



THE NEXT CHAPTER IS **OURS** **ALL IN**
— **#TeamSISD** —

2026 - 2027

Compensation Plan

**Socorro Independent School District
Compensation Plan
2026-2027**

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#TeamSISD

ALL IN

SEIZE YOUR OPPORTUNITY

In the Socorro Independent School District, fostering student success is a team effort. It requires teachers, administrators, staff, parents and stakeholders to work together to pave the way for a promising future for our students and community.

That is why Team SISD is All In to consistently provide everyone with an exceptional customer service experience.

By fostering trust and prioritizing student and parent satisfaction, we can ensure that families continue to choose SISD schools as their preferred educational option.

Therefore, Team SISD is committed to providing world-class customer service to everyone – from students and their families to teachers, staff, administrators and community supporters – by anticipating each other's needs and treating people the way they want to be treated.

In Team SISD, people are our priority, and we pledge to be All In for you.

VISION

Tomorrow's Leaders Learning Today

MISSION

The mission of the Socorro Independent School District is to optimize each student's academic, artistic, athletic, career and interpersonal opportunities.

Board of Trustees

The Socorro ISD Board of Trustees consists of seven elected citizens who work with community leaders, families, and educators to develop sound educational policies that support student achievement and ensure the solvency of the District. They have been named twice as the Region 19 Board of the Year in 2012 and 2015. The SISD Board also earned the prestigious title of 2015 Texas Honor Board, being recognized for their commitment to their students and community, a continued focus on student achievement and improvement, and high ethical standards in governing the school district. Together, they are a strong and cohesive team that helps the district continuously set and achieve new levels of excellence. Five of the trustees represent single-member districts and two are elected at-large.



Michael A. Najera
President



Alice Gardea
Vice President



Paul Guerra
Secretary



Marivel N. Macias
Trustee



Manny Rodriguez
Trustee



Charles W. Smith
Trustee



Ryan Woodcraft
Trustee

Welcome

Welcome to the Socorro Independent School District! We know you have many choices when it comes to employers, and we appreciate you choosing #TeamSISD. On behalf of the Department of Human Resources, we have provided the District Compensation Plan. We are pleased to provide this resource as part of our commitment to transparency, consistency, and support for all employees across our district.

This Compensation Plan is designed to provide a general overview of the District's salary structures, compensation programs, and pay practices. We hope it serves as a helpful reference as you explore compensation-related information and learn more about the District's approach to rewarding and recognizing the valuable contributions of our employees.

Please note that this document is intended as a guide and does not contain every District policy, administrative regulation, procedure, or employment practice that may apply in a particular situation. Employees are encouraged to refer to Board Policies, employee handbooks, administrative guidelines, and other official District resources for additional information.

Additionally, nothing in this Compensation Plan should be interpreted as an offer of employment, a contract of employment, or a guarantee of salary placement. Employment decisions and salary placement are determined in accordance with District policy, administrative procedures, applicable laws, budgetary considerations, and approved compensation guidelines.

The District reserves the right to modify, interpret, amend, or discontinue any provision contained in this plan as circumstances require.

Thank you for your dedication to our students, schools, and community. We are proud to support the exceptional work you do every day and hope this resource helps you better understand the District's compensation programs.

The district policies can be accessed on the district website at <http://www.sisd.net> or employees may also contact the Department of Human Resources at 937-0298.

Administration and Human Resources

James P. Vasquez, Superintendent of Schools

Celina Stiles, Chief Human Resources Officer

Venessa Betancourt, Director of Staffing

Mario Carmona, Director of Employee Benefits and Risk Management

Angelica Herrera, Director of Support Personnel

Ivan Ramirez, Director of Staffing

Thomas Redlinger, Director of Employee Relations

Compensation Staff

Lupe Moreno, Coordinator of Compensation

Paola Flores, Compensation Officer

Mary Mancha, Compensation Officer

Rene Saucedo, Compensation Officer



2026-2027 SISD Calendar

Socorro Independent School District

July/julio 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/agosto 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/septiembre 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/octubre 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/noviembre 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/diciembre 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		

July

17.....Teacher Work Day
20-24.....Staff Development
27.....1st Nine Weeks Begins

September

7.....Labor Day Holiday
8.....Fall Middle School Open House
9.....Fall Elementary/PK8 Open House
10.....Fall High School Open House
25.....End of 1st Nine Weeks
28- Oct.9.....Fall Intersession for Students

October

12-13.....Staff Development
14.....2nd Nine Weeks Begins

November

3.....Election Day-Early Release
(Teachers and Students)
11.....Veteran's Day Holiday
23-27.....Thanksgiving Break

December

18.....Early Release (Teachers & Students)
End of 2nd Nine Weeks
21- Jan 4.....Winter Break

January

1.....New Year's Day
4-5.....Staff Development
6.....3rd Nine Weeks Begins
18.....Martin Luther King, Jr. Holiday

February

23.....Spring Middle School Open House
24.....Spring Elementary/K-8 Open House
25.....Spring High School Open House

March

12.....End of 3rd Nine Weeks
15-19.....Spring Intersession for Students
22-26.....Spring Break
29.....Easter Monday Holiday
30.....Staff Development
31.....4th Nine Weeks Begins

May

27.....Last Day of School
Early Release (Teachers & Students)
28.....Teacher Work Day
31.....Memorial Day Holiday

June

28-July 2.....District Closure

Teacher Inservice/Workdays (12)

10 Staff Development Days
2 Workdays

Instructional Days (175)

Fall: 86 Spring: 89

Instructional Minutes

Fall: 37,860 Spring: 39,400
Total: 77,260

*State Assessment Dates subject to change by TEA, log on to www.tea.state.tx.us

SISD shall follow smart snack guidelines in place of FMNV days.

Legend

- Inclement Weather Make Up Days
- In Session
- Intersession
- Holidays/District Closure
- Staff Development
- Teacher Work Day
- Open House (Parent Nights)
- ▶ Beginning of Nine Weeks
- ▶ End of Nine Weeks
- Early Release - Students & Teachers
- State Assessment Test Day
- TELPAS Testing Window

Socorro ISD • 12440 Rojas Dr. • El Paso, TX • 79928 • www.sisd.net
The Socorro Independent School District does not discriminate on the basis of race, national origin, sex, disability, or age in its programs, activity or employment.

January/enero 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/febrero 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/marzo 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/abril 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/mayo 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/junio 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			

2026-2027 SISD COMPENSATION PLAN

On June 17, 2026, the board did not approve any salary increases.

On July 21, 2026, the board of trustees approved a step increase for classroom teachers. The board also approved updates to the compensation plan presented during the July 14, 2026, briefing meeting, which included equity adjustments. Equity adjustments are defined as adjustments made to employees who fall below the minimum of their assigned pay grade; the adjustment will be to move the employee to the minimum of the pay grade they are assigned to. No other general pay increases were approved.

Socorro Independent School District
2026-2027 Classroom Teacher Salary Scale (187 Days)

	Bachelor	Master	Doctorate
Entry Level Non-Certified	60,500.00	63,000.00	64,500.00
Entry Level	61,000.00	63,500.00	65,000.00
1	61,438.00	63,938.00	65,438.00
2	61,588.00	64,088.00	65,588.00
3	63,150.00	65,650.00	67,150.00
4	63,300.00	65,800.00	67,300.00
5	65,950.00	68,450.00	69,950.00
6	66,100.00	68,600.00	70,100.00
7	66,250.00	68,750.00	70,250.00
8	66,444.00	68,944.00	70,444.00
9	66,769.00	69,269.00	70,769.00
10	67,382.00	69,882.00	71,382.00
11	67,991.00	70,491.00	71,991.00
12	68,588.00	71,088.00	72,588.00
13	68,913.00	71,413.00	72,913.00
14	69,238.00	71,738.00	73,238.00
15	69,563.00	72,063.00	73,563.00
16	69,888.00	72,388.00	73,888.00
17	70,213.00	72,713.00	74,213.00
18	70,538.00	73,038.00	74,538.00
19	70,863.00	73,363.00	74,863.00
20	71,188.00	73,688.00	75,188.00
21	71,513.00	74,013.00	75,513.00
22	71,838.00	74,338.00	75,838.00
23	72,163.00	74,663.00	76,163.00
24	72,488.00	74,988.00	76,488.00
25	73,168.00	75,668.00	77,168.00

This schedule is for salary placement for the 2026-2027 school year. Some employees may be paid more than the amounts shown due to stipends or extended work days. This salary schedule is for the 2026-2027 school year only. Neither past nor future salaries can be predicted from this schedule.

New salary schedules are developed each year.

Approved by the Board of Trustees: June 17, 2026

Effective: July 1, 2026

Socorro Independent School District does not discriminate on the basis of race, color, religion, gender, sex, national origin, age, disability, military status, genetic information, or any other basis prohibited by law in its employment practices or in providing education services, activities, and programs, including career and technical education (vocational programs). For additional information regarding Socorro Independent School District's policy of nondiscrimination contact: the Chief Human Resources Officer at (915) 937-0201, 12440 Rojas Dr., El Paso, TX 79928.

