

National
CHAMPIONS

CAREER PATHWAYS



SAMARA PATINO

KATE MONTIEL

ISABELLA AREVALO

2026 - 2027 COMPENSATION PLAN

Together

**WE ARE
DONNA ISD**

Board Approved: _____



Board Approved: June 8, 2026
Revised: August 24, 2026

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It is the policy of the Donna Independent School District, as an equal opportunity educational provider and employer, not to discriminate on the basis of age, color, handicap, disability, national origin, marital status, race, religion, or sex in its educational programs and activities.

2026 - 2027 Academic Calendar



2026-2027 District Calendar

904 E. Hester Ave., Donna, TX 78537 | 956.464.1600 | www.donnaisd.net

Student / Staff Holidays	
Sept. 7	Labor Day
Oct. 9	Holiday
Oct. 12	Bad Weather Day
Nov. 2	Holiday
Nov. 23-27	Thanksgiving Break
Dec. 21 - Jan. 4	Christmas Break
Feb. 12	Holiday
Feb. 15	Bad Weather Day
Mar. 15-19	Spring Break
Mar. 26	Bad Weather Day
Mar. 29	Easter Holiday
Apr. 9	Bad Weather Day
May 31	Memorial Day

School Start and End Times	
Elementary Schools:	8:00 am - 3:40 pm
Middle Schools:	7:45 am - 3:15 pm
High Schools:	8:00 am - 4:10 pm

GRADUATION: June 1, 2027	
Donna North High School:	10:00 am
Donna High School:	2:00 pm



Six Weeks Periods	# of Days
SW1 Aug. 10 - Sept. 18	29
SW2 Sept. 21 - Oct. 30	28
SW3 Nov. 3 - Dec. 17	28
SW4 Jan. 6 - Feb. 12	27
SW5 Feb. 16 - Apr. 8	31
SW6 Apr. 12 - May 26	33

Instructional Days	
1st Semester	85 days
2nd Semester	91 days
Total Instruction	176 days
Total Minutes	79,200

First Day of School: August 10, 2026
Last Day of School: May 26, 2027

Number of Teacher Days:	184
Required Minutes of Instruction:	75,600

July '26						
Su	M	Tu	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

August '26						
Su	M	Tu	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					

September '26						
Su	M	Tu	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						

October '26						
Su	M	Tu	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					

November '26						
Su	M	Tu	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						

December '26						
Su	M	Tu	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					

January '27						
Su	M	Tu	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					

February '27						
Su	M	Tu	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						

March '27						
Su	M	Tu	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					

April '27						
Su	M	Tu	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						

May '27						
Su	M	Tu	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					

June '27						
Su	M	Tu	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						

July '27						
Su	M	Tu	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					

	Staff Development		Bad Weather Day		STAAR Alt. Testing Window
	Work Day		Beginning / End of Six Weeks		(March 20 - April 21)
	New Teacher Orientation		STAAR Testing Window		TELPAS Testing Window
	Holiday		(April 11 - May 5)		(February 13 - March 24)
	Convocation/Work Day (½ day)				

Dr. Angela D. Dominguez, Superintendent of Schools

Board Approved:
11/11/2025
Revised: 4/30/2026

Board Approved: June 8, 2026

Donna ISD

2026 - 2027 New Hire Guide for Teachers and Registered Nurses (RN)

26-27 Years of Experience	New Hire Salary 26-27
0 yrs Uncertified Teacher	\$56,850
0	\$57,050
1	\$57,250
2	\$57,450
3	\$57,600
4	\$57,800
5	\$58,000
6	\$58,500
7	\$59,000
8	\$59,250
9	\$59,500
10	\$59,800
11	\$60,473
12	\$60,773
13	\$61,568
14	\$61,820
15	\$62,268
16	\$62,768
17	\$63,268
18	\$63,768
19	\$64,268
20+	\$64,768

This schedule illustrates minimum salaries only. Some employees are paid more than these amounts for additional duty days or stipends. Salary schedules are developed for one year only. Future salaries cannot be predicted from this schedule.

Note:

- Registered Nurse – 184 days (Nurses are not eligible for the HB2 Allotment Increase)

NOTE: The HB 2 Teacher Retention Allotment will be applied to Teacher salaries as follows:

- 3 and 4 years of Professional Teaching* experience: \$2,500.00 added to base salary*
- 5 or more years of Professional Teaching* experience: \$5000.00 added to base salary*
- Prior years of Instructional Aide experience are not reported as professional experience (087) for PEIMS purposes; therefore will not be included in the calculation of years of professional experience.*
- The HB2 Teacher Allotment Increase is considered as creditable compensation and is recognized and counted towards retirement benefits.*

**Professional Years of Teaching experience is defined as PEIMS coding of 087, and Total Years of Professional Experience as submitted in the PEIMS Fall Submission.*

Administrative Professional Pay Plan

Pay Grade	Job Title	Calendar	Minimum	Midpoint	Maximum	
Pay Grade 1			Daily	\$220.81	\$271.03	\$321.25
	Coordinator - (ACE) (Pending Grant Funding)	214	199	\$43,941	\$53,935	\$63,929
	Specialist- Energy Management	218	214	\$47,253	\$58,000	\$68,748
	Truancy Officer	199	218	\$48,137	\$59,085	\$70,033
Pay Grade 2			Daily	\$262.77	\$322.53	\$382.29
	Accountant	218	184	\$48,350	\$59,346	\$70,341
	CNP Specialist	218	194	\$50,977	\$62,571	\$74,164
	Facilitator - Financial Aid	194	199	\$52,291	\$64,183	\$76,076
	Facilitator - Gear Up	194	218	\$57,284	\$70,312	\$83,339
	Migrant Strategist	199				
	Programmer/Analyst	218				
	Social Worker	194				
	Speech Language Pathology Assistant	184				
	Police Sergeant	218				
	Accounting Specialist II	218				
Pay Grade 3			Daily	\$308.75	\$378.97	\$449.19
	Account II	218	194	\$59,898	\$73,520	\$87,131
	Athletic Trainer	199	199	\$61,441	\$75,415	\$89,377
	Coordinator - Migrant	218	204	\$62,985	\$77,310	\$91,623
	Coordinator - Curriculum	218	209	\$64,529	\$79,205	\$93,868
			218	\$67,308	\$82,615	\$97,910
	Coordinator - Menu & Production	218				
	Coordinator - PEIMS	218				
	Counselor - Elementary	199				
	Counselor - Middle School	204				
	Counselor - Special Education	204				
	Dietician	218				
	Lead Athletic Trainer	218				
	Librarian	194				
	LPC - Elem/Middle School	199				
	Master Technology Instructor	209				
	Multimedia Communication Specialist	218				
	Strategist - Bilingual	199				
	Strategist - Content	199				
	Strategist - Dyslexia	199				
	Strategist - Fine Arts	199				
	Strategist - P.E.	199				

