2026-2027

# VALLEY MILLS ISD

## COMPENSATION INCENTIVES

### INVESTING IN THE PEOPLE WHO MAKE A DIFFERENCE EVERY DAY

**EARLY EDUCATOR STIPEND**

**$1,500-$3,000**

BASED ON YEARS OF SERVICE AND CERTIFICATION.

**MASTER'S DEGREE STIPEND**

**$2,000**

EDUCATION-RELATED OR FIELD-RELATED MASTER'S DEGREE.

**INSURANCE CONTRIBUTION**

**$450 PER MONTH**

$5,400 IN ANNUAL DISTRICT SUPPORT.

**STAFF PRE-K BENEFIT**

**FREE PRE-K**

FOR ELIGIBLE CHILDREN OF STAFF MEMBERS.

**LONGEVITY STIPEND**

**$650-$1,500**

BASED ON EXPERIENCE AND JOB CATEGORY.

**EXTRA-DUTY STIPENDS**

**WIDE RANGE**

FOR QUALIFYING ASSIGNMENTS AND RESPONSIBILITIES.

### ONE-TIME EMPLOYEE PAYMENTS

| $800 | $1,000 | $300 | $500 |
|---|---|---|---|
| WELCOME BACK | CHRISTMAS | HAPPY NEW YEAR | SPRING BREAK |

**$2,600 TOTAL IN LISTED ONE-TIME PAYMENTS**

**COMPETITIVE PAY. MEANINGFUL BENEFITS. A DISTRICT THAT VALUES ITS PEOPLE.**

2026-2027

# VALLEY MILLS ISD

## TEACHER & ADMINISTRATOR PAY SCALES

### ANNUAL SALARIES AND EARLY EDUCATOR INCENTIVES

| YEARS OF SERVICE | 2025-26 STATE MINIMUM | VMISD INCREMENT | MINIMUM + VMISD | HB 2 ADJUSTMENT | ANNUAL SALARY |
|---|---|---|---|---|---|
| 0 (UNCERTIFIED) | $33,960 | $6,380 | $40,340 | $0 | $40,340 |
| 1 (UNCERTIFIED) | $34,690 | $6,486 | $41,176 | $0 | $41,176 |
| 2 (UNCERTIFIED) | $35,410 | $6,603 | $42,023 | $0 | $42,023 |
| 0 | $33,960 | $7,080 | $41,040 | $0 | $41,040 |
| 1 | $34,690 | $7,186 | $41,876 | $0 | $41,876 |
| 2 | $35,410 | $7,303 | $42,713 | $0 | $42,713 |
| 3 | $36,150 | $7,389 | $43,539 | $4,000 | $47,539 |
| 4 | $37,690 | $6,706 | $44,396 | $4,000 | $48,396 |
| 5 | $39,230 | $6,522 | $45,752 | $8,000 | $53,752 |
| 6 | $40,770 | $6,043 | $46,813 | $8,000 | $54,813 |
| 7 | $42,200 | $5,582 | $47,782 | $8,000 | $55,782 |
| 8 | $43,550 | $5,344 | $48,894 | $8,000 | $56,894 |
| 9 | $44,840 | $5,115 | $49,955 | $8,000 | $57,955 |
| 10 | $46,040 | $4,904 | $50,944 | $8,000 | $58,944 |
| 11 | $47,180 | $4,713 | $51,893 | $8,000 | $59,893 |
| 12 | $48,280 | $4,510 | $52,790 | $8,000 | $60,790 |
| 13 | $49,280 | $4,336 | $53,616 | $8,000 | $61,616 |
| 14 | $50,250 | $4,172 | $54,422 | $8,000 | $62,422 |
| 15 | $51,160 | $4,313 | $55,473 | $8,000 | $63,473 |
| 16 | $52,030 | $4,157 | $56,187 | $8,000 | $64,187 |
| 17 | $52,840 | $4,020 | $56,860 | $8,000 | $64,860 |
| 18 | $53,610 | $3,882 | $57,492 | $8,000 | $65,492 |
| 19 | $54,340 | $3,754 | $58,094 | $8,000 | $66,094 |
| 20 | $55,030 | $3,839 | $58,869 | $8,000 | $66,869 |
| 21+ | $55,030 | $4,400 | $59,430 | $8,000 | $67,430 |