**Socorro Independent School District
Administrators & Other Professionals Pay Family**

**Salary Scale
2026-2027**

Pay Grade	Job Title		Minimum	Midpoint	Maximum
101		Daily	\$236.93	\$284.33	\$331.73
	Coordinator Parent Volunteer Program				
	Coordinator Fam Engagement Volunteer Program				
	Executive Assistant				
	Facilitator ABE Instructor				
	Graphic Artist				
	Officer Administrative Services				
	Officer Claims				
	Officer Compensation				
	Officer Payroll				
	Production Assistant				
	Public Information/Records Retention Specialist				
	Public Relations Specialist Staff Writer				
	Specialist CNS				
	Specialist CNS Meal Application				
	Specialist Community Services				
	Specialist Employee Relations				
	Specialist Multi Media				
	Specialist Safety				
102		Daily	\$263.00	\$315.61	\$368.22
	Occupational Therapist Asst				
	Physical Therapist Asst				
	Purchasing Agent				
	Senior Graphic Artist				
	Specialist Multi Media (Video Production)				
	Specialist - Public Relations				
	Supervisor Accounts Payable				
	Supervisor Kitchen/Equipment CNS				
	Supervisor/Trainer CNS				
	Supervisor M &O				
	Supervisor Warehouse				
103		Daily	\$323.53	\$388.25	\$452.97
	Accountant, Staff				
	Bid Agent				

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Pay Grade	Job Title		Minimum	Midpoint	Maximum
103		Daily	\$323.53	\$388.25	\$452.97

Budget Analyst
 Campus Testing Coordinator
 Coordinator Benchmark Testing
 Coordinator Career Path/Transition
 Coordinator CNS
 Coordinator of Employee Attendance and Service Records
 Coordinator Facilities & Construction
 Coordinator First Offender Program
 Coordinator Fleet
 Coordinator Maintenance/Construction Improv
 Coordinator Transportation
 Coordinator Certification
 Coordinator of Compensation
 Coordinator of Employee Benefits
 Coordinator of Employee Relations
 Coordinator Grant Projects
 Coordinator Maintenance
 Coordinator Maintenance & Ops
 Coordinator Marketing/Sales
 Coordinator of Payroll
 Coordinator of Position Control
 Coordinator of Sports Program
 Early College Advisor
 Facilitator - Adult Education
 Financial Analyst
 Intervention Coach (SCE)
 Librarian
 Literacy Coach
 Master Social Worker
 Nurse
 Nurse-SPED
 School Psychologist - Intern
 Specialist - 504
 Specialist - Title I
 Speech Language Pathologist Assistant
 Staff Auditor

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Pay Grade	Job Title		Minimum	Midpoint	Maximum
104		Daily	\$339.84	\$407.82	\$475.80
	Athletic Trainer				
	Athletic Trainer - District				
	Bilingual/ESL Facilitator				
	Coordinator of Emergency Management				
	Counselor - Elementary/Middle School/PK-8				
	Counselor - SPED				
	Facilitator Career/Tech				
	Fine Arts Facilitator				
	Fine Arts Communications Specialist				
	Grant Writer				
	Lead Dyslexia 504 Specialist				
	Officer Instr Dual Language				
	Officer Instr Early Childhood				
	Officer Instr ELAR Elementary				
	Officer Instr ELAR Secondary				
	Officer Instr Math Elementary				
	Officer Instr Math Secondary				
	Officer Instr Science Elementary				
	Officer Instr Science Secondary				
	Officer Instr SST Elementary				
	Officer Instr SST Secondary				
	Program Evaluator				
	Special Education Strategist				
	Specialist Senior Communications				
	Specialist Title I				
	Specialist State Compensatory Ed				

105		Daily	\$356.83	\$428.21	\$499.59
	Asst Principal Elementary School				
	Asst Principal Pk-8 / Middle School				
	Athletic Coord/Head Football Coach				
	Coordinator Advanced Academics/Instrl Leadership				
	Coordinator Bilingual Program				
	Coordinator College Career Readiness				

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Pay Grade	Job Title		Minimum	Midpoint	Maximum
105		Daily	\$356.83	\$428.21	\$499.59

Coordinator CTE Business
 Coordinator Guidance & Counseling
 Coordinator of High Schools
 Coordinator Instructional Leadership
 Counselor - At Risk /HS
 Counselor - Federal & State Programs
 Counselor - Grant School/Grant Project
 Counselor - High School
 Educational Diagnostician
 Head Counselor - High School
 Officer Academic Compliance

106		Daily	\$378.23	\$453.90	\$529.57
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Asst Director of Community Education
 Asst Director Special Ed
 Asst Director Athletics
 Asst Director of Employee Relations
 Asst Director Fine Arts
 Asst Director State/Federal
 Asst Principal High School
 Coordinator Administrative Services
 Coordinator District Testing
 Coordinator of Loss of Credit and Promotion
 Licensed Specialist in School Psychology
 Manager Payroll
 Occupational Therapist
 Physical Therapist
 School Psychologist
 Speech Language Pathologist

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Pay Grade	Job Title		Minimum	Midpoint	Maximum
107		Daily	\$410.38	\$492.48	\$547.58

Principal Pk-8
Principal KEYS/Options
Principal Elementary
Principal Middle School
Principal Early College High School

108		Daily	\$486.24	\$583.51	\$680.78
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Chief of Police
Director Administrative Svcs
Director Athletics
Director of Attendance Promotion, Placement and Retention
Director Bilingual Education
Director of Budgeting
Director Business Services
Director CNS
Director Career/Technology
Director Community Services
Director of Emergency Operations
Director Facilities/Construction
Director Fine Arts
Director Guidance/Counseling
Director of Health Services
Director Human Resources/Elementary Staffing
Director Human Resources/Employee Benefits/Risk Management
Director Human Resources/Employee Relations
Director Human Resources/Secondary Staffing
Director Human Resources/Support Personnel
Director of Information Security
Director Maintenance/Operations
Director Purchasing
Director of Public Relations
Director Research/Analysis
Director Special Education
Director State/Federal Prgrms
Internal Auditor
Officer School Improvement
Director Transportation
Principal High School

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Pay Grade	Job Title		Minimum	Midpoint	Maximum
109		Daily	\$602.93	\$723.55	\$844.17
	Assistant Superintendent Admin Services				
	Assistant Superintendent Elementary Schools				
	Assistant Superintendent Secondary Schools				
	Chief Academic Officer				
	Chief Communication Officer				
	Chief Financial Officer				
	Chief Human Resources Officer				
	Chief Technology Officer				

Approved by the Board of Trustees: June 17, 2026

Effective July 1, 2026

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**Socorro Independent School District
Technology Services Pay Family**

**Salary Scale
2026-2027**

Pay Grade	Job Title		Minimum	Midpoint	Maximum
201	Technician-Computer Maintenance Campus Support	Hourly	\$17.00	\$20.40	\$23.80
202	Specialist Communication Technician Audio Visual Technician Computer Hardware Technician Security/Safety	Hourly	\$26.85	\$32.22	\$37.59
203	Library Support Specialist	Hourly	\$28.25	\$33.90	\$39.55
204	Administrator Network	Daily	\$264.83	\$317.81	\$370.79
205	Administrator Financial Operations Systems Administrator Data Software Engineer - Business Services Software Engineer - Data and Integrations Systems Administrator - ERP Systems Administrator - CTE Systems Administrator - Research and Development/ERATE Systems Administrator - GIS Systems Administrator - Security Systems Administrator - Data Systems Administrator - ICS Systems Administrator - Web	Daily	\$292.64	\$351.18	\$409.72

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Pay Grade	Job Title		Minimum	Midpoint	Maximum
206	Instructional Technology Specialist	Daily	\$311.07	\$373.30	\$435.53
207	Team Leader, Infrastructure/ICS Team Leader, Technology Support Svcs Team Leader, Technology Svcs/PEIMS	Daily	\$340.31	\$408.39	\$476.47
208	Coordinator - Business Systems/Development Coordinator, Instructional Technology Coordinator, Library Services Manager Datacenter/System Adm Manager, Information Security Manager Network Services Manager, SIS/PEIMS	Daily	\$372.64	\$447.19	\$521.74

Approved by the Board of Trustees: June 17, 2026

Effective July 1, 2026

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**Socorro Independent School District
Stipends and Incentives
2026-2027
Technology Placement Scale**

Range Position	2026-2027 Job Exp			
		201	202	203
Minimum	0	\$17.00	\$26.85	\$28.25
	1	\$17.17	\$27.12	\$28.53
	2	\$17.34	\$27.38	\$28.81
	3	\$17.51	\$27.64	\$29.09
	4	\$17.68	\$27.90	\$29.37
	5	\$17.85	\$28.16	\$29.65
	6	\$18.02	\$28.42	\$29.93
	7	\$18.19	\$28.68	\$30.21
	8	\$18.36	\$28.94	\$30.49
	9	\$18.53	\$29.20	\$30.77
	10	\$18.70	\$29.46	\$31.05
	11	\$18.87	\$29.72	\$31.33
	12	\$19.04	\$29.98	\$31.61
	13	\$19.21	\$30.24	\$31.89
	14	\$19.38	\$30.50	\$32.17
	15	\$19.55	\$30.76	\$32.45
	16	\$19.72	\$31.02	\$32.73
	17	\$19.89	\$31.28	\$33.01
	18	\$20.06	\$31.54	\$33.29
	19	\$20.23	\$31.80	\$33.57
Midpoint	20	\$20.40	\$32.22	\$33.90
Maximum		\$23.80	\$37.59	\$39.55

Approved by the Board of Trustees: June 17, 2026

Effective July 1, 2026

This salary schedule applies for the 2026-2027 school year only. Future salaries cannot be predicted from this schedule. New salary schedules are developed/approved each year.

Experience for placement will be capped at 20 years of experience. This salary scale is for placement purposes only. Experience will be given for prior verifiable experience that is relatable to the position only.