Pay Grade	Job Title	Calendar	Minimum	Midpoint	Maximum
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Pay Grade 4		Daily	\$325.73	\$399.81	\$473.89
Assistant Principal Elementary	199	189	\$61,563	\$75,564	\$89,565
Coordinator - Attendance	218	199	\$64,820	\$79,562	\$94,304
		204	\$66,449	\$81,561	\$96,674
Coordinator - Child Nutrition	218	209	\$68,078	\$83,560	\$99,043
Coordinator - Early Childhood	218	218	\$71,009	\$87,159	\$103,308
Counselor - Dual Language	209				
Counselor - High School	204				
Counselor - CTE	209				
Diagnostician	189				
LPC Counselor - High School	199				
LPC Counselor - Adult Wellness	218				
LSSP Intern	189				

Pay Grade 5		Daily	\$343.64	\$421.80	\$499.96
Assistant Director - Child Nutrition	218	184	\$63,230	\$77,611	\$91,993
Assistant Principal - Middle School	199	199	\$68,384	\$83,938	\$99,492
Assistant Police Chief	218	218	\$74,914	\$91,952	\$108,991
Coordinator - Payroll	218				
Dean of Instruction - Middle School	218				
School Psychologist	199				
Occupational Therapist	184				
Physical Therapist	184				
Speech Language Pathologist	184				
Supervisor - Accounting	218				
Supervisor - Accounts Payable	218				
Supervisor - Human Resources	218				
Supervisor - Human Resources for Child Nutrition	218				

Pay Grade 6		Daily	\$362.54	\$445.00	\$527.46
Assistant Principal - Dual Language	209	199	\$72,145	\$88,555	\$104,965
Assistant Principal - ECHS & P-TECH	209	209	\$75,771	\$93,005	\$110,239
Assistant Principal - High School	199	218	\$79,034	\$97,010	\$114,986
Dean of Instruction - High School	218				
Director - Grant Writer	218				
Director - HS Band	218				
Director - Instructional	218				
Supervisor - Special Education	218				

Pay Grade	Job Title	Calendar	Minimum	Midpoint	Maximum	
Pay Grade 7			Daily	\$386.11	\$473.93	\$561.75
	Director - 21st Century/Grant Officer (Pending Grant Funding)	218	209	\$80,697	\$99,051	\$117,406
	Director - Academic Support	218	218	\$84,172	\$103,317	\$122,462
	Director - Advanced Academic Services	218				
	Director - Benefits/Safety & Risk	218				
	Director - Bilingual	218				
	Director - Child Nutrition Services	218				
	Director - CTE	218				
	Director - Custodial Services	218				
	Director - Finance	218				
	Director - Fine Arts, Media & Marketing	218				
	Director - Parent & Family Engagement	218				
	Director - PEIMS	218				
	Director - Technology	218				
	Director - Testing & Evaluation	218				
	Director - Transportation	218				
	Director - Support Services	218				
	Head Football Coach	218				
	Principal – DAEP	218				
	Principal - Elementary	209				
Pay Grade 8			Daily	\$411.21	\$504.74	\$598.27
	Director - Special Education	218	218	\$89,644	\$110,033	\$130,423
	Principal - Middle School	218				
	Director - Human Resources	218				
	Police Chief	218				
Pay Grade 9			Daily	\$446.16	\$547.64	\$649.12
	Athletic Director	218	218	\$97,263	\$119,386	\$141,508
	Chief of Operations	218				
	Executive Director - Curriculum & Instruction	218				
	Executive Director - Leadership & CCMR	218				
	Executive Director - Leadership & Federal Programs	218				
	Executive Director - Organizational Development	218				
	Executive Director - Student Support Services	218				
	Principal - High School	218				
Pay Grade 10			Daily	\$519.78	\$638.00	\$756.22
	Chief Financial Officer	218	218	\$113,312	\$139,084	\$164,856
Pay Grade 11			Daily	\$614.71	\$749.65	\$884.59
	Deputy Superintendent	218	218	\$134,007	\$163,424	\$192,841

Instructional Support Pay Plan

Pay Grade	Job Title	Calendar	Minimum	Midpoint	Maximum	
Pay Grade 1			Hourly	\$14.05	\$17.28	\$20.51
	Instructional Aide - BIA	179	179	\$20,120	\$24,745	\$29,370
	Instructional Aide - General	179				
	Parent and Family Engagement Liaison	179				
Pay Grade 2			Hourly	\$14.55	\$18.08	\$21.61
	Instructional Aide - Special Ed. Inclusion	179	179	\$20,836	\$25,891	\$30,946
	Instructional Aide - Special Ed. Resource	179	184	\$21,418	\$26,614	\$31,810
	Instructional Aide - Technology	179				
	Library Aide	184				
Pay Grade 3			Hourly	\$15.21	\$18.89	\$22.57
	Instructional Aide - Special Ed. Early Childhood/ECSE	179	179	\$21,781	\$27,050	\$32,320
	Instructional Aide - Special Ed. Life Skills	179				
	Instructional Aide - Special Ed. Self-Contained	179				
	Instructional Aide - Work-Based Learning	179				
	Nurse Aide	179				
	Classroom Support Aide	179				
Pay Grade 4			Hourly	\$16.20	\$20.13	\$24.06
	Instructional Aide - General (Bachelor's Degree)	179	179	\$23,198	\$28,826	\$34,454
	Instructional Aide - Special Ed. (Bachelor's Degree)	179	184	\$23,846	\$29,631	\$35,416
	Library Aide (Bachelor's Degree)	184				
	Parent and Family Engagement Liaison (Bachelor's Degree)	179				
Pay Grade 5			Hourly	\$18.31	\$22.75	\$27.19
	Drill Instructor - MS/HS (Non-Military)	179	179	\$26,220	\$32,578	\$38,936
	Licensed Vocational Nurse - Campus	184	184	\$26,952	\$33,488	\$40,024
Pay Grade 6			Hourly	\$21.32	\$26.49	\$31.66
	Instructional Aide, Fine Arts (Mariachi)	179	179	\$30,530	\$37,934	\$45,323
Pay Grade 7			Hourly	\$25.34	\$31.48	\$37.62
	Certified Occupational Therapy Assistant	184	184	\$37,300	\$46,339	\$55,377
	Physical Therapist Assistant	184				

