

SUNNYVALE ISD 2026-2027 EMPLOYEE COMPENSATION PACKAGE

Pay Schedules as Attached

TRS Health Insurance

Sunnyvale ISD TRS Health Insurance contribution for 2026-2027 will be \$378 per month for all eligible employees. If an employee chooses not to participate in TRS Health Insurance, Sunnyvale ISD will contribute up to \$163 towards SISD offered supplemental insurance.

Life Insurance

Sunnyvale ISD purchases a \$10,000 life insurance policy for all employees.

Recuro Health

Sunnyvale ISD purchases a Telemedicine - Virtual Behavior service for all employees and their dependents.

Employee Pass for Home Athletic Events

Presentation of employee ID badge allows employee admittance to all home athletic events.

Retention Stipend

All eligible Sunnyvale ISD employees will receive a \$500 retention stipend paid in November.

Eligible employees are those employees employed on/before September 1, 2026 and continuously employed through November 13, 2026. Payments will be prorated for employees considered less than full time employed.

Substitutes retention stipends will be paid based on number of days worked through November payday as follows:

- 10-29 Days: \$125
- 30-59 Days: \$250
- 60+ Days: \$500

Reimbursement for Leave upon Retirement

Board Policy DEC Local, Payment for Accumulated Leave Upon Retirement

Longevity Stipend

All Sunnyvale ISD employees are eligible to participate in the longevity stipend program. This incentive began in the 2022-2023 school year. A one-time longevity payment was made to all employees that year, thus resetting all employees to 0 years in the longevity calculation. Employees are eligible for a longevity stipend after 5 consecutive years of employment with Sunnyvale ISD (being paid in September 2027), as listed below:

Employee Category	Stipend Amount
Contracted Employees:	\$3,000
Non-Contracted Employees:	\$1,500

**All compensation items are subject to annual review and approval by Sunnyvale ISD.*

***The Employee Compensation Package is for the 2026-2027 school year only, and does not make any representation or promise regarding future years' compensation.*

Sunnyvale ISD 2026-2027 Teachers Compensation

Years of Experience	New Hire Salary	Employer Paid Benefits	Total Compensation
0	\$59,843	\$4,600	\$64,443
1	\$60,125	\$4,600	\$64,725
2	\$60,428	\$4,600	\$65,028
3	\$62,923	\$4,600	\$67,523
4	\$63,226	\$4,600	\$67,826
5	\$67,569	\$4,600	\$72,169
6	\$67,872	\$4,600	\$72,472
7	\$68,421	\$4,600	\$73,021
8	\$69,078	\$4,600	\$73,678
9	\$69,785	\$4,600	\$74,385
10	\$70,244	\$4,600	\$74,844
11	\$70,674	\$4,600	\$75,274
12	\$71,815	\$4,600	\$76,415
13	\$72,391	\$4,600	\$76,991
14	\$73,259	\$4,600	\$77,859
15	\$73,979	\$4,600	\$78,579
16	\$74,329	\$4,600	\$78,929
17	\$74,919	\$4,600	\$79,519
18	\$75,174	\$4,600	\$79,774
19	\$75,559	\$4,600	\$80,159
20	\$75,834	\$4,600	\$80,434
21	\$76,374	\$4,600	\$80,974
22	\$76,889	\$4,600	\$81,489
23	\$77,164	\$4,600	\$81,764
24	\$77,639	\$4,600	\$82,239
25	\$77,964	\$4,600	\$82,564
26	\$78,254	\$4,600	\$82,854
27	\$78,659	\$4,600	\$83,259
28	\$78,939	\$4,600	\$83,539
29	\$79,599	\$4,600	\$84,199
30+	\$80,089	\$4,600	\$84,689

The salaries listed above are based on 10-month employment for the 2026-2027 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. Salaries are determined individually with consideration for job-related experience and credentials.

Stipend: \$2,500 Master's Degree

2026-2027 Proposed Administrative Professional Pay Plan

Pay Grade 1

Job Titles: Director Food Services (207 Days), Supervisor - Custodial (248 Days), Supervisor - Maintenance (248 Days), Speech-Language Pathologist Assistant (186 Days)

Salary Type	Minimum	Midpoint	Maximum	1.0% GPI
Daily	\$190.53	\$229.55	\$268.58	\$2.30
207 Days	\$39,440	\$47,517	\$55,596	\$475
248 Days	\$47,251	\$56,928	\$66,608	\$569
186 Days	\$39,440	\$47,517	\$55,596	\$475

Pay Grade 2

Job Titles: Nurse (186 Days), Athletic Trainer, Asst. (207 Days), Network Administrator (226 Days), DAEP Counselor (186 Days)

