

Levelland ISD
2026-2027 New Hire Guide for
Teachers
\$47,300 starting, 3.0% GPI

Years of Experience	New Hire Salary
0	\$47,300
1	\$47,800
2	\$48,300
3	\$50,800
4	\$51,300
5	\$55,800
6	\$56,300
7	\$57,200
8	\$57,800
9	\$58,400
10	\$59,000
11	\$59,600
12	\$60,300
13	\$61,000
14	\$61,700
15	\$62,400
16	\$63,200
17	\$64,100
18	\$65,000
19	\$65,700
20+	\$66,400

Continuing Teachers will receive an increase of
\$1,800

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. This salary schedule applies only to teachers coded as 087.

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

2026-2027 Proposed Administrative Professional Pay Plan

Levelland ISD

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	3.0% GPI	
1			Daily	\$247.69	\$303.92	\$360.15	\$9.12
	Specialist - Finance	226	187 Days	46,319	56,834	67,349	1,706
	Speech Therapist Asst	187	226 Days	55,978	68,686	81,394	2,061
2			Daily	\$265.03	\$325.19	\$385.35	\$9.76
	Coordinator - Dyslexia/ESL	187	187 Days	49,561	60,811	72,060	1,824
	Instructional Technologist	226	197 Days	52,211	64,063	75,914	1,923
	Librarian	187	226 Days	59,897	73,493	87,089	2,205
	Specialist - Public Information	197					
3			Daily	\$278.28	\$341.45	\$404.62	\$10.24
	Asst Principal - ABC	210	187 Days	52,038	63,851	75,664	1,916
	Athletic Trainer	187	197 Days	54,821	67,266	79,710	2,018
	Counselor - ABC	197	210 Days	58,439	71,705	84,970	2,151
	Counselor - ES	197	215 Days	59,830	73,412	86,993	2,202
	Counselor - MS	215					
	Nurse	187					
4			Daily	\$292.19	\$358.52	\$424.85	\$10.76
	Asst Principal - ES	210	187 Days	54,640	67,043	79,447	2,011
	Counselor - HS	215	210 Days	61,360	75,289	89,219	2,259
	Diagnostician	187	215 Days	62,821	77,082	91,343	2,312
	Occupational Therapist	187					
	School Psychologist	187					
	Speech Therapist - All C'S	187					
5			Daily	\$312.65	\$383.62	\$454.59	\$11.51
	Principal - ABC	220	215 Days	67,220	82,479	97,737	2,475
	Asst Principal - MS	215	220 Days	68,783	84,396	100,010	2,532
	Principal - ES	220	226 Days	70,659	86,698	102,737	2,601
	Supervisor - Technology	226					
6			Daily	\$328.28	\$402.80	\$477.32	\$12.08
	Asst Principal - HS	215	187 Days	64,671	79,352	94,032	2,381
	Supervisor - Diagnostician	187	215 Days	70,580	86,602	102,624	2,598
7			Daily	\$367.68	\$451.14	\$534.60	\$13.53
	Director - Athletics	226	220 Days	80,890	99,251	117,612	2,978
	Director - DAEP	220	226 Days	83,096	101,958	120,820	3,059
	Principal - MS	220					
8			Daily	\$400.77	\$491.74	\$582.71	\$14.75
	Director - Curriculum	226	226 Days	90,574	111,133	131,692	3,334
	Director - Assessment and TIA	226					
	Director - Special Education	226					
	Principal - HS	226					
	Director - Food Service	226					
9			Daily	\$468.90	\$575.34	\$681.78	\$17.26
	Asst Superintendent	226	226 Days	105,971	130,027	154,082	3,901
	Chief Financial Officer	226					

2026-2027 Proposed Clerical Paraprofessional Pay Plan

Levelland ISD

*Annual amounts are based on 7.5 hours per day.

