

2026-2027 COMPENSATION PLAN



2026-2027 New Hire Guide for Teachers	
Years of Experience	Annual Salary
0	\$58,500
0	\$59,000
1	\$60,881
2	\$62,121
3	\$63,930
4	\$64,930
5	\$67,048
6	\$67,357
7	\$67,666
8	\$67,975
9	\$68,284
10	\$68,593
11	\$68,902
12	\$69,211
13	\$69,520
14	\$69,829
15	\$70,138
16	\$70,447
17	\$70,756
18	\$71,065
19	\$71,374
20	\$71,683
21	\$71,992
22	\$72,301
23	\$72,610
24	\$72,919
25	\$73,228
26	\$73,537
27	\$73,846
28	\$74,155
29	\$74,464
30+	\$74,773
\$1,523 General Stipend for Master's Degree	

The salaries listed above are based on 10-month employment for the 2026-2027 school year.
Teacher rates above also apply to Administrative Interns, when applicable.

* Starting salary for non-certified teachers with zero years of experience

**2026-2027 New Hire Guide for
Registered Nurse, Librarian & Special Education Facilitator**

Years of Experience	Annual Salary
0	\$58,500
1	\$59,781
2	\$61,021
3	\$61,330
4	\$61,639
5	\$61,948
6	\$62,257
7	\$62,566
8	\$62,875
9	\$63,184
10	\$63,493
11	\$63,802
12	\$64,111
13	\$64,420
14	\$64,729
15	\$65,038
16	\$65,347
17	\$65,656
18	\$65,965
19	\$66,274
20	\$66,583
21	\$66,892
22	\$67,201
23	\$67,510
24	\$67,819
25	\$68,128
26	\$68,437
27	\$68,746
28	\$69,055
29	\$69,364
30+	\$69,673

\$1,523 General Stipend for Master's Degree

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.

2026-2027 STRATEGIC COMPENSATION PAY SCHEDULE

	BASE	"C" Rating	"B" Rating	"A" Rating
PRINCIPAL	\$100,000.00	\$5,000.00	\$10,000.00	\$15,000.00
ASSISTANT PRINCIPAL	\$80,000.00	\$2,000.00	\$5,000.00	\$8,000.00

	BASE	ACKNOWLEDGED	RECOGNIZED	EXEMPLARY	MASTER
CATEGORY ONE - STAAR TESTED	\$72,000.00	\$78,038.00	\$84,075.00	\$93,626.00	\$97,500.00
CATEGORY TWO - NON STAAR CORE	\$69,000.00	\$75,038.00	\$81,075.00	\$90,626.00	\$94,500.00
CATEGORY THREE - NON-TESTED	\$62,000.00	\$68,038.00	\$74,075.00	\$83,626.00	\$87,500.00

	STIPEND
COUNSELOR, RN, SOCIAL WORKER PARENT LIASION	\$2,500.00

OTHER PROGRAMS	BASE
ALL GRADE LEVELS (PIPELINES)	\$40,000.00

About the Teacher Incentive Allotment (TIA)

The Teacher Incentive Allotment (TIA) passed by the 86th Texas Legislature in June 2019 through House Bill 3, TEC §48.112 set a goal that Texas classroom teachers would have access to a six-figure salary. The state Teacher Incentive Allotment provides additional financial distributions directly to districts based on teacher identification, student need as identified by compensatory education allotment (see TEC §48.104), and campus location (i.e., rural vs. non-rural). The statute requires that ninety percent of TIA funds are used for compensating teachers employed at campuses with TIA-designated teachers.

Based on a locally developed teacher designation system detailed in TEC §21.3521, teacher access to additional compensation is based on the local identification of teachers as master, exemplary, or recognized. The local system must consider teacher evaluation and student growth outcomes. Once earned, teacher identification is applied to an individual's teaching certificate and valid for a five-year period.

Teacher Incentive Allotment (TIA) funding amounts are determined by the Texas Education Agency (TEA) based on multiple data sources, including teacher performance, student growth outcomes, and campus eligibility. As such, all TIA designations and associated compensation are subject to change pending final validation and funding determinations by TEA. District allocations may be adjusted annually based on updated data and state-level funding decisions.

If you have any questions please email us at TIAquestions@eisd.net.

2025–2026 EISD Teacher Incentive Allotment (TIA) Payment Amounts

SCHOOL NAME	GRADE RANGE	RECOGNIZED	EXEMPARY	MASTER
Alonso S Perales El	'EE-05	\$8,187	\$16,374	\$29,289
Alternative Center	'01-12	\$8,015	\$16,031	\$28,718
Brentwood Middle	'06-08	\$8,099	\$16,197	\$28,996
Burleson Center	'AE	\$6,453	\$12,906	\$23,510
Cardenas Center	'EE-PK	\$8,370	\$16,740	\$29,900
Gardendale Pre-K 4 Sa Early Learning	'PK-02	\$6,710	\$13,420	\$24,367
Gus Garcia Middle	'06-08	\$7,935	\$15,869	\$28,449
H B Gonzalez El	'EE-05	\$8,271	\$16,541	\$29,569
John F Kennedy H S	'09-12	\$8,187	\$16,374	\$29,289
L B Johnson El	'EE-05	\$8,118	\$16,236	\$29,059
Las Palmas Leadership School For Girls	'KG-08	\$7,773	\$15,547	\$27,911
Learn4life	'09-12	\$7,963	\$15,926	\$28,543
Loma Park El	'EE-05	\$7,778	\$15,556	\$27,926
Memorial H S	'09-12	\$8,064	\$16,128	\$28,881
Roosevelt Dual Language Academy	'KG-05	\$8,163	\$16,326	\$29,209
Roy Cisneros El	'PK-05	\$8,332	\$16,664	\$29,774
Stafford Center	'EE-KG	\$8,294	\$16,588	\$29,646
Stafford El Visual And Performing Arts	'KG-05	\$8,084	\$16,169	\$28,948
Steam At The Fine Arts Academy	'09-12	\$7,582	\$15,165	\$27,275

