Ysleta Independent School District

Division of Human Resources

Employee Compensation Plan 2026-2027

Xavier De La Torre, Ed.D.

Superintendent

Ysleta Independent School District
Division of Human Resources
2026-2027 Compensation Plan

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Ysleta Independent School District does not discriminate on the basis of race, color, national origin, religion, sex, disability, genetic information, or age in its programs, activities, or employment.

THE DISTRICT YSLETA INDEPENDENT SCHOOL DISTRICT — YSLETA ISD CALENDAR 2026-2027

July
1-3	District Holiday
13-22	Student Registration
20-22	New Teacher Induction
23-31	Professional Development
24	Teacher Prep Day

August
3	1st Instructional Day/1st Day of the 1st Semester
24	Parent Conference/Full Day Instruction (HS)
25	Parent Conference/Full Day Instruction (MS)

September
7	Labor Day/District Holiday
15	Parent Conference/Full Day Instruction (ES)
25	End of 1st Nine Weeks
28-30	Fall Intersession

October
1-2	Fall Intersession
5-9	Fall Break
12	Professional Development/No Students

November
11	Veteran's Day/District Holiday
23-27	Thanksgiving Break

December
1-3	STAAR/EOC Testing
18	Early Release/Students Half-Day (4 hrs) End of 1st Semester/End of 2nd Nine Weeks
21-25	Winter Break
28-31	Winter Break

January
1	Winter Break
4	Professional Development
5	1st Day of 2nd Semester/ Students Report Back to School
18	Martin Luther King Jr. Day/ District Holiday

February
22	Parent Conference/Full Day Instruction (HS)
23	Parent Conference/Full Day Instruction (MS)
24	Parent Conference/Full Day Instruction (ES)

March
5	End of 3rd Nine Weeks
8-12	Spring Intersession
15-19	Spring Break
22	Professional Development/No Students/ Inclement Weather Make-Up day
26	Good Friday/District Holiday
29	Easter Monday/District Holiday/ Inclement Weather Make-Up Day

April
6-9	STAAR Testing
13-16	STAAR Testing
20-23	STAAR Testing

May
31	Memorial Day/District Holiday

June
4	Early Release/Students Half-Day (4 hrs) End of 2nd Semester/Last Instructional Day
15-17	STAAR/EOC Retest
18	Juneteenth/District Holiday

Teacher Work Days
187

Instructional Days
1st Semester **82** 2nd Semester **94**

- Holiday / Non-Duty Day
- Beginning/End of Semester
- End of Grading Period
- Student Registration
- Intersession
- Early Release
- Professional Development
- STAAR/EOC Testing
- Inclement Weather Make-Up Day
- Parent Conference

July

S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

August

S	M	T	W	T	F	S
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2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

September

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6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

October

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4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

November

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1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					

December

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6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

January

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					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

February

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	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28						

March

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21	22	23	24	25	26	27
28	29	30	31			

April

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11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	

May

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						1
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23	24	25	26	27	28	29
30	31					

June

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13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

This academic calendar is intended for use by YISD students, parents and guardians, district employees, and the community for planning. It is not intended for payroll purposes. Employees should confirm with Payroll/HR their actual days of employment per their assigned schedule. This calendar is compliant with Texas House Bill 2610 and verified to contain at least 75,600 minutes of instruction for the 2025-2026 school year. **Board Approved: January 14, 2026** **Revised: May 20, 2026**

Ysleta Independent School District

Beginning and Ending
Calendar Assignment Dates 2026-2027

July

S	M	T	W	Tr	F	Sa
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

August

S	M	T	W	Tr	F	Sa
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

September

S	M	T	W	Tr	F	Sa
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

October

S	M	T	W	Tr	F	Sa
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

November

S	M	T	W	Tr	F	Sa
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					

December

S	M	T	W	Tr	F	Sa
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

		Days	Start	End
Teachers		187	7/23/26	6/4/27
		202	7/6/26	6/8/27
		212	7/6/26	6/24/27
Administrators and Professionals		202	7/6/26	6/9/27
		212	7/6/26	6/24/27
		226	7/6/26	6/30/27
Assistant Principals/Armed Security Officers		217	7/6/26	6/24/27
Go Center Specialists		202	7/13/26	6/4/27
Aide/Clerk/Secretary		187	7/22/26	6/4/27
		193	7/17/26	6/9/27
		202	7/6/26	6/9/27
		212	7/6/26	6/24/27
		226	7/6/26	6/30/27
Truancy Case Managers		193	7/22/26	6/14/27
Counselors	Elementary	187	7/22/26	6/4/27
	Middle	193	7/17/26	6/9/27
	High	202	7/6/26	6/9/27
Child Nutrition	Helpers	182	7/29/26	6/4/27
	AssistantMgr/MajCook	183	7/28/26	6/4/27
	Cashiers/Managers	188	7/21/26	6/4/27
	Supervisors	193	7/20/26	6/10/27
Librarians	Elementary	187	7/23/26	6/4/27
	Middle	188	7/22/26	6/4/27
	High	193	7/20/26	6/9/27
Nurses	Elementary	187	7/22/26	6/4/27
	Middle & High School	188	7/21/26	6/4/27
Operations Personnel		240	7/1/26	6/30/27
		260	7/1/26	6/30/27
Transportation		182	7/23/26	6/4/27
Valle Verde Teachers		187	7/27/26	5/21/27
Valle Verde Nurse		188	7/23/26	5/21/27
Valle Verde Armed Officer		217	7/6/26	6/23/27
Valle Verde Clerks		226	7/6/26	6/30/27
Valle Verde Aides		187	7/24/26	5/21/27
Special Ed	Transitional Education Teachers	187	7/23/26	6/4/27
	A/I and Visually ImpairedTeachers	187	7/23/26	6/4/27
	Speech Language Pathologists	188	7/23/26	6/8/27
	Diagnosticians, LSSP, Autism Specialists, and Social Worker	202	7/6/26	6/9/27
	Occ and Phys Therapist/Assistants, CRT ORT Mobil Teacher, and Music Therapist	212	7/6/26	6/24/27

Paid Holidays for 260 Day Employees	12
Scheduled Holidays for 217, 226 and 240 Day Employees	12
Scheduled Non-Duty Days for 226 Day Employees	18
Scheduled Non-Duty Days for 217 Day Employees	27
Unscheduled Non-Duty Days for 217 Day Employees	5
Unscheduled Non-Duty Days for 226 Day Employees	5
Unscheduled Non-Duty Days for 240 Day Employees	9

