

**Schertz – Cibolo – Universal City ISD
Compensation Plan
2026-2027**



SCHERTZ - CIBOLO - UNIVERSAL CITY ISD

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I. Compensation Plan Overview

2026-2027 Compensation Plan Highlights at Glance	
Teachers, Registered Nurses with 3 years experience	\$ 2,500 pay increase
Teachers, Registered Nurses with 4 years experience	\$206 pay increase
Teachers, Registered Nurses with 5 years experience	\$ 2,500 pay increase
Staff on District Medical Plans	Next Level Prime Membership
All employees active as of December 31 with at least 90 days of service during the 2026-27 school year	Retention Supplement - One-time payment (should funding become available)
All Staff	Basic Life Insurance
All Staff	Identity Theft Protection
All Staff	Employee Assistance Program

Purpose and Authority

Employee pay systems are designed and administered for the purpose of attracting and retaining qualified employees to achieve the goals of the District. The Superintendent or designee is responsible for the development, maintenance, and administration of employee compensation in accordance with Board policies and administrative procedures.

Compensation Plans

The compensation plan includes the following pay schedules: 1) Teachers, Registered Nurses, 2) Administrators, 3) Clerical/Paraprofessional, 4) Auxiliary/Manual Trades and 5) Technology Department. Certified classroom teachers, nurses (RNs), and counselors will be paid no less than the minimum monthly salary on the state salary schedule, augmented by retention allotment from House Bill 2 of the 89th Legislature, based on years of experience as required by law. In addition to the employee pay schedules, the compensation plan includes information on stipends, supplemental pay rates, transportation incentives, and the Teacher Incentive Allotment. For all employees, the Superintendent or designee shall assign positions to pay ranges that define the minimum and maximum base pay for the position. Jobs will be classified on the basis of qualifications and duties as defined by the District. The Superintendent or designee shall review pay structures annually and make necessary adjustments based on the needs of the District.

Pay Increases

The Superintendent or designee will recommend a total budget amount which may include general pay increases as part of the annual budget process. Budget recommendations for general pay increases will be based on available revenue, changes in minimum pay laws, competitive job markets, and District compensation objectives.

Should additional revenue become available, the Superintendent or designee may recommend to the Board of Trustees for approval a one-time supplemental payment to employees active as of December 31, 2026 with at least 90 days of service in the 2026-2027 school year.

The Superintendent or designee may make special equity adjustments to an individual employee's compensation to correct identified internal or external pay equity problems. Equity adjustments are made only on an as-needed basis at the direction of the Superintendent or designee. Equity adjustments may be made to retain an employee who is at risk due to competitive pay problems; to correct an internal pay inequity; or to compensate an employee for a significant change in job responsibilities, to include supervisory roles.

Workday Calendars

The Superintendent or designee shall determine duty schedules and calendars for all employees. Employees on ten-month contracts shall work at least the minimum days of service required by law.

Stipends/Supplemental Pay

The Board will approve a schedule of pay for stipends and for supplemental duties. The Superintendent or designee may assign non-contractual supplemental duties to employees under the FLSA as needed. The employee shall be compensated for these assignments according to the supplemental duty pay schedule. There is no property right to the continuation of supplemental duties; they will be reviewed annually and are dependent on available funding. Employees on the Administrative pay scale in a pay grade A6 or higher are not eligible for extra duty stipends.

**Schertz-Cibolo-Universal City Independent School District does not discriminate on the basis of race, color, national origin, sex, disability or age in employment or compensation in its programs and activities.*