2026-2027 Administrative Program Pay Plan



Pay Grade	Job Title	Calendars		Minimum	Midpoint	Maximum
AP1			Daily	\$229.06	\$272.69	\$328.97
	Instructional Coach - Early Head Start	211	207 Days	47,415	56,447	68,097
	Program Monitor - Federal Programs	226	211 Days	48,332	57,538	69,413
	Program Monitor - Head Start	226	226 Days	51,768	61,628	74,348
	Program Monitor - Student Support	226				
AP2			Daily	\$274.87	\$327.23	\$394.77
	Social Worker	187	187 Days	51,401	61,192	73,823
	Sp Ed - Speech Pathology Assistant	187	202 Days	55,524	66,100	79,744
	Sp Ed - Childfind/Asst Tech Facilitator	202	211 Days	57,998	69,046	83,297
	Sp Ed - LSSP Intern	202	226 Days	62,121	73,954	89,219
	Family Engagement Specialist	211				
	Coordinator - Early Head Start - Child Site	226				
	Specialist - Compliance/ERSA	226				
AP3			Daily	\$300.00	\$357.14	\$430.85
	Athletic Trainer	202	187 Days	56,100	66,785	80,569
	Counselor - Academy/DAEP	202	202 Days	60,600	72,142	87,032
	Counselor - Early Childhood (GELP)	204	204 Days	61,200	72,857	87,894
	Counselor - Elementary	202				
	Counselor - Middle School	202				
	Counselor - Social Emotional Learning	202				
	Educational Diagnostician	202				
	Sp Ed - LSSP	202				
	Sp Ed - Occupational Therapist	202				
	Sp Ed - Physical Therapist	202				
	Sp Ed - Speech Pathologist	187				
AP4			Daily	\$315.00	\$375.00	\$452.40
	Counselor - High School	202	202 Days	63,630	75,750	91,385
	Counselor - Social Emotional Learning HS	202	207 Days	65,205	77,625	93,647
	Instructional Coach - Early Childhood	202	211 Days	66,465	79,125	95,456
	Instructional Coach	202	226 Days	71,190	84,750	102,242
	International Baccalaureate Facilitator	202				
	Assistant Principal - Elem	207				
	Assistant Principal - Head Start	207				
	Sp Ed - Parent Ed/Community Specialist	207				
	Truancy Officer	207				
	Sp Ed - Behavior/Disability Specialist	211				
	Sp Ed - Program Specialist	211				
	Specialist - Behavior (General Ed)	211				
	Specialist - MTSS/RTI/Dyslexia	211				
	Campus Testing Coordinator	226				

Specialist - Advanced Academics	226
Specialist - Multilingual	226

AP5	
Administrator - DAEP	207
Assistant Principal - MS	207
Coordinator - Head Start Mental Wellness/BD	207
Coordinator - Advanced Academics	226
Coordinator - Career & Tech Ed	226
Coordinator - Early Literacy Head Start	226
Coordinator - Elem. Math	226
Coordinator - Elem. Science	226
Coordinator - Fine Arts	226
Coordinator - Instructional Technology	226
Coordinator - Elementary Literacy	226
Coordinator - MS ELAR	226
Coordinator - MTSS/RTI/Dyslexia	226
Coordinator - Multilingual	226
Coordinator - Sec. Science	226
Coordinator - Sec. ELAR	226
Coordinator - Sec. Math	226
Coordinator - Sec. Social Studies	226
Coordinator - STEAM	226
Coordinator - Testing	226
Sp Ed Coordinator - 18+ Transition	226
Sp Ed Coordinator - Evaluation & Compliance	226

Daily	\$330.75	\$393.75	\$475.02
207 Days	68,465	81,506	98,329
211 Days	69,788	83,081	100,229
226 Days	74,750	88,988	107,355

AP6	
Assistant Principal - HS	207
Director - Early Literacy & Professional Learning	226
Director - Family Engagement	226

Daily	\$347.29	\$413.44	\$498.77
207 Days	71,889	85,582	103,246
226 Days	78,488	93,437	112,723

AP7	
Director - CTE	226
Director - Guidance & Counseling	226
Director - Assessment, Accountability, and School Improv.	226
Principal - Early Childhood	211
Principal - Elementary	211
Vice-Principal - HS	226

Daily	\$364.65	\$434.11	\$523.71
211 Days	76,941	91,597	110,503
226 Days	82,411	98,109	118,359

AP8	
Principal - Middle School	211
Student Support & Safe School Administrator	211
Director - Special Education	226
Principal - Edgewood Academy	226

Daily	\$405.28	\$471.25	\$558.72
211 Days	85,514	99,434	117,890
226 Days	91,593	106,503	126,271

AP9	
Director - Athletics/PE	226
Director - School Leadership	226
Senior Director - Advanced Academics & Multilingual Srvs	226
Senior Director - Head Start & Accelerated Learning	226
Senior Director - Governmental Relations & Community Engmt	226
Senior Director - State & Federal Programs	226
Senior Director - Teaching & Learning	226
Senior Director - Instructional Leadership	226

Daily	\$440.20	\$508.90	\$600.70
226 Days	99,485	115,011	135,759

AP10	
Principal - High School	226

Daily	\$471.01	\$544.52	\$642.75
226 Days	106,448	123,062	145,262

2026-2027 Administrative Management Pay Plan

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
AM1			Daily	\$207.70	\$247.53	\$304.81
	Anaylst - Payroll	226	226 Days	46,941	55,942	68,888
	Anaylst - Training & Resources	226				
	Financial Associate - Buyer	226				
	Specialist - Human Resources	226				
AM2			Daily	\$225.19	\$268.60	\$330.98
	Board Operations Manager	226	226 Days	50,894	60,705	74,801
AM3			Daily	\$237.36	\$285.97	\$347.96
	Coordinator - Child Nutrition	226	226 Days	53,643	64,629	78,640
	Dietary Manager	226				
AM4			Daily	\$287.05	\$341.73	\$412.27
	Communication Analyst	187	187 Days	53,678	63,904	77,094
	Accountant	226	226 Days	64,873	77,231	93,172
	Assistant Business Manager - Purchasing	226	234 Days	67,170	79,965	96,470
	Senior Evaluator	226				
	Multimedia Analyst	226				
	Coordinator - Technology	234				
	Police Lieutenant	234				
	Systems Administrator	234				
	Technology Project Manager	234				
	Network Manager	234				
	Network Systems Administrator	234				
AM5			Daily	\$324.37	\$386.15	\$465.85
	Coordinator - Marketing	226	211 Days	68,442	81,478	98,294
	Coordinator - Student Info Systems	226	226 Days	73,308	87,270	105,281
	Manager - School Health & Related Services	226	234 Days	75,903	90,359	109,008
	Senior Data Analyst	226				
	Coordinator - Facilities Support	234				
	Physical Plant Manager	234				
AM6			Daily	\$366.53	\$436.35	\$526.42
	Director - Accounting	226	226 Days	82,836	98,615	118,970
	Director - Child Nutrition	226	234 Days	85,768	102,106	123,182
	Director - Position Management & Compensation	226				
	Director - Risk Management, Beneifts, & Compliance	226				
	Director - Talent Piplines & Employee Relations	226				
	Director - Transportation	226				
	Director - Marketing & Communication	226				
	Technical Systems Engineer	234				

AM7	
Executive Director - Business & Finance	226
Senior Director - Human Resources	226
Senior Director - District Operations	234
Chief of Police	234

Daily	\$425.18	\$506.17	\$610.65
226 Days	96,091	114,394	138,006
234 Days	99,492	118,444	142,891

AM8	
Chief of Information Systems	226
Chief Technology Officer	226

Daily	\$516.29	\$607.40	\$726.45
226 Days	116,682	137,272	164,178

AM9	
Assistant Superintendent - Academic Services	226
Assistant Superintendent - Administrative Services	226
Assistant Superintendent - Business Operations	226
Assistant Superintendent - Human Resources & Student Services	226
Assistant Superintendent - School Leadership and Academics	226

Daily	\$567.92	\$668.14	\$799.09
226 Days	128,350	151,000	180,595

2026-2027 Administrative Support Pay Plan

*Annual amounts are based on 7.5 hours per day.



Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
PG1			Hourly	\$15.50	\$18.57	\$22.51
	Clerical Assistant	183	183 Days	21,274	25,487	30,895
	Receptionist - HR	226	226 Days	26,273	31,476	38,154
PG2			Hourly	\$16.07	\$19.35	\$23.54
	Clerk - Vice Principal (High School)	183	183 Days	22,056	26,558	32,309
	Clerk - Special Ed Data/Records	226	226 Days	27,239	32,798	39,900
	Receptionist - District	226				
PG3			Hourly	\$16.53	\$19.92	\$24.24
	Attendance Officer - HS	183	183 Days	22,687	27,340	33,269
	Attendance Officer - MS	183	202 Days	25,043	30,179	36,724
	Literacy Assistant - Elem	183	226 Days	28,018	33,764	41,087
	Registrar Assistant - MS	202				
	Clerical Assistant - Child Nutrition	226				
	Clerical Assistant III - Attendance MS	226				
PG4			Hourly	\$17.36	\$20.92	\$25.46
	Early Head Start Health & Mental Wellness Liaison	204	204 Days	26,561	32,008	38,954
	Clerk - Head Start Health & Family Services	211	211 Days	27,472	33,106	40,290
	Data Entry Operator - Elementary/Middle School	211	226 Days	29,425	35,459	43,155
	Data Entry Operator - High School	211				
	Bookkeeper	226				
	Bookkeeper/Secretary	226				
	Clerk - Inventory Control	226				
	Data Entry Operator - Transportation	226				
PG5			Hourly	\$18.24	\$21.97	\$26.73
	Parent & Family Engmt Liaison	187	187 Days	25,582	30,813	37,489
	Parent & Family Engmt Liaison (grandfathered)	211	202 Days	27,634	33,285	40,496
	School Secretary - Elem	211	211 Days	28,865	34,768	42,300
	School Secretary - MS	211	226 Days	30,917	37,239	45,307
	Secretary/Data Clerk	211				
	School Secretary - HS	226				
	Secretary - Department	226				
	Specialist - ERSEA	226				
	Specialist - Inventory Bookkeeper	226				
	Specialist - PPS/Trans Productiv	226				
	Lead - Parent & Family Engmt Liaison	226				

PG6	
CN System Trainer	226
Secretary - Executive Director	226
Specialist - Finance - Accounts Payable	226
Specialist - Finance - Payroll	226
Specialist - Finance - Purchasing	226
Specialist - Risk Mgmt./Employee Benefits	226

Hourly	\$20.15	\$24.07	\$29.11
226 Days	34,154	40,799	49,341

PG7	
Registrar - HS	202
Accounting Assistant	226
Accounting Assistant - Head Start	226
Secretary - Assistant Superintendent	226
Secretary - Chief Officer	226
Theatre Technician	226
Administrative Asst/Dispatch Supervisor	234

Hourly	\$23.03	\$26.78	\$31.75
202 Days	34,890	40,572	48,101
226 Days	39,036	45,392	53,816
234 Days	40,418	46,999	55,721

PG8	
Secretary - Superintendent's Office	226

Hourly	\$28.39	\$33.02	\$39.16
226 Days	48,121	55,969	66,376

2026-2027 Instructional Support Pay Plan



Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
IS1			Hourly	\$15.50	\$18.57	\$22.51
	Edu Aide - Bilingual	183	183 Days	21,274	25,487	30,895
	Edu Aide - Head Start	183				
	Edu Aide - Kinder	183				
	Edu Aide - Physical Ed	183				
	Edu Aide - Pre-Kinder	183				
	Head Start Floater	183				
IS2			Hourly	\$16.07	\$19.35	\$23.54
	Edu Aide II - Bilingual	183	183 Days	22,056	26,558	32,309
	Edu Aide II - Head Start	183				
	Edu Aide II - Kinder	183				
	Edu Aide II - Physical Ed	183				
	Edu Aide II - Pre-Kinder	183				
	Head Start Floater II	183				
IS3			Hourly	\$16.53	\$19.92	\$24.24
	In-School Suspension Monitor	183	183 Days	22,687	27,340	33,269
	Sp Ed Aide - ECSE	183	187 Days	23,183	27,938	33,997
	Sp Ed Aide - One to One	183				
	Sp Ed Aide - PK/PPCD	183				
	Sp Ed Aide - Support Facilitator	183				
	Medical Assistant	187				
IS4			Hourly	\$17.36	\$20.92	\$25.46
	Edu Aide - Support Behavioral	183	183 Days	23,827	28,713	34,944
	Sp Ed Aide - Behav Disab	183				
	Sp Ed Aide - Behavior Compliance	183				
	Sp Ed Aide - Life	183				
	Sp Ed Aide - Work Experience Trainer	183				
	Sp Ed Communications Tech	183				
	Sp Ed Aide - ECSE Kinder	183				
IS5			Hourly	\$21.15	\$25.49	\$31.02
	Academic Acceleration Apprentice (AAA)	183	183 Days	29,028	34,985	42,575
	Licensed Vocational Nurse	187	187 Days	29,663	35,750	43,506

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum
EHS1			*Annual amounts are based on 8 hours per day.		
Early Head Start Floater			204		
Early Head Classroom Paraprofessional			204		
EHS2					
Early Head Start Teacher 2			204		
EHS3					
Early Head Start Teacher 1 (Assoc)			204		
EHS4					
Early Head Start Teacher 1 (Bachelor)			204		
Early Head Start Home Visitor			216		

Hourly	\$15.50	\$18.57	\$22.51
204 Days	25,296	30,306	36,736

Hourly	\$16.07	\$19.35	\$23.54
204 Days	26,226	31,579	38,417

Hourly	\$16.53	\$19.92	\$24.24
204 Days	25,291	30,478	39,560

Hourly	\$18.88	\$22.74	\$27.66
204 Days	28,886	34,792	45,141
216 Days	30,586	36,839	47,796

2026-2027 Auxiliary Pay Plan

*Annual amounts are based on 8 hours per day.



Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
AUX1			Hourly	\$15.50	\$18.57	\$22.51
	Bus Aide	183	181 Days	22,444	26,889	32,594
	Child Nutrition Specialist	181, 182	182 Days	22,568	27,038	32,775
	Child Nutrition Specialist - Head Start	182	183 Days	22,692	27,186	32,955
	Custodian	234	234 Days	29,016	34,763	42,139
	Custodian - EHS	234				
	Custodian - Head Start	234				
	Groundskeeper I	234				
AUX2			Hourly	\$16.65	\$20.06	\$23.94
	Child Nutrition Line Operator	184	184 Days	24,509	29,528	35,240
	Carpenter Apprentice	226	226 Days	30,103	36,268	43,284
	General Helper II - Athletics	234	234 Days	31,169	37,552	44,816
	Truck Driver - Child Nutrition	226				
	General Maint Apprentice II	234				
	Groundskeeper II - Physical Plant	234				
	Head Custodian - ES	234				
	Head Custodian - Head Start	234				
	HVAC Apprentice	234				
	Truck Driver - Athletics/Warehouse	234				
	Truck Driver - Inventory Dept	234				
AUX3			Hourly	\$17.81	\$21.46	\$25.61
	Child Nutrition Assistant	184	184 Days	26,216	31,589	37,698
	Mail Distributor/General Delivery	226	226 Days	32,200	38,800	46,303
	Custodial Equipment Repair	234	234 Days	33,340	40,173	47,942
	Head Custodian - MS	234				
	HVAC Apprentice III	234				
AUX4			Hourly	\$18.88	\$22.75	\$27.15
	Bus Driver	183	183 Days	27,640	33,306	39,748
	Bus Driver - Sp Ed	183	184 Days	27,791	33,488	39,965
	Child Nutrition Manager - ES	184	203 Days	30,661	36,946	44,092
	Child Nutrition Manager - Head Start	184	234 Days	35,343	42,588	50,825
	Child Nutrition Manager - MS	184				
	Child Nutrition Manager - STEAM Academy	184				
	Lead Bus Driver	203				
	Head Custodian - HS	234				
	Painter	234				

AUX5		
Child Nutrition Manager - HS	184	
Lead Mechanic	226	
Transportation Router	226	
Mechanic	226	
Athletic Crew Supervisor	234	
Craftsman	234	
Groundskeeper/Heavy Equipment Operator	234	

Hourly	\$20.20	\$24.34	\$29.05
184 Days	29,734	35,828	42,762
226 Days	36,522	44,007	52,522
234 Days	37,814	45,564	54,382

AUX6		
Warehouse Supervisor - Child Nutrition	226	
HVAC Technician	234	
Locksmith	234	
Textbook Warehouse Foreman	234	

Hourly	\$21.57	\$25.68	\$31.00
226 Days	38,999	46,429	56,048
234 Days	40,379	48,073	58,032

AUX7		
Area Supervisor - Child Nutrition	208	
Device Technician	226	
Help Desk Support Technician	226	
Electrician	234	
HVAC Chiller Mechanic	234	
Plumber	234	

Hourly	\$25.40	\$29.54	\$35.19
208 Days	42,266	49,155	58,556
226 Days	45,923	53,408	63,624
234 Days	47,549	55,299	65,876

AUX8		
Building Trades Foreman	234	
Electrician Foreman	234	
Groundskeeper Foreman	234	
HVAC Foreman	234	
Plumber Foreman	234	

Hourly	\$27.94	\$32.49	\$38.54
234 Days	52,304	60,821	72,147

2026-2027 Police Pay Plan

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum
P1					
	Police Dispatcher	234			
			Hourly	\$17.85	\$21.25
			234 Days	\$33,415	\$47,998
P2					
	Security Guard	226			
			Hourly	\$19.48	\$23.67
			226 Days	\$35,220	\$52,378
P3					
	Police Officer	226			
			Hourly	\$25.07	\$30.32
			226 Days	\$45,327	\$66,878
P4					
	Police Investigator	245			
			Hourly	\$25.41	\$31.17
			245 Days	\$49,804	\$75,303
P5					
	Police Sergeant	245			
			Hourly	\$29.30	\$35.94
			245 Days	\$57,418	\$86,808
P6					
	Reserved for Future Use	234			
			Hourly	\$33.33	\$38.32
			234 Days	\$62,394	\$84,315

2026-2027 Academic Stipends

The Supplemental Stipend Schedule is used to compensate professional "exempt" staff for extra assignments and/or extra duty beyond the normal workday or duty calendar. Stipends are defined as a flat amount that is paid to a professional employee for performing a specific assignment such as sponsoring an event, coaching a sport, or leading a group. If an employee does not complete the full work assignment, the stipend shall be pro-rated to compensate for the portion of the assignment verified by the immediate supervisor as complete.

Elementary School	
SUBJECT	STIPEND AMOUNT
Bilingual	\$ 4,000.00
Reading Academy (HB3)	\$ 350.00
Special Education (Inclusion/Content Mastery/Facilitator)	\$ 1,500.00
Special Education (ECSE)	\$ 2,000.00
Special Education (BD)	\$ 5,000.00
Special Education (Life Skills Only) (\$4,500 if assigned prior to 17-18 SY)	\$ 3,000.00
Special Education (Assistive Technology and Disability Issues)	\$ 1,000.00
Early Childhood/Kindergarten (assigned prior to 2009-2010 SY)	\$ 1,000.00
LSSP Bilingual Assessment	\$ 1,500.00
LSSP Supervision	\$ 1,000.00
Speech Therapist Supervision	\$ 2,000.00
Speech Therapist Bilingual	\$ 1,500.00
Assistant Speech Therapist Bilingual	\$ 650.00
Occupational Therapist	\$ 1,500.00
Instructional Behavior Support Teacher	\$ 3,000.00
K-2 nd Grade Lead Teacher (one per elementary)	\$ 500.00
3 rd Grade Lead Teacher (one per elementary)	\$ 500.00
4 th Grade Lead Teacher (one per elementary)	\$ 500.00
5 th Grade Lead Teacher (one per elementary)	\$ 500.00
Fine Arts/Other Lead Teacher (one per elementary)	\$ 500.00
District Mentor Teacher (local - one per new teacher)	\$ 500.00
Resident Host Teacher - UTSA, OLLU, TAMUSA (Grant funded)	\$ 2,000.00
GYO- Academic Acceleration Apprentice (AAA) Host Teacher	\$ 1,500.00
Middle School	
SUBJECT	STIPEND AMOUNT
English as a Second Language (ESL)	\$ 1,500.00
Dual Credit	\$ 5,000.00
Dual Credit Course (must maintain 15 students)	\$ 600.00
Dual Language	\$ 1,500.00
Secondary Math (teaching 3 of 7 or 4 of 8 sect.) (\$1,500 if assigned prior to 17-18 SY)	\$ 1,000.00
Secondary Science (teaching 3 of 7 or 4 of 8 sect.) (\$1,500 if assigned prior to 17-18 SY)	\$ 1,000.00
Secondary English (teaching 3 of 7 or 4 of 8 sect.)	\$ 1,000.00
Secondary Social Studies (teaching 3 of 7 or 4 of 8 sect.)	\$ 1,000.00

