

2026-2027

MERCEDES

Independent School District

COMPENSATION PLAN



**DR. ALICIA NOYOLA,
INTERIM SUPERINTENDENT**

BOARD APPROVED 7/28/2026

Administrative Guidelines Employee Compensation Plan

**Mercedes ISD
2026-2027
Compensation Policy**

The superintendent shall recommend to the school board for approval an annual compensation plan for all district employees. The employee compensation plan may include wage and salary structures, stipends, benefits, and incentive pay plans. *See policy DEAA*

The recommended plan shall support District goals for hiring and retaining highly qualified employees. The School Board shall review and approve the compensation plan to be used by the District. The School Board shall also determine the total compensation package for the Superintendent. *See BJ series*

The superintendent and designees shall administer the compensation plans consistent with board policies, the annual budget approved by the board, and these administrative guidelines.

Refer to board policies, DEA, DEAA, and DEAB Legal and Local for all District policies and state and federal regulations governing employee pay practices.

ADMINISTRATIVE REGULATIONS

1.0 Description of Pay Systems

1.1 Purpose and Authority: Employee pay systems are designed and administered to attract and retain qualified employees to achieve the goals of the District. The Superintendent is responsible for the development, maintenance and administration of employee pay systems in accordance with board policies and administrative regulations.

1.2 Description of Systems: Certified teachers, librarians, and nurses (RN), will be paid no less than the state minimum salary schedule and according to a salary schedule that correlates salaries to total years of creditable service in education.

All other district positions will be assigned to a pay grade and range structure that sets the minimum, midpoint, and maximum base pay for the position. Jobs are assigned to pay grades based on required job qualifications and skills; job duties and responsibilities defined by the district; and competitive job market rates for comparable jobs.

The Mercedes ISD pay structures include:

- Teachers, Librarians, (RN) Nurses [Professional/Exempt] - (Teacher Salary Schedule)
- Administrative Professionals [Professional/Exempt] - (100's)
- Instructional Support [Non-Professional/Nonexempt] - (200's)
- Clerical-Technical [Non-Professional/Nonexempt] - (300's)
- Auxiliary [Non-Professional/Nonexempt] - (400's)
- Substitute/Tutor/Part-Time
- Extra-Duty Pay/Stipends

Pay ranges and salary schedules are reviewed annually and adjusted periodically as needed and as allowed for by the board approved budget. Employee pay is adjusted based on the pay increase budget (if any) and guidelines approved by the board annually.

1.3 Pay Periods: Employees will receive bank deposits distributed either monthly or on a biweekly basis according to the district's payroll schedule. Annual salaries for ten, eleven, and twelve-month employees will be prorated over a twelve month pay period.

2.0 Job Classification - Process and Authority

2.1 Job Documentation (Job Description): Job documentation is an essential function in the administration of the compensation system. Accurate and complete job documentation will be collected and maintained by the Human Resources Department with input from job supervisors. Job descriptions will define common factors that assess the level of skills, effort, job qualifications, primary purpose, major duties and responsibilities, working conditions, and exemption status.

Job titles are assigned by the Human Resources Department to accurately reflect the level and nature of work and the organizational structure of the district.

2.2 Exemption Status: The Superintendent or designee shall determine the classification of positions or employees as "exempt" or "nonexempt" for purposes of payment of overtime in compliance with the Fair Labor Standards Act (FLSA). *See Policy DEAB (Local)*

All jobs will be classified as exempt or nonexempt in accordance with the requirements of the federal Fair Labor Standards Act (FLSA) and documented on the job description. The Human Resources Department will determine the classification of each position based on a description of assigned job duties and weekly pay. In order to be exempt, the employee's primary duties must meet the requirements defined by federal regulations for the executive, administrative, professional, or computer employee exemption test or be a teacher, and the employee must meet federal salary requirements. All employees who do not meet the legal requirements for exemption are classified as nonexempt.

2.3 Job Classification: Job classification determines the assigned pay range for a position and is based on an assessment of job qualification, assigned duties (job descriptions), and market rates. The Human Resources Department will evaluate jobs for classification purposes and recommend pay grade assignments. The Superintendent has final authority concerning job classifications.

2.4 Job Reclassification of a Current Position: A job reclassification occurs when a position is changed to a higher or lower pay range. Jobs may be reclassified as a result of a significant and sustained change in job duties assigned, a need to improve pay equity with similar jobs, or a change in competitive market rates.

A job reclassification occurs when the same position is moved to a higher or lower pay grade or to a different job group. A job reclassification is not the same as an employee promotion to a new job.

No immediate pay change will result from a job reclassification if the employee(s) are already paid within the new pay range. There are conditions which merit prospective adjustment and are identified in section 2.3 of these guidelines and regulations. No employee will be paid less than the minimum of the new pay range. An upward or downward job reclassification will result in greater or lesser potential for pay-advancement over time.

2.5 Procedures for Job Classification Review: Review of job reclassifications must be initiated by the executive-level supervisor or by the Human Resources Department. A job review can be considered for review only once in 24 months. Reviews will be conducted as follows:

(1) The supervisor of a position may request a classification review during the time period designated by the Human Resources Department.

(2) The supervisor must submit a completed Job Reclassification Review form and a new job analysis questionnaire to the Human Resources Department. The request must include a current or proposed job description and explanation of changes in job duties and responsibilities and the rationale for reclassifying the

position. The request must be approved by the leadership level supervisor before submitting to the Human Resources Department for review.

(3) The Human Resources Department is responsible for reviewing the questionnaire, obtaining additional job information if needed, evaluating the compensable job factors, and analyzing external job market pay data.

(4) The Human Resources Department will prepare a recommendation for final approval by the Superintendent. The Human Resources Department will notify the supervisor and employee(s) of any action taken and the effective date.

2.6 Salary Adjustments for Job Reclassification: A change in job classification will result in a greater or lesser potential for long-term pay advancement. Salary adjustments cannot be made for contract employees after the beginning of the contract term. Aside from prohibited salary changes for contract employees during the contract term, salary adjustments for job reclassification may be approved in the following circumstances:

- (a) If the job is reclassified upward due to an significant and sustained increase in job duties and responsibilities, the reclassification will be treated as a promotion; (Refer to "Procedures for Promotion Increases")
- (b) If the job is reclassified due to organizational changes, and the employee is being paid within the assigned pay range, there may be no immediate pay increase;
- (c) If the job is reclassified due to a change in the competitive job market for the hard-to-fill positions, special equity adjustments may be made at the direction of the Superintendent subject to contractual restrictions; (Refer to procedures on individual equity adjustments)
- (d) If the job is reclassified downward to a lower pay range based on a reduction in assigned responsibilities and duties, the employee's pay may be reduced at the direction of the Superintendent for the following school year; In this case, the reclassification will be treated as a demotion; (Refer to procedures on pay adjustments for reassignment to lower pay grade)

2.7 Classification of New Positions: New positions must be classified in the pay system prior to hiring new employees. Prior to posting a position vacancy, new positions must have a written job description created collaboratively by the Department Supervisor, the Human Resources Department and the Superintendent. The Human Resources Department will recommend to the Superintendent the pay-grade classification of new positions based on the job description and in consultation with the job Supervisor. New positions are classified for pay based on the relative level of knowledge and skill requirements, scope and complexity of assigned duties, job accountability, and working conditions.