II. Staff Duty Days

Staff Duty Days for 2026-2027

Campuses	Calendar Number	Position	# Days	Start Date	End Date
All Campuses					
	1	Teacher	187	08/03/2026	05/28/2027
	19	Instructional Assistant	187	07/29/2026	05/28/2027
High School					
	17	Lead Assistant Principal	220	07/13/2026	06/28/2027
	26	Bookkeeper	226	07/01/2026	06/30/2027
	26	Principal	226	07/01/2026	06/30/2027
	26	Principal Secretary	226	07/01/2026	06/30/2027
	26	Registrar	226	07/01/2026	06/30/2027
	12	Agriculture Teacher	197	07/29/2026	06/10/2027
	14	Lead Agriculture Teacher	202	07/27/2026	06/14/2027
	17	Athletic Coordinator/Head Coach	220	07/13/2026	06/28/2027
	6	ROTC Director/Instructor	220	07/13/2026	06/24/2027
	16	Assistant Principal	212	07/13/2026	06/14/2027
	18	Coordinator - Campus Testing	212	07/22/2026	06/24/2027
	16	Lead Counselor	212	07/13/2026	06/14/2027
	15	Counselor	206	07/20/2026	06/11/2027
	15	College and Career Advisor	206	07/20/2026	06/11/2027
	22	Data Entry Clerk	206	07/20/2026	06/15/2027
	13	Attendance Clerk	202	07/20/2026	06/09/2027
	13	Receptionist	202	07/20/2026	06/09/2027
	13	Secretary to Assistant Principal/Counselor	202	07/20/2026	06/09/2027
	12	Marketing Education Teacher	197	07/29/2026	06/10/2027
	20	Athletic Clerk	194	07/27/2026	06/04/2027
	8	Nurse	189	07/27/2026	05/28/2027
	1	Athletic Trainer	187	08/03/2026	05/28/2027
	21	Band Director/Asst Band Director	202	07/20/2026	06/07/2027
ALSELC					
	17	Principal	220	07/13/2026	06/28/2027
	13	Secretary	202	07/20/2026	06/09/2027
	19	Receptionist	187	07/29/2026	05/28/2027
	9	Counselor	193	07/29/2026	06/04/2027
DAEP					
	17	Program Administrator	220	07/13/2026	06/28/2027
	13	Secretary	202	07/20/2026	06/09/2027
	19	Receptionist	187	07/29/2026	05/28/2027
Junior High School					
	17	Principal	220	07/13/2026	06/28/2027
	17	Secretary	220	07/13/2026	06/28/2027
	16	Assistant Principal	212	07/13/2026	06/14/2027
	21	Counselor	202	07/20/2026	06/07/2027
	13	AP/Counseling Secretary/Registrar	202	07/20/2026	06/09/2027
	11	Attendance Clerk	196	07/27/2026	06/08/2027
	8	Nurse	189	07/27/2026	05/28/2027
	19	Receptionist	187	07/29/2026	05/28/2027

Intermediate/Elementary				
17	Principal	220	07/13/2026	06/28/2027
17	Secretary	220	07/13/2026	06/28/2027
16	Assistant Principal	212	07/13/2026	06/14/2027
13	PEIMS Data Clerk	202	07/20/2026	06/09/2027
9	Instructional Coach	194	07/28/2026	06/04/2027
9	Counselor	193	07/29/2026	06/04/2027
8	Nurse	189	07/27/2026	05/28/2027
19	Receptionist	187	07/29/2026	05/28/2027
Departments	Position	# Days	Start Date	End Date
Schools & Academics				
26	Administrative Assistant	226	07/01/2026	06/30/2027
26	Assistant Superintendent of Schools	226	07/01/2026	06/30/2027
26	Assistant Director of Curriculum & Prof Devel	226	07/01/2026	06/30/2027
26	Assistant Director of Agricultural Education	226	07/01/2026	06/30/2027
26	Executive Director	226	07/01/2026	06/30/2027
26	Director	226	07/01/2026	06/30/2027
12	Early Childhood Specialist	197	07/29/2026	06/10/2027
26	Receptionist	226	07/01/2026	06/30/2027
26	Executive Secretary	226	07/01/2026	06/30/2027
26	Testing Coordinator	226	07/01/2026	06/30/2027
17	Coordinator	220	07/13/2026	06/28/2027
17	Social Worker	220	07/13/2026	06/28/2027
21	District Health Coordinator	202	07/20/2026	06/07/2027
12	GT Instructional Coach	197	07/29/2026	06/10/2027
9	Counselor - Mental Health & Intervention	193	07/29/2026	06/04/2027
3	Agricultural Facilities Technician	260	07/01/2026	06/30/2027
Child Nutrition				
3	Maintenance Technician	260	07/01/2026	06/30/2027
3	Warehouse Supervisor - Child Nutrition	260	07/01/2026	06/30/2027
3	Warehouse Worker	260	07/01/2026	06/30/2027
3	Foreman - Child Nutrition	260	07/01/2026	06/30/2027
26	Accountant	226	07/01/2026	06/30/2027
26	Assistant Director	226	07/01/2026	06/30/2027
26	Secretary	226	07/01/2026	06/30/2027
26	Director	226	07/01/2026	06/30/2027
26	Coordinator - Nutrition	226	07/01/2026	06/30/2027
26	Specialist - Field Operations	226	07/01/2026	06/30/2027
4	Manager - Child Nutrition	181	08/04/2026	05/27/2027
4	Asst. Manager Child Nutrition/Mgr. Trainee	181	08/04/2026	05/27/2027
4	Child Nutrition Worker/Floater	181	08/04/2026	05/27/2027
Finance				
26	Accountant	226	07/01/2026	06/30/2027
26	Accountant - Financial Analyst	226	07/01/2026	06/30/2027
26	Chief Financial Officer	226	07/01/2026	06/30/2027
26	PEIMS Data Clerk - Floater	226	07/01/2026	06/30/2027
26	Executive Secretary	226	07/01/2026	06/30/2027
26	Director - Finance	226	07/01/2026	06/30/2027