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**Socorro Independent School District
Clerical Paraprofessional Pay Family**

**Salary Scale
2026-2027**

Pay Grade	Job Title		Minimum	Midpoint	Maximum
301	Clerk Campus Receptionist HS	Hourly	\$15.00	\$17.50	\$20.00
302	Clerk I Clerk II Clerk II Support Services Clerk Print Shop Liaison Community Services	Hourly	\$15.20	\$18.03	\$20.91
303	Clerk I Bus Clerk Mailroom Data Entry Clerk Parent/Fam Engagement Liaison Secretary Sp Ed Trainer Parent/Child	Hourly	\$16.20	\$19.06	\$21.92
304	Clerk Assistant Principal Clerk District VOC Assessment Clerk Dual Language Academy Clerk II Bus Clerk II CNS Clerk SERS Data Entry Support Services GO Center Advisor Liaison Military Family Secretary Facilities Secretary IV Secretary IV HR/Receptionist Specialist CNS Data Entry Switchboard Operator	Hourly	\$17.00	\$20.00	\$23.00

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Pay Grade	Job Title		Minimum	Midpoint	Maximum
305		Hourly	\$18.00	\$21.18	\$24.36

Clerk Library Services
 Clerk Records/Transcript
 Clerk SEMS
 Clerk SKED MS/HS
 Clerk Special Education
 Clerk SPED Records
 Clerk CTE Receiving and Inventory
 CTE Computer Campus Support Tech
 NGS Migrant Recruiter
 Registrar
 Secretary Campus Elementary/Early College
 Secretary Family Literacy
 Secretary Support Services
 Secretary V
 Specialist PEIMS/Attend Elem
 Specialist PEIMS/Attend HS
 Specialist PEIMS/Attend MS

306		Hourly	\$19.00	\$22.35	\$25.70
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Administrative Specialist I
 Clerk Accounts Payable
 Clerk Purchasing
 DODEA Military Family Liaison
 Grant Writer PT
 Juvenile Truancy Case Manager
 Secretary Campus Pk-8
 Secretary Campus MS
 Specialist Medical Services Clerk

307		Hourly	\$20.50	\$24.30	\$28.31
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Admin Specialist I Textbooks
 HR Graphics/Web Designer
 Specialist DOL/Time Clock
 Specialist Human Resources
 Specialist Human Resources - ACA/Service Records
 Specialist Human Resources - Employee Benefits
 Specialist Human Resources - Employee Leaves
 Specialist Human Resources-Substitutes
 Specialist Payroll

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Pay Grade	Job Title		Minimum	Midpoint	Maximum
308	Admin Specialist II/Fin Svcs Manager Business Secretary HS Specialist Financial Support	Hourly	\$25.50	\$30.00	\$34.50
309	Executive Administrative Specialist	Hourly	\$26.13	\$31.29	\$36.45

Approved by the Board of Trustees: June 17, 2026

Effective July 1, 2026

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**Socorro Independent School District
Stipends and Incentives
2026-2027
Paraprofessional - Clerical Placement Scale**

Range Position	2026-2027								
	Job Exp	301	302	303	304	305	306	307	308
Minimum	0	\$15.00	\$15.20	\$16.20	\$17.00	\$18.00	\$19.00	\$20.50	\$25.50
	1	\$15.13	\$15.34	\$16.34	\$17.15	\$18.16	\$19.17	\$20.69	\$25.73
	2	\$15.25	\$15.48	\$16.48	\$17.30	\$18.31	\$19.33	\$20.88	\$25.95
	3	\$15.38	\$15.62	\$16.62	\$17.45	\$18.46	\$19.49	\$21.07	\$26.17
	4	\$15.50	\$15.77	\$16.76	\$17.60	\$18.61	\$19.65	\$21.26	\$26.39
	5	\$15.63	\$15.91	\$16.90	\$17.75	\$18.76	\$19.81	\$21.45	\$26.61
	6	\$15.75	\$16.05	\$17.04	\$17.90	\$18.91	\$19.97	\$21.64	\$26.83
	7	\$15.88	\$16.19	\$17.18	\$18.05	\$19.06	\$20.13	\$21.83	\$27.05
	8	\$16.00	\$16.33	\$17.32	\$18.20	\$19.21	\$20.29	\$22.02	\$27.27
	9	\$16.13	\$16.47	\$17.46	\$18.35	\$19.36	\$20.45	\$22.21	\$27.49
	10	\$16.25	\$16.62	\$17.60	\$18.50	\$19.51	\$20.61	\$22.40	\$27.71
	11	\$16.38	\$16.76	\$17.74	\$18.65	\$19.66	\$20.77	\$22.59	\$27.93
	12	\$16.50	\$16.90	\$17.88	\$18.80	\$19.81	\$20.93	\$22.78	\$28.15
	13	\$16.63	\$17.04	\$18.02	\$18.95	\$19.96	\$21.09	\$22.97	\$28.37
	14	\$16.75	\$17.18	\$18.16	\$19.10	\$20.11	\$21.25	\$23.16	\$28.59
	15	\$16.88	\$17.32	\$18.30	\$19.25	\$20.26	\$21.41	\$23.35	\$28.81
	16	\$17.00	\$17.46	\$18.44	\$19.40	\$20.41	\$21.57	\$23.54	\$29.03
	17	\$17.13	\$17.61	\$18.58	\$19.55	\$20.56	\$21.73	\$23.73	\$29.25
	18	\$17.25	\$17.75	\$18.72	\$19.70	\$20.71	\$21.89	\$23.92	\$29.47
	19	\$17.38	\$17.89	\$18.86	\$19.85	\$20.86	\$22.05	\$24.11	\$29.69
Midpoint	20	\$17.50	\$18.03	\$19.06	\$20.00	\$21.18	\$22.35	\$24.30	\$30.00
Maximum		\$20.00	\$20.91	\$21.92	\$23.00	\$24.36	\$25.70	\$28.31	\$34.50

Approved by the Board of Trustees: June 17, 2026

Effective July 1, 2026

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Experience for placement will be capped at 20 years of experience. This salary scale is for placement purposes only. Experience will be given for prior verifiable experience to the position only.

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**Socorro Independent School District
Instructional Paraprofessional Pay Family**

**Salary Scale
2026-2027**

Pay Grade	Job Title		Minimum	Midpoint	Maximum
311		Hourly	\$15.20	\$17.88	\$20.56
	Instructional Aide PE				
312		Hourly	\$16.00	\$18.82	\$21.64
	Aide Library				
	Aide Nurses				
	Instructional Aide At Risk				
313		Hourly	\$17.00	\$20.00	\$23.00
	Aide SAC				
	Instrl Aide Title I				
	Instrl Aide III				
	Instrl Aide III Title I				
	Instrl Aide III LPAC Aide Bilingual				
314		Hourly	\$18.00	\$21.18	\$24.36
	Instrl Aide SPED				
315		Hourly	\$25.00	\$29.41	\$33.82
	Sp Ed Job Coach				
316		Hourly	\$29.50	\$34.70	\$39.91
	LVN				
	Mariachi Instructional Aide				

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Socorro Independent School District
Stipends and Incentives
2026-2027
Paraprofessional - Instructional Placement Scale

Range Position	2026-2027						
	Job Exp	311	312	313	314	315	316
Minimum	0	\$15.20	\$16.00	\$17.00	\$18.00	\$25.00	\$29.50
	1	\$15.33	\$16.14	\$17.15	\$18.16	\$25.22	\$29.76
	2	\$15.46	\$16.28	\$17.30	\$18.31	\$25.44	\$30.02
	3	\$15.59	\$16.42	\$17.45	\$18.46	\$25.66	\$30.28
	4	\$15.72	\$16.56	\$17.60	\$18.61	\$25.88	\$30.54
	5	\$15.85	\$16.70	\$17.75	\$18.76	\$26.10	\$30.80
	6	\$15.98	\$16.84	\$17.90	\$18.91	\$26.32	\$31.06
	7	\$16.11	\$16.98	\$18.05	\$19.06	\$26.54	\$31.32
	8	\$16.24	\$17.12	\$18.20	\$19.21	\$26.76	\$31.58
	9	\$16.37	\$17.26	\$18.35	\$19.36	\$26.98	\$31.84
	10	\$16.50	\$17.40	\$18.50	\$19.51	\$27.21	\$32.10
	11	\$16.63	\$17.54	\$18.65	\$19.66	\$27.43	\$32.36
	12	\$16.76	\$17.68	\$18.80	\$19.81	\$27.65	\$32.62
	13	\$16.89	\$17.82	\$18.95	\$19.96	\$27.87	\$32.88
	14	\$17.02	\$17.96	\$19.10	\$20.11	\$28.09	\$33.14
	15	\$17.15	\$18.10	\$19.25	\$20.26	\$28.31	\$33.40
	16	\$17.28	\$18.24	\$19.40	\$20.41	\$28.53	\$33.66
	17	\$17.41	\$18.38	\$19.55	\$20.56	\$28.75	\$33.92
	18	\$17.54	\$18.52	\$19.70	\$20.71	\$28.97	\$34.18
	19	\$17.67	\$18.66	\$19.85	\$20.86	\$29.19	\$34.44
Midpoint	20	\$17.88	\$18.82	\$20.00	\$21.18	\$29.41	\$34.70
Maximum		\$20.56	\$21.64	\$23.00	\$24.36	\$33.82	\$39.91

Approved by the Board of Trustees: June 17, 2026

Effective July 1, 2026

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**Socorro Independent School District
Auxiliary Pay Family**