3.0 Base Pay for Exempt/Nonexempt Employees

3.1 Classification of Positions: All jobs will be classified as exempt or nonexempt in accordance with the requirements of the Federal Fair Labor Standards Act. The Human Resources Department will determine the classification of each position based on a description of assigned job duties and the method of compensation. Generally, an employee is exempt if the employee's primary duties are executive, administrative, or professional in nature, as defined in the Federal Fair Labor Standards Act, and the employee is compensated on a salary basis.

3.2 Base Pay for Exempt Employees: Exempt employees are paid on a monthly salary basis for the number of months in their annual employment period. Exempt employees are not entitled to overtime compensation.

3.3 Base Pay for Nonexempt Employees: Nonexempt employees are paid on an hourly wage basis for all hours worked each week and are entitled to overtime compensation (*compensatory time*).

4.0 Overtime Compensation

4.1 Overtime Compensation: Nonexempt employees who work more than 40 hours in any workweek will receive overtime compensation at time-and-a-half rates in compensatory time off. Nonexempt employees shall not be allowed to work beyond their regular schedule **without prior authorization from their supervisor**.

An employee's regular work schedule may be adjusted during the week to prevent overtime. The district's workweek begins at 12:00 a.m. on Sunday and ends at 11:59 p.m. on Saturday. Official time records of all hours worked, including overtime, and all compensatory time earned and used each week shall be maintained in the payroll office for all nonexempt employees.

4.2 Use of Compensatory Time: Compensatory time may be accumulated up to a maximum limit of 60 hours at time-and-a-half rates with prior authorization. Compensatory time accrued **MUST** be used immediately and/or before the end of the employee's work calendar year.

4.3 Authorization of Overtime: All overtime worked must be approved by a supervisor in advance. Supervisors are responsible for preventing unauthorized overtime. Supervisors of nonexempt employees must ensure an agreement or understanding with employees regarding compensatory time off prior to the employee working overtime hours. Compensatory time off is to be taken responsibly with prior approval by the Supervisor.

4.4 Weekly Time Records: Time records will be maintained for all nonexempt personnel on the district electronic time tracking system and/or forms approved by the District.

Records will indicate all hours worked each week, including compensatory time earned and used. Failure to maintain accurate records of hours worked may result in disciplinary actions.

It is the responsibility and expectation of all employees to accurately record, track, and report time worked as well as time taken. Weekly time records must be verified by Supervisors. Official weekly time records shall be maintained in the central payroll office for all nonexempt personnel.

5.0 General Pay Increases and Eligibility

5.1 Eligibility for General Pay Increase: Employee salaries and wages will be reviewed annually for adjustment via the compensation plan school board approval process. General pay increases will be recommended to the board by the Superintendent each year. Recommended increases are based upon the annual budget approved by the Board and intended to reward employees' continued service to the District.

To receive a general pay increase, an employee must be in a paid status or on an approved leave of absence at the time of the first pay cycle reflecting the pay increase and must not be paid above the maximum of the assigned pay grade. Eligible employees must have received satisfactory evaluation in the preceding year.

5.2 Pay Increase Budget: The Superintendent will recommend an amount for general pay increases, expressed as a set amount or as a percent of salary cost, 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.

Employee pay increases will be based on the budget approved by the board.

5.3 General Pay Increase Calculations:

Employees on Pay Grade Salary Schedules - The general pay increase will be calculated for each employee by applying the percent increase approved by the board to the midpoint of each employee's pay range. Employees in the same pay grade will receive the same rate of increase when pay increases are calculated as a percent of midpoint, unless the employee's pay is close to or exceeds the maximum of the pay range.

Pay increases for employees in the educator career path on pay ranges (e.g., Counselor, Assistant Principal) should be measured against teacher pay increases to ensure they're at least equal to the pay increase for teachers.

Employees at the maximum of their pay range may or may not qualify and will or will not receive the approved pay increase as recommended by the superintendent depending on budget allowances.

Pay ranges will be adjusted by the Human Resources Department on a regular basis to accommodate inflationary change in market competitive pay.

Example #1: Pay Grade (201)

Range Mid-point (hourly rate) x Percent Increase = Pay Increase
Midpoint (\$14.61) x Percent Increase (2%) = Pay Increase (\$0.29)
Pay Increase (\$0.29) x Duty Hours (8) x Duty Days (187) = Annual Increase (\$437.13)

Example #2: Pay Grade (303)

Range Midpoint x Percent Increase = Pay Increase

<u>Rate Increase</u>		<u>Annual Increase</u>	
Range Midpoint	\$17.79	Hourly Increase	\$0.45
% Increase	<u>x 0.02</u>	Duty Hours	x 8.0 (\$3.60)
Hourly Increase	\$0.36	Duty Days	<u>x 226 (\$813.60)</u>
		Annual Increase	= \$813.60

Employees on Step Schedules - Pay increases for classroom teachers, librarians, nurses (RN), will be recommended to the Board by the Superintendent each year.

5.4 Equity Adjustments: With board approval, the superintendent may make special adjustments to individual employee's compensation to correct identified pay equity problems. Equity adjustments may be made to retain incumbent(s) in jobs at risk due to dramatic market shifts or remedy internal pay alignment based on relevant compensable factors.

6.0 Promotion Increases

6.1 Promotion Defined: A promotion occurs when an employee is selected for a different job in a higher pay grade. Pay adjustments for promotions will begin on the date the employee begins the new assignment. Reclassification of an existing job does not constitute a promotion unless significant job responsibilities have been added to the position.

6.2 Promotion Increase for the Exempt Pay Structures: A promotion increase is based on an employee's current base rate (hourly or daily rate) less any stipends paid for supplemental duties. Salary placement for an employee who is promoted to a job in a pay grade with a higher midpoint will follow the guidelines for placement of a new hire with additional adjustments made as needed to achieve pay equity among peer employees. Pay for teachers who are being promoted to another certified educator position

(counselor, assistant principal) will be paid following the guidelines for new hires. Stipends paid for extra duties are not included in a promotion increase.

Promotion increases will be based on rates of pay for the assigned duty calendar and will be determined by these guidelines:

(1) Salary placement for an employee who is promoted to a job in a pay grade with higher midpoint will follow the guidelines for placement of a new hire with additional adjustments made as needed to achieve pay equity among peer employees.

(2) Promoted employees should receive at least a 3 percent salary increase applied to the employee's base daily or hourly rate for the required duty days of the new assignment, less any stipends paid for supplemental duties.

(3) Employees promoted internally will not be paid less than a new hire with similar experience and will not be paid more than other job incumbents with similar experience.

6.3 Promotion Increase for Nonexempt Pay Structures: A promotion increase is based on an employee's current hourly rate of pay and will be determined by these guidelines:

(1) A pay increase for a promotion may be up to 5 percent of the new range midpoint when the incumbent total base salary is below the annual salary of the new midpoint.

(2) A pay increase for a promotion may be up to 4 percent of the new range midpoint when incumbent total base salary is above the annual salary of the new midpoint.

(3) A minimum pay increase for a promotion may be up to 3 percent of the new range midpoint salary.

(4) The general pay increase approved by the board is added to the employee's base pay prior to determining a promotion increase that is effective at the beginning of a new school year.

(5) Consideration will be given to maintaining internal equity with other employees in the same position. Promotion increases may be modified if another employee with more experience in the same job title is paid less.

(6) No employee will be paid below the minimum or more than the maximum of the new pay range.

