GOODRICH ISD

COMPENSATION PLAN

2026-2027

GOODRICH INDEPENDENT SCHOOL DISTRICT

COMPENSATION PLAN

The compensation plan for all district personnel of the Goodrich Independent School District has been developed by the Superintendent and recommended to the Board of Trustees for adoption. The compensation plan is designed to provide appropriate pay for the assessed worth of district positions. The plan consists of pay tables for the following employee groups: Administrative/Professional, Certified Instructional, Paraprofessional and Auxiliary Personnel and benefits such as insurance and employee leave. The compensation plan is designed and administered to accomplish the following:

1. Remain competitive with other 1A school districts and other appropriate labor markets for various categories of personnel.

2. Recognize the levels of skill, effort, and responsibility required of different positions.

3. Reward continued length of service to the District.

4. Remain fiscally controlled and cost effective.

The Goodrich Independent School District does not discriminate on the basis of race, religion, color, national origin, sex or disability in providing education services, activities, and programs, including vocational program, in accordance with Title VI of the Civil Rights Act of 1964, as amended: Title IX of the Educational Amendments of 1972; Section 504 of the Rehabilitation Act of 1973, as amended; and Title II of the Americans with Disabilities Act. The Title IX and the Section 504 Coordinator is Mr. Daniel Barton, Superintendent, 234 Katie Simpson Street, Goodrich, Texas 77335, Telephone (936) 365-1100.

GOODRICH INDEPENDENT SCHOOL DISTRICT

Board of Trustees

Rigoberto Reyes - President

Rosalie Blackstock - Vice President

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Timothy Harrell - Assistant Secretary

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District Operations Specialist

GOODRICH INDEPENDENT SCHOOL DISTRICT

COMPENSATION PLAN
2026-2027

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ADMINISTRATIVE PERSONNEL

SECTION 1

GOODRICH ISD COMPENSATION PLAN

SECONDARY/DISTRICT PRINCIPAL 222 DAYS 8 HOURS PER DAY	2026-2027			
STEP	SALARY	MONTHLY	DAILY	HOURLY
0	82,480.45	6,873.37	371.53	46.44
1	82,830.45	6,902.54	373.11	46.64
2	83,230.45	6,935.87	374.91	46.86
3	83,655.45	6,971.29	376.83	47.10
4	84,155.45	7,012.95	379.08	47.38
5	84,655.45	7,054.62	381.33	47.67
6	85,255.45	7,104.62	384.03	48.00
7	85,855.45	7,154.62	386.74	48.34
8	86,455.45	7,204.62	389.44	48.68
9	87,055.45	7,254.62	392.14	49.02
10	87,655.45	7,304.62	394.84	49.36
11	88,455.45	7,371.29	398.45	49.81
12	89,255.45	7,437.95	402.05	50.26
13	90,055.45	7,504.62	405.66	50.71
14	90,855.45	7,571.29	409.26	51.16
15	91,655.45	7,637.95	412.86	51.61
16	92,455.45	7,704.62	416.47	52.06
17	93,255.45	7,771.29	420.07	52.51
18	94,055.45	7,837.95	423.67	52.96
19	94,855.45	7,904.62	427.28	53.41
20	95,655.45	7,971.29	430.88	53.86
21	96,355.45	8,029.62	434.03	54.25
22	97,055.45	8,087.95	437.19	54.65
23	97,755.45	8,146.29	440.34	55.04
24	98,455.45	8,204.62	443.49	55.44
25	99,155.45	8,262.95	446.65	55.83

Effective Date: September 1, 2026

Adoption Date: March 23, 2026

Salaries listed above are based on 12 month employment for the 2026-27 school year. Salary plans are determined on an annual basis and salary advancement is not guaranteed. Pay increases are determined annually and board approved. Salaries are determined individually with consideration for job related experience and credentials.

BUSINESS MANAGER 222 DAYS 8 HOURS PER DAY	2026-2027			
STEP	SALARY	MONTHLY	DAILY	HOURLY
0	82,063.00	6,838.58	369.65	46.21
1	82,413.00	6,867.75	371.23	46.40
2	82813.00	6,901.08	373.03	46.63
3	83,238.00	6,936.50	374.95	46.87
4	83,738.00	6,978.17	377.20	47.15
5	84,238.00	7,019.83	379.45	47.43
6	84,838.00	7,069.83	382.15	47.77
7	85,438.00	7,119.83	384.86	48.11
8	86,038.00	7,169.83	387.56	48.44
9	86,638.00	7,219.83	390.26	48.78
10	87,238.00	7,269.83	392.96	49.12
11	88,038.00	7,336.50	396.57	49.57
12	88,838.00	7,403.17	400.17	50.02
13	89,638.00	7,469.83	403.77	50.47
14	90,438.00	7,536.50	407.38	50.92
15	91,238.00	7,603.17	410.98	51.37
16	92,038.00	7,669.83	414.59	51.82
17	92,838.00	7,736.50	418.19	52.27
18	93,638.00	7,803.17	421.79	52.72
19	94,438.00	7,869.83	425.40	53.17
20	95,238.00	7,936.50	429.00	53.63
21	95,938.00	7,994.83	432.15	54.02
22	96,638.00	8,053.17	435.31	54.41
23	97,338.00	8,111.50	438.46	54.81
24	98,038.00	8,169.83	441.61	55.20
25	98,738.00	8,228.17	444.77	55.60

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ELEMENTARY/ASSOCIATE PRINCIPAL 222 DAYS 8 HOURS PER DAY	2026-2027			
STEP	SALARY	MONTHLY	DAILY	HOURLY
0	77,297.40	6,441.45	348.19	43.52
1	77,647.40	6,470.62	349.76	43.72
2	78,047.40	6,503.95	351.56	43.95
3	78,472.40	6,539.37	353.48	44.18
4	78,972.40	6,581.03	355.73	44.47
5	79,472.40	6,622.70	357.98	44.75
6	80,072.40	6,672.70	360.69	45.09
7	80,672.40	6,722.70	363.39	45.42
8	81,272.40	6,772.70	366.09	45.76
9	81,872.40	6,822.70	368.79	46.10
10	82,472.40	6,872.70	371.50	46.44
11	83,272.40	6,939.37	375.10	46.89
12	84,072.40	7,006.03	378.70	47.34
13	84,872.40	7,072.70	382.31	47.79
14	85,672.40	7,139.37	385.91	48.24
15	86,472.40	7,206.03	389.52	48.69
16	87,272.40	7,272.70	393.12	49.14
17	88,072.40	7,339.37	396.72	49.59
18	88,872.40	7,406.03	400.33	50.04
19	89,672.40	7,472.70	403.93	50.49
20	90,472.40	7,539.37	407.53	50.94
21	91,172.40	7,597.70	410.69	51.34
22	91,872.40	7,656.03	413.84	51.73
23	92,572.40	7,714.37	416.99	52.12
24	93,272.40	7,772.70	420.15	52.52
25	93,972.40	7,831.03	423.30	52.91