January

S	M	T	W	Tr	F	Sa
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17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

February

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	1	2	3	4	5	6
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14	15	16	17	18	19	20
21	22	23	24	25	26	27
28						

March

S	M	T	W	Tr	F	Sa
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

April

S	M	T	W	Tr	F	Sa
				1	2	3
4	5	6	7	8	9	10
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18	19	20	21	22	23	24
25	26	27	28	29	30	

May

S	M	T	W	Tr	F	Sa
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16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

June

S	M	T	W	Tr	F	Sa
		1	2	3	4	5
6	7	8	9	10	11	12
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20	21	22	23	24	25	26
27	28	29	30			

Prepared by: Zabrena Orozco 434-0403

5/21/2026

COMPENSATION AND BENEFITS: DEA-R
COMPENSATION PLAN

COMPENSATION REGULATIONS

PURPOSE

It is the policy of the Ysleta Independent School District to schedule work in such a manner that employees are not required to work in excess of normal working hours as stated in the employee's job description outlined by district descriptions/policies and procedures.

WORKING HOURS

The standard expectation for administrative/professional employees is a minimum of 40 hours per week.

Working hours/schedules for teachers, nurses, and librarians will vary from campus to campus as determined by the administration. However, working hours will not be less than 40 hours per week.

Paraprofessional and ancillary employees will work a 40-hour workweek.

SUMMARY OF OVERTIME OPTIONS

The district has three options for dealing with overtime situations for nonexempt employees:

Alter the regular work schedule during the workweek so that the total hours will not exceed 40 hours. Example: an employee worked from 8:00 a.m. to 6:00 p.m. The employee worked 9 hours assuming a one-hour lunch break. The supervisor can tell the employee to come in one hour later the next day, as long as the day is in the same workweek. This practice is known as flex time.

Pay overtime for actual work over 40 hours at 1.5 times the employee's regular hourly rate at the end of the pay period. The weighted average rate will be used for employees who work more than one job and receive a different rate of pay for each job.

Grant compensatory time off during a later workweek at a rate of 1.5 hours of compensatory time for every hour of overtime worked. As a condition for use of compensatory time in lieu of overtime payment in cash, an agreement or understanding must exist between supervisor and employee prior to the performance of work. Employees may accrue not more than 60 hours of compensatory time. Any employee who has accrued 60 hours of compensatory time off shall, for additional overtime hours of work, be paid overtime compensation.

Employees that are promoted or transferred shall be paid for their accrued compensatory time at the time of promotion or transfer to a different campus or department at the hourly rate earned before the promotion or transfer.

Non-duty days for non-exempt employees not used in a school year

shall be recorded as straight compensatory time at the end of that school year. All employees should use non-duty days during the current school year. Non-exempt employees should use their non-duty days prior to June 30th while exempt employees must utilize their non-duty days prior to July 31st.

TIMELY USAGE OF COMPENSATORY TIME

In case of emergency, illness, or other absence, compensatory time will be taken prior to any other leave time. The supervisor will permit other use of compensatory time within a reasonable time if the use of the compensatory time does not unduly disrupt the operations of the campus or department. Unused compensatory time will be paid upon promotion, transfer, separation, termination or death of an employee.

ADDITIONAL DUTIES IN SECOND POSITIONS

Full-time hourly employees on duty during the regular school term may be hired for additional duties in positions listed in the district's employee compensation plan under non-scheduled compensation, with an hourly rate of pay. Full-time hourly employees on duty during the regular school term may not be hired for additional duty for positions listed as non-contractual supplemental.

Both full-time and part-time hourly employees who work less than twelve (12) month calendars may work additional duties during their off-duty time as defined by the school calendar.

The full cost of overtime wages must be absorbed by the extra-duty accounts of the hiring department/campus.

Part-time employees shall not work additional duties and/or second positions that will affect their part-time status as defined in regulation DC-R.

As a condition of employment, the additional part-time/temporary job shall not adversely affect the job performance of the full-time position.

JOB CLASSIFICATION PROCEDURE

All positions will be assigned to pay grades based on the level of knowledge, skill, effort and responsibility required of the job assignment and prevailing market rates for similar positions. The Superintendent or his or her designee will determine job classification or reclassification based on an assessment of job requirements, comparability to other positions in the district or competitive job market.

Employees or their immediate supervisor may request an evaluation of the job when a significant change in job duties has occurred. The reclassification process will begin in October to be concluded by April of the next year. Any jobs/employees reclassified will be moved on the appropriate salary schedule at the beginning of the following school year calendar.

The employee will complete a job evaluation questionnaire or other appropriate documentation, which will be routed for comments to the immediate supervisor, the appropriate cabinet member and then transmitted to Human Resources.

Human Resources will review the questionnaire and may request additional information from the employee or supervisor, and may conduct a workplace job audit of the duties performed.

After an analysis is complete, Human Resources will evaluate the position according to the appropriate job-rating plan and prepare a recommendation about the reclassification.

Human Resources will transmit the recommendation to the Superintendent for approval, and will notify the supervisor of the decision.

INDIVIDUAL PAY RATE DETERMINATION

Pay rates will be determined according to the guidelines outlined below. However, the Superintendent may determine that an adjustment to the salary of any individual would be in the best interest of the district.

HIRING RATES

Hiring rates shall be determined individually based upon education, job-related experience, qualifications, and the applicant's salary history and requirements and the salaries of employees performing the same or similar job.

Hiring rates up to the midpoint of the range are recommended by the Compensation Supervisor and approved by the Chief Human Capital Management Officer. Hiring rates above the midpoint require the additional approval of the Superintendent.

PROMOTIONS AND UPWARD RECLASSIFICATION

Employees who are promoted or reclassified to a position in a higher pay grade, on the same salary schedule, should receive an increase proportional to the magnitude of the promotion. Individual rates will be determined based upon criteria under Hiring Rates.

DEMOTIONS AND DOWNWARD RECLASSIFICATION

When an employee is involuntarily placed in a lower salary grade, as a result of assignment to another position or a downward evaluation of the current position, the current salary will be maintained for the remainder of the latest contract issued. The salary will be reduced to reflect the pay grade to which the employee is assigned as a result of the demotion for the following contract year. In the event the current salary is above the maximum of the new range, the salary will be frozen until upward movement of the structure provides room for an increase.

Employees who voluntarily request assignment to a lower pay grade, on the same salary schedule, will receive a reduction in compensation to reflect the pay grade to which the employee is

assigned as a result of the employee's voluntary request for reassignment. Individual rates will be determined based upon criteria under Hiring Rates.