26	Specialist - Accounts Payable	226	07/01/2026	06/30/2027
26	Specialist - Payroll	226	07/01/2026	06/30/2027
26	Specialist - PEIMS	226	07/01/2026	06/30/2027
26	Student Information Systems Coordinator	226	07/01/2026	06/30/2027
26	Coordinator - Payroll	226	07/01/2026	06/30/2027
26	Manager - PEIMS	226	07/01/2026	06/30/2027
Human Resources				
26	Manager	226	07/01/2026	06/30/2027
26	Director	226	07/01/2026	06/30/2027
26	Executive Director of Human Resources	226	07/01/2026	06/30/2027
26	Executive Secretary	226	07/01/2026	06/30/2027
26	Specialist Benefits/Wellness/HR	226	07/01/2026	06/30/2027
26	Specialist Lead HR	226	07/01/2026	06/30/2027
Operations				
3	Custodian	260	07/01/2026	06/30/2027
3	Foreman	260	07/01/2026	06/30/2027
3	Grounds/Maintenance Worker	260	07/01/2026	06/30/2027
2	Supervisor	240	07/01/2026	06/30/2027
26	Director of Maintenance & Facilities	226	07/01/2026	06/30/2027
26	Chief Operations Officer	226	07/01/2026	06/30/2027
26	Executive Secretary	226	07/01/2026	06/30/2027
26	Director Safety & Security	226	07/01/2026	06/30/2027
3	Security Systems Specialist	260	07/01/2026	06/30/2027
19	Security Guard/Security Monitor	187	07/29/2026	05/28/2027
26	Secretary, Maintenance	226	07/01/2026	06/30/2027
Purchasing				
3	Warehouse Foreman	260	07/01/2026	06/30/2027
26	Warehouse Printer	226	07/01/2026	06/30/2027
3	Warehouse Worker	260	07/01/2026	06/30/2027
26	Warehouse & E-Commerce Coordinator	226	07/01/2026	06/30/2027
26	Director	226	07/01/2026	06/30/2027
26	Mail Clerk	226	07/01/2026	06/30/2027
26	Manager	226	07/01/2026	06/30/2027
26	Purchasing Clerk	226	07/01/2026	06/30/2027
26	Procurement Specialist	226	07/01/2026	06/30/2027
26	Secretary	226	07/01/2026	06/30/2027
Special Education				
26	Administrative Assistant	226	07/01/2026	06/30/2027
26	Assistant Director	226	07/01/2026	06/30/2027
19	Intervener, COTA, PTA	187	07/29/2026	05/28/2027
26	Director	226	07/01/2026	06/30/2027
17	Coordinator/ESY, Instr Svcs, 504, Spec Prg	220	07/13/2026	06/28/2027
16	Coordinator/Compliance Coordinator	212	07/13/2026	06/14/2027
7	Part-time O&M, Braille, SLP	113	08/11/2026	05/27/2027
5	Dyslexia Provider	189	07/29/2026	05/28/2027
8	Health LVN	189	07/27/2026	05/28/2027
16	Lead School Psych/SLP/Diagnostician	212	07/13/2026	06/14/2027
22	Appraisal & Counseling/MDLC	206	07/20/2026	06/15/2027