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ATHLETIC DIRECTOR 208 DAYS 8 HOURS PER DAY	2026-2027			
STEP	SALARY	MONTHLY	DAILY	HOURLY
0	78,607.25	6,550.60	377.92	47.24
1	78,957.25	6,579.77	379.60	47.45
2	79,357.25	6,613.10	381.53	47.69
3	79,782.25	6,648.52	383.57	47.95
4	80,282.25	6,690.19	385.97	48.25
5	80,782.25	6,731.85	388.38	48.55
6	81,382.25	6,781.85	391.26	48.91
7	81,982.25	6,831.85	394.15	49.27
8	82,582.25	6,881.85	397.03	49.63
9	83,182.25	6,931.85	399.91	49.99
10	83,782.25	6,981.85	402.80	50.35
11	84,582.25	7,048.52	406.65	50.83
12	85,382.25	7,115.19	410.49	51.31
13	86,182.25	7,181.85	414.34	51.79
14	86,982.25	7,248.52	418.18	52.27
15	87,782.25	7,315.19	422.03	52.75
16	88,582.25	7,381.85	425.88	53.23
17	89,382.25	7,448.52	429.72	53.72
18	90,182.25	7,515.19	433.57	54.20
19	90,982.25	7,581.85	437.41	54.68
20	91,782.25	7,648.52	441.26	55.16
21	92,482.25	7,706.85	444.63	55.58
22	93,182.25	7,765.19	447.99	56.00
23	93,882.25	7,823.52	451.36	56.42
24	94,582.25	7,881.85	454.72	56.84
25	95,282.25	7,940.19	458.09	57.26

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COUNSELOR 198 DAYS 8 HOURS PER DAY	2026-2027			
STEP	SALARY	MONTHLY	DAILY	HOURLY
0	65,746.80	5,478.90	332.05	41.51
1	66,404.27	5,533.69	335.38	41.92
2	67,064.74	5,588.73	338.71	42.34
3	67,758.23	5,646.52	342.21	42.78
4	68,455.34	5,704.61	345.73	43.22
5	69,156.08	5,763.01	349.27	43.66
6	69,860.44	5,821.70	352.83	44.10
7	70,568.42	5,880.70	356.41	44.55
8	71,283.64	5,940.30	360.02	45.00
9	72,009.74	6,000.81	363.69	45.46
10	72,750.32	6,062.53	367.43	45.93
11	73,506.60	6,125.55	371.25	46.41
12	74,272.55	6,189.38	375.11	46.89
13	75,048.15	6,254.01	379.03	47.38
14	75,831.60	6,319.30	382.99	47.87
15	76,622.90	6,385.24	386.98	48.37
16	77,422.04	6,451.84	391.02	48.88
17	78,229.04	6,519.09	395.10	49.39
18	79,043.88	6,586.99	399.21	49.90
19	79,866.58	6,655.55	403.37	50.42
20	80,697.12	6,724.76	407.56	50.95
21	81,535.51	6,794.63	411.80	51.47
22	82,381.75	6,865.15	416.07	52.01
23	83,236.32	6,936.36	420.39	52.55
24	84,093.31	7,007.78	424.71	53.09
25	84,952.71	7,079.39	429.05	53.63

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FULL TIME BAND DIRECTOR 183 DAYS 8 HOURS PER DAY	2026-2027			
STEP	SALARY	MONTHLY	DAILY	HOURLY
0	63,456.00	5,288.00	346.75	43.34
1	63,756.00	5,313.00	348.39	43.55
2	64,156.00	5,346.33	350.58	43.82
3	64,556.00	5,379.67	352.77	44.10
4	65,056.00	5,421.33	355.50	44.44
5	65,556.00	5,463.00	358.23	44.78
6	66,156.00	5,513.00	361.51	45.19
7	66,756.00	5,563.00	364.79	45.60
8	67,406.00	5,617.17	368.34	46.04
9	68,056.00	5,671.33	371.89	46.49
10	68,706.00	5,725.50	375.44	46.93
11	69,414.86	5,784.57	379.32	47.41
12	70,132.92	5,844.41	383.24	47.91
13	70,858.46	5,904.87	387.20	48.40
14	71,591.47	5,965.96	391.21	48.90
15	72,331.95	6,027.66	395.26	49.41
16	73,079.91	6,089.99	399.34	49.92
17	73,835.35	6,152.95	403.47	50.43
18	74,598.26	6,216.52	407.64	50.96
19	75,368.64	6,280.72	411.85	51.48
20	76,146.50	6,345.54	416.10	52.01
21	76,931.84	6,410.99	420.39	52.55
22	77,725.11	6,477.09	424.73	53.09
23	78,520.68	6,543.39	429.07	53.63
24	79,318.55	6,609.88	433.43	54.18
25	80,118.72	6,676.56	437.81	54.73

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ELEMENTARY PRINCIPAL 222 DAYS 8 HOURS PER DAY	2026-2027			
STEP	SALARY	MONTHLY	DAILY	HOURLY
0	77,605.60	6,467.13	349.57	43.70
1	77,955.60	6,496.30	351.15	43.89
2	78,355.60	6,529.63	352.95	44.12
3	78,780.60	6,565.05	354.87	44.36
4	79,280.60	6,606.72	357.12	44.64
5	79,780.60	6,648.38	359.37	44.92
6	80,380.60	6,698.38	362.07	45.26
7	80,980.60	6,748.38	364.78	45.60
8	81,580.60	6,798.38	367.48	45.94
9	82,180.60	6,848.38	370.18	46.27
10	82,780.60	6,898.38	372.89	46.61
11	83,580.60	6,965.05	376.49	47.06
12	84,380.60	7,031.72	380.09	47.51
13	85,180.60	7,098.38	383.70	47.96
14	85,980.60	7,165.05	387.30	48.41
15	86,780.60	7,231.72	390.90	48.86
16	87,580.60	7,298.38	394.51	49.31
17	88,380.60	7,365.05	398.11	49.76
18	89,180.60	7,431.72	401.71	50.21
19	89,980.60	7,498.38	405.32	50.66
20	90,780.60	7,565.05	408.92	51.12
21	91,480.60	7,623.38	412.07	51.51
22	92,180.60	7,681.72	415.23	51.90
23	92,880.60	7,740.05	418.38	52.30
24	93,580.60	7,798.38	421.53	52.69
25	94,280.60	7,856.72	424.69	53.09

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READING SPECIALIST 198 DAYS 8 HOURS PER DAY	2026-2027			
STEP	SALARY	MONTHLY	DAILY	HOURLY
0	65,854.45	5,487.87	332.60	41.57
1	66,204.45	5,517.04	334.37	41.80
2	66,604.45	5,550.37	336.39	42.05
3	67,029.45	5,585.79	338.53	42.32
4	67,529.45	5,627.45	341.06	42.63
5	68,029.45	5,669.12	343.58	42.95
6	68,629.45	5,719.12	346.61	43.33
7	69,229.45	5,769.12	349.64	43.71
8	69,829.45	5,819.12	352.67	44.08
9	70,429.45	5,869.12	355.70	44.46
10	71,029.45	5,919.12	358.73	44.84
11	71,829.45	5,985.79	362.78	45.35
12	72,629.45	6,052.45	366.82	45.85
13	73,429.45	6,119.12	370.86	46.36
14	74,229.45	6,185.79	374.90	46.86
15	75,029.45	6,252.45	378.94	47.37
16	75,829.45	6,319.12	382.98	47.87
17	76,629.45	6,385.79	387.02	48.38
18	77,429.45	6,452.45	391.06	48.88
19	78,229.45	6,519.12	395.10	49.39
20	79,029.45	6,585.79	399.14	49.89
21	79,729.45	6,644.12	402.67	50.33
22	80,429.45	6,702.45	406.21	50.78
23	81,129.45	6,760.79	409.74	51.22
24	81,829.45	6,819.12	413.28	51.66
25	82,529.45	6,877.45	416.82	52.10

