

Smithville ISD



PROPOSED 2025-2026 Compensation Plan

Smithville Independent School District

2025-2026 Teacher New Hire Salary Schedule*

10 Month (187 day) Contracts

**Note: New salary schedules will be developed each year.
Future salary amounts cannot be predicted from this schedule.**

State Minimum	Years Experience	Bachelor's Degree	Master's Degree
\$33,960	0	\$ 50,000	\$ 51,100
\$34,690	1	\$ 50,500	\$ 51,600
\$35,410	2	\$ 51,000	\$ 52,100
\$36,150	3	\$ 52,205	\$ 53,305
\$37,690	4	\$ 52,245	\$ 53,345
\$39,230	5	\$ 57,355	\$ 58,455
\$40,770	6	\$ 57,975	\$ 59,075
\$42,200	7	\$ 58,110	\$ 59,210
\$43,550	8	\$ 59,370	\$ 60,470
\$44,840	9	\$ 60,655	\$ 61,755
\$46,040	10	\$ 61,700	\$ 62,800
\$47,180	11	\$ 62,050	\$ 63,150
\$48,280	12	\$ 62,805	\$ 63,905
\$49,280	13	\$ 63,095	\$ 64,195
\$50,250	14	\$ 63,380	\$ 64,480
\$51,160	15	\$ 63,840	\$ 64,940
\$52,030	16	\$ 64,400	\$ 65,500
\$52,840	17	\$ 64,700	\$ 65,800
\$53,610	18	\$ 65,145	\$ 66,245
\$54,340	19	\$ 65,925	\$ 67,025
\$55,030	20	\$ 66,930	\$ 68,030
\$55,030	21	\$ 67,945	\$ 69,045
\$55,030	22	\$ 69,265	\$ 70,365
\$55,030	23	\$ 70,070	\$ 71,170
\$55,030	24	\$ 71,095	\$ 72,195
\$55,030	25	\$ 71,900	\$ 73,000
\$55,030	26	\$ 72,830	\$ 73,930
\$55,030	27	\$ 73,455	\$ 74,555
\$55,030	28	\$ 73,915	\$ 75,015
\$55,030	29	\$ 74,795	\$ 75,895
\$55,030	30+	\$ 75,770	\$ 76,870

Contractual Days	
Teachers	187
Construction Trades Teachers	202
HOSA Teachers	202
Ag Teachers	217

****Noncertified personnel in the SISD Teacher Development/Project Tiger program will be compensated based on the State Minimum Schedule.***

For any funds received by Smithville ISD for a designated teacher under the Teacher Incentive Allotment (TIA), 90 percent will be paid to the designated teacher. The remaining 10 percent will be used for training and support the system, expansion of the system, administrative expenses, and/or professional development. Should the district receive funding for a designated teacher who has resigned or retired, the district will forward payment to the resigned or retired teacher as soon as practicable.

Smithville Independent School District

Administrative/Professional Pay Scale 2025-2026

Monthly Rates			
Pay Grade	Minimum	Midpoint	Maximum
1	\$5,050	\$6,300	\$7,550
2	\$5,200	\$6,600	\$8,000
3	\$6,000	\$7,250	\$8,500
4	\$6,400	\$7,713	\$9,025
5	\$6,900	\$8,450	\$10,000

10 Month Annual Salary (187/192/197 days)			
Pay Grade	Minimum	Midpoint	Maximum
1	\$50,500	\$63,000	\$75,500
2	\$52,000	\$66,000	\$80,000
3	\$60,000	\$72,500	\$85,000
4	\$64,000	\$77,125	\$90,250
5	\$69,000	\$84,500	\$100,000

11 Month Annual Salary (202/207/212/214 days)			
Pay Grade	Minimum	Midpoint	Maximum
1	\$55,550	\$69,300	\$83,050
2	\$57,200	\$72,600	\$88,000
3	\$66,000	\$79,750	\$93,500
4	\$70,400	\$84,838	\$99,275
5	\$75,900	\$92,950	\$110,000

12 Month Annual Salary (226/247 days)			
Pay Grade	Minimum	Midpoint	Maximum
1	\$60,600	\$75,600	\$90,600
2	\$62,400	\$79,200	\$96,000
3	\$72,000	\$87,000	\$102,000
4	\$76,800	\$92,550	\$108,300
5	\$82,800	\$101,400	\$120,000

