

Point Isabel Independent School District



Compensation Plan

2026 – 2027

*POINT ISABEL INDEPENDENT SCHOOL DISTRICT
2026-2027 COMPENSATION PLAN*

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Staffing Guidelines

Management Team:	<u>Enrollment</u>	<u>No. of Positions</u>	<u>Funding</u>	<u>Days</u>
<u>Elementary Schools</u>				
Principal	n/a	1	1	220
Assistant Principal		1	199	210
Dean of Instruction (Supplemental)		1	199/24	210
<u>Jr. High Schools</u>				
Principal	n/a	1	199	220
Assistant Principal		1	199	210
Dean of Instruction (Supplemental)	n/a	1	199/24	220
<u>High Schools</u>				
Principal	n/a	1	199	227
Assistant Principal		2	199	220
Dean of Instruction (Supplemental)	n/a	1	199/24	227

Sometimes an extenuating circumstance(s) on a campus may merit an exception to one or more of the staffing guidelines. Extenuating circumstances could include unusually high numbers of a certain special population of students, unique features to the facility, special programs on a campus that merit more time for staff, etc. When the principal believes that there is justification for additional staff because of the extenuating circumstances, the principal must submit a proposal to the Superintendent for consideration. The Superintendent will meet with Human Resources and the Chief Financial Officer, and a recommendation may be made.

All Supplemental positions must be documented as a need in the Comprehensive Needs Assessment in the Campus Improvement Plan and must also have an activity documenting the provision of allowable services. Positions are based on student enrollment numbers and subject to the availability of funding. When the principal believes that there is justification for additional staff because of the extenuating circumstances, the principal must submit a proposal to the Superintendent for consideration. The Superintendent will meet with Human Resources and the Chief Financial Officer, and a recommendation may be made.

Note: (1) Number of positions is subject to availability of funding (federal and categorical funds) & (2) Staffing Ratios subject to change depending on student enrollment.

PIISD does not discriminate on the basis of race, color, national origin, sex, religion, age, disability or genetic information in employment or provision of services, programs or activities.

Other:	<u>Enrollment</u>	<u>No. of Positions</u>	<u>Funding</u>	<u>Days</u>
<u>Elementary Schools</u> Counselor	n/a	1	199	193
<u>Jr. High Schools</u> Counselor	n/a	1	199	210
Gear Up Counselor	Gear up Grant	1	274	210
<u>High Schools</u> Counselor	up to 1,000	2	199	210
Federally Funded Counselor (District Wide)	n/a	1	211	210

Note: (1) Counselors funded from categorical funds will remain and will not affect the allocations, (2) Number of positions is subject to availability of funding (federal and categorical funds), (3) Staffing Ratios subject to change depending on student enrollment, (4) Additional Elementary Counselors added will be supplemental funding to lower ratios to 400:1.

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Teacher Staffing Guidelines for Allocating Full-Time Equivalents (FTEs) to Campuses*		Funding	Days
CAMPUS LEVEL			
Elementary Schools	22:1 PreK4	199	187
	22:1 K-4	199	187
	25:1 5 th Grade**	199	187
Jr. High Schools	25:1 Projected Enrollment**	199	187
High Schools	25:1 Projected Enrollment**	199	187
	Staffing allocations outside the parameters must have approval of the Superintendent.		

*Only PreK-4, 22:1 ratio, is a required teacher/student ratio for PIISD. All other ratios are for distribution of full-time equivalents to campuses, and teacher/student ratios can vary by course, period or content area.

** Special funds may be used to lower the teacher/student ratio, as funds are available.

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Note: Staffing Ratios subject to change depending on student enrollment.

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CALENDARS/SCHEDULES



POINT ISABEL INDEPENDENT SCHOOL DISTRICT

ACADEMIC CALENDAR



July 2026						
Su	M	T	W	TH	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	

4: Independence Day

August 2026						
Su	M	T	W	TH	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					

5-11: Professional Development Days

12-14: Work Days

17: First Day of School

September 2026						
Su	M	T	W	TH	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		

7: Labor Day

18: Non-Instructional Day

October 2026						
Su	M	T	W	TH	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

12: Weather Day

30: Non-Instructional Day

November 2026						
Su	M	T	W	TH	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					

23-27: Thanksgiving Break

30: State Assessment

December 2026						
Su	M	T	W	TH	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		

1-11: State Assessments

18-Jan. 1: Winter Break



FIRST DAY OF SCHOOL

Monday, August 17, 2026

LAST DAY OF SCHOOL

Thursday, May 20, 2027

SCHOOL HOLIDAYS

Labor Day - September 7, 2026

Thanksgiving - November 23-27, 2026

Winter Break - Dec 21- Jan 4, 2027

Spring Break - March 15-19, 2027

Easter Break - March 26-29, 2027

NON-INSTRUCTIONAL DAYS

SEPTEMBER 18, 2026

OCTOBER 30, 2026

FEBRUARY 12, 2027

APRIL 2, 2027

SCHOOL HOURS

Derry Elem.: 7:35 AM - 3:10 PM

Garriga Elem.: 7:50 AM-3:25 PM

Port Isabel JH: 8:05 AM-3:40 PM

Port Isabel ECHS: 8:10 AM-4:15 PM

Instructional School Day

Elementary & JH = 455 Minutes

High School = 485 Minutes

Semesters	# Student Days	# Teacher Days
1 st Semester	81	91
2 nd Semester	88	96
TOTAL	169	187

LEGEND

	Holiday
	Proposed Weather Day
	State Assessments
	Professional Development
	Work Days
	Non-Instructional Days
	Early Release

January 2027						
Su	M	T	W	TH	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

4: Work Day

February 2027						
Su	M	T	W	TH	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

12: Non-Instructional Day

15: Weather Day

March 2027						
Su	M	T	W	TH	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

15-19: Spring Break

26 & 29: Easter Break

April 2027						
Su	M	T	W	TH	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	

2: Non-Instructional Day

5-30: State Assessments

May 2027						
Su	M	T	W	TH	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					

20: Last Day of School

21, 26, 27: Work Days

24-25: Professional Development

31: Memorial Day

June 2027						
Su	M	T	W	TH	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					

14-25: State Assessments



POINT ISABEL INDEPENDENT SCHOOL DISTRICT CERTIFIED & CLASSIFIED PERSONNEL



2026-2027

Traditional Work Calendar

180 days - 8/12/26 to 5/27/27

Food Service Workers, Food Service Managers, Bus Drivers

183 days - 8/5/26 to 5/27/27

Teacher Aides, Teacher Assistants

185 days - 8/5/26 to 5/27/27

High School Attendance Clerk, Elementary Office Clerks, Nurse Aides

187 days - 8/5/26 to 5/27/27

Certified Classroom Teachers, Librarians, Library Associates, DAEP Teachers, Security Officers, Nurses, SLP, SLP Assistant, OT, STEAM Associate

