

Decatur ISD
2026-2027 New Hire Guide for
Teachers
\$57,500 starting salary

Years of Experience	New Hire Salary
0	\$57,500
1	\$57,850
2	\$58,250
3	\$60,650
4	\$61,050
5	\$65,450
6	\$66,000
7	\$66,400
8	\$66,800
9	\$67,200
10	\$67,600
11	\$68,000
12	\$68,400
13	\$68,800
14	\$69,200
15	\$69,975
16	\$70,275
17	\$70,575
18	\$70,875
19	\$71,175
20	\$71,475
21	\$71,775
22	\$72,075
23	\$72,450
24	\$73,550
25+	\$74,550

Teachers 26+ will receive an increase of \$400

The salaries listed above are based on 10-month employment for the 2026-2027 school year. Salary plans are determined on an annual basis and salary advancement is not guaranteed. Pay increases are based on the annual pay raise budget approved by the Board of Trustees. **\$1,000 Master's Degree - General Stipend**

2026-2027 Proposed Administrative Professional Pay Plan

Decatur ISD

Pay Grade	Job Title	Calendars	Minimum Midpoint Maximum			
2			Daily	\$266.23	\$320.76	\$375.29
	Speech Therapist Asst	10 Month	10 Month	51,116	61,586	72,056
	Coordinator - Payroll	12 Month	12 Month	60,168	72,492	84,816
	Director - Custodial	12 Month				
	Director - Transportation	12 Month				
	Emergency Management	12 Month				
3			Daily	\$298.18	\$359.25	\$420.32
	Nurse RN	10 Month	10 Month	55,760	67,180	78,600
	Athletic Trainer	12 Month	12 Month	67,389	81,191	94,992
	Coordinator - PEIMS	12 Month				
	Network Administrator	12 Month				
4			Daily	\$316.07	\$380.81	\$445.55
	Occupational Therapist	10 Month	10 Month	59,105	71,211	83,318
	Speech Therapist	10 Month	10 Month	60,685	73,116	85,546
	Counselor - ES	11 Month	11 Month	63,846	76,924	90,001
	Diagnostician	11 Month	11 Month	65,426	78,828	92,229
	Coordinator - Library Media Services	11 Month	11 Month	68,903	83,017	97,130
	Asst Principal - ES	11 Month	12 Month	71,431	86,063	100,694
	Asst Principal - MS	11 Month				
	Coordinator - Math & Science Instruction	11 Month				
	Counselor - HS	11 Month				
	Counselor - MS	11 Month				
	Coordinator - Blended Learning Grant	12 Month				
5			Daily	\$338.52	\$407.85	\$477.18
	Asst Principal - HS	11 Month	11 Month	73,797	88,911	104,025
	Director - ES Academics & Bil	12 Month	12 Month	76,505	92,174	107,842
	Director - TIA/Instructional Tech/Data	12 Month				
6			Daily	\$363.91	\$438.44	\$512.97
	Administrator - DAEP	11 Month	11 Month	79,332	95,579	111,827
	Director - Assessment & Federal Programs	12 Month	12 Month	82,244	99,087	115,931
	Director - Child Nutritional	12 Month				
	Director - Communications	12 Month				
	Principal - ES	12 Month				
7			Daily	\$406.12	\$489.30	\$572.48
	Director - Special Education	12 Month	12 Month	91,783	110,582	129,380
	Director - Technology	12 Month				
	Principal - MS	12 Month				

8	
Director - Athletics	12 Month
Exec Director - Operations	12 Month
Exec Director - Student Services	12 Month
Principal - HS	12 Month

Daily		\$487.75	\$587.65	\$687.55
12	Month	110,232	132,809	155,386

9	
Asst Superintendent - Teaching & Learning	12 Month
Asst. Superintendent - HR & Operations	12 Month
CFO	12 Month

Daily		\$526.77	\$634.66	\$742.55
12	Month	119,050	143,433	167,816

4 Day Conversions

Calculated by Daily Rate

10 months = 158 to 173 days

11 months = 183 to 199 days

12 months= 207 to 243 days

2026-2027 Proposed Administrative Instructional Pay Plan

Decatur ISD

*Annual amounts are based on 8.5 hours per day.