Smithville Independent School District

Administrative/Professional Pay Grades

Pay Grade 1		Days
	Certified Occupational Therapy Assistant	187
	Speech-Language Pathology Assistant	187
	Librarian	192
	Registered Nurse	192
	ARD Facilitator	197
	Certified Counselor, Primary	202
	Certified Counselor, Elementary	202
	Certified Counselor, Jr. High	202
	District Communications Officer	214
	Assistant Principal Intern, Elem	207
	ACE Site Coordinator	212
	Network Administrator	226

Pay Grade 2		Days
	Occupational Therapist	187
	Speech-Language Pathologist	187
	Diagnostician	197
	Special Education Support Specialist	197
	Instructional Technology Support Specialist	202
	Instructional Support Specialist	202
	Athletic Trainer	202
	Assistant Principal Intern, HS or JH	207
	Certified Counselor, High School	207
	Certified Counselor, High School Lead	210
	Assistant Principal, Elementary	207
	Director of Child Nutrition	226
	IT Coordinator	226
	Director of Maintenance & Transportation	247

Pay Grade 3		Days
	Licensed Specialist in School Psychology	197
	Assistant Principal, Junior High	207
	Assistant Principal, High School	207
	Principal, Brown Primary	207

Pay Grade 4		Days
	School Improvement Coordinator	212
	Student Services Coordinator	212
	Principal, Elementary	214
	Principal, Junior High	214
	Business Manager	226

Pay Grade 5		Days
	Assistant Superintendent	226
	Director of Athletics	226
	Director of Special Education	226
	Principal, High School	226

Smithville Independent School District

Clerical / Paraprofessional Pay Scale 2025-2026

Hourly Rates			
Pay Grade	Minimum	Midpoint	Maximum
1	\$13.50	\$17.60	\$22.25
2	\$13.65	\$19.65	\$27.90
3	\$14.00	\$21.20	\$29.70
4	\$16.25	\$23.75	\$32.20
5	\$19.30	\$28.60	\$36.00

10 Month Annual Salary (187/191/197 days)			
Pay Grade	Minimum	Midpoint	Maximum
1	\$18,934	\$24,684	\$31,206
2	\$19,144	\$27,559	\$39,130
3	\$19,635	\$29,733	\$41,654
4	\$22,791	\$33,309	\$45,161
5	\$27,068	\$40,112	\$50,490

11 Month Annual Salary (202/207/212 days)			
Pay Grade	Minimum	Midpoint	Maximum
1	\$20,453	\$26,664	\$33,709
2	\$20,680	\$29,770	\$42,269
3	\$21,210	\$32,118	\$44,996
4	\$24,619	\$35,981	\$48,783
5	\$29,240	\$43,329	\$54,540

12 Month Annual Salary (226 days)			
Pay Grade	Minimum	Midpoint	Maximum
1	\$22,883	\$29,832	\$37,714
2	\$23,137	\$33,307	\$47,291
3	\$23,730	\$35,934	\$50,342
4	\$27,544	\$40,256	\$54,579
5	\$32,714	\$48,477	\$61,020

Smithville Independent School District

Clerical / Paraprofessional Pay Grades

Pay Grade 1		Days
	Aide, Classroom Instructional	187

Pay Grade 2		Days
	ESL Support Staff	187
	Nurse Aide	192
	Library Aide	192
	Campus, Receptionist	197
	Elementary PEIMS	202
	Principal Secretary, Brown Primary	202

Pay Grade 3		Days
	Child Nutrition Supervisor	180
	Certified Nurse Aide	192
	Principal Secretary, Elementary	202
	High School Registrar/PEIMS	226
	Special Education Secretary	212
	Principal Secretary, Jr. High School	212

Pay Grade 4		Days
	Truancy Prevention Coordinator	187
	LVN Nurse	192
	Child Nutrition Assistant	197
	Principal Secretary, High School	226

Pay Grade 5		Days
	Assistant Superintendent Secretary	226
	Computer Technician	226
	District PEIMS Coordinator	226
	District Accounts Payable Clerk	226
	Payroll/Benefits Coordinator	226
	Network Technician	226
	Superintendent's Secretary	226

Smithville Independent School District

Manual Trades Pay Scale 2025-2026

Hourly Rates			
Pay Grade	Minimum	Midpoint	Maximum
1	\$12.70	\$13.10	\$15.10
2	\$13.25	\$15.30	\$18.40
3	\$14.85	\$18.05	\$22.10
4	\$15.15	\$19.10	\$24.15
5	\$18.00	\$22.10	\$26.90
6	\$18.65	\$21.80	\$25.35
7	\$20.00	\$25.15	\$30.00