193 days - 8/3/26 to 6/3/27

Garriga and Derry Elementary Counselors, Social Worker

202 days - 7/20/26 to 6/2/27

Diagnostics, HS/JH/Elementary PEIMS Clerks

210 days - 7/20/26 to 6/14/27

Junior High and Elementary Assistant Principals, Elementary Deans of Instruction, Elementary Secretaries, Junior High and High School Counselors, Junior High and High School Counselors' Clerks, Athletic Trainer, High School Office Clerks, Junior High Office/Attendance Clerk, Districtwide Counselor, GEAR UP Counselor

220 days - 7/20/26 to 6/28/27

Junior High and Elementary Principals, PEIMS Specialist, Junior High School Secretary, Communications Specialist, High School Assistant Principal, JH Dean/Assistant Principal, Central Office Receptionist

220 days - 7/24/26 to 7/2/27

Mariachi Specialist

227 days - 7/1/26 to 6/30/27

Chief Financial Officer, HR/Curriculum Director, Assessment/Curriculum Director, Special Education Director, Federal/State Special Programs Director, PEIMS/Curriculum Director, College & Career/Curriculum Director, Facilities & Operations Director, Technology Director, Food Service Director, 21st Century Grant Director (ACE), Chief of Police, High School Principal, Dean of Instruction (HS,) Athletic Director/Head Football Coach, Head Band Director, High School Secretary, Central Office Secretaries, Computer Technicians, Police Officers, Finance Administrator, Purchasing Administrator, Accounts Payable Specialist, Payroll Specialist



This is a general guideline and some positions may not appear.
Contact the Department of HR at 943-0008 with questions.
BEGINNING AND ENDING DATES ARE SUBJECT TO CHANGE.

Point Isabel ISD, an equal opportunity employer, does not discriminate on basis of race, color, national origin, sex, religion, age or disability in employment or provision of services, programs or activities.



Updated 5/4/2026

Point Isabel Independent School District

Working Days Schedule

2026-2027 School Year

Starting Date	07/01/26	07/20/26	*7/24/2026	07/20/26	07/20/26	08/03/26	08/05/26	08/05/26	*8/5/2026	08/12/26
Ending Date	06/30/27	06/28/27	*7/2/2027	06/14/27	06/02/27	06/03/27	05/27/27	05/27/27	*5/27/2027	05/27/27
Workdays	227	220	220	210	202	193	187	185	183	180
Month	Number of Workdays	Number of Workdays	Number of Workdays	Number of Workdays	Number of Workdays	Number of Workdays	Number of Workdays	Number of Workdays	Number of Workdays	Number of Workdays
July	22	10	6	10	10	0	0	0	0	0
August	21	21	21	21	21	21	19	19	19	14
September	21	21	21	21	21	21	21	20	21	21
October	21	21	21	21	21	21	21	21	21	21
November	16	16	16	16	16	16	16	16	16	16
December	14	14	14	14	14	14	14	14	14	14
January	20	20	20	20	20	20	20	20	19	19
February	19	19	19	19	19	19	19	19	19	19
March	16	16	16	16	16	16	16	16	16	16
April	22	22	22	22	22	22	22	21	21	22
May	20	20	20	20	20	20	19	19	17	18
June	22	20	22	10	2	3	0	0	0	0
July	0	0	2	0	0	0	0	0	0	0
NON-DUTY	-7	0	0	0	0	0	0	0	0	0
VACATION (PD)										
Total	227	220	220	210	202	193	187	185	183	180

*MARIACHI SPECIALIST ONLY

*TEACHER AIDES & TEACHER ASSISTANTS ONLY

Updated 5/4/26

POINT ISABEL I.S.D

WORK CALENDAR

2026-2027

Teacher Aides and Teacher Assistant

Work Calendar		183 Days
First Day of Work		August 5, 2026
	# of Workdays	Work Schedule
July	0	Off
August	19	All Working Days
September	21	Off 9-7 (NP)
October	21	Off 10-12 (NP)
November	16	11-23 (NP) thru 11-27 (NP-all 5 days)
December	14	Off 12-21 (NP) thru 12-31 (NP-all 9 days)
January	19	Off 1-1, 1-4 (NP-all 2 days)
February	19	Off 2-15 (NP)
March	16	Off 3-15 thru 3-19, 3-26, 3-29 (NP-all 7 days)
April	21	Off 4-2 (NP)
May	17	Off 5-24 and 5-25 (NP – all 2 days)
June	0	Off
Last Day	183	May 27, 2027

Point Isabel Independent School District

Working Days Schedule Maintenance & Custodian

2026-2027 School Year

Starting Date	09/01/26		08/03/26		08/07/26	
Ending Date	08/31/27		07/08/27		07/14/27	
Workdays	260*		220 (A)		220 (B)	
# of Employees						
Month	Number of Workdays		Number of Workdays		Number of Workdays	
August			21		17	
September	22		21	Off 9-7 (NP)	21	Off 9-7 (NP)
October	22		22		22	
November	19	Off 11-26 (Pd) & 27 (Pd)	16	Off 11-23 (NP) thru 11-27 (NP)	16	Off 11-23 (NP) thru 11-27 (NP)
December	21	Off 12-24 (Pd) & 25 (Pd)	14	Off 12-21 (NP) thru 12-31 (NP)	14	Off 12-21 (NP) thru 12-31 (NP)
January	20	Off 1-1 (Pd)	20	Off 1-1 (NP)	20	Off 1-1 (NP)
February	20		20		20	
March	21	Off 3-26 (Pd) & 3-29 (NP)	16	Off 3-15 (NP) thru 3-19 (NP), 3-26 (NP) and 3-29 (NP)	16	Off 3-15 (NP) thru 3-19 (NP), 3-26 (NP) and 3-29 (NP)
April	22		22		22	
May	21		21		21	
June	22		22		22	
July	21	Off 7-5 (Pd)	5	Off 7-5 (Pd)	9	Off 7-5 (Pd)
August	22					
Total	253		220		220	
<i>Paid Holidays</i>	7					
TOTAL PAID WORKDAYS	260					

* 10 Days Paid Vacation Annually Included

POINT ISABEL I.S.D

WORK CALENDAR

2026-2027

Bus Drivers

Work Calendar		180 Days
First Day of Work		August 12, 2026
	# of Workdays	Work Schedule
July	0	Off
August	14	All Working Days
September	21	Off 9-7 (NP)
October	21	Off 10-12 (NP)
November	16	Off 11-23 (NP) thru 11-27 (NP-all 5 days)
December	14	Off 12-21 (NP) thru 12-31 (NP-all 9 days)
January	19	Off 1-1, 4 (NP-all 2 days)
February	19	Off 2-15 (NP)
March	16	Off 3-15 thru 3-19, 3-26, 3-29 (NP-all 7 days)
April	22	All Working Days
May	18	Off 5-24 (NP)
June	0	Off
Last Day	180	May 27, 2027