Employees that are demoted, as a result of disciplinary action shall have their salary reduced according to the pay grade level of the assigned position in accordance with the guidelines set forth in Chapter 21 of Texas Administrative Code.

Ysleta Independent School District
Division of Human Resources

Classroom Teacher (087) Salary Schedule
2026-2027
Sunset date: June 30, 2027

YEARS	BACHELOR'S DEGREE	MASTER'S DEGREE	DOCTORATE DEGREE
0	$60,500	$62,500	$64,000
1	$60,550	$62,550	$64,050
2	$60,600	$62,600	$64,100
3	$63,100	$65,100	$66,600
4	$63,150	$65,150	$66,650
5	$65,700	$67,700	$69,200
6	$65,750	$67,750	$69,250
7	$65,800	$67,800	$69,300
8	$65,850	$67,850	$69,350
9	$65,900	$67,900	$69,400
10	$66,000	$68,000	$69,500
11	$66,605	$68,605	$70,105
12	$66,805	$68,805	$70,305
13	$67,055	$69,055	$70,555
14	$67,555	$69,555	$71,055
15	$68,055	$70,055	$71,555
16	$68,555	$70,555	$72,055
17	$69,055	$71,055	$72,555
18	$69,555	$71,555	$73,055
19	$70,055	$72,055	$73,555
20	$70,555	$72,555	$74,055
21	$71,055	$73,055	$74,555
22	$71,555	$73,555	$75,055
23	$72,055	$74,055	$75,555
24	$73,230	$75,230	$76,730
25	$73,730	$75,730	$77,230
26	$74,230	$76,230	$77,730
27	$74,730	$76,730	$78,230
28	$75,230	$77,230	$78,730
29	$75,730	$77,730	$79,230
30	$76,230	$78,230	$79,730
31+	$76,730	$78,730	$80,230

NOTES: This schedule is for salary placement for the 2026-2027 school year. Some employees are paid more than the amounts shown here due to stipends or extended work years

Approved by the Board of Trustees: June 17, 2026
Effective: July 1, 2026

*A 087 teacher as per Texas Education Code is defined as a classroom teacher who holds a valid teaching certificate issued by the State Board for Educator Certification (SBEC) and spends a minimum of four hours per day teaching students in a classroom setting.

This salary schedule applies to the 2026-2027 school year only. Future salaries cannot be predicted from this schedule. New salary schedules are developed each year.

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Ysleta Independent School District
Division of Human Resources

Non-Classroom Teacher Nurse Librarian Salary Schedule
2026-2027

YEARS	BACHELOR'S DEGREE	MASTER'S DEGREE	DOCTORATE DEGREE
0	$60,500	$62,500	$64,000
1	$60,550	$62,550	$64,050
2	$60,600	$62,600	$64,100
3	$60,650	$62,650	$64,150
4	$60,700	$62,700	$64,200
5	$60,750	$62,750	$64,250
6	$60,800	$62,800	$64,300
7	$60,850	$62,850	$64,350
8	$60,900	$62,900	$64,400
9	$61,000	$63,000	$64,500
10	$61,605	$63,605	$65,105
11	$61,805	$63,805	$65,305
12	$62,055	$64,055	$65,555
13	$62,555	$64,555	$66,055
14	$63,055	$65,055	$66,555
15	$63,555	$65,555	$67,055
16	$64,055	$66,055	$67,555
17	$64,555	$66,555	$68,055
18	$65,055	$67,055	$68,555
19	$65,555	$67,555	$69,055
20	$66,055	$68,055	$69,555
21	$66,555	$68,555	$70,055
22	$67,055	$69,055	$70,555
23	$68,230	$70,230	$71,730
24	$68,730	$70,730	$72,230
25	$69,230	$71,230	$72,730
26	$69,730	$71,730	$73,230
27	$70,230	$72,230	$73,730
28	$70,730	$72,730	$74,230
29	$71,230	$73,230	$74,730
30	$71,730	$73,730	$75,230

NOTES: This schedule is for salary placement for the 2026-2027 school year. Some employees are paid more than the amounts shown here due to stipends or extended work years

Approved by the Board of Trustees: June 17, 2026
Effective: July 1, 2026

This salary schedule applies to the 2026-2027 school year only. Future salaries cannot be predicted from this schedule. New salary schedules are developed each year.

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Ysleta Independent School District
Division of Human Resources

Administrative/Professional Salary Schedule
2026-2027

DAILY PAY SCHEDULE

LEVEL	MINIMUM	MIDPOINT	MAXIMUM
301	$205.12	$253.28	$301.43
302	$219.53	$271.03	$322.52
303	$237.09	$292.70	$348.32
304	$256.07	$316.12	$376.18
305	$276.55	$341.42	$406.29
306	$298.68	$368.73	$438.78
307	$322.57	$398.22	$473.87
308	$348.36	$430.08	$511.79
309	$376.23	$464.48	$552.73
310	$406.34	$501.64	$596.96
311	$552.03	$681.52	$811.01
312	$749.92	$925.36	$1,101.48

Approved by the Board of Trustees: June 17, 2026
Effective: July 1, 2026

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Pay Grade 301
Buyer
Go Center Specialist

Pay Grade 302
Child Nutrition Supervisor
Content Creator Specialist
Environmental Technician
Fine Arts Inventory and Communication Specialist
Intern - Specialist in School Psychology
Multi Media Specialist I
Records Management Specialist
Senior Buyer

Pay Grade 303
Adult Basic Education Specialist
Budget Accountant
Budget Analyst
Certification Specialist
Custodial Facilitator
Coordinator, Grounds
Coordinator, Transportation
Electrical Team Supervisor
Fire Alarm Supervisor
General Trades Team Supervisor

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Ysleta Independent School District
Division of Human Resources
Administrative/Professional Salary Schedule
2026-2027

Pay Grade 303 (continued)
Human Resources Investigator
Licensed Speech-Language Pathology Assistant
Multi Media Specialist II
Plumbing Team Supervisor
Preventive Maintenance Team Supervisor
Public Relations Specialist
Roofing Supervisor
Security Surveillance Specialist
Small Construction and Special Teams Supervisor
Staff Auditor I
Student Attendance Accounting Supervisor
Technical Services Cataloger

Pay Grade 304
Accounting Specialist
Coordinator, Adult Basic Education
JROTC Military Property Specialist
Music Therapist
Risk Management & Safety Technician
Staff Auditor II
Verification Specialist
Video Production Specialist

