



PLEASANTON

Independent School District

Compensation Package

2026-2027

2026-2027

Pleasanton ISD

Teacher Pay Scale

Years Experience	187 day salary
0	57,008
1	57,508
2	58,008
3	62,008
4	62,508
5	67,008
6	67,508
7	68,808
8	69,508
9	70,208
10	70,908
11	71,608
12	72,308
13	73,008
14	73,708
15	74,408
16	75,108
17	75,808
18	76,508
19	77,208
20	77,908
21	78,608
22	79,308
23	80,008
24	80,708
25	81,408
26	82,108
27	82,808
28	83,508
29	84,208
30	84,908
31 +	85,608

This schedule is only used for initial placement on the pay-scale.

2026-2027

Pleasanton ISD

Non-Teacher Pay Scale

Years Experience	187 day salary
0	57,008
1	57,508
2	58,008
3	59,508
4	60,008
5	60,508
6	61,808
7	62,508
8	63,208
9	63,908
10	64,608
11	65,308
12	66,008
13	66,708
14	67,408
15	68,108
16	68,808
17	69,508
18	70,208
19	70,908
20	71,608
21	72,308
22	73,008
23	73,708
24	74,408
25	75,108
26	75,808
27	76,508
28	77,208
29	77,908
30	78,608
31 +	79,308

This schedule is used for ARD Facilitator, CCIS, Counselor, Educational Diagnostician, Instructional Coaches, LSSP Intern, Nurse, Speech Language Pathology Assistant, and Transition Coordinator positions.

2026-2027
Pleasanton ISD
Non-Certified Core
*Teacher Pay Scale**

Years Experience	187 day salary
0	56,008
1	56,508
2	57,008
3	61,008
4	61,508
5	66,008

Individuals who have a bachelor's degree and a Statement of Eligibility (SOE) will be placed on the Teacher Pay Scale (TPS) and will receive a teaching contract.

Individuals who have a bachelor's degree but do not have a Statement of Eligibility (SOE) will be placed on the Non-Certified Teacher Pay Scale and will receive a Letter of Reasonable Assurance.

2026-2027 Pleasanton ISD Pay Scales

Manual Trades

Pay Grade	Minimum Rate	Midpoint Rate	Maximum Rate	Job Classification
1	\$13.65	\$16.45	\$19.24	Bus Monitor, Custodian, Food Service Worker, Safety Patrol/Monitor
2	\$14.63	\$17.46	\$20.29	Assistant Manager, Custodian II, Food Service Manager In-Training, Groundskeeper, Student Transportation
3	\$15.21	\$18.74	\$22.26	Head Custodian, Vehicle Mechanic Helper (CDL)
4	\$16.20	\$19.77	\$23.33	Cafeteria Manager (Primary/Elementary), Maintenance Worker, Vehicle Mechanic, Warehouseman, Yard Foreman
5	\$17.24	\$20.79	\$24.33	Bus Driver, Cafeteria Manager (Jr. High), Cafeteria Manager (H.S.), Food Service Coordinator
6	\$19.11	\$23.77	\$28.42	Computer Technicians, HVAC, Lead Driver, Maintenance/Custodial Foreman, Plumber
7	\$19.95	\$28.35	\$36.75	Police Officer

Clerical/Technical

Pay Grade	Minimum Rate	Midpoint Rate	Maximum Rate	Job Classification
1	\$14.49	\$17.02	\$19.54	Paraprofessional – Classroom, Computer, Library, Office, P.E.
2	\$15.06	\$17.92	\$20.77	Paraprofessional – Early Childhood, ESL, ISS, Special Education, Redirect, Beyond the Bell
3	\$15.77	\$19.26	\$22.75	Diagnostician Clerk, Nurse's Assistant, PEIMS Clerk, Secretary to Assistant Principal, Secretary to Counselor, Student Services Clerk, Records Clerk
4	\$16.91	\$20.95	\$24.98	District PEIMS Clerk, LVN, Purchasing Agent, Secretary to Director, Secretary to Principal, Registrar (H.S.), Sign Language Interpreter
5	\$18.11	\$22.29	\$26.47	Accounting Clerk, Accounts Payable Clerk, Asst. Superintendent Secretary, Payroll Clerk, Secretary to Principal (H.S.)

