

Cuba ISD 2025-26 Salary Schedules  
 Certified Teachers, Counselors, Librarians

LEVEL I (5%)						LEVEL II (4%)						LEVEL III (4%)			
EXP	BA or less	BA+15	BA+45/MA	MA+15	MA+45/PhD/EdD	EXP	BA or less	BA+15	BA+45/MA	MA+15	MA+45/PhD/EdD	EXP	MA	MA+15	MA+45-PhD-EdD
0	\$63,000	\$63,500	\$64,000	\$64,500	\$65,000	3	\$73,000	\$73,500	\$74,000	\$74,500	\$75,000	6	\$83,000	\$84,000	\$85,000
1	\$63,039	\$63,525	\$64,098	\$64,671	\$65,245	4	\$73,306	\$73,874	\$74,441	\$75,009	\$75,577	7	\$83,849	\$84,760	\$85,280
2	\$63,045	\$63,575	\$64,148	\$64,721	\$65,295	5	\$73,556	\$74,124	\$74,691	\$75,259	\$75,827	8	\$84,625	\$85,160	\$85,696
3	\$63,051	\$63,625	\$64,198	\$64,771	\$65,345	6	\$73,806	\$74,374	\$74,941	\$75,509	\$76,077	9	\$85,160	\$85,728	\$86,296
4	\$63,057	\$63,670	\$64,285	\$64,899	\$65,513	7	\$73,962	\$74,569	\$75,176	\$75,784	\$76,391	10	\$85,647	\$86,171	\$86,955
5	\$63,101	\$63,721	\$64,343	\$64,965	\$65,585	8	\$74,032	\$74,649	\$75,263	\$75,875	\$76,489	11	\$85,664	\$86,261	\$87,046
6	\$63,163	\$63,784	\$64,407	\$65,030	\$65,650	9	\$74,068	\$74,876	\$75,490	\$76,068	\$76,706	12	\$85,679	\$86,777	\$87,700
7	\$63,227	\$63,848	\$64,471	\$65,095	\$65,715	10	\$74,125	\$74,933	\$75,547	\$76,138	\$76,806	13	\$85,781	\$86,882	\$87,921
8	\$63,290	\$63,912	\$64,535	\$65,159	\$65,781	11	\$74,182	\$74,987	\$75,602	\$76,209	\$76,905	14	\$85,886	\$86,984	\$88,137
9	\$63,353	\$63,978	\$64,600	\$65,225	\$65,848	12	\$74,238	\$75,046	\$75,660	\$76,281	\$77,004	15	\$85,988	\$87,089	\$88,359
10	\$63,416	\$64,040	\$64,664	\$65,289	\$65,913	13	\$74,296	\$75,103	\$75,715	\$76,352	\$77,658	16	\$86,092	\$87,192	\$88,580
						14	\$74,352	\$75,160	\$75,774	\$76,423	\$78,319	17	\$86,196	\$87,297	\$88,802
						15	\$74,410	\$75,218	\$75,831	\$76,494	\$78,985	18	\$86,300	\$87,397	\$89,024
						16	\$74,467	\$75,331	\$75,886	\$76,566	\$79,655	19	\$86,403	\$87,502	\$89,246
						17	\$74,522	\$75,359	\$75,944	\$77,214	\$80,333	20	\$87,111	\$87,605	\$89,471
						18	\$74,580	\$75,386	\$75,999	\$77,871	\$81,015	21	\$87,734	\$88,218	\$89,694
						19	\$74,637	\$75,445	\$76,057	\$78,534	\$81,702	22	\$88,916	\$89,107	\$89,917
						20	\$75,611	\$75,650	\$77,426	\$79,200	\$82,399	23	\$88,973	\$89,458	\$90,143
						21	\$77,639	\$77,919	\$78,898	\$79,874	\$83,099	24	\$89,028	\$90,084	\$90,368
						22	\$78,600	\$78,761	\$79,657	\$80,553	\$83,805	25	\$89,536	\$90,140	\$90,593
						23	\$79,780	\$79,941	\$82,219	\$82,825	\$84,518	26	\$90,161	\$90,682	\$90,819
						24	\$80,978	\$81,141	\$82,258	\$82,864	\$85,236	27	\$90,682	\$91,224	\$91,917
						25	\$81,382	\$81,547	\$82,668	\$83,272	\$85,960	28	\$91,316	\$91,775	\$92,560
						26	\$82,602	\$82,770	\$83,619	\$84,088	\$86,691	29	\$91,878	\$92,325	\$93,207
						27	\$83,842	\$84,013	\$85,031	\$85,341	\$87,429	30	\$92,474	\$92,878	\$93,862
						28	\$84,052	\$85,273	\$86,492	\$87,246	\$88,170	31	\$93,122	\$93,435	\$94,517
						29	\$84,976	\$86,552	\$88,235	\$89,005	\$89,782	32	\$93,774	\$93,995	\$95,180
						30	\$85,911	\$86,929	\$89,312	\$90,091	\$90,878	33	\$94,432	\$94,559	\$95,845
						31	\$86,858	\$88,234	\$90,498	\$91,288	\$92,086	34	\$94,863	\$95,127	\$96,517
						32	\$87,812	\$89,038	\$90,750	\$91,542	\$92,343	35	\$95,460	\$95,936	\$97,193
						33	\$88,779	\$90,017	\$91,024	\$92,464	\$93,002	36	\$95,937	\$96,415	\$97,872
						34	\$89,754	\$91,006	\$91,395	\$93,627	\$94,396	37	\$96,418	\$96,899	\$98,558