Smithville Independent School District

Manual Trades Pay Grades

Pay Grade 1		Days
	Bus Monitor	173
	Custodian	247

Pay Grade 2		Days
	Food Service Worker	176
	Grounds Maintenance	247

Pay Grade 3		Days
	Cafeteria Manager	176
	Van Drivers	173

Pay Grade 4		Days
	Food Service Distributor	180
	General Maintenance Worker	247
	Bus Mechanic Assistant	247

Pay Grade 5		Days
	Transportation Assistant	226
	Bus Mechanic	247

Pay Grade 6		Days
	Bus Drivers	173

Pay Grade 7		Days
	Certified Tradesman / Carpenter	247

Smithville Independent School District

Substitute Compensation

2025/2026

Teacher

Includes Teachers, Instructional Aides, Clerical Support and Nurses

Short-Term Substitute

Non-degreed substitute	\$85 per day
Degreed substitute*	\$95 per day
Degreed-Certified substitute teachers**	\$100 per day

Long-Term Substitutes (10 or more consecutive days in any one position, starting with day 1)

Non-degreed substitute	\$90 per day
Degreed substitute*	\$100 per day
Degreed-Certified substitute teachers**	\$125 per day

*To be considered a degreed substitute, the individual must have the equivalent of a four year Bachelor's degree.

**All certificates must be valid and current Texas certificates.

Child Nutrition

0-4 Years School Cafeteria Experience	\$11.00 per hour
5-10 Years School Cafeteria Experience	\$11.25 per hour
11-15 Years School Cafeteria Experience	\$11.50 per hour
16+ Years School Cafeteria Experience	\$11.75 per hour

*Outside food experience will be granted 1/2 year credit.

**Cafeteria food experience will be granted 1 year credit.

Transportation

All Substitute Bus Drivers will receive \$18.00 per hour for **driving time**.

\$10.00 per hour is paid for each additional hour of nondriving time

**Smithville Independent School District
Supplemental Compensation
2025/2026**

Extra Curricular Academics

Accounting (UIL)*	\$500
Calculator Applications (UIL)*	\$500
Computer Applications (UIL)*	\$500
Computer Science (UIL)*	\$500
Congress (UIL)*	\$500
Current Issues & Events (UIL)*	\$500
CX & Lincoln Douglas Debate (UIL)*	\$1,500
Editorial Writing (UIL)*	\$500
Extemporaneous/Informative Speaking (UIL)*	\$500
Feature Writing (UIL)*	\$500
Headline Writing (UIL)*	\$500
Keyboarding (UIL)*	\$500
Literary Criticism (UIL)*	\$500
Mathematics (UIL)*	\$500
Newsriting (UIL)*	\$500
Number Sense (UIL)*	\$500
Persuasive Speaking (UIL)*	\$500
Poetry Interpretation (UIL)*	\$500
Prose Interpretation (UIL)*	\$500
Ready Writing (UIL)*	\$500
Science (UIL)*	\$500
Social Studies (UIL)*	\$500
Spelling (UIL)*	\$500
UIL Coordinator - Elementary	\$750
UIL Coordinator - High School	\$1,500
UIL Coordinator - Junior High	\$1,000
UIL Sponsors - Elementary*	\$200 / grade level / event
UIL Sponsors - Junior High*	\$200 / grade level / event
UIL Sponsors - Primary*	\$200 / grade level / event

**UIL Literary Coaching Stipends require a minimum of four documented practices.*

Summer School	Para-Professional	\$17 per hour
	Teacher	\$35 per hour
Saturday School - Teacher/Administrator		\$25 per hour
Saturday School - Para-Professional		\$13 per hour
After School Detention* - Teacher		\$25 per hour
After School Detention* - Para-Professional		\$13 per hour
EB Tutoring - ESL Certified		\$30 per hour
Homebound Teacher		\$30 per hour
After School Program	Para-Professional	\$13 per hour
	ACE Assistant	\$15 per hour
	Teacher	\$25 per hour
Interpreter (for select events not included in regular hours)		\$13 per hour
Summer Special Education Clinician		\$65 per hour
Student Workers		\$11 per hour

**No more than 30 minutes of pay can be submitted, when students do not show to detention.*

Other

Campus Technology Liaison	\$300
ESL Certified Teacher (serving EB students)*	\$200/semester
ESL LPAC Clerk - Campus	\$1,000/campus
ESL Support Staff - District	\$2,500
Project Tiger Certification Reimbursement	\$500

