



2026-27 Compensation Plan

**Teachers (165 days), Librarians
(169), Nurses (160), Campus
Coordinators (168)**

Years of Experience	2026-2027 Salary	Daily Rate
0	\$56,020	\$339.51
1	\$56,360	\$341.57
2	\$56,700	\$343.64
3	\$56,815	\$344.33
4	\$57,130	\$346.24
5	\$61,445	\$372.39
6	\$61,865	\$374.94
7	\$62,285	\$377.48
8	\$62,705	\$380.03
9	\$63,125	\$382.58
10	\$63,545	\$385.12
11	\$63,965	\$387.67
12	\$64,385	\$390.21
13	\$64,805	\$392.76
14	\$65,225	\$395.30
15	\$65,645	\$397.85
16	\$66,065	\$400.39
17	\$66,559	\$403.39
18	\$67,367	\$408.28
19	\$68,123	\$412.87
20	\$68,837	\$417.19
21	\$69,362	\$420.38
22	\$69,887	\$423.56
23	\$70,412	\$426.74
24	\$70,937	\$429.92
25	\$71,545	\$433.61
26	\$72,252	\$437.89
27	\$72,932	\$442.01
28	\$73,615	\$446.15
29	\$74,302	\$450.32
30	\$74,985	\$454.45
31	\$75,667	\$458.59
32	\$76,350	\$462.73
33	\$77,032	\$466.86
34	\$77,715	\$471.00
35	\$78,397	\$475.13

A Step increase of \$650 will be applied for teachers, librarians, SPED campus coordinators, and nurses (RN) for every year of experience beyond 35 along with the general pay increase.

Administrative/Professional

Pay Grade/Job Title	Regular Calendar	4 Day Calendar	Minimum	Midpoint	Maximum
300			\$133.69	\$133.69	\$133.69
LSSP/SLP Intern	187	165	\$25,000.00	\$25,000.00	\$25,000.00
301			\$249.41	\$311.76	\$374.14
District Bookkeeper	226	190	\$56,366.66	\$70,457.76	\$84,555.64
Custodial Supervisor	240	200	\$42,366.66	\$56,457.76	\$70,555.64
302			\$278.27	\$335.27	\$392.26
Maintenance Coordinator	240	200	\$66,784.80	\$80,464.80	\$94,142.40
Transportation Coordinator	200	190	\$60,933.24	\$73,077.24	\$85,159.12
Director - Child Nutrition	226	190	\$62,889.02	\$75,771.02	\$88,650.76
Program Specialist SpEd	212	179	\$58,993.24	\$71,077.24	\$83,159.12
SLP- A	187	165	\$52,036.49	\$62,695.49	\$73,352.62
302 A			\$286.22	\$344.84	\$403.47
Diagnostician	197	168	\$56,385.34	\$67,933.48	\$79,483.59
302 B			\$286.22	\$344.84	\$414.26
Counselor -Primary/Intermediate	207	174	\$59,247.54	\$71,381.88	\$85,751.82
Counselor - Junior High	207	174	\$59,247.54	\$71,381.88	\$85,751.82
Counselor - High School	207	174	\$59,247.54	\$71,381.88	\$85,751.82
Curriculum Specialist	212	179	\$60,678.64	\$73,106.08	\$87,823.12
303			\$292.19	\$352.03	\$411.88
Director of Operations	240	200	\$70,125.60	\$84,487.20	\$98,851.20
Network Manager	235	198	\$68,664.65	\$82,727.05	\$96,791.80
Athletic Trainer	226	196	\$66,034.94	\$79,558.78	\$93,084.88
Band Director	226	196	\$66,034.94	\$79,558.78	\$93,084.88
Coordinator - CCMR	226	196	\$66,034.94	\$79,558.78	\$93,084.88
Speech Therapy Coordinator (SLP w/CCC)	212	179	\$61,944.28	\$74,630.36	\$87,318.56
Speech Language Pathologist (SLP)	197	168	\$57,561.43	\$69,349.91	\$81,140.36
303 A			\$324.58	\$391.06	\$457.54
Licensed Specialists in School Psychology	197	168	\$63,942.26	\$77,038.82	\$90,135.38
Occupational Therapist	197	168	\$63,942.26	\$77,038.82	\$90,135.38
303 B			\$300.54	\$362.09	\$423.65
Asst Principal - Primary/Intermediate	212	179	\$63,714.48	\$76,763.08	\$89,813.80
304			\$315.56	\$380.19	\$444.83
Academic Dean	226	190	\$71,316.56	\$85,922.94	\$100,531.58
Asst Principal - Junior High	212	179	\$66,898.72	\$80,600.28	\$94,303.96
Asst Principal - High School	212	179	\$66,898.72	\$80,600.28	\$94,303.96
305			\$328.27	\$395.50	\$462.75
Director- Technology	235	198	\$77,143.45	\$92,942.50	\$108,746.25
Director of Public Relations	226	190	\$74,189.02	\$89,383.00	\$104,581.50
Director of Special Education	226	190	\$74,189.02	\$89,383.00	\$104,581.50
Director of Safety and Security	226	190	\$74,189.02	\$89,383.00	\$104,581.50