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CURRICULUM DIRECTOR 198 DAYS 8 HOURS PER DAY	2026-2027			
STEP	SALARY	MONTHLY	DAILY	HOURLY
0	62,465.85	5,205.49	315.48	39.44
1	62,815.85	5,234.65	317.25	39.66
2	63,215.85	5,267.99	319.27	39.91
3	63,640.85	5,303.40	321.42	40.18
4	64,140.85	5,345.07	323.94	40.49
5	64,640.85	5,386.74	326.47	40.81
6	65,240.85	5,436.74	329.50	41.19
7	65,840.85	5,486.74	332.53	41.57
8	66,440.85	5,536.74	335.56	41.94
9	67,040.85	5,586.74	338.59	42.32
10	67,640.85	5,636.74	341.62	42.70
11	68,440.85	5,703.40	345.66	43.21
12	69,240.85	5,770.07	349.70	43.71
13	70,040.85	5,836.74	353.74	44.22
14	70,840.85	5,903.40	357.78	44.72
15	71,640.85	5,970.07	361.82	45.23
16	72,440.85	6,036.74	365.86	45.73
17	73,240.85	6,103.40	369.90	46.24
18	74,040.85	6,170.07	373.94	46.74
19	74,840.85	6,236.74	377.98	47.25
20	75,640.85	6,303.40	382.02	47.75
21	76,340.85	6,361.74	385.56	48.19
22	77,040.85	6,420.07	389.10	48.64
23	77,740.85	6,478.40	392.63	49.08
24	78,440.85	6,536.74	396.17	49.52
25	79,140.85	6,595.07	399.70	49.96

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PROFESSIONAL PERSONNEL

SECTION 2

GOODRICH ISD COMPENSATION PLAN

Goodrich ISD 2026-2027 Minimum Teacher Payscale

Goodrich ISD participates in the Teacher Incentive Allotment. Every teacher has the opportunity to be nominated for an extra $7,391-$26,636 per year

STEP/ EXPERIENCE	CERTIFIED TEACHER SALARY	MONTHLY SALARY	DAILY RATE	NON CERTIFIED TEACHER	MONTHLY SALARY	DAILY RATE
0	$57,440.00	4,786.67	313.88	$57,140.00	4,761.67	312.24
1	$57,740.00	4,811.67	315.52	$57,440.00	4,786.67	313.88
2	$58,240.00	4,853.33	318.25	$57,940.00	4,828.33	316.61
3	$58,740.00	4,895.00	320.98	$58,440.00	4,870.00	319.34
4	$59,240.00	4,936.67	323.72	$58,940.00	4,911.67	322.08
5	$59,740.00	4,978.33	326.45	$59,740.00	4,978.33	326.45
6	$60,240.00	5,020.00	329.18	$60,240.00	5,020.00	329.18
7	$60,740.00	5,061.67	331.91	$60,740.00	5,061.67	331.91
8	$61,240.00	5,103.33	334.64	$61,240.00	5,103.33	334.64
9	$61,740.00	5,145.00	337.38	$61,740.00	5,145.00	337.38
10	$62,240.00	5,186.67	340.11	$62,240.00	5,186.67	340.11
11	$62,740.00	5,228.33	342.84	$62,740.00	5,228.33	342.84
12	$63,240.00	5,270.00	345.57	$63,240.00	5,270.00	345.57
13	$63,740.00	5,311.67	348.31	$63,740.00	5,311.67	348.31
14	$64,290.00	5,357.50	351.31	$64,290.00	5,357.50	351.31
15	$64,940.00	5,411.67	354.86	$64,940.00	5,411.67	354.86
16	$65,590.00	5,465.83	358.42	$65,590.00	5,465.83	358.42
17	$66,240.00	5,520.00	361.97	$66,240.00	5,520.00	361.97
18	$66,890.00	5,574.17	365.52	$66,890.00	5,574.17	365.52
19	$67,590.00	5,632.50	369.34	$67,590.00	5,632.50	369.34
20	$68,290.00	5,690.83	373.17	$68,290.00	5,690.83	373.17
21	$68,990.00	5,749.17	376.99	$68,990.00	5,749.17	376.99
22	$69,690.00	5,807.50	380.82	$69,690.00	5,807.50	380.82
23	$70,390.00	5,865.83	384.64	$70,390.00	5,865.83	384.64
24	$71,090.00	5,924.17	388.47	$71,090.00	5,924.17	388.47
25	$71,790.00	5,982.50	392.30	$71,790.00	5,982.50	392.30

Effective Date: September 1, 2026 **Adoption Date : March 23, 2026**

Salaries listed above are based on 10 month employment for the 2026-27 school year. Salary plans are determined on an annual basis and salary advancement is not guaranteed. Pay increases are determined annually and board approved. Salaries are determined individually with consideration for job related experience and credentials.

PARAPROFESSIONAL PERSONNEL

SECTION 3

GOODRICH ISD COMPENSATION PLAN

GOODRICH INDEPENDENT SCHOOL DISTRICT
P. O. BOX 789
GOODRICH, TEXAS 77335

TEXAS MINIMUM WAGE ACT
CHAPTER 62 - TEXAS LABOR CODE

EFFECTIVE DATE	MINIMUM WAGE
July 24, 2007	$ 5.85 Per Hour
July 24, 2008	$ 6.55 Per Hour
July 24, 2009	$ 7.25 Per Hour

INSTRUCTIONAL AIDE I 183 DAYS 8 HOURS PER DAY	2026-2027			
STEP	SALARY	MONTHLY	DAILY	HOURLY
0	14,862.75	1,238.56	81.22	10.15
1	15,011.38	1,250.95	82.03	10.25
2	15,163.01	1,263.58	82.86	10.36
3	15,322.21	1,276.85	83.73	10.47
4	15,489.38	1,290.78	84.64	10.58
5	15,662.89	1,305.24	85.59	10.70
6	16,162.89	1,346.91	88.32	11.04
7	16,662.89	1,388.57	91.05	11.38
8	17,162.89	1,430.24	93.79	11.72
9	17,762.89	1,480.24	97.06	12.13
10	18,362.89	1,530.24	100.34	12.54
11	18,962.89	1,580.24	103.62	12.95
12	19,662.89	1,638.57	107.45	13.43
13	20,362.89	1,696.91	111.27	13.91
14	21,062.89	1,755.24	115.10	14.39
15	21,862.89	1,821.91	119.47	14.93
16	22,662.89	1,888.57	123.84	15.48
17	23,462.89	1,955.24	128.21	16.03
18	24,262.89	2,021.91	132.58	16.57
19	25,062.89	2,088.57	136.96	17.12
20+	25,862.89	2,155.24	141.33	17.67

Effective Date: September 1, 2026

Adoption Date: March 23, 2026

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INSTRUCTIONAL AIDE II 183 DAYS 8 HOURS PER DAY	2026-2027			
STEP	SALARY	MONTHLY	DAILY	HOURLY
0	15,331.95	1,277.66	83.78	10.47
1	15,485.27	1,290.44	84.62	10.58
2	15,641.59	1,303.47	85.47	10.68
3	15,805.72	1,317.14	86.37	10.80
4	15,978.06	1,331.50	87.31	10.91
5	16,156.73	1,346.39	88.29	11.04
6	16,656.73	1,388.06	91.02	11.38
7	17,156.73	1,429.73	93.75	11.72
8	17,656.73	1,471.39	96.48	12.06
9	18,256.73	1,521.39	99.76	12.47
10	18,856.73	1,571.39	103.04	12.88
11	19,456.73	1,621.39	106.32	13.29
12	20,156.73	1,679.73	110.15	13.77
13	20,856.73	1,738.06	113.97	14.25
14	21,556.73	1,796.39	117.80	14.72
15	22,356.73	1,863.06	122.17	15.27
16	23,156.73	1,929.73	126.54	15.82
17	23,956.73	1,996.39	130.91	16.36
18	24,756.73	2,063.06	135.28	16.91
19	25,556.73	2,129.73	139.65	17.46
20+	26,356.73	2,196.39	144.03	18.00