Salary Type	Minimum	Midpoint	Maximum	1.0% GPI
Daily	\$321.07	\$386.83	\$452.59	\$3.87
186 Days	\$59,719	\$71,950	\$84,182	\$720
207 Days	\$66,461	\$80,074	\$93,686	\$801
226 Days	\$72,562	\$87,424	\$102,285	\$874

Pay Grade 3

Job Titles: District Librarian (207 Days), Coordinator - CCMR (207 Days), Counselor - Elementary (207 Days), Counselor - Secondary (207 Days), Athletic Trainer, Head (226 Days)

Salary Type	Minimum	Midpoint	Maximum	1.0% GPI
Daily	\$340.33	\$410.04	\$479.75	\$4.10
207 Days	\$70,448	\$84,878	\$99,308	\$849
220 Days	\$74,873	\$90,209	\$105,545	\$902

Pay Grade 4

Job Titles: Asst Principal - ES (207 Days), Asst Principal - IS (207 Days), Diagnostician (197 Days), LSSP (197 Days), Occupational Therapist (108 Days), Speech-Language Pathologist (186 Days)

Salary Type	Minimum	Midpoint	Maximum	1.0% GPI
Daily	\$360.75	\$434.64	\$508.54	\$4.35
108 Days	\$38,961	\$46,941	\$54,922	\$469
186 Days	\$67,100	\$80,843	\$94,588	\$808
197 Days	\$71,068	\$85,624	\$100,182	\$856
207 Days	\$74,675	\$89,970	\$105,268	\$900

Pay Grade 5

Job Titles: Asst Principal - HS (207 Days), Asst Principal - MS (207 Days), Coordinator - Counseling (220 Days), Coordinator - ESL (197 Days), Coordinator - Instructional (207 Days), Coordinator - Safety & Security (207 Days), Head Band Director (226 Days)

Salary Type	Minimum	Midpoint	Maximum	1.0% GPI
Daily	\$387.92	\$456.38	\$524.84	\$4.56
197 Days	\$76,420	\$89,907	\$103,393	\$899
207 Days	\$80,299	\$94,471	\$108,642	\$945
220 Days	\$85,342	\$100,404	\$115,465	\$1,004
226 Days	\$87,670	\$103,142	\$118,614	\$1,031

Pay Grade 6

Job Titles: Director - Operations (113 Days), Director - PEIMS (220 Days), Director - Transportation (220 Days), Principal - ES (220 Days), Principal - IS (220 Days)

Salary Type	Minimum	Midpoint	Maximum	1.0% GPI
Daily	\$407.31	\$479.19	\$551.08	\$4.79
113 Days	\$46,026	\$54,148	\$62,272	\$541
220 Days	\$89,608	\$105,422	\$121,238	\$1,054

Pay Grade 7

Job Titles: Director - Athletics/Head FB Coach (226 Days), Director - Communications & Marketing (220 Days), Director - CTE, Accountability, Academics (220 Days), Director - Special Programs (220 Days), Director - Technology (220 Days), Director of Human Resources (220 Days), Principal - MS (220 Days)

Salary Type	Minimum	Midpoint	Maximum	1.0% GPI
Daily	\$427.67	\$503.15	\$578.63	\$5.03
220 Days	\$94,087	\$110,693	\$127,299	\$1,107
226 Days	\$96,653	\$113,712	\$130,770	\$1,137

Pay Grade 8

Job Titles: Exec Director - Student & Staff Services (220 Days), Exec Director - Teaching & Learning (220 Days), Principal - HS (226 Days)

Salary Type	Minimum	Midpoint	Maximum	1.0% GPI
Daily	\$453.34	\$533.34	\$613.34	\$5.33
220 Days	\$99,735	\$117,335	\$134,935	\$1,173
226 Days	\$102,455	\$120,535	\$138,615	\$1,205

Pay Grade 9

Salary Type	Minimum	Midpoint	Maximum	1.0% GPI
Daily	\$480.54	\$565.34	\$650.14	\$5.65
226 Days	\$108,602	\$127,767	\$146,932	\$1,278

Pay Grade 10

Job Titles: Assistant Superintendent and/or Chief (226 Days)

Salary Type	Minimum	Midpoint	Maximum	1.0% GPI
Daily	\$509.36	\$599.25	\$689.14	\$5.99
226 Days	\$115,115	\$135,431	\$155,746	\$1,354

2026-2027 Proposed Clerical, Instructional Support, & Technical Pay Plan

**Annual amounts are based on 8 hours per day.*

Pay Grade 1

Job Titles: Aide - DAEP, Aide General Instruction, Aide - Pre-K, Aide - Special Education (All 186 Days)

Salary Type	Minimum	Midpoint	Maximum	4.0% GPI
Hourly	\$14.04	\$17.54	\$21.05	\$0.70
186 Days	\$20,892	\$26,100	\$31,322	\$1,044

