



EVERMAN
INDEPENDENT SCHOOL DISTRICT
BOARD APPROVED JULY 20, 2026

Everman ISD Compensation Manual

2026 - 2027

SALARIES ARE DETERMINED ON AN ANNUAL BASIS. NO PAST OR FUTURE PAYMENTS CAN BE CALCULATED, ASSUMED OR PREDICTED ON THE BASIS OF THIS SCHEDULE.

THE DISTRICT RESERVES THE RIGHT TO ADJUST SALARY AMOUNTS FOR THE 2026-2027 SCHOOL YEAR IN RESPONSE TO THE LEGISLATIVE CHANGES

EVERMAN ISD
Teacher Salary Schedule
2026 - 2027

STEP	187 Days	197 days	202 days
0 - Non Certified	63,500	66,896	68,594
0	64,000	67,422	69,134
1	65,052	68,531	70,270
2	65,412	68,910	70,658
3	67,667	69,057	72,773
4	67,990	71,412	73,122
5	72,608	72,063	77,790
6	72,936	76,409	78,144
7	73,264	76,754	78,499
8	73,702	77,215	78,972
9	74,138	77,675	79,443
10	74,576	78,136	79,916
11	75,231	78,826	80,623
12	75,559	79,172	80,978
13	75,888	79,518	81,333
14	76,215	79,863	81,686
15	76,870	80,553	82,394
16	77,199	80,900	82,749
17	77,527	81,245	83,104
18	77,854	81,590	83,457
19	78,291	82,050	83,929
20	78,729	82,511	84,402
21	79,166	82,972	84,874
22	79,603	83,432	85,346
23	80,040	83,892	85,818
24	80,477	84,353	86,290
25	81,132	85,043	86,998
26	81,570	85,504	87,471
27	82,007	85,965	87,943
28	82,444	86,425	88,415
29	82,882	86,886	88,888
30	83,318	87,346	89,359
31	83,864	87,921	89,949
32	84,411	88,497	90,540
33	85,395	89,534	91,603
34	86,160	90,340	92,429
35	86,925	91,146	93,255
36	87,690	91,952	94,082
37	88,455	92,757	94,908
38	89,219	93,562	95,733
39	89,657	94,024	96,207
40	90,203	94,599	96,796

Retirees-cap at 21 yrs. experience with annual percentage increase

2% increase at step 20-187 days (\$1,552)

Step includes the Teacher Retention Allotment for steps 3-40.

Must be employed at least 90 days in 2025-2026 to receive a step increase.

EVERMAN ISD
Teacher Salary Schedule 2026-2027
Assistant Band Directors-207 days

<u>STEP</u>	
0 - Non Certified	70,291
0	70,845
1	72,009
2	72,209
3	74,476
4	74,834
5	79,518
6	79,881
7	80,244
8	80,729
9	81,212
10	81,696
11	82,421
12	82,785
13	83,149
14	83,511
15	84,236
16	84,600
17	84,963
18	85,325
19	85,809
20	86,294
21	86,777
22	87,261
23	87,745
24	88,229
25	88,954
26	89,438
27	89,922
28	90,406
29	90,891
30	91,373
31	91,978
32	92,583
33	93,673
34	94,519
35	95,366
36	96,213
37	97,060
38	97,906
39	98,390
40	98,995

Retirees-cap at 21 yrs. experience with annual percentage increase
2% increase at step 20-187 days (\$1,718 for 207)

Step includes the Teacher Retention Allotment for steps 3-40.

Must be employed at least 90 days in 2025-2026 to receive a step increase.

EVERMAN ISD
Teacher Salary Schedule 2026-2027
Head Basketball & Head Band Director - 217 days

STEP	
0 - Non Certified	73,687
0	74,267
1	75,488
2	75,608
3	77,881
4	78,256
5	82,973
6	83,354
7	83,734
8	84,242
9	84,748
10	85,257
11	86,017
12	86,397
13	86,779
14	87,159
15	87,919
16	88,300
17	88,681
18	89,061
19	89,568
20	90,076
21	90,583
22	91,090
23	91,597
24	92,104
25	92,864
26	93,373
27	93,880
28	94,387
29	94,895
30	95,401
31	96,035
32	96,669
33	97,811
34	98,699
35	99,587
36	100,475
37	101,362
38	102,249
39	102,757
40	103,391

Retirees-cap at 21 yrs. experience with annual percentage increase

2% increase at step 20-187 days (\$1,801 for 217) for steps 6-40

Step includes the Teacher Retention Allotment for steps 3-40.