**Salary Scale
2026-2027**

Pay Grade	Job Title		Minimum	Midpoint	Maximum
401	Cafeteria Monitor (Grandfathered) Cafeteria Monitor/Cross Guard (Grandfathered) Crossing Guard (Grandfathered)	Hourly	\$15.00	\$15.00	\$15.00
402	Attendant Aquatics Center Bus Monitor FT/PT CNS Worker Custodian Instructor Aquatics Center	Hourly	\$15.15	\$18.28	\$21.41
403	Cashier I CNS Courier - Catering Courier CNS Courier/Warehouse CNS Craft Helper Grounds I Helper Mechanic Warehouse I	Hourly	\$15.80	\$18.83	\$22.22
404	Carpenter I Clerk Cashier II Custodian Asst Head HS Custodian Head Elementary Equipment Tech Helper CNS Grounds Applicator I Grounds Irrigator I Heavy Equipment Operator Manager Asst CNS Mechanic I Custom/Equipment Painter I Preventive Maintenance Team IV Printer II Repairman Small Engine	Hourly	\$16.60	\$20.00	\$23.10

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Pay Grade	Job Title		Minimum	Midpoint	Maximum
404	Specialist Material Parts Transportation Shop Helper Transportation Parts Clerk Warehouse II	Hourly	\$16.60	\$20.00	\$23.10
405	Custodian Head Middle School Electrician I Grounds II Grounds Irrigator II Kitchen/Equip Repair Tech CNS Locksmith Parts Kitchen/Equip Tech CNS Plumber I Printer III Warehouse III Warehouse III Textbooks	Hourly	\$17.55	\$20.65	\$24.02
406	Dispatcher Carpenter II Head Custodian HS Manager I CNS Painter II Roofer II	Hourly	\$18.80	\$22.12	\$25.44
407	Auto Mechanic Carpenter III Electrician II Locksmith II Manager II CNS Operations Route Specialist Plumber II Technician Fire Sprinkler/Supp Sys	Hourly	\$20.80	\$24.47	\$28.14

Pay Grade	Job Title
408	

Certified Equipment Technician CNS
 Electrician III
 Head Vehicle Mechanic
 Manager III CNS
 Plumber III
 Specialist Bldg Maintenance
 Supervisor Print Shop
 Technician Aquatics Center FAC
 Technician Electronic Fire Alarm
 Technician HVAC

	Minimum	Midpoint	Maximum
Hourly	\$22.25	\$26.18	\$30.11

409	
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Foreman Maintenance Manager
 Foreman Auto Shop

Hourly	\$26.00	\$31.20	\$36.82
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4BD	
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Bus Driver

Hourly	\$20.15	\$23.28	\$26.56
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Approved by the Board of Trustees: June 17, 2026

Effective July 1, 2026

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**Socorro Independent School District
Stipends and Incentives
2026-2027
Auxiliary Placement Scale**

Range Position	2026-2027									
	Job Exp	402	403	404	405	406	407	408	409	4BD
Minimum	0	\$15.15	\$15.80	\$16.60	\$17.55	\$18.80	\$20.80	\$22.25	\$26.00	\$20.15
	1	\$15.31	\$15.95	\$16.77	\$17.71	\$18.97	\$20.98	\$22.45	\$26.26	\$20.31
	2	\$15.46	\$16.10	\$16.94	\$17.86	\$19.13	\$21.17	\$22.64	\$26.52	\$20.46
	3	\$15.62	\$16.25	\$17.11	\$18.02	\$19.30	\$21.35	\$22.84	\$26.78	\$20.62
	4	\$15.78	\$16.41	\$17.28	\$18.17	\$19.46	\$21.53	\$23.04	\$27.04	\$20.78
	5	\$15.93	\$16.56	\$17.45	\$18.33	\$19.63	\$21.72	\$23.23	\$27.30	\$20.93
	6	\$16.09	\$16.71	\$17.62	\$18.48	\$19.80	\$21.90	\$23.43	\$27.56	\$21.09
	7	\$16.25	\$16.86	\$17.79	\$18.64	\$19.96	\$22.08	\$23.63	\$27.82	\$21.25
	8	\$16.40	\$17.01	\$17.96	\$18.79	\$20.13	\$22.27	\$23.82	\$28.08	\$21.40
	9	\$16.56	\$17.16	\$18.13	\$18.95	\$20.29	\$22.45	\$24.02	\$28.34	\$21.56
	10	\$16.72	\$17.32	\$18.30	\$19.10	\$20.46	\$22.64	\$24.22	\$28.60	\$21.72
	11	\$16.87	\$17.47	\$18.47	\$19.26	\$20.63	\$22.82	\$24.41	\$28.86	\$21.87
	12	\$17.03	\$17.62	\$18.64	\$19.41	\$20.79	\$23.00	\$24.61	\$29.12	\$22.03
	13	\$17.18	\$17.77	\$18.81	\$19.57	\$20.96	\$23.19	\$24.80	\$29.38	\$22.18
	14	\$17.34	\$17.92	\$18.98	\$19.72	\$21.12	\$23.37	\$25.00	\$29.64	\$22.34
	15	\$17.50	\$18.07	\$19.15	\$19.88	\$21.29	\$23.55	\$25.20	\$29.90	\$22.50
	16	\$17.65	\$18.22	\$19.32	\$20.03	\$21.46	\$23.74	\$25.39	\$30.16	\$22.65
	17	\$17.81	\$18.38	\$19.49	\$20.19	\$21.62	\$23.92	\$25.59	\$30.42	\$22.81
	18	\$17.97	\$18.53	\$19.66	\$20.34	\$21.79	\$24.10	\$25.79	\$30.68	\$22.97
	19	\$18.12	\$18.68	\$19.83	\$20.50	\$21.95	\$24.29	\$25.98	\$30.94	\$23.12
Midpoint	20	\$18.28	\$18.83	\$20.00	\$20.65	\$22.12	\$24.47	\$26.18	\$31.20	\$23.28
Maximum		\$21.41	\$22.22	\$23.10	\$24.02	\$25.44	\$28.14	\$30.11	\$36.82	\$26.56

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Experience for placement will be capped at 20 years of experience. This salary scale is for placement purposes only. Current bus drivers were placed using years of service with school districts. Experience will be given for prior verifiable as a bus driver.

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**Socorro Independent School District
Police Pay Family**

**Salary Scale
2026-2027**

Pay Grade	Job Title		Minimum	Midpoint	Maximum
601	Security Guard I	Hourly	\$16.70	\$20.50	\$24.30
602	Police Dispatcher Security Guard II	Hourly	\$17.50	\$20.59	\$23.68
603	Security Guard I (Armed) Supervisor - District Security	Hourly	\$19.00	\$22.35	\$25.70
604	Supervisor - District Security (Armed)	Hourly	\$20.25	\$23.82	\$27.39
604	Police K-9 Handler Police/Peace Officer	Hourly	\$21.30	\$25.06	\$28.82
606	Police Sergeant	Hourly	\$27.00	\$31.76	\$36.52
607	Police Lieutenant	Daily	\$272.55	\$320.65	\$368.75

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**Socorro Independent School District
Stipends and Incentives
2026-2027
Police Placement Scale**

Range Position	2026-2027						
	Job Exp	601	602	603	604	605	606
Minimum	0	\$16.70	\$17.50	\$19.00	\$20.25	\$21.30	\$27.00
	1	\$16.89	\$17.65	\$19.17	\$20.43	\$21.49	\$27.24
	2	\$17.08	\$17.81	\$19.34	\$20.61	\$21.68	\$27.48
	3	\$17.27	\$17.96	\$19.50	\$20.79	\$21.86	\$27.71
	4	\$17.46	\$18.12	\$19.67	\$20.96	\$22.05	\$27.95
	5	\$17.65	\$18.27	\$19.84	\$21.14	\$22.24	\$28.19
	6	\$17.84	\$18.43	\$20.01	\$21.32	\$22.43	\$28.43
	7	\$18.03	\$18.58	\$20.17	\$21.50	\$22.62	\$28.67
	8	\$18.22	\$18.74	\$20.34	\$21.68	\$22.80	\$28.90
	9	\$18.41	\$18.89	\$20.51	\$21.86	\$22.99	\$29.14
	10	\$18.60	\$19.05	\$20.68	\$22.04	\$23.18	\$29.38
	11	\$18.79	\$19.20	\$20.84	\$22.21	\$23.37	\$29.62
	12	\$18.98	\$19.35	\$21.01	\$22.39	\$23.56	\$29.86
	13	\$19.17	\$19.51	\$21.18	\$22.57	\$23.74	\$30.09
	14	\$19.36	\$19.66	\$21.35	\$22.75	\$23.93	\$30.33
	15	\$19.55	\$19.82	\$21.51	\$22.93	\$24.12	\$30.57
	16	\$19.74	\$19.97	\$21.68	\$23.11	\$24.31	\$30.81
	17	\$19.93	\$20.13	\$21.85	\$23.28	\$24.50	\$31.05
	18	\$20.12	\$20.28	\$22.02	\$23.46	\$24.68	\$31.28
	19	\$20.31	\$20.44	\$22.18	\$23.64	\$24.87	\$31.52
Midpoint	20	\$20.50	\$20.59	\$22.35	\$23.82	\$25.06	\$31.76
Maximum		\$24.30	\$23.68	\$25.70	\$27.39	\$28.82	\$36.52

Approved by the Board of Trustees: June 17, 2026

Effective July 1, 2026

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Experience for placement will be capped at 20 years of experience. This salary scale is for placement purposes only. Experience will be given for prior verifiable experience as a certified Peace Officer only.