Pay Grade 2

Job Titles: Aide - Library, Aide Life Skills, Receptionist - HS, Receptionist - MS (All 186 Days)

Salary Type	Minimum	Midpoint	Maximum	4.0% GPI
Hourly	\$15.08	\$18.84	\$22.61	\$0.75
186 Days	\$22,439	\$28,034	\$33,644	\$1,121

Pay Grade 3

Job Titles: Admin Asst - Attendance HS (197 Days), Admin Asst - Attendance MS (207 Days), Admin Asst - Principal ES (220 Days), Admin Asst - Principal IS (220 Days), Receptionist - Administration (226 Days), Receptionist/Admin Asst - ES (197 Days), Receptionist/Admin Asst - IS (197 Days)

Salary Type	Minimum	Midpoint	Maximum	4.0% GPI
Hourly	\$16.90	\$20.61	\$24.33	\$0.82
197 Days	\$26,634	\$32,481	\$38,344	\$1,299
207 Days	\$27,986	\$34,130	\$40,290	\$1,365
220 Days	\$29,744	\$36,274	\$42,821	\$1,451
226 Days	\$30,555	\$37,263	\$43,989	\$1,491

Pay Grade 4

Job Titles: Admin Asst - Athletic/Fine Arts, Admin Asst - Principal HS, Admin Asst - Principal MS, Registrar - HS (All 220 Days)

Salary Type	Minimum	Midpoint	Maximum	4.0% GPI
Hourly	\$18.72	\$22.83	\$26.94	\$0.91
220 Days	\$32,947	\$40,181	\$47,414	\$1,607

Pay Grade 5

Job Titles: Clerk - Accounting (226 Days), Specialist-Accounts Payable (226 Days), Specialist - Human Resource/PEIMS (220 Days), Technician, IT Campus (226 Days)

Salary Type	Minimum	Midpoint	Maximum	4.0% GPI
Hourly	\$21.84	\$26.63	\$31.43	\$1.07
220 Days	\$38,438	\$46,869	\$55,317	\$1,875
226 Days	\$39,487	\$48,147	\$56,825	\$1,926

Pay Grade 6

Job Titles: Coordinator - Payroll & Benefits (226 Days)

Salary Type	Minimum	Midpoint	Maximum	4.0% GPI
Hourly	\$25.48	\$31.08	\$36.67	\$1.24
226 Days	\$46,068	\$56,193	\$66,299	\$2,248

Pay Grade 7

Job Titles: Admin Asst - Superintendent (226 Days)

Salary Type	Minimum	Midpoint	Maximum	4.0% GPI
Hourly	\$28.03	\$32.97	\$37.92	\$1.32
226 Days	\$50,678	\$59,610	\$68,559	\$2,384

2026-2027 Proposed Auxiliary Pay Plan

**Annual amounts are based on 8 hours per day.*

Pay Grade 1

Job Titles: Custodian (248 Days), Food Services Worker (176 Days)

Salary Type	Minimum	Midpoint	Maximum	4.0% GPI
Hourly	\$13.68	\$16.68	\$19.69	\$0.67
176 Days	\$19,261	\$23,485	\$27,724	\$939
248 Days	\$27,141	\$33,093	\$39,065	\$1,324

Pay Grade 2

Job Titles: Groundskeeper (248 Days), Maintenance I (248 Days)

Salary Type	Minimum	Midpoint	Maximum	4.0% GPI
Hourly	\$16.12	\$19.66	\$23.19	\$0.79
248 Days	\$31,982	\$39,005	\$46,009	\$1,560

Pay Grade 3

Job Titles: Bus Driver (166 Days), Maintenance II (248 Days), Pest Control/Groundskeeper (248 Days)

Salary Type	Minimum	Midpoint	Maximum	4.0% GPI
Hourly	\$21.84	\$26.63	\$31.43	\$1.07
166 Days	\$29,004	\$35,365	\$41,739	\$1,415
248 Days	\$43,331	\$52,834	\$62,357	\$2,113

Pay Grade 4

Job Titles: School Marshal (166 Days)

Salary Type	Minimum	Midpoint	Maximum	4.0% GPI
Hourly	\$29.43	\$33.07	\$36.71	\$1.32
166 Days	\$39,083	\$43,917	\$48,751	\$1,757

Pay Grade: Bus Monitor (BM)

Job Titles: Bus Monitor, Bus Monitor - SPED (All 166 Days)

Salary Type	Minimum	Midpoint	Maximum
Hourly	\$15.25	\$15.25	\$15.25
166 Days	\$20,252	\$20,252	\$20,252

Pay Grade: Crossing Guard (CG)

Job Titles: Crossing Guard (166 Days)

Salary Type	Minimum	Midpoint	Maximum
Hourly	\$25.00	\$25.00	\$25.00
166 Days	\$33,200	\$33,200	\$33,200