Clerical Support Pay Plan

Pay Grade	Job Title	Calendar		Minimum	Midpoint	Maximum
Pay Grade 1			Hourly	\$14.27	\$17.51	\$20.75
	Clerk - Head Start	199	199	\$22,718	\$27,876	\$33,034
	Receptionist - Child Nutrition Program	218	218	\$24,887	\$30,537	\$36,188
	Receptionist - High School	218				
Pay Grade 2			Hourly	\$15.04	\$18.45	\$21.86
	Clerk - Assistant Principal (Elem/MS/HS)	199	179	\$21,537	\$26,420	\$31,304
	Clerk - Attendance (MS/HS)	189	189	\$22,740	\$27,896	\$33,052
	Clerk - Counselor (Elementary)	189	199	\$23,944	\$29,372	\$34,801
	Clerk - Counselor (Secondary)	199	214	\$25,748	\$31,586	\$37,424
	Clerk - Curriculum (MS/HS)	199	218	\$26,230	\$32,177	\$38,124
	Clerk - Dean of Instruction	199				
	Clerk - High School Clerk	199				
	Clerk - Liaison/Attendance	179				
	Clerk - Special Ed. (Campus)	199				
	Clerk - Transportation Dispatch	218				
	Liaison - Family Engagement Specialist (21st Century)	214				
	Migrant Recruiter	218				
	Receptionist - Administration Building	218				
	Receptionist - Business Office	218				
	Student Engagement Specialist	189				
Pay Grade 3			Hourly	\$16.19	\$19.87	\$23.55
	Assistant Registrar (High School)	218	199	\$25,774	\$31,633	\$37,492
	Clerk - Athletics	218	209	\$27,070	\$33,223	\$39,376
	Clerk - Attendance/PEIMS (Campus/Sped)	199	218	\$28,235	\$34,653	\$41,071
	Clerk - Bilingual	209				
	Clerk - CNP Inventory	218				
	Clerk - Data Entry	218				
	Clerk - Federal Programs	199				
	Clerk - Human Resources	218				
	Clerk - PEIMS (Campus/CTE)	199				
	Clerk - PEIMS/Community Liaison	209				
	Clerk - Records	218				
	Clerk - Safety & Risk Management	218				
	Clerk - Technology	218				
	NGS Specialist	218				

Clerical Support Pay Plan

Pay Grade	Job Title	Calendar	Minimum	Midpoint	Maximum	
Pay Grade 4			Hourly	\$17.69	\$21.71	\$25.73
	Bookkeeper - Campus	218	199	\$28,162	\$34,562	\$40,962
	Clerk - CNP Food Production	218	218	\$30,851	\$37,862	\$44,873
	Clerk - CNP Payroll	218				
	Registrar (High School)	218				
	Secretary - Curriculum (High School)	199/218				
	Secretary - Central Office	218				
Pay Grade 5			Hourly	\$19.19	\$23.55	\$27.91
	Attendance Officer - High School	199	199	\$30,550	\$37,492	\$44,433
	Attendance Officer - Recruitment (ARO)	199	209	\$32,086	\$39,376	\$46,666
	Bookkeeper - Transportation	218	218	\$33,467	\$41,071	\$48,675
	Data Analyst	218				
	Secretary - Principal (Elementary)	209				
	Secretary - Principal (Middle School)	218				
	Bookkeeper - Finance	218				
	Administrative Secretary- Central Office	218				

Clerical Support Pay Plan

Pay Grade	Job Title	Calendar		Minimum	Midpoint	Maximum
Pay Grade 6			Hourly	\$20.46	\$25.11	\$29.76
	Clerk - Accounts Payable	218	218	\$35,682	\$43,792	\$51,901
	Clerk - Payroll	218				
	Secretary - Principal (High School)	218				
	Specialist - CNP	218				
	Specialist - CNP Inventory Control	218				
Pay Grade 7			Hourly	\$21.80	\$26.75	\$31.70
	Computer Technician	218	218	\$38,019	\$46,652	\$55,285
	Network Technician	218				
	Specialist - Benefits	218				
	Specialist - Human Resources	218				
	Specialist - Payroll	218				
	Specialist - Accounts Payable	218				
	Specialist - Software	218				
	Specialist - Accounting	218				
Pay Grade 8			Hourly	\$23.65	\$29.02	\$34.39
	Safety Representative	218	218	\$41,246	\$50,611	\$59,976
	Secretary - Executive	218				
	Senior Computer Technician	218				
	Specialist - Cyber Security	218				
	Supervisor - Computer Technician	218				
Pay Grade 9			Hourly	\$27.39	\$33.61	\$39.83
	Secretary - Superintendent	218	218	\$47,768	\$58,616	\$69,464
	Senior Network Technician	218				
	Senior Purchasing Specialist	218				

Auxiliary Pay Plan

Pay Grade	Job Title	Calendar	Minimum	Midpoint	Maximum	
Pay Grade 1			Hourly	\$14.05	\$17.28	\$20.51
	Bus Aide	182	182	\$20,457	\$25,160	\$29,863
	Bus Aide (Year-Round)	250	184	\$20,682	\$25,436	\$30,191
	Cafeteria Worker	184	250	\$28,100	\$34,560	\$41,020
	Custodian	250				
			Auxiliary Substitutes			\$10.50
			Bus Driver Substitutes			\$13.65
			Evening Cafeteria Worker			\$21.00
Pay Grade 2			Hourly	\$14.56	\$17.97	\$21.38
	Custodian - Assistant Head	250	179	\$20,850	\$25,733	\$30,616
	Driver/Bus Aide (Non-CDL)	182	182	\$21,199	\$26,164	\$31,129
	Driver - CNP	184	184	\$21,432	\$26,452	\$31,471
	General Maintenance	250	250	\$29,120	\$35,940	\$42,760
	Mail Runner	250				
	Security Officer - Campus	179				
	Security Officer - Night	250				
	Warehouse Worker	250				
Pay Grade 3			Hourly	\$15.21	\$18.78	\$22.35
	Clerk - Parts Maintenance	250	250	\$30,420	\$37,560	\$44,700
	Custodian - Head (Elementary)	250				
	Security - Night Supervisor	250				
Pay Grade 4			Hourly	\$15.96	\$19.70	\$23.44
	Cafeteria - Manager (Elementary, DAEP)	195	179	\$22,855	\$28,210	\$33,566
	Cafeteria - Assistant Manager (High School)	195	195	\$24,898	\$30,732	\$36,566
	Custodian -Head (Secondary)	250	250	\$31,920	\$39,400	\$46,880
	Groundskeeper - General Maintenance	250				
	Groundskeeper - Stadium	250				
	Inventory Clerk - Maintenance	250				
	Inventory Clerk - Transportation	218				
	Security Officer - Armed	179				
Pay Grade 5			Hourly	\$16.76	\$20.69	\$24.62
	Cafeteria - Manager (Middle School)	195	195	\$26,146	\$32,276	\$38,407
	Groundskeeper - Lead	250	250	\$33,520	\$41,380	\$49,240
	Painter	250				