Administrative/Professional

Principal - Primary/Intermediate	215	181	\$70,578.05	\$85,032.50	\$99,491.25
306			\$364.38	\$439.02	\$513.65
Principal - Junior High	226	190	\$82,349.88	\$99,218.52	\$116,084.90
307			\$382.60	\$460.97	\$539.33
Director - Athletics	226	196	\$86,467.60	\$104,179.22	\$121,888.58
308			\$406.57	\$484.02	\$561.46
Principal - High School	226	190	\$91,884.82	\$109,388.52	\$126,889.96
Executive Director of Human Resources	226	190	\$91,884.82	\$109,388.52	\$126,889.96
Executive Director of Curriculum and Instruction	226	190	\$91,884.82	\$109,388.52	\$126,889.96
Executive Director of Student Services	226	190	\$91,884.82	\$109,388.52	\$126,889.96
Executive Director of Assessment, Accountability, and Student Programs	226	190	\$91,884.82	\$109,388.52	\$126,889.96
309			\$435.04	\$517.90	\$600.76
Chief Financial Officer	226	190	\$98,319.04	\$117,045.40	\$135,771.76

Clerical/Paraprofessional

Pay Grade /Job Title	Regular Calendar	4 Day Calendar	Minimum	Midpoint	Maximum
201			\$11.21	\$13.68	\$16.15
Campus Receptionist	190	160	\$17,039.20	\$20,793.60	\$24,548.00
203			\$13.42	\$16.35	\$19.29
Educational Aide	187	157	\$20,076.32	\$24,459.60	\$28,857.84
CO			\$16.64	\$20.21	\$23.85
District Receptionist	226	190	\$30,085.12	\$36,539.68	\$43,120.80
204			\$15.27	\$18.63	\$22.00
VI- Educational Aide	187	157	\$22,843.92	\$27,870.48	\$32,912.00
PEIMS Clerk	207	174	\$25,287.12	\$30,851.28	\$36,432.00
Secretary - Counselor	207	174	\$25,287.12	\$30,851.28	\$36,432.00
Secretary -Child Nutrition	226	190	\$27,608.16	\$33,683.04	\$39,776.00
Secretary - Facilities & Maintenance	226	190	\$27,608.16	\$33,683.04	\$39,776.00
205			\$16.30	\$20.39	\$24.64
Attendance Clerk	197	166	\$25,688.80	\$32,134.64	\$38,832.64
Registrar - High School	197	166	\$25,688.80	\$32,134.64	\$38,832.64
Secretary - Principal Primary/Intermediate	197	166	\$25,688.80	\$32,134.64	\$38,832.64
Secretary - Principal Junior High	226	190	\$29,470.40	\$36,865.12	\$44,549.12
206			\$18.57	\$22.70	\$26.84
District Clerk - Sped	197	166	\$29,266.32	\$35,775.20	\$42,299.84
District Clerk - Accounts Payable	226	190	\$33,574.56	\$41,041.60	\$48,526.72
District Clerk- Athletics	226	190	\$33,574.56	\$41,041.60	\$48,526.72
Secretary - Principal High School	226	190	\$33,574.56	\$41,041.60	\$48,526.72
Secretary - Special Education	226	190	\$33,574.56	\$41,041.60	\$48,526.72
206 A			\$19.11	\$23.32	\$27.52
LVN	187	157	\$28,588.56	\$34,886.72	\$40,152.64
207			\$20.86	\$25.43	\$31.52
District Asst. - Human Resources	226	190	\$37,714.88	\$45,977.44	\$56,988.16
Business Office Specialist	226	190	\$37,714.88	\$45,977.44	\$56,988.16
District Payroll Clerk	226	190	\$37,714.88	\$45,977.44	\$56,988.16
District PEIMS Coordinator	226	190	\$37,714.88	\$45,977.44	\$56,988.16
Admin. Asst. of Curriculum and Instruction	226	190	\$37,714.88	\$45,977.44	\$56,988.16
208			\$25.44	\$31.03	\$36.63
Secretary to Sup and Board	226	190	\$45,995.52	\$56,102.24	\$66,227.04

