must indicate the referring employee's name (1 name) on their employment application at the time of submission; must not currently be employed as a teacher in VISD during 2025-2026; must be certified for the position he/she is being hired in. Referral Incentive Payment: The referred employee must begin employment and remain actively employed with VISD for a minimum of 90 consecutive business days.	The referring employee will receive a \$250 payment after the 90-day period is verified by the Human Resources Department. HR Office will submit notification to Payroll when this requirement is met. All incentive payments are subject to applicable payroll taxes and withholdings and are not TRS-eligible.
Employee Early Sign-on Incentive	ALL	\$1,000	Any certified or non-certified teacher who is hired for the 2026-2027 school year and completes all required hiring and onboarding requirements by June 1, 2026, is eligible for a \$500 payment in September and a \$500 payment in December.	50% paid in September and 50% paid in December--based on documentation submitted to Payroll Dept. by VISD HR Office no later than Sept. 1 and Dec. 1
Licensed Professional Counselor (LPC) -Practicum Student Sponsor	ALL	\$500/ LPC practicum student	Must be an LPC who sponsors an LPC practicum student(s)	50% paid in December and 50% paid in June--based on documentation submitted to Payroll Dept. by District MTSS Director no later than Dec. 1 and June 1
2026-2027 Locally Designated Reading or Math Teacher at a 2026-2027 Title I Priority Campus (part 1)	Chandler, O'Connor, Patti Welder, STEM MS	\$7,500	Locally Designated Teacher selected for this role and meeting the following criteria will qualify for a stipend of \$7,500: -65% student growth score on STAAR from the previous school year (2025-2026) -Overall T-TESS score of 3.0 or higher	Paid monthly (Sept-June) based on documentation submitted to Payroll Dept. by Chiefs of Elementary and Secondary Schools no later than September 1.

			-Strong attendance *Stipends for locally designated teachers will remain in place until TIA validation is complete and district payouts begin.	
Year 2 Locally Designated Teacher Reading or Math	Dudley, Chandler, Crain, Patti Welder, STEM MS	\$7,500	Locally Designated Reading or Math Teacher (formerly titled Lead Teacher) who served in this role during the 2025-2026 School year and meets the following criteria will qualify for a stipend of \$7,500: -65% student growth score on Spring 2026 STAAR -Overall 2026 T-TESS score of 3.0 or higher -Attendance in alignment with TIA expectations *Stipends for locally designated teachers will remain in place until TIA validation is complete and district payouts begin. Teacher must have been designated as a Lead Teacher for the 2025-2026 school year to qualify for the Year 2 Locally Designated Teacher stipend.	Paid monthly (Sept-June) based on documentation submitted to Payroll Dept. by Chiefs of Elementary and Secondary Schools no later than September 1.
Mentor of Zero Year Teacher(s)	ALL	\$1,100	Teacher must be designated by Campus Principal and complete required tasks by deadlines	50% paid in December and 50% paid in June-- based on documentation submitted to Payroll Dept. by Professional Learning Specialist no later than Dec. 1 and June 1
National Certificate of STEM Teaching (NCST) Certification	Smith STEM	\$3,000	\$3,000 possible per STEM school participant upon completion of STEM teaching coursework and attainment of the National Certificate for STEM Teaching (NCST)	Paid in December or June based on documentation submitted to Payroll Dept by Magnet School Program staff no later than Dec. 1 or June 1.
One-Time Campus Administrator Retention Incentive	ALL	\$1,000	Current, permanent, full-time campus administrators who are employed at time of payment, are assigned a specific work calendar within the VISD Employee Compensation Plan and are providing campus leadership services for VISD students will qualify for a One-Time Campus Administrator Stipend in the amount of \$1,000 . Additional Notes: The stipend is not TRS-eligible. Substitute campus administrators are not eligible. Eligible employees must remain employed with the District through May 28, 2027. Should the employee be hired after the December payout, the stipend will be reduced to \$500 in June. Should the employee separate from VISD prior to May 28, 2027, either voluntarily or involuntarily, by resignation or termination, the employee will be required to reimburse the District the full stipend payout amount which will be subtracted from the employee's final paycheck.	50% paid in December if currently employed and 50% paid in June if currently employed--based on documentation submitted to Payroll Dept. by Chiefs of Elementary and Secondary Schools no later than Dec. 1 and June 1
One-Time Employee Retention Incentive	ALL	\$1,000	Current, permanent, full-time employees who were employed on or before Oct. 30, 2026, are assigned a specific work calendar within the VISD Employee Compensation Plan and are providing services for VISD students will qualify for a One-Time Employee Retention Incentive in the amount of \$1,000 (payable in the December paycheck).	Paid in December 2026 paycheck based on Payroll Records