13	Clerk	202	07/20/2026	06/09/2027
14	School Psych/Diag/School Psych Intern	202	07/27/2026	06/14/2027
12	SPED Instructional/Behavior Coach/Dyslexia Coach	197	07/29/2026	06/10/2027
15	SPED Compliance Facilitator	206	07/20/2026	06/11/2027
12	SPED Transition Facilitator	197	07/29/2026	06/10/2027
12	Special Programs Facilitator	197	07/29/2026	06/10/2027
1	Speech Pathologist/OT/PT/SLPA/SLP-CF	187	08/03/2026	05/28/2027
Technology				
3	Specialist- Computer Systems Technician	260	07/01/2026	06/30/2027
3	Specialist- Senior Computer Technician	260	07/01/2026	06/30/2027
2	Specialist - Mobile Device Mgmt/Deployment Svcs	240	07/01/2026	06/30/2027
26	Assistant Director	226	07/01/2026	06/30/2027
26	Director	226	07/01/2026	06/30/2027
26	Enterprise Services Manager	226	07/01/2026	06/30/2027
26	Network Administrator	226	07/01/2026	06/30/2027
26	Network Services Engineer	226	07/01/2026	06/30/2027
26	Secretary	226	07/01/2026	06/30/2027
26	Specialist - Data	226	07/01/2026	06/30/2027
26	Supervisor - Technology	226	07/01/2026	06/30/2027
26	Coordinator - Lead Instructional Technology	226	07/01/2026	06/30/2027
17	Coordinator - Instructional Technology	220	07/13/2026	06/28/2027
3	Audio Visual Technician	260	07/01/2026	06/30/2027
Transportation				
3	Mechanic	260	07/01/2026	06/30/2027
3	Parts Manager	260	07/01/2026	06/30/2027
2	Shop Supervisor	240	07/01/2026	06/30/2027
26	Assistant Director	226	07/01/2026	06/30/2027
26	Director	226	07/01/2026	06/30/2027
26	Dispatcher	226	07/01/2026	06/30/2027
26	Safety Trainer	226	07/01/2026	06/30/2027
26	Secretary	226	07/01/2026	06/30/2027
26	Specialist/Clerk	226	07/01/2026	06/30/2027
26	Supervisor	226	07/01/2026	06/30/2027
4	Bus Driver/SPED, Non-CDL Driver/SPED	181	08/04/2026	05/27/2027
4	Bus Monitor	181	08/04/2026	05/27/2027
4	Lead Bus Driver	181	08/04/2026	05/27/2027
26	Receptionist	226	07/01/2026	06/30/2027
Superintendent's Division				
26	Executive Director of Communications	226	07/01/2026	06/30/2027
26	Senior Exec Asst - Board Svcs & Office of Supt	226	07/01/2026	06/30/2027
26	Public Relations Specialist	226	07/01/2026	06/30/2027
26	Superintendent	226	07/01/2026	06/30/2027
26	Central Office Receptionist/Secretary	226	07/01/2026	06/30/2027

III. Compensation Plans

Teachers, Registered Nurses Pay Plan

Midpoint Hiring Scales

2026-27 Pay Plan for Teachers & Nurses

Schertz-Cibolo-Universal City ISD

Years of Experience	Daily Rate	Annual Salary	Masters Daily Rate	Masters Annual Salary
0	\$302.14	\$56,500	\$311.76	\$58,300
1	\$302.14	\$56,500	\$311.76	\$58,300
2	\$305.69	\$57,165	\$315.32	\$58,965
3	\$322.86	\$60,375	\$332.49	\$62,175
4	\$322.86	\$60,375	\$332.49	\$62,175
5	\$335.13	\$62,669	\$344.75	\$64,469
6	\$336.73	\$62,969	\$346.36	\$64,769
7	\$339.41	\$63,470	\$349.04	\$65,270
8	\$343.15	\$64,169	\$352.78	\$65,969
9	\$347.96	\$65,069	\$357.59	\$66,869
10	\$352.78	\$65,970	\$362.41	\$67,770
11	\$357.60	\$66,871	\$367.22	\$68,671
12	\$364.08	\$68,083	\$373.71	\$69,883
13	\$367.19	\$68,665	\$376.82	\$70,465
14	\$368.26	\$68,865	\$377.89	\$70,665
15	\$369.33	\$69,065	\$378.96	\$70,865
16	\$370.40	\$69,265	\$380.03	\$71,065
17	\$371.47	\$69,465	\$381.10	\$71,265
18	\$372.71	\$69,697	\$382.34	\$71,497
19	\$373.78	\$69,897	\$383.41	\$71,697
20	\$374.85	\$70,097	\$384.48	\$71,897
21	\$376.26	\$70,361	\$385.89	\$72,161
22	\$379.03	\$70,879	\$388.66	\$72,679
23	\$382.29	\$71,488	\$391.91	\$73,288
24	\$386.39	\$72,255	\$396.02	\$74,055
25	\$388.71	\$72,689	\$398.34	\$74,489
26	\$391.64	\$73,237	\$401.27	\$75,037
27	\$396.11	\$74,073	\$405.74	\$75,873
28	\$401.14	\$75,013	\$410.76	\$76,813
29	\$404.70	\$75,679	\$414.33	\$77,479
30	\$408.26	\$76,345	\$417.89	\$78,145

The salaries listed above are based on 187 days of employment for the 2026-27 school year. Salary plans are determined on an annual basis and salary advancement is not guaranteed. Pay increases are based on the annual pay raise budget approved by the Board of Trustees.