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**Socorro Independent School District
Non-Scheduled Employees and Temporary Employees Salary Schedules
2026-2027**

Title	Hourly Rate
Temporary Crossing Guards	\$ 15.00
Temporary Cafeteria Monitors	\$ 15.00
TRS Temporary Crossing Guards	\$ 15.00
TRS Temporary Cafeteria Monitor	\$ 15.00
Temporary Instructional Aide (TIA)	\$ 16.41
Temporary PK Support	\$ 15.00
High School Student Worker/Tutor	\$ 15.00
College Tutor	\$ 15.00
College Student Worker	\$ 15.00
Lifeguard	\$ 15.00
Aquatic Instructor	\$ 15.00
ABE Instructor	\$ 28.50
ABE Instructor Professional Development	\$ 28.50
CTE Teachers teaching Adult Ed Classes	\$ 30.00

Retired Coach (Must be approved through HR and Athletics) Rate will vary depending on sport. Total amount earned cannot exceed the value of the stipend for sport being coached.

Registered Nurse Service Credit Scale

0 to 2 years employment outside the field of education = zero (0) years of service credit

3 to 4 years employment outside the field of education = one (1) year of service credit

5+ years employment outside the field of education = three (3) years of service credit

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**Socorro Independent School District
Substitute Pay Schedule
2026-2027**

Title	Daily Rate
Substitute Teacher - 30 Hours (Non-Degreed)	\$ 100.00
Substitute Teacher - Degreed (Bachelors or higher from an accredited university)	\$ 125.00
Substitute Teacher - SBEC (Texas) Certified Teacher	\$ 150.00
Substitute Teacher - Retired Teacher	\$ 150.00
Substitute Teacher - Long-Term	\$ 175.00
Substitute Asst. Principal - Elem/MS/PK8	\$ 315.92
Substitute Asst. Principal - High School	\$ 341.19
Substitute Certified Teacher (Temporary Assignment)	\$ 235.00
Substitute Counselor	\$ 220.00
Substitute Licensed Vocation Nurse (LVN)	\$ 175.00
Substitute Principal - Elem/MS/PK8	\$ 479.34
Substitute Principal - High School	\$ 524.88
Substitute Registered Nurse (RN)	\$ 225.00

Title	Hourly Rate
Substitute Speech Language Pathologist	\$ 55.00

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Effective July 1, 2026

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**Socorro Independent School District
Extra Duty Pay Rates
2026-2027**

Title	Hourly Rate
Professionals Only (Before and after school duties worked within the work calendar)	\$ 30.00
Teacher Tutoring Sessions (Intersessions and Summer)	\$ 50.00
Nurses (Intersessions and Summer)	\$ 50.00
Substitute Nurse (Intersession and Summer School) (During intersession instructional time only)	\$ 50.00
Summer School - All Professionals	\$ 40.00
CTE Teachers teaching Adult Ed Classes	\$ 30.00
Other Duties (Non-Student Related) (Duties worked outside the contract)	\$ 30.00
Transportation Mechanics driving school bus	Bus Driver Rate w/ Seniority
SPED Instructional Assistants (EYS)	\$ 21.50
Additional Pay Period for Teachers	Hourly Rate
Paraprofessionals	Hourly Rate
CNS Managers (Intersessions/Summer Meals)	Hourly Rate

Transportation/Temporary Employee Summer Work

Note: Any job performed must be approved by the supervisor

Custodian	\$ 15.15
Craft Helper	\$ 15.15
Warehouse I	\$ 15.15
CNS Worker I	\$ 15.15
Transportation Shop Helper	\$ 16.06
Other (As assigned by the supervisor)	Min of Pay Grade

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**Socorro Independent School District
Extra Duty Pay Rates
2026-2027**

Title	Daily Rate
Staff/Curriculum Development or Planning (Mandatory)	Daily Rate
Staff Curriculum Development or Planning (Voluntary)	
4+ Hours Worked = Full Day	\$ 100.00
Less than 4 hours worked = Half Day	\$ 50.00

Holiday Pay - Tutoring (*Holiday's noted on student calendar including Thanksgiving and Winter break*) and the second week of intersession and/or additional tutoring as deemed by the Superintendent of Schools

Administrator (Min 4 hours, Max 5 hours)	\$ 418.64
Instructional Officer (Min 4 hours, Max 5 hours)	\$ 394.87
Teacher (Min 4 hours, Max 5 hours)	\$ 337.64
Data Disaggregation & Planning	\$50/Hour

Non-exempt employees participating in Holiday Tutoring (*Holiday's noted on student calendar including Thanksgiving and Winter break*) and the second week of intersession and/or additional tutoring as deemed by the Superintendent of Schools

*Custodian	Daily Rate or Hourly Rate at 1.5
*Administrative Assistant	Daily Rate or Hourly Rate at 1.5
*Transportation (Bus Driver)	Daily Rate or Hourly Rate at 1.5
*Technical Support	Daily Rate or Hourly Rate at 1.5

*Non-Exempt employees will earn time and a half if they are asked to work for tutoring during holidays, as outlined above, and they are not scheduled to work on their work calendar; otherwise, they earn their regular rate.

Approved by the Board of Trustees: June 17, 2026

Effective July 1, 2026

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Socorro Independent School District Stipends and Incentives
CO-OP College Student/Coach
2026-2027

Sport	Weeks in Season	Stipend Amount	Pay Per Hour	Max Hours
Cross Country	October 17 - December 10	\$ 1,000.00	\$ 15.00	67
Soccer	August 1 - September 24	\$ 1,000.00	\$ 15.00	67
Softball	August 1 - September 24	\$ 1,000.00	\$ 15.00	67
Baseball	August 1 - September 24	\$ 1,000.00	\$ 15.00	67
Track-Assistant	March 21 - May 6	\$ 1,000.00	\$ 15.00	67
Track-Head	March 21 - May 6	\$ 1,200.00	\$ 15.00	80
Volleyball	October 17 - December 10	\$ 1,691.00	\$ 15.00	113
Basketball	January 3 - February 25	\$ 1,691.00	\$ 15.00	113
Cheerleading	18 weeks / 1st + 2nd 9 weeks (10 hrs/week)	\$ 1,500.00	\$ 15.00	100
Football-Assistant	October 13 - December 15	\$ 2,300.00	\$ 15.00	153
Football Head	October 13 - December 15	\$ 2,700.00	\$ 15.00	180

CO-OP Coaches are for Middle School Campuses Only

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**Socorro Independent School District
Supplemental Pay for Athletic Events
2026-2027**

Location/Event	Position/Duties	# of Workers	Rate	
SAC: Varsity Football	Stadium Staff			
	Game Manager	1	\$75.00	
	Game Workers (Tickets)	4-8	\$40.00	
	Game Operations			
	Scoreboard Operator	1	\$45.00	
	Play Clock Operator	1	\$40.00	
	Announcer	1	\$75.00	
	Spotter	1	\$35.00	
	EMS Unit	1	\$95.00/HR	
	Chain Crew	3	\$55.00	
	Videoboard Operator	1-2	\$15.00/HR	
Location/Event	Position/Duties	# of Workers	Rate	
Athletic Dept: Cross-Country / Track/ Wrestling	Middle School	2-3	\$25.00 / Div.	
	High School	2-3	\$30.00 / Div.	
	High School +8 Teams	2-3	\$35.00 / Div.	
	High School (District)	2-4	\$40.00 / Div.	
	District Wrestling - HS	2	\$250.00 / Meet	
	Announcer	1	\$50.00	
	Starter	2	\$75.00	
	Judge	2	\$75.00	
	Videoboard Operator	1-2	\$15.00/HR	
Location/Event	Position/Duties	# of Workers	Rate	Additional Games
H.S. Events : Sub-Varsity Football	Field Staff			
	Game Manager	1	\$40.00	\$20.00
	Game Workers (Tickets)	1-2	\$30.00	\$15.00
	Game Operations			
	Scoreboard Operator	1	\$30.00	

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**Socorro Independent School District
Supplemental Pay for Athletic Events
2026-2027**

Location/Event	Position/Duties	# of Workers	Rate	
H.S. Events: Boys & Girls Wrestling	Tournament Director	1	\$75.00 - \$150.00	
	Asst. Tournament Director	1	\$50.00 - \$100.00	
	Official Scorer	1	\$50.00 - \$100.00	
	Game Worker	1-2	\$25.00 - \$50.00	
Location/Event	Position/Duties	# of Workers	Rate	Additional Games
H.S. Events: Volleyball & Basketball	Gym Staff			
	Game Manager	1	\$40.00	\$20.00
	Game Workers (Tickets)	1-4	\$30.00	\$15.00
	Game Operations			
	Scoreboard Operator	1	\$30.00 / \$20.00 Sub-var	
	Official Bookkeeper	1	\$30.00 / \$20.00 Sub-var	
Location/Event	Position/Duties	# of Workers	Rate	Additional Games
H.S. Events: VB & BBall Tourn.	Gym Staff			
	Game Manager	1	\$30.00	\$15.00
	Game Workers (Tickets)	1-4	\$20.00	\$10.00
	Game Operations			
	Scoreboard Operator	1	\$20.00	
	Official Scorebook	1	\$20.00	
Location/Event	Position/Duties	# of Workers	Rate	
SAC Special Events	Videoboard Operator	1-2	\$15.00/HR	

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**Socorro Independent School District
Stipends and Incentives
2026-2027**