			Current, permanent, part-time employees who are regularly scheduled to work 15 or more hours weekly, were employed on or before Oct. 30, 2026, are assigned a specific work calendar within the VISD Employee Compensation Plan and are providing services for VISD students will qualify for a One-Time Employee Retention Incentive in the amount of \$500 (payable in the December paycheck). Employees retiring in December 2026 shall be eligible for the incentive. Additional Notes: The incentive is not TRS-eligible. Substitutes are not eligible. Eligible employees must remain employed with the District through May 28, 2027. Should the employee separate from VISD prior to May 28, 2027, either voluntarily or involuntarily, by resignation or termination, the employee will be required to reimburse the District the full incentive amount which will be subtracted from the employee's final paycheck.	
Principal Stipend: Principal Coach	District-Determined	Up to \$12,000	District-determined; 3 or more years' experience as a principal; proven success as a principal; proven ability to lead and grow others.	50% paid in December and 50% paid in June when Principal Coach has successfully met required criteria with each sponsored principal -- based on documentation submitted to Payroll Dept. by Chiefs of Elementary and Secondary Schools no later than Dec. 1 and June 1)
Principal Stipend: Active Grant Implementation	Dudley, Smith STEM, STEM MS, VEHS	Up to \$5,000	Stipend is paid to carry out additional responsibilities related to active grants that require a change to the school model. Stipend will be reviewed annually	50% paid in December and 50% paid in June when Principal has successfully met required criteria as outlined in the annual Grant (including fidelity of implementation) -- based on documentation submitted to Payroll Dept. by Chief of Innovation & HR no later than Dec. 1 and June 1
Sponsor Teacher for a Resident/Para/Student Teacher	ALL	\$550	Must be selected for this role by the Campus Principal and fulfill all duties within the semester as required by the designated university program	Paid per semester in either December, June or possibly both respective to the semester(s) served-- based on documentation submitted to Payroll Dept. by Professional Learning Specialist no later than Dec. 1 or June 1
Sponsor Teacher for a TAMU-V Resident		\$2,000		50% paid in December and 50% paid in June-- based on documentation submitted to Payroll Dept. by Professional Learning Specialist no later than Dec. 1 and June 1
Summer School Pre-Work (for Elem Summer School Principal / Site Coordinator)	Elem	\$3,000	Must apply & be selected to serve as an Elementary Summer School Principal / Site Coordinator	100% paid in June pending successful completion of all summer school duties on all required work dates -- based

			For required Pre-work (in Spring); this stipend is in addition to the Extra Duty pay	on documentation submitted to Payroll Dept. by Teaching and Learning Specialist no later than June 1
Summer School Administrator (MS or HS)	MS or HS	HS=\$7,500 MS=\$7,000	Must apply & be selected to serve as a Summer School Administrator	100% paid in July pending successful completion of all summer school duties on all required work dates -- based on documentation submitted to Payroll Dept. by Chief of Secondary Schools no later than July 1
UIL: Campus UIL Academic Coordinator	Elem, MS, HS	Elem=\$300 MS=\$500 HS=\$3,000	Coordinates all Campus-level Academic event participation	Paid annually upon completion of UIL competition; Campus Principal must submit request for payment to Payroll Dept.
UIL: Coach of UIL Academic Event (per event—not per grade level)	Elem, MS, HS	Elem=\$100 (max 3 events) MS=\$200 (max 3 events) HS=\$300 (max 5 events)	Coaches students participating in UIL Academic events	Paid annually upon completion of UIL competition; Campus UIL Coordinator must submit request for payment to Payroll Dept.
UIL: District UIL Academic Coordinator	District	\$1,000	Coordinates District-level Academic event participation and organizes local meet when VISD hosts	Paid annually upon completion of UIL competition; Chiefs of Elementary and Secondary Schools must submit request for payment to Payroll Dept.