### ADMINISTRATOR PAY SCALE

| POSITION | MINIMUM | MIDPOINT | MAXIMUM |
|---|---|---|---|
| ASSISTANT SUPERINTENDENT | $68,983 | $79,666 | $90,380 |
| STUDENT SERVICES COORDINATOR | $51,000 | $60,000 | $73,000 |
| BUSINESS MANAGER | $59,935 | $68,952 | $86,031 |
| DISTRICT POLICE CHIEF | $57,200 | $66,560 | $79,040 |
| DISTRICT SERVICES COORDINATOR | $58,344 | $67,891 | $80,621 |
| ATHLETIC DIRECTOR/HEAD FOOTBALL | $68,952 | $79,666 | $90,800 |
| SECONDARY PRINCIPAL | $68,952 | $79,666 | $90,380 |
| ELEMENTARY PRINCIPAL | $59,935 | $68,952 | $86,031 |
| SECONDARY ASSISTANT PRINCIPAL | $57,200 | $66,560 | $80,300 |
| ELEMENTARY ASSISTANT PRINCIPAL | $54,313 | $63,118 | $76,000 |

2026-2027

# VALLEY MILLS ISD

## AUXILIARY STAFF PAY SCALES

### ANNUAL SALARIES FOR 2026-2027

**CAFETERIA STAFF**

| YRS | SALARY |
|---|---|
| 0 | $17,272 |
| 1 | $17,581 |
| 2 | $17,882 |
| 3 | $18,192 |
| 4 | $18,836 |
| 5 | $19,485 |
| 6 | $20,134 |
| 7 | $20,736 |
| 8 | $21,304 |
| 9 | $21,843 |
| 10 | $22,347 |
| 11 | $22,830 |
| 12 | $23,288 |
| 13 | $23,712 |
| 14 | $24,119 |
| 15 | $24,501 |
| 16 | $24,866 |
| 17 | $25,205 |
| 18 | $25,531 |
| 19 | $25,837 |
| 20+ | $26,125 |

**PARAPROFESSIONAL**

| YRS | SALARY |
|---|---|
| 0 | $19,413 |
| 1 | $19,768 |
| 2 | $20,115 |
| 3 | $20,471 |
| 4 | $21,212 |
| 5 | $21,958 |
| 6 | $22,704 |
| 7 | $23,397 |
| 8 | $24,049 |
| 9 | $24,669 |
| 10 | $25,249 |
| 11 | $25,805 |
| 12 | $26,332 |
| 13 | $26,819 |
| 14 | $27,288 |
| 15 | $27,727 |
| 16 | $28,145 |
| 17 | $28,535 |
| 18 | $28,911 |
| 19 | $29,263 |
| 20+ | $29,593 |

**NURSE (LVN)**

| YRS | SALARY |
|---|---|
| 0 | $27,976 |
| 1 | $28,517 |
| 2 | $29,044 |
| 3 | $29,586 |
| 4 | $30,714 |
| 5 | $31,849 |
| 6 | $32,984 |
| 7 | $34,038 |
| 8 | $35,032 |
| 9 | $35,974 |
| 10 | $36,857 |
| 11 | $37,703 |
| 12 | $38,505 |
| 13 | $39,247 |
| 14 | $39,959 |
| 15 | $40,627 |
| 16 | $41,265 |
| 17 | $41,859 |
| 18 | $42,430 |
| 19 | $42,964 |
| 20+ | $43,469 |

**NURSE (RN)**

| YRS | SALARY |
|---|---|
| 0 | $42,333 |
| 1 | $43,078 |
| 2 | $43,802 |
| 3 | $44,547 |
| 4 | $46,097 |
| 5 | $47,658 |
| 6 | $49,218 |
| 7 | $50,667 |
| 8 | $52,033 |
| 9 | $53,329 |
| 10 | $54,543 |
| 11 | $55,705 |
| 12 | $56,807 |
| 13 | $57,827 |
| 14 | $58,806 |
| 15 | $59,724 |
| 16 | $60,601 |
| 17 | $61,417 |
| 18 | $62,203 |
| 19 | $62,937 |
| 20+ | $63,631 |