Pay	Job Title	Calendars	Minimum	Midpoint	Maximum	
1			Hourly	\$13.00	\$15.66	\$18.32
	Aide - Instructional	168	168 Days	18,564	22,362	26,161
	Aide - ISS	168				
	Aide - PE					
2			Hourly	\$13.90	\$16.74	\$19.58
	Aide - Bilingual	168	168 Days	19,849	23,905	27,960
	Aide - Credit Recovery	168				
	Aide - DAEP	168				
	Aide - ESL	168				
	Aide - Intervention	168				
	Aide - Librarian	168				
	Aide - PreK	168				
	Aide - Title I	168				
	Clerk - Attendance ES	168				
	Clerk - Attendance MS	168				
	Office Aide - Campus	168				
	Receptionis - Campus	168				
3			Hourly	\$15.25	\$18.37	\$21.49
	Admin Asst - Counselor	168	168 Days	21,777	26,232	30,688
	Aide - PASS	168	188 Days	24,370	29,355	34,341
	Aide - SPED ECSE, PK, PK Title 1	168				
	Aide - SPED Inclusion	168				
	Aide - SPED Life Skills	168				
	Clerk - Student Aide	188				
4			Hourly	\$18.00	\$21.68	\$25.36
	Admin Asst - PEIMS	199	199 Days	30,447	36,672	42,896
	Clerk - Attendance HS	199	207 Days	31,671	38,146	44,621
	Secretary - Campus ES	199				
	Secretary - Campus MS	199				
	Admin Asst- Child Nutrition	207				
	Registrar	207				
5			Hourly	\$20.88	\$25.15	\$29.42
	LVN	168	168 Days	29,817	35,914	42,012
	Secretary - Athletics	188	188 Days	33,366	40,190	47,013
	Admin Asst - C&I	207	207 Days	36,738	44,251	51,764
	Admin Asst - Maintenance	207				
	Admin Asst - SPED	207				
	Admin Asst - SPED PEIMS	207				
	Field Supervisor - CN	207				

Secretary - Principal HS 207
Receptionist District/Admin Asst.-Communicatic 207

6

Specialist - Accounting 207
Specialist - Benefits 207

Hourly	\$28.78	\$34.26	\$39.74
207 Days	50,638	60,280	69,923

7

Admin Asst - Superintendent 207
Specialist - HR 207
Specialist - Payroll 207

Hourly	\$30.51	\$36.32	\$42.13
207 Days	53,682	63,905	74,128

2026-2027 Proposed Auxiliary Pay Plan

Decatur ISD

Pay	Job Title	Calendars	Minimum	Midpoint	Maximum	
1			Hourly	\$13.50	\$16.27	\$19.04
	Bus Monitor	158	158 Days	10,665	12,853	15,041
	Cafeteria Worker	162	162 Days	17,496	21,085	24,675
	Custodian	243	243 Days	26,244	31,629	37,014
2			Hourly	\$16.15	\$19.46	\$22.77
	Asst Manager - Cafeteria HS	162	162 Days	20,930	25,220	29,510
	Asst Manager - STEM	162	168 Days	23,063	27,789	32,515
	Cafeteria Manager - ES	168	243 Days	31,396	37,830	44,265
	Cafeteria Manager - MS	168				
	Groundskeeper	243				
	Lead Custodian - ES, MS	243				
3			Hourly	\$17.60	\$21.21	\$24.82
	Dispatcher	158	158 Days	22,246	26,809	31,372
	Cafeteria Manager - HS	168	168 Days	25,132	30,288	35,443
	General Maintenance	243	243 Days	34,214	41,232	48,250
	Lead Custodian - HS	243				
4			Hourly	\$20.75	\$25.01	\$29.27
	Asst Director - Custodial	243	207 Days	36,510	44,005	51,500
	Carpenter	243	243 Days	40,338	48,619	56,901
	Lead- Groundskeeper & Athletic Grounds	243				
	Technology Asst	207				
5			Hourly	\$25.00	\$30.14	\$35.28
	Asst Director - Transportation	168	168 Days	33,600	40,508	47,416
	HVAC	243	207 Days	43,988	53,031	62,075
	Lead Technology Support	207	243 Days	48,600	58,592	68,584
	Technology Help Desk Support	207				
	Maintenance - Lead	243				
	Mechanic	243				
BD			Hourly	\$21.85	\$25.71	\$29.57
	Bus Driver	158	158 Days	17,261	20,310	23,360