POINT ISABEL I.S.D

WORK CALENDAR

2026-2027

Cafeteria/Food Service Workers

Work Calendar		180 Days
First Day of Work		August 12, 2026
	# of Workdays	Work Schedule
July	0	Off
August	14	All Working Days
September	21	Off 9-7 (NP)
October	21	Off 10-12 (NP)
November	16	Off 11-23 (NP) thru 11-27 (NP-all 5 days)
December	14	Off 12-21 (NP) thru 12-31 (NP-all 9 days)
January	19	Off 1-1, 4 (NP-all 2 days)
February	19	Off 2-15 (NP)
March	16	Off 3-15 thru 3-19, 3-26, 3-29 (NP-all 7 days)
April	22	All Working Days
May	18	Off 5-24 (NP)
June	0	Off
Last Day	180	May 27, 2027

2026-2027
PIISD STARTING/ENDING DATES
COACHES, BAND DIRECTORS and NURSES

COACHES:

19 extra days	7-16-26 to 6-4-27	Defensive Coordinator Offensive Coordinator Assistant HS Football HS Girls Coordinator
15 extra days	7-15-26 to 5-27-27	Head Volleyball JH Girls Coordinator JH Boys Coordinator
12 extra days	7-20-26 to 5-27-27	Assistant HS Volleyball
8 extra days	7-24-26 to 5-27-27	Head Cross Country Head Tennis (Year Round) JH Football
5 extra days	7-29-26 to 5-27-27	Head Golf (Year Round) JH Volleyball Assistant JH Volleyball JH Cross Country

BAND DIRECTORS:

28 extra days	7-13-26 to 6-14-27	Head JH Band Director Assistant Band Director
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NURSE(S):

5 extra days	Pending School Registration Dates	Nurse
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Extra days are based on TEA's Minimum Salary Schedule

POINT ISABEL INDEPENDENT SCHOOL DISTRICT PAYROLL SCHEDULE - 2026-2027

Bi-Weekly		Time Cards & Payroll Payment Requests Due		Monthly		Time Cards & Payroll Payment Requests Due	
Beginning Period	Ending Period	10:00 A.M.	Payroll Date	Beginning Period	Ending Period	10:00 A.M.	Payroll Date
08/16/2026	08/29/2026	08/31/2026	09/04/2026	08/09/2026	09/05/2026	09/11/2026	09/25/2026
08/30/2026	09/12/2026	09/14/2026	09/18/2026	09/06/2026	10/03/2026	10/09/2026	10/23/2026
09/13/2026	09/26/2026	09/28/2026	10/02/2026	10/04/2026	11/07/2026	11/13/2026	11/20/2026
09/27/2026	10/10/2026	10/13/2026	10/16/2026	11/08/2026	12/05/2026	12/11/2026	12/18/2026
10/11/2026	10/24/2026	10/26/2026	10/30/2026 #	12/06/2026	01/02/2027	01/08/2027	01/25/2027
10/25/2026	11/07/2026	11/09/2026	11/13/2026	01/03/2027	02/06/2027	02/12/2027	02/25/2027
11/08/2026	11/21/2026	11/23/2026	11/25/2026	02/07/2027	03/06/2027	03/12/2027	03/25/2027
11/22/2026	12/05/2026	12/07/2026	12/11/2026	03/07/2027	04/03/2027	04/09/2027	04/23/2027
12/06/2026	12/19/2026	12/21/2026	12/23/2026	04/04/2027	05/01/2027	05/07/2027	05/25/2027
12/20/2026	01/02/2027	01/04/2027	01/08/2027	05/02/2027	06/05/2027	6/11/2027 ^	06/25/2027
01/03/2027	01/16/2027	01/18/2027	01/22/2027	06/06/2027	07/03/2027	7/9/2027 ^	07/23/2027
01/17/2027	01/30/2027	02/01/2027	02/05/2027	07/04/2027	08/07/2027	08/13/2027	08/25/2027
01/31/2027	02/13/2027	02/16/2027	02/19/2027				
02/14/2027	02/27/2027	03/01/2027	03/05/2027				
02/28/2027	03/13/2027	03/15/2027	03/19/2027				
03/14/2027	03/27/2027	03/29/2027	04/02/2027				
03/28/2027	04/10/2027	04/12/2027	04/16/2027				
04/11/2027	04/24/2027	04/26/2027	4/30/2027 #				
04/25/2027	05/08/2027	05/10/2027	05/14/2027				
05/09/2027	05/22/2027	05/24/2027	05/28/2027				
05/23/2027	06/05/2027	06/07/2027	6/11/2027 **				
06/06/2027	06/19/2027	06/21/2027	06/25/2027				
06/20/2027	07/03/2027	07/05/2027	07/09/2027				
07/04/2027	07/17/2027	07/19/2027	07/23/2027				
07/18/2027	07/31/2027	08/02/2027	08/06/2027				
08/01/2027	08/14/2027	08/16/2027	08/20/2027				

Schedule used for
 -Supplemental Pay Date Range
 -Updates to Direct Deposit Forms
 -Updates to W-4 Forms
 -Substitute Pay Date Range
 -Dock days
 -Deduction/ Benefit Changes
 -Timesheets

Weekly Submission
 -Absence from Duty
 -Supplemental Pay recommended

*Note: If the ending period falls within the week please submit timesheet up to the previous full week. All other payroll payment requests will be per the above schedule.

^Note: Contingent on Summer Work Schedule, if Fridays are NOT worked, Payment Payroll Requests will be due the Thursday before.

** Last Health & Voluntary Products Deductions for Biweekly (187 & 220 Day Employees)

PAY SCHEDULES

Teachers, Librarians, and Nurses (RN) Salary Plan Development

Point Isabel ISD

Model 1: \$57,170 starting, 2.0% GPI

2025-2026 Years of Exp	2025-2026 New Hire Salary	+	TRA	+	2.0% General Pay Increase	+	Additional Adjustment	=	2026-2027 Years of Exp	2026-2027 Proposed New Hire Salary
									0	→ \$57,170
0	→ \$56,390	+		+	\$1,280	+		=	1	\$57,670
1	\$56,890	+		+	\$1,280	+		=	2	\$58,170
2	\$57,190	+	\$2,300	+	\$1,280	+		=	3	\$60,770
3	\$59,790	+		+	\$1,280	+		=	4	\$61,070
4	\$60,140	+	\$4,000	+	\$1,280	+		=	5	\$65,420
5	\$64,440	+		+	\$1,280	+		=	6	\$65,720
6	\$64,740	+		+	\$1,280	+		=	7	\$66,020
7	\$65,040	+		+	\$1,280	+		=	8	\$66,320
8	\$65,340	+		+	\$1,280	+		=	9	\$66,620
9	\$65,640	+		+	\$1,280	+		=	10	\$66,920
10	\$66,040	+		+	\$1,280	+		=	11	\$67,320
11	\$66,440	+		+	\$1,280	+		=	12	\$67,720
12	\$66,840	+		+	\$1,280	+		=	13	\$68,120
13	\$67,740	+		+	\$1,280	+		=	14	\$69,020
14	\$68,240	+		+	\$1,280	+		=	15	\$69,520
15	\$68,740	+		+	\$1,280	+		=	16	\$70,020
16	\$69,240	+		+	\$1,280	+		=	17	\$70,520
17	\$69,740	+		+	\$1,280	+		=	18	\$71,020
18	\$70,440	+		+	\$1,280	+		=	19	\$71,720
19	\$71,040	+		+	\$1,280	+		=	20+	\$72,320
20+	\$71,640									

General pay increase is applied to the market median salary (\$64,200).