Auxiliary Pay Plan

Pay Grade	Job Title	Calendar	Minimum	Midpoint	Maximum	
Pay Grade 6			Hourly	\$18.10	\$22.35	\$26.60
	Cafeteria - Manager (High School)	195	195	\$28,236	\$34,866	\$41,496
	Carpenter	250	218	\$31,566	\$38,978	\$46,390
	Clerk - Fixed Assets	218	250	\$36,200	\$44,700	\$53,200
	Dispatcher (Police Department)	218				
	Vehicle Mechanic (White Fleet)	250				
	Welder	250				
Pay Grade 7			Hourly	\$19.65	\$24.26	\$28.87
	Electrician (Journeyman)	250	218	\$34,270	\$42,309	\$50,349
	HVAC Technician Licensed	250	250	\$39,300	\$48,520	\$57,740
	Key Safety Technician	250				
	Plumber	250				
	Technician - Audio/Sound	218				
	Technician - Waste Water	250				
Pay Grade 8			Hourly	\$21.72	\$26.82	\$31.92
	Coordinator - Pest Control	250	184	\$31,972	\$39,479	\$46,986
	Electrician - Certified/Master	250	204	\$35,447	\$43,770	\$52,093
	HVAC/Refrigeration Technician - Licensed	250	218	\$37,880	\$46,774	\$55,668
	Plumber - Master	250	250	\$43,440	\$53,640	\$63,840
	Supervisor - CNP Warehouse	218				
	Supervisor - Custodial	250				
	Head Mechanic	250				
Pay Grade 9			Hourly	\$25.85	\$31.91	\$37.97
	Supervisor - Instructional Materials & Fixed Assets	218	218	\$45,082	\$55,651	\$66,220
	Supervisor - Maintenance	250	250	\$51,700	\$63,820	\$75,940
	Supervisor - Transportation	250				
	Supervisor - Warehouse	218				
Pay Grade BD			Hourly	\$18.07	\$22.31	\$26.55
	Bus Driver (10-month)	182	182	\$26,310	\$32,483	\$38,657
	Bus Driver (12-month)	250	250	\$36,140	\$44,620	\$53,100
	Parts Inventory/Bus Driver	250				

Police Officer Pay Plan

Police Officers' Salary Schedule				
Job Title	Calendar Days	Minimum	MidPoint	Maximum
Police Officer	184/204/218	\$21.72	\$26.82	\$32.04

STIPENDS



STIPENDS

Any employee scheduled to receive any type of extra duty, supplemental, flat, or assigned stipend, and who separates from the district or from the extra duty assignment prior to the completion of the number of contracted workdays or from the duration of the extra duty assignment, the stipend will be prorated based on the actual number of days worked.

Payment Schedule

Type of stipend	Stipend Description			When is it paid?
Extra Duty/Supplemental	- Curriculum Writing (function code) - Extended Day - Federally Funded Part-Time Positions - Gate Keepers - EAF Steering Committee Grant* - GATES Priority Region Grant*	- Perfect Attendance Bus Driver - Perfect Attendance Teacher - Police - Professional Development - Security	- Stadium Workers - Student Workers - Substitute Teachers - Summer Compensation - Ticket Takers/Sellers	At the end of the work cycle, at the end of the semester
Flat	- A Rating Campus - Agricultural - Ambassador Sponsor - AVID Coordinator - Battle of the Books - Bilingual/ESL Teacher - Certified/Endorsed SPED Teacher - Cosmetology - CTSO National - CTSO Sponsor - CTSO 2nd Sponsor - CTSO State - Culinary - Doctorates Degree - Digital Com. Mngr	- EAF College Readiness Teacher Lead Grant* - Emergent Bilingual Team Teacher - Engineering - First Lego League - First Tech Challenge - GT Teacher - Health Science - Jr/Sr Club Sponsor - Lead Teacher - Master's Degree - Mentor Counselor - Mentor Principal - Mentor Teacher - National Junior Honor Society/ National Honor Society	- Orientation and Mobility - PIR Coordinator - Police Dept. - PREP Resident Mentor - Special Olympics - Spelling Bee Coach - STAAR Student Achievement (Last Payout Sept. 2026) - Student Council - Sustaining Excellence-TIA - UIL Aces - UT on RAMPS - Welding - Wellness Program - Campus Facilitator - Yearbook Sponsor	End of semester and/or at the end of the school year
Assigned	- Athletic Stipends - JROTC - Fine Arts Stipends	- Deaf/HOH Teacher - SLP - Travel Stipend	- Visually Impaired Teacher - Head Nurse	Monthly

*Contingent on grant funding

STIPENDS

Elementary Academic Stipends

Description	Stipend Amount
Bilingual Teacher	\$2,000
GT Teacher	\$2,000
Lead Teacher	\$2,000
STAAR Student Achievement (Last payout will be Sept. 2026 for 2025-2026 SY DATA)	\$2,500

Middle School Academic Stipends

Description	Stipend Amount
AVID Coordinator (1- MS/HS)	\$1,500
Certified/Endorsed ESL Teacher	\$1,000
Dual Language Team Teacher	\$2,000
Lead Counselor	\$500
Lead Teacher	\$2,000
STAAR Student Achievement (Last payout will be Sept. 2026 for 2025-2026 SY DATA)	\$2,500

STIPENDS

High School Academic Stipends	
Description	Stipend Amount
Certified/Endorsed ESL Teacher	\$150 per period
Career and Technical Education	
Agricultural	\$1,000
Cosmetology	\$3,000
Culinary	\$3,000
Engineering	\$3,000
Health Science	\$5,000
Welding	\$7,000
Curriculum Writing	\$30 per hour
Dual Language Team Teacher	\$2,000
GATES Priority Regions Grant*	\$1,000
JROTC	\$4,000
Lead Counselor	\$1,500
Lead Teacher	\$2,000
STAAR Student Achievement (Last payout will be Sept. 2026 for 2025-2026 SY DATA)	\$2,500
UT On Ramps	\$350 per section

*Contingent on grant funding

STIPENDS

Coordinators/Supervisors/Sponsors (*Extracurricular Activities*)

ELEMENTARY	
Description	Stipend Amount
Battle of the Books/Batalla de los Libros : Junior Division (1st & 2nd), Elementary Division (3rd - 5th)	
Coach	\$300
Advancement to Regional Competition	\$100
Placing 1st at the Regional Competition	\$100
Cheer Sponsor	\$1,000
Extra-Curricular Sponsor (Agriculture, Destination Imagination, Esports, Robotics) <i>* Or other HR approved extracurricular activity)</i>	\$500
First Lego League	\$500
Spelling Bee Coach	\$300
U.I.L. - ACES	\$500
Visual Arts & Scholastic Events (TEAM- VASE)	\$2,000