Professional

Pay Grade	Minimum Rate	Midpoint Rate	Maximum Rate	Job Classification
0	\$218.00	\$270.00	\$322.00	LSSP Practicum Student (Full Time Employee), Police Sergeant, Maintenance Supervisor
1	\$235.00	\$293.50	\$352.00	Director of Food Service, Director of Transportation, Executive Assistant-Superintendent and Board, Network Administrator
2	\$250.00	\$309.00	\$368.00	Case Manager, LSSP Trainee, Social Worker
3	\$290.00	\$349.50	\$409.00	Accountant, AI Teacher, Assistant Principal-Primary & Elementary, Deaf & Hard of Hearing Specialist, Licensed Professional Counselor, LSSP, Math District Specialist, O&M Specialist, RLA/Literacy District Specialist, Speech Language Pathologist, Social Worker, Visual Impairment Specialist
4	\$312.00	\$372.50	\$433.00	Assistant Principal-Secondary, Academic Dean, CTE/CCMR Coordinator, Interim Director of Human Resources, Interim Director of Safety, Security, and Student Services, Occupational Therapist, Physical Therapist
5	\$337.00	\$402.50	\$468.00	Athletic Director, Director of Accountability and Student Success, Director of Technology, District Police Chief, Principal-Primary & Elementary, Senior Director of Operations
6	\$377.00	\$448.00	\$519.00	Director of Special Education, Jr. High School Principal, Director of Special Programs
7	\$410.00	\$482.50	\$555.00	High School Principal
8	\$444.00	\$517.50	\$591.00	Assistant Superintendent, Chief Financial Officer

Stipends

SPED Stipends

Position	Stipend
Assessment Supervisor/Speech	\$4,000 (up to)
LSSP/Educational Diagnostician	\$3,000
ARD Facilitator	\$2,000
Speech Language Pathology Asst. (SLPA)	\$2,000
Transition Coordinator	\$3,000
Deaf & Hard of Hearing/Visual Impairment (2024)	\$4,000
Special Olympics (2024)	\$2,000

Academic Stipends

Position	Stipend
Ag (2020)	\$6,500
Assistant Band Director – JH (2020)	\$5,000
Assistant Cheer (2020)	\$2,500
Assistant Dance (2020)	\$2,500
Band Director – HS (2020)	\$12,000
Behavior Unit (2018)	\$4,000
Bilingual (2022)	\$5,000
BPA (2020)	\$1,500
Campus GT Coordinator (2026)	\$1,800
Certified ESL (Teacher of Record) TELPAS Rater	\$500
Content Leads (JH, Elem, Primary x2 per grade level) (2020)	\$1,000
Counselor (2019)	\$3,000
CTE Student Competitions (2020)	\$800/\$100
Department Chairs – HS (2018)	\$1,100
TIA Data Collection and Submission (2026)	\$5,000
Drill Writing/Marching Program Creation (2024)	\$2,000
Dual Credit Stipend (2024)	\$500
Elementary Music/Theatre Arts (2026)	\$1,000
Head Cheer (2020)	\$3,500
Head Dance (2020)	\$3,500
Health Science Teacher – HS (2018)	\$5,000
High Reliability Teacher (HRT 2021): Level 1 and Level 2*	\$500 each level
High Reliability Teacher (HRT 2021):Level 3 and Level 4*	\$1000 each level
HOSA (2020)	\$1,500
JH Cheerleader (2020)	\$1,500
JROTC (2023)	\$3,000
Junior Class Sponsor (2018)	\$2,000
Life Skills (2015)	\$4,000
Marshall Program (2026)	\$2,000
Masters (2020)	\$2,000
Math/Science Teacher JH (2015)	\$2,000
Math/Science Teachers HS (2018)	\$5,000
Mentor Teacher (2020)	\$500
National Honor Society (2020)	\$1,500
Newspaper/Digital Publications (2015)	\$1,500
One Act Play - HS/JH (2020)	\$2,000
Partnership Toward Graduate Degree (2023)	\$1,000
Pre - K Head Start (2015)	\$500
STAAR Stipend – (2023)*	\$500
Student Council (2020)	\$1,500
UIL Coordinator – Elementary (2020)	\$1,000
UIL Coordinator – HS (2020)	\$2,000
UIL Coordinator – JH (2020)	\$2,000
UIL Stipend (2020)	\$800/\$100
Yearbook (2020)	\$2,500

*For the 2026-2027 school year, STAAR Stipends will only be available to Science and Social Studies Teachers. HRT Stipends will not be available for any TIA eligible staff beginning in the 2027-2028 school year.