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	7.0% GPI
1						
Teacher Aide	187	Hourly 187 Days	\$11.33 15,890	\$14.06 19,719	\$16.79 23,548	\$0.98 1,374
2						
Attendance Officer - HS	187	Hourly 187 Days	\$12.36 17,335	\$15.36 21,542	\$18.36 25,750	\$1.08 1,515
Job Coach	187, 226	226 Days	20,950	26,035	31,120	1,831
Teach Aide - ISS	187					
Teach Aide - Migrant	187					
Teach Aide - PreK	187					
Teach Aide - SPED BEST	187					
Teach Aide - SPED ECSE	187					
Teach Aide - SPED General	187					
Teach Aide - SPED Inclusion	187					
Teach Aide - SPED Life Skills	187					
Teacher Aide - Bilingual	187					
Teacher Aide - ESL	187					
3						
Aide - Library	187	Hourly 187 Days	\$13.40 18,794	\$16.64 23,338	\$19.88 27,882	\$1.16 1,627
Secretary - Athletics	226	197 Days	19,799	24,586	29,373	1,714
Office Asst - Campus	197	226 Days	22,713	28,205	33,697	1,966
Secretary - Child Nutrition	226					
4						
Coordinator - Migrant	226	Hourly 187 Days	\$14.43 20,238	\$17.92 25,133	\$21.41 30,028	\$1.25 1,753
Parent Liaison	187	197 Days	20,996	26,078	31,161	1,847
Registrar - HS	205	205 Days	22,186	27,552	32,918	1,922
Secretary - Principal ES	205	226 Days	24,459	30,374	36,290	2,119
Clerk - PEIMS ABC, MS	197					
5						
Clerk - PEIMS HS	205	Hourly 205 Days	\$15.82 24,323	\$19.65 30,212	\$23.48 36,101	\$1.38 2,122
Secretary - SPED	226	207 Days	24,561	30,507	36,453	2,142
Secretary - Principal MS	207	226 Days	26,815	33,307	39,799	2,339
6						
LVN	187	Hourly 187 Days	\$19.06 26,732	\$23.68 33,211	\$28.30 39,691	\$1.66 2,328
Office Asst - Central Office	226	220 Days	31,449	39,072	46,695	2,739
Secretary - HR	226	226 Days	32,307	40,138	47,969	2,814
Secretary - Principal HS	220					
Specialist - Payroll	226					
Specialist - Skyward Student	226					
7						
Computer Technician	226	Hourly 187 Days	\$20.97 29,410	\$26.05 36,535	\$31.13 43,660	\$1.82 2,553
Discipline Instructor	187	226 Days	35,544	44,155	52,765	3,085
8						
Coordinator - PEIMS	226	Hourly 226 Days	\$29.37 49,782	\$36.48 61,834	\$43.59 73,885	\$2.55 4,322
Lead Computer Technician	226					
Secretary - Superintendent	226					
Specialist - Accounts Payable	226					
Supervisor - Payroll	226					

2026-2027 Clerical Paraprofessional Placement Scale

Levelland ISD

Placement scales are used to establish a minimum rate for new hires based on experience approved by the organization. Current employees may be paid above this placement scale. This scale is for placement of new hires only. Future wage increases are determined annually and are not guaranteed.

Range Position	2026-2027 Total Exp	Pay Grades							
		1	2	3	4	5	6	7	8
Minimum	0	\$11.33	\$12.36	\$13.40	\$14.43	\$15.82	\$19.06	\$20.97	\$29.37
	1	\$11.51	\$12.56	\$13.62	\$14.66	\$16.08	\$19.37	\$21.31	\$29.84
	2	\$11.69	\$12.76	\$13.83	\$14.89	\$16.33	\$19.67	\$21.64	\$30.31
	3	\$11.87	\$12.96	\$14.04	\$15.12	\$16.58	\$19.97	\$21.97	\$30.78
	4	\$12.05	\$13.16	\$14.25	\$15.35	\$16.83	\$20.27	\$22.30	\$31.25
	5	\$12.23	\$13.36	\$14.46	\$15.58	\$17.08	\$20.57	\$22.63	\$31.72
	6	\$12.41	\$13.56	\$14.67	\$15.81	\$17.33	\$20.87	\$22.96	\$32.19
	7	\$12.59	\$13.76	\$14.88	\$16.04	\$17.58	\$21.17	\$23.29	\$32.66
	8	\$12.77	\$13.96	\$15.09	\$16.27	\$17.83	\$21.47	\$23.62	\$33.13
	9	\$12.95	\$14.16	\$15.30	\$16.50	\$18.08	\$21.77	\$23.95	\$33.60
	10	\$13.13	\$14.36	\$15.51	\$16.73	\$18.33	\$22.07	\$24.28	\$34.07
	11	\$13.31	\$14.56	\$15.72	\$16.96	\$18.58	\$22.37	\$24.61	\$34.54
	12	\$13.49	\$14.76	\$15.93	\$17.19	\$18.83	\$22.67	\$24.94	\$35.01
	13	\$13.67	\$14.96	\$16.14	\$17.42	\$19.08	\$22.97	\$25.27	\$35.48
	14	\$13.85	\$15.16	\$16.35	\$17.65	\$19.33	\$23.27	\$25.60	\$35.95
Midpoint	15	\$14.06	\$15.36	\$16.64	\$17.92	\$19.65	\$23.68	\$26.05	\$36.48

2026-2027 Proposed Auxiliary Pay Plan
Levelland ISD

*Annual amounts are based on 8 hours per day.