MIDDLE SCHOOL	
Description	Stipend Amount
AVID Coordinator	\$1,500
Battle of the Books	
Coach	\$300
Advancement to Regional Competition	\$100
Placing 1st at the Regional Competition	\$100
Cheerleader Sponsor	\$2,200
First Robotics	
First Lego League	\$500
First Tech Challenge	\$1,200
National Junior Honor Society	\$1,000
Spelling Bee Coach	\$300
U.I.L.	
Coordinator	\$1,500
One-Act Play/Duet Acting	\$350/event
Sponsor	\$750
Yearbook Sponsor	\$200
Visual Arts & Scholastic Events (JR- VASE)	\$1,000

STIPENDS

HIGH SCHOOL	
Description	Stipend Amount
Ambassadors Sponsor	\$1,500
AVID Coordinator	\$1,500
Battle of the Books	
Coach	\$300
Advancement to Regional Competition	\$100
Placing 1st at the Regional Competition	\$100
Career and Technical Student Organizations (CTSO)	
Sponsor	\$1,200
2nd Sponsor	\$500
National	\$500
State	\$300
EAF College Readiness Teacher Lead*	\$1,500
First Tech Challenge	\$1,200
Junior/Senior Club Sponsor	\$1,500
National Honor Society	\$1,000
Student Council	\$1,000
U.I.L.	
Theatrical Design & Film District Competition	\$3,500
Coach	
Event	\$1,200
Tournament	\$100
Coordinator	\$3,500
Visual Arts & Scholastic Events (VASE)	\$1,000
Yearbook Sponsor	\$1,500

**Contingent on Grant Funding*

STIPENDS

Special Education Stipends	
Description	Stipend Amount
Certified/Endorsed Special Education Inclusion Teacher	\$1,500
Certified/Endorsed Special Education Life Skills Teacher	\$2,000
Life Skills or ECSE Instructional Aide	\$500
Orientation and Mobility	\$3,000
Special Olympics (Only Professional Staff)	
Assistant Coach	\$400
Coach	\$500
Coordinator (PE Certified)	\$2,500
Head Coach (PE Certified)	\$1,000
Teacher for the Deaf or Hard of Hearing	\$5,250
Teacher for the Visually Impaired	\$5,250
Speech Language Pathologist	\$5,000

STIPENDS

Education, Leadership, and Other Stipends	
Description	Stipend Amount
A Rating Campus	
Principal	\$2,000
Assistant Principal	\$1,000
Counselor/LPC	\$1,000
Deans	\$1,000
Teachers/Librarian	\$500
Custodial Tiered Compensation	
Tier 2	\$1,000
Tier 3	\$2,000
Digital Communication Manager	\$2,000
Doctorates Degree	\$2,000 above Master's
Head Nurse (Current RN - Must apply)	\$10,000
Master's Degree	\$3,000
Mentor Teacher	\$600
Mentor Counselor	\$1000
Mentor Principal	\$1000
Perfect Attendance	
Bus Driver	\$400 per semester
Teacher	\$400 per semester
Police Department Stipends	
CID (Investigator)	\$2,000
Corporal	\$1,500
Lead Security Guard	\$1,500
Police Officer Proficiency License - Intermediate Peace Officer	\$250
Police Officer Proficiency License - Advanced Peace Officer	\$500
Police Officer Proficiency License - Master Peace Officer	\$750
Backflow Inspector-Plumbing Department	\$2,000
PREP Resident Mentor*	\$2000
Sustaining Excellence-TIA Designated Teachers	\$500
Wellness Program Campus Facilitator	\$400
PIR Coordinator	\$3,000
Integrated Pest Management Coordinator	\$2,500
Student Recruitment Stipend subject to Administrative Regulations	\$50 per student

**Contingent on grant funding*

STIPENDS

Teacher Incentive Allotment (TIA) Strategic Compensation

Cohort D participating campuses following TEA HB3 guidelines and approved TIA spending plan will compensate identified, designated teachers with 90% of the available allotment, calculated based on:

- The level of socio-economic need at the identified school where the teacher works
- Level of designation
 - Acknowledged TIA Designation 1 – 90% of funds between \$3,000 - \$9,000 (based on TEA calculation)
 - Recognized TIA Designation 2 – 90% of funds between \$5,000 - \$15,000 (based on TEA calculation)
 - Exemplary TIA Designation 3 – 90% of funds between \$9,000 - \$25,000
 - Master TIA Designation 4 – 90% of funds between \$12,000 - \$36,000
- TEA allows 10% of each designated teacher's funds to be reinvested for the designation system implementation and to help teachers earn a designation.

STIPENDS

Travel Stipends

[Travel Expense Stipend](#)

Category 1 \$500 monthly	• Athletic Director • Cabinet Members • Human Resources Director	
Category 2 \$400 monthly	• Licensed Professional Counselor - Adult Wellness • Master Technology Instructor • Public Relations Staff • Strategists serving more than two campuses	
Category 3 \$300 monthly	• CCMR Coordinator • Central Office Administrators • Child Nutrition Program (CNP) • Assistant Director • Coordinator • Meal & Production Coordinator • Supervisor • Dietician	• Early Childhood Coordinator • Licensed Specialist in School Psychology (LSSP) • Police Sergeant • Special Ed. Supervisor • Support Services Director
Category 4 \$200 monthly	• Reading Interventionist • District Early Childhood Lead Teacher	• Special Education • Certified Occupational Therapist Assistant (COTA) • Counselor • Diagnostician • Occupational Therapist • Physical Therapist • Physical Therapist Assistant • Social Worker • Speech Language Pathologist • Speech Language Pathologist Assistant
Category 5 \$800 yearly (paid August to June)	• Elementary Principals	
Category 6 \$800 yearly (paid July to June)	• DAEP Principal • Secondary Principals	

STIPENDS

Fine Arts Stipends			
BAND			
Position	1st Assignment	2nd Assignment	3rd Assignment
1st Assistant Director	\$16,000		
Woodwind Coordinator	\$12,000		
2nd Assistant Director	\$12,000	\$9,000	\$9,000
Assistant Directors x 2-3	\$11,500	\$8,500	\$8,500
Jazz Band Director	\$4,000	\$3,000	\$3,000
Middle School Head Director x2	\$15,000		
Middle School 1st Assistant Director x2	\$12,000	\$9,000	\$9,000
CHOIR			
Position	1st Assignment	2nd Assignment	3rd Assignment
Director of Choir	\$8,100		
Assistant Director of Choir	\$5,000	\$3,000	\$3,000
Head Choir Director (Middle School)	\$5,000	\$3,000	\$3,000
DANCE			
Position	1st Assignment	2nd Assignment	3rd Assignment
Dance/D'ette/Spearettes/Folk	\$14,000		
Dance Instructor (Middle School)	\$5,000	\$3,000	\$3,000
Elementary Dance Instructor- Adame Only	\$2,200		
MARIACHI			
Position	1st Assignment	2nd Assignment	3rd Assignment
Director of Mariachi	\$8,100	\$5,100	\$5,100
Conjunto Director	\$4,000	\$3,000	\$3,000
THEATRE			
Position	1st Assignment	2nd Assignment	3rd Assignment
H.S. Theatre Arts Director	\$10,100		
Assistant Theatre Arts Director	\$8,100		

EXTRA DAYS: Paid at the appropriate step on the State Minimum Salary Schedule.