Must be employed at least 90 days in 2025-2026 to receive a step increase.

EVERMAN ISD
Counselor Salary Schedule
2026 - 2027

STEP	197 Days	202 Days	207 Days
0	67,949	69,674	71,398
1	69,103	70,858	72,562
2	70,655	72,449	74,192
3	71,306	73,116	74,925
4	71,652	73,470	75,289
5	71,998	73,825	75,653
6	72,459	74,298	76,137
7	72,918	74,769	76,619
8	73,380	75,242	77,105
9	74,070	75,950	77,830
10	74,415	76,304	78,192
11	74,762	76,659	78,557
12	75,106	77,013	78,918
13	75,796	77,720	79,643
14	76,143	78,075	80,008
15	76,489	78,430	80,372
16	76,833	78,783	80,733
17	77,293	79,255	81,216
18	77,755	79,728	81,702
19	78,215	80,200	82,185
20	78,676	80,672	82,670
21	79,136	81,144	83,153
22	79,596	81,616	83,636
23	80,286	82,324	84,361
24	80,748	82,797	84,847
25	81,208	83,269	85,330
26	81,668	83,741	85,813
27	82,130	84,214	86,299
28	82,589	84,685	86,781
29	83,164	85,275	87,385
30	83,741	85,866	87,992
31	84,777	86,929	89,080
32	85,583	87,755	89,927
33	86,389	88,582	90,774
34	87,195	89,408	91,621
35	88,001	90,234	92,468
36	88,806	91,060	93,314
37	89,267	91,533	93,798
38	89,842	92,123	94,402
39	90,418	92,712	95,008
40	90,879	93,185	95,492

2% raise was calculated at step 20 of the 2025-2026 schedule for the midpoint.
Midpoint is calculated using these amounts 197-\$77,584, 202-\$79,553, 207-\$81,523
Must be employed at least 90 days in 2025-2026 to receive a step increase.

EVERMAN ISD
Salary Schedule 2026-2027

Instructional Resource Specialist, Nurse-RN, Instructional Specialist, Instructional
Coach, Speech, SLP, SLPA, OT, PT, Behavioral Specialist, Social Worker
Educational Diagnostician, Assessment Specialist

<u>STEP</u>	<u>187 days</u>	<u>197 days</u>	<u>207 days</u>	<u>217 days</u>
0	64,000	67,422	70,845	74,267
1	64,934	68,407	71,879	75,351
2	65,536	69,041	72,546	76,050
3	65,651	69,162	72,673	76,183
4	65,974	69,502	73,031	76,558
5	66,592	70,153	73,715	77,275
6	66,920	70,499	74,078	77,656
7	67,248	70,844	74,441	78,036
8	67,686	71,306	74,926	78,545
9	68,122	71,765	75,408	79,051
10	68,560	72,227	75,893	79,559
11	69,215	72,917	76,618	80,319
12	69,543	73,262	76,981	80,700
13	69,872	73,609	77,346	81,081
14	70,199	73,953	77,708	81,461
15	70,854	74,643	78,433	82,221
16	71,183	74,990	78,797	82,603
17	71,511	75,335	79,160	82,983
18	71,838	75,680	79,522	83,363
19	72,275	76,140	80,006	83,870
20	72,713	76,602	80,490	84,378
21	73,150	77,062	80,974	84,885
22	73,587	77,522	81,458	85,392
23	74,024	77,983	81,942	85,899
24	74,461	78,443	82,425	86,407
25	75,116	79,133	83,150	87,167
26	75,554	79,595	83,635	87,675
27	75,991	80,055	84,119	88,182
28	76,428	80,515	84,603	88,689
29	76,866	80,977	85,088	89,197
30	77,302	81,436	85,570	89,703
31	77,848	82,011	86,175	90,337
32	78,395	82,588	86,780	90,972
33	79,379	83,624	87,869	92,114
34	80,144	84,430	88,716	93,001
35	80,909	85,236	89,563	93,889
36	81,674	86,042	90,410	94,777
37	82,439	86,848	91,257	95,664
38	83,203	87,653	92,102	96,551
39	83,641	88,114	92,587	97,059
40	84,187	88,689	93,192	97,693

Retirees-cap at 21 yrs. experience with annual percentage increase

2% raise to the midpoint will be given to all employees in this pay scale that were
employed over 90 days in 2025-2026. Midpoint for 25-26 \$71,716 (187 days)

**2026-2027 Administrative/Professional Pay Plan
Everman ISD**

A1A		Daily	\$240.00	\$295.00	\$350.00
Communications Specialist	226	226 Days	54,240	66,670	79,100
Human Resource Specialist II	226				
A1B		Daily	\$270.00	\$355.00	\$440.00
Business Manager	226	226 Days	61,020	80,230	99,440
A2A		Daily	\$290.00	\$368.00	\$445.00
Academic Advisor	207	187 Days	54,230	68,816	83,215
ECSE Specialist	187	197 Days	57,130	72,496	87,665
Special Education Instructional Specialist	197	207 Days	60,030	76,176	92,115
Transition Specialist	197				
A2B		Daily	\$315.00	\$383.00	\$450.00
504/Dyslexia Coordinator	207	207 Days	65,205	79,281	93,150
College & Career Readiness Coordinator	207	226 Days	71,190	86,558	101,700
Early Childhood Learning Coordinator	207	260 Days	81,900	99,580	117,000
Maintenance & Facility Coordinator	260				
PEIMS Coordinator	226				
SEL & Crisis Support Coordinator	226				
Special Programs Coordinator	207				
Strategic Compensation Coordinator	226				
Student Support Services Coordinator	226				
Special Programs Instructional Coordinator	207				
Special Programs Compliance Coordinator	207				
A3A		Daily	\$356.00	\$405.00	\$455.00
Elementary Assistant Principals	197	197 Days	70,132	79,785	89,635
A3B		Daily	\$360.00	\$410.00	\$460.00
Junior High Assistant Principals	207	207 Days	74,520	84,870	95,220
Junior High Dean of Instruction	226	226 Days	81,360	92,660	103,960
A4A		Daily	\$380.00	\$430.00	\$480.00
Traditional High School Dean of Instruction	226	207 Days	78,660	89,010	99,360
Traditional High School Assistant Principals	207	226 Days	85,880	97,180	108,480
Traditinal High School Associate Principals	226				
A4B		Daily	\$415.00	\$525.00	\$635.00
Licensed Specialist in School Psychology	197	197 Days	81,755	103,425	125,095

2% raise to the midpoint will be given to all employees in this pay plan that were employed over 90 days in 2025-2026.

**2026-2027 Administrative/Professional Pay Plan
Everman ISD**

A5A		Daily	\$420.00	\$535.00	\$650.00
Director of Assessment & At-Risk	226	217 Days	91,140	116,095	141,050
Director of Athletics	217	226 Days	94,920	120,910	146,900
Director of Bilingual & Secondary Curriculum	226	260 Days	109,200	139,100	169,000
Director of Elementary Curriculum	226				
Director of Federal Programs/CCMR	226				
Director of Maintenance	260				

A5B		Daily	\$430.00	\$550.00	\$670.00
Executive Director of Child Nutrition	226	226 Days	97,180	124,300	151,420
Executive Director of Special Programs	226				
Executive Director of Technology	226				
Executive Director of Transportation	226				

A6A		Daily	\$510.00	\$635.00	\$760.00
Chief Academic Officer	226	226 Days	115,260	143,510	171,760
Chief Financial Officer	226				
Chief of Communications & Marketing	226				
Chief of Human Resources	226				
Chief of Operations & Student Services	226				

A6B		Daily	\$600.00	\$800.00	\$1,000.00
Deputy Superintendent	226	226 Days	135,600	180,800	226,000

2% raise to the midpoint will be given to all employees in this pay plan that were employed over 90 days in 2025-2026.

**2026-2027 Principal Compensation
Everman ISD**

CLASS Compensation					
Effectiveness Level	Pre K	Academy (Non Traditional)	Elementary	Middle	High
Unsatisfactory	\$60,000	\$70,000	\$65,000	\$70,000	\$80,000
Progressing	\$80,000	\$85,000	\$85,000	\$95,000	\$105,000
Proficient	\$90,000	\$100,000	\$110,000	\$120,000	\$130,000
Exemplary	\$95,000	\$110,000	\$120,000	\$130,000	\$145,000
Master	\$100,000	\$118,000	\$128,000	\$138,000	\$155,000

Please see CLASS Guidebook for more details.

2026-2027 Clerical/Paraprofessional Pay Plan
Everman ISD

CS1		Hourly	\$12.50	\$17.50	\$22.50
Elementary Office Assistant	197	197 Days	19,700	27,580	35,460
Secondary Campus Attendance Clerk	197				
Secondary Campus Receptionist	197				
Secondary Campus Office Assistant	197				
Secondary Campus PEIMS (Middle School)	197				
CS2		Hourly	\$14.00	\$19.00	\$24.00
Instructional Assistant	187	187 Days	20,944	28,424	35,904
Instructional Assistant-SPED	187				
Library Assistant	187				
Nurse Assistant	187				
CS3		Hourly	\$15.00	\$20.00	\$25.00
Campus Monitor	183	183 Days	21,960	29,280	36,600
Behavior Interventionist	187	187 Days	22,440	29,920	37,400
Behavior Technician	187				
Registered Behavior Technician	187				
CS4		Hourly	\$16.16	\$21.83	\$27.50
Elementary Campus Secretary	207	187 Days	24,175	32,658	41,140
Nurse - LVN	187	197 Days	25,468	34,404	43,340
Secondary AP Secretary (High School)	207	202 Days	26,115	35,277	44,440
Secondary Campus PEIMS (High School)	202	207 Days	26,761	36,150	45,540
Secondary Campus Registrar	197				
Secondary Counselor Clerk	202				
Special Education Assessment Clerk	197				
CS5		Hourly	\$17.00	\$26.25	\$35.50
Administrative Asst to Director/Exec Dir	217, 226, 260	207 Days	28,152	43,470	58,788
District Receptionist	226	217 Days	29,512	45,570	61,628
Secondary Campus Secretary (Academy)	207	226 Days	30,736	47,460	64,184
Secondary Campus Secretary	226	260 Days	35,360	54,600	73,840
CS6		Hourly	\$19.25	\$28.13	\$37.00
Administrative Asst to Asst Supt/Chief	226	226 Days	34,804	50,859	66,896
Accounts Payable Specialist	226				
Human Resource Specialist I	226				
Payroll Specialist	226				
PEIMS Specialist	226				
Purchasing Specialist	226				
CS7		Hourly	\$21.22	\$23.16	\$25.10
Teacher Assoc-Degreed Paraprofessional	187	187 Days	31,750	34,647	37,550
CS8		Hourly	\$24.38	\$32.50	\$40.63
Administrative Asst to Superintendent	226	226 Days	44,079	58,760	73,459

2% raise to the midpoint will be given to all employees in this pay plan that were employed over 90 days in 2025-2026.

**2026-2027 Child Nutrition Pay Plan
Everman ISD**

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum
1		Hourly	\$14.00	\$17.00	\$20.00
	Cafeteria Worker-5.5 hours	182 Days	14,014	17,017	20,020
	Cafeteria Worker-6 hours	182 Days	15,288	18,564	21,840
	Cafeteria Worker-6.5 hours	182 Days	16,562	20,111	23,660
	Cafeteria Worker-7 hours	182 Days	17,836	21,658	25,480
	Cafeteria Worker-7.5 hours	182 Days	19,110	23,205	27,300
2		Hourly	\$16.50	\$20.25	\$24.00
	Cafeteria Lead	182 Days	24,024	29,484	34,944
3		Hourly	\$18.00	\$24.00	\$30.00
	Cafeteria Manager	187 Days	26,928	35,904	44,880

2% raise to the midpoint will be given to all employees in this pay plan that were employed over 90 days in 2025-2026.

**2026-2027 Maintenance Pay Plan
Everman ISD**

Pay Grade	Job Title	Minimum	Midpoint	Maximum
1		Hourly	\$15.50	\$19.75
		260 Days	\$24.00	
	Custodian	32,240	41,080	49,920
	Grounds			
	Plumber Assistant			
2	Warehouse			
		Hourly	\$18.50	\$23.68
		260 Days	\$28.85	
	Carpenter	38,480	49,254	60,008
	General Utility Service Technician			
3	Painter			
		Hourly	\$20.00	\$26.00
		260 Days	\$32.00	
	Electrician	41,600	54,080	66,560
	HVAC Technican			
4	Integrated Pest Management			
	Plumber			
		Hourly	\$22.00	\$30.00
		260 Days	\$38.00	
	Electrician Supervisor	45,760	62,400	79,040
	Energy Conservation Manager			
	HVAC Supervisor			
	Maintenance Assistant			

2% raise to the midpoint will be given to all employees in this pay plan that were employed over 90 days in 2025-2026.

2026-2027 Auxiliary Pay Plan Everman ISD

Pay Grade	Job Title		Minimum	Midpoint	Maximum
1	Bus Assistants (5 Hours guaranteed)	Hourly 183 Days	\$11.69 10,696	\$14.35 13,130	\$17.00 15,555
2	White Fleet/Van Driver (5 Hours guaranteed)	Hourly 183 Days	\$12.75 11,666	\$16.38 14,988	\$20.00 18,300
3	Mechanic Assistant (8 Hours)	Hourly 207 Days	\$13.00 21,528	\$19.50 32,292	\$26.00 43,056
4	Fleet Mechanic Supervisor (8 Hours)	Hourly 226 Days	\$16.88 30,519	\$21.50 38,872	\$32.00 57,856
5	Routing Specialist & Dispatcher (8 Hours)	Hourly 226 Days	\$19.25 34,804	\$28.13 50,859	\$37.00 66,896
6	Bus Drivers	Hourly 183 Days	\$ 20.00 18,300	\$ 30.00 27,450	\$ 40.00 36,600

Extra duty requires that the 5 hour guaranteed has been met.

2% raise to the midpoint will be given to all employees in this pay plan that were employed over 90 days in 2025-2026.

2026-2027 Technology Pay Plan Everman ISD

Pay Grade	Job Title		Minimum	Midpoint	Maximum
1	Campus Technicians Network Specialist - Layer 1	Hourly	\$25.27	\$30.89	\$36.50
		226 Days	45,688	55,849	65,992
2	Network Infrastructure Specialist Application Development Specialist Telecom Infrastructure Specialist	Hourly	\$28.31	\$34.03	\$39.76
		226 Days	51,184	61,526	71,886
3	Asset Manager & Support Specialist	Hourly	\$32.27	\$38.80	\$45.33
		226 Days	58,344	70,150	81,957
4	Network Operations Lead-Exempt	Hourly	\$39.38	\$47.35	\$55.32
		226 Days	71,199	85,609	100,019

2% raise to the midpoint will be given to all employees in this pay plan that were employed over 90 days in 2025-2026.

2026-2027 Stipends and Extra Duty Everman ISD

Academic Stipends

Advanced Degree (only one)	
Masters Degree (Classroom Teacher)	1,000
Doctorate Degree (Classroom Teacher)	1,500
Secondary Math (6-12)	3,000
Secondary Science (6-12)	3,000
Secondary Spanish	3,000
Critical Need Area-Secondary English with ESL Certification (9-12) (Certified in assignment area and be the Teacher of Record)	3,000
Critical Need Area-General	3,000
Special Education	
Speech Therapist w/CCC	3,000
Diagnostician	4,000
ACES/FALS/ECSE/Pathways Teacher	2,500
ACES/FALS/ECSE/Pathways Aide	1,200
ARD Interpreter	2,000
Bilingual (Speech or Diagnostician)	5,000
Lead Speech Therapist	1,000
Speech Therapist with Master's	1,000
BCBA(Coordinator)	4,000
Registered Behavior Technican	1,500
Elementary Bilingual (student based)	4,000
Dual Language Program ESL/English Teacher	1,000
Instructional Coach	6,000
Sr. High School Department Chair (Math, Social Studies, Science, English, Fine Arts, Spec Ed, LOTE)	3,000
*dept. without instructional specialist will receive dept. chair stipend	
Jr. High School Instructional Specialists (Math, Social Studies, Science, English)	1,500
District Registered Nurse	1,500
District Librarian	1,500

Salary plans are determined on an annual basis. No past or future payments can be calculated, assumed or predicted on the basis of this schedule.

2026-2027 Stipends and Extra Duty Everman ISD

Technology Document Control	1,500
Technology Cyber Security	3,000
Website Public Relations	3,000
Mentors	
Grow Your Own \$1,000 - ESL Host Teacher \$2,000 - Bilingual Host Teacher \$3,000	
Embedded Professor-Dual Credit	1,000-3,000
Lead Counselor - High School	3,000
Pregnancy Related Services / General Homebound	2,500
Gradebook	1,000
Student Activities	
Cheerleading	
High School (10 Extra Days)*	3,000
High School JV/Junior High	1,500
Drill Team	1,000
Secondary UIL	
Campus Coordinator	1,000
Teacher/Sponsors	800
Elementary	
UIL Coordinator/Pep Squad	500
Band	
Head Band Director	10,000
JH Director/HS Assistant	5,500
JH Assistant	4,000
Yearbook	
High School	1,000
Junior High	500
Choir	
High School	6,000
Asst Director /JH	3,000

Salary plans are determined on an annual basis. No past or future payments can be calculated, assumed or predicted on the basis of this schedule.

2026-2027 Stipends and Extra Duty Everman ISD

CTSO (Career and Technical Student Organizations)	2,500
Grant Funded with Carl D. Perkins	
Half paid in December and half paid in May	
 Theater	
Director	5,000
Assistant Director	1,500
 Club Sponsors	
High School-Nat'l Honor Society, Student Council, Key Club	1,000
Junior High-Student Council, Nat'l Honor Society	800
Elementary-Nat'l Honor Society	500
 Fine Arts Coordinator	6,800

Athletic Stipends

High School Coordinator/JH Coordinator	6,000
Technology/Recruiter	2,800
 Football (15 Extra Days)*	
Head Coach (217 days-no extra days)	16,000
Off Coord/Def Coord	5,000
Varsity Assistant	4,500
Sub Varsity Coach	4,000
Head JH Coach	4,000
Assistant JH Coach	3,000
 Volleyball (15 Extra Days)*	
Head Coach	7,000
Assistant Head Coach	4,000
9th/JV Coach	4,000
JH Coach	3,000
 Boys Basketball	
Head Coach (217 days)	10,000
First Assistant	4,500
Varsity Asst/9th/JV Coach	4,000
JH Coach	3,000

Salary plans are determined on an annual basis. No past or future payments can be calculated, assumed or predicted on the basis of this schedule.

2026-2027 Stipends and Extra Duty Everman ISD

Girls Basketball	
Head Coach	10,000
First Assistant	4,500
Varsity Asst/9th/JV Coach	4,000
JH Coach	3,000
Boys/Girls Track	
Head Coach	7,000
Varsity Event Coach	3,500
JH Coach	3,000
Baseball	
Head Coach	7,000
Assistant Coach	3,500
Softball	
Head Coach	7,000
Assistant Coach	3,500
Tennis	
Head Coach (Fall and Spring)	10,000
Assistant Coach (Fall and Spring)	7,000
JH Coach-per semester	3,000
Power Lifting	
Head Coach	5,000
Assistant Coach	3,200
Cross Country	
Head Coach	5,500
Assistant Coach	3,200
JH Coach	3,000
Golf	
Head Coach	10,000
Assistant Coach	7,000
Boys/Girls Soccer	
Head Coach	7,000
JV Coach	3,500
JH Coach	3,000

Salary plans are determined on an annual basis. No past or future payments can be calculated, assumed or predicted on the basis of this schedule.

2026-2027 Stipends and Extra Duty Everman ISD

Trainers

Head (15 extra days)*	11,000
Assistant (15 extra days)*	8,500
JH (10 extra days)*	6,200

Flag Football

Head	7,000
Assistant	3,500

*Athletic extra days stipend will be based on the Teacher Salary Scale from SY 2024-2025.

Example - if the employee was on step 20 in SY 2025-2026, we will use step 21 for the daily rate from the scale SY 2024-2025 for SY 2026-2027.

Extra Duty

Regular Pay/Summer School

Paraprofessionals	\$15/hour
Teachers	\$24/hour
Administrators	\$36/hour

Summer School 2

Paraprofessionals	\$18/hour
Teachers	\$35/hour
Administrators	\$40/hour

Special Education

Homebound & Home/Parent Teachers	\$35/hour
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Temporary Tutors

\$35/hour

Transportation

Extra-duty	\$15.50/hour
Campus Security	\$15/hour
Campus Paraprofessional	\$14/hour

Teacher- Route Driver

\$35 per shift (am or pm)

Coach Driver-Athletic Event

\$20/hour(Max 2 hours-\$40)

Cellphone Stipend-limited

\$30/monthly

TXWES PARTNERSHIP TEACHER RESIDENCY

\$20,000/school year

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