

## Devine ISD

### 2025-2026 New Hire Guide for Teachers

#### Model 1: HB2 - \$54,450 starting

Years of Experience	New Hire Salary
0	\$54,450
1	\$60,200
2	\$60,500
3	\$60,800
4	\$61,100
5	\$65,400
6	\$65,700
7	\$66,000
8	\$66,300
9	\$66,600
10	\$66,900
11	\$67,300
12	\$67,700
13	\$68,200
14	\$68,700
15	\$69,300
16	\$69,900
17	\$70,500
18	\$71,100
19	\$71,700
20	\$72,300
21	\$72,800
22	\$73,200
23	\$73,500
24	\$73,800
25	\$74,100
26	\$74,400
27	\$74,700
28	\$75,000
29	\$75,400
30+	\$75,900

The salaries listed above are based on 10-month employment for the 2025-2026 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.

#### \$1,000 Master's Degree - General Stipend

## 2025-2026 Proposed Administrative Professional Pay Plan

Devine ISD

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
1			Daily	\$215.80	\$260.00	\$304.20
	Supervisor - Grounds	245	245 Days	52,871	63,700	74,529
2			Daily	\$274.07	\$330.20	\$386.33
PG 3	ARD Facilitator	182	182 Days	49,881	60,096	70,312
	Director - Child Nutrition	216	216 Days	59,199	71,323	83,447
	Director - Facilities/Transportation	245	226 Days	61,940	74,625	87,311
PG 3	SLP Assistant	182				
3			Daily	\$301.47	\$363.22	\$424.97
	Athletic Trainer	197	187 Days	56,375	67,922	79,469
	Counselor - ES	197	197 Days	59,390	71,554	83,719
	Counselor - IS	197				
	Counselor - MS	197				
	Librarian	197				
	Nurse RN	187				
4			Daily	\$319.56	\$385.01	\$450.46
	Asst Principal - ES	197	182 Days	58,160	70,072	81,984
	Asst Principal - IS	197	197 Days	62,953	75,847	88,741
	Counselor - HS	197				
	Diagnostician	182				
	Licensed Professional Counselor	182				
	LSSP	182				
	LSSP Intern	182				
	Occupational Therapist	182				
	Speech Language Pathologist	182				
5			Daily	\$337.56	\$404.26	\$470.96
	Asst Principal - HS	197	197 Days	66,499	79,639	92,779
	Asst Principal - MS	197	207 Days	69,875	83,682	97,489
	Director - HS Band	207				
6			Daily	\$356.55	\$424.47	\$492.39
	Director - Technology	216	207 Days	73,806	87,865	101,925
	Principal - DAEP	207	216 Days	77,015	91,686	106,356
	Principal - ES	207				
	Principal - IS	207				
7			Daily	\$374.38	\$445.69	\$517.00
	Director - Special Education	216	216 Days	80,866	96,269	111,672
	Director - Student Services	216	226 Days	84,610	100,726	116,842
PG6	Director of Athletics/Head Football Coach	216				
	Principal - MS	216				
8			Daily	\$405.36	\$476.89	\$548.42
	Principal - HS	216	216 Days	87,558	103,008	118,459
9			Daily	\$437.78	\$515.04	\$592.30
	Chief Financial Officer	216	216 Days	94,560	111,249	127,937

## 2025-2026 Proposed Clerical Paraprofessional Pay Plan

Devine ISD

\*Annual amounts are based on 8 hours per day.

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
1			Hourly	\$13.00	\$15.65	\$18.30
PG2	Aide - <del>Computer Lab</del> SPECIALS	171	171 Days	17,784	21,409	25,034
	Aide - Instructional	171				
	Aide - Instructional/DAEP	171				
	Aide - ISS	171				
PG2	Aide - Sp Ed General/Inclusion	171				
2			Hourly	\$14.50	\$17.34	\$20.18
	Aide - Library	182	171 Days	19,836	23,721	27,606
	Aide - Sp Ed Behavior Unit	171	182 Days	21,112	25,247	29,382
	Aide - Sp Ed Life Skills	171				
	Aide - Sp Ed One-on-One Support	171				
3			Hourly	\$15.12	\$18.21	\$21.30
	Admin Assistant - Central Office	177	177 Days	21,410	25,785	30,161
	Admin Assistant - DAEP	177				
	Admin Assistant - ES	177				
	Admin Assistant - HS	177				
	Admin Assistant - IS	177				
4			Hourly	\$16.93	\$20.40	\$23.87
	Admin Assistant - Principal ES	197	177 Days	23,973	28,886	33,800
	Admin Assistant - Principal IS	197	197 Days	26,682	32,150	37,619
	Admin Assistant - Principal MS	197				
	Clerk - Attendance HS	177				
	Clerk - Attendance MS	177				
5			Hourly	\$19.54	\$23.26	\$26.98
	Admin Assistant - Director	177	177 Days	27,669	32,936	38,204
	Admin Assistant - Principal HS	197	197 Days	30,795	36,658	42,520
	Admin Asst - Child Nutrition	197	216 Days	33,765	40,193	46,621
	Clerk - HR/PEIMS	216				
	LVN	177				
6			Hourly	\$20.90	\$24.89	\$28.88
	Purchasing Clerk	216	216 Days	36,115	43,010	49,905
	Specialist - Accounts Payable	216	226 Days	37,787	45,001	52,215
7			Hourly	\$24.65	\$29.00	\$33.35
	Specialist - Payroll	216	216 Days	42,595	50,112	57,629
8			Hourly	\$27.36	\$32.19	\$37.02
	Admin Assistant - Superintendent	216	216 Days	47,278	55,624	63,971

## 2025-2026 Proposed Auxiliary Pay Plan

Devine ISD

\*Annual amounts are based on 8 hours per day.

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
1			Hourly	\$13.00	\$15.66	\$18.32
	Bus Aide	169	169 Days	17,576	21,172	24,769
	Cafeteria Cook	170	170 Days	17,680	21,298	24,915
	Custodian	245	245 Days	25,480	30,694	35,907
2			Hourly	\$15.00	\$18.07	\$21.14
	Assistant Manager - Child Nutrition	187	187 Days	22,440	27,033	31,625
	Groundskeeper	245	245 Days	29,400	35,417	41,434
	Lead Custodian - ES/IS	245				
3			Hourly	\$16.35	\$19.70	\$23.05
	Coordinator - Warehouse	245	170 Days	22,236	26,792	31,348
	Lead Custodian - HS/MS	245	245 Days	32,046	38,612	45,178
	Manager - Child Nutrition ES/IS	170				
	TRANSPORTATION ASST	216				
4			Hourly	\$17.66	\$21.28	\$24.90
	Maintenance Worker (Non-Licensed)	245	245 Days	34,614	41,709	48,804
5			Hourly	\$22.26	\$26.81	\$31.36
	Electrician - Apprentice	245	215 Days	38,287	46,113	53,939
	Mechanic	235	216 Days	38,465	46,328	54,190
	Technician - Computer	215, 216	235 Days	41,849	50,403	58,957
			245 Days	43,630	52,548	61,466
BD			Hourly	\$19.50	\$22.90	\$26.30
	Bus Driver	169	169 Days	26,364	30,961	35,558
	Bus Driver/Transportation Asst	169	226 Days	35,256	41,403	47,550