STIPENDS

Athletic Stipends	
BASKETBALL, SOCCER, BASEBALL, SOFTBALL	
Head	\$8,000
Varsity Assistant	\$4,000
Sub-Varsity Assistant	\$3,500
Middle School	\$2,500
CROSS COUNTRY - Boys & Girls	
Head	\$10,000
Varsity Assistant	\$6,000
Middle School	\$2,500
FOOTBALL	
Varsity Football Offensive Coordinator	\$15,000
Varsity Football Defensive Coordinator	\$15,000
Special Teams Coordinator	\$15,000
Varsity/JV Football Assistant	\$9,500
9th Grade Head Football	\$8,000
9th Grade Assistant Football	\$6,500
Middle School Football Assistants	\$3,100
GOLF - Boys & Girls (one coach each)	
Head	\$11,500
Year-Round Varsity Asst. Coach	\$8,500
Middle School	\$2,500
POWERLIFTING	
Head Coach	\$8,000
Varsity Assistant Boys & Girls	\$4,000
TENNIS - Boys & Girls (one coach each) all year	
Head Coach	\$11,500
Varsity Assistant Coach Team Year-Round	\$8,500
Spring/Fall Varsity Assistant	\$4,000
TRACK & FIELD	
Head	\$8,000
Varsity Assistant	\$4,000
Middle School	\$2,500

STIPENDS

Athletic Stipends

VOLLEYBALL	
Head	\$10,000
Varsity Assistant	\$6,000
Sub-Varsity Assistants	\$5,500
Middle School	\$2,750
WRESTLING - Boys & Girls (one coach each)	
Head Coach	\$9,000 for both
Varsity Assistant Boys & Girls	\$4,000

Other Athletic Stipends

Position	Stipend
Assistant Athletic Coordinator (High School)	\$8,500
Athletic Coordinator (Middle School)	\$2,800
Athletic Trainer Coordinator (1 each)	\$3,500
Equipment (1)	\$2,750
High School Varsity Cheerleader Sponsor (1)	\$10,500
High School 9th Grade - JV Cheer Sponsor	\$6,750
Off-Season Coordinator (2) (B&G)	\$2,750
Strengthening & Conditioning Coordinator (2) (B&G)	\$3,500
Video (4)	\$1,000

EXTRA DAYS: Paid at the appropriate step on the State Minimum Salary Schedule.

SUPPLEMENTAL/EXTRA DUTY



Supplemental/Extra Duty

Active employees who perform certain duties outside of their normal responsibilities throughout the course of the school year are eligible for additional earnings outlined in the Supplemental Duty Salary Scale. These earnings are called extra duty pay. Extra duty pay is disbursed upon completion of the requested duties.

Extended Day/Year, Professional Development, & Other Federally Funded Part-Time Positions

(After School, Saturday Tutorial, Summer School & Other Programs)

Position	Summer School	Extended Day / Saturday
Agriculture Farm Management (Teacher) <i>Non-Duty Days</i>	\$25.00	\$25.00
Bus Drivers	Regular Rate	*Regular Rate
Clerk	\$10.00	*Regular Rate
CNP Manager	Reg. Rate	*Regular Rate
CNP Worker	Reg. Rate	*Regular Rate
Counselor	\$1,000	N/A
Dean of Instruction/Assistant Principal	\$1,000	N/A
Licensed Vocational Nurse (LVN)	\$12.00	*Regular Rate
Police Officer	Reg. Rate	N/A
Registered Nurse	\$30.00	\$30.00
Secretary (rate for non-campus secretary)	\$12.00	*Regular Rate
Security Guard	Reg. Rate	*Regular Rate
Security Guard for ACE	Reg. Rate	Blended Rate
Summer School Campus Secretary	Stipend: \$500	N/A
Summer School "Principal"	Stipend: \$1,500	N/A
Teacher (Including Teachers working ACE)	\$35.00	\$30.00
Teacher Assistants Working ACE Program	\$12.00	Blended Rate of:
Teacher Assistant	\$12.00	*Regular Rate
Tutors: Full-Time Certified Teacher Retired, Certified Teacher or Degreed College Student (48+ hours)	\$35.00 \$30.00 \$14.00	\$30.00 \$25.00 \$12.00
TUTORS - ACE Program (Pending Grant Approval) - ACE College Student (48+ hours) - ACE Degreed College - Regular Year ACE Teacher - Regular Year ACE Instructional Aide	\$12.00 \$25.00	\$12.00 \$25.00 \$30.00 \$12.00 + Blended Rate
Parent Attendance Helper Part-time position during the School year Rate: \$12.00 an hour	N/A	
Special Education Professional Staff		\$30.00 hr.

Supplemental/Extra Duty

*Extended Day and Saturday programs will pay the regular rate and time and a half after a 40-hour work week. Summer pay for all hourly employees will be a flat rate. The ACE Program will follow the Blended pay rate for hourly individuals working in the ACE Program.

Blended Rate

"Donna ISD shall apply a 'blended rate' calculation for employees who perform different duties or tasks at different rates. This rate is required and will be utilized by the District to calculate overtime pay, as applicable. Please see the table below as an example of how a 'blended rate' calculation will be utilized."

Blended Overtime Rate Calculation Worksheet - District Hourly Rate					
<i>This worksheet can be used when the hourly rate of pay and number of hours worked is known for each assignment.</i> Directions: Fill in the shaded boxes with hourly rates and hours worked in the workweek for each job assignment. The worksheet will first calculate pay earned at the regular rate of pay for all hours worked in all assignments. It will then determine the blended rate that will be applied only to the "and a half" portion of time and a half. The total pay due for the workweek is the sum of the pay for all hours worked plus the overtime premium (or the "and a half" portion). Ensure you replace the red sample data before you proceed.					
Employee Name: 			Date: 		
Job Assignments	Hourly Rate		Hours Worked*		Pay Earned
Campus Secretary	\$23.30	X	40.00	=	\$932.00
ACE Instructional Aide	\$12.00	X	15.00	=	\$180.00
Job Assignment 3	\$0.00	X	0.00	=	\$0.00
Job Assignment 4	\$0.00	X	0.00	=	\$0.00
Total for hours worked in all assignments			55		\$1,112.00
BLENDED RATE (Regular Rate of Pay for OT Calculation)					\$20.22
OT Premium Calculation	\$20.22	x 0.5 x	15	=	\$151.65
Total Pay Due for Workweek:					\$1,263.65
*Excludes paid leave hours. Any paid leave would be in addition to these calculations.					