Current Market Median			Exp Diff
Value	Compare Before	Compare After	
0 Years			
53,900	105%	106%	500
			500
			2,600
5 Years			300
61,030	106%	107%	4,350
			300
			300
			300
10 Years			300
63,550	104%	105%	300
			400
			400
			400
15 Years			900
65,930	104%	105%	500
			500
			500
			500
20 Years			700
68,280	105%	106%	600

Point Isabel ISD

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Point Isabel ISD

2026-2027 New Hire Guide for Teachers, Librarians, and Nurses (RN) \$57,170 starting, 2.0% GPI

Years of Experience	New Hire Salary
0	\$57,170
1	\$57,670
2	\$58,170
3	\$60,770
4	\$61,070
5	\$65,420
6	\$65,720
7	\$66,020
8	\$66,320
9	\$66,620
10	\$66,920
11	\$67,320
12	\$67,720
13	\$68,120
14	\$69,020
15	\$69,520
16	\$70,020
17	\$70,520
18	\$71,020
19	\$71,720
20+	\$72,320

Continuing Teachers, Librarians, and Nurses (RN) will receive an increase of
\$1,280

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 Administrative Professional Pay Plan
Point Isabel ISD

Pay Grade	Job Title	Calendars		Minimum	Midpoint	Maximum	2.0% GPI
1			Daily	\$244.89	\$293.28	\$341.67	\$5.87
	Coordinator - ACE	220	220 Days	53,876	64,522	75,167	1,290
	Specialist - Mariachi	220					
2			Daily	\$268.15	\$321.14	\$374.13	\$6.42
	Police Chief	227	187 Days	50,144	60,053	69,962	1,201
	Social Worker	193	193 Days	51,753	61,980	72,207	1,240
	Specialist - Communication	220	220 Days	58,993	70,651	82,309	1,413
	Speech Language Pathologist Asst	187	227 Days	60,870	72,899	84,928	1,458
	Staff Accountant	227					
3			Daily	\$292.28	\$350.04	\$407.80	\$7.00
	Athletic Trainer	210	193 Days	56,410	67,558	78,705	1,351
	Counselor - ES	193	210 Days	61,379	73,508	85,638	1,470
	Counselor - JH	210	220 Days	64,302	77,009	89,716	1,540
	Secondary Literacy Coach	220					
4			Daily	\$315.96	\$378.39	\$440.82	\$7.57
	Administrator - Purchasing	227	187 Days	59,085	70,759	82,433	1,415
	Asst Principal - ES	210	202 Days	63,824	76,435	89,046	1,529
	Counselor - District	210	210 Days	66,352	79,462	92,572	1,589
	Counselor - HS	210	227 Days	71,723	85,895	100,066	1,718
	Dean of Instruction - ES	210					
	Diagnostician	202					
	Occupational Therapist	187					
	Speech Language Pathologist	187					
5			Daily	\$328.28	\$393.15	\$458.02	\$7.86
	Asst Principal - HS	220	210 Days	68,939	82,562	96,184	1,651
	Asst Principal - JH	210	220 Days	72,222	86,493	100,764	1,730
	Counselor - At Risk	210	227 Days	74,520	89,245	103,971	1,785
	Dean of Instruction - JH	227					
	Director - ACE	227					
	Director - Band	227					
	Principal - ES (interim)	220					

2026-2027 Administrative Professional Pay Plan
Point Isabel ISD

Pay Grade	Job Title	Calendars		Minimum	Midpoint	Maximum	2.0% GPI
6			Daily	\$360.59	\$429.32	\$498.05	\$8.59
	Administrator - At-Risk	220	220 Days	79,330	94,450	109,571	1,889
	Dean of Instruction - HS	220	227 Days	81,854	97,456	113,057	1,949
	Director - Assessment/Curriculum	227					
	Director - College & Career Readiness	227					
	Director - Facilities & Operations	227					
	Director - Federal & State Program	227					
	Director - Food Service	227					
	Director - HR/Curriculum	227					
	Director - PEIMS/Curriculum	227					
	Director - Special Education	227					
	Director - Technology	227					
	Principal - ES	220					
7			Daily	\$383.76	\$456.80	\$529.84	\$9.14
	Athletic Director/Head Football Coach	227	227 Days	87,114	103,694	120,274	2,074
	Principal - JH	227					
8			Daily	\$424.22	\$493.34	\$562.46	\$9.87
	Principal - HS	227	227 Days	96,298	111,988	127,678	2,240
9			Daily	\$463.54	\$532.81	\$602.08	\$10.66
	Chief Financial Officer	227	227 Days	105,224	120,948	136,672	2,419

2026-2027 Clerical Paraprofessional Pay Plan
Point Isabel ISD

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	4.0% GPI	
1			Hourly	\$14.38	\$16.79	\$19.20	\$0.67
	Office Clerk - ES	185	183 Days	21,052	24,581	28,109	981
	Teacher Aide I	183	185 Days	21,282	24,849	28,416	992
	Teacher Aide I - Sped Inclusion	183					
2			Hourly	\$14.91	\$17.77	\$20.63	\$0.71
	Attendance Clerk - HS	185	183 Days	21,828	26,015	30,202	1,039
	Office Clerk - HS	185	185 Days	22,067	26,300	30,532	1,051
	Office Clerk - JH	210	210 Days	25,049	29,854	34,658	1,193
	Teacher Aide - ISS	183					
	Teacher Aide - Sped Severe/Life Skill	183					
	Teacher Aide Severe Life Skill	183					
3			Hourly	\$15.71	\$18.66	\$21.61	\$0.75
	Admin Clerk - At-Risk	220	183 Days	22,999	27,318	31,637	1,098
	Counselor Clerk	210	185 Days	23,251	27,617	31,983	1,110
	Family Engagement Specialist - ACE	220	202 Days	25,387	30,155	34,922	1,212
	Nurse Aide	185	210 Days	26,393	31,349	36,305	1,260
	PEIMS Clerk - ES	202	220 Days	27,650	32,842	38,034	1,320
	Teacher Asst	183					
4			Hourly	\$16.51	\$19.78	\$23.05	\$0.79
	Library Associate	187	187 Days	24,699	29,591	34,483	1,182
	PEIMS Clerk - HS	202	202 Days	26,680	31,964	37,249	1,277
	PEIMS Clerk - JH	202	210 Days	27,737	33,230	38,724	1,327
	Steam Associate	187					
	Student Support Clerk	210					
5			Hourly	\$18.64	\$22.34	\$26.04	\$0.89
	Receptionist - CO	220	210 Days	31,315	37,531	43,747	1,495
	Receptionist/Secretary	227	220 Days	32,806	39,318	45,830	1,566
	Secretary - Food Service	227	227 Days	33,850	40,569	47,289	1,616
	Secretary - Principal ES	210					
	Secretary - Principal JH	220					
	Secretary - Sped	227					
6			Hourly	\$19.72	\$23.61	\$27.50	\$0.94
	Campus Secretary	227	227 Days	35,812	42,876	49,940	1,707
	Secretary - Principal HS	227					