Effective Date: September 1, 2026

Adoption Date: March 23, 2026

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INSTRUCTIONAL AIDE III FACILITATOR 183 DAYS 8 HOURS PER DAY	2026-2027			
STEP	SALARY	MONTHLY	DAILY	HOURLY
0	17,082.25	1,423.52	93.35	11.67
1	17,382.25	1,448.52	94.98	11.87
2	18,251.36	1,520.95	99.73	12.47
3	19,163.03	1,596.92	104.72	13.09
4	20,177.33	1,681.44	110.26	13.78
5	21,191.63	1,765.97	115.80	14.48
6	22,205.93	1,850.49	121.34	15.17
7	23,220.23	1,935.02	126.89	15.86
8	24,234.53	2,019.54	132.43	16.55
9	24,474.53	2,039.54	133.74	16.72
10	25,488.83	2,124.07	139.28	17.41
11	26,503.13	2,208.59	144.83	18.10
12	27,517.43	2,293.12	150.37	18.80
13	28,404.94	2,367.08	155.22	19.40
14	29,229.66	2,435.81	159.72	19.97
15	29,990.39	2,499.20	163.88	20.49
16	30,687.11	2,557.26	167.69	20.96
17	31,321.05	2,610.09	171.15	21.39
18	31,892.20	2,657.68	174.27	21.78
19	32,499.35	2,708.28	177.59	22.20
20+	34,113.65	2,842.80	186.41	23.30

Effective Date: September 1, 2026

Adoption Date: March 23, 2026

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CAMPUS SECRETARY ELEMENTARY - AIDE II 203 DAYS 8 HOURS	2026-2027			
STEP	SALARY	MONTHLY	DAILY	HOURLY
0	17,908.58	1,492.38	88.22	11.03
1	18,208.58	1,517.38	89.70	11.21
2	19,119.01	1,593.25	94.18	11.77
3	19,671.41	1,639.28	96.90	12.11
4	20,223.80	1,685.32	99.62	12.45
5	20,778.70	1,731.56	102.36	12.79
6	21,331.09	1,777.59	105.08	13.13
7	21,883.49	1,823.62	107.80	13.48
8	22,435.88	1,869.66	110.52	13.82
9	22,990.78	1,915.90	113.26	14.16
10	23,543.17	1,961.93	115.98	14.50
11	24,095.57	2,007.96	118.70	14.84
12	24,647.96	2,054.00	121.42	15.18
13	25,147.87	2,095.66	123.88	15.49
14	25,587.78	2,132.32	126.05	15.76
15	25,975.21	2,164.60	127.96	15.99
16	26,307.65	2,192.30	129.59	16.20
17	26,585.09	2,215.42	130.96	16.37
18	26,860.04	2,238.34	132.32	16.54
19	27,137.49	2,261.46	133.68	16.71
20+	27,414.94	2,284.58	135.05	16.88

Effective Date: September 1, 2026

Adoption Date: March 23, 2026

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CAMPUS SECRETARY HIGH SCHOOL - AIDE II 203 DAYS 8 HOURS	2026-2027			
STEP	SALARY	MONTHLY	DAILY	HOURLY
0	18,867.00	1,572.25	92.94	11.62
1	19,167.05	1,597.25	94.42	11.80
2	20,125.40	1,677.12	99.14	12.39
3	20,326.00	1,693.83	100.13	12.52
4	21,712.06	1,809.34	106.96	13.37
5	22,292.87	1,857.74	109.82	13.73
6	22,874.88	1,906.24	112.68	14.09
7	23,454.48	1,954.54	115.54	14.44
8	24,035.29	2,002.94	118.40	14.80
9	24,614.89	2,051.24	121.26	15.16
10	25,196.90	2,099.74	124.12	15.52
11	25,777.71	2,148.14	126.98	15.87
12	26,357.31	2,196.44	129.84	16.23
13	27,287.09	2,273.92	134.42	16.80
14	28,215.65	2,351.30	138.99	17.37
15	29,145.43	2,428.79	143.57	17.95
16	30,072.79	2,506.07	148.14	18.52
17	31,002.56	2,583.55	152.72	19.09
18	31,583.37	2,631.95	155.58	19.45
19	32,165.39	2,680.45	158.45	19.81
20+	32,746.19	2,728.85	161.31	20.16

Effective Date: September 1, 2026

Adoption Date: March 23, 2026

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ADMINISTRATIVE CLERK IV 217 DAYS 8 HOURS PER DAY	2026-2027			
STEP	SALARY	MONTHLY	DAILY	HOURLY
0	20,309.10	1,692.43	93.59	11.70
1	20,509.10	1,709.09	94.51	11.81
2	21,534.56	1,794.55	99.24	12.40
3	22,826.58	1,902.22	105.19	13.15
4	23,978.54	1,998.21	110.50	13.81
5	25,130.49	2,094.21	115.81	14.48
6	26,282.45	2,190.20	121.12	15.14
7	27,434.40	2,286.20	126.43	15.80
8	28,586.36	2,382.20	131.73	16.47
9	29,738.31	2,478.19	137.04	17.13
10	30,890.27	2,574.19	142.35	17.79
11	32,042.22	2,670.19	147.66	18.46
12	33,194.18	2,766.18	152.97	19.12
13	34,346.13	2,862.18	158.28	19.78
14	35,498.09	2,958.17	163.59	20.45
15	36,650.04	3,054.17	168.89	21.11
16	37,341.94	3,111.83	172.08	21.51
17	38,246.36	3,187.20	176.25	22.03
18	39,039.68	3,253.31	179.91	22.49
19	39,717.09	3,309.76	183.03	22.88
20+	40,283.41	3,356.95	185.64	23.20

Effective Date: September 1, 2026

Adoption Date: March 23, 2026

Salaries listed above are based on 12 month employment for the 2026-27 school year. Salary plans are determined on an annual basis and salary advancement is not guaranteed. Pay increases are determined annually and board approved. Salaries are determined individually with consideration for job related experience and credentials.

PEIMS/ADMIN SECRETARY AIDE V 222 DAYS 8 HOURS PER DAY	2026-2027			
STEP	SALARY	MONTHLY	DAILY	HOURLY
0	21,134.85	1,761.24	95.20	11.90
1	21,434.85	1,786.24	96.55	12.07
2	22,506.59	1,875.55	101.38	12.67
3	23,631.98	1,969.33	106.45	13.31
4	24,800.84	2,066.74	111.72	13.96
5	25,969.70	2,164.14	116.98	14.62
6	27,138.56	2,261.55	122.25	15.28
7	28,307.42	2,358.95	127.51	15.94
8	29,476.28	2,456.36	132.78	16.60
9	30,645.14	2,553.76	138.04	17.26
10	31,814.00	2,651.17	143.31	17.91
11	32,982.86	2,748.57	148.57	18.57
12	34,151.72	2,845.98	153.84	19.23
13	35,321.79	2,943.48	159.11	19.89
14	36,490.65	3,040.89	164.37	20.55
15	37,659.51	3,138.29	169.64	21.20
16	38,361.07	3,196.76	172.80	21.60
17	39,278.77	3,273.23	176.93	22.12
18	40,080.55	3,340.05	180.54	22.57
19	40,767.62	3,397.30	183.64	22.95
20+	41,341.18	3,445.10	186.22	23.28