Supplemental/Extra Duty

Calculation

The blended rate for the ACE Instructional Aide is calculated as follows:

1. The total hours worked from regular assignment (40 hrs @ \$23.30 per hour in this example) plus the additional job assignment (15 hrs additional @ the \$12.00 per hour rate in this example) will give you the total pay for hours worked in all assignments. In this example, it is 55 total hours worked.
2. Then you take the amount of money for all assignments; in this example, it is \$1,112.00, and divide that by the total hours worked in all assignments; in this example, it is \$1,112.00 divided by 55 hours, which gives you the Blended Rate, which is \$20.22.
3. Divide the Blended Rate of \$20.22 by $\frac{1}{2}$ (\$10.11) and multiply that by the additional duty hours, which is 15 (10.11×15), that will give you the OT Premium pay amount for the additional duty, which is \$ 151.65.
4. The total pay will be the Total hours worked amount of \$1,112.00 plus the OT Premium amount of \$151.65, which will give you the total amount of \$1,263.65.

Supplemental/Extra Duty

Supplemental/Extra Duty

Professional Development (Certified Only)

Saturday full day \$200/ Saturday half day \$100

Out of Calendar or Weekend Pay

Out-of-calendar and weekend pay requests must be submitted and approved before work commences. No employee is to accumulate more than 40 hours per week without extra pay approval.

Summer Compensation Rates for Special Education Personnel

Summer evaluation conducted by an Educational Diagnostician or Speech Language Pathologist	\$400/eval
Summer evaluation conducted by a Licensed Specialist in School Psychology or a Teacher of Visual Impairment	\$500/eval
Summer Evaluation of Orientation & Mobility conducted by a Certified Orientation & Mobility Specialist	\$300/eval
Summer ARD meeting with participation by an Educational Diagnostician, Speech Language Pathologist, to address a student with a speech-only impairment, or a Licensed Specialist in School Psychology	\$70/ARD
Summer ARD meeting with participation by a Speech Language Pathologist to address a student with a speech impairment as a secondary or tertiary disability	\$35/ARD
Summer ARD/Individual Family Service Plan (IFSP) meeting with participation by a Teacher of Visual Impairment	\$70/ARD/ IFSP

Summer evaluation rates and summer ARD meeting rates are contingent on the funding allotments and allowable activities set forth by the Special Education Fiscal Support Round 1 and Round 2 Performance Contracts. All summer evaluation activities and summer ARD meetings must be conducted after the employee's working contract has ended for the school year.

Supplemental/Extra Duty

Extra Duty Pay/Stadium Workers/Gate Keepers/Tickets and Police/Security

	Position	Event	Pay
Police	Prof. Police	All Sports/All-level Games	*Regular Rate
Security	Para-Security	All Sports/All-level Games	*Regular Rate
Football Stadium Workers	Announcer	Varsity Football	\$125 Flat Rate
	Spotter	Track meet	\$150 Flat Rate \$ 50 Flat Rate
	Announcer	Sub-Varsity/Middle School Football	\$ 50 Flat Rate
	Announcer	All other Varsity/Sub-Varsity/Middle School Sports (Softball, Baseball, etc.)	\$ 50 Flat Rate
	Game Clock Operator	Varsity Football 9 th /JV Football Middle School 6 or 8 min. Quarters	\$75 Flat Rate \$50 Flat Rate \$40 Flat Rate
	25. Sec/ 40 Sec Clock Operator	Varsity Football	\$60 Flat Rate
	Ticket Booth Seller at Gate	Varsity Football	\$100 Flat Rate
	Ticket Takers/Scanners at Gate	Varsity Football	\$50 Flat Rate
	Stadium Ushers	Varsity Football	\$45 Flat Rate
	Gatekeepers inside the Stadium	Varsity Football	\$45 Flat Rate
	Electrician	Varsity Football	*Regular Rate
	Plumber	Varsity Football	*Regular Rate
	Football Game Accountants	Varsity Football	\$125 Flat Rate
	Head Video Operator	Varsity Football	\$150 Flat Rate
	Assistant Video Operator	Varsity Football	\$125 Flat Rate
	Video Crew	Varsity Football	\$100 Flat Rate
Game Workers for Other Sports	Online Ticket Seller/Scanner Cash Ticket Seller	Varsity Sub-Varsity and Middle School	\$30 per game (Varsity) \$25 per game (Sub/MS)
	Score Book	All Varsity Games All Sub-Varsity and Middle School Games	\$25 per game (Varsity) \$20 per game (Sub/MS)
	Clock	Soccer Games	\$30 per game (Varsity) \$25 per game (Sub Varsity/MS)
	Clock	Basketball Games	\$25 per game (Varsity) \$20 per game (Sub/MS)
Game Depositor	Cash Ticket Sales Depositor	All Level Games	*Regular Rate 2 Hr. Max
	Referee/Starter/Back Up Starter	Varsity, Sub-Varsity, and Middle School Track/Cross Country	RGV Tournament/Meet Rates

Supplemental/Extra Duty

	Position	Event	Pay
Meet workers for Track Meets	Video Operator		\$300 Flat Rate
	Ticket Scanner/Online Ticket Seller and Cash Ticket Seller		\$15 per team, not to exceed 8 teams – (\$120 Max)
Game Workers for Tournaments and Meets	Plumber/Electrician		*Regular Rate
	Clock and Score Book	Varsity Team Tournaments: Softball, Baseball, Soccer, Volleyball, and Powerlifting; Sub-Varsity Middle School	\$15.00 Per Game*
	Online Ticket Seller/Scanner Cash Ticket Seller		\$15.00 per Game* *Not to exceed 8 games (120 Max)
Wrestling Workers	Meet Referees Clock Operator/Scorer Online Ticket Seller/Scanner Cash Ticket Seller	Wrestling	As Per the District Plan/UII Rate
Powerlifting Meet Workers	Online Ticket Seller/Scanner Cash Ticket Seller	Powerlifting	\$15 per team, not to exceed 8 teams (\$120 Max)
	Judges	Powerlifting	As Per the District Plan/UII Rate
	Scorers	Powerlifting	As Per the District Plan/UII Rate

***Regular rates will apply at time and a half after a 40-hour work week.**

Supplemental/Extra Duty

[Curriculum Writing](#)

\$30/hr.

Student Worker

\$10/hr.