Pay Grade 305
Assistant Coordinator of Army Instruction – JROTC
Assistive Technology Specialist
Autism Specialist
Child Nutrition Specialist
College Bound Advisor
Community Engagement Specialist
Coordinator, College, Career and Military Readiness
Coordinator, Comprehensive Care Center
Coordinator, Payroll
Counselor
Data Analyst
Digital Resource and Content Specialist
Educational Diagnostician
Facilitator of Career Programs
Grant Specialist
Innovative Learning Specialist
Intern – Licensed Speech-Language Pathologist
Licensed Specialist in School Psychology
Licensed Occupational Therapist
Licensed Physical Therapist
Licensed Speech-Language Pathologist
Migrant Program Specialist
Program Evaluator and Assessment Support Specialist
Social Worker

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Ysleta Independent School District
Division of Human Resources
Administrative/Professional Salary Schedule
2026-2027

Pay Grade 305 (continued)
Special Education Counselor
Title I Parent & Community Schools Specialist

Pay Grade 306
Coordinator, Budget
Coordinator, Libraries
Coordinator, Social Emotional Learning
Counselor Career and Tech
Lead Counselor – Elementary; Middle; High
Federal and State Programs Education Specialist
HVAC Supervisor
Instructional Specialist
Instructional Specialist – ALPS
Instructional Specialist – Fine Arts
Instructional Specialist – Special Education
Payroll Accountant
Senior Staff Auditor
Special Education Financial Specialist
Transportation Operations Supervisor
Warehouse Manager

Pay Grade 307
Academic Dean
Assistant Principal, Alternative School; Elementary School; Middle School; Pre K
Construction Project Manager II
Coordinator, Academic Language Programs
Coordinator, Accounting
Coordinator, Army Instruction - JROTC
Coordinator, Assessment
Coordinator, Career and Technical Workplace Learning
Coordinator, Career Programs
Coordinator, Compensation
Coordinator, Dyslexia/Response to Intervention (RTI)
Coordinator, Early Education
Coordinator, English, Language Arts and Reading
Coordinator, Employee Relations
Coordinator, Guidance and Counseling Compliance
Coordinator, High School Academics
Coordinator, Response to Intervention (RTI) Behavior
Coordinator, Science
Coordinator, Special Education
Coordinator, State and Federal Programs
Coordinator, Student Services
Coordinator, Workers Compensation & Risk Management
Special Systems Project Manager
Transitional Education Program Administrator

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Ysleta Independent School District
Division of Human Resources
Administrative/Professional Salary Schedule
2026-2027

Pay Grade 308
Assistant Athletic Director
Assistant Principal - High School, Early College High School
Coordinator, Ysleta Scholarships
Maintenance and Operations Manager

Pay Grade 309
Director, Academic Language Programs
Director, Academics
Director, Academics – High School
Director, Accountability and Data Analysis
Director, Accounting and Payroll
Director, Advanced Academics
Director, Athletics
Director, Budget
Director, Career Programs
Director, Child Nutrition Services
Director, Communications
Director, Competitive Grants
Director, Construction and Emergency Management
Director, Elementary Personnel
Director, Fine Arts and Academic Events
Director, Guidance, Counseling, and Student Advocacy Support Services
Director, Innovation, Assessment, and Analytics
Director, Marketing
Director, Mentoring and Teacher Quality
Director, Purchasing Services
Director, Risk Management
Director, Secondary Personnel
Director, Special Education
Director, State and Federal Programs
Director, Student Health Services
Director, Student Services
Director, Support Personnel
Director, Transportation
Director, Ysleta Community Learning Center
Internal Auditor
Principal, Alternative School; Elementary; Middle; Pre K

Pay Grade 310
Comptroller
Principal, Early College High School; High School

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Ysleta Independent School District
Division of Human Resources
Administrative/Professional Salary Schedule
2026-2027

Pay Grade 311
Associate Superintendent
Associate Superintendent of Curriculum and Instruction
Associate Superintendent of Maintenance and Operations
Associate Superintendent of Technology Information Systems

Pay Grade 312
Chief Academic Officer
Chief Counsel
Chief Financial and Operational Officer
Chief Human Capital Management Officer

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Ysleta Independent School District
Division of Human Resources

Adult Basic Education Teacher Salary Schedule
2026-2027

HOURLY PAY SCHEDULE

LEVEL	MINIMUM	MIDPOINT	MAXIMUM
ABE	$28.50	$35.63	$42.75

Approved by the Board of Trustees: June 17, 2026
Effective July 1, 2026

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Ysleta Independent School District
Division of Human Resources

Paraprofessional Salary Schedule
2026-2027
Sunset date: June 30, 2027

HOURLY PAY SCHEDULE

LEVEL	MINIMUM	MIDPOINT	MAXIMUM
201	$11.96	$14.95	$17.95
202	$13.19	$16.46	$19.75
203	$14.49	$18.12	$21.73
204	$15.93	$19.91	$23.92
205	$17.52	$21.93	$26.30
205A	Itinerant / SSB / SSAB / SSC / SSCI Units + $1.07 per hour		
206	$19.29	$24.11	$28.95
207	$22.75	$28.44	$34.13
208	$28.00	$34.97	$41.97
209	$30.78	$38.44	$46.09

Approved by the Board of Trustees: June 17, 2026
Effective: July 1, 2026

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Pay Grade 201
Aide I

Pay Grade 202 *(Clerical Positions Only: Clerical Test Level II Exam)*
Clerk II
Gallery Assistant

Pay Grade 203
Aide II
University of Texas at El Paso (UTEP) Instructional Aide Resident

Pay Grade 204 *(Clerical Positions Only: Clerical Test Level III Exam)*
Benefits Clerk
Child Nutrition Support Assistant
Clerk III
Clerk, Attendance/PEIMS – High School
Clerk, Attendance/PEIMS – Middle School
Clerk, Attendance/Sched/Registrar – Elementary
Clerk, Budget – High School
Clerk, Budget – Middle School
Clerk, Registrar – High School
Clerk, Sched – High School
Clerk, Sched/Registrar – Middle School
Home School Liaison
Secretary III
Secretary, Elementary/Middle School

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Ysleta Independent School District
Division of Human Resources
Paraprofessional Salary Schedule
2026-2027

Pay Grade 205
Aide III
In Home/Parent Trainer Assistant
University of Texas at El Paso (UTEP) Special Education Aide Resident