- 1) This schedule is a one-year document that reflects placement only. This schedule does not reflect future movement.
- 2) Based on 160 days for TEACHERS as per School Calendar at 8 hours per day. 178 days for Counselors (9 days before and 9 days after), 168 days for Librarians (4 days before, 4 days after).
- 3) The district accepts 22 years of experience.
- 4) Stipends: As per District Stipend Schedule
- 5) Official transcripts are to be on file by October 1 of the current school year for initial placement on the salary schedule and for movement across the salary schedule.
- 6) Approval must be obtained from the Superintendent/Designee for all undergraduate classes counted towards movement on the salary schedule.
- 7) Each employee is responsible for verification of previous experience. Official verification is due 30 days after the first day of employment.
- 8) Substitute teaching and/or student teaching is not recognized as teaching experience.
- 9) Advancement in years of experience is based on successful completion of the previous year.
- 10) Collective Bargaining TBD

Board Approval  
06/25/25

CUBA INDEPENDENT SCHOOLS  
2025-26 Salary Schedules

ARMED SCHOOL SECURITY PERSONNEL

178-DAY-8HR  
\$96,408.00 (\$67.70/HOUR)

\*This schedule is a one-year document that reflects placement only. This schedule does not reflect future movement.

CUBA INDEPENDENT SCHOOLS  
2025-26 Salary Schedules

BUS DRIVER

\$31.79 PER HOUR

\*This schedule is a one-year document that reflects placement only. This schedule does not reflect future movement.

Board Approval  
06/25/25

CUBA INDEPENDENT SCHOOLS  
2025-26 Salary Schedules

BUS AIDE

20.91 per hour

\*This schedule is a one-year document that reflects placement only. This schedule does not reflect future movement.

CUBA INDEPENDENT SCHOOLS  
2025-26 Salary Schedules

PAY BAND 35 CUSTODIAN

203-DAY-9.5HR

0	\$34,950.00
1	\$35,100.00
2	\$35,242.00
3	\$35,421.00
4	\$35,874.00
5	\$35,970.00
6	\$36,068.00
7	\$36,166.00
8	\$36,264.00
9	\$36,360.00
10	\$36,459.00
11	\$36,557.00
12	\$36,655.00
13	\$36,752.00
14	\$36,849.00
15	\$36,947.00
16	\$37,463.00
17	\$37,989.00
18	\$38,522.00
19	\$39,059.00
20	\$39,607.00
21	\$40,162.00
22	\$40,722.00
23	\$41,292.00
24	\$41,872.00
25	\$42,458.00
26	\$43,054.00
27	\$43,656.00
28	\$44,266.00
29	\$44,885.00
30	\$45,514.00

\*This schedule is a one-year document that reflects placement only. This schedule does not reflect future movement.