2026-27 Midpoint Hiring Schedule

Schertz-Cibolo-Universal City ISD

Clerical/Paraprofessional - Hourly Rate

Pay Grade	Minimum	Midpoint	Maximum
C1	\$14.81	\$18.07	\$21.33
C2	\$15.78	\$19.24	\$22.70
C3	\$16.82	\$20.50	\$24.18
C4	\$18.53	\$22.60	\$26.67
C5	\$20.62	\$25.15	\$29.68
C6	\$23.84	\$29.08	\$34.32
C7	\$26.27	\$31.83	\$37.39
C8	\$30.07	\$36.45	\$42.83

Auxiliary/Manual Trades - Hourly Rate

Pay Grade	Minimum	Midpoint	Maximum
BM	\$14.97	\$17.43	\$19.89
BN	\$16.75	\$19.39	\$22.03
BD1	\$18.65	\$21.50	\$24.38
BD2	\$19.49	\$22.58	\$25.67
M1	\$14.94	\$17.68	\$20.42
M2	\$15.97	\$18.85	\$21.45
M3	\$17.01	\$20.00	\$22.99
M4	\$18.42	\$21.73	\$25.04
M5	\$19.14	\$22.68	\$26.22
M6	\$21.63	\$25.59	\$29.55
M7	\$24.53	\$29.05	\$33.56
M8	\$28.34	\$33.55	\$38.76
M9	\$32.59	\$38.57	\$44.55

Technology Hourly/Daily

Pay Grade	Minimum	Midpoint	Maximum
T1 (hrly)	\$23.73	\$28.75	\$33.77
T2 (hrly)	\$27.98	\$33.93	\$39.87
T3	\$253.07	\$306.75	\$360.43
T4	\$321.39	\$389.57	\$457.75
T5	\$349.21	\$420.74	\$492.26
T6	\$379.42	\$454.40	\$529.37
T7	\$493.24	\$590.70	\$688.17

Administrative - Daily Rate

Pay Grade	Minimum	Midpoint	Maximum
A1	\$224.31	\$271.88	\$319.45
A2	\$235.52	\$285.48	\$335.44
A3	\$274.37	\$332.57	\$390.78
A4	\$326.51	\$395.77	\$465.02
A5	\$345.27	\$418.51	\$491.75
A6	\$353.04	\$427.94	\$502.82
A7	\$360.83	\$437.35	\$513.88
A8	\$377.05	\$457.03	\$537.00
A9	\$403.44	\$489.02	\$574.61
A10	\$435.71	\$528.15	\$620.58
A11	\$470.57	\$570.39	\$670.21
A12	\$508.22	\$616.03	\$723.83
A13	\$570.10	\$686.87	\$803.65
A14	\$641.37	\$772.73	\$904.10

IV. Transportation Incentive

Sign-on Incentives for new Transportation Department Employees:

Hired individual has an active Class B CDL with both P & S endorsements -- \$2,000, paid as follows:

- \$1,000 on the first regularly scheduled pay date following the 60th day of employment
- \$1,000 on the first regularly scheduled pay date following the 120th day of employment

Hired individual has an active CDL other than Class B, or Class B without both P & S endorsements -- \$1,500, paid as follows:

- \$750 on the first regularly scheduled pay date following the 60th day of employment
- \$750 on the first regularly scheduled pay date following the 120th day of employment

Hired individual does not have an active CDL but was hired for a position in which driving a bus is required, including non-CDL driver -- \$1,000, paid as follows:

- \$500 on the first regularly scheduled pay date following the 60th day of employment
- \$500 on the first regularly scheduled pay date following the 120th day of employment and attainment of Class B CDL with P & S endorsements

Hired individual does not have an active CDL and was hired as a bus monitor or office position that does not require a CDL -- \$500, paid as follows:

- \$500 on the first regularly scheduled pay date following the 60th day of employment

Retention incentives* for employees hired prior to June 30, 2026:

Employees with CDL with P & S endorsements, (i.e., CDL drivers, mechanics, supervisors, office position that requires CDL) -- \$1,000, paid as follows:

- \$500 paid on the second semi-monthly pay date of November
- \$500 paid on the second semi-monthly pay date of June

Non-CDL drivers, monitors or office position that does not require a CDL -- \$500, paid as follows:

- \$250 paid on the second semi-monthly pay date of November
- \$250 paid on the second semi-monthly pay date of June

**To be eligible for the retention payment, an employee must be employed as of the pay date and not provided notification of resignation or retirement as of the pay date*

Safety Incentive for Drivers:

Any driver (CDL and non-CDL) that drives at least 300 hours during the 2026- 27 school year without an “at-fault” accident -- \$500, paid as follows:

- \$500 paid on the second semi-monthly pay date of June

Attendance Incentive* for All Transportation non-exempt Employees:

Any Transportation employee with perfect attendance for the 2026-27 school year-- \$500, paid as follows:

- \$500 paid on the second semi-monthly pay date of June

**To be eligible for the attendance incentive, an employee must be employed as of September 1, 2026*

V. Additional Compensation Rates

Extra Duty Stipends

Supplemental Pay

2026-2027 Extra Duty Stipends

Schertz-Cibolo-Universal City ISD

(Paraprofessionals, Auxiliary, and Professionals Pay Grade A6 or higher are not eligible for Stipends)

Level	Assignment	Stipend
Academics		
HS	Career and Tech Student Organizations (Nationally Recog. - DECA, FFA, FCCLA, HOSA, TAFE, SKILLS USA, BPA)	1,000
HS	Career and Tech Student Organizations (Robotics/Esports)	500
HS	Class Sponsor	1,000
HS	Department Chair (ELA, Math, Sci, SS, CTE, LOTE, ROTC, SPED, Fine Arts)	1,800
HS	SPED Lead - ASEL and DAEP	700
HS	Gifted and Talented Coordinator	1,500
HS	Key Club, PALS Advisor	500
HS	National Honor Society Advisor	1,000
HS	Student Council Advisor	1,500
HS	UIL Coach (Non Athletic)	650
HS	UIL Director	2,000
HS	VASE - Visual Arts Scholastic Event (Samuel Clemens/Byron Steele)	650
HS	Yearbook (Samuel Clemens/Byron Steele)	2,000
HS	Yearbook (Allison Steele)	350
JH	Department Chair (ELA, Math, Sci, SS, CTE/Electives, Fine Arts/LOTE, SPED) 1 per campus per content	1,350
JH	Gifted and Talented Coordinator (2 Per Campus)	1,000
JH	National Junior Honor Society Advisor	600
JH	Student Council Advisor	750
JH	UIL Coach (Per Event)	450
JH	UIL Director	1,000
JH	VASE - Visual Arts Scholastic Event	500
JH	Yearbook/Newspaper	600
Bilingual Teaching Assignment - Dual Language Teachers. BIL Instructional Coach, ELEMRTI (1 Schertz), ELL		
INT	2 Schertz and 1 Wilder, and 2 Dyslexia Providers (SPED)	3,500
INT	Gifted and Talented Coordinator	1,000
INT	Grade Level Chair	
	5th Grade LA	350
	5th Grade Math	350
	5th Grade Science	350
	5th Grade Social Studies	350
	6th Grade LA	350
	6th Grade Math	350
	6th Grade Science	350
	6th Grade Social Studies	350
	Other Professional Staff	350
INT	OLT Student Success Team Member (2 per level)	
	Grade 5	350
	Grade 6	350
	Other Teacher Representatives	350
INT	Parent/Family Engagement Liasion (Wilder Only x 2)	1,500
INT	Special Education Lead	700
INT	Student Council Sponsor	250
INT/I	UIL Coach (Each Event)	350
INT	VASE - Visual Arts Scholastic Event	500
INT	Yearbook	200

2026-2027 Extra Duty Stipends

Schertz-Cibolo-Universal City ISD

(Paraprofessionals, Auxiliary, and Professionals Pay Grade A6 or higher are not eligible for Stipends)