Pay Grade 206 *(Clerical Positions Only: Clerical Test Level IV Exam)*
Braille & Tactile Material Aide
Clerk IV
Clerk IV Personnel Records Manager
Job Coach
Maintenance System Specialist
Secretary IV
Substitute Coordinator

Pay Grade 207 *(Clerical Positions Only: Clerical Test Level V Exam)*
Administrative Assistant
Federal and State Programs Generalist
Human Resources Generalist
Licensed Vocational Nurse
Threat Assessment Generalist

Pay Grade 208 *(Clerical Positions Only: Clerical Test Level V Exam)*
Senior Administrative Assistant

Pay Grade 209 *(Clerical Positions Only: Clerical Test Level VI Exam)*
Employee Benefits Specialist
OT/PT Assistant
Senior Executive Assistant
Special Education Translator/Interpreter

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Ysleta Independent School District
Division of Human Resources

Ancillary Salary Schedule
2026-2027
Sunset date: June 30, 2027

HOURLY PAY SCHEDULE

LEVEL	MINIMUM	MIDPOINT	MAXIMUM
101	$12.12	$14.78	$17.44
102	$12.75	$15.56	$18.37
103	$13.99	$16.37	$20.16
104	$14.12	$17.23	$20.33
105	$14.86	$18.12	$21.40
106	$16.22	$19.76	$23.32
107	$17.02	$20.75	$24.48
108	$17.87	$21.77	$25.71
109	$18.74	$22.89	$27.00
110	$19.69	$24.03	$28.33
111	$20.68	$25.22	$29.76
112	$21.70	$26.48	$31.25
113	$22.80	$27.81	$32.82
114	$23.95	$29.21	$34.47
115	$25.15	$30.67	$36.18

Approved by the Board of Trustees: June 17, 2026
Effective: July 1, 2026

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Pay Grade 101
Child Nutrition Helper

Pay Grade 102
Child Nutrition Cashier/Helper
Child Nutrition Cook
Child Nutrition Delivery Courier/Helper
Custodian
Fleet Maintenance Assistant
Gardener

Pay Grade 103
Bus Attendant
Cashier II
Child Nutrition Assistant Manager
Grounds Keeper
Small Engine Mechanic Assistant
Trades Helper
Warehouser II

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Ysleta Independent School District
Division of Human Resources

Ancillary Salary Schedule
2026-2027

Pay Grade 104
Assistant Head Custodian
Printer I
Warehouser III

Pay Grade 105
Painting Crew Leader

Pay Grade 106
Grounds Crew Leader
Head Custodian, Alternative School; Elementary; Middle

Pay Grade 107
Assistant Print Shop Supervisor
Child Nutrition Manager I
Head Custodian: High School/ACAC/Service Center
Heavy Equipment Operator
Irrigation Technician
Warehouser IV

Pay Grade 108
Compliance Attendance Officer
Electronics Technician
Glazier
Landscape Irrigator
Locksmith
Musical Instrument Repair Technician
Plumbing Technician
Rock Mason Worker
Roofer
Senior Computer Graphic Artist
Small Engine Mechanic
Truancy Case Manager
Utility Worker

Pay Grade 109
Bus Driver
Carpenter
Child Nutrition Manager II
Custodial Equipment Mechanic II
Food Service Technician
Sheet Metal Worker
Welder

Pay Grade 110
Automotive Technician
Transportation Scheduler

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Ysleta Independent School District
Division of Human Resources

Ancillary Salary Schedule
2026-2027

Pay Grade 111
Dispatcher

Pay Grade 112
Bus Driver Instructor
Child Nutrition Manager III
Custodial Support Response Specialist
Electrician – Licensed
HVACR Child Nutrition Technician
HVACR Technician
Lead Automotive Technician
Motor Coach Technician
Plumber – Licensed

Pay Grade 113
Plumber – Master

Pay Grade 114
Automated Controls Specialist
Fire Alarm Technician
Grounds Supervisor
Mechanic Shop Foreman
Print Shop Supervisor
Warehouse Distribution Crew Leader
Warehouse Textbook Crew Leader

Pay Grade 115
Construction Supervisor
Digital Media Specialist

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Ysleta Independent School District
Division of Human Resources

Technology Salary Schedule
2026-2027

HOURLY PAY SCHEDULE – Sunset Date: June 30, 2027

LEVEL	MINIMUM	MIDPOINT	MAXIMUM
401	$17.02	$21.15	$25.27
402	$21.28	$26.42	$31.59
403	$26.60	$33.05	$39.49
404	$28.78	$35.78	$42.75

DAILY PAY SCHEDULE

LEVEL	MINIMUM	MIDPOINT	MAXIMUM
405	$237.23	$294.70	$352.16
406	$255.04	$317.73	$379.69
407	$275.77	$342.58	$409.37
408	$297.33	$369.35	$441.38
409	$320.57	$398.21	$475.56

Approved by the Board of Trustees: June 17, 2026
Effective: July 1, 2026

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Pay Grade 401
Micro Computer Technician

Pay Grade 402
TIS Support Assistant

Pay Grade 403
Business Support Assistant
Child Nutrition Services Support Assistant
Procedural Compliance Data Analyst
Service Desk Support
Technology Support Technician
Web Applications Assistant

Pay Grade 404
Network Specialist II

Pay Grade 405
Reporting Analyst
TIS Support Specialist

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Ysleta Independent School District
Division of Human Resources

Technology Salary Schedule
2026-2027

Pay Grade 406
Directory Administrator
Network Specialist III
Software Engineer III
Software Quality Engineer
Webmaster

Pay Grade 407
Lead Service Desk Administrator
Senior Software Engineer

Pay Grade 408
Business Intelligence Engineer
Coordinator, PEIMS
Database and Systems Administrator
Information Technology Infrastructure Engineer
Software Architect

Pay Grade 409
Network Engineer and Service & Support Manager
Network Services Manager
Software Engineer Manager
Technology Data Integration Services Manager
Telecommunications Manager

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Ysleta Independent School District
Division of Human Resources

Security Salary Schedule
2026-2027

HOURLY PAY SCHEDULE – Sunset Date: June 30, 2027

LEVEL	MINIMUM	MIDPOINT	MAXIMUM
501	$14.86	$18.13	$21.40
502	$21.16	$24.18	$27.20
503	$25.19	$27.20	$29.22

DAILY PAY SCHEDULE

LEVEL	MINIMUM	MIDPOINT	MAXIMUM
504	$298.68	$368.73	$438.78
505	$376.23	$464.48	$552.73

Approved by the Board of Trustees: June 17, 2026
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Pay Grade 501
Security Officer