CUBA INDEPENDENT SCHOOLS  
2025-26 Salary Schedules

PAY BAND 40      MAINTENANCE & HEAD CUSTODIAN

203-DAY-9.5HR

0	\$35,165.00
1	\$35,360.00
2	\$35,564.00
3	\$35,644.00
4	\$35,725.00
5	\$35,805.00
6	\$35,885.00
7	\$35,964.00
8	\$36,044.00
9	\$36,125.00
10	\$36,206.00
11	\$36,286.00
12	\$36,580.00
13	\$37,317.00
14	\$37,424.00
15	\$38,371.00
16	\$38,895.00
17	\$39,447.00
18	\$40,002.00
19	\$40,552.00
20	\$41,128.00
21	\$41,706.00
22	\$42,281.00
23	\$42,884.00
24	\$43,486.00
25	\$44,088.00
26	\$44,714.00
27	\$45,341.00
28	\$45,967.00
29	\$46,620.00
30	\$46,921.00

\*This schedule is a one-year document that reflects placement only. This schedule does not reflect future movement.

CUBA INDEPENDENT SCHOOLS  
2025-26 Salary Schedules

PAY BAND 45 ADMIN ASSISTANT, REGISTRAR

203-DAY-9.5HR 180-DAY-9HR

0	\$37,550.00	\$31,543.00
1	\$37,622.00	\$31,604.00
2	\$37,679.00	\$31,652.00
3	\$37,763.00	\$31,722.00
4	\$38,141.00	\$32,040.00
5	\$38,522.00	\$32,360.00
6	\$39,130.00	\$32,870.00
7	\$39,228.00	\$32,953.00
8	\$39,324.00	\$33,033.00
9	\$39,422.00	\$33,116.00
10	\$39,925.00	\$33,538.00
11	\$40,526.00	\$34,043.00
12	\$41,096.00	\$34,522.00
13	\$41,669.00	\$35,003.00
14	\$42,255.00	\$35,496.00
15	\$42,843.00	\$35,989.00
16	\$43,444.00	\$36,494.00
17	\$44,052.00	\$37,005.00
18	\$44,668.00	\$37,523.00
19	\$45,293.00	\$38,048.00
20	\$45,927.00	\$38,580.00
21	\$46,571.00	\$39,121.00
22	\$47,223.00	\$39,669.00
23	\$47,884.00	\$40,224.00
24	\$48,554.00	\$40,787.00
25	\$49,236.00	\$41,360.00
26	\$49,680.00	\$41,733.00
27	\$50,374.00	\$42,316.00
28	\$51,082.00	\$42,910.00
29	\$51,795.00	\$43,509.00
30	\$52,521.00	\$44,119.00
31	\$53,254.00	\$44,735.00
32	\$54,000.00	\$45,362.00
33	\$54,759.00	\$45,999.00
34	\$55,525.00	\$46,643.00

\*This schedule is a one-year document that reflects placement only. This schedule does not reflect future movement.

CUBA INDEPENDENT SCHOOLS  
2025-26 Salary Schedules

PAY BAND 50      MECHANIC

203-DAY-9.5HR

0	\$39,500.00
1	\$39,645.00
2	\$39,763.00
3	\$39,921.00
4	\$40,082.00
5	\$40,242.00
6	\$40,403.00
7	\$40,564.00
8	\$40,726.00
9	\$40,889.00
10	\$41,103.00
11	\$41,678.00
12	\$42,257.00
13	\$42,859.00
14	\$43,461.00
15	\$44,063.00
16	\$44,690.00
17	\$45,316.00
18	\$45,943.00
19	\$46,595.00
20	\$47,247.00
21	\$47,899.00
22	\$48,575.00
23	\$49,254.00
24	\$49,929.00
25	\$50,631.00
26	\$52,365.00
27	\$53,090.00
28	\$53,842.00
29	\$54,597.00
30	\$55,349.00

\*This schedule is a one-year document that reflects placement only. This schedule does not reflect future movement.