Substitute Teacher Rates

Substitute Teacher: Non-Degreed	\$105 per day
Substitute Teacher: Non-Degreed after 30 days of continuous substitute teaching for the same classroom	\$115 per day
Substitute Teacher: Degreed	\$135 per day
Long-Term Substitute Teacher Degreed: after 30 days of continuous substitute teaching for the same classroom	\$150 per day
Substitute Teacher: Degreed & Certified Teacher	\$180 per day
Long-Term Substitute Certified Teacher: after 30 days of continuous substitute teaching for the same classroom	\$195 per day
Counselor Substitute (<i>long-term coverage</i>)	Minimum base counselor daily rate at the campus level
Principal/Assistant Principal Substitute (<i>long-term coverage</i>)	Minimum base Assistant Principal daily rate at the campus level
Registered Nurse (Must hold a current license)	Minimum base Teacher daily rate as per the 25-26 Teacher Salary Scale



Other Stipends

Athletic Stipend Protocol

1. The position is advertised internally
2. Applicants will submit a short letter of intent detailing qualifications for the extra duty assignment
3. A letter of intent will be sent to the Athletic Director
4. An informal interview will be conducted by the Head Coach with the campus administration
5. The person selected will be notified of the selection

2026 -2027 WORK SCHEDULE



2026-2027 WORK SCHEDULE

# of Work-days	Work Schedule	Employee Groups			
12-Month Personnel					
250	09/01/26 – 08/31/27	• Custodial • Maintenance • Transportation	Do not work: Sept. 7, Oct. 12, Nov. 2 & 25, Dec. 23 & 30, Feb. 15, Mar. 15 & 29, Apr. 9, May 31 * (Includes 7 paid Holidays)		
218	07/22/26-07/05/27	• ACE Program (Director & Secretary)			
218	07/13/26-6/24/27	• Accountant • Accounting Specialist • Asst. Director-CNP • Asst. Registrar • Asst. Warehouse Manager • Band Director • Bookkeeper (HS, Local Accounts, Transportation) • Chief Financial Officer (CFO) • Chief Operations Officer (COO) • Clerk (Accounts Payable, CNP, Fixed Assets, Payroll, PEIMS, Purchasing, Records, Safety & Risk, Student Support Services, Technology,) • Computer Technician	• Coordinators (Attendance, Child Nutrition Field, Discipline, Early Childhood, Federal, Instructional Materials, Math, Payroll, PEIMS) • CTE Teachers (Agriculture, Construction, HS JROTC & Welding) • Cybersecurity Specialist • Data Analyst • Dean of Instruction • Deputy Superintendent • Dietician • Directors • Dispatcher	• Energy Management Specialist • Executive Director • Head Coach • HR Staff • HS Registrar • Lead Athletic Trainer • LPC-Adult Wellness • Migrant Recruiter • Multimedia Specialist • Network Asst. Admin. • NGS Specialist • Parent Community Liaison • PEIMS Manager • Police Dept. (Chief, Investigator, Police Officer, Sgt.)	• Public Relations Staff • Programmer/ Analyst • Receptionist • Safety Rep. Manager • Secondary Principal • Secretary (Athletics, Campus, Central Office, CFO, Dept., Deputy Superintendent, Secondary Campus, Student Support Services, Executive Director) • Specialist-CNP, HR, Software • Superintendent • Supervisor (Human Resources for CNP, Special Ed.)
11-Month Personnel					
214	07/27/26-07/02/27	ACE Site Coordinator Specialist-Family Engagement			
209	07/20/26-06/18/27	• Clerk (Bilingual, PEIMS Dept.)	• CTE – Business/ Marketing Finance	• Master Technology Instructor	

2026 -2027 WORK SCHEDULE

# of Work-days	Work Schedule	Employee Groups			
		• Community Liaison	Teacher • Elementary Principal	Secretary (<i>Elementary Campus</i>) • STEM HS Assistant Principal	
204	07/20/26-06/11/27	• Counselor (<i>Secondary</i>)		• Police Officer	
199	07/20/26-06/04/27	• Assistant Principal • Athletic Trainer • Attendance Recruitment Officer (<i>ARO</i>) • CCMR Coordinator • Child Mental Health Specialist	• Clerk (<i>Asst. Principal, Attendance/ PEIMS, Campus, Curriculum, Federal, Campus PEIMS, Secondary Counselor Clerk, Special Ed.</i>) • Counselor (<i>Elementary</i>)	• CTE Health Occupational Teacher • Curriculum / Instructional Strategist • District Truancy Officer • HS Attendance Officer	• HS Curriculum Secretary • HS Special Ed. Dept. Head Teacher • LPC • LSSP • Strategist (<i>Dyslexia, Migrant, PE</i>)
10-Month Personnel					
195	07/27/26-05/28/27	• Cafeteria Manager • Cafeteria Assistant Manager		*(Includes 5 paid Holidays)	
194	07/27/26-06/04/27	• Facilitator (<i>Financial Aid, Gear Up</i>) • Librarian • Social Worker			
189	08/03/26-06/04/27	• Clerk (<i>Elementary Counselor, Secondary Attendance</i>)		• Diagnostician	• Student Engagement Specialist
184	08/03/26-05/27/27	• Occupational Therapist • Police Officer	• Registered Nurse • Speech Language Pathologist	• Speech Language Pathologist Asst. • Teacher	
184	08/03/26-05/27/27	• Certified Occupational Therapist Asst. • Library Aide	• LVN • Police Officer • Physical Therapist		
184	08/05/26-05/26/27	• Cafeteria		Do not work: Dec. 18 & Jan. 5 --- *(Includes 5 paid Holidays)	
182	08/07/26-05/26/27	• Bus Aide • Bus Driver		Do not work: Dec. 18 & Jan. 5 --- *(Includes 5 paid Holidays)	
179	08/06/26-05/26/27	• Campus Security Officer • Clerk (<i>Liaison Attendance, Elementary Attendance</i>)	• Drill Instructor • Health Aide • Instructional Aide	• Parent and Family Engagement Specialist	Do not work: Jan. 5
144 (½ days)	09/01/26-05/04/27	• Parent Attendance Helper			

2026 -2027 WORK SCHEDULE

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Full-time Auxiliary paid holidays are (DED Local):	
Custodial, Maintenance, Transportation (12-month employee)	Cafeteria & Transportation (10-month employee)
Thanksgiving Day (Nov. 26)	Thanksgiving Day (Nov. 26)
Friday after Thanksgiving (Nov. 27)	Friday after Thanksgiving (Nov. 27)
Christmas Eve (Dec. 24)	Christmas Day (Dec. 25)
Christmas Day (Dec. 25)	New Year's Day (Jan. 1)
New Year's Eve (Dec. 31)	Good Friday (Mar. 26)
New Year's Day (Jan. 1)	
Good Friday (Mar. 26)	