Pay Grade 502
Armed Security Officer

Pay Grade 503
Security Sergeant

Pay Grade 504
Coordinator, Security

Pay Grade 505
Chief Security & Safety

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Ysleta Independent School District
Division of Human Resources
Non-Scheduled Compensation Rates

Various district programs employ personnel in positions, which are not part of the regular approved salary schedules. Many of these positions are part-time and are secondary to regular full-time district positions, i.e., teachers who also tutor or teach in summer programs, plus others such as teachers or students who tutor after school. The following rates of pay shall be used to compensate these positions, except that employees in nonexempt positions are subject to the overtime requirements of the Fair Labor Standards Act. If such employees perform one of the following duties and work more than forty hours in a single work week, they shall be compensated overtime in accordance with the Fair Labor Standards Act and Regulation DEA-R. Additional positions identified not appearing on this schedule will be submitted for approval.

1. ABE Instructor (part-time) ..... $ 29.00/hour
   Aide – Classroom ..... $ 13.00/hour
   Assistant - PT/OT ..... $ 20.60/hour
   Assistant – Videography ..... $ 13.00/hour
   Associate Psychologists ..... $ 27.81/hour
   Auditor ..... $ 15.00/hour
   Child Nutrition Helper (Part-Time) ..... $ 13.00/hour
   Child Nutrition Helper (Part-Time FFVP) ..... $ 13.00/hour
   Child Nutrition Temporary Support ..... $ 13.00/hour
   Clerk/Secretary ..... $ 13.00/hour
   Counselor, M. A ..... $ 27.81/hour
   Crossing Guard/Noon Duty Aide ..... $ 13.00/hour
   Diagnostician/Associate Psychologist ..... $ 200.00/assessment battery
   Flag Instructor (part-time) ..... $ 8.25/hour
   Home School Liaison ..... $ 14.22/hour
   Innovative Learning Tech Support ..... $ 15.00/hour
   Job Coach ..... $ 17.00/hour
   Library Helper ..... $ 13.00/hour
   Licensed Vocational Nurse, Part-Time ..... $ 17.15/hour
   Micro Computer Technician ..... $ 13.11/hour
   Multi-Media Specialist ..... $ 15.00/hour
   Part-Time Supporting Excellence in Education (SEE) Tutor ..... $ 15.00/hour
   Part-Time Supporting Excellence in Education (SEE) Degreed Tutor ..... $ 20.00/hour
   Part-Time Supporting Excellence in Education (SEE) Teacher ..... $ 28.50/hour
   Police Offer (School Base Law Enforcement/SBLE Lead) ..... $ 55.00/57.00 hour
   Police Officer (EPPD,EPPD Coordinator) ..... $ 55.00/57.00 hour
   Psychologist ..... $ 32.00/hour
   Security Officer (part-time) ..... $ 13.00/hour
   Special Activities Instructor ..... $ 20.60/hour
   Speech-Language Pathology Assistant ..... $ 23.00/hour
   Speech-Language Pathologist – Licensed ..... $ 32.00/hour
   Staff Development Trainer ..... $ 33.60/hour
   Student - YISD (Tutor, Best Student, etc.) ..... $ 8.25/hour
   Summer/Night School/Intersession Teacher, Nurse, Librarian, Counselor, Admin ..... $ 28.50/hour
   Teacher, In-service Facilitator ..... $ 26.17/hour
   Teacher, Nurse, Librarian Instruction beyond the "normal" workday ..... $ 28.50/hour
   Teacher, Nurse, Librarian Extra-duty other than instruction ..... $ 20.00/hour
   Teacher, Part-Time Certified ..... $ 28.50/hour
   Technology Support Student/Technology Support Adult ..... $ 9.80/13.00/hour
   Texas Education for Homeless Children & Youth Caseworker ..... $ 40.00 hour
   Therapist - Physical/Occupational ..... $ 32.00/hour
   Tutor (non-degreed; other than SEE Tutor) ..... $ 15.00/hour
   Visiting Artist ..... $ 20.00/hour

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Ysleta Independent School District
Division of Human Resources
Non-Scheduled Compensation Rates

2. **Professional Development Program**

Attendance at voluntary staff development training sessions	$ 20.00/hour ($80.00/day max)
Attendance at required staff development training sessions	Teacher's Daily Rate of Pay

3. **Curriculum and Instruction**

Curriculum Writer/Facilitator	$28.50/hour

4. **Academic Events**

Event Chairperson	$10.00/hour

5. **Athletic Game Workers (All Game Workers must be adults and/or non-students)**

Game Manager (Varsity Football)	$ 13.50/hour
Game Manager (All Others)	$ 13.50/hour
Wrestling Tournament Director	$ 13.00/hour
Wrestling Tournament JV Director	$ 13.00/hour
Gymnastics Official/District Meet Director	$ 13.00/hour
Cashier	$ 13.00/hour
Ticket Seller	$ 13.00/hour
Game Worker	$ 13.00/hour

Approved by the Board of Trustees: June 17, 2026
Effective July 1, 2026

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Ysleta Independent School District
Division of Human Resources

Substitute Salary Schedule
2026-2027

SUBSTITUTE TEACHERS

LEVEL	TYPE	DAILY	LONG TERM*
Non-Degreed	30 semester hours	$105.00	+$25/day
Degreed	Non-Certified	$130.00	+$25/day
Degreed	Certified Teacher	$165.00	+$25/day
Degreed	Retired Teacher	$165.00	+$25/day
Licensed Vocational Nurse	Licensed	$150.00	N/A
Registered Nurse	Licensed	$285.00	N/A

*Long Term Assignments are 10 consecutive workdays or more.

SUBSTITUTE ADMINISTRATORS

TYPE	DAILY
Substitute Administrator	Midpoint of Respective Range

OTHER SUBSTITUTES

TYPE	HOURLY RATE
Bus Driver	$15.00
Bus Attendant	$13.00
Security Officer	$13.00
Custodian	$13.00
Child Nutrition	$13.00

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Effective July 1, 2026

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Ysleta Independent School District
Division of Human Resources
Non-Contractual Stipend and Supplement Salary Schedule
2026-2027

A stipend is an additional amount paid to an employee to compensate for a higher degree, specialized certification, or as an incentive to fill a position in an area of critical need. Position stipends are attached to the position not to the employee and do not transfer if the employee is reassigned. An employee is subject to reassignment at any time by the superintendent or designee. Stipends marked with an asterisk will be paid over a 9-month period from October through June. Additional duty assignments for which the district pays supplements may be assigned only to employees who are exempt under the Fair Labor Standards Act.