7.0 Pay Adjustments for Reassignments to a Lower Pay Grade

7.1 Demotion Defined: A demotion occurs when an employee is reassigned to a different job with a reduction in their base pay. Demotions may be voluntary or involuntary. Position reclassification or general salary structure changes that do not result in reassignment to a new position or reduction of pay are not considered demotions. A reassignment to a different job in a lower pay range is considered a demotion and a corresponding reduction in pay may result and be approved by the superintendent.

7.2 Reorganization: An employee who is reassigned to a lower pay grade as a result of reorganization and through no fault of their own may retain the salary paid in their last position for one year and be reevaluated at the beginning of the next school year. Although they may retain the salary, their reassignment will reflect the lower pay grade assigned.

The following guidelines will apply:

(1) If the employee is being paid above the maximum rate of the lower pay grade to where they have been reassigned, no further pay increases (raises) will be given.

(2) If the employee is being paid within the pay ranges of the lower pay grade, future pay increases will be calculated based on the midpoint of the lower pay grade assignment.

7.3 Contract Employees: A reduction in pay as a result of a demotion will not be made during the current contract year. Demotions that become effective during the contract term may result in a pay reduction for the following school year provided notice for the reduction is given to the employee before the penalty free resignation date (i.e., 45 days before the first day of instruction for the next school year). Pay predictions for

contract employees are made at the direction of the superintendent and may follow the same guidelines as pay reductions for non-contract employees.

7.4 Noncontract Employees: Subject to approval by the superintendent, a reduction in pay for a demotion will be made effective with the new assignment to a lower pay grade. The employee's base pay (hourly or daily) may be reduced to the same percent of midpoint (rate divided by midpoint) in the lower pay range by 5 percent per pay grade, whichever is less.

Example of position in range reduction to a lower pay grade:

<u>Current Pay Grade</u>	<u>To Lower Pay Grade</u>	<u>5% Decrease</u>
Employee Rate \$14.50	Midpoint of Lower PG \$13.60	Employee Rate \$14.50
Divide by Midpoint ÷ \$15.87	Percent of Midpoint <u>x 0.91</u>	5% Decrease <u> (5%)</u>
= Percent of Midpoint 0.91	Employee New Rate \$12.38	Employee New Rate \$13.78
New Hourly Rate \$13.78		

Pay adjustments may also be made for a longer or shorter work year associated with the change in duty assignment. In the case of a demotion from a pay range structure to an experience-based placement scale, salary placement will be made according to years of experience.

7.5 Poor Performance: An employee who is reassigned to a lower pay grade for performance reasons will have a corresponding reduction in pay as follows:

- (1) The pay reduction may take effect during this year or the following school year for a contract employee.
- (2) The pay reduction will take effect with the effective date of the reassignment for noncontract employees.
- (3) An employee reassigned to a lower pay grade will be placed at the same position in range (daily or hourly rate divided by range midpoint) plus annual pay adjustments for any change in duty days.

Example of position in range reduction:

Higher pay grade midpoint = \$15.87
 Employee rate = \$14.50
 Employee position = 0.91 (\$14.50/\$15.87)
 Lower pay grade midpoint = \$13.60
 Employee's new rate = \$12.38 (\$13.60 x 0.91)

8.0 Hiring New Employees - Salary Placement

8.1 Teacher/Librarian/Nurse (RN): Salaries for teachers, librarians, and nurses (RNs) who are new to the district will be determined by total creditable years of service in education and the district's salary schedule for the current year.

Creditable years of service will be determined by human resources as defined by state regulation at the time of employment. (TAC Title 19, part II, 153.1021) New hires will receive salary credit for years of service up to a maximum of 20 years.

Salary step schedules are adjusted annually based on pay raises approved by the Board and should not be used to predict future salaries. Salary schedules are used only for pay determination for new employees and will designate a maximum year of new- hire placement.

8.2 Salary Placement - Career and Technical Education Teachers: Career and technical education teachers (may limit to specific CTE fields) may be granted additional years of placement credit for work experience that is directly related to the career and technology field in which they are currently teaching.

Credit may be granted in the following manner:

- 1 year of placement credit on the teacher scale for every 1 full year of related experience up to 5 years ("1 for 1" credit); and
- 1 year of placement credit on the teacher scale for every 2 full years of related experience for more than 5 but up to 11 years ("1 for 2" credit).

Example: Health Sciences teacher with 7 full years of previous nursing experience

1 for 1 credit up to 5 years = 5 years
1 for 2 credit for years 6 and 7 = 1 year
= 6 years of credit

8.3 Salary Range Placement - Exempt and Nonexempt Staff: Starting pay for a new hire in a pay range plan will be determined individually based on each person's job-related experience and salaries paid to peer employees in the same position with similar experience.

The guidelines for placement are as follows:

- (1) **Pay Ranges in Pay Family (100):** Placement of new hires in the exempt pay structure will be determined by Human Resources on an individual basis according to each person's job-related experience, qualifications, and salaries paid to peer employees in the same position with similar experience. Determinations will be made as follows:
 - a) **Peer equity** - In multi-incumbent positions (e.g., classroom aide), starting pay for a new hire should not exceed rates being paid to other employees in the same job with similar experience and qualifications.
 - b) **Midpoint limit** - Starting salary may be set up to the midpoint of the pay range based on job-related prior experience and the salary of peer employees. With approval from the superintendent, a starting salary may exceed the midpoint of the pay range and/or peer employees for a hard-to-fill key position.
 - c) **Placement credit for prior experience** - Subject to guidelines a - b, starting pay for exempt and nonexempt jobs that require prior experience will be determined by these guidelines:
 - 1) **Exempt:** 1.5 percent above minimum for each year of administrative or specific job experience directly related to job duties.

Credit for teaching experience is limited to 1 percent for up to 5 years of teaching experience for salary placement for teachers promoted to a position that requires educator certification on the Administrative-Professional pay schedule.
 - 2) **Nonexempt:** 1 percent above minimum for each year of job experience directly related to job duties.
 - d) **Hard-to-Fill Positions** - A starting salary for a new hire may exceed these guidelines at the direction of the superintendent for a hard-to-fill key staff position.
 - e) No employee will be placed below the minimum rate of the pay range.

9.0 Review and Adjustment of Pay Ranges

9.1 Reviews and Adjustments: Human resources will review pay structures annually and recommend adjustments to maintain competitive alignment with external job markets and internal alignment of career pathways. Adjustments to pay ranges are made prior to the calculation of pay increases.

10.0 Reinstatement Following a Break in Service

An employee who is rehired for the same position following a break-in-service that is less than 12 months shall be reinstated at the same pay rate previously held prior to the break-in-service, or according to the procedures for placement of new hires, whichever is greater.

If rehired at a different pay grade level or rehired following a break in service that is longer than 12 months, the employee's pay will be placed according to the procedures for placement of new hires.

11.0 Pay for Interim Assignments

Employees in interim assignments for more than 10 days, should receive at least a 3 percent increase applied to the employee's base daily or hourly rate or a pay adjustment to the new range minimum for the duration of the assignment, whichever is greater.

Employees with contracts serving in an interim assignment will receive a separate written agreement. This will state that at the conclusion of the additional duty, the additional payment does not continue over the course of the year.

12.0 Extracurricular Stipends

12.1 Exempt Employees: The board will approve a schedule of salary stipends for extra duties. Exempt employees who are assigned supplemental duties that accrue extra pay will be compensated according to the district's schedule for the extra duty stipends. Stipends and incentives are reviewed and modified periodically.