Effective Date: September 1, 2026

Adoption Date: March 23, 2026

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PEIMS/REGISTRAR 203 DAYS 8 HOURS PER DAY	2026-2027			
STEP	SALARY	MONTHLY	DAILY	HOURLY
0	23,649.90	1,970.83	116.50	14.56
1	23,949.90	1,995.83	117.98	14.75
2	25,147.40	2,095.62	123.88	15.48
3	26,404.40	2,200.37	130.07	16.26
4	26,982.80	2,248.57	132.92	16.62
5	27,564.81	2,297.07	135.79	16.97
6	28,146.83	2,345.57	138.65	17.33
7	28,611.71	2,384.31	140.94	17.62
8	29,075.39	2,422.95	143.23	17.90
9	29,540.28	2,461.69	145.52	18.19
10	30,005.17	2,500.43	147.81	18.48
11	30,468.85	2,539.07	150.09	18.76
12	30,933.74	2,577.81	152.38	19.05
13	32,095.35	2,674.61	158.11	19.76
14	32,676.16	2,723.01	160.97	20.12
15	33,255.76	2,771.31	163.82	20.48
16	33,836.57	2,819.71	166.68	20.84
17	34,417.37	2,868.11	169.54	21.19
18	34,998.18	2,916.52	172.40	21.55
19	35,578.99	2,964.92	175.27	21.91
20+	36,276.92	3,023.08	178.70	22.34

Effective Date: September 1, 2026

Adoption Date: March 23, 2026

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ADMINISTRATIVE SECRETARY ADMIN CLERK VI 222 8 HOURS	2026-2027			
STEP	SALARY	MONTHLY	DAILY	HOURLY
0	28,808.80	2,400.73	129.77	16.22
1	29,108.80	2,425.73	131.12	16.39
2	30,304.80	2,525.40	136.51	17.06
3	31,224.80	2,602.07	140.65	17.58
4	32,144.80	2,678.73	144.80	18.10
5	33,064.80	2,755.40	148.94	18.62
6	33,984.80	2,832.07	153.08	19.14
7	34,904.80	2,908.73	157.23	19.65
8	35,824.80	2,985.40	161.37	20.17
9	36,744.80	3,062.07	165.52	20.69
10	37,664.80	3,138.73	169.66	21.21
11	38,584.80	3,215.40	173.81	21.73
12	39,504.80	3,292.07	177.95	22.24
13	40,424.80	3,368.73	182.09	22.76
14	41,344.80	3,445.40	186.24	23.28
15	41,758.00	3,479.83	188.10	23.51
16	43,184.80	3,598.73	194.53	24.32
17	44,104.80	3,675.40	198.67	24.83
18	45,024.80	3,752.07	202.81	25.35
19	45,944.80	3,828.73	206.96	25.87
20+	46,864.80	3,905.40	211.10	26.39

Effective Date: September 1, 2026

Adoption Date: March 23, 2026

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LIBRARY AIDE VI 188 DAYS 8 HOURS PER DAY	2026-2027			
STEP	SALARY	MONTHLY	DAILY	HOURLY
0	17,546.85	1,462.24	93.33	11.67
1	17,846.85	1,487.24	94.93	11.87
2	18,739.19	1,561.60	99.68	12.46
3	19,676.21	1,639.68	104.66	13.08
4	20,717.08	1,726.42	110.20	13.77
5	21,757.94	1,813.16	115.73	14.47
6	22,800.02	1,900.00	121.28	15.16
7	23,840.88	1,986.74	126.81	15.85
8	24,882.95	2,073.58	132.36	16.54
9	25,923.82	2,160.32	137.89	17.24
10	26,965.89	2,247.16	143.44	17.93
11	28,006.76	2,333.90	148.97	18.62
12	29,048.83	2,420.74	154.52	19.31
13	29,959.28	2,496.61	159.36	19.92
14	30,805.74	2,567.15	163.86	20.48
15	31,586.99	2,632.25	168.02	21.00
16	32,303.04	2,691.92	171.82	21.48
17	32,953.88	2,746.16	175.29	21.91
18	33,539.52	2,794.96	178.40	22.30
19	34,059.95	2,838.33	181.17	22.65
20+	35,102.03	2,925.17	186.71	23.34

Effective Date: September 1, 2026

Adoption Date: March 23, 2026

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SCHOOL NURSE (RN) 188 DAYS 8 HOURS PER DAY	2026-2027			
STEP	SALARY	MONTHLY	DAILY	HOURLY
0	56,374.94	4,697.91	299.87	37.48
1	56,938.69	4,744.89	302.87	37.86
2	57,505.44	4,792.12	305.88	38.23
3	58,075.64	4,839.64	308.91	38.61
4	58,649.29	4,887.44	311.96	39.00
5	59,226.39	4,935.53	315.03	39.38
6	59,809.24	4,984.10	318.13	39.77
7	60,398.99	5,033.25	321.27	40.16
8	60,999.09	5,083.26	324.46	40.56
9	61,612.98	5,134.42	327.73	40.97
10	62,241.83	5,186.82	331.07	41.38
11	62,879.88	5,239.99	334.47	41.81
12	63,527.13	5,293.93	337.91	42.24
13	64,181.86	5,348.49	341.39	42.67
14	64,844.06	5,403.67	344.92	43.11
15	65,513.73	5,459.48	348.48	43.56
16	66,190.88	5,515.91	352.08	44.01
17	66,875.51	5,572.96	355.72	44.47
18	67,567.60	5,630.63	359.40	44.93
19	68,267.18	5,688.93	363.12	45.39
20	68,974.23	5,747.85	366.88	45.86
21	69,688.87	5,807.41	370.69	46.34
22	70,411.44	5,867.62	374.53	46.82
23	71,136.32	5,928.03	378.38	47.30
24	71,863.49	5,988.62	382.25	47.78
25	72,592.97	6,049.41	386.13	48.27

Based on School Experience

Effective Date: September 1, 2026

Adoption Date: March 23, 2026

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SCHOOL NURSE (LVN)
188 DAYS
8 HOURS PER DAY

STEP	2026-2027 SALARY	MONTHLY	DAILY	HOURLY
0	28,651.25	2,387.60	152.40	19.05
1	28,951.25	2,412.60	154.00	19.25
2	30,398.81	2,533.23	161.70	20.21
3	31,919.06	2,659.92	169.78	21.22
4	32,667.71	2,722.31	173.76	21.72
5	33,415.15	2,784.60	177.74	22.22
6	34,987.31	2,915.61	186.10	23.26
7	36,559.48	3,046.62	194.47	24.31
8	38,246.36	3,187.20	203.44	25.43
9	39,577.02	3,298.09	210.52	26.31
10	40,959.61	3,413.30	217.87	27.23
11	42,264.92	3,522.08	224.81	28.10
12	43,495.36	3,624.61	231.36	28.92
13	44,661.80	3,721.82	237.56	29.70
14	45,777.53	3,814.79	243.50	30.44
15	46,803.91	3,900.33	248.96	31.12
16	47,792.85	3,982.74	254.22	31.78
17	48,719.00	4,059.92	259.14	32.39
18	49,606.52	4,133.88	263.86	32.98
19	50,430.03	4,202.50	268.24	33.53
20	51,216.11	4,268.01	272.43	34.05
21	51,964.76	4,330.40	276.41	34.55
22	52,661.49	4,388.46	280.11	35.01
23	53,295.43	4,441.29	283.49	35.44
24	53,866.58	4,488.88	286.52	35.82
25	54,373.73	4,531.14	289.22	36.15

Based on School Experience

Effective Date: September 1, 2026

Adoption Date: March 23, 2026

Salaries listed above are based on 10 month employment for the 2026-27 school year. Salary plans are determined on an annual basis and salary advancement is not guaranteed. Pay increases are determined annually and board approved. Salaries are determined individually with consideration for job related experience and credentials.