ATHLETIC STIPENDS:	Levels Eligible:	Total Stipend Amount:	Employment Dates & Pay Cycle:	Extra Days beyond 187:	Proportional Payment(s) Will Be Paid Sept-June:
Athletic Coordinator, Girls	HS	\$7,000	7/13/26 - 5/28/27 (Aug)	15	Monthly
Athletic Coordinator, Boys	HS	\$7,000	7/6/2026 – 6/17/27 (Aug)	N/A-220 day	Monthly
Athletic Trainer	HS	\$8,000	7/20/26 – 5/28/27 (Aug)	20	Monthly
Baseball Head Coach	HS	\$4,700	**Extra days to be worked during holiday breaks	5	Monthly
Baseball Varsity Asst	HS	\$2,100	**Extra days to be worked during holiday breaks	5	Monthly
Baseball Sub Varsity	HS	\$2,100	**Extra days to be worked during holiday breaks	5	Monthly
Baseball Freshman	HS	\$2,100	**Extra days to be worked during holiday breaks	5	Monthly
Basketball Head Coach	HS	\$6,000	**Extra days to be worked during holiday breaks	5	Monthly
Basketball Varsity Asst	HS	\$2,100	**Extra days to be worked during holiday breaks	5	Monthly
Basketball Sub Varsity	HS	\$2,100	**Extra days to be worked during holiday breaks	5	Monthly
Basketball Freshman	HS	\$2,100	**Extra days to be worked during holiday breaks	5	Monthly
Basketball Coach	MS	\$1,500		0	Monthly
Coordinator -- Boys or Girls	MS	\$2,200	7/20/26 – 5/28/27 (Boys) (Aug) 7/27/26 – 5/28/27 (Girls) (Aug)	2	Monthly
Cross Country Head Coach	HS	\$3,000	7/21/26 – 5/28/27 (Aug)	8	Monthly
Cross Country	MS	\$1,500		0	Monthly
Elementary Lead P.E. Teacher	District	\$2,000	Must apply and be selected by Athletic Director & Asst. Supt. for CIA	0	Monthly
Field Maintenance	HS	\$1,500		0	Monthly
Field Maintenance	MS	\$1,000		0	Monthly
Football Head Coach	HS	\$7,000	7/6/26 – 6/17/27 (Aug)	N/A-220 day	Monthly
Football Def/Off Coordinator	HS	\$5,000	7/6/26 - 5/28/27 (Aug)	19	Monthly
Football - Video Tech	HS	\$2,500	7/13/26 - 5/28/27 (Aug)	14	Monthly
Football – Video Tech Asst	HS	\$1,500		0	Monthly
Football Varsity Asst.	HS	\$3,400	7/6/26 - 5/28/27 (Aug)	19	Monthly
Football Sub Varsity	HS	\$3,000	7/13/26 - 5/28/27 (Aug)	14	Monthly