Level	Assignment	Stipend
EL	Bilingual Teaching Assignment	3,500
EL	Gifted and Talented Coordinator	1,000
EL	Grade Level Chair (PK, K, 1st, 2nd, 3rd, 4th, Other Prof Staff)	700
EL	OLT Student Success Team Member (Grade PK/K, 1, 2, 3, 4, SPED, Specials) (1 per level)	350
EL	Parent/Family Engagement Liasion (Watts 1, Rose Garden 1, and Schertz 2)	1,500
EL	Special Education Lead	700
EL	Yearbook	200
Athletics		
HS	Assistant Athletic Coordinator	7,000
HS	Baseball, Assistant	5,000
HS	Baseball, Head	7,000
HS	Basketball, Assistant	5,000
HS	Basketball, Head	7,500
HS	Cross Country, Assistant	4,000
HS	Cross Country, Head	6,000
HS	Football, Assistant	7,500
HS	Football, First Assistant	10,000
HS	Golf, Assistant	5,000
HS	Golf, Head	6,500
HS	Off-Season Coordinator	5,000
HS	Equipment Coordinator	5,000
HS	Soccer, Assistant	5,000
HS	Soccer, Head	7,000
HS	Softball, Assistant	5,000
HS	Softball, Head	7,000
HS	Special Olympics	2,150
HS	Swim, Assistant	5,000
HS	Swim, Head	7,000
HS	Tennis, Assistant	5,500
HS	Tennis, Head (Fall)	4,000
HS	Tennis, Head (Spring)	5,000
HS	Track, Assistant	5,000
HS	Track, Head	7,000
HS	Trainer, Assistant	11,500
HS	Trainer, Head	13,000
HS	Unified Sports	1,000
HS	Volleyball, Assistant	5,000
HS	Volleyball, Head	7,500
HS	Wrestling, Assistant	5,000
HS	Wrestling, Head	7,000
JH	Assistant Athletic Coordinator	3,300
JH	Athletic Coordinator	3,500
JH	Basketball, Assistant	2,000
JH	Basketball, Assistant Girls	2,000
JH	Basketball, Head	2,300
JH	Cross County, Head	2,300

2026-2027 Extra Duty Stipends

Schertz-Cibolo-Universal City ISD

(Paraprofessionals, Auxiliary, and Professionals Pay Grade A6 or higher are not eligible for Stipends)

Level	Assignment	Stipend
JH	Football, Assistant	3,000
JH	Football, Head	4,000
JH	Soccer, Assistant	2,000
JH	Soccer, Head	2,300
JH	Tennis, Assistant	2,000
JH	Tennis, Head	2,300
JH	Track, Assistant	2,000
JH	Track, Head	2,300
JH	Volleyball, Assistant	2,000
JH	Volleyball, Head	2,500
Performing Arts		
HS	Band - Assistant Director	9,000
HS	Band - Director	16,500
HS	Cheerleading - Assistant	3,500
HS	Cheerleading - Head	7,000
HS	Cheerleading - Special Needs Coach	1,000
HS	Choir - Assistant Director	4,000
HS	Choir - Director	6,000
HS	Dance Team - Assistant	3,500
HS	Dance Team - Head	7,000
HS	Flag Corps Instructor - Color Guard	7,500
HS	Orchestra	7,500
HS	Lead Theater Director	6,000
HS	Mariachi Club Director	1,500
HS	Theater Assistant Advisor	3,000
HS	Theater Tech Advisor	500
JH	Band Director	8,500
JH	Assistant Band Director	6,000
JH	Cheerleading - Head	2,000
JH	Choir Director	3,500
JH	Mariachi Club Director	750
JH	Orchestra **given if assigned to JH level ONLY	5,000
JH	Theater Advisor	1,850
INT	Intermediate Band - Director	6,000
INT	Intermediate Band - Assistant Director	3,000
INT	Orchestra	2,500
INT	Choir Sponsor	2,500
EL	Choir Sponsor	500

2026-2027 Extra Duty Stipends
Schertz-Cibolo-Universal City ISD

(Paraprofessionals, Auxiliary, and Professionals Pay Grade A6 or higher are not eligible for Stipends)

Level	Assignment	Stipend
Special Education		
	Speech Language Pathologist/Diagnostician/CF	2,000
	Speech Language Pathologist Assistant	1,000
	LSSP Stipend	2,000
	Bilingual - Speech, LSSP, Diagnostician, SPF	1,500
	SPED Behavior/Instructional Coach	2,500
	SPED Centralized Programs (Bridge, ALE, SLC, ECSE, ECSEBIL, SBSHS, 18PLS)	2,500
	VI/OM Teachers (Visually Impaired/Orientation & Mobility)	2,150
Miscellaneous		
	Teacher Incentive Allotment	Varies
	Agricultural (Clemen/Byron Steele II)	5,000
	HS Counselor & Crisis Counselor (1 per HS - Clemens & B.Steele)	4,000
	Culinary Arts Teacher	3,250
	National Board Cohort Leader	2,000
	Master's Degree - JROTC Teacher:	1,800
	PK-4 & 5-8 Lead Counselor (1 per level)	1,500
	Agricultural Mechanics	1,500
	Digital Content Coordinator (Clemens/Byron Steele II)	2,000
	Digital Content Coordinator (DAEP, ASEL, JH, INT, EL)	1,000
	District UIL Director (Grades 2nd - 6th)	800
	National Board Mentor	800
	New Teacher Liason (1 per EL/INT, 2 per JH, 2 per HS, 1 shared DAEP/ASELC)	700
	Mentor (\$250 per semester)	500
	HS Health Lead	500
	Techmate	250
	K-6 Music Lead	200
	K-4 PE Lead	200
	5-6 PE Lead	200
	7-12 PE Lead	200