DISTRICT-WIDE TECHNOLOGY SPECIALIST 203 DAYS 8 HOURS	2026-2027			
STEP	SALARY	MONTHLY	DAILY	HOURLY
0	29,614.95	2,467.91	145.89	18.24
1	29,914.95	2,492.91	147.36	18.42
2	31,410.70	2,617.56	154.73	19.34
3	32,981.66	2,748.47	162.47	20.31
4	33,730.31	2,810.86	166.16	20.77
5	34,477.75	2,873.15	169.84	21.23
6	36,049.91	3,004.16	177.59	22.20
7	37,622.08	3,135.17	185.33	23.17
8	39,308.96	3,275.75	193.64	24.21
9	40,639.62	3,386.64	200.20	25.02
10	42,022.21	3,501.85	207.01	25.88
11	43,327.52	3,610.63	213.44	26.68
12	44,557.96	3,713.16	219.50	27.44
13	45,724.40	3,810.37	225.24	28.16
14	46,840.13	3,903.34	230.74	28.84
15	47,727.65	3,977.30	235.11	29.39
16	48,551.16	4,045.93	239.17	29.90
17	49,311.89	4,109.32	242.92	30.36
18	50,009.82	4,167.49	246.35	30.79
19	50,643.76	4,220.31	249.48	31.18
20+	51,213.70	4,267.81	252.28	31.54

Effective Date: September 1, 2026

Adoption Date: March 23, 2026

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DISTRICT-WIDE TECHNOLOGY SPECIALIST 222 DAYS 8 HOURS	2026-2027			
STEP	SALARY	MONTHLY	DAILY	HOURLY
0	32,361.15	2,696.76	145.77	18.22
1	32,661.15	2,721.76	147.12	18.39
2	34,294.21	2,857.85	154.48	19.31
3	36,008.86	3,000.74	162.20	20.28
4	36,825.13	3,068.76	165.88	20.73
5	37,641.40	3,136.78	169.56	21.19
6	39,358.46	3,279.87	177.29	22.16
7	41,075.53	3,422.96	185.02	23.13
8	42,916.97	3,576.41	193.32	24.16
9	44,370.80	3,697.57	199.87	24.98
10	45,880.17	3,823.35	206.67	25.83
11	47,303.81	3,941.98	213.08	26.64
12	48,647.76	4,053.98	219.13	27.39
13	49,920.47	4,160.04	224.87	28.11
14	51,138.83	4,261.57	230.36	28.79
15	52,026.35	4,335.53	234.35	29.29
16	52,849.86	4,404.16	238.06	29.76
17	53,610.59	4,467.55	241.49	30.19
18	54,308.52	4,525.71	244.63	30.58
19	54,942.46	4,578.54	247.49	30.94
20+	55,512.40	4,626.03	250.06	31.26

Effective Date: September 1, 2026

Adoption Date: March 23, 2026

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DISTRICT OPERATIONS SPECIALIST 222 DAYS 8 HOURS PER DAY	2026-2027			
STEP	SALARY	MONTHLY	DAILY	HOURLY
0	32,923.50	2,743.63	148.30	18.54
1	33,223.50	2,768.63	149.66	18.71
2	34,884.68	2,907.06	157.14	19.64
3	36,628.31	3,052.36	164.99	20.62
4	37,769.39	3,147.45	170.13	21.27
5	38,910.48	3,242.54	175.27	21.91
6	39,299.00	3,274.92	177.02	22.13
7	41,192.66	3,432.72	185.55	23.19
8	42,460.53	3,538.38	191.26	23.91
9	43,601.62	3,633.47	196.40	24.55
10	44,742.71	3,728.56	201.54	25.19
11	45,883.79	3,823.65	206.68	25.84
12	47,024.88	3,918.74	211.82	26.48
13	48,292.76	4,024.40	217.53	27.19
14	49,433.84	4,119.49	222.67	27.83
15	50,574.93	4,214.58	227.82	28.48
16	51,589.23	4,299.10	232.38	29.05
17	52,539.53	4,378.29	236.66	29.58
18	53,807.41	4,483.95	242.38	30.30
19	54,632.13	4,552.68	246.09	30.76
20+	55,392.86	4,616.07	249.52	31.19

Effective Date: September 1, 2026

Adoption Date: March 23, 2026

Salaries listed above are based on 12 month employment for the 2026-27 school year. Salary plans are determined on an annual basis and salary advancement is not guaranteed. Pay increases are determined annually and board approved. Salaries are determined individually with consideration for job related experience and credentials.

AUXILIARY PERSONNEL

SECTION 4

GOODRICH ISD COMPENSATION PLAN

MAINTENANCE SUPERVISOR
TRANSPORTATION
235 DAYS
8 HOURS PER DAY

STEP	2026-2027 SALARY	MONTHLY	DAILY	HOURLY
0	41,451.90	3,454.33	176.39	22.05
1	41,751.90	3,479.33	177.67	22.21
2	43,839.50	3,653.29	186.55	23.32
3	48,222.72	4,018.56	205.20	25.65
4	48,886.85	4,073.90	208.03	26.00
5	49,550.97	4,129.25	210.86	26.36
6	50,215.10	4,184.59	213.68	26.71
7	50,879.22	4,239.94	216.51	27.06
8	51,543.35	4,295.28	219.33	27.42
9	52,207.47	4,350.62	222.16	27.77
10	52,871.60	4,405.97	224.99	28.12
11	53,535.72	4,461.31	227.81	28.48
12	54,199.85	4,516.65	230.64	28.83
13	54,863.97	4,572.00	233.46	29.18
14	55,262.45	4,605.20	235.16	29.39
15	55,660.92	4,638.41	236.85	29.61
16	56,059.40	4,671.62	238.55	29.82
17	56,457.87	4,704.82	240.25	30.03
18	56,856.35	4,738.03	241.94	30.24
19	57,254.82	4,771.24	243.64	30.45
20	57,653.30	4,804.44	245.33	30.67
21	58,051.77	4,837.65	247.03	30.88
22	58,450.25	4,870.85	248.72	31.09
23	58,848.72	4,904.06	250.42	31.30
24	59,512.85	4,959.40	253.25	31.66
25	60,176.97	5,014.75	256.07	32.01

Effective Date: September 1, 2026

Adoption Date: March 23, 2026

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MAINTENANCE/TRANSPORTATION/ GROUNDS WORKER 235 DAYS 8 HOURS PER DAY	2026-2027			
STEP	SALARY	MONTHLY	DAILY	HOURLY
0	23,361.25	1,946.77	99.41	12.43
1	23,661.25	1,971.77	100.69	12.59
2	24,844.31	2,070.36	105.72	13.22
3	27,329.35	2,277.45	116.30	14.54
4	29,853.02	2,487.75	127.03	15.88
5	30,251.50	2,520.96	128.73	16.09
6	30,649.97	2,554.16	130.43	16.30
7	31,048.45	2,587.37	132.12	16.52
8	31,446.92	2,620.58	133.82	16.73
9	31,845.40	2,653.78	135.51	16.94
10	32,243.87	2,686.99	137.21	17.15
11	32,642.35	2,720.20	138.90	17.36
12	33,040.82	2,753.40	140.60	17.57
13	33,439.30	2,786.61	142.29	17.79
14	33,837.77	2,819.81	143.99	18.00
15	34,236.25	2,853.02	145.69	18.21
16	34,634.72	2,886.23	147.38	18.42
17	35,033.20	2,919.43	149.08	18.63
18	35,431.67	2,952.64	150.77	18.85
19	35,830.15	2,985.85	152.47	19.06
20+	36,228.62	3,019.05	154.16	19.27