Football Freshman	HS	\$3,000	7/13/26 - 5/28/27 (Aug)	14	Monthly
Football	MS	\$2,300	7/20/26 – 5/28/27 (Aug)	10	Monthly
Golf Head Coach	HS	\$4,700		0	Monthly
Intramural Coordinator	MS	\$2,000		0	Monthly
Power Lifting Head Coach	HS	\$3,000		0	Monthly
Power Lifting Varsity Asst.	HS	\$1,000		0	Monthly
Soccer Head Coach	HS	\$4,700	**Extra days to be worked during holiday breaks	5	Monthly
Soccer Varsity Asst	HS	\$2,100	**Extra days to be worked during holiday breaks	5	Monthly
Soccer Sub Varsity	HS	\$2,100	**Extra days to be worked during holiday breaks	5	Monthly
Softball Head Coach	HS	\$4,700	**Extra days to be worked during holiday breaks	5	Monthly
Softball Varsity Asst	HS	\$2,100	**Extra days to be worked during holiday breaks	5	Monthly
Softball Sub Varsity	HS	\$2,100	**Extra days to be worked during holiday breaks	5	Monthly
Swimming Head Coach	HS	\$4,700		0	Monthly
Swimming Sub Varsity	HS	\$3,000		0	Monthly
Swimming	MS	\$1,200		0	Monthly
Tennis Head Coach	HS	\$4,700	**Extra days to be worked during holiday breaks	5	Monthly
Tennis Asst	HS	\$3,000		0	Monthly
Tennis	MS	\$3,000		0	Monthly
Track Head Coach	HS	\$4,700	**Extra days to be worked during holiday breaks	5	Monthly
Track Varsity Asst.	HS	\$2,100	**Extra days to be worked during holiday breaks	5	Monthly
Track Sub Varsity	HS	\$2,100	**Extra days to be worked during holiday breaks	5	Monthly
Track Freshman	HS	\$2,100	**Extra days to be worked during holiday breaks	5	Monthly
Track	MS	\$1,200		0	Monthly
Volleyball Head Coach	HS	\$4,700	7/13/26 – 5/28/27 (Aug)	15	Monthly
Volleyball Varsity Asst	HS	\$2,100	7/20/26 – 5/28/27 (Aug)	10	Monthly
Volleyball Sub Varsity	HS	\$2,100	7/20/26 – 5/28/27 (Aug)	10	Monthly
Volleyball Freshman	HS	\$2,100	7/20/26 – 5/28/27 (Aug)	10	Monthly
Volleyball	MS	\$1,700	7/27/25 – 5/28/26 (Aug)k	5	Monthly
Wrestling Head Coach	HS	\$4,700		0	Monthly

Wrestling Asst	HS	\$2,100		0	Monthly

FINE ARTS STIPENDS:	Levels Eligible:	Total Stipend Amount:	Employment Dates & Pay Cycle:	Extra Days beyond 187:	Proportional Payment(s) Will Be Paid Sept-June:
Band District Facilitator	District	\$1,000		0	Monthly
Band Director -- Head	HS	\$6,500	7/1/26 – 6/14/27 (Aug)	33	Monthly
Band Director -- Asst.	HS	\$3,200	7/13/26 – 6/10/27 (Aug)	23	Monthly
Band Director -- Head	MS	\$2,800	7/27/26 – 5/28/27 (Aug)	5	Monthly
Cheerleading Head Coach	HS	\$2,500		0	Monthly
Cheerleading Asst	HS	\$1,500		0	Monthly
Cheerleading Coach	MS	\$500		0	Monthly
Choir District Facilitator	District	\$1,000		0	Monthly
Choir Director -- Head	HS	\$4,200	7/27/26 – 5/28/27 (Aug)	5	Monthly
Choir Director -- Head	MS	\$1,500		0	Monthly
Dance District Facilitator	District	\$1,000		0	Monthly
Drill Team & Dance Director	HS	\$3,500	7/20/26 – 6/7/27 (Aug)	15	Monthly
Drill Team -- Asst	HS	\$1,800		0	Monthly
Ballet Folklorico & Dance Director	All	\$2,000		10	Monthly
Elementary Music District Facilitator	All	\$1,000		0	Monthly
Mariachi Director	All	\$2,000		0	Monthly
Orchestra Director	HS	\$2,500	7/20/26 – 5/28/27 (Aug)	10	Monthly
Orchestra Director	MS	\$1,500	7/20/26 – 5/28/27 (Aug)	10	Monthly
Orchestra District Facilitator	MS/HS	\$1,000		0	Monthly
Theatre Arts District Facilitator	District	\$1,000		0	Monthly
Theatre Auditorium Manager	HS	\$1,550		0	Monthly
Theatre Arts Director	HS	\$3,500	7/27/26 – 5/28/27 (Aug)	5	Monthly
Theatre Arts Asst. Director	HS	\$1,800		0	Monthly
Theatre Arts Director	MS	\$1,500		0	Monthly
Visual Arts District Facilitator	District	\$1,000		0	Monthly

