San Diego Independent School District

Employee Compensation Plan

2026-2027

San Diego Independent School District

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Monthly Payroll Dates Calendar
School Year 2026-2027

*Includes Substitute & Extra Duty Pay	**PAY DATE**	PAY PERIODS	CUT-OFF DATE FOR OVERTIME PAY, SUBSTITUTE PAY & PAYROLL CHANGES	DUE DATE FOR ALL TIMESHEETS & PAYROLL CHANGES
July	**07-24-26**	**6-6-26 THRU 7-10-26**	**7-10-26**	**7-14-26**
August	**08-25-26**	**7-11-26 THRU 8-7-26**	**8-7-26**	**8-11-26**
September	**09-25-26**	**8-8-26 THRU 9-11-26**	**9-11-26**	**9-15-26**
October	**10-23-26**	**9-12-26 THRU 10-9-26**	**10-9-26**	**10-13-26**
November	**11-20-26**	**10-10-26 THRU 11-06-26**	**11-6-26**	**11-10-26**
December	**12-18-26**	**11-7-26 THRU 12-4-26**	**12-4-26**	**12-8-26**
January	**01-25-27**	**12-5-26 THRU 1-8-27**	**1-8-27**	**1-12-27**
February	**02-25-27**	**1-9-27 THRU 2-5-27**	**2-5-27**	**2-9-27**
March	**03-25-27**	**2-6-27 THRU 3-5-27**	**3-5-27**	**3-16-27**
April	**04-23-27**	**3-6-27 THRU 4-9-27**	**4-9-27**	**4-13-27**
May	**05-25-27**	**4-10-27 THRU 5-7-27**	**5-7-27**	**5-11-27**
June	**06-25-27**	**5-8-27 THRU 6-11-27**	**6-11-27**	**6-15-27**

Semi-Monthly Payroll Dates Calendar
School Year 2026-2027

	PAY DATE	PAY PERIODS	CUT-OFF DATE FOR OVERTIME PAY, SUBSTITUTE PAY & PAYROLL CHANGES	DUE DATE FOR ALL TIMESHEETS & PAYROLL CHANGES
July	**07-10-26**	**6-6-26 THRU 6-19-26**	**6-19-26**	**6-23-26**
July	**07-24-26**	**6-20-26 THRU 7-10-26**	**7-10-26**	**7-14-26**
August	**08-11-26**	**7-11-26 THRU 7-24-26**	**7-24-26**	**7-28-26**
August	**08-25-26**	**7-25-26 THRU 8-7-26**	**8-7-26**	**8-11-26**
September	**09-11-26**	**8-8-26 THRU 8-28-26**	**8-28-26**	**9-1-26**
September	**09-25-26**	**8-29-26 THRU 9-11-26**	**9-11-26**	**9-15-26**
October	**10-09-26**	**9-12-26 THRU 9-25-26**	**9-25-26**	**9-29-26**
October	**10-23-26**	**9-26-26 THRU 10-9-26**	**10-9-26**	**10-13-26**
November	**11-06-26**	**10-10-26 THRU 10-23-26**	**10-23-26**	**10-27-26**
November	**11-20-26**	**10-24-26 THRU 11-6-26**	**11-6-26**	**11-10-26**
December	**12-04-26**	**11-7-26 THRU 11-20-26**	**11-20-26**	**12-1-26**
December	**12-18-26**	**11-21-26 THRU 12-4-26**	**12-4-26**	**12-8-26**
January	**01-15-27**	**12-5-26 THRU 12-18-26**	**12-18-26**	**1-12-27**
January	**01-25-27**	**12-19-26 THRU 1-15-27**	**1-15-27**	**1-19-27**
February	**02-11-27**	**1-16-27 THRU 1-29-27**	**1-29-27**	**2-2-27**
February	**02-25-27**	**1-30-26 THRU 2-12-27**	**2-12-27**	**2-16-27**
March	**03-04-27**	**2-13-27 THRU 2-26-27**	**2-26-27**	**3-2-27**
March	**03-25-27**	**2-27-27 THRU 3-5-27**	**3-5-27**	**3-16-27**
April	**04-09-27**	**3-6-27 THRU 3-26-27**	**3-26-27**	**3-31-27**
April	**04-23-27**	**3-27-27 THRU 4-9-27**	**4-9-27**	**4-13-27**
May	**05-11-27**	**4-10-27 THRU 4-23-27**	**4-23-27**	**4-27-27**
May	**05-25-27**	**4-24-27 THRU 5-7-27**	**5-7-27**	**5-11-27**
June	**06-11-27**	**5-8-27 THRU 5-21-27**	**5-21-27**	**5-25-27**
June	**06-25-27**	**5-22-27 THRU 6-4-27**	**6-4-27**	**6-8-27**