English I & II (EOC) <i>(stipend amount per section)</i>	\$ 250.00
Algebra I (EOC) <i>(stipend amount per section)</i>	\$ 250.00
Biology (EOC) <i>(stipend amount per section)</i>	\$ 250.00
US History (EOC) <i>(stipend amount per section)</i>	\$ 250.00
Vocational (CTE)	\$ 500.00
LSSP Bilingual Assessment	\$ 1,500.00
LSSP Supervision	\$ 1,000.00
Speech Therapist Supervision	\$ 2,000.00
Speech Therapist Bilingual	\$ 1,500.00
Special Education (Inclusion/Content Mastery/Facilitator)	\$ 1,500.00
Special Education (BD)	\$ 5,000.00
Special Education (Life Skills Only) <i>(\$4,500 if assigned prior to 17-18 SY)</i>	\$ 3,000.00
Special Education (Assistive Technology and Disability Issues)	\$ 1,000.00
Assistant Speech Therapist Bilingual	\$ 650.00
Occupational Therapist	\$ 1,500.00
ELAR Lead Teacher/Dept. Chair	\$ 500.00
Math Lead Teacher/Dept. Chair	\$ 500.00
Science Lead Teacher/Dept. Chair	\$ 500.00
Social Studies Lead Teacher/Dept. Chair	\$ 500.00
Band Lead Teacher/Dept. Chair	\$ 500.00
Fine Arts Lead Teacher/Dept. Chair	\$ 500.00
District Mentor Teacher <i>(one per new teacher)</i>	\$ 500.00
Resident Host Teacher - UTSA, OLLU, TAMUSA <i>(Grant funded)</i>	\$ 2,000.00
GYO- Academic Acceleration Apprentice (AAA) Host Teacher	\$ 1,500.00
High School	
SUBJECT	STIPEND AMOUNT
English as a Second Language (ESL)	\$ 1,500.00
Dual Credit	\$ 5,000.00
Dual Credit Course <i>(per section and per must maintain 15 students)</i>	\$ 600.00
Dual Language	\$ 1,500.00
Secondary Math <i>(teaching 3 of 7 or 4 of 8 sect.) (\$1,500 if assigned prior to 17-18 SY)</i>	\$ 1,000.00
Secondary Science <i>(teaching 3 of 7 or 4 of 8 sect.) (\$1,500 if assigned prior to 17-18 SY)</i>	\$ 1,000.00
Secondary English <i>(teaching 3 of 7 sections or 4 of 8 sections)</i>	\$ 1,000.00
Secondary Social Studies <i>(teaching 3 of 7 sections or 4 of 8 sections)</i>	\$ 1,000.00
English I & II (EOC) <i>(stipend amount per section)</i>	\$ 250.00
Algebra I (EOC) <i>(stipend amount per section)</i>	\$ 250.00
Biology (EOC) <i>(stipend amount per section)</i>	\$ 250.00
US History (EOC) <i>(stipend amount per section)</i>	\$ 250.00
Vocational (CTE)	\$ 500.00
LSSP Bilingual Assessment	\$ 1,500.00
LSSP Supervision	\$ 1,000.00
Speech Therapist Supervision	\$ 2,000.00
On- Ramps - Year 1	\$ 2,000.00
On- Ramps - Year 2 and beyond	\$ 1,000.00
On- Ramps - Year 2 and beyond <i>(per section taught)</i>	\$ 200.00
Speech Therapist Bilingual	\$ 1,500.00
Assistant Speech Therapist Bilingual	\$ 650.00

Occupational Therapist	\$ 1,500.00
Special Education (Inclusion/Content Mastery/Facilitator)	\$ 1,500.00
Special Education (BD)	\$ 5,000.00
Special Education (Life Skills Only) (\$4,500 if assigned prior to 17-18 SY)	\$ 3,000.00
Special Education (Assistive Technology and Disability Issues)	\$ 1,000.00
ELAR Lead Teacher/Dept. Chair <i>(One per campus)</i>	\$ 500.00
Math Lead Teacher/Dept. Chair <i>(One per campus)</i>	\$ 500.00
Science Lead Teacher/Dept. Chair <i>(One per campus)</i>	\$ 500.00
Social Studies Lead Teacher/Dept. Chair <i>(One per campus)</i>	\$ 500.00
Fine Arts Lead Teacher/Dept. Chair <i>(One per campus)</i>	\$ 500.00
High School Lead Counselor	\$ 1,500.00
Lead Library Media – (2-Elem.) (1-Secondary)	\$ 1,500.00
ROTC Instructor	\$ 800.00
Director of Army Instruction (DAI) - ROTC	\$ 1,500.00
District Mentor Teacher <i>(one per new teacher)</i>	\$ 500.00
Resident Host Teacher - UTSA, OLLU, TAMUSA <i>(Grant funded)</i>	\$ 2,000.00
GYO- Academic Acceleration Apprentice (AAA) Host Teacher	\$ 1,500.00
District-Wide	
SUBJECT	STIPEND AMOUNT
Lead Counselor	\$ 5,000.00
Lead Nurse	\$ 3,000.00
Social Worker (District Lead)	\$ 1,500.00