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	7.0% GPI	
1			Hourly	\$11.17	\$13.35	\$15.53	\$0.93
	Bus Aide	180	180 Days	16,085	19,224	22,363	1,339
2			Hourly	\$12.18	\$14.59	\$17.00	\$1.02
	Cafeteria	180	180 Days	17,539	21,010	24,480	1,469
	Custodian	260	260 Days	25,334	30,347	35,360	2,122
3			Hourly	\$13.96	\$17.13	\$20.30	\$1.20
	General Maintenance	260	183 Days	20,437	25,078	29,719	1,757
	Groundskeeper	260	260 Days	29,037	35,630	42,224	2,496
	Manager - Cafeteria	183					
	Manager - Custodian	260					
4			Hourly	\$16.75	\$20.55	\$24.35	\$1.44
	Mechanic	260	226 Days	30,284	37,154	44,025	2,604
	Secretary - Maintenance & Transportation	226	260 Days	34,840	42,744	50,648	2,995
	Maintenance - Warehouse	260					
5			Hourly	\$20.31	\$24.92	\$29.53	\$1.74
	Electrician	260	260 Days	42,245	51,834	61,422	3,619
	Foreman - Custodian	260					
	Foreman - Transportation	260					
	HVAC	260					
	Plumber	260					
6			Hourly	\$24.37	\$29.91	\$35.45	\$2.09
	Supervisor - Transportation	260	260 Days	50,690	62,213	73,736	4,347
7			Hourly	\$28.37	\$32.91	\$37.45	\$2.30
	Supervisor - Maintenance	260	260 Days	59,010	68,453	77,896	4,784
BD			Hourly	\$16.25	\$19.35	\$22.45	\$1.35
	Bus Driver	180	180 Days	23,400	27,864	32,328	1,944

2026-2027 Auxiliary Placement Scale

Levelland ISD

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Range Position	2026-2027 Total Exp	Pay Grades							
		1	2	3	4	5	6	7	BD
Minimum	0	\$11.17	\$12.18	\$13.96	\$16.75	\$20.31	\$24.37	\$28.37	\$16.25
	1	\$11.32	\$12.34	\$14.17	\$17.00	\$20.62	\$24.74	\$28.67	\$16.46
	2	\$11.46	\$12.50	\$14.38	\$17.25	\$20.92	\$25.10	\$28.97	\$16.66
	3	\$11.60	\$12.66	\$14.59	\$17.50	\$21.22	\$25.46	\$29.27	\$16.86
	4	\$11.74	\$12.82	\$14.80	\$17.75	\$21.52	\$25.82	\$29.57	\$17.06
	5	\$11.88	\$12.98	\$15.01	\$18.00	\$21.82	\$26.18	\$29.87	\$17.26
	6	\$12.02	\$13.14	\$15.22	\$18.25	\$22.12	\$26.54	\$30.17	\$17.46
	7	\$12.16	\$13.30	\$15.43	\$18.50	\$22.42	\$26.90	\$30.47	\$17.66
	8	\$12.30	\$13.46	\$15.64	\$18.75	\$22.72	\$27.26	\$30.77	\$17.86
	9	\$12.44	\$13.62	\$15.85	\$19.00	\$23.02	\$27.62	\$31.07	\$18.06
	10	\$12.58	\$13.78	\$16.06	\$19.25	\$23.32	\$27.98	\$31.37	\$18.26
	11	\$12.72	\$13.94	\$16.27	\$19.50	\$23.62	\$28.34	\$31.67	\$18.46
	12	\$12.86	\$14.10	\$16.48	\$19.75	\$23.92	\$28.70	\$31.97	\$18.66
	13	\$13.00	\$14.26	\$16.69	\$20.00	\$24.22	\$29.06	\$32.27	\$18.86
	14	\$13.14	\$14.42	\$16.90	\$20.25	\$24.52	\$29.42	\$32.57	\$19.06
Midpoint	15	\$13.35	\$14.59	\$17.13	\$20.55	\$24.92	\$29.91	\$32.91	\$19.35