CUBA INDEPENDENT SCHOOLS  
2025-26 Salary Schedules

PAY BAND 55 EDUCATIONAL ASSISTANT & LIAISONS, NURSE AIDES, TECH ASSISTANT

	168-DAY-8HR	160-DAY-8HR	203-DAY-9.5HR	178-DAY-8HR	HOURLY
0	\$28,291.00	\$26,944.00	\$40,595.00	\$29,975.00	\$21.05
1	\$28,372.00	\$27,021.00	\$40,711.00	\$30,061.00	\$21.11
2	\$28,426.00	\$27,072.00	\$40,788.00	\$30,118.00	\$21.15
3	\$28,775.00	\$27,405.00	\$41,289.00	\$30,488.00	\$21.41
4	\$29,111.00	\$27,725.00	\$41,771.00	\$30,844.00	\$21.66
5	\$29,460.00	\$28,058.00	\$42,273.00	\$31,214.00	\$21.92
6	\$29,823.00	\$28,403.00	\$42,793.00	\$31,599.00	\$22.19
7	\$30,173.00	\$28,736.00	\$43,295.00	\$31,969.00	\$22.45
8	\$30,536.00	\$29,082.00	\$43,816.00	\$32,353.00	\$22.72
9	\$30,899.00	\$29,427.00	\$44,336.00	\$32,738.00	\$22.99
10	\$31,288.00	\$29,798.00	\$44,895.00	\$33,151.00	\$23.28
11	\$31,665.00	\$30,157.00	\$45,435.00	\$33,549.00	\$23.56
12	\$32,041.00	\$30,515.00	\$45,975.00	\$33,948.00	\$23.84
13	\$32,417.00	\$30,874.00	\$46,515.00	\$34,347.00	\$24.12
14	\$32,807.00	\$31,245.00	\$47,075.00	\$34,760.00	\$24.41
15	\$33,197.00	\$31,616.00	\$47,634.00	\$35,173.00	\$24.70
16	\$33,600.00	\$32,000.00	\$48,213.00	\$35,600.00	\$25.00
17	\$34,003.00	\$32,384.00	\$48,791.00	\$36,027.00	\$25.30
18	\$34,406.00	\$32,768.00	\$49,370.00	\$36,454.00	\$25.60
19	\$34,836.00	\$33,178.00	\$49,987.00	\$36,910.00	\$25.92
20	\$35,240.00	\$33,562.00	\$50,565.00	\$37,337.00	\$26.22
21	\$35,670.00	\$33,971.00	\$51,182.00	\$37,793.00	\$26.54
22	\$36,086.00	\$34,368.00	\$51,780.00	\$38,234.00	\$26.85
23	\$36,530.00	\$34,790.00	\$52,417.00	\$38,704.00	\$27.18
24	\$36,973.00	\$35,213.00	\$53,053.00	\$39,174.00	\$27.51
25	\$37,404.00	\$35,622.00	\$53,670.00	\$39,630.00	\$27.83
26	\$37,860.00	\$36,058.00	\$54,326.00	\$40,114.00	\$28.17
27	\$38,317.00	\$36,493.00	\$54,982.00	\$40,598.00	\$28.51
28	\$38,774.00	\$36,928.00	\$55,637.00	\$41,082.00	\$28.85
29	\$39,231.00	\$37,363.00	\$56,293.00	\$41,567.00	\$29.19
30	\$39,715.00	\$37,824.00	\$56,987.00	\$42,079.00	\$29.55

\*This schedule is a one-year document that reflects placement only. This schedule does not reflect future movement.