Auxiliary

Pay Grade / Job Title	Regular Calendar	4 Day Calendar	Minimum	Midpoint	Maximum
CUS			\$11.55	\$13.76	\$15.96
Custodian	240	200	\$26,334.00	\$31,372.80	\$36,388.80
101			\$12.60	\$15.75	\$18.90
Cafeteria	180	158	\$15,876.00	\$19,845.00	\$23,814.00
BM			\$15.00	\$18.62	\$22.50
Bus Monitor	177	157	\$15,930.00	\$19,774.00	\$23,895.00
102			\$13.06	\$15.55	\$18.04
Groundskeeper	240	200	\$29,776.80	\$35,454.00	\$41,131.20
103			\$15.75	\$18.90	\$22.05
Cafeteria Manager - Pri, Int, and Junior High	180	158	\$26,932.50	\$32,319.00	\$37,705.50
SS			\$15.75	\$18.90	\$22.05
Campus Safety Monitor	187	157	\$27,979.88	\$33,575.85	\$39,171.83
104			\$16.55	\$19.70	\$22.86
Cafeteria Manager - High School	180	158	\$28,300.50	\$33,687.00	\$39,090.60
Asst Mechanic	240	200	\$37,734.00	\$44,916.00	\$52,120.80
Custodial Supervisor	240	200	\$37,734.00	\$44,916.00	\$52,120.80
General Maintenance Worker	240	200	\$37,734.00	\$44,916.00	\$52,120.80
105			\$22.00	\$26.04	\$30.37
Bus Driver	177	157	\$20,724.00	\$24,529.00	\$28,608.00
105			\$22.00	\$26.04	\$30.37
Dispatcher	226	190	\$39,776.00	\$47,080.00	\$54,909.00
05B			\$20.82	\$25.39	\$29.97
Technology Technician 1	235	198	\$46,480.65	\$56,683.18	\$66,908.03
05C			\$23.10	\$27.72	\$32.34
Technology Technician 2	235	198	\$51,570.75	\$61,884.90	\$72,199.05
05D			\$24.26	\$29.61	\$34.55
Network Technician	235	198	\$54,160.45	\$66,104.33	\$77,132.88
106			\$23.22	\$27.64	\$32.06
AC/HVAC Maintenance	240	200	\$52,941.60	\$63,019.20	\$73,096.80
Electrician	240	200	\$52,941.60	\$63,019.20	\$73,096.80
Lead Mechanic	240	200	\$52,941.60	\$63,019.20	\$73,096.80
Plumber	240	200	\$52,941.60	\$63,019.20	\$73,096.80

Stipends

Assignment	Level	Count of Stipends	Stipend	Total
Band Asst Director	District	3	\$4,000	\$12,000
Bilingual Teaching Assistant	District	1	\$1,500	\$1,500
Choir	District	1	\$2,000	\$2,000
CTE - Competitions	District	68	\$200	\$13,600
CTE - CTSO	District	5	\$700	\$3,500
Fine Arts Coordinator	District	1	\$3,000	\$3,000
Health SVS Coordinator	District	1	\$1,500	\$1,500
Lead Counselor	District	1	\$2,000	\$2,000
Lead Librarian	District	1	\$2,000	\$2,000
LSSP Supervisor	District	1	\$2,500	\$2,500
Mentor	District	20	\$200	\$4,000
Mentor Coordinator	District	1	\$500	\$500
Teacher Master Stipend	District	NA	\$1,500	NA
UIL Event Sponsor	District	66	\$200	\$13,200
Adaptive PE	District	1	\$2,500	\$2,500
Lead Dyslexia	District	1	\$1,500	\$1,500
Crisis Prevention Intervention Training	District	1	\$500	\$500
ALE - Educational Aide	High School	8	\$750	\$6,000
ALE - Teacher	High School	4	\$2,000	\$8,000
Behavior - Educational Aide	High School	2	\$750	\$750
Behavior - Teacher	High School	1	\$2,000	\$2,000
Campus Coordinator - SpEd	High School	1	\$1,500	\$1,500
Campus Webmaster	High School	1	\$500	\$500
Cyber Patriot	High School	1	\$500	\$500
Dance Team	High School	1	\$4,000	\$4,000
Department Chair	High School	6	\$2,000	\$12,000
Freshman Class Sponsor	High School	1	\$500	\$500
Gifted and Talented	High School	1	\$1,500	\$1,500
Junior Class Sponsor	High School	1	\$2,000	\$2,000
National Honor Society	High School	1	\$800	\$800
One Act Play	High School	1	\$1,400	\$1,400
One Act Play - Asst	High School	1	\$1,000	\$1,000
Robotics	High School	1	\$500	\$500
Senior Class Sponsor	High School	1	\$1,200	\$1,200
Sophomore Class Sponsor	High School	1	\$500	\$500
Student Council	High School	1	\$1,000	\$1,000
UIL Coordinator	High School	1	\$3,000	\$3,000
UT OnRAMPS	High School	4	\$1,000	\$4,000
VO AG Teacher	High School	4	\$5,000	\$20,000