Athletic Stipends

Position	Stipend
Assistant Athletic Trainer (2020)	\$10,000
Athletic Trainer (2020)	\$14,000
Baseball: Assistant	\$3,000
Baseball: Head Coach (2020)	\$6,000
Boys Basketball, HS: Assistant	\$3,000
Boys Basketball, HS: Head Coach (2020)	\$6,000
Boys Soccer, HS: Assistant	\$3,000
Boys Soccer, HS: Head Coach (2020)	\$6,000
Boys Track, HS: Assistant	\$3,000
Boys Track, HS: Head Coach (2020)	\$6,000
Cross Country, HS: Assistant	\$3,000
Cross Country, HS: Head Coach (2020)	\$6,000
Football, HS: Assistant	\$4,500
Football, HS: Defensive Coordinator	\$2,500
Football, HS: Head Coach	\$11,000
Football, HS: Kick Coordinator	\$2,500
Football, HS: Offensive Coordinator	\$2,500
Girls Basketball, HS: Assistant	\$3,000
Girls Basketball, HS: Head Coach (2020)	\$6,000
Girls Soccer, HS: Assistant	\$3,000
Girls Soccer, HS: Head Coach (2020)	\$6,000
Girls Track, HS: Assistant	\$3,000
Girls Track, HS: Head Coach (2020)	\$6,000
Golf: Head Coach	\$6,000
JH Athletic Coordinator Girls (2023)	\$1,000
JH Boys Basketball	\$2,000
JH Cross Country	\$2,000
JH Girls Athletic Coordinator (2023)	\$1,000
JH Girls Basketball	\$2,000
JH Soccer	\$2,000
JH Tennis	\$2,000
JH Track	\$2,000
JH Volleyball	\$2,000
Powerlifting: Assistant	\$3,000
Powerlifting: Head Coach (2020)	\$6,000
Softball: Assistant	\$3,000
Softball: Head Coach (2020)	\$6,000
Tennis/Team Tennis: Head Coach (2020)	\$6,000
Tennis: Assistant	\$3,000
Volleyball, HS: Assistant	\$3,000
Volleyball, HS: Head Coach (2020)	\$6,000

Additional Rates for Employees

Substitutes	\$100.00 a day
Long Term Substitute	\$130 a day (beginning on the 16th day in a long term substitute role; pay will retro back to day 1 after 16 days) *Subs can receive an extra \$250 a quarter (a nine-weeks period) if they work at least 20 days within that quarter.
Food Service Substitutes	\$10.00 an hour
Sponsors Driving Bus Trips	\$25.00 per trip
Substitute Bus Drivers	\$15.00 an hour
Tutoring	\$25.00 an hour
Summer School	\$45 an hour
Homebound Services	\$40.00 an hour
Saturday School	\$25.00 an hour
Drivers Education	\$17.00 an hour per child – driving \$40.00 an hour – classroom
Off-Duty Police Rate	\$50 per 2 hours, minimum of 2 hours

Leave – All Employees

State Days	5
Local Days	5 (can accumulate up to 20)*

* Employees assigned to a 240-day calendar at the start of the school year are eligible for two additional local leave days, for a total of 7 local leave days for the current school year.

Insurance Compensation

The state and district will contribute a total of \$426.00 a month for each employee towards health insurance. The district provides each employee with \$20,000 worth of life insurance.

Supplemental Benefits

Supplemental health benefits are available through First Financial Group, and each employee is responsible for paying his or her own premiums if they choose any of these benefits.

Other Stipends

Retention stipends are issued when funds allow as approved by the board; administration has discretion on issuance.

Bus Driver Retention Stipends

Beginning of the Year: \$500 for all licensed CDL route drivers and \$500 for completing all required training – physical, recertification, and license renewal. Winter Retention: \$500 at end of semester 1; Spring Retention: \$500 at end of semester 2

After 5 days of used leave, Winter and Spring stipends are reduced at the following rates: \$50 per half day absence; \$100 per full day absence.