ACADEMIC STIPENDS

STIPEND	AMOUNT
Advanced Placement / Dual Credit / UT On Ramps	$500 ($250/class/semester)
Alternative School Teacher (Cesar Chavez Academy Only)	$1,000
Bilingual Teacher	$2,500
Culinary Arts	$2,200
Dual Language	$2,500
*English As Second Language – Elementary (Languages other than Spanish)	$525/per core content area
*English As Second Language – Secondary	$350/section
Instructional Coach	$3,000
JROTC Sponsor	$3,000
Mathematics – High School	$3,000
Middle School Assistant Principal	$1,500
Middle School Principal	$3,000
Resident Teacher (July 2026 – June 2027) *contingent on funding*	$20,000
Science – High School	$3,000
Teacher Extra Days	$201.92 per day

SPECIAL EDUCATION STIPENDS

STIPEND	AMOUNT
Audiologist	$9,000
Auditorily/Visually Impaired (AI/VI)	$6,000
Autism Specialist	$3,000
Early Childhood Special Education (ECSE)	$2,200
Educational Diagnostician	$7,000
Licensed Specialist in School Psychology	$7,000
Occupational Therapist	$15,000
Orientation & Mobility Specialist	$6,000
Physical Therapist	$15,000
Second Language Proficiency	$1,200
Specialize Support/Structured Communication (SSC)	$5,000
Specialize Support/Structured Communication/Inclusion (SSCI)	$5,000
Specialized Support Alternate Level 1 (SSALT1)	$2,000
Specialized Support Alternate Level 2 (SSALT2)	$1,500
Specialized Support Alternate Level 3 (SSALT3)	$1,500
Specialized Support Alternative Behavior (SSAB)	$5,000
Specialized Support Behavior (SSB)	$5.000
Specialized Support/Resource (SSR)	$1,500
Speech-Language Pathologist – Clinical Competency	$15,000
Speech-Language Pathologist – Licensed	$9,000
Speech-Language Pathologist – TEA Certified	$3,900
Speech-Language Pathologist Assistant	$2,000
Vocational Adjustment Coordinator (VAC)	$1,500

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Ysleta Independent School District
Division of Human Resources
Non-Contractual Stipend and Supplement Salary Schedule
2026-2027

Supplements compensate employees for additional duty assignments that extend beyond the regular work day. Additional duty assignments are non-contractual and at will. Either party may discontinue these assignments at any time for any reason or no reason. The assignment of these duties shall not create any expectation of continued assignment to that same duty or any other duty. Supplements marked with an asterisk will be paid over a 9-month period, October through June. Additional duty assignments for which the district pays supplements may be assigned only to employees who are exempt under the Fair Labor Standards Act.

* Please note that the stipend amount shown reflects the maximum potential stipend. The actual amount paid may be less if all required duties and responsibilities have not been fulfilled.

ACADEMIC AND FINE ARTS SUPPLEMENTS

SUPPLEMENT	AMOUNT
Academic Decathlon – High School	$2,500
Assistant Band Director – High School	$6,500
Assistant Band Director – Middle School	$3,500
Assistant Theater Director – High School	$2,500
Band Director – High School	$11,000
Band Director – Middle School	$4,500
Campus Science Fair Coordinator	$625
Career & Technical Student Organization Advisor	$1,000
Choir Director – High School	$5,500
Choir Director – Middle School	$4,000
*Department Chair/SLC Lead VVECHS (10+ staff)	$1,500
*Department Chair/SLC Lead VVECHS (6-9 staff)	$990
*Department Chair SLC Lead VVECHS (3-5 staff)	$750
Destination Imagination – High School or Middle School	$1,000
Destination Imagination – Elementary	$550
Drum Corps/Pipe Band	$3,300
Fine Arts Honorariums	$50 - $600
Flag Corps/Drill Team Sponsor – High School	$5,000
Gifted and Talented Campus Designee (K-8)	$1,000
Guitar Competitions	$3,500
High Q	$2,000
JROTC Summer Program	$1,500
Junior/Senior Honor Society	$600
Literary Magazine – High School	$1,000
Literary Magazine – Middle School	$825
Mariachi Music Director – Head High School	$6,000
Mariachi Music Director – High School	$5,000
Mariachi Music Director – Middle School	$3,000
Mentor Teacher (Year One BTIM Program) *prorated off start date	$500 ($50/month up to $500)
Mentor Teacher (Year Two BTIM Program) *prorated off start date	$250 ($25/month up to $250)
Mock Trial	$1,500
Newspaper – High School	$1,605
One-Act Play Director – High School	$2,250
Orchestra – High School	$5,500
Orchestra – Middle School	$4,000
PE Demonstration Day	$500
Performing Dance Sponsor – High School	$5,500

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Ysleta Independent School District
Division of Human Resources
Non-Contractual Stipend and Supplement Salary Schedule
2026-2027

ACADEMIC AND FINE ARTS SUPPLEMENTS (continued)

SUPPLEMENT	AMOUNT
Performing Dance Sponsor – Middle School	$1,500
Performing Choir – Elementary School	$1,000
Performing Fine Arts – Elementary School	$1,200
Piano Competitions	$1,000
Resident Teacher Mentor	$2,000
Robotics – Elementary	$550
School Counselor	$3,000
Special Olympics Coach	$550
Speech/Debate – High School	$2,200
Spelling Bee Coach	$550
Student Council – Middle School	$600
TEA Committee Stipend	$500
Teacher of the Year – Region XIX	$550
Teacher of the Year – Texas State	$2,475
Theater – High School	$5,000
UIL Event Coach Elementary/Middle School/High School	$550/$600/$650
UIL Campus Coordinator – Elementary	$600
UIL Campus Coordinator – Middle School	$800
UIL Campus Coordinator – High School	$1,000
Video Board Production – High School	$2,500
VICA Sponsor	$550
Visual Arts Competitions	$1,200
Visual Arts – Middle School	$1,200
Yearbook Sponsor – High School	$2,375
Yearbook Sponsor – Middle School	$750
Yearbook Sponsor – Elementary School	$350