12.2 Nonexempt employees: Nonexempt employees who are assigned supplemental duties will be paid on an hourly basis including overtime compensation when hours exceed 40 in a work week. The hours worked in supplemental duties must be combined with the hours worked on the regular job assignment for determining the total hours worked each week.

12.3 Payment Payout Method: Payment of extra-duty stipends for exempt employees are annualized and paid monthly over the course of the school year. Certain stipends such as UIL and Class Sponsors may be paid as a lump sum (at the end of the semester/school year).

Stipends will be paid out as follows:

a. **Bi-Weekly:**

- CNS Cafeteria Manager (General Stipend) - (Mercedes High School ONLY)

b. **Monthly:** *(distributed in the employee's regular monthly payroll check)*

- Athletics
- Fine Arts (includes Head Band Director)
- CTE (includes JROTC)
- Special Education
- Master's stipends (Qualifying)
- Secondary Mathematics
- Secondary Science

- Lead Librarian/Nurse
- Campus Technology Coordinator
- Cell Phone Allowance (as specified)
- Instructional Specialist

c. **December ONLY:**

- UIL Academics - Elementary UIL Coaches

d. **December/May:** *(2 installments, 1st paid in December, 2nd in May)*

- Bilingual Stipend
- Specialized Reading/Writing Stipend (Grades 3rd - 10th) - includes Dyslexia Teachers
- District Lead Counselor Stipend
- Administration of Tests - Credit by Exam
- TSI Administrator
- Inservice Training
- District Webpage Manager
- Effective Advising Framework Grant
- Grow Your Own (GYO) Grant
- UIL Coordinator (HS - Only)
- Club Sponsors (Middle School, MHS, MECA)
- Department Heads (Middle School, MHS)

e. **May ONLY:**

- UIL Academics (Middle School/High School Coaches) - **MAY**

REQUEST FOR JOB CLASSIFICATION REVIEW

Date of Request: _____

Job Title to be Reviewed: _____

Supervisor Requesting Review: _____

Job Title of Supervisor: _____

Current Pay Grade: _____

Current Work Location: _____

Job classification is based on the requirements of the job and considers these factors:

- Knowledge Required (education and specialized experience)
- Effort Required (decision-making, complexity, communication responsibility)
- Responsibility (scope of job impact, financial accountability, supervisory responsibility)
- Environmental Factors (exposure to hazardous working conditions)
- External Job Market Value

Requests should include a copy of the current job description. Use additional pages if needed to answer the following questions.

1. Why do you feel this job is assigned to the wrong pay grade level?
2. What pay grade level do you feel the position should be assigned and why?
3. Has the job changed? What led to the change in job duties and responsibilities?
4. If the job has changed, list the new job duties and responsibilities. How does the job differ from before?

Signature of Supervisor

Date

Mercedes ISD				
2026-2027 Teacher Salary Schedule				
Years of Exp	New Hire Salary	2026-27 One-Time (Amount + Step)	HB2 Allotment	Total
0	\$51,800.00	\$0.00	\$0.00	\$51,800.00
1	\$52,100.00	\$700.00	\$0.00	\$52,800.00
2	\$52,400.00	\$700.00	\$0.00	\$53,100.00
3	\$52,700.00	\$700.00	\$4,000.00	\$57,400.00
4	\$53,000.00	\$700.00	\$4,000.00	\$57,700.00
5	\$53,400.00	\$600.00	\$8,000.00	\$62,000.00
6	\$53,800.00	\$600.00	\$8,000.00	\$62,400.00
7	\$54,200.00	\$600.00	\$8,000.00	\$62,800.00
8	\$54,600.00	\$600.00	\$8,000.00	\$63,200.00
9	\$55,100.00	\$500.00	\$8,000.00	\$63,600.00
10	\$55,600.00	\$500.00	\$8,000.00	\$64,100.00
11	\$56,100.00	\$500.00	\$8,000.00	\$64,600.00
12	\$56,600.00	\$500.00	\$8,000.00	\$65,100.00
13	\$57,100.00	\$500.00	\$8,000.00	\$65,600.00
14	\$57,600.00	\$500.00	\$8,000.00	\$66,100.00
15	\$58,100.00	\$500.00	\$8,000.00	\$66,600.00
16	\$58,600.00	\$500.00	\$8,000.00	\$67,100.00
17	\$59,100.00	\$500.00	\$8,000.00	\$67,600.00
18	\$59,600.00	\$500.00	\$8,000.00	\$68,100.00
19	\$60,100.00	\$500.00	\$8,000.00	\$68,600.00
20	\$60,900.00	\$200.00	\$8,000.00	\$69,100.00

* Board Approved 7/28/2026

2026-2027 Administrative Professional Pay Family (100)
Mercedes ISD

PAY GRADE	JOB TITLE	CALENDAR	MINIMUM	MIDPOINT	MAXIMUM	
			Daily Rate			
101	# of Days	\$227.95	\$276.24	\$324.53		
	Dropout Prevention Facilitator	187	187 Days	\$42,626.65	\$51,656.88	\$60,687.11
	Social Worker	197	197 Days	\$44,906.15	\$54,419.28	\$63,932.41
	ACE Coordinator - Campus	210	210 Days	\$47,869.50	\$58,010.40	\$68,151.30
	Accelerated Learning Specialist	220	220 Days	\$50,149.00	\$60,772.80	\$71,396.60
	Assistant Director of CNS	226	226 Days	\$51,516.70	\$62,430.24	\$73,343.78
	Assistant Director of CNS	226				
	Human Resource Specialist	226				
			Daily Rate			
102	# of Days	\$258.72	\$313.53	\$368.34		
	Physical Therapy Assistant	191	191 Days	\$49,415.52	\$59,884.23	\$70,352.94
	Occupational Therapy Assistant	197	197 Days	\$50,967.84	\$61,765.41	\$72,562.98
	Speech Pathology Assistant	197	202 Days	\$52,261.44	\$63,333.06	\$74,404.68
	Athletic Trainer Asst.	202	207 Days	\$53,555.04	\$64,900.71	\$76,246.38
	Athletic Trainer Lead	207	210 Days	\$54,331.20	\$65,841.30	\$77,351.40
	Teacher Lead/VI (SPED)	207	226 Days	\$58,470.72	\$70,857.78	\$83,244.84
	Student Success Advisor	210				
	Technology Support Specialist	226				
			Daily Rate			
103	# of Days	\$274.25	\$332.34	\$390.43		
	Gear-Up Facilitator	197	197 Days	\$54,027.25	\$65,470.98	\$76,914.71
	Counselor (Elementary)	202	202 Days	\$55,398.50	\$67,132.68	\$78,866.86
	Academic Coach	207	207 Days	\$56,769.75	\$68,794.38	\$80,819.01
	Counselor (Middle School)	207	210 Days	\$57,592.50	\$69,791.40	\$81,990.30
	CCMR & District Outcomes Coordinator	210	226 Days	\$61,980.50	\$75,108.84	\$88,237.18
	Counselor (High School)	210				
	Instructional Technology Specialist	210				
	Accelerated Learning Coordinator	226				
	Accountant	226				
	ARD Facilitator	226				
	Counselor MAA / MECA	226				
			Daily Rate			
104	# of Days	\$300.89	\$364.61	\$428.33		
	Occupational Therapist	197	197 Days	\$59,275.33	\$71,828.17	\$84,381.01
	Speech Language Pathologist	197	207 Days	\$62,284.23	\$75,474.27	\$88,664.31
	Assistant Principal Elementary	207	215 Days	\$64,691.35	\$78,391.15	\$92,090.95
	LSSP - Behavior Specialist	207	226 Days	\$68,001.14	\$82,401.86	\$96,802.58
	LSSP (Licensed Spec in School Psych)	207				
	Diagnostician	207				
	School Psychology Intern	207				
	Dean of Instruction (MS)	215				
	Supervisor, Family Support Services	215				
	504/RtI/Dyslexia Coordinator K-12	226				
	Communication & Marketing Specialist	226				
	Computer Network Specialist	226				
	Dean of Instruction (MHS)	226				
	LPC/LPC Associate	226				
	Optional Flexible School Day Prog Coord.	226				
	PEIMS Coordinator	226				
	Purchasing Coordinator	226				
	Testing Coordinator/Data Analyst	226				