San Diego Independent School District

Non-Certified/Certified Teacher PayScale 2026-2027

SDISD Board of Trustees has approved one of the most competitive salary scales in the area for the 2026-2027 school year

Non-Certified Teacher Pay Plan

Years of Experience	Salary
0	$48,000
1	$48,100
2	$48,250
3	$50,250
4	$50,400
5	$54,550
6	$54,800
7	$55,000
8	$55,100
9	$55,200
10	$55,300
11	$55,400
12	$55,500
13	$55,800
14	$56,200
15	$56,500
16	$56,800
17	$57,535
18	$58,255
19	$58,925
20	$59,565
21	$60,665
22	$61,235
23	$61,735
24	$62,235
25	$62,735
26	$63,235
27	$63,735
28	$64,235
29	$64,735
30	$65,235
31	$65,735
32	$67,735
33	$68,735
34	$69,735
35	$70,735

Stipends
$2000 Secondary ELAR Stipend
$2000 Secondary Math Stipend
$3000 Science Composite Stipend
$1000 Master's Degree Stipend
$2000 Master's in Content Stipend
Up to $2000 SPED Stipend

SAN DIEGO ISD

Home of the Fighting Vaqueros

San Diego ISD - 609 Labbe Ave. - San Diego Texas 78384 361-279-3382 www.sdisd.us

SDISD Board of Trustees has approved one of the most competitive salary scales in the area for the 2026-2027 school year

Certified Teacher Pay Plan

Years of Experience	Salary
0	$58,000
1	$58,100
2	$58,250
3	$60,250
4	$60,400
5	$64,550
6	$64,800
7	$65,000
8	$65,100
9	$65,200
10	$65,300
11	$65,400
12	$65,500
13	$65,800
14	$66,200
15	$66,500
16	$66,800
17	$67,535
18	$68,255
19	$68,925
20	$69,565
21	$70,665
22	$71,235
23	$71,735
24	$72,235
25	$72,735
26	$73,235
27	$73,735
28	$74,235
29	$74,735
30	$75,235
31	$75,735
32	$77,735
33	$78,735
34	$79,735
35	$80,735

Stipends
$2000 Secondary ELAR Stipend
$2000 Secondary Math Stipend
$3000 Science Composite Stipend
$1000 Master's Degree Stipend
$2000 Master's in Content Stipend
Up to $2000 SPED Stipend

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San Diego Independent School District

Administrative Professional Pay Plan

2026-2027

2026-2027 Administrative Professional Pay Plan
San Diego ISD

Pay Grade	Job Title	Calendars		Minimum	Midpoint	Maximum
1			**Daily**	**$240.85**	**$274.00**	**$307.15**
	Daycare Manager	197	**197 Days**	47,447	53,978	60,509
	PEIMS Coordinator	226	**226 Days**	54,432	61,924	69,416
2			**Daily**	**$282.69**	**$322.10**	**$361.51**
	Instructional Coach, Math/Reading	197	**197 Days**	55,690	63,454	71,217
	Counselor, ES	210	**210 Days**	59,365	67,641	75,917
	Athletic Trainer	210	**226 Days**	63,888	72,795	81,701
	Counselor, ES	226				
	Counselor, MS	226				
3			**Daily**	**$298.52**	**$340.28**	**$382.04**
	Asst Principal, ES	210	**202 Days**	60,301	68,737	77,172
	Asst Principal, MS	210	**210 Days**	62,689	71,459	80,228
	Diagnostician	210	**226 Days**	67,466	76,903	86,341
	Counselor, HS	226				
4			**Daily**	**$318.40**	**$363.12**	**$407.84**
	Speech Language Pathologist	197	**197 Days**	62,725	71,535	80,344
	Asst Principal, HS	210	**210 Days**	66,864	76,255	85,646
	School Psychologist	210				
5			**Daily**	**$336.63**	**$384.07**	**$431.51**
	Director, Technology	226	**226 Days**	76,078	86,800	97,521
	Principal, ES	226				
	Asst Principal, ECHS	226				
6			**Daily**	**$360.79**	**$411.83**	**$462.87**
	Director, Special Education	226	**226 Days**	81,539	93,074	104,609
	Principal, MS	226				
7			**Daily**	**$384.71**	**$439.32**	**$493.93**
	Director, Athletics	226	**226 Days**	86,944	99,286	111,628
	Principal, HS	226				
8			**Daily**	**$403.94**	**$461.44**	**$518.94**
	Director, Academic Services	226	**226 Days**	91,290	104,285	117,280
	Director, Finance & Support Services	226				