SPECIAL EDUCATION STIPENDS:	Levels Eligible:	Total Stipend Amount:	Qualification Criteria:	Extra Days beyond 187:	Proportional Payment(s) Will Be Paid Sept-June:
Special Education Teacher or Special Education Instructional Coach (ECSE, Resource, Inclusion, RISE, Life Skills/CFL, Deaf Ed, Visually Impaired, Adaptive P.E.)	ALL	\$1,500 or \$3,000	Must be certified for Special Education Teaching Assignment	Employed in a Special Ed Teaching position: Half day (or 1-3 periods) = \$1,500; Full day (or 4-7 periods) = \$3,000	Monthly
RISE at Specific Campuses:					
Teacher: Year 1+	All	\$1,000	Must be certified for the Special Education Teaching Assignment		Monthly
Aide: Year 1+	All	\$500			Monthly
RISE Academy @ ACE Academy:					
Teacher: Year 1	All	\$2,000	Must be certified for the Special Education Teaching Assignment		Monthly
Teacher: Year 2+	All	\$4,000	Must be certified for the Special Education Teaching Assignment		Monthly
Aide: Year 1	All	\$1,000			Monthly
Aide: Year 2+	All	\$2,000			Monthly
Administrator	All	\$3,000	Must be certified for the Special Education Teaching Assignment		Monthly
1:1 Special Education Aides:					
Aide	All	\$1,000	Aide assigned by ARD Committee to work with one special needs student		Monthly
OTHER SPED:					
VI Orientation and Mobility (O&M) Specialist	All	\$5,000			Monthly
Lead: Evaluation Specialist	All	\$3,000	Appointed by the Executive Director of Special Services; must be a VISD Educational Diagnostician currently with 5 or more years' experience as an Ed.	5 Extra Days added to Employment Calendar: 7/27/26 – 6/4/27	Monthly

			Diag. with a proven ability to lead and grow others, have an extensive knowledge of compliance needs, legal framework and operating procedures. Will serve as the district lead to ensure consistency and compliance.		
Diagnostician	All	\$6,000			Monthly
Diagnostician: Bilingual	All	\$3,000	Paid in addition to Diagnostician stipend		Monthly
Mentoring Assessment	All	\$1,000	Serves as the mentor for a first-year diagnostician		Monthly
Lead: School Psychologist	All	\$3,000	Appointed by the Executive Director of Special Services; must be a VISD School Psychologist with 5 or more years' experience as a School Psychologist with a proven ability to lead and grow others, have an extensive knowledge of compliance needs, Medicaid/SHARS, therapy techniques and operating procedures. Will serve as the district lead to ensure consistency, and compliance.	5 Extra Days added to Employment Calendar: 7/27/26 – 6/4/27	Monthly
School Psychologist (no stipend for intern) or BCBA Specialist	All	\$6,000			Monthly
School Psychologist: Licensure Supervision	All	\$3,000			Monthly
School Psychologist: Bilingual	All	\$3,000	Paid in addition to School Psychologist stipend; School Psychologist - Intern may be eligible		Monthly
Lead: Related Services	All	\$3,000	Appointed by the Executive Director of Special Services; must be a VISD Related Services Provider with 5 or more years' experience and current licensure, have a proven ability to lead and grow others, extensive knowledge of compliance needs, Medicaid/SHARS, therapy techniques and operating procedures. Will serve as the district lead to	5 Extra Days added to Employment Calendar: 7/27/26 – 6/4/27	Monthly

			ensure consistency, and compliance.		
Occupational Therapist (OT)	All	\$6,000			Monthly
Occupational Therapist (OT): Licensure Supervision	All	\$3,000			Monthly
Certified Occupational Therapist Assistant (COTA)	All	\$1,500			Monthly
Physical Therapist (PT)	All	\$6,000			Monthly
Physical Therapist Assistant (PTA)	All	\$1,500			Monthly
Physical Therapist (PT): Licensure Supervision	All	\$3,000			Monthly
Lead: Speech Specialist	All	\$3,000	Appointed by the Executive Director of Special Services; must be a VISD SLP-CCC with 5 or more years' experience as an SLP, have a proven ability to lead and grow others, extensive knowledge of compliance needs, Medicaid/SHARS, therapy techniques and operating procedures. Will serve as the district lead to ensure consistency, and compliance.	7 Extra Days added to Employment Calendar: 7/30/26 – 6/2/27	Monthly
Speech Language Pathologist (SLP)	All	\$6,000			Monthly
Speech Language Pathologist Assistant (SLPA and CFY)	All	\$3,000			Monthly
Speech: Licensure Supervision	All	\$3,000			Monthly
Speech (SLP or SLPA)- Bilingual	All	\$3,000	Paid in addition to SLP or SLPA stipend		Monthly
Braille Transcriptionist— Braille Production	All	\$5,000	Must attend the <i>Texas School for the Blind</i> braille institute for a week & ongoing, updated braille production training; must work with the program and software updates		Monthly
Deaf Education Teacher	All	\$3,000	Must be fluent in sign language and appropriately trained to provide deaf ed instruction		Monthly
Special Education Systems Analyst	All	\$2,000	Responsible for district Special Education Programs for SpEd and 504		Monthly