Stipends

Yearbook	High School	2	\$1,600	\$3,200
ALE - Educational Aide	Intermediate	6	\$750	\$4,500
ALE - Teacher	Intermediate	3	\$2,000	\$6,000
Behavior - Educational Aide	intermediate	2	\$750	\$1,500
Behavior - Teacher	intermediate	1	\$2,000	\$2,000
Campus Coordinator - SpEd	Intermediate	1	\$1,500	\$1,500
Campus Webmaster	Intermediate	1	\$500	\$500
Cub Council	Intermediate	1	\$1,000	\$1,000
Dual Language Teacher	Intermediate	3	\$3,000	\$9,000
Gifted and Talented	Intermediate	1	\$1,500	\$1,500
Grade Level/Department Chair	Intermediate	7	\$1,250	\$8,750
UIL Coordinator	Intermediate	1	\$750	\$750
Yearbook	Intermediate	1	\$750	\$750
ALE - Educational Aide	Junior High	6	\$750	\$4,500
ALE - Teacher	Junior High	3	\$2,000	\$6,000
Behavior - Educational Aide	Junior High	2	\$750	\$1,500
Behavior - Teacher	Junior High	1	\$2,000	\$2,000
Campus Coordinator - SpEd	Junior High	1	\$1,500	\$1,500
Campus Webmaster	Junior High	1	\$500	\$500
Department Chair	Junior High	7	\$1,750	\$12,250
Gifted and Talented	Junior High	1	\$1,500	\$1,500
National Honor Society	Junior High	2	\$450	\$900
Robotics	Junior High	1	\$500	\$500
Student Council	Junior High	1	\$1,000	\$1,000
UIL Coordinator	Junior High	1	\$1,000	\$1,000
VO AG Teacher	Junior High	1	\$5,000	\$5,000
Yearbook	Junior High	1	\$750	\$750
ALE - Educational Aide	Primary	11	\$750	\$8,250
ALE - Teacher	Primary	4	\$2,000	\$8,000
Behavior - Educational Aide	Primary	2	\$750	\$1,500
Behavior - Teacher	Primary	1	\$2,000	\$2,000
Campus Coordinator - SpEd	Primary	1	\$1,500	\$1,500
Campus Webmaster	Primary	1	\$500	\$500
Gifted and Talented	Primary	1	\$1,500	\$1,500
Grade Level/Department Chair	Primary	8	\$1,250	\$10,000
UIL Coordinator	Primary	1	\$750	\$750
Yearbook	Primary	1	\$750	\$750