Effective Date: September 1, 2026

Adoption Date: March 23, 2026

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GROUNDSKEEPER PART-TIME 235 DAYS 4 HOURS PER DAY	2026-2027			
STEP	SALARY	MONTHLY	DAILY	HOURLY
0	11,531.20	960.93	49.07	12.27
1	11,831.20	985.93	50.35	12.59
2	13,013.40	1,084.45	55.38	13.84
3	14,215.15	1,184.60	60.49	15.12
4	14,925.91	1,243.83	63.51	15.88
5	15,125.15	1,260.43	64.36	16.09
6	15,324.38	1,277.03	65.21	16.30
7	15,523.62	1,293.64	66.06	16.51
8	15,722.86	1,310.24	66.91	16.73
9	15,922.10	1,326.84	67.75	16.94
10	16,121.33	1,343.44	68.60	17.15
11	16,320.57	1,360.05	69.45	17.36
12	16,519.81	1,376.65	70.30	17.57
13	16,719.05	1,393.25	71.14	17.79
14	16,918.28	1,409.86	71.99	18.00
15	17,117.52	1,426.46	72.84	18.21
16	17,316.76	1,443.06	73.69	18.42
17	17,516.00	1,459.67	74.54	18.63
18	17,715.23	1,476.27	75.38	18.85
19	17,914.47	1,492.87	76.23	19.06
20+	18,113.71	1,509.48	77.08	19.27
Effective Date:	**September 1, 2026**			
Adoption Date:	**March 23, 2026**			

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CUSTODIAL/HOUSEKEEPING
229 DAYS
8 HOURS PER DAY

STEP	2026-2027 SALARY	MONTHLY	DAILY	HOURLY
0	18,031.00	1,502.58	78.74	9.84
1	18,331.00	1,527.58	80.05	10.01
2	20,164.10	1,680.34	88.05	11.01
3	21,172.31	1,764.36	92.46	11.56
4	21,437.96	1,786.50	93.62	11.70
5	21,703.61	1,808.63	94.78	11.85
6	22,367.73	1,863.98	97.68	12.21
7	22,633.38	1,886.12	98.84	12.35
8	22,859.71	1,904.98	99.82	12.48
9	23,530.49	1,960.87	102.75	12.84
10	24,227.28	2,018.94	105.80	13.22
11	24,492.93	2,041.08	106.96	13.37
12	24,891.41	2,074.28	108.70	13.59
13	25,140.32	2,095.03	109.78	13.72
14	25,821.18	2,151.77	112.76	14.09
15	26,219.66	2,184.97	114.50	14.31
16	26,618.13	2,218.18	116.24	14.53
17	27,016.61	2,251.38	117.98	14.75
18	27,680.73	2,306.73	120.88	15.11
19	28,079.21	2,339.93	122.62	15.33
20+	28,344.86	2,362.07	123.78	15.47

Effective Date: September 1, 2026

Adoption Date: March 23, 2026

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CAFETERIA
CHILD NUTRITION COORDINATO
188 DAYS
8 HOURS

2026-2027

STEP	SALARY	MONTHLY	DAILY	HOURLY
0	27,447.53	2,287.29	146.00	18.25
1	27,747.53	2,312.29	147.59	18.45
2	29,134.85	2,427.90	154.97	19.37
3	29,795.30	2,482.94	158.49	19.81
4	30,455.75	2,537.98	162.00	20.25
5	31,845.03	2,653.75	169.39	21.17
6	33,234.31	2,769.53	176.78	22.10
7	34,724.22	2,893.68	184.70	23.09
8	35,900.52	2,991.71	190.96	23.87
9	37,121.76	3,093.48	197.46	24.68
10	38,273.63	3,189.47	203.58	25.45
11	39,361.02	3,280.08	209.37	26.17
12	40,390.77	3,365.90	214.84	26.86
13	41,376.55	3,448.05	220.09	27.51
14	42,094.64	3,507.89	223.91	27.99
15	42,516.71	3,543.06	226.15	28.27
16	43,376.45	3,614.70	230.73	28.84
17	43,941.15	3,661.76	233.73	29.22
18	44,454.07	3,704.51	236.46	29.56
19	44,915.21	3,742.93	238.91	29.86
20+	45,325.55	3,777.13	241.09	30.14

Effective Date: September 1, 2026

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FOOD PREPARATION MANAGER
179 DAYS
8 HOURS PER DAY

2026-2027

STEP	SALARY	MONTHLY	DAILY	HOURLY
0	16,637.20	1,386.43	92.95	11.62
1	16,937.20	1,411.43	94.62	11.83
2	18,631.15	1,552.60	104.08	13.01
3	19,562.71	1,630.23	109.29	13.66
4	19,950.32	1,662.53	111.45	13.93
5	20,340.34	1,695.03	113.63	14.20
6	20,729.15	1,727.43	115.81	14.48
7	21,117.97	1,759.83	117.98	14.75
8	21,782.09	1,815.17	121.69	15.21
9	22,170.91	1,847.58	123.86	15.48
10	22,559.72	1,879.98	126.03	15.75
11	22,755.34	1,896.28	127.12	15.89
12	22,948.54	1,912.38	128.20	16.03
13	23,612.66	1,967.72	131.91	16.49
14	23,807.07	1,983.92	133.00	16.63
15	24,000.27	2,000.02	134.08	16.76
16	24,195.89	2,016.32	135.17	16.90
17	24,390.29	2,032.52	136.26	17.03
18	25,054.42	2,087.87	139.97	17.50
19	25,345.43	2,112.12	141.59	17.70
20+	25,637.64	2,136.47	143.23	17.90

Effective Date: September 1, 2026

Adoption Date: March 23, 2026

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CAFETERIA WORKER 179 DAYS 8 HOURS PER DAY	2026-2027			
STEP	SALARY	MONTHLY	DAILY	HOURLY
0	14,100.30	1,175.03	78.77	9.85
1	14,400.30	1,200.03	80.45	10.06
2	15,841.25	1,320.10	88.50	11.06
3	16,025.25	1,335.44	89.53	11.19
4	16,826.51	1,402.21	94.00	11.75
5	17,118.73	1,426.56	95.64	11.95
6	17,782.85	1,481.90	99.35	12.42
7	18,055.75	1,504.65	100.87	12.61
8	18,719.87	1,559.99	104.58	13.07
9	19,090.58	1,590.88	106.65	13.33
10	19,478.18	1,623.18	108.82	13.60
11	19,847.68	1,653.97	110.88	13.86
12	20,236.49	1,686.37	113.05	14.13
13	20,900.62	1,741.72	116.76	14.60
14	21,289.43	1,774.12	118.94	14.87
15	21,654.10	1,804.51	120.97	15.12
16	22,047.74	1,837.31	123.17	15.40
17	22,417.24	1,868.10	125.24	15.65
18	22,806.05	1,900.50	127.41	15.93
19	23,175.55	1,931.30	129.47	16.18
20+	23,564.36	1,963.70	131.64	16.46

Effective Date: September 1, 2026

Adoption Date: March 23, 2026

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TRANSPORTATION

SECTION 5

GOODRICH ISD COMPENSATION PLAN

ROUTE	MILES	PAY RATE	#DAYS
Route #1	39.2	100.00	168
Route #2	13.7	25.00	168
Route #3	5.9	25.00	168
Route #4	8.1	25.00	168
Route #5	As Needed	15.00	168
Route #6	26.4	50.00	168