Stipend Title	Number of stipends per location	Annual Rate
Athletics - High School		
Athletic Trainer	2	\$ 18,000.00
Athletic Coordinator	1	\$ 5,000.00
Baseball		
Head Coach	1	\$ 6,400.00
Assistant Coach	2	\$ 3,900.00
Developmental Coach	1	\$ 2,700.00
Basketball		
Head Coach - Boys	1	\$ 10,000.00
Head Coach - Girls	1	\$ 10,000.00
Assistant Coach - Boys	1	\$ 3,900.00
Assistant Coach - Girls	1	\$ 3,900.00
9th Grade Coach - Boys	1	\$ 4,000.00
9th Grade Coach - Girls	1	\$ 4,000.00
Cheerleading		
Varsity	1	\$ 5,000.00
Junior Varsity (JV)	1	\$ 2,250.00
9th Grade	1	\$ 2,250.00
Cross Country		
Head Coach	1	\$ 7,800.00
Assistant Coach	1	\$ 4,000.00

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**Socorro Independent School District
Stipends and Incentives
2026-2027**

Stipend Title	Number of stipends per location	Annual Rate
Football		
Head Coach	1	\$ 16,000.00
*Spring Football Head Coach	1	\$ 2,250.00
Varsity Assistant Coach	2	\$ 8,000.00
Defensive Coordinator	1	\$ 9,750.00
Offensive Coordinator	1	\$ 9,750.00
*Spring Football Assistant Coach	10-13	\$ 1,500.00
Assistant Coach	4	\$ 8,000.00
9th Grade Coach	3-5	\$ 7,000.00
* Will be paid after successfully completing Spring Football		
Golf		
Head Coach	1	\$ 7,800.00
Soccer		
Head Coach - Boys	1	\$ 7,500.00
Head Coach - Girls	1	\$ 7,500.00
Assistant Coach - Boys	1	\$ 3,900.00
Assistant Coach - Girls	1	\$ 3,900.00
Developmental Coach - Boys	1	\$ 3,000.00
Developmental Coach - Girls	1	\$ 3,000.00
Softball		
Head Coach	1	\$ 6,400.00
Assistant Coach	2	\$ 3,900.00

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**Socorro Independent School District
Stipends and Incentives
2026-2027**

Stipend Title	Number of stipends per location	Annual Rate
Softball		
Developmental Coach	1	\$ 2,700.00
Swimming		
Head Coach	1	\$ 7,800.00
Assistant Coach	1	\$ 2,500.00
Tennis		
Head Coach	1	\$ 11,250.00
Assistant Coach	1	\$ 3,900.00
Track		
Head Coach	1	\$ 10,500.00
Assistant Coach	4	\$ 5,000.00
Volleyball		
Head Coach	1	\$ 7,000.00
Varsity Assistant	1	\$ 3,900.00
9th Grade Coach	1	\$ 3,500.00
Wrestling		
Head Coach	1	\$ 7,800.00
Assistant Coach	1	\$ 3,500.00

Stipend Title	Number of stipends per location	Annual Rate
Athletics - Middle School/PK-8		
Athletic Coordinator	1	\$ 3,000.00

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**Socorro Independent School District
Stipends and Incentives
2026-2027**

Stipend Title	Number of stipends per location		Annual Rate
Baseball			
Coach	2	\$	1,500.00
Basketball			
A-Level - Boys 7th Grade	1	\$	2,000.00
A-Level - Boys 8th Grade	1	\$	2,000.00
A-Level - Girls 7th Grade	1	\$	2,000.00
A-Level - Girls 8th Grade	1	\$	2,000.00
B-Level - Boys 7th Grade	1	\$	2,000.00
B-Level - Boys 8th Grade	1	\$	2,000.00
B-Level - Girls 7th Grade	1	\$	2,000.00
B-Level - Girls 8th Grade	1	\$	2,000.00
Cheerleading			
7th Grade	1	\$	1,750.00
8th Grade	1	\$	1,750.00
Cross Country			
Coach	1	\$	3,300.00
Football			
Head Coach	1	\$	3,250.00
Assistant Coach	4	\$	2,500.00
Soccer			
Coach - Boys 7th Grade	1	\$	1,500.00
Coach - Boys 8th Grade	1	\$	1,500.00

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**Socorro Independent School District
Stipends and Incentives
2026-2027**

Stipend Title	Number of stipends per location	Annual Rate
Soccer		
Coach - Girls 7th Grade	1	\$ 1,500.00
Coach - Girls 8th Grade	1	\$ 1,500.00
Softball		
Coach	2	\$ 1,500.00
Track		
Head Coach	1	\$ 1,800.00
Assistant Coach	3	\$ 1,500.00
Volleyball		
A-Level 7th Grade	1	\$ 2,500.00
A-Level 8th Grade	1	\$ 2,500.00
B-Level 7th Grade	1	\$ 2,000.00
B-Level 8th Grade	1	\$ 2,000.00
Stipend Title	Number of stipends per	Annual Rate
Performing Arts - High School		
Band Director	1	\$ 11,000.00
Assistant Band Director	2	\$ 6,000.00
Choir Director	1	\$ 5,000.00
Performing Dance Group	1	\$ 5,000.00
Flags	1	\$ 5,000.00
Theater Director	1	\$ 4,500.00
Assistant Theater Director	1	\$ 2,000.00

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**Socorro Independent School District
Stipends and Incentives
2026-2027**

Stipend Title	Number of stipends per location	Annual Rate
*Orchestra Director	1	\$ 5,000.00
One Act Play Director	1	\$ 1,500.00
Guitar	1	\$ 3,000.00
Drill Team - Armed	1	\$ 1,000.00
Drill Team - Unarmed	1	\$ 1,000.00
Color Guard	1	\$ 1,000.00
Rifle Team	1	\$ 1,000.00
Pistol Team	1	\$ 1,000.00
Honor School Award/Distinct	3	\$ 2,500.00
*Mariachi Director	1	\$ 5,000.00

Stipend Title	Number of stipends per location	Annual Rate
Performing Arts - Middle School/PK-8		
Band Director	1	\$ 4,000.00
Assistant Band Director	1	\$ 3,000.00
*Orchestra Director	1	\$ 3,700.00
Choir Director	1	\$ 3,700.00
One Act Play Director	1	\$ 1,000.00
*Mariachi Director	1	\$ 2,200.00

* Employees serving as High School or Middle School Orchestra or Mariachi Director will be eligible to receive both full stipends.

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**Socorro Independent School District
Stipends and Incentives
2026-2027**

Stipend Title	Annual Rate
Special Teaching Supplements	
Adapted Physical Education	\$ 1,500.00
Alternative	\$ 1,000.00
AP (Per Section) 75% Passing Required*	\$ 200.00
Architecture Instructor Aztec Architecture Academy	\$ 10,000.00
Bilingual/ESL	\$ 2,000.00
Bilingual/ESL Facilitator	\$ 1,500.00
CTE Advances Academies (Libertas, Health, Synergi4, Aztec, Architecture, SATA, Sparta)	\$ 15,000.00
Dual Credit (Per Section) 75% Passing Required*	\$ 200.00
Homebound	\$ 1,500.00
Itinerant Teacher for the Auditorily Impaired	\$ 5,000.00
Itinerant Teacher for the Visually Impaired	\$ 5,000.00
Libertas Instructor (2)	\$ 10,000.00
LOTE (2) Per District	\$ 3,000.00
Mathematics (Grades 7-12)	\$ 3,000.00
Psychologist/Associate Psychologist	\$ 5,000.00
Reading Academy (Blended Pathways will be paid out in 2 payments of \$500; identified by Academic Services)	\$ 1,000.00

****Will be paid out in 2 payments by semester***

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**Socorro Independent School District
Stipends and Incentives
2026-2027**

Stipend Title	Annual Rate
Science (Grades 7-12)	\$ 1,000.00
TSA/Autism Spectrum Disorder Specialist	\$ 1,500.00
Special Education (Collab/Specialized Support/Co-Teach)	\$ 1,500.00
Special Education, In-Home Training	\$ 1,500.00
Special Education, Nurse	\$ 1,500.00
Special Education Strategist	\$ 1,500.00
Special Education Specialized Unit (Behavior Intervention Class (BIC))	\$ 3,000.00
Special Education Specialized Unit (FLS)	\$ 2,000.00
Special Education Specialized Unit (Multi-Handicap)	\$ 2,000.00
TCB Teacher Incentive Stipend (Grant Funded) (*Amnt is per course)	\$ 100.00
Transition Services Coordinator	\$ 1,500.00
Vocational Adjustment Coordinator	\$ 1,500.00

Employees serving both Bilingual/ESL and Special Education students and are certified in both areas will be eligible for both stipends (prorated where applicable).

Stipend Title	Annual Rate
Department Heads - High School (Number of teachers/counselors in department, including department head)	
Department heads who serve as core subject teachers are eligible for an additional planning period. (Includes CTE Department Chair)	
3-5 Teachers in Department	\$ 600.00
6-9 Teachers in Department	\$ 900.00
10+ Teachers in Department	\$ 1,200.00
High School Head Counselor (Use criteria for department heads)	1

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**Socorro Independent School District
Stipends and Incentives
2026-2027**

Stipend Title	Annual Rate
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Department Heads - Middle School

Middle school department heads must be in the following content areas to qualify: Reading, English, Mathematics, Science, Social Studies and Electives.