Athletics

Assignment	Level	Count of Stipends	Stipend	Total
Athletic Coordinator	Junior High	2	\$2,500	\$5,000
Basketball	Junior High	4	\$2,250	\$9,000
Cheer	Junior High	1	\$2,000	\$2,000
Cross Country - Asst	Junior High	1	\$2,000	\$2,000
Football	Junior High	4	\$4,000	\$16,000
Soccer	Junior High	4	\$2,000	\$8,000
Tennis	Junior High	1	\$2,000	\$2,000
Track	Junior High	8	\$2,000	\$16,000
Volleyball	Junior High	3	\$2,000	\$6,000
Wrestling	Junior High	2	\$2,000	\$4,000
Athletic Coordinator	High School	1	\$5,000	\$5,000
Athletic Trainer	High School	2	\$4,500	\$9,000
Baseball - Asst	High School	2	\$4,000	\$8,000
Baseball - Head	High School	1	\$6,500	\$6,500
Basketball - Asst	High School	4	\$4,000	\$16,000
Basketball - Head	High School	2	\$6,500	\$13,000
Cheer - Jr Varsity & Varsity	High School	1	6,500	6,500
Cross Country - Asst	High School	1	\$3,500	\$3,500
Cross Country - Head	High School	1	\$5,500	\$5,500
Football - Asst	High School	7	\$6,500	\$45,500
Football Defensive Coordinator	High School	1	\$11,000	\$11,000
Football Offensive Coordinator	High School	1	\$11,000	\$11,000
Golf - Asst	High School	1	\$3,500	\$3,500
Golf - Head	High School	1	\$7,000	\$7,000
Powerlifting - Head	High School	1	\$6,500	\$6,500
Soccer - Asst.	High School	2	\$3,500	\$7,000
Soccer - Head	High School	2	\$6,500	\$13,000
Softball - Asst	High School	2	\$4,000	\$8,000
Softball - Head	High School	1	\$6,500	\$6,500
Special Teams Coordinator	High School	1	\$8,500	\$8,500
Tennis - Asst	High School	1	\$3,500	\$3,500
Tennis - Head	High School	1	\$7,000	\$7,000
Track - Asst	High School	6	\$3,500	\$21,000
Track - Head	High School	2	\$5,500	\$11,000
Video Coordinator	High School	1	\$2,500	\$2,500
Volleyball - Asst	High School	2	\$4,000	\$8,000
Volleyball - Head	High School	1	\$6,500	\$6,500
Wrestling - Asst	High School	1	\$4,000	\$4,000
Wrestling - Head	High School	1	\$6,500	\$6,500

Substitute

Category Assignment	Rate	
Non-Exempt		
Custodial	\$8.00	Per Hour
Child Nutrition	\$8.00	Per Hour
Grounds / Maintenance	\$8.00	Per Hour
Paraprofessionals / Aides	\$75.00	Per Day
SPED Paraprofessionals / Aides	\$90.00	Per Day
Substitute Bus Drivers	\$50.00	AM/PM (Flat)
Exempt		
Registered Nurse / Medical Assistant / Licensed Vocational Nurse	\$100.00	Per Day
Teacher (Non-degreed)	\$90.00	Per Day
Teacher (Bachelor Degree)	\$100.00	Per Day
Teacher (Texas Certified)	\$110.00	Per Day
Long Term Substitute Non-Degreed	\$90.00	Per Day
Long-Term Substituted - Bachelor's Degree	\$110.00	Per Day
Long-Term Substituted - Certified	\$150.00	Per Day
Substitute Certified Counselor/Assistant Principal 2	\$25.00	Per Hour

* Long-Term Substitute who works 10 or more consecutive days for a teacher who is out on leave or an unfilled position. Retroactive to the 6th of the more than 10 consecutive days.

* Substitute for Certified Counselor/Assistant Principal must be approved by the Superintendent.

Supplemental

Category Assignment	Rate	Unit
School Events		
Teacher Supplemental Rate (Detention Hall, Homebound, Emergency Bus Routes, Summer Athletics, and Other) ^{3*}	\$20.00	Per Hour
Ticket Taker ^{4*}	\$12.00	Per Hour
Tutoring	\$20.00	Per Hour
Teacher / Coach Bus Driver to Event	\$30.00	Per Round Trip
Student Worker	\$10.00	Per Hour
Summer School Supplemental		
Summer School Coordinator	\$3,500.00	Flat Rate
Summer School Teacher, (including STEAM Camp & STAAR Testing)	\$30.00	Per Hour
Summer School Paraprofessional	Emp Hrly Rate	
LVN	\$30.00	Per Hour
RN (Only In Emergency)	\$53.00	Per Hour
RN On Call	\$35.00	per day
Summer Edge Lab Teacher (8 hours per day)	\$30.00	per hour
Bus Drivers	Emp Hrly Rate	
STAAR Test Proctor	\$20.00	per hour

* Overtime will not be approved.

3* To qualify for this pay, the duty must be assigned by a Principal or Director.

4* Hourly employees eligible for overtime, if applicable. Overtime rate for events is \$18.00