2026-2027 Coaching Stipends

HIGH SCHOOL

ASSIGNMENT	STIPEND AMOUNT
Campus Athletic Coordinator (two per campus)	\$ 8,000.00
Athletic Trainer	\$ 12,000.00
FOOTBALL	
Head Coach	\$ 14,500.00
Offensive Coordinator	\$ 8,500.00
Defensive Coordinator	\$ 8,500.00
Varsity Assistant	\$ 6,000.00
JV Coach	\$ 4,700.00
9th Grade Coach	\$ 4,700.00
VOLLEYBALL	
Head Coach	\$ 6,500.00
Varsity Assistant	\$ 4,000.00
JV Coach	\$ 3,500.00
9th Grade Coach	\$ 3,000.00
BASKETBALL	
Head Coach	\$ 6,500.00
Varsity Assistant	\$ 4,000.00
JV Coach	\$ 3,500.00
9th Grade Coach	\$ 3,000.00
BASEBALL	
Head Coach	\$ 6,500.00
Varsity Assistant	\$ 4,000.00
JV Coach	\$ 3,500.00
9TH Grade Coach	\$ 3,000.00
SOFTBALL	
Head Coach	\$ 6,500.00
Varsity Assistant	\$ 4,000.00
JV Coach	\$ 3,500.00
9th Grade Coach	\$ 3,000.00
TRACK	
Head Coach	\$ 6,500.00
Varsity Assistant	\$ 4,000.00
JV Coach	\$ 3,500.00
9th Grade Coach	\$ 3,000.00
SOCCER	
Head Coach	\$ 6,500.00
Varsity Assistant	\$ 4,000.00
JV Coach	\$ 3,500.00
TENNIS (Team & Spring)	
Head Coach	\$ 8,500.00
GOLF	
Head Coach	\$ 6,500.00
POWER LIFTING	
Head Coach	\$ 6,500.00
Assistant	\$ 3,000.00
CROSS COUNTRY	
Head Coach	\$ 6,500.00

MIDDLE SCHOOL	
ASSIGNMENT	STIPEND AMOUNT
Campus Athletic Coordinator (two per campus)	\$ 1,500.00
Football	\$ 3,000.00
Volleyball	\$ 2,200.00
Basketball	\$ 2,000.00
Soccer	\$ 2,000.00
Track	\$ 2,000.00
Tennis	\$ 2,000.00
Golf	\$ 2,000.00
Cross Country	\$ 2,000.00

2026-2027 UIL Stipends

ELEMENTARY SCHOOL

SUBJECT	STIPEND AMOUNT
Creative Writing 2nd	\$ 100.00
Story Telling 2nd-3rd	\$ 200.00
Spelling 2nd-5th	\$ 400.00
Ready Writing 3rd-5th	\$ 300.00
Ready Writing Spanish 3rd-5th	\$ 300.00
Oral Reading 3rd-5th	\$ 300.00
Oral Reading Spanish 3rd-5th	\$ 300.00
Number Sense 4th-5th	\$ 200.00
Dictionary Skills 5th	\$ 100.00
Listening Skills 5th	\$ 100.00
Social Studies 5th	\$ 100.00
Maps, Charts & Graphs 5th	\$ 100.00
Chess Club (2@\$500)	\$ 500.00
Robotics (2@\$500)	\$ 500.00
UIL Building Coordinator	\$ 500.00
Chess Elementary Program (2 per campus)	\$ 500.00

MIDDLE SCHOOL

SUBJECT	STIPEND AMOUNT
UIL Building/Eligibility Coordinator	\$ 500.00
Calculator Applications (7-8)	\$ 300.00
Dictionary Skills (7-8)	\$ 300.00
Impromptu Speaking	\$ 300.00
Impromptu Speaking Spanish	\$ 300.00
Listening Skills(7-8)	\$ 300.00
Maps, Graphs and Charts (7-8)	\$ 300.00
Mathematics (7-8)	\$ 300.00
Modern Oratory (7-8)	\$ 300.00
Modern Oratory Spanish	\$ 300.00
Number Sense (7-8)	\$ 300.00
CTSO – Career & Technical Student Org. (\$400/teacher participating & competing)	\$ 400.00
One Act Play	\$ 500.00
Oral Reading - English (7-8)	\$ 300.00
Oral Reading - Spanish	\$ 300.00
Cheerleader	\$ 750.00
Robotics (2@\$500)	\$ 500.00
Chess Club (2@\$500)	\$ 500.00
Reading Writing-English (7-8)	\$ 300.00
Science I (7) and II (8)	\$ 300.00
Social Studies (7-8)	\$ 300.00
Spelling (7-8)-English	\$ 300.00
Algebra (8)	\$ 150.00
Oral Reading-Spanish (7-8)	\$ 300.00
Reading Writing	\$ 300.00
Ready Writing-Spanish (7-8)	\$ 300.00
Spanish (7-8)	\$ 300.00
Spelling (7-8)	\$ 300.00
Jr VASE Art Teachers	\$ 300.00
Yearbook Sponsor	\$ 500.00

HIGH SCHOOL	
SUBJECT	STIPEND AMOUNT
UIL Campus Coordinator	\$ 800.00
UIL Assistant Eligibility Coordinator	\$ 750.00
Invitational Meet \$50.00 per coach <i>(not to exceed 5 meets)</i>	\$ 50.00
Accounting	\$ 400.00
Computer Applications	\$ 400.00
Computer Science	\$ 400.00
Current Issues and Events	\$ 400.00
Journalism	\$ 1,000.00
Literary Criticism	\$ 400.00
Mathematics	\$ 400.00
Number Sense	\$ 400.00
Ready Writing	\$ 400.00
Science	\$ 400.00
Social Studies	\$ 400.00
Spelling & Vocabulary	\$ 400.00
Student Congress	\$ 400.00
Cross-Examination (CX) Debate	\$ 400.00
Lincoln-Douglas (LD) Debate	\$ 400.00
Informative Speaking	\$ 400.00
Persuasive Speaking	\$ 400.00
Poetry Interpretation	\$ 400.00
Prose Interpretation	\$ 400.00
One Act Play Coach	\$ 1,500.00
One Act Play Assistant Coach	\$ 500.00
Foreign Language Coach (Spanish/French)	\$ 400.00
Robotics Coach <i>(2@\$500)</i>	\$ 500.00
Academic Decathlon	\$ 1,500.00
Class Sponsors-Freshman, Sophomore, Junior <i>(3 @ \$250)</i>	\$ 250.00
Senior Class Sponsor	\$ 500.00
CTSO – Career & Technical Student Org. <i>(\$400/teacher participating & competing)</i>	\$ 400.00
Animation Coach - 1 for District	\$ 400.00
Dance Team Sponsor	\$ 3,000.00
Honor Society Sponsors <i>(3@\$500)</i>	\$ 500.00
Cheerleader Sponsor	\$ 3,500.00
Pep Squad Sponsor	\$ 750.00
Yearbook Sponsor	\$ 1,200.00
VASE Art Teacher	\$ 500.00
UIL DISTRICT LEVEL	
SUBJECT	STIPEND AMOUNT
UIL Director	\$ 2,500.00
UIL District Elementary Coordinator	\$ 1,000.00
UIL District Middle School Coordinator	\$ 1,000.00
UIL District Middle School One-Act Play Coordinator	\$ 500.00
Chess Club District Coordinator	\$ 500.00

2026-2027 Fine Arts Stipends

ELEMENTARY

SUBJECT	STIPEND AMOUNT
Music Teacher	\$ 1,500.00

MIDDLE SCHOOL

SUBJECT	STIPEND AMOUNT
Band Director	\$ 6,000.00
Choir	\$ 1,500.00
Orchestra	\$ 1,500.00
Mariachi	\$ 1,500.00