**CUSTODIAN (242 DAYS)**

| YRS | SALARY |
|---|---|
| 0 | $24,137 |
| 1 | $24,548 |
| 2 | $24,958 |
| 3 | $25,369 |
| 4 | $25,779 |
| 5 | $26,189 |
| 6 | $26,600 |
| 7 | $27,010 |
| 8 | $27,421 |
| 9 | $27,831 |
| 10 | $28,242 |
| 11 | $28,652 |
| 12 | $29,062 |
| 13 | $29,473 |
| 14 | $29,883 |
| 15 | $30,294 |
| 16 | $30,704 |
| 17 | $31,115 |
| 18 | $31,525 |
| 19 | $31,935 |
| 20+ | $32,346 |

**ADMINISTRATIVE ASSISTANT (226 DAYS)**

| YRS | SALARY |
|---|---|
| 0 | $26,716 |
| 1 | $27,231 |
| 2 | $27,731 |
| 3 | $28,246 |
| 4 | $29,317 |
| 5 | $30,394 |
| 6 | $31,473 |
| 7 | $32,474 |
| 8 | $33,418 |
| 9 | $34,312 |
| 10 | $35,151 |
| 11 | $35,954 |
| 12 | $36,715 |
| 13 | $37,420 |
| 14 | $38,096 |
| 15 | $38,730 |
| 16 | $39,336 |
| 17 | $39,900 |
| 18 | $40,442 |
| 19 | $40,949 |
| 20+ | $41,428 |

**POLICE OFFICER (217 DAYS)**

| YRS | SALARY |
|---|---|
| 0 | $35,333 |
| 1 | $36,078 |
| 2 | $36,802 |
| 3 | $37,547 |
| 4 | $39,097 |
| 5 | $40,658 |
| 6 | $42,218 |
| 7 | $43,667 |
| 8 | $45,033 |
| 9 | $46,329 |
| 10 | $47,543 |
| 11 | $48,705 |
| 12 | $49,807 |
| 13 | $50,827 |
| 14 | $51,806 |
| 15 | $52,724 |
| 16 | $53,601 |
| 17 | $54,417 |
| 18 | $55,203 |
| 19 | $55,937 |
| 20+ | $56,631 |

**TECHNOLOGY COORDINATOR (217 DAYS)**

| YRS | SALARY |
|---|---|
| 0 | $44,404 |
| 1 | $45,302 |
| 2 | $46,175 |
| 3 | $47,073 |
| 4 | $48,942 |
| 5 | $50,824 |
| 6 | $52,706 |
| 7 | $54,453 |
| 8 | $56,101 |
| 9 | $57,664 |
| 10 | $59,127 |
| 11 | $60,530 |
| 12 | $61,858 |
| 13 | $63,088 |
| 14 | $64,269 |
| 15 | $65,376 |
| 16 | $66,434 |
| 17 | $67,418 |
| 18 | $68,365 |
| 19 | $69,251 |
| 20+ | $70,087 |

PLACEMENT IS BASED ON VERIFIED EXPERIENCE, ASSIGNMENT, CREDENTIALS, AND THE APPLICABLE WORK CALENDAR.