			students; serves as the Lead for SE Clerks		
Special Olympics - Head Delegate	All	\$3,000			Monthly
Special Olympics - Coach	All	\$500			Monthly
Lead: District 504 Coordinator	All	\$3,000	Appointed by the Executive Director of Special Services; must have a proven ability to lead and grow others, extensive knowledge of compliance needs, therapy techniques and operating procedures. Will serve as the district lead to ensure consistency, and compliance		Monthly
Dyslexia Specialist	All	\$4,000	Must be a district Dyslexia Specialist conducting evaluations, participating in ARD and 504 meetings, and determining appropriate levels of dyslexia services to provide each qualifying student		Monthly

MAINTENANCE STIPENDS:	Levels Eligible:	Total Stipend Amount:	Qualification Criteria:	Proportional Payment(s) Will Be Paid Sept-June:
Certified Master-level: Plumber, Electrician or HVAC Supervisor	Master-level	\$10,000	Must be hired for a position that requires a Texas Master-level license or certification for that specific craft	Monthly
Certified Journeyman: Plumber, Electrical or HVAC	Journeyman-level	\$2,000	Must be hired into a position that requires a Texas Journeyman license or certification for that specific craft	Monthly
Certified Locksmith	Maintenance Employee	\$3,000	Must hold a valid and current locksmith certification; will be paid to one (1) designated employee only who is responsible for carrying out locksmith duties.	Monthly

Athletic Game Worker Extra Duty Pay Rates

	Football	Sub Var/ MS FB	VB/ BSKT/ Wrest	VB/ BSKT/ Wrest Tourn.	Sub Var/ MS VB/ BSKT/ Wrest	Sub Var/ MS VB/ BSKT/ Wrest Tourn.	Var Soccer	Var Soccer Tourn.	Var BSB/ SB	Var BSB/ SB Tourn.	Sub Var BSB/ SB/ Soc	Sub Var BSB/ SB/ Soc Tourn.
Game Clock (Timer)	\$80.00	\$18.00	\$17.00	\$11.50	\$15.00	\$11.50						
25 Sec. Clock	\$80.00											
Chains	\$80.00											
Scoreboard Operator	\$50.00	\$18.00	\$17.00	\$11.50	\$15.00	\$11.50	\$20.00	\$18.00	\$20.00	\$18.00	\$19.00	\$16.00
Announcer	\$45.00	\$18.00					\$20.00		\$20.00	\$18.00	\$19.00	
Spotter	\$30.00											
Press Box Supervisor	\$30.00											
Stadium Supervisor	\$65.00											
Extended Entry Attendant-Home	\$32.50											
Extended Entry Attendant-Visitors	\$32.50											
Entry Attendant-Home	\$30.00	\$18.00	\$17.00	\$11.50	\$15.00	\$11.50	\$20.00	\$18.00	\$20.00	\$18.00	\$19.00	\$16.00
Entry Attendant-Visitors	\$30.00											
VIP Parking	\$30.00											
Parking Supervisor-Home	\$50.00											
Parking Supervisor-Visitors	\$40.00											
Parking Lot Attendant-Home	\$30.00											
Parking Lot Attendant-Visitor	\$30.00											
Reserved Parking-Home	\$30.00											
EMS Gate	\$30.00											
Service Gate	\$30.00											
Stadium Gate-Home	\$30.00											
Stadium Gate-Visitors	\$30.00											
Player Gate	\$35.00											
Usher-Section C	\$30.00											
Usher-Section D	\$30.00											
Lead Field Preparation	\$80.00	\$25.50					\$25.00	\$25.00			\$25.00	\$25.00
Field Preparation (Use for St. Joe)	\$55.00											

Libero Tracker \$10/ game- All Levels (Volleyball Only)

Pitch Count \$15/ game- Var Only (Baseball Only)

Swim Tickets \$40