240 Days

(July 1, 2026 – June 30, 2027)

Custodians
Maintenance Workers/Grounds and Foreman
Bus Mechanics

226 Days

(July 1, 2026 – June 30, 2027)

Administrative Staff
Assistant Principal Elementary*
Assistant Principal: High School
Assistant Principal: Jr. High
Assistant Principal: Primary
Athletic Director and Secretary
Campus Curriculum Instructional Specialist
Computer Technicians
Director of Accountability & Student Success
Director of Food Service
Director of Special Education and Secretary
Director of Special Programs
Director of Technology and Secretary
Director of Transportation
District PEIMS Clerk
Interim Director of Human Resources
Interim Director of Safety, Security, and Student Services
Police Chief
Police Sergeant
Principal: Elementary and Secretary
Principal: High School and Secretary
Principal: Jr. High and Secretary
Principal: Primary and Secretary
Senior Director of Operations and Secretary

217 Days

(July 20, 2026 – June 28, 2027)

Assistant Principal: Elementary*
CTE/CCMR Coordinator
High School Band Director
JROTC Staff

209 Days

(July 20, 2026 – June 16, 2027)

Ag Teachers
High School Assistant Band Director
High School Counselors and Secretary
High School PEIMS Clerk
High School Registrar
Jr. High Counselors
Social Workers

202 Days

(July 27, 2026 – June 14, 2027)

Elementary Attendance Clerk/Registrar
Elementary Counselor
High School Attendance Clerk
Jr. High Student Services Clerk
LSSPs
Occupational Therapist
PEIMS Clerks: Primary, Elementary, Jr. High
Police Officers
Primary Counselor
Transition Clerk

197 Days

(August 3, 2026 – June 14, 2027)

ARD Facilitators
CTVI Teacher
DHH Teacher
Educational Diagnosticians
Instructional Coaches
Occupational Therapy Assistant
Orientation & Mobility Specialist
Physical Therapist

192 Days

(August 3, 2026 – June 7, 2027)

District Nurse
Director of Food Services Secretary
Librarians
LSSP Interns
Speech Therapist
Student Services Clerk: Elementary
Student Services Clerk: Primary
Transition Coordinator
Vocational Adjustment Coordinator

187 Days

(August 3, 2026 – May 28, 2027)

Athletic Trainer
Library Aides
Nurse/ Nurse Aides
Speech Therapist Assistants
Teacher Aides
Teachers

184 Days

(August 6, 2026 – May 28, 2027)

Bus Drivers/Monitors
Cafeteria Workers
Transportation Office Clerk

*Assistant Principals hired during the 2026-2027 school year will be moved to 217.

Notes:

Director of Safety and Security to *Interim Director of Safety, Security, and Student Services*

Secretary to the Superintendent to *Executive Assistant-Superintendent and Board*

Executive Assistant-Superintendent and Board: Move from Clerical Pay Grade 6 to Professional Grade 1

Director of Maintenance to *Senior Director of Operations*

Senior Director of Operations: Move from Professional Pay Grade 1 to Professional Pay Grade 5

Administrative Assistant of Personnel to *Interim Director of Human Resources*

Interim Director of Human Resources: Move from Clerical Pay Grade 5 to Professional Pay Grade 4

Assessment, Accountability, Federal Programs Coordinator to *Director of Accountability & Student Success*

Director of Accountability & Student Success: Move from Professional Pay Grade 1 to Professional Pay Grade 5 and stipend added

District Police Chief: Move from Professional Pay Grade 1 to Professional Pay Grade 5

Director of Technology: Move from Professional Pay Grade 1 to Professional Pay Grade 5

High School Principal: Move from Professional Pay Grade 6 to Professional Pay Grade 7

Director of Special Education: Move from Professional Pay Grade 5 to Professional Pay Grade 6

Chief Financial Officer: Move from Professional Pay Grade 6 to Move from Professional Pay Grade 8

Assistant Superintendent: Move from Professional Pay Grade 6 to Move from Professional Pay Grade 8

Elementary Music and Theatre Arts stipends added

HRT stipends to be removed for TIA eligible staff in 2027-2028

Instructional Coaches: Move from 187 to 197 days