2026-2027

# VALLEY MILLS ISD

## STIPEND SCHEDULE

## ACADEMIC, OPERATIONAL, EXTRACURRICULAR, AND ATHLETIC ASSIGNMENTS

### ACADEMIC

| ASSIGNMENT | AMOUNT |
|---|---|
| HIGH SCHOOL CORE SUBJECT* | $2,000 |
| JUNIOR HIGH CORE SUBJECT* | $1,000 |
| NURSE INSTRUCTOR (PER CLASS) | $2,000 |
| DAEP COORDINATOR | $2,000 |
| DUAL CREDIT/SOAR | $2,000 |
| NATIONAL HONOR SOCIETY | $500 |
| FCCLA | $750 |
| AG SCIENCE (ONE PATHWAY) | $7,500 |
| AG SCIENCE (2+ PATHWAYS) | $12,500 |
| BAND DIRECTOR | $12,500 |
| ASSISTANT BAND DIRECTOR | $6,250 |
| EARLY EDUCATOR 0 (UNCERTIFIED) | $1,500 |
| EARLY EDUCATOR 1 (UNCERTIFIED) | $2,000 |
| EARLY EDUCATOR 2 (UNCERTIFIED) | $2,500 |
| EARLY EDUCATOR 0 (CERTIFIED)* | $2,000 |
| EARLY EDUCATOR 1 (CERTIFIED)* | $2,500 |
| EARLY EDUCATOR 2 (CERTIFIED)* | $3,000 |
| CTE COORDINATOR | $8,000 |

### SPECIAL POPULATIONS

| ASSIGNMENT | AMOUNT |
|---|---|
| SPECIAL EDUCATION (JH)* | $1,000 |
| SPECIAL EDUCATION (HS)* | $1,000 |
| SPECIAL EDUCATION (ELEMENTARY)* | $1,000 |
| ESL COORDINATOR* | $1,000 |
| DYSLEXIA COORDINATOR* | $1,000 |
| DYSLEXIA TESTING COORDINATOR* | $1,500 |
| GT COORDINATOR* | $1,000 |
| INTERVENTIONIST | $1,000 |
| CAMPUS 504 COORDINATOR | $2,000 |

### ACADEMIC UIL

| ASSIGNMENT | AMOUNT |
|---|---|
| UIL COORDINATOR (ELEMENTARY) | $500 |
| UIL COORDINATOR (JH/HS) | $750 |
| UIL EVENT COACHES (PER EVENT) | $100 |
| UIL MEET SPONSOR | $50 |

### EXTENDED SERVICES

| ASSIGNMENT | AMOUNT |
|---|---|
| LIBRARIAN | $5,000 |
| NURSE (RN) | $2,000 |
| NURSE (LVN) | $1,500 |
| COUNSELOR (JH/HS) | $9,000 |
| COUNSELOR (ELEMENTARY) | $5,000 |
| WEBSITE | $1,000 |
| AFTER-SCHOOL DAYCARE | $8,000 |
| CAFETERIA LEAD (JH/HS) | $1,000 |
| CAFETERIA LEAD (ELEMENTARY) | $1,000 |
| DISTRICT CAFETERIA MANAGER | $2,500 |
| TRANSPORTATION DIRECTOR | $10,000 |
| CAMPUS TEST COORDINATOR | $2,000 |
| DISTRICT FOOD SERVICE DIRECTOR | $8,000 |
| DISTRICT TRANSLATOR | $1,000 |
| ACCOUNTS PAYABLE COORDINATOR | $7,000 |
| LEAD CUSTODIAN | $3,000 |
| STUDENT SUPPORT SERVICES | $5,000 |
| LATE NIGHT CUSTODIAN | $1,000 |
| DISTRICT SAFETY TEAM (GUARDIAN) | $2,000 |
| POLICE OFFICER (SERGEANT) | $4,000 |
| DISTRICT IPM COORDINATOR | $1,500 |
| ELEMENTARY REGISTRAR | $2,500 |
| JH/HS REGISTRAR | $7,500 |
| PEIMS COORDINATOR | $7,000 |
| CDL | $500 |
| CDL TEST PROCTOR | $500 |

### EXTRACURRICULAR

| ASSIGNMENT | AMOUNT |
|---|---|
| YEARBOOK (JH/HS) | $1,500 |
| YEARBOOK (ELEMENTARY) | $1,500 |
| MOCK TRIAL | $500 |
| STUDENT COUNCIL (JH/HS) | $500 |
| STUDENT COUNCIL (ELEMENTARY) | $500 |
| ONE ACT PLAY DIRECTOR | $2,500 |
| ONE ACT PLAY ASSISTANT DIRECTOR | $500 |
| DISTRICT PHOTOGRAPHER | $1,500 |
| EVENT COORDINATOR | $1,000 |