2026-2027 Clerical Paraprofessional Pay Plan

Point Isabel ISD

Pay Grade	Job Title	Calendars		Minimum	Midpoint	Maximum	4.0% GPI
7			Hourly	\$22.11	\$26.33	\$30.55	\$1.05
	Computer Technician	227	227 Days	40,152	47,815	55,479	1,907
	Secretary - C&I	227					
	Specialist - Accounts Payable	227					
	Specialist - Payroll	227					
8			Hourly	\$25.04	\$29.47	\$33.90	\$1.18
	Admin Asst - CFO	227	220 Days	44,070	51,867	59,664	2,077
	Specialist - PEIMS	220	227 Days	45,473	53,518	61,562	2,143
9			Hourly	\$26.31	\$30.96	\$35.61	\$1.24
	Admin Asst - Superintendent	227	227 Days	47,779	56,223	64,668	2,252

2026-2027 Auxiliary Pay Plan

Point Isabel ISD

*Annual amounts are based on 8 hours per day.

Pay Grade	Job Title	Calendars		Minimum	Midpoint	Maximum	4.0% GPI
2			Hourly	\$13.87	\$16.21	\$18.55	\$0.65
	Custodian	220, 260	180 Days	19,973	23,342	26,712	936
	Food Service Worker	180	220 Days	24,411	28,530	32,648	1,144
			260 Days	28,850	33,717	38,584	1,352
3			Hourly	\$14.39	\$17.15	\$19.91	\$0.69
	HAVC Helper	260	187 Days	21,527	25,656	29,785	1,032
	Maintenance Worker	260	260 Days	29,931	35,672	41,413	1,435
	Security Officer	187					
4			Hourly	\$15.23	\$18.13	\$21.03	\$0.73
	Warehouse Assistant	260	260 Days	31,678	37,710	43,742	1,518
5			Hourly	\$16.31	\$19.40	\$22.49	\$0.78
	Assistant Mechanic	260	260 Days	33,925	40,352	46,779	1,622
	Head Custodian - ES	260					
	Head Custodian - HS	260					
	Head Custodian - JH	260					
	HVAC Asst	260					
6			Hourly	\$17.14	\$20.41	\$23.68	\$0.82
	vacant	260	260 Days	35,651	42,453	49,254	1,706
BD			Hourly	\$18.66	\$22.20	\$25.74	\$0.89
	Bus Driver	180	180 Days	26,870	31,968	37,066	1,282
7			Hourly	\$18.91	\$22.50	\$26.09	\$0.90
	Head Mechanic	260	260 Days	39,333	46,800	54,267	1,872
	Mechanic - HVAC Technician	260					
	Supervisor - Crew Leader	260					
	Supervisor - Warehouse	260					
FSM			Hourly	\$18.91	\$22.50	\$26.09	\$0.90
	Manager Food Service - ES	180	180 Days	27,230	32,400	37,570	1,296
	Manager Food Service - HS	180					
	Manager Food Service - JH	180					
8			Hourly	\$21.56	\$25.67	\$29.78	\$1.03
	Supervisor - Electrical/HVAC	260	260 Days	44,845	53,394	61,942	2,142
	Supervisor - M&T Office/Transportation	260					
	Supervisor - Maintenance	260					
POL			Hourly	\$28.85	\$34.35	\$39.85	\$1.37
	Police Officer	227	227 Days	52,392	62,380	72,368	2,488

SUPPLEMENTAL PAY (STIPENDS)

Certification Stipends

General Stipends

Stipend	Amount	Frequency
Master's Degree (Current Teaching Assignment) (Only Teachers)	\$3,000	Annualized
Master's Degree (Not Current Assignment) (Only Teachers)	\$1,500	Annualized
Doctoral Degree (Current Teaching Assignment) (Only Teachers)	\$7,000	Annualized
Librarian Certified (Master's in Library)	\$3,500	Annualized
Head Nurse	\$3,000	Annualized
District Wide Head Counselor Stipend	\$5,000	Annualized

Extra Days are provided to the Head Nurse based on TEA's Minimum Salary Schedule. Extra days include 5 days for a week of school registration.

Master plus yearlong Dual Enrollment equals \$8,000 per year.

Only eligible for the highest of: Masters/Doctoral Degree stipend.

Special Education

Stipend	Amount	Frequency
Certified- Self Contained – Life Skills/Behavioral Unit	\$2,500	Annualized
Certified – Resource/Inclusion	\$2,000	Annualized
Special Education Self-Contained Bilingual	\$6,000	Annualized

Note: Only eligible for one of the three available stipends.

Certification Stipends

High School – Academic Stipends

Academic Stipend	Amount	Frequency
Science Composite	\$4,000	Annualized
Social Studies Composite	\$3,000	Annualized
Math	\$4,000	Annualized
English/ESL	\$4,000	Annualized

Other Stipend	Amount	Frequency
OAP/Theatre Arts Teacher	\$3,000	Annualized
Dual Enrollment	\$2,500	Per Semester

Master plus yearlong Dual Enrollment equals \$8,000 per year.

Junior High School –Academic Stipends

Academic Stipend	Amount	Frequency
Science Composite	\$3,000	Annualized
Social Studies Composite	\$2,500	Annualized
Math	\$3,000	Annualized
English/ESL	\$3,000	Annualized

Elementary – Academic Stipends

Other Stipend	Amount	Frequency
∞Bilingual		
• Over 50% of the day or 50% of the students	\$3,000	Annualized
• Less than 50% of the day	\$1,500	Annualized
∞Elementary ESL Stipend		
• Over 50% of the day or 50% of the students	\$2,000	Annualized
• Less than 50% of the day	\$1,000	Annualized

∞ May only qualify for Bilingual or ESL stipend, not both.