DISTRICT COORDINATORS OF ACADEMIC EVENTS

EVENT	AMOUNT
Academic Decathlon	$5,000
Creative Writing	$2,500
Destination Imagination	$3,300
French/Spanish – Middle School	$2,200
High-Q/Young Scholars	$2,500
One-Act Play	$2,500
PE Demonstration Day	$3,300
Science Fair – Primary	$3,300
Science Fair – Elementary School	$3,300
Science Fair – Secondary School	$3,300
Spanish Spelling Bee	$2,200
Spanish UIL	$2,500
UIL – Elementary School	$3,000
UIL – Middle School	$3,000
UIL – High School	$3,000

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Ysleta Independent School District
Division of Human Resources
Non-Contractual Stipend and Supplement Salary Schedule
2026-2027

ATHLETIC SUPPLEMENTS
UIL TEAM SPORTS

BASEBALL/SOFTBALL

SUPPLEMENT	AMOUNT
Head Coach	$7,000
Varsity Assistant Coach	$4,200
Junior Varsity Coach	$3,900
Developmental	$3,000
7th – 8th Grade Coach	$1,500

BASKETBALL

SUPPLEMENT	AMOUNT
Head Coach	$10,000
Varsity Assistant Coach	$4,200
Junior Varsity Coach	$4,000
9th Grade Coach	$4,000
Developmental	$3,000
7th – 8th Grade Coach	$2,000

E-Sports

SUPPLEMENT	AMOUNT
Elementary	$550
Middle School	$750
High School	$1,000

FOOTBALL

SUPPLEMENT	AMOUNT
Head Coach	$16,000
Spring Football Head Coach	$3,000
Offensive/Defensive Coordinator	$9,750
Varsity Assistant Coach	$8,000
Assistant Coach	$8,000
Spring Football Assistant Coach	$2,000
9th Grade Coach	$7,000
Developmental	$3,000
7th – 8th Grade Head Coach	$2,700
7th – 8th Grade Assistant Coach	$2,500

Rugby Club (YWLA Only)

SUPPLEMENT	AMOUNT
Sponsor	$1,500

SOCCER

SUPPLEMENT	AMOUNT
Head Coach	$7,500
Varsity Assistant Coach	$4,000
Junior Varsity/Assistant Coach	$3,900
Developmental	$3,000
7th – 8th Grade Coach	$1,500

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VOLLEYBALL

SUPPLEMENT	AMOUNT
Head Coach	$7,200
Varsity Assistant Coach	$4,000
Junior Varsity Coach	$3,900
9th Grade Coach	$3,500
7th – 8th Grade Coach	$2,500
7th – 8th Assistant Coach	$1,800

INDIVIDUAL SPORTS

CROSS COUNTRY

SUPPLEMENT	AMOUNT
Head Coach	$5,200
Head Coach, (Boys and Girls, 2 teams) **	$7,800
Varsity Assistant Coach	$4,000
Assistant Coach	$3,500
7th – 8th Grade Coach	$2,000

GOLF

SUPPLEMENT	AMOUNT
Head Coach	$5,200
Head Coach, (Boys and Girls, 2 teams) **	$7,800
Varsity Assistant Coach	$2,800
Assistant Coach	$2,400
7th – 8th Grade Coach	$1,000

GYMNASTICS

SUPPLEMENT	AMOUNT
Head Coach	$3,700
Head Coach, (Boys and Girls, 2 teams) **	$5,550
Varsity Assistant Coach	$2,700
Assistant Coach	$2,600

SWIMMING

SUPPLEMENT	AMOUNT
Head Coach	$5,200
Head Coach, (Boys and Girls, 2 teams) **	$7,800
Varsity Assistant Coach	$2,800
Assistant Coach	$2,700
7th – 8th Grade Coach	$1,000

TENNIS

SUPPLEMENT	AMOUNT
Head Coach	$7,500
Head Coach, (Boys and Girls, 2 teams) **	$11,250
Varsity Assistant Coach	$4,100
Junior Varsity/Assistant Coach	$3,700
7th – 8th Grade Coach	$1,000

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TRACK

SUPPLEMENT	AMOUNT
Head Coach	$7,000
Head Coach (Boys and Girls, 2 teams) **	$10,500
Varsity Assistant Coach	$4,000
Assistant Coach	$3,900
7th – 8th Grade Coach	$2,000

WRESTLING

SUPPLEMENT	AMOUNT
Head Coach	$5,200
Head Coach, (Boys and Girls, 2 teams) **	$7,800
Varsity Assistant Coach	$2,800
Assistant Coach	$2,700
7th – 8th Grade Coach	$1,000

ATHLETIC SUPPLEMENTS
TEA REGULATED EVENTS

CHEERLEADING

SUPPLEMENT	AMOUNT
Varsity Sponsor	$5,000
Junior Varsity Sponsor	$2,500
9th Grade Sponsor	$2,500
7th – 8th Grade Sponsor	$2,000

ATHLETIC SUPPLEMENTS
OTHER

SUPPLEMENT	AMOUNT
Campus Athletic Coordinator (High School)	$5,000
Campus Athletic Coordinator (Middle School)	$3,500
Campus Athletic Coordinator (YWLA High School)	$2,500
Campus Athletic Coordinator (YWLA Middle School)	$1,500
Athletic Trainer	$20,000
Single Athletic Trainer at campus	additional ½ of stipend
Intramural Sports Coordinator Middle School	$500 per sport

Approved by the Board of Trustees: June 17, 2026
Effective July 1, 2026

** Must have complete boys and girls teams as determined by the Athletic Office to be entitled to the combined stipend

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Incentives
2026-2027

MONETARY AWARDS FOR DISTRICTWIDE RECOGNITIONS

SUPPLEMENT	AMOUNT
Support Employee of the Year Finalist	$500
Support Employee of the Year Winner	$1,000
Teacher of the Year Finalist	$500
Teacher of the Year Winners	$1,500

VOLUNTARY SEPARATION EARLY NOTICE INCENTIVE

To assist the district in planning for staffing, at the sole discretion of the Superintendent, the district may offer a monetary incentive in an amount to be determined by the Superintendent as reasonable and appropriate as an incentive to employees who provide early notice of voluntary separation, provided the employee meets all eligibility and maximum number requirements for the incentive.

PERFORMANCE PAY: TEACHER INCENTIVE ALLOTMENT

For any funds received by Ysleta ISD for a designated teacher under the Teacher Incentive Allotment (TIA), 100 percent will be paid to the designated teacher. Should the district receive funding for a designated teacher who has resigned or retired, the district will forward payment to the resigned or retired teacher as soon as practicable.

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