HIGH SCHOOL

SUBJECT	STIPEND AMOUNT
Band Director	\$ 10,000.00
Assistant Band Director	\$ 8,000.00
Choir	\$ 3,500.00
Orchestra	\$ 3,500.00
Mariachi - (High School)	\$ 3,500.00
Dance	\$ 3,000.00
Fine Arts Academy - Theater Production	\$ 7,500.00

2026-2027 Police Certification Stipends

CERTIFICATION	STIPEND AMOUNT
TCOLE Master Peace Officer <i>(5 units each at \$3,000)</i>	\$ 3,000.00
TCOLE Advanced Peace Officer <i>(7 units each at \$2,000)</i>	\$ 2,000.00
TCOLE Intermediate Peace Officer <i>(2 units each at \$1,000)</i>	\$ 1,000.00
TCOLE Master Comm. Officer <i>(0 unit each at \$1,000)</i>	\$ 1,000.00
TCOLE Advanced Comm. Officer <i>(2 unit each at \$500)</i>	\$ 500.00
TCOLE Intermediate Comm. Officer <i>(1 unit each at \$250)</i>	\$ 250.00

2026-2027 SUPPLEMENTAL/EXTRA DUTY PAY RATES

Active employees who perform certain duties outside of their normal responsibilities throughout the course of the school year are eligible for additional earnings outlined in the Supplemental Duty Salary Scale. These earnings are called extra duty pay. Extra duty pay are disbursed upon completion of the requested duties.

Supplemental Duty	Rate
Professional Duties (i.e.; tutoring, saturday school, summer school, curriculum writing, master scheduling, professional development, intersession, homebound, GPC, ARD, virtual support, etc.)	\$45.00/hr
Administrator Duties: (i.e.; facility administrator, summer school administrator, intersession administrator)	\$50.00/hr

SUMMER SCHOOL:

Summer school assignments are considered to be optional assignments performed after completion of the regular contract work schedule and are not classified as extended time assignments.

Extra Duty Pay Salary Scale	Rate
All paraprofessional classification and pay grades (i.e.; saturday school, summer school, registration, intersession, etc.)	\$20.00/hr
Bus Drivers, Child Nutrition Workers (summer school)	* Normal Hourly Rate

EXTRA DUTY PAY:

Extra duty rates are dependent upon the duties performed. The rates apply to full-time permanent NON-EXEMPT employees.

*Hourly transportation and child nutrition workers are to be paid based on the type of work performed. The rates of pay are the same as used during normal school year based on the job and employee's rate of pay.

2026-2027 HIGH SCHOOL ATHLETIC EVENTS PAY SCALES

FOOTBALL

POSITION	WAGE	START TIME
Ticket Sellers	\$10.00 per hour	1.5 hours before game
Ticket Takers	\$10.00 per hour	1.5 hours before game
Pass Gate	\$12.00 per hour	2 hours before game
Announcer	\$12.00 per hour	1.5 hours before game
Press Box Supervisor	\$12.00 per hour	1.5 hours before game
Game Filming	\$12.00 per hour	1.5 hours before game
Timer (2) + Chain Crew	\$12.00 per hour	1.5 hours before game
Timer	\$12.00 per hour	30 minutes before game
Runner	\$12.00 per hour	1.5 hours before game
Scorekeeper	\$12.00 per hour	1.5 hours before game
Counter	\$10.00 per hour	1.5 hours before game
Video (Professional)	\$150.00 per game	30 minutes before game
Video (Students)	\$50.00 per game	30 minutes before game

VOLLEYBALL

POSITION	WAGE	START TIME
Ticket Sellers/Taker	\$10.00 per hour	1 hour before game
Scorekeeper/Timer	\$10.00 per hour	30 minutes before game
Libero Tracker	\$10.00 per hour	30 minutes before game

BASKETBALL

POSITION	WAGE	START TIME
Ticket Sellers/Taker	\$10.00 per hour	1 hour before game
Scorekeeper	\$10.00 per hour	30 minutes before game
Timer	\$10.00 per hour	30 minutes before game

SOCCKER (Varsity Only)

POSITION	WAGE	START TIME
Ticket Seller/Taker	\$10.00 per hour	1 hour before game
Timer	\$10.00 per hour	30 minutes before game

BASEBALL

POSITION	WAGE	START TIME
Ticket Sellers/Taker	\$10.00 per hour	1 hour before game
Scorer/Announcer	\$12.00 per hour	30 minutes before game

SOFTBALL

POSITION	WAGE	START TIME
Ticket Sellers/Taker	\$10.00 per hour	1 hour before game
Scorer/Announcer	\$12.00 per hour	30 minutes before game

CROSS COUNTRY/POWERLIFTING		
POSITION	WAGE	START TIME
Ticket Sellers/Taker	\$10.00 per hour	1 hour before game
Scorer/Announcer	\$12.00 per hour	30 minutes before game

2026-2027 SUBSTITUTE PAY RATES

Substitute rates apply to positions that are vacant or an employee is absent (planned or otherwise) for a single day, multiple days or an extended period of time. Substitute assignments are determined by the Human Resources Department. Substitute rates are listed below by position. Any deviation from these rates must be pre-approved by the Human Resources Department before the substitute is communicated a rate of pay.

Substitute Pay Rates					
Substitute Type	Substitute Category	Elementary Daily Rate	*Elementary Long Term Daily Rate	Secondary Daily Rate	*Secondary Long Term Daily Rate
Teachers	High School & Non-Degreed	\$110.00	\$120.00	\$125.00	\$135.00
	90+ College Semester Hours	\$125.00	\$135.00	\$140.00	\$150.00
	Degreed, Non-Certified	\$140.00	\$150.00	\$155.00	\$165.00
	Degreed - Certified (Valid Texas Certification)	\$155.00	\$165.00	\$170.00	\$180.00
Paraprofessional	**Instructional Assistant	\$95.00	\$100.00	\$95.00	\$100.00
	**Office & Administrative Support	\$85.00	\$90.00	\$85.00	\$90.00
<i>* Long term assignment pay rate beginning on the 11th consecutive day of the same position for the same staff member. If the substitute misses more than 2 student attendance days during the grading period, the substitute will be required to start over with 10 days at regular rate before being paid the long term pay rate on the 11th consecutive day.</i> <i>** Based on need and must have prior approval from Office of School Leadership/Human Resources.</i>					

Professional Administrative Substitute Pay Rates	
Type of Substitute	Starting Pay
*Principal, Assistant Principal, Counselor, and Social Worker	Entry Rate of Assignment

Auxiliary Substitutes	
Type of Substitute	Starting Pay
*All	Entry Rate of Assignment

**Must be pre-approved through the Human Resources Department.*

2026-2027 PART-TIME ASSIGNMENT PAY RATES

Part-Time Hourly Rates	
Non-Degreed Tutor	\$15.00/hour
Degreed Tutor	\$25.00/hour
Degreed-Certified Tutor	\$30.00/hour
Non-Administrator Positions	\$30.00/hour
Administrator Positions	\$45.00/hour

The interim assignment rates are listed below, any deviation from these rates must be pre-approved by the Human Resources Department before the rate of pay is communicated.