2026-2027 Administrative Professional Pay Family (100)
Mercedes ISD

				Daily Rate		
105	# of Days			\$311.05	\$376.94	\$442.83
Assistant Principal (MS)	207	207	Days	\$64,387.35	\$78,026.58	\$91,665.81
Assistant Principal (MHS)	210	210	Days	\$65,320.50	\$79,157.40	\$92,994.30
Co-Director Fine Arts	215	215	Days	\$66,875.75	\$81,042.10	\$95,208.45
Early Childhood Coordinator	215	226	Days	\$70,297.30	\$85,188.44	\$100,079.58
Mercedes Early Literacy Coordinator	215					
Licensed Master Social Worker/Licensed Clinical Social Worker	226					

				Daily Rate		
106	# of Days			\$337.57	\$404.27	\$470.97
DAEP/Community Outreach Coord	207	207	Days	\$69,876.99	\$83,683.89	\$97,490.79
Principal, Elementary School	215	215	Days	\$72,577.55	\$86,918.05	\$101,258.55
Blended Learning Specialist	226	226	Days	\$76,290.82	\$91,365.02	\$106,439.22

				Daily Rate		
107	# of Days			\$362.04	\$433.58	\$505.12
Principal, Middle School	215	215	Days	\$77,838.60	\$93,219.70	\$108,600.80
Director of Athletics	226	226	Days	\$81,821.04	\$97,989.08	\$114,157.12
Director of Bilingual/ESL	226	240	Days	\$86,889.60	\$104,059.20	\$121,228.80
Director of Special Programs	226					
Director of Special Education	226					
Director of Technology	226					
Director of CNS	226					
Director of Transportation	226					
Director of CTE	226					
Director of Primary Literacy	226					
Principal MAA	226					
Principal MECA	226					
Director of Maintenance	240					

				Daily Rate		
108	# of Days			\$397.30	\$465.01	\$532.72
Principal, MHS	226	226	Days	\$89,789.80	\$105,092.26	\$120,394.72

				Daily Rate		
109	# of Days			\$427.10	\$499.89	\$572.67
Chief Financial Officer	226	226	Days	\$96,524.60	\$112,974.01	\$129,423.42
Director, Elementary Education	226					
Director, Human Resources	226					
Director, Secondary Education	226					

				Daily Rate		
110	# of Days			\$456.90	\$534.76	\$612.62
Assistant Superintendent, Curriculum & Instruction	226	226	Days	\$103,259.40	\$120,855.76	\$138,452.12
Assistant Superintendent, District Operations	226					

2026-2027 Paraprofessional Pay Family (200)
Mercedes ISD

PAY GRADE		JOB TITLE		CALENDAR		MINIMUM		MIDPOINT		MAXIMUM	
						Hourly Rate					
201						\$12.20	\$14.61	\$17.02			
	Aide, Instructional		187		187 Days	\$18,251.20	\$21,856.56	\$25,461.92			
	Aide, Instructional - PE		187								
	Aide, Instructional - Science Lab		187								
	Aide, Special Ed Resource/Inclusion		187								
						Hourly Rate					
202						\$13.18	\$16.07	\$18.96			
	Aide, Adaptive PE (SPED)		187		187 Days	\$19,717.28	\$24,040.72	\$28,364.16			
	Aide, Computer Lab		187								
	Aide, Library		187								
	Aide, SPED Life Skills		187								
	Aide, VI/Lead Teacher		187								
						Hourly Rate					
203						\$17.65	\$21.53	\$25.41			
	Licensed Vocational Nurse (LVN)		187		187 Days	\$26,404.40	\$32,208.88	\$38,013.36			

2026-2027 Clerical Pay Family (300)
Mercedes ISD

PAY GRADE	JOB TITLE	CALENDAR			MINIMUM	MIDPOINT	MAXIMUM
					Hourly Rate		
301					\$13.00	\$15.66	\$18.32
	Clerk Transportation	180		180 Days	\$18,720.00	\$22,550.40	\$26,380.80
	Receptionist (Elementary, MEL, MS)	187		197 Days	\$20,488.00	\$24,680.16	\$28,872.32
	Receptionist (MHS)	197		220 Days	\$22,880.00	\$27,561.60	\$32,243.20
	Receptionist (District)	220		180 Days	\$21,268.80	\$25,617.60	\$29,966.40
					Hourly Rate		
302					\$13.85	\$16.69	\$19.53
	Health Aide (MHS)	187		187 Days	\$20,719.60	\$24,968.24	\$29,216.88
	Secretary Counselor (MS)	207		207 Days	\$22,935.60	\$27,638.64	\$32,341.68
	Clerk Textbook	215		215 Days	\$23,822.00	\$28,706.80	\$33,591.60
	Clerk Records	226		226 Days	\$25,040.80	\$30,175.52	\$35,310.24
	Visual Media Assistant	226					
					Hourly Rate		
303					\$14.77	\$17.79	\$20.81
	Clerk Attendance (MECA, MHS, MS, MAA)	197		197 Days	\$23,277.52	\$28,037.04	\$32,796.56
	Clerk Bilingual (Elementary)	197		202 Days	\$23,868.32	\$28,748.64	\$33,628.96
	Clerk Data Entry (Elementary)	197		207 Days	\$24,459.12	\$29,460.24	\$34,461.36
	Clerk ESL (MS, MHS)	197		210 Days	\$24,813.60	\$29,887.20	\$34,960.80
	Clerk Special Ed	202		215 Days	\$25,404.40	\$30,598.80	\$35,793.20
	Clerk Assessment (SPED)	207		226 Days	\$26,704.16	\$32,164.32	\$37,624.48
	Secretary Counselor (MHS)	210					
	Registrar (MECA)	215					
	Registrar (MHS)	226					
					Hourly Rate		
304					\$15.80	\$19.04	\$22.28
	Child Nutrition Service Clerk	207		207 Days	\$26,164.80	\$31,530.24	\$36,895.68
	Family Support Specialist	207		210 Days	\$26,544.00	\$31,987.20	\$37,430.40
	Secretary Athletics	210		215 Days	\$27,176.00	\$32,748.80	\$38,321.60
	Secretary Campus (MAA)	210		220 Days	\$27,808.00	\$33,510.40	\$39,212.80
	Clerk, Special Programs	215		226 Days	\$28,566.40	\$34,424.32	\$40,282.24
	Secretary Campus (Elementary)	215		251 Days	\$31,726.40	\$38,232.32	\$44,738.24
	Secretary Campus (Middle School)	215					
	Secretary Curriculum and Instruction	215					
	Secretary Fine Arts	215					
	Secretary Campus (MECA)	220					
	Secretary to Director Safe Schools	220					
	Secretary CTE	226					
	Inventory Clerk Maintenance	251					