### ATHLETIC

| ASSIGNMENT | AMOUNT |
|---|---|
| HEAD BASKETBALL | $5,000 |
| HEAD BASEBALL | $5,000 |
| HEAD CROSS COUNTRY | $3,000 |
| HEAD GOLF | $2,000 |
| HEAD SOFTBALL | $5,000 |
| HEAD POWERLIFTING | $2,000 |
| HEAD TENNIS | $2,000 |
| HEAD TRACK | $3,000 |
| HEAD VOLLEYBALL | $5,000 |
| HEAD CHEER | $5,000 |
| GIRLS COORDINATOR | $5,000 |
| TRAINER | $6,000 |
| EQUIPMENT INVENTORY | $1,500 |
| ASSISTANT BASKETBALL | $3,500 |
| ASSISTANT BASEBALL | $3,500 |
| ASSISTANT CHEER | $3,000 |
| FOOTBALL COORDINATOR | $6,500 |
| ASSISTANT FOOTBALL | $5,750 |
| ASSISTANT SOFTBALL | $3,500 |
| ASSISTANT TRACK | $1,500 |
| ASSISTANT VOLLEYBALL | $3,500 |
| STRENGTH & CONDITIONING | $25 PER DAY |

### ALTERNATE EARNINGS

| ASSIGNMENT | AMOUNT |
|---|---|
| SUMMER SCHOOL TEACHER | $25 PER HOUR |
| AFTER-SCHOOL DETENTION | $25 PER HOUR |
| SUMMER TESTING | $25 PER HOUR |
| TUTORIALS | $25 PER HOUR |
| ATTENDANCE RECOVERY | $25 PER HOUR |
| GATEKEEPERS/CLOCK/BOOKS | $25 PER HOUR |

### EARLY EDUCATOR STIPEND

| STEP | CERTIFIED | UNCERTIFIED |
|---|---|---|
| YEAR 0 | $2,000 | $1,500 |
| YEAR 1 | $2,500 | $2,000 |
| YEAR 2 | $3,000 | $2,500 |

### ADDITIONAL INCENTIVES

| INCENTIVE | AMOUNT |
|---|---|
| MASTER'S DEGREE STIPEND | $2,000 |
| INSURANCE CONTRIBUTION | $450/MONTH |
| STAFF PRE-K | FREE |

* MUST BE CERTIFIED. STIPENDS ARE TIED TO ASSIGNED DUTIES AND ARE SUBJECT TO ANNUAL APPROVAL, FUNDING AVAILABILITY, AND DISTRICT POLICY.

2026-2027

# VALLEY MILLS ISD

## ADDITIONAL COMPENSATION

### BUS ROUTES, SUBSTITUTE PAY, LONGEVITY, AND EMPLOYEE RECOGNITION

**BUS DRIVER PAY SCHEDULE**

| ROUTE | PAY/ROUTE | FREQUENCY |
|---|---|---|
| ROUTE 2 | $51.50 | AM/PM |
| ROUTE 3 | $61.50 | AM/PM |
| ROUTE 4 | $56.50 | AM/PM |
| ROUTE 5 | $41.50 | PM |
| ROUTE 6 | $66.50 | AM/PM |

**SUBSTITUTE PAY SCHEDULE**

| ASSIGNMENT | DAILY RATE |
|---|---|
| UNCERTIFIED | $90 |
| CERTIFIED | $95 |
| LONG-TERM UNCERTIFIED | $105 |
| LONG-TERM CERTIFIED | $115 |

**LONGEVITY STIPEND**

| YEARS OF EXPERIENCE | PROFESSIONAL STAFF | SUPPORT STAFF |
|---|---|---|
| 22-24 YEARS | $1,000 | $650 |
| 25-27 YEARS | $1,250 | $800 |
| 28-30+ YEARS | $1,500 | $1,000 |

**DISTRICT SERVICE AWARDS**

| DISTRICT YEARS | GIFT CARD |
|---|---|
| 5 | $50 |
| 10 | $100 |
| 15 | $150 |
| 20 | $250 |
| 25 | $300 |
| 30 | $350 |
| 35 | $400 |
| 40+ | $500 |

**RETIREMENT AWARD**

| DISTRICT YEARS | GIFT CARD |
|---|---|
| 0-4 | $50 |
| 5-9 | $100 |
| 10-19 | $200 |
| 20+ | $250 |