3-5 Teachers in Department	\$ 600.00
6-9 Teachers in Department	\$ 900.00
10+ Teachers in Department	\$ 1,200.00

Stipend Title	Number of stipends per location	Annual Rate
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Other Academic Assignments - High School

Mock Trial	1	\$ 1,500.00
Newspaper	1	\$ 1,500.00
Yearbook	1	\$ 2,200.00
Speech and Debate	1	\$ 2,200.00
Student Activities Director	1	\$ 6,000.00
Student Activities Director - Summer	1	\$ 1,000.00

Stipend Title	Annual Rate
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University Interscholastic League (UIL) - High School

Paid in May (one time payment)

UIL Campus Coordinator	\$ 1,000.00
UIL Accounting	\$ 550.00
UIL Calculator Applications	\$ 550.00

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**Socorro Independent School District
Stipends and Incentives
2026-2027**

Stipend Title	Annual Rate
UIL Computer Applications	\$ 550.00
UIL Computer Science	\$ 550.00
UIL Congress	\$ 550.00
UIL Copy Editing	\$ 550.00
UIL Current Issues & Events	\$ 550.00
UIL CX Debate	\$ 550.00
UIL Editorial Writing	\$ 550.00
UIL Extemp Informative Speak	\$ 550.00
UIL Extemp Persuasive Speak	\$ 550.00
UIL Feature Writing	\$ 550.00
UIL Headline Writing	\$ 550.00
UIL Lincoln-Douglas Debate	\$ 550.00
UIL Literary Criticism	\$ 550.00
UIL Mathematics	\$ 550.00
UIL News Writing	\$ 550.00
UIL Number Sense	\$ 550.00
UIL Poetry Interpretation	\$ 550.00
UIL Prose Interpretation	\$ 550.00
UIL Ready Writing	\$ 550.00
UIL FIRST Robotics Competition (FRC) *applicable to non CTSO Sponsors	\$ 550.00
UIL FIRST Robotics Tech Challenge (FTC) *applicable to non CTSO Sponsors	\$ 550.00

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**Socorro Independent School District
Stipends and Incentives
2026-2027**

Stipend Title	Annual Rate
UIL BEST Robotics *applicable to non CTSO Sponsors	\$ 550.00
UIL Science	\$ 550.00
UIL Social Studies	\$ 550.00
UIL Spelling	\$ 550.00
UIL Young Filmmaker	\$ 550.00
University Interscholastic League (UIL) - Middle School and PK-8(Middle School)	
<i>Paid in May (one time payment)</i>	
UIL Campus Coordinator	\$ 750.00
UIL Art Smart 6	\$ 500.00
UIL Art Smart 7-8	\$ 500.00
UIL Calculators 6	\$ 500.00
UIL Calculators 7	\$ 500.00
UIL Calculators 8	\$ 500.00
UIL Chess Puzzle 6	\$ 500.00
UIL Chess Puzzle 7	\$ 500.00
UIL Chess Puzzle 8	\$ 500.00
UIL Dictionary Skills 6	\$ 500.00
UIL Dictionary Skills 7	\$ 500.00
UIL Dictionary Skills 8	\$ 500.00
UIL Editorial Writing 6	\$ 500.00
UIL Editorial Writing 7-8	\$ 500.00
UIL Impromptu Speaking 6	\$ 500.00
UIL Impromptu Speaking 7	\$ 500.00

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**Socorro Independent School District
Stipends and Incentives
2026-2027**

Stipend Title	Annual Rate
UIL Impromptu Speaking 8	\$ 500.00
UIL Listening Skills 6	\$ 500.00
UIL Listening Skills 7	\$ 500.00
UIL Listening Skills 8	\$ 500.00
UIL Maps, Graphs, & Charts 6	\$ 500.00
UIL Maps, Graphs, & Charts 7	\$ 500.00
UIL Maps, Graphs, & Charts 8	\$ 500.00
UIL Mathematics 6	\$ 500.00
UIL Mathematics 7	\$ 500.00
UIL Mathematics 8	\$ 500.00
UIL Modern Oratory 6	\$ 500.00
UIL Modern Oratory 7	\$ 500.00
UIL Modern Oratory 8	\$ 500.00
UIL Music Memory 7-8	\$ 500.00
UIL Music Memory 6	\$ 500.00
UIL Number Sense 6	\$ 500.00
UIL Number Sense 7	\$ 500.00
UIL Number Sense 8	\$ 500.00
UIL Oral Reading 6	\$ 500.00
UIL Oral Reading 7	\$ 500.00
UIL Oral Reading 8	\$ 500.00

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**Socorro Independent School District
Stipends and Incentives
2026-2027**

Stipend Title	Annual Rate
UIL Ready Writing 6	\$ 500.00
UIL Ready Writing 7	\$ 500.00
UIL Ready Writing 8	\$ 500.00
UIL Science 6	\$ 500.00
UIL Science 7	\$ 500.00
UIL Science 8	\$ 500.00
UIL Social Studies 6	\$ 500.00
UIL Social Studies 7-8	\$ 500.00
UIL Spelling 6	\$ 500.00
UIL Spelling 7	\$ 500.00
UIL Spelling 8	\$ 500.00
University Interscholastic League (UIL) - Elementary School and PK-8(Elementary School)	
<i>Paid in May (one time payment)</i>	
UIL Campus Coordinator	\$ 600.00
UIL Art Smart 4-5	\$ 400.00
UIL Chess Puzzle 2-3	\$ 400.00
UIL Chess Puzzle 4-5	\$ 400.00
UIL Creative Writing 2	\$ 400.00
UIL Dictionary Skills 5	\$ 400.00
UIL Listening Skills 5	\$ 400.00
UIL Maps, Graphs and Charts 5	\$ 400.00

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**Socorro Independent School District
Stipends and Incentives
2026-2027**

Stipend Title	Number of stipends per location	Annual Rate
UIL Music Memory 2		\$ 400.00
UIL Music Memory 3-4		\$ 400.00
UIL Music Memory 5		\$ 400.00
UIL Number Sense 4		\$ 400.00
UIL Number Sense 5		\$ 400.00
UIL Oral Reading 4-5		\$ 400.00
UIL Ready Writing 3		\$ 400.00
UIL Ready Writing 4		\$ 400.00
UIL Ready Writing 5		\$ 400.00
UIL Social Studies 5		\$ 400.00
UIL Spelling 3-4		\$ 400.00
UIL Spelling 5		\$ 400.00
UIL Storytelling/Eng 2-3		\$ 400.00

University Interscholastic League (UIL)

Paid in May (one time payment)

District Coordinator (Elem, MS, PK-8, HS)	1	\$ 750.00
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Stipend Title	Number of stipends per location	Annual Rate
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Other Academic Stipends/Incentives

Gifted and Talented Coordinator - High School	2	\$ 1,000.00
Gifted and Talented Coordinator - Middle School	1	\$ 1,000.00
Gifted and Talented Coordinator - PK-8	2	\$ 1,000.00

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**Socorro Independent School District
Stipends and Incentives
2026-2027**

Stipend Title	Number of stipends per location	Annual Rate
Gifted and Talented Coordinator - Elementary School	1	\$ 1,000.00
<i>Paid in May (one time payment)</i>		
Career and Technology Student Organization Sponsor**		\$ 1,500.00
CTE AV (Audio Video)		\$ 1,200.00
National Technical Honor Society (1 per sponsor)		\$ 600.00
Library Instructional Team (1 per feeder pattern)		\$ 1,500.00

** \$150 per student, up to \$1,500 (Identified by the CTE Department)

T.I.A. (Teacher Incentive Allotment) **As funds are received from TEA, teachers identified will receive 100% of the allotment

Stipend Title	Number of stipends per location	Annual Rate
Other Academic Stipends/Incentives - High School		
<i>Paid in May (one time payment)</i>		
Academic Decathlon (1 per discipline)	6	\$ 2,500.00
Art Show	5	\$ 500.00
Culinary Arts	1	\$ 1,000.00
Destination Imagination	2	\$ 1,000.00
High Q	1	\$ 2,000.00
Literary Anthology (magazine completion required)	1	\$ 1,000.00
National Honor Society	1	\$ 600.00
One Act Play Assistant Director	2	\$ 750.00
One Act Play Coordinator	1	\$ 750.00

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**Socorro Independent School District
Stipends and Incentives
2026-2027**

Stipend Title	Number of stipends per location	Annual Rate
Other Academic Stipends/Incentives - Middle School and PK-8 (Middle School)		
<i>Paid in May (one time payment)</i>		
Science Fair	1	\$ 625.00
Student Council	1	\$ 1,000.00
Theater Technical Support	3	\$ 1,500.00
Visual Arts Competition (VASE)	5	\$ 1,000.00
Art Show	5	\$ 500.00
Destination Imagination	2	\$ 1,000.00
Literary Anthology (Magazine completion required)	1	\$ 1,000.00
Newspaper	1	\$ 750.00
NJHS	1	\$ 600.00
One Act Play Director	1	\$ 1,000.00
Robotics	1	\$ 550.00
Science Fair	1	\$ 625.00
Spelling Bee	1	\$ 550.00
Student Council	1	\$ 550.00
Visual Arts Competition (VASE)	5	\$ 1,000.00
Yearbook	1	\$ 750.00
Other Academic Stipends/Incentives - Elementary School and PK-8 (Elementary School)		
<i>Paid in May (one time payment)</i>		
Art Show	1	\$ 500.00
Destination Imagination	2	\$ 1,000.00

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**Socorro Independent School District
Stipends and Incentives
2026-2027**

Stipend Title	Number of stipends per location	Annual Rate
Literary Anthology (Magazine completion required)	1	\$ 1,000.00
Math Bee	1	\$ 400.00
NJHS	1	\$ 600.00
Robotics	1	\$ 550.00
Safety Patrol	1	\$ 300.00
Science Fair	1	\$ 625.00
Spelling Bee	1	\$ 400.00
Visual Arts Competition (VASE)	1	\$ 1,000.00
Yearbook	1	\$ 400.00