2026-2027 Clerical Pay Family (300) Continued
Mercedes ISD

PAY GRADE	JOB TITLE	CALENDAR			MINIMUM	MIDPOINT	MAXIMUM
					Hourly Rate		
305					\$16.91	\$20.37	\$23.83
	Clerk SEMS	210		210 Days	\$28,408.80	\$34,221.60	\$40,034.40
	Clerk SERS	210		220 Days	\$29,761.60	\$35,851.20	\$41,940.80
	Secretary, Special Programs	220		226 Days	\$30,573.28	\$36,828.96	\$43,084.64
	Secretary Campus (MHS)	226		240 Days	\$32,467.20	\$39,110.40	\$45,753.60
	Secretary Transportation	226					
	Secretary Maintenance	240					
					Hourly Rate		
306				Hourly	\$18.09	\$21.79	\$25.49
	Inventory and Commodities Clerk	220		220 Days	\$31,838.40	\$38,350.40	\$44,862.40
	Secretary Director Special Ed	226		226 Days	\$32,706.72	\$39,396.32	\$46,085.92
	Clerk Accounts Payable	226					
	Clerk HR	226					
	Secretary Technology Director	226					
					Hourly Rate		
307					\$19.35	\$23.31	\$27.27
	SPED Stud Support Svc	197		197 Days	\$30,495.60	\$36,736.56	\$42,977.52
	Assessment/PEMS Data Specialist	226		226 Days	\$34,984.80	\$42,144.48	\$49,304.16
	Clerk Payroll	226					
	Computer Technician	226					
	Employee Benefits Specialist	226					
	Secretary CFO	226					
	Secretary Human Resources	226					
	Secretary Director Elem/Sec Ed	226					
					Hourly Rate		
308					\$25.16	\$30.31	\$35.46
	Executive Admin Asst to Supt.	226		226 Days	\$45,489.28	\$54,800.48	\$64,111.68

2026 - 2027 Auxiliary Pay Family (400)

Mercedes ISD

PAY GRADE	JOB TITLE	CALENDAR			MINIMUM	MIDPOINT	MAXIMUM
					Hourly Rate		
401					\$10.75	\$12.95	\$15.15
	Bus Monitor (6 hrs)	180		180 Days (6 hrs)	\$11,610.00	\$13,986.00	\$16,362.00
	Food Specialist (7 hrs)	180		180 Days (7 hrs)	\$13,545.00	\$16,317.00	\$19,089.00
	Custodian (8 hrs)	251		251 Days (8 hrs)	\$21,586.00	\$26,003.60	\$30,421.20
					Hourly Rate		
402					\$11.72	\$14.12	\$16.52
	Food Service Manager Trainee	180		180 Days	\$16,876.80	\$20,332.80	\$23,788.80
	Field/Yard Crew	251		251 Days	\$23,533.76	\$28,352.96	\$33,172.16
	Warehouse Assistant/Delivery (CNS)	251					
					Hourly Rate		
403					\$12.66	\$15.25	\$17.84
	Field/Yard Crew Leader	251		251 Days	\$25,421.28	\$30,622.00	\$35,822.72
	Head Custodian (Campus)	251					
					Hourly Rate		
404					\$13.93	\$16.78	\$19.63
	Food Service Manager (Elem. /MECA)	180		180 Days	\$20,059.20	\$24,163.20	\$28,267.20
	General Maintenance	251		251 Days	\$27,971.44	\$33,694.24	\$39,417.04
	Inventory Clerk (Maintenance)	251					
	Receiving Clerk/Warehouse	251					
	Welder	251					
					Hourly Rate		
404 (Drivers Only)					\$17.25	\$21.25	\$25.00
	Driver (6 hrs)	180		180 Days (6 hrs)	\$18,630.00	\$22,950.00	\$27,000.00
					Hourly Rate		
405					\$15.74	\$18.96	\$22.18
	Food Service Manager (HS/MS)	180		180 Days	\$22,665.60	\$27,302.40	\$31,939.20
	Electrician Apprentice	251		251 Days	\$31,605.92	\$38,071.68	\$44,537.44
	Warehouse Manager/Delivery (CNS)	251					

2026-2027 Auxiliary Pay Family (400)

Mercedes ISD

				Hourly Rate		
406				\$17.16	\$20.67	\$24.18
	AC Technician	251	251 Days	\$34,457.28	\$41,505.36	\$48,553.44
	Carpenter	251				
	Locksmith	251				
	Mechanic	251				
	Painter	251				
	Plumber Assistant	251				
	Roofer	251				

				Hourly Rate		
407				\$18.69	\$22.52	\$26.35
	Agriculture Facility Assistant	240	240 Days	\$35,884.80	\$43,238.40	\$50,592.00
	Certified Welder	251	251 Days	\$37,529.52	\$45,220.16	\$52,910.80
	Custodial Foreman	251				
	HVAC Technician	251				
	Lic. Journeyman Electrician	251				
	Lic. Journeyman Plumber	251				
	Master Plumber	251				
	Route Technician	251				
	Shop Supervisor	251				

				Hourly Rate		
408				\$20.37	\$24.54	\$28.71
	Chef	180	180 Days	\$29,332.80	\$35,337.60	\$41,342.40
	CNS Purchasing Supervisor	226	226 Days	\$36,828.96	\$44,368.32	\$51,907.68
	Supervisor – Shipping and	226	251 Days	\$40,902.96	\$49,276.32	\$57,649.68
	HVAC Licensed Technician	251				
	Supervisor Transportation	251				

2026-2027 Substitute / Tutor / Part-Time Pay Rate Structure

CATEGORY 1 - NO DEGREE	Days	Daily Rate
Full-day Substitute	1	\$90
	*10+ Consecutive days in the same teacher assignment	\$95

CATEGORY 2 - DEGREED (conferred transcripts required)	Days	Daily Rate
Full-day Substitute	1	\$110
Certified LVN	*10+ Consecutive days in the same teacher assignment	\$115

CATEGORY 3 - DEGREED + TEACHER CERTIFIED	Days	Daily Rate
Full-day Substitute -	1	\$135
Registered Nurse (RN)	*10+ Consecutive days in the same teacher assignment	\$145

CATEGORY 4 - DEGREED / SBEC ADMIN CERTIFIED (requires Superintendent's approval)	Days	Daily Rate
Full-day Substitute Administrator	1 +	\$200
Full-day Substitute Administrator w/ duties	1 +	\$275

CATEGORY 5	Days	Hourly Rate
Custodial, Cafeteria, Maintenance and Clerical Positions	any/all	\$8.30
Bus Driver (<i>subject to change</i>)	any/all	\$14.70
Tutor (<i>current employee outside of regular daily duty hours/day; minimum of 30 minute increments</i>)	not certified	\$10
	teacher certified	\$25

PART-TIME PAY SCHEDULE	HOURLY RATE
High School Student	Minimum Wage (\$7.25/hr)
College Tutor	\$8
Clerical (Part-time)	\$10
In school Tutorials - TEACHER CERTIFIED	\$24
In School Tutorials - DEGREED NON-CERTIFIED	\$18
In School Tutorials - NON DEGREED	Minimum Wage (\$7.25/hr)

2026-2027 Extra Duty Pay & Summer Programs Pay Rate Structure

ACE PROGRAM	HOURLY RATE
Administrator (Performed by Ace Campus Coordinator)	\$0
Lead Teacher, Teacher, RN	\$35
Non-exempt employees will be paid time & 1/2 for any hours worked over 40 hours of the regular work week (clerk, secretary, LVN, instructional assistant)	1.5 x hourly rate
College Tutor	\$12