San Diego Independent School District

Clerical Paraprofessional Pay Plan 2026-2027

2026-2027 Clerical Paraprofessional Pay Plan

San Diego ISD

Pay Grade	Job Title	Calendars		Minimum	Midpoint	Maximum
1			**Hourly**	**$13.23**	**$15.14**	**$17.05**
	Aide, General Education	187	**187 Days**	19,792	22,649	25,507
	Aide, Special Education	187	**189 Days**	20,004	22,892	25,780
	Aide, ISS	187	**210 Days**	22,226	25,435	28,644
	Aide, Daycare	189				
	Aide, Band/Mariachi/Choir	210				
2			**Hourly**	**$15.05**	**$17.28**	**$19.51**
	Aide, Librarian	187	**187 Days**	22,515	25,851	29,187
	Certified Nurse Assistant	210	**210 Days**	25,284	29,030	32,777
	PEIMS Clerk, ES	226	**226 Days**	27,210	31,242	35,274
	PEIMS Clerk, MS	226				
	Receptionist, Front Office	210				
3			**Hourly**	**$18.11**	**$20.25**	**$22.39**
	Secretary, ES	226	**220 Days**	30,425	34,020	37,615
	Secretary, HS	226	**226 Days**	32,743	36,612	40,481
	Secretary, MS	226				
	Secretary, Special Ed	210				
	Secretary, Technology	226				
	PEIMS Clerk, HS/Registrar	226				
4			**Hourly**	**$20.00**	**$22.39**	**$24.78**
	IT Technician	226	**226 Days**	36,160	40,481	44,802
	Secretary, Academic Services	226				
	Secretary, Food Service	226				
	Secretary, HS & Athletics	226				
5			**Hourly**	**$22.80**	**$25.58**	**$28.36**
	LVN	210	**226 Days**	41,222	46,249	51,275
	Clerk, Accounting/Payroll	226	**210 Days**	38,304	42,974	47,645
	Clerk, HR Personnel	226				
6			**Hourly**	**$25.46**	**$28.60**	**$31.74**
	District Nurse	210	**210 Days**	42,773	48,048	53,323
	Mariachi Instructor	210	**226 Days**	46,032	51,709	57,386
	Secretary, Superintendent	226				

San Diego Independent School District

Auxiliary Pay Plan
2026-2027

2026-2027 Auxiliary Pay Plan

San Diego ISD

Pay Grade	Job Title	Calendars		Minimum	Midpoint	Maximum
1			**Hourly**	**$12.62**	**$14.86**	**$17.10**
	Custodian	230	**230 Days**	23,221	27,342	31,464
2			**Hourly**	**$14.13**	**$16.71**	**$19.29**
	Gatekeeper	187	**187 Days**	21,138	24,998	28,858
3			**Hourly**	**$15.31**	**$18.14**	**$20.97**
	Maintenance Worker	230	**230 Days**	28,170	33,378	38,585
4			**Hourly**	**$17.73**	**$20.65**	**$23.57**
	Skilled Maintenance Worker	230	**180 Days**	25,531	29,736	33,941
			226 Days	32,056	37,335	42,615
			230 Days	32,623	37,996	43,369
5			**Hourly**	**$20.95**	**$24.48**	**$28.01**
	Bus Driver	180	**180 Days**	30,168	35,251	40,334
	Bus Driver/Mechanic	226	**226 Days**	37,878	44,260	50,642
6			**Hourly**	**$23.00**	**$26.89**	**$30.78**
	Transportation Lead	226	**230 Days**	42,320	49,478	56,635
	Custodian Lead	230				
	Grounds/Maintenance Lead	230				
	HVAC Technician	230				

San Diego Independent School District

Substitute Pay Plan
2026-2027

2026-2027 Substitute Pay Plan

San Diego ISD

Pay Grade	Job Title	Calendars	Daily Rate
1			**Hourly**
	Non-Degreed		**$ 12.00** $ 96.00
	***Long Term $20 additional per day**		
2			**Hourly**
	Degreed		**$ 15.00** $120.00
	Special Education Unit *Addtional Training Required		
	***Long Term $20 additional per day**		
3			**Hourly**
	Certified		**$ 20.00** $160.00
	***Long Term $20 additional per day**		