Department Head Stipends

High School

Stipend	# of Stipends	Amount	Frequency
Science	1@	\$1,000	Supplemental
History	1@	\$1,000	Supplemental
ELA	1@	\$1,000	Supplemental
Math	1@	\$1,000	Supplemental
Special Education	1@	\$1,000	Supplemental
Electives	1@	\$1,000	Supplemental
CTE	1@	\$1,000	Supplemental

Junior High School

Stipend	# of Stipends	Amount	Frequency
Science	1@	\$1,000	Supplemental
History	1@	\$1,000	Supplemental
ELA	1@	\$1,000	Supplemental
Math	1@	\$1,000	Supplemental
Special Education	1@	\$1,000	Supplemental
Electives	1@	\$1,000	Supplemental

Elementary

Stipend	# of Stipends	Amount	Frequency
Teacher Per Grade Level	8 per campus	\$1,000	Supplemental

Assigned Supplemental Instructional/Other Duties

Supplemental Duty Pay –Other

Other Stipend	Amount	Frequency
Teacher Attending Staff Development	\$30 per hour	Supplemental
Additional Instructional duties with students	\$35 per hour	Supplemental
Homebound Services with students (beyond regular workday)	\$35 per hour	Supplemental
Paraprofessionals with students	\$20 per hour	Supplemental
◇Summer School Teacher with Students	\$35 per hour	Supplemental
◇Summer School Paraprofessional with students	\$20 per hour	Supplemental
◇Summer Curriculum Writing/Planning-Teacher	\$30 per hour	Supplemental

◇ (Day after work calendar end-day before work calendar starts)

Assigned Supplemental Instructional/Other Duties

High School

Supplemental Stipend	# of Stipends	Amount	Frequency
Head Senior Sponsor (Graduation/Non-Workday)	1@	\$1,000	Supplemental
Student Council Sponsor	1@	\$1,000	Supplemental
Cheerleader Sponsor	1@	\$5,000	Annualized
Cheerleader JV Sponsor	1@	\$2,500	Annualized
Drill Team Sponsor	1@	\$5,000	Annualized
Yearbook Sponsor	1@	\$2,000	Supplemental
ESports	1@	\$2,000	Supplemental
VITA	1@	\$2,000	Supplemental
DECA	1@	\$2,000	Supplemental
HOSA	1@	\$2,000	Supplemental
Skills USA	1@	\$2,000	Supplemental
Chess	1@	\$1,000	Supplemental
Special Olympic Head Coach	1@	\$2,000	Supplemental
❖ HS Head Coach Advance to State	1@	\$500	Supplemental

Junior High School

Academic Stipend	# of Stipends	Amount	Frequency
Student Council	1@	\$750	Supplemental
Cheerleaders Sponsor	1@	\$2,500	Annualized
Drill Team Sponsor	1@	\$2,500	Annualized
Chess	1@	\$1,000	Supplemental
Special Olympics Assistant Coach	1@	\$1,000	Supplemental

Elementary

Academic Stipend	# of Stipends	Amount	Frequency
Chess	1@	\$1,000	Supplemental
Student Council (1 per campus)	2@	\$500	Supplemental

- The sponsor must have at least 3 students participate.
- The sponsor must accompany the student on school provided transportation.
- Chess/DECA/HOSA/Skills USA funding will be paid out of District Wide Funds
- Administrators do not qualify for stipends.

Supplemental Duty Pay – Other

UIL Stipend

UIL Coordinator Stipends	Campus	Amount	Frequency
UIL Coordinator	High School	\$2,000	Supplemental
UIL Coordinator	Junior High School	\$1,500	Supplemental
UIL Hosting Stipend (District Meet/Invitational)	(Coordinator or One Per Campus)	\$1,000	Supplemental

Contingent upon attending the minimum required number of meets (NO Pro-Ration)

UIL Stipends	Campus	Amount	Frequency
UIL Sponsor -3 meets (District meet included) 1 event with a minimum of 20 practice hours.		\$500	
1 st Meet		\$200	
2 nd Meet	ALL Campuses	\$200	Supplemental
3 rd Meet		\$200	
Note: A total of \$1,100 for each sponsor that meets all requirements			
Additional UIL Stipends	Campus	Amount	Frequency
Additional meet	All Campuses	\$100	Supplemental
Additional event (per meet) (2 events max)	All Campuses	\$100	Supplemental

- Coaches must have at least 3 students participating at each meet to qualify for UIL stipend.
- Only the person who coaches the students during the week will qualify for the meet stipend.
- The coach must accompany the students on school provided transportation.
- Must maintain a log for all practice times, student names in attendance, and dates.
- UIL funding is part of each campus budget allocation.
- Administrators do not qualify for stipends.
- The superintendent must approve the supplemental duty recommendation form prior to actual implementation of the program.
- In order to qualify for the coaching stipend, you must attend the District Meet

Supplemental Duty Pay – Other

District Champion

University Interscholastic League (UIL) Academic Stipends

Incentive	Amount	Purpose	For
District Champions Incentive	\$500 funds for Campus	Current UIL Academic Champions School Year (Sponsors & Students)	Sponsor and Student Incentives

- Sponsors and students that attended the District meet qualify for the District Champions Incentive
- Incentive distribution will be at the discretion of Campus Principal

Band Stipends

High School

Assistant Stipend	# of Stipends	Amount	Extra Days*	Frequency
Band	3@	\$8,000	28	Annualized

Junior High School

Head Stipend	# of Stipends	Amount	Extra Days*	Frequency
Band	1@	\$10,000	28	Annualized

Assistant Stipend	# of Stipends	Amount	Extra Days*	Frequency
Band	2@	\$8,000	28	Annualized

*Extra Days are provided to band as shown above and they are based on TEA's Minimum Salary Schedules.

Athletic/Coaching Stipends

High School Campus

Head Coach Stipends	# of Stipends	Amount	Extra Days*	Pay Frequency
Volleyball	1@	\$5,000	15	Annualized
Cross Country	2@	\$5,000	8	Annualized
Golf (Year Round)	1@	\$6,500	-	Annualized
Baseball	1@	\$5,000	-	Annualized
Basketball	2@	\$5,000	-	Annualized
Powerlifting	1@	\$5,000	-	Annualized
Soccer	2@	\$5,000	-	Annualized
Track	2@	\$5,000	-	Annualized
Softball	1@	\$5,000	-	Annualized
Tennis Team	1@	\$5,000	8	Annualized
Tennis Individual	1@	\$5,000	-	Annualized

Assistant Coach Stipends	# of Stipends	Amount	Extra Days*	Frequency
Varsity Football	8@	\$4,700	19	Annualized
Volleyball	2@	\$4,000	12	Annualized
Golf	1@	\$4,000	-	Annualized
Baseball	2@	\$4,000	-	Annualized
Basketball	4@	\$4,000	-	Annualized
Powerlifting	1@	\$4,000	-	Annualized
Soccer	2@	\$4,000	-	Annualized
Track	5@	\$4,000	-	Annualized
Softball	2@	\$4,000	-	Annualized
Tennis Team	1@	\$4,000	-	Annualized
Tennis Individual	1@	\$4,000		Annualized

Other Athletic Stipend	# of Stipends	Amount	Extra Days*	Frequency
Football Defensive Coordinator	1@	\$9,000	19	Annualized
Football Offensive Coordinator	1@	\$9,000	19	Annualized
Athletic Coordinator (Girls)	1@	\$5,000	19	Annualized
Running and Endurance Program Coordinator	1@	\$5,000	-	Annualized
Strength and Conditioning	1@	\$3,800	-	Annualized
Athletic Retiree Coach Stipend (Certified Educator) (HS) (One Sport)	As Needed	\$4,000	-	Supplemental

*Extra Days are provided to coaches according to the type of sport they coach based on TEA's Minimum Salary Schedule.