SUMMER PROGRAMS	HOURLY RATE
Administrator / Coordinator	\$40
Counselors	\$35
Teacher/Librarians/RN, Substitute RN	\$35
Teacher - Degreed (Not Certified)	\$25
LVN/Substitute LVN	\$30
Attendance Clerks, Clerks, Instructional Aides, Specialists, Family Support Specialists, Secretaries	\$16
Tutor	\$12

SUMMER PAY - AUXILIARY	HOURLY RATE
Food Service Specialist	\$15 (\$16 for specialists above \$15)
Cafeteria Manager	\$18 (\$20 for managers above \$18)
Cafeteria Manager Trainee	\$17
Employee performing his/her same job/role/duties in the summer as during the regular school calendar - they shall be paid their own hourly rate	Employee Hourly Rate
Employee performing a different job/role/duties in the summer then as the regular school calendar - they shall be paid the hourly rate as indicated here	\$13.50

2026-2027 Athletic Stipend - Middle Schools

Pay Rate Structure

MIDDLE SCHOOL ATHLETIC STIPENDS			
Athletic Coordinator		Stipend	
Boys Athletic Coordinator		\$1,900	
Girls Athletic Coordinator		\$1,900	
Off Season Coordinator		\$2,800	
Baseball		Stipend	
Head 7th/8th Baseball Coach		\$2,000	
Assistant 7th/8th Baseball Coach		\$1,800	
Basketball (Boys/Girls)		Stipend	
Head Basketball Coach		\$2,000	
Assistant Basketball Coach		\$1,800	
Cross-Country (Boys/Girls)		Stipend	
Co-Cross-Country Coach		\$1,500	
Assistant Cross-Country Coach		\$1,500	
Football		Stipend	
Head 7th/8th Football Coach		\$5,600	
7th/8th Football Assistance		\$5,400	
Golf (Boys/Girls)		Stipend	
Head Golf Coach		\$2,000	
Assistant Golf Coach		\$1,800	
Soccer		Stipend	
Head 7th/8th Soccer Coach		\$2,000	
Assistant 7th/8th Soccer Coach		\$1,800	
Softball		Stipend	
Head 7th/8th Softball Coach		\$2,000	
Assistant 7th/8th Softball Coach		\$1,800	
Tennis (Boys/Girls)		Stipend	
Head Tennis Coach		\$2,000	
Assistant Tennis Coach		\$1,800	
Track (Boys/Girls)		Stipend	
Head 7th/8th Track Coach		\$2,000	
Assistant 7th/8th Track Coach		\$1,800	
Volleyball		Stipend	
Head 7th/8th Volleyball Coach		\$3,300	
Assistant 7th/8th Volleyball Coach		\$3,000	

2026-2027 Athletic Stipend Pay Rate Structure High Schools

HIGH SCHOOL ATHLETIC STIPENDS			
Athletic Administration		Stipend	
Academic Coordinator (Boys & Girls)		\$1,000	
Athletic Coordinator (Boys/Girls)		\$4,000	
Athletic Director Cell Phone		\$1,200	
Fall Equipment Coordinator		\$1,000	
Field Maintenance		\$1,200	
Media Specialist		\$2,000	
Media Specialist Assistant		\$1,500	
Off Season Coordinator		\$1,500	
P.E. Coordinator		\$5,000	
Sports Medicine Director		\$3,000	
Spring Equipment Coordinator		\$1,000	
Strength & Conditioning		\$2,500	
Travel Coordinator		\$500	
Football		Stipend	
Head Football Coach		\$15,000	
1st Assist/Off/Def/Special Teams		\$12,000	
Varsity Football Assistant		\$9,500	
JV Head Football Coach (Additional Duty of Football Assistant)		\$1,000	
Freshman Head Football Coach		\$8,500	
Freshman Football Assistant		\$7,000	
Digital Editing Coordinator (2)		\$5,000	
Tennis (Boys & Girls)		Stipend	
Head Tennis Coach		\$8,500	
Assistant Tennis Coach		\$4,000	
Track (Boys & Girls)		Stipend	
Head Track Coach		\$8,000	
Assistant Track Coach		\$3,000	
Athletic Trainer		Stipend	
Head/Assist Athletic Trainer (2)		\$18,900	
Basketball (Boys & Girls)		Stipend	
Head Basketball Coach		\$8,000	
Assistant Basketball Coach		\$3,500	
Baseball		Stipend	
Head Baseball Coach		\$8,000	
Assistant Baseball Coach		\$3,000	
Cross Country (Boys & Girls)		Stipend	
Head Cross Country Coach		\$9,000	
Assistant Cross Country Coach		\$3,750	
Golf (Boys & Girls)		Stipend	
Head Golf Coach		\$8,500	
Assistant Golf Coach		\$4,000	
Powerlifting (Boys & Girls)		Stipend	
Head Powerlifting Coach		\$6,000	
Assistant Powerlifting Coach		\$3,000	
Softball		Stipend	
Head Softball Coach		\$8,000	
Assistant Softball Coach		\$3,000	
Soccer (Boys & Girls)		Stipend	
Head Soccer Coach		\$8,000	
Assistant Soccer Coach		\$3,000	
Volleyball		Stipend	
Head Volleyball Coach		\$9,000	
Assistant Volleyball Coach		\$6,500	

**2026 - 2027 General Stipends, Special Education Stipends
Career & Technology Education (CTE) Stipends**

STIPEND TYPE	STIPEND
General Stipend Type	Amount
Bilingual/ESL Teacher Stipend (Based on Student Counts)	\$1,500
Mentor Teacher Stipend (Supervising a First Year Teacher with the same content certification)	\$1,000
*Specialized Area Reading/Writing (3rd – 10th)(includes Reading Specialist/Dyslexia Teachers)	\$1,000
Master's Degree in Teaching Field – 60% + in subject area	\$2,000
Master's Degree in Teaching Field & Teaching Concurrent/Dual Credit Courses	\$2,500
Secondary Math Major Teaching Math	\$500
Secondary Science Major Teaching Science	\$500
* Specialized Area Math Teacher (6th - 12th)	\$2,500
* Specialized Area Science Teacher (6th – 12th)	\$2,500
Grow Your Own Grant (Dec/May)	\$2,750
Instructional Specialist	\$3,000
Teacher Resident Program - Host Teacher (Mentor)	\$2,000
<i>**Specialized area stipends are subject to proration based on # of classes taught in subject area**</i>	
Other General Stipends	Amount
CNS Manager (MHS Only)	\$2,000
Lead Librarian	\$1,500
Lead Nurse	\$2,500
Lead Counselor (District)	\$2,500
Assistant Superintendent Cell Phone Allowance	\$1,200
Athletic Director Cell Phone Allowance	\$1,200
Administration of Tests Credit by Exam	\$24/hour
TSI Test Administrator	\$24/hour
In-service Training	\$16/hour
District Website Manager	\$1,500
Special Education	Amount
Special Olympics	\$2,500
Licensed Specialist in School Psychology	\$2,500
Diagnostician	\$2,500
Licensed Speech Language Pathologist (SLP)	\$1,500
Licensed Speech Language Pathologist CCC Certification	\$6,000
Physical Therapy Assistant	\$500
Resource/Inclusion Teacher	\$1,000
Life Skills Self Contained/PPCD Teacher	\$1,500
Hygiene Stipend (Paraprofessionals Only)	\$500
Visually Impaired	\$3,500