CUBA INDEPENDENT SCHOOLS  
2025-26 Salary Schedules

PAY BAND 60 DATA MANAGER, MAINTENANCE SUPERVISOR, BUSINESS SPECIALIST

203-DAY-9.5HR

0	\$44,350.00
1	\$44,642.00
2	\$44,910.00
3	\$45,576.00
4	\$46,260.00
5	\$46,954.00
6	\$47,659.00
7	\$48,374.00
8	\$49,098.00
9	\$49,836.00
10	\$50,584.00
11	\$51,336.00
12	\$52,114.00
13	\$52,890.00
14	\$53,691.00
15	\$54,495.00
16	\$55,321.00
17	\$56,151.00
18	\$57,001.00
19	\$57,854.00
20	\$58,734.00
21	\$59,610.00
22	\$60,513.00
23	\$61,416.00
24	\$62,521.00
25	\$63,448.00
26	\$64,400.00
27	\$65,380.00
28	\$66,356.00
29	\$67,235.00
30	\$68,239.00

\*This schedule is a one-year document that reflects placement only. This schedule does not reflect future movement.

CUBA INDEPENDENT SCHOOLS  
2025-26 Salary Schedules

PAY BAND 65      PAYROLL & NETWORK TECH

203-DAY-9.5HR

0	\$52,400.00
1	\$52,520.00
2	\$52,676.00
3	\$53,197.00
4	\$54,261.00
5	\$55,346.00
6	\$56,453.00
7	\$57,583.00
8	\$58,734.00
9	\$59,908.00
10	\$61,106.00
11	\$62,204.00
12	\$63,446.00
13	\$64,081.00
14	\$65,030.00
15	\$66,010.00
16	\$66,987.00
17	\$67,993.00
18	\$69,026.00
19	\$70,059.00
20	\$71,120.00
21	\$72,178.00
22	\$73,267.00
23	\$74,354.00
24	\$75,469.00
25	\$76,610.00
26	\$77,749.00
27	\$78,918.00
28	\$80,112.00
29	\$81,311.00
30	\$82,533.00

\*This schedule is a one-year document that reflects placement only. This schedule does not reflect future movement.

CUBA INDEPENDENT SCHOOLS  
2025-26 Salary Schedules

PAY BAND 70      TECH INTEGRATION, DAYCARE DIR., HR SPEC.

203-DAY-9.5HR

0	\$66,000.00
1	\$66,196.00
2	\$66,414.00
3	\$66,993.00
4	\$67,316.00
5	\$67,660.00
6	\$68,337.00
7	\$69,366.00
8	\$70,394.00
9	\$71,447.00
10	\$72,275.00
11	\$73,780.00
12	\$75,334.00
13	\$76,913.00
14	\$78,520.00
15	\$80,173.00
16	\$82,882.00
17	\$84,614.00
18	\$86,395.00
19	\$88,200.00
20	\$90,056.00
21	\$91,936.00
22	\$93,867.00
23	\$95,848.00
24	\$97,529.00
25	\$99,082.00
26	\$101,667.00
27	\$103,798.00
28	\$105,980.00
29	\$108,213.00
30	\$110,495.00

\*This schedule is a one-year document that reflects placement only. This schedule does not reflect future movement.

\*All positions on this pay band require degrees.

CUBA INDEPENDENT SCHOOLS  
2025-26 Salary Schedules

PAY BAND 75 DIRECTORS/MANAGERS

203-DAY-9.5HR

0	\$86,505.00
1	\$86,684.00
2	\$86,767.00
3	\$87,716.00
4	\$89,178.00
5	\$90,150.00
6	\$91,052.00
7	\$92,123.00
8	\$95,151.00
9	\$98,003.00
10	\$99,622.00
11	\$102,835.00
12	\$105,874.00
13	\$110,302.00
14	\$111,653.00
15	\$113,107.00
16	\$114,575.00
17	\$116,063.00
18	\$117,573.00
19	\$119,103.00
20	\$121,235.00
21	\$122,220.00
22	\$123,807.00
23	\$125,416.00
24	\$126,718.00
25	\$126,909.00
26	\$127,098.00
27	\$127,289.00
28	\$127,478.00
29	\$127,671.00
30	\$127,862.00

\*This schedule is a one-year document that reflects placement only. This schedule does not reflect future movement.

\*All positions on this pay band require degrees.