2026-27 Supplemental Pay Rates

Schertz-Cibolo-Universal City ISD

School Year Assignment		Pay Rate
Bus Driving for all Events	Round Trip: 0-75 miles	\$25.00
Including Transportation Supervisors	76-149 miles	\$50.00
	150+ miles	\$75.00
Transportation Supervisors Driving More than Four Bus Runs per Month		\$25.00 per add'l run
Athletic Events (Gatekeeper, Chain Crew, Scorebooks, etc.)		\$15.00 per hour
Athletic Rental Administrator		\$22.00 per hour
Teachers/Nurses for Tutoring, Homebound, UIL Judges, Consultants, UIL Accompaniment, etc. (Prep Time is not compensable)		\$40.00 per hour
Weekend Facilities Coordinator		\$25.00 per hour
Student Workers		\$13.00 per hour
Summer Learning Assignment		Pay Rate
Principal HS (Flat Rate)		\$5,000 (flat rate)
Administrator Intern HS		Daily Rate
Counselor HS (Flat Rate) (after last duty day)		\$6,000 (flat rate)
Teacher/Nurse		Daily Rate
Teacher - Bilingual		Daily Rate
Receptionist (after last duty day)		Hourly Rate
Paraprofessional/LVN		Hourly Rate
Child Nutrition		Hourly Rate
Bus Driver/Monitor		Hourly Rate
Student evals for qualified programs (ie SSP's Diagnosticians, ESL, etc.)		Daily Rate
Student Summer Intern		\$13.00 per hour
Travel Allowance		
Level 1		\$150
Level 2		\$200
Level 3		\$250
Level 4		\$300
Level 5		\$500

VI. One-Time Supplemental Pay

The Superintendent is granted the authority to approve and issue a one-time supplemental pay stipend to eligible employees. The amount of the stipend shall be determined by the superintendent based on the nature of the achievement or contribution, available budgetary resources, and other relevant factors.

VII. Teacher Incentive Allotment Pay

For any funds received by Schertz-Cibolo-Universal City ISD for a designated teacher under the Teacher Incentive Allotment (TIA), 90 percent will be paid to the designated teacher. The remaining ten percent will be used for training and support of the system, development of the system, administrative expenses, and/or professional development.

Should the district receive funding for a designated teacher who has resigned or retired, the district will forward payment to the resigned or retired teacher as soon as practicable.

Teachers who qualify for TIA Supplemental Pay will receive payment as follows:

1. Initial payout will be in June as a single lump sum payout
2. Subsequent years will be paid annualized on a monthly basis

VIII. TRS Surcharge for Rehired Retirees

The Texas Legislature enacted changes to the Teacher Retirement System (TRS) retire-rehire policy that allow school districts to determine how the TRS retire-rehire surcharge is applied to rehired retirees. In alignment with these changes and as part of SCUC ISD's ongoing commitment to long-term financial sustainability, the District has established the following structure for the TRS surcharge.

For the 2026–2027 school year, TRS retirees will be subject to the following transitional provisions:

Employees designated as grandfathered TRS retirees (District-paid 100% of the TRS surcharge in 2025–2026) will transition to a cost-sharing model, under which the 16.5% TRS surcharge will be split equally between the District and the employee.

Employees who participated in the cost-sharing model in 2025–2026 will transition to a full pass-through model, under which employees will be responsible for 100% of the 16.5% TRS surcharge.

Beginning with the 2027–2028 school year, all employed TRS retirees, including those previously grandfathered, will transition to the full pass-through model, under which employees will be responsible for 100% of the 16.5% TRS surcharge.

TRS-Care participants will continue to be responsible for the full premium cost, which includes the employee's applicable TRS-Care premium plus the \$535/month contribution for employee-only coverage.