STIPEND TYPE	STIPEND
CTE Stipends	Amount
Video Production	\$1,500
Lead STEM Teacher	\$1,000
CTE Academy Coordinator	\$2,000
Critical Area	\$3,000
Student Organization	\$1,000
Technology Coordinator	\$1,500
Technology Assistant	\$1,500
Website/Newsletter	\$1,500
Media Specialist	\$2,000
TSI Coordinator	\$2,000
Ag Facility Assistant	\$2,500
Critical Area Reg. Nurse/Master	\$8,000
Critical Area Master Electrician	\$5,000
Extra Duty	\$2,500
Livestock	\$2,000
Critical High Need Area (Health Science Specialist)	\$8,000
CTE Chair	\$1,500
Health Science Lead Teacher	\$10,000
Welding Teacher (Dual Enrollment)	\$10,000

2026 - 2027 ELEMENTARY SCHOOL / MIDDLE SCHOOL STIPENDS

ELEMENTARY SCHOOL			
UIL STIPENDS	AMT	OTHER	AMT
Elementary – per Meet	\$150	Campus Technology Coordinator	\$1,500
Art Contest	\$350		
Calculator	\$350		
Creative Writing	\$350		
Dictionary Skills	\$350		
Listening Skills	\$350		
Maps, Charts, and Graphs	\$350	NOTE: 1. All tournaments/competitions are paid outside of the school day. 2. UIL & Sponsor (annual) Stipends are for Teachers only. Exceptions will require written prior approval from District Level Administration. 3. Stipends are for one individual. If duties are shared, the stipend amount will be equally divided among individuals.	
Mathematics	\$350		
Music Memory	\$350		
Number Sense	\$350		
Oral Reading	\$350		
Ready Writing	\$350		
Science	\$350		
Spanish Poetry	\$350		
Spanish Storytelling	\$350		
Spelling	\$350		
Storytelling	\$350		
UIL Coordinator/Facilitator	\$350		

MIDDLE SCHOOL			
UIL STIPENDS	AMT	OTHER/SPONSORS	AMT
Dictionary Skills	\$1,000	Cheerleader Sponsor	\$3,200
Spelling	\$1,000	Drill Team Sponsor	\$2,500
Number Sense	\$1,000	Student Council Sponsor	\$700
Calculator	\$1,000	Nat'l Jr. Honor Society Sponsor	\$600
Listening Skills	\$1,000	Campus Technology Coord	\$1,500
Prose & Poetry	\$1,000	Head Band Director	\$11,000
Subject Area Math	\$1,000		
Science	\$1,000	Note: 1. One sponsor per campus unless otherwise indicated. 2. All tournaments/competitions are paid outside of the school day. 3. UIL & Sponsor Annual Stipends are for Teachers only, any exceptions will require written prior approval from District Level Administration. 4. Stipends are for one individual. If duties are shared, the stipend amount will be equally divided among individuals.	
Impromptu	\$1,000		
Modern Oratory	\$1,000		
Social Studies	\$1,000		
Ready Writing	\$1,000		
Maps, Charts, and Graphs	\$1,000		
Spanish Poetry	\$1,000		
One-Act Play	\$1,000		
Solo/Suet Acting	\$1,000		
Secondary Meets	\$150		
UIL Coordinator / Facilitator	\$700		

2026 - 2027 MIDDLE SCHOOL PAY RATE STRUCTURE DEPARTMENT HEADS

MIDDLE SCHOOL DEPARTMENT HEAD STIPENDS				
Middle School Department Heads	2-3 Members	4-5 Members	6-7 Members	8+ Members
English Language Arts & Reading (ELAR)	\$400	\$550	\$650	\$800
Mathematics Department	\$400	\$550	\$650	\$800
Science Department	\$400	\$550	\$650	\$800
Social Studies Department	\$400	\$550	\$650	\$800
Special Education Department	\$400	\$550	\$650	\$800

*Department Head is not included in the total number of members.

*Stipends are for one individual. If duties are shared, the stipend amount will be equally divided among individuals.

2026 - 2027 PAY RATE STRUCTURE HIGH SCHOOL STIPENDS

MERCEDES HIGH SCHOOL			
UIL	AMOUNT	OTHER	AMOUNT
UIL Coordinator	\$2,600	Cheerleader Sponsor	\$7,500
Drama Director	\$2,500	Cheerleader Sponsor Assist. (JV/Freshman)	\$4,000
Journalism	\$1,100	Debonair Sponsor	\$7,000
Oral Interpretation (Prose/Poetry)	\$1,100	Class Sponsor – Junior	\$2,000
Extemporaneous Speaking (Informative & Persuasive)	\$1,100	Class Sponsor – Senior	\$2,000
Ready Writing	\$1,100	Department Head – Counseling	\$1,500
Accounting	\$1,100	Department Head – SPED	\$1,500
Current Events	\$1,100	JROTC NCO	\$3,000
Social Studies	\$1,100	JROTC Senior Sponsor	\$3,200
Literary Criticism	\$1,100	Masterminds	\$1,500
LD Debate	\$1,100	Yearbook Sponsor	\$2,200
CX Debate	\$1,100	Student Council Sponsor	\$1,250
Spelling	\$1,100	Campus Technology Coordinator	\$1,500
Computer Application	\$1,100	National Honor Society	\$900
Science	\$1,100	FINE ARTS	
Computer Science	\$1,100	Band Color Guard	\$2,500
Mathematics	\$1,100	Director of Mariachi	\$10,000
Number Sense	\$1,100	Director of Orchestra	\$9,000
Calculator Application	\$1,100	Assistant Band Directors	\$10,000
Secondary – Meets	\$150	Director of Band	\$8,000
		Director of Jazz Band	\$5,000
		Assistant Jazz Band	\$2,500

MERCEDES EARLY COLLEGE ACADEMY (MECA)			
Junior Class Sponsor	\$1,500	Senior Class Sponsor	\$1,500
Yearbook Sponsor	\$1,700	National Honor Society	\$900

* Stipends are for one individual. If duties are shared, the stipend amount will be equally divided among individuals.

* All Tournaments/Competitions are paid outside of the school day

* UIL & Sponsor Annual Stipends are for Teachers only, any exceptions will require written prior approval from District Level Administration

2026 - 2027 HIGH SCHOOL PAY RATE STRUCTURE

DEPARTMENT HEADS

HIGH SCHOOL DEPARTMENT HEAD STIPENDS						
High Schools Department Heads (MHS & MECA)	2 – 3 Members	4 – 5 Members	6 – 7 Members	8 – 9 Members	10 – 11 Members	12+ Members
Department Head – ELAR	\$500	\$700	\$900	\$1,100	\$1,300	\$1,500
Department Head – Mathematics	\$500	\$700	\$900	\$1,100	\$1,300	\$1,500
Department Head – Science	\$500	\$700	\$900	\$1,100	\$1,300	\$1,500
Department Head – Social Studies	\$500	\$700	\$900	\$1,100	\$1,300	\$1,500
Department Head – Special Education	\$500	\$700	\$900	\$1,100	\$1,300	\$1,500
Department Head – Electives	\$500	\$700	\$900	\$1,100	\$1,300	\$1,500
Department Head – Fine Arts	\$500	\$700	\$900	\$1,100	\$1,300	\$1,500

* Department head is not included in the total number of members.

* Stipends are for one individual. If duties are shared, the stipend amount will be equally divided among individuals.