Other Academic Stipends/Incentives - KEYS Academy

Paid in May (one time payment)

Literary Anthology (Magazine completion required)	1	\$ 1,000.00
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Stipend Title	Annual Rate
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Professional Stipends

Principal Stipends

Campus Excellence Stipend (As Assigned)	\$ 13,000.00
Middle School	\$ 2,000.00
PK-8	\$ 2,000.00

Assistant Principal Stipends

High School	\$ 2,000.00
Middle School	\$ 1,500.00

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**Socorro Independent School District
Stipends and Incentives
2026-2027**

Stipend Title	Annual Rate
Other Professional Stipends	

Mentor Principal	\$ 1,000.00
Mentor Teacher	\$ 500.00
Mentor Teacher (PREP Allotment)	\$ 2,000.00
<i>To be paid out by semester, \$1,000 at end of month of January and \$1,000 at end of month of June</i>	
Mentor Teacher - Dyslexia (Grant Funded)	\$ 2,000.00
Teacher (Elementary Core): Class Size 25 or more	\$ 2,500.00
<i>To be paid out by semester, \$1250 each semester; snapshot date for fall semester will determine eligibility and date for spring will be the Friday before the last twelve weeks of the school year (Texas Education Code Sec. 25.112. Class Size)</i>	
Teacher Certification Incentive (TCI)	\$ 1,000.00
<i>As identified by TEA House Bill 2</i>	
Teacher of the Year - District Winner	\$ 1,000.00
Teacher of the Year - Elite Finalist	\$ 250.00

Stipend Title	Monthly Rate
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Mileage Stipends	
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Adapted Physical Education Teacher	\$ 174.00
Assistant Director of Athletics	\$ 174.00
Assistant Director of Emergency Management	\$ 174.00
Assistant Director of Employee Relations	\$ 174.00
Assistant Director of Fine Arts	\$ 174.00

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**Socorro Independent School District
Stipends and Incentives
2026-2027**

Stipend Title	Monthly Rate
Assistant Director of Special Education	\$ 174.00
Assistant Director of State and Federal Programs	\$ 174.00
Assistant Principal - Elementary	\$ 87.00
Assistant Principal - High School	\$ 116.00
Assistant Principal - Middle School	\$ 116.00
Cabinet Members	\$ 250.00
Certified Occupational Therapy Assistant	\$ 174.00
Claims Officer	\$ 87.00
CNS Specialist	\$ 87.00
CNS Supervisor/Trainer	\$ 174.00
Coordinator - Advanced Academics	\$ 174.00
Coordinator - Benchmark	\$ 87.00
Coordinator - Bilingual	\$ 174.00
Coordinator - Certification	\$ 87.00
Coordinator - HS Athletics	\$ 174.00
Coordinator - Compensation	\$ 87.00
Coordinator - District Testing	\$ 87.00
Coordinator - Emergency Management	\$ 116.00
Coordinator - Employee Benefits/Risk Management/Employee Attendance	\$ 87.00
Coordinator - Employee Relations	\$ 174.00

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**Socorro Independent School District
Stipends and Incentives
2026-2027**

Stipend Title	Monthly Rate
Coordinator - Library Services	\$ 174.00
Coordinator - Maintenance (w/o district vehicle)	\$ 116.00
Coordinator - Marketing and Sales	\$ 174.00
Coordinator - Position Control	\$ 87.00
Coordinator - Sports Program	\$ 87.00
Coordinator - Transitional Services	\$ 174.00
Coordinator (Other)	\$ 116.00
Directors	\$ 174.00
District Vocational Assessment Clerk	\$ 174.00
DoDEA Military Liaison	\$ 87.00
Early College Advisor (Title IV)	\$ 174.00
Educational Diagnostician	\$ 174.00
Educator Quality Consolidated Grant Admin.	\$ 116.00
Facilitator - Bilingual	\$ 174.00
Facilitator - CTE Relations	\$ 174.00
Facilitator - Fine Arts	\$ 174.00
Family Literacy Program	\$ 174.00
Financial Operations Admin	\$ 174.00
Fine Arts Communication Specialist	\$ 174.00

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**Socorro Independent School District
Stipends and Incentives
2026-2027**

Stipend Title	Monthly Rate
Grant Writer	\$ 116.00
Homebound Teacher	\$ 174.00
HR Records Manager	\$ 58.00
Instructional Aide - SPED ASD (SPED Department Only)	\$ 174.00
Instructional Officer	\$ 174.00
Internal Auditor	\$ 174.00
Itinerant Counselor	\$ 87.00
Itinerant Mariachi Instructional Aide	\$ 174.00
Itinerant Nurse	\$ 174.00
Itinerant Teacher	\$ 87.00
Itinerant Teacher for the Visually Impaired/Auditorily Impaired	\$ 174.00
Job Coach	\$ 174.00
Juvenile Case Manager	\$ 174.00
Licensed Specialist in School Psychology	\$ 174.00
Meal Application Specialist	\$ 87.00
Media Technician	\$ 174.00
Medical Services Clerk	\$ 174.00
Music Therapist	\$ 174.00
Network Specialist	\$ 174.00
Occupational Therapist	\$ 174.00

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**Socorro Independent School District
Stipends and Incentives
2026-2027**

Stipend Title	Monthly Rate
Payroll Manager	\$ 87.00
Physical Therapist (Licensed and Assistant)	\$ 174.00
Principal - Elementary	\$ 116.00
Principal - High School	\$ 174.00
Principal - Middle School	\$ 145.00
Psychologist	\$ 174.00
Public Relations Specialist	\$ 116.00
Purchasing/Bid Agent	\$ 87.00
Safety Officer	\$ 174.00
School Improvement and Leadership Development Officer	\$ 174.00
Senior Communication Specialist	\$ 174.00
Senior Graphic Artist	\$ 87.00
Special Education Clerk (SPED Department Only)	\$ 174.00
Special Education Counselor	\$ 174.00
Special Education Strategist	\$ 174.00
Specialist - Time Clock (HR)	\$ 174.00
Specialist - Instructional Technology	\$ 174.00
Specialist - Multi-Media	\$ 174.00
Specialist - Title I	\$ 174.00

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**Socorro Independent School District
Stipends and Incentives
2026-2027**

Stipend Title	Monthly Rate
Speech Language Pathologist/Asst. (Assigned to multiple campuses - excluding combo schools)	\$ 174.00
Speech Language Pathologist/Asst. (SPED Department)	\$ 174.00
Staff Accountant	\$ 87.00
Staff Writer	\$ 174.00
Specialist - Technology Hardware	\$ 87.00
Specialist - Telephone Network	\$ 174.00
Specialist - Video Production	\$ 174.00
Supervisor Accounts Payable	\$ 87.00
Teacher on Special Assignment / Instructional Specialist (Multiple Campuses)	\$ 174.00
Technician - Security Safety	\$ 87.00
Technology Communication Specialist	\$ 87.00
Technology Coordinator Business/PEIMS	\$ 174.00
Technology Manager	\$ 174.00
Technology or Information Services Team Leader	\$ 174.00
Technology Software Engineer	\$ 174.00
Technology System Administrator	\$ 174.00
Vocational Adjustment Class Teacher (SPED Dept.)	\$ 174.00

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**Socorro Independent School District
Stipends and Incentives
2026-2027**

Stipend Title	Monthly Rate	
Additional Mileage Expenses		
M&O Administrative Staff (w/o district vehicle; involved in the oversight of District's new construction)	\$	174.00
All Personnel in Pay Block 101 (unless otherwise specified)	\$	87.00
Travel Reimbursement: Other employees traveling on behalf of the District will be reimbursed at a rate established by the Texas Education Agency. All travel reimbursements must be approved by the employee's supervisor.		
Cellular Phone Stipends (See Regulation CPAC)		
District Time Clock Specialist (HR)	\$	50.00
Employee Relations Specialist	\$	50.00
Executive Assistant for Superintendent's Office	\$	50.00
Fine Arts Communication Specialist	\$	50.00
Hardware Technician	\$	50.00
Juvenile Truancy Case Manager	\$	50.00
Public Relations Specialist	\$	50.00
Technology-Audio Technician	\$	50.00
Technology-Communication Specialist	\$	50.00
Specialist - Multi-Media	\$	50.00
Stipend Title	Number of stipends per location	Amount
Other Stipends/Allowances		
Summer Session Coaching Stipends - High School (per session - 2 summer sessions) (Max 10 coaches per session)	10	\$ 375.00
CNS Technicians/Couriers Work Related Steel Toe Footwear Stipend		\$ 100.00

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**Socorro Independent School District
Stipends and Incentives
2026-2027**

Stipend Title	Monthly Rate
Other Stipends/Allowances	
CNS Kitchen Staff Shoe Stipend	\$ 40.00
CPR Instructor Stipend	\$ 300.00
Mechanics (Transportation) Work Related Steel Toe Footwear Stipend	\$ 100.00
Special Education Recruitment Stipend for School Psychologist (To be paid for one year)	\$ 10,000.00
Special Education Recruitment Stipend for Speech Language Pathologist (To be paid for one year)	\$ 5,000.00

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Approved by the Board of Trustees: June 17, 2026

Effective July 1, 2026

This salary schedule applies for the 2026-2027 school year only. Future salaries cannot be predicted from this schedule. New salary schedules are developed/approved each year.

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SOCORRO INDEPENDENT SCHOOL DISTRICT

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