All Routes are Subject to Change

Effective Date: September 1, 2026

Adoption Date: March 23, 2026

EXTRA DUTY
PAY SCALE

SECTION 6

GOODRICH ISD
COMPENSATION
PLAN

GOODRICH INDEPENDENT SCHOOL DISTRICT
P. O. BOX 789
GOODRICH, TEXAS 77335
EXTRA-DUTY PAY RATE
2026-2027

DUTY	AMOUNT
General Master's Degree (Teacher)	$1,000.00/Year
Secondary Math*	$2,000.00/Year
Secondary Science*	$2,000.00/Year
Foreign Language*	$2,000.00/Year
After School Tutorials (Teacher)	$25.00/Hour
After School Tutorials (Aide)	$12.00/Hour
Substitute Finder	$500.00/Year
Bus Drivers (Not on School Time)	$12.00/Hour
Bus Monitor	$8.00/Trip
Extended Day Bus Driver	$50.00/Trip
Board Meeting Minutes Recorder	$700.00/Year
Translator	$500.00/Semester
District Media/Communication Specialist	$5,000/Year
Transportation Liaison	$6,000/Year
Maintenance/Transportation Coordinator	$12,000/Year
Summer School Teacher/Para	$20/Hour
TIA Campus Coordinator	$1,500/Year
Technology Coordinator	$5,000/Year
Mechanic Stipend	$6,000/Year
Dual Credit Stipend	$500/Semester
Mentor Teacher Stipend	$250/Semester
CNA Teacher Stipend	$1,000/Year

Effective Date: September 1, 2026 Adoption Date: March 23, 2026

SUPPLEMENTAL SALARY SCHEDULE

SECTION 7

GOODRICH ISD COMPENSATION PLAN

GOODRICH INDEPENDENT SCHOOL DISTRICT

SUPPLEMENTAL SALARY SCHEDULE
ATHLETICS
2026-2027

SPORT	COACHING SUPPLEMENT
BASKETBALL	
High School Boys	850.00
Junior Varsity Boys	850.00
Junior High Boys	550.00
High School Girls	850.00
Junior Varsity Girls	850.00
Junior High Girls	550.00
VOLLEYBALL	
High School Volleyball	850.00
Junior High Volleyball	550.00
TRACK	
High School Boys	850.00
Junior High Boys	550.00
High School Girls	850.00
Junior High Girls	550.00
TENNIS	850.00
GOLF	550.00
CROSS COUNTRY	
Boys	850.00
Girls	850.00
COACHING STIPEND	
Girls Coach	1,050
Athletic Director/Boys Coach	1,550

Effective Date: September 1, 2026
Adoption Date: March 23, 2026

GOODRICH INDEPENDENT SCHOOL DISTRICT

SUPPLEMENTAL (CO-CURRICULAR) SALARY SCHEDULE
2026-2027

SPONSOR	SUPPLEMENT PER YEAR
Newspaper & Yearbook	500.00
Cheer/Pep Squad	325.00
Gatekeeper	325.00
Scorekeeper	325.00
National Honor Society	325.00
National Junior Honor Society	325.00
Student Council	325.00
Traveling Hornets	325.00
***UIL COACHES**	
UIL Coordinator	175.00
One Act Play	175.00
All Other UIL Events	125.00

***BASED ON PER EVENT AND CAMPUS AT LEAST ONE STUDENT FROM YOUR TEAM MUST PARTICIPATE IN UIL CONTEST TO RECEIVE SUPPLEMENT. EACH TEACHER MUST HOLD AT LEAST 5 PRACTICES PER EVENT WITH SIGN IN SHEETS FOR DOCUMENTATION.**
FOR EXAMPLE: A TEACHER THAT COACHES 2ND GRADE READY WRITING AND 3RD GRADE READY WRITING WILL RECEIVE ONE STIPEND. A TEACHER THAT COACHES 4TH GRADE SPELLING AND 8TH GRADE SPELLING WILL RECEIVE TWO STIPENDS.

Effective Date: September 1, 2026
Adoption Date: March 23, 2026

SUBSTITUTE

PAY RATE

SECTION 8

GOODRICH ISD

COMPENSATION

PLAN

GOODRICH INDEPENDENT SCHOOL DISTRICT
P. O. BOX 789
GOODRICH, TEXAS 77335

SUBSTITUTE PAY RATE
2026-2027

SUBSTITUTE TYPE	AMOUNT
Certified Teacher Substitute	$ 95.00 Per Day
College Degree Substitute	85.00 Per Day
No Degree	80.00 Per Day
*Certified Long Term Substitute	105.00 Per Day
*College Degree Long Term Substitute	95.00 Per Day
*No Degree Long Term Substitute	90.00 Per Day
Custodial/Cafeteria	75.00 Per Day
Custodial/Cafeteria Long Term Substitute	85.00 Per Day

*Long Term – Substitutes will be paid at their regular rate of pay for the first ten days in a long term position. Starting on day eleven, the rate will raise to the long term rate.

Effective Date: September 1, 2026
Adopted Date: March 23, 2026

EMPLOYEE LEAVE

SECTION 9

GOODRICH ISD COMPENSATION PLAN

GOODRICH INDEPENDENT SCHOOL DISTRICT

DISTRICT LEAVE
2026-2027

LEAVE	DAYS
Personal Days (State Mandated)	5
Local Leave Employees shall have five fully paid local leave days. In deciding whether to approve or deny local leave, the supervisor shall not seek or consider the reasons for which an employee requests to use leave but shall base the decision on the availability of substitutes and the effect of the employee's absence on the educational program or District operations.	5
Local Personal Leave All employees shall earn two paid local personal leave days per school year in accordance with administrative regulations. Local personal leave shall be noncumulative. Local personal leave shall be used according to the terms and conditions of state personal leave [see STATE PERSONAL LEAVE, above]; however, the daily rate of pay of a substitute for the employee's position shall be deducted for each day of local personal leave taken, whether or not a substitute is employed. Professional employees will pay a substitute rate of $60.00 per day. Auxiliary employees will pay a substitute rate of $35.00 per day.	2

Effective Date: September 1, 2026
Adoption Date: March 23, 2026

HEALTH INSURANCE RATES

SECTION 10

GOODRICH ISD COMPENSATION PLAN

GOODRICH INDEPENDENT SCHOOL DISTRICT
P. O. BOX 789
GOODRICH, TEXAS 77335

DISTRICT INSURANCE CONTRIBUTION
2026-2027

EMPLOYEE	AMOUNT
Covered by TRS Active Care	150.00 Per Month
Waive Coverage	50.00 Per Month
Ineligible for TRS (Retirees)	50.00 Per Month

Effective Date: September 1, 2026
Adoption Date: March 23, 2026

BENEFITS

SECTION 11

GOODRICH ISD COMPENSATION PLAN

2026-2027 BENEFITS

- District pays part of employee's health insurance premiums, $1,800 per year.
- For employees waiving health coverage, the District contributes up to $600 toward dental, vision, cancer, term life, and accident insurance, for employee only. Part-time employees are eligible for $300 per year.
- District pays for a $25,000 life insurance policy for each employee.
- Five State personal days and five local leave days per year. Plus, two extended leave days per year at a reduced rate of $60 for professionals and $35 for para professional/auxiliary staff. Part-time employees are eligible for 2.5 State days, 2.5 local days, and 1 extended leave day.
- Secondary Math, Science, and Foreign Language Teachers receive $2,000 stipend.
- Certified Teachers with a Master's Degree receive a $1,000 stipend.
- Personnel with a certified CDL bus driver's license would earn $200.
- Reimbursement up to $800 per school year for college credit in the education field. Courses must be pre-approved by the Superintendent. Hours must be completed by 6-15-2027.
- Wellness/Fitness Zone on-site for staff and guest. See Administration Office for more information.
- Employee athletic passes to all home games. The pass admits the employee and one guest, $80.
- 23 free cafeteria meals plus 2 holiday meals to each employee. Non-transferable. $112.50 per employee.
- Social Security-employer's portion paid by district, 6.2%. Example: on a $30,000 teacher, the district pays $1,860 per year for their social security retirement.
- Deferred compensation plans {403(b) and 457} available.
- Retire or resign from Goodrich ISD with 5 years or more continuous service and "cash in" unused state sick/personal leave days up to 50 days @ $50 per day, maximum $2,500.