Professional Administration & Administrative Support Assignments	
Interim Assignment	Starting Pay
All	Entry Rate of Assignment

Differential Pay

Differential pay will apply to current employees that may be asked to assume the role and/or responsibilities of another position for an intermittent period of time due to a vacancy or an extended absence of an existing employee. Typically, the responsibilities are in addition to his/her current assignment.

The rate of differential pay will be calculated by determining the pay had the employee been assigned the position and subtracting his/her current pay rate. The net amount is the differential pay rate. For a position that is three or more job groups above his/her current position, the employee shall receive a differential rate of a minimum of 25% of the pay rate calculated had the employee been regularly assigned to the position.

2026-2027 EMPLOYEE PROGRAMS & INCENTIVES

BUY BACK PROGRAM

Payment for Accumulated Leave Upon Retirement

The following leave provisions shall apply to state and local leave accumulated beginning on the original effective date of this program while employed with the District.

An employee who retires from the District under the Texas Teacher Retirement System shall be eligible for payment for accumulated state and local leave under the following conditions:

1. The employee's retirement is voluntary, i.e., the employee is not being discharged or nonrenewed.
2. The employee provides 30-day advance written notice of intent to retire.
3. The employee shall receive payment for each day of accumulated state and local leave, to a maximum of 30 days, at the rate established in the District's compensation plan. If the employee is reemployed with the District, days for which the employee received payment shall not be available to that employee.

Edgewood ISD Years of Service	Employee Category	Buy Back Rate
0 to 4	Professional	60% of the daily Elementary Substitute Certified Teacher pay rate
	Paraprofessional	60% of the daily Elementary Substitute Paraprofessional pay rate
	Auxiliary	60% of the minimum Auxiliary hourly wage
5 to 9	Professional	70% of the daily Elementary Substitute Certified Teacher pay rate
	Paraprofessional	70% of the daily Elementary Substitute Paraprofessional pay rate
	Auxiliary	70% of the minimum Auxiliary hourly wage
10 to 14	Professional	80% of the daily Elementary Substitute Certified Teacher pay rate
	Paraprofessional	80% of the daily Elementary Substitute Paraprofessional pay rate
	Auxiliary	80% of the minimum Auxiliary hourly wage
15 to 19	Professional	90% of the daily Elementary Substitute Certified Teacher pay rate
	Paraprofessional	90% of the daily Elementary Substitute Paraprofessional pay rate
	Auxiliary	90% of the minimum Auxiliary hourly wage
20+	Professional	100% of the daily Elementary Substitute Certified Teacher pay rate
	Paraprofessional	100% of the daily Elementary Substitute Paraprofessional pay rate
	Auxiliary	100% of the minimum Auxiliary hourly wage

DUAL CREDIT

Compensation

Dual Credit teachers must go through the Alamo Colleges District application process to teach dual credit classes.

Teachers meeting the Alamo College District requirements to teach dual credit classes and assigned a dual credit class are eligible to receive a \$5,000 stipend.

Dual credit teachers who teach a dual credit class will receive \$600 for each course section that contains at least 15 students at the course sections' census date. Payment will be paid in January for Fall semester classes and in June for Spring semester classes. For example, a dual credit teacher who teaches a two-semester class that contains at least 15 students at the course sections' census date in the fall and spring, may earn up to \$1,200.

EISD offers a \$1,523 stipend to teachers who possess a master's degree.

The district dual credit passing rate expectation of a 90%.

2026-2027 EMPLOYEE PROGRAMS & INCENTIVES CON'T

"OVER THE RATIO" STIPEND – K-4 CORE TEACHER PAY PROGRAM

Introduction

Effective August 1, 2022, Edgewood ISD will be issuing an "Over the Ratio" Stipend to the teacher of record based on *payment table below. This stipend is being extended as a means of gratitude and for retaining hard working employees to incentivize them for their loyalty, amid these difficult times.

Eligibility Status for "Over the Ratio" Stipend

To be eligible for "Over the Ratio" stipend, an employee must be the teacher of record, a **full-time employee** and must be in paid status on the first workday of the month. The "Over the Ratio" status must be in place 50% of the time during that grading period to receive the stipend.

Note: part-time, substitute teachers and/or temporary workers are not eligible for the "Over the Ratio" stipend.

"Over the Ratio" Stipend Payout Provisions

The "Over the Ratio" Stipend will be calculated per grading period increments based on students that are assigned to a teacher of record that are over the student ratio established by Edgewood ISD. This stipend will be paid out in the month of December and in the month of June and will be in addition to the employee's base salary and enrollment during that semester.

"Over the Ratio" Stipend Payment Table

STUDENT ENROLLMENT "Over the Ratio"	PAY AMOUNT	TOTAL POTENTIAL PAYOUT
One to three students (1-3)	\$400 per grading period	\$2,400
Four to six students (4-6)	\$600 per grading period	\$3,600
Seven to nine students (7-9)	\$800 per grading period	\$4,800

ONE-TIME LUMP SUM PAYMENTS

Due to economic conditions or determination by the Board, a pay increase may not be granted for subsequent years. The Edgewood Independent School District Board of Trustees ("Board") may award a one-time lump sum payment, including a performance-based incentive, in an amount determined by the Board during the budget adoption process or through a budget amendment if paid by local funds, or as specifically designated through gift funds. If federal funds or specific federal relief funds are permitted for use toward one-time payments, the Board may award such payments based on the availability of funds. Additionally, the Board may authorize such payments only upon a finding that such payment serves a legitimate public purpose, including employee retention and performance recognition.

One-time payments and performance incentives may be made only to those employees who are employed as of a specific date determined by the Board and who remain employed as of the date on which the payment is made, or such future date as established by the Board. Eligibility for any performance-based payment shall be based on objective criteria established by the Board, which may include, but are not limited to, student performance measures, campus or departmental outcomes, or other job-related metrics. A one-time lump sum payment is not considered an increase in base pay, will not be repeated in future years, but will be considered creditable compensation under the Teacher Retirement System of Texas (TRS), to the extent permitted by law. This payment is taxable and may be taxed at a higher rate. The payment may be prorated based on duty status, part-time schedule, or other non-discretionary factors determined by the Board.