**\$200 supplemental pay for ESL Certified Teacher requires documentation after each semester*

Bus Transportation

Field Trips:

Regular bus operators: **driving time** @ hourly rate
\$10.00 per hour is paid for each additional hour of nondriving time

Athletic Gate Keepers, Scoreboard Operator & Bookkeeper

Gate Keepers (all sports)	\$45 per night
Scoreboard Operator/Time Clock	\$50 per night
Bookkeeper-High School	\$50 per night
Announcer	\$50 per night

**Coaches associated with the sport (JH and HS) are considered to be fulfilling duties within their coaching assignment.*

Smithville Independent School District

Stipends 2025/2026

Athletics

Athletic Trainer	\$6,000
Baseball/Softball Varsity Assistant Coaching Duties	\$3,000
Baseball/Softball Varsity Head Coaching Duties	\$5,500
Basketball Jr. High Coaching Duties	\$2,140
Basketball Varsity Assistant Coaching Duties	\$3,000
Basketball Varsity Head Coaching Duties	\$5,500
Cross Country Assistant Coaching Duties (Boys & Girls)	\$2,500
Cross Country Head Coaching Duties (Boys & Girls)	\$4,000
Football Jr. High Coaching Duties	\$3,500
Football Assistant Coaching Duties	\$4,100
Football Varsity Defensive Coordinator Coaching Duties	\$6,000
Football Varsity Offensive Coordinator Coaching Duties	\$6,000
Golf Head Coaching Duties (Boys & Girls)	\$3,500
Jr. High Athletic Coordinator	\$2,150
Powerlifting Assistant Coaching Duties (Boys & Girls)	\$2,500
Powerlifting Head Coaching Duties	\$3,500
Soccer Assistant Coaching Duties	\$3,000
Soccer Head Coaching Duties	\$5,000
Special Olympics Asst Coach	\$750
Special Olympics Coach	\$1,500
Strength & Conditioning Coaching Duties	\$2,000
Tennis Assistant Coaching Duties Year Round(Boys & Girls)	\$2,500
Tennis Head Coaching Duties Year Round(Boys & Girls)	\$5,000
Tennis Assistant Coaching Duties Spring Only(Boys & Girls)	\$1,750
Tennis Head Coaching Duties Spring Only(Boys & Girls)	\$3,000
Track Assistant Coaching Duties	\$3,000
Track Varsity Head Coaching Duties	\$5,500
Volleyball Jr. High Coaching Duties	\$2,140
Volleyball Varsity Assistant Coaching Duties	\$3,000
Volleyball Varsity Head Coaching Duties	\$5,500
Women's Athletic Coordinator	\$8,000

Fine Arts

Band Directorship	\$9,000
Band Assistant Director (HS/JH)	\$6,300
High School Colorguard	\$2,500
High School One Act Play Sponsor (UIL)	\$2,450
High School Assistant One Act Play Sponsor (UIL)	\$750

Contract Lengths

Athletic Director	226 Days
Women's Coordinator	207 Days
All Coaches except FB, VB & CC	187 Days + 5 days @ Daily Rate
All Football, Volleyball & Cross Country Coaches	187 Days + 15 days @ Daily Rate
Strength & Conditioning Coach	187 Days + 15 days @ Daily Rate
Band Director	207 Days
Assistant Band Director	187 Days + 15 days @ Daily Rate
High School Colorguard	187 Days + 5 days @ Daily Rate

Extra Curricular

Cheerleader Jr. High Assistant Sponsor	\$800
Cheerleader Jr. High Sponsor	\$1,450
Cheerleader Varsity Sponsor	\$3,125
Cheerleader Varsity Assistant Sponsor	\$1,850
Destination Imagination Sponsor	\$750
FFA Student Organization Sponsor	\$7,000
HOSA Student Organization Sponsor	\$2,800
LEO High School Sponsor	\$500
National Honor Society - High School	\$800
National Honor Society - Junior High	\$500
Robotics Sponsor (UIL)*	\$1,500
Robotics Assistant Sponsor (UIL)*	\$500
Skills USA Student Organization Sponsor	\$2,800
Student Council Sponsor - Junior High	\$500
Student Council Sponsor - High School	\$1,000
Texas Future Problem Solvers Sponsor	\$750
Yearbook Sponsor - High School	\$2,000
Yearbook Sponsor - PK-5	\$1,000
Yearbook Sponsor - 6-8	\$1,000

Academic

Behavior/Life Skills/ECSE Teacher	\$3,500
Behavior/Life Skills/ECSE Paraprofessional	\$1,500
Lead