Athletic/Coaching Stipends

Junior High School Campus

Coaches Stipends	# of Stipends	Amount	Extra Days*	Frequency
Coordinator Boys	1@	\$2,000	15	Annualized
Coordinator Girls	1@	\$2,000	15	Annualized
Football	4@	\$2,500	8	Annualized
Volleyball	4@	\$2,500	5	Annualized
Cross Country	2@	\$2,500	5	Annualized
Basketball	8@	\$2,500	-	Annualized
Track	8@	\$2,500	-	Annualized
Softball	2@	\$2,500	-	Annualized
Baseball	2@	\$2,500	-	Annualized
Soccer	4@	\$2,500	-	Annualized
Tennis	1@	\$2,500	-	Annualized
Athletic Retiree Coach Stipend (Certified Educator) (JH) (One Sport)	As Needed	\$2,500	-	Supplemental

*Extra Days are provided to coaches according to the type of sport they coach based on TEA's Minimum Salary Schedule.

Athletic Department – Game Rates

Football

Activity	Rate	Frequency
Announcer Varsity	\$80.00	Supplemental
Announcer – Sub Varsity	\$35.00	Supplemental
Announcer – Jr High	\$35.00 per game	Supplemental
Scoreboard	\$45.00	Supplemental
Play Clock 40/25 Second Clock	\$45.00	Supplemental
TASO Cert. Play Clock Varsity Only	\$50.00	Supplemental
Chain Crew Varsity Only	\$45.00 Plus \$15.00 flat rate travel fee	Supplemental
Usher	\$45.00	Supplemental
Gate Keeper	\$55.00	Supplemental
Ticket Keeper	\$45.00	Supplemental
Parking Staff	\$20.00 per hour as needed	Supplemental

Soccer

Activity	Rate	Frequency
Clock	\$22.00 per game	Supplemental
Gatekeeper	\$22.00 per game	Supplemental
Announcer	\$22.00 per game	Supplemental

Track

Activity	Rate	Frequency
JV Starter	\$100.00 per meet	Supplemental
JV Backup Starter	\$100.00 per meet	Supplemental
Varsity Starter	\$200.00 per meet	Supplemental
Varsity Backup Starter	\$150.00 per meet	Supplemental
Gatekeeper	\$11.00 per hour	Supplemental
Announcer	\$11.00 per hour	Supplemental

Volleyball

Activity	Rate	Frequency
Stat Book	\$22.00 per match	Supplemental
Libero Tracker	\$22.00 per match	Supplemental
Clock	\$22.00 per match	Supplemental
Gatekeeper	\$22.00 per game	Supplemental
Announcer	\$22.00 per game	Supplemental

Basketball

Activity	Rate	Frequency
Stat Book	\$22.00 per game	Supplemental
Clock	\$22.00 per game	Supplemental
Gatekeeper	\$22.00 per game	Supplemental
Announcer	\$22.00 per game	Supplemental

Athletic Department – Game Rates

Powerlifting

Activity	Rate	Frequency
Varsity Judge	\$100.00 per meet	Supplemental
Gatekeeper	\$11.00 per hour	Supplemental
Announcer	\$11.00 per hour	Supplemental

Softball

Activity	Rate	Frequency
Announcer	\$22.00 per game	Supplemental
Stat/Scoreboard/Clock	\$22.00 per game	Supplemental
Gatekeeper	\$22.00 per game	Supplemental

Baseball

Activity	Rate	Frequency
Announcer	\$22.00 per game	Supplemental
Stat/Scoreboard/Clock	\$22.00 per game	Supplemental
Gatekeeper	\$22.00 per game	Supplemental

Cross Country

Activity	Rate	Frequency
Gatekeeper	\$11.00 per hour	Supplemental
Announcer	\$11.00 per hour	Supplemental
Starter ADDED	\$155.00 per meet	Supplemental

Game Coordinator

Activity	Rate	Frequency
Game Coordinator	Time and half	Supplemental

- Game rates are set by and are part of the Athletic Department Budget.
- All rates above will be paid based on the payroll schedule.

School Bus Driver Retention Safety Stipend

The District shall provide an annual Retention Safety Stipend to eligible school bus drivers/drivers who demonstrate exemplary safety performance during the school year.

To qualify for the stipend, a bus driver/driver must:

1. Complete the entire school year in an active bus driver/driver position. (Must have a regular scheduled route for the school year)
2. Maintain a valid commercial driver's license and all required certifications.
3. Have no preventable accidents while operating a District vehicle.
4. Receive no moving violations, traffic citations, or safety-related citations while performing District duties.
5. Have no documented safety incidents, misconduct, or violations of District transportation policies.
6. Successfully complete all required training and compliance requirements.
7. Must work at least 95% of their calendar days of the school year.

Eligible drivers who meet all criteria shall receive a Retention Safety Stipend of \$1,000, payable at the conclusion of the school year or as determined by the District's payroll schedule.

The Superintendent or designee shall review all eligibility requirements and make the final determination regarding stipend awards. The District reserves the right to prorate the stipend for drivers hired after the beginning of the school year.

The purpose of this stipend is to recognize and reward safe driving practices, student safety, and professional performance among District transportation personnel.

Incentives

INCENTIVE PROGRAMS:

- Perfect Attendance Incentive (Teachers Only) (per semester)..... \$ 500.00
 - The District shall pay classroom teachers who require a substitute for an absence and teach at least four hours or 60 percent of the school day an award of \$500 for no absences per semester under the attendance incentive program. Classroom teachers eligible to receive this award shall receive \$500 in their February paycheck and \$500 in their July paycheck.

Jury duty, compliance with a subpoena, leave to conduct school business, staff development, and religious holy days when properly documented shall not be counted as absences for purposes of the attendance incentive program.
- Wellness Incentive Program (Monthly Contribution 10 months).....\$ 5.00

All employees covered under one of the district's group health insurance plans are eligible to participate. The district has made arrangements with Real Time Fitness, Infinity Fitness, Island Fitness and Fitbox Aesthetics to offer our employees a special rate for gym membership through payroll deduction. By signing up for the Wellness Incentive, district employees will have access to all programs offered by the gym selected at any time the gym is open.

COST

In an effort to promote employee wellness, the district is subsidizing the membership costs with funds from the district self-insurance fund. Membership costs are \$25 for Real Time Fitness, \$80 for Infinity Fitness, \$55 for Island Fitness and \$50 for Fitbox Aesthetics per month. The district will contribute \$5 per month for employees paid on a monthly basis and \$2.94 for employees paid on a biweekly basis.

TERM

The membership term is **September 1, 2026, through June 30, 2027**. Monthly employees will see 10 deductions of \$20, \$45, \$50 or \$75 each taken September through June for a total of \$200, \$450, \$500 or \$750 depending on the gym selected. Biweekly employees will see 17 deductions taken of \$11.76, \$26.47, \$29.41 or \$44.12 each month beginning in September for a total of \$200, \$450, \$500 or \$750 depending on the gym selected. If you drop out of the wellness program before the end of the term, you will be able to stop the deductions, but you will not be eligible to receive the incentive rebate.

The deadline for application is the last business day in August.

Gym Name	Real Time Fitness	Infinity Fitness	Island Fitness	Fitbox Aesthetics
Total Monthly Cost	\$ 25.00	\$ 80.00	\$ 55.00	\$ 50.00
District Contribution				
Bi-weekly	\$ 2.94	\$ 2.94	\$ 2.94	\$ 2.94
Monthly	\$ 5.00	\$ 5.00	\$ 5.00	\$ 5.00
Employee Cost				
Bi-weekly	\$ 11.76	\$ 44.12	\$ 29.41	\$ 26.47
Monthly	\$ 20.00	\$ 75.00	\$ 50.00	\$ 45.00

- Wellness Incentive Rebate..... \$150.00

Employees who sign up for the Wellness Program are also eligible to receive a Wellness Incentive Rebate if so desired:

- You must participate in the program for the entire term (September through June) and commit to exercising an average of at least 60 minutes per week for the entire term.
- Participation is defined as attending the gym of your choice once per week (Monday through Sunday) for the ten-month period.
- Employees who fulfill these requirements will be eligible to request a Wellness Incentive Rebate at the end of July.
- For those that meet the requirements, a rebate of \$150.00 will be processed and paid in the July payroll.

Board Approved: _____

Phone Allowance

Monthly allowance per period \$40

Administrator/Professionals

<u>9 Month</u>	<u>10 Month</u>	<u>11 Month</u>	<u>12 Month</u>
Head Nurse	HS Assistant Principal JH Assistant Principal	JH Principal ES Principal Communication Specialist JH Dean of Instruction	Chief Financial Officer HS Principal Special Education Director Food Service Director Band Director Athletic Director Technology Director HS Dean of Instruction Assessment /PEIMS Director Federal & State Director Human Resource/Curriculum Director Assessment/Curriculum Director College and Career Readiness Director ACE Director

Clerical/Paraprofessional/Auxiliary

<u>12 Month</u>
Police Officer

Travel Allowance

Administrative/Professionals

Per Month \$50	Per Month \$100	Per Month \$125	Per Month \$175
<u>12 Month</u>	<u>12 Month</u>	<u>12 Month</u>	<u>12 Month</u>
Band Director	Chief Financial Officer Special Education Director Assessment /PEIMS Director Federal & State Director Technology Director Food Service Director Human Resource/Curriculum Director Assessment/Curriculum Director College and Career Readiness Director ACE Director Purchasing Coordinator	HS Principal	Athletic Director
	<u>11 Month</u>		<u>11 Month</u>
	JH Principal ES Principal Instructional Coaches At-Risk Administrator		Communication Specialist
	<u>10 Month</u>		
	District Wide Counselor Licenced Professional Counselor		
<u>9 Month</u>	<u>9 Month</u>		
Head Nurse	Social Worker		

Clerical/Paraprofessional

Per Month \$100
<u>12 Month</u>
Computer Tech

Payment for Accumulated Leave Upon Retirement

Policy DEC (local) states that the following leave shall apply to state and local leave accumulated beginning on the original effective date of this program.

An employee who retires from the District shall be eligible for payment for accumulated state and local leave if the employee's retirement is voluntary, i.e., the employee is not being discharged or non renewed. Employees retiring will submit their resignation/retirement letter and request that their earned unused state and local leave be paid out. Before earned unused leave can be paid out the Payroll Specialist will need to receive an online Retirement Certification form from TRS (Notice of Final Deposit Before Retirement and School Official Certification of Salaries) before state/local leave is paid. Employees must have earned the leave while employed with Point Isabel ISD.

The employee shall receive payment for each day of accumulated state and local leave, in accordance with the following:

1. An exempt employee, including any professional employee, shall receive payment for each day of accumulated state and local leave at a rate of \$135.00.
2. A nonexempt employee shall receive payment for each day of accumulated state and local leave at a rate of \$67.50.

If the employee is re-employed with the District, days for which the employee received payment shall not be available to that employee.

The rate established by the Board shall be in effect until the Board adopts a new rate. Any changes to the rate shall apply beginning with the school year following the adoption of the rate change or otherwise approved by the Board.

SUBSTITUTE TEACHERS

Point Isabel I.S.D.

Substitute Teacher Salary Schedule

Certified (SBEC) Teacher.....	\$140.00 daily
4-year Degree.....	\$120.00 daily
High School Diploma or GED	\$ 90.00 daily
Long –Term Substitute (Work 5 or more consecutive days)...	Daily Rate +\$ 15.00 daily
Paraprofessional Substitute.....	\$ 80.00 daily

ATTENTION/IMPORTANT:

Long Term Substitute that works 5 or more consecutive days will follow (PRIOR APPROVAL FROM SUPERINTENDENT REQUIRED FOR LONG TERM SUBSTITUTE AND REQUIRED TO FOLLOW ALL “NCLB” REQUIREMENTS.)

Long Term Substitutes require to do lesson plans, assignments, grade papers, duty, etc. to receive the extra daily supplement: Daily rate + \$15.00 daily

PARA-PROFESSIONAL SUBSTITUTE

The following rate is for substitutes for paraprofessional positions: \$70.00 daily*

*Substitutes for paraprofessionals will have the same starting and dismissal time as the paraprofessional for whom they are substituting for.

SALARY INFORMATION

- Payment for one-half (1/2) day assignment will be one-half (1/2) day payment.
- If upon arrival, the substitute assignment has been cancelled, the campus is authorized to send the substitute home. If assignment is cancelled after substitute worked 2 hours, substitute will be paid half-day (1/2) day and will be sent home.
- When called to take the place of a teacher on jury duty (but return early from jury duty) payment will be adjusted to reflect only half day payment.
- Updated personnel information must be forwarded to the Human Resource Office @ 956/943-0008.
- Any questions/concerns involving your paycheck or days worked will be directed to the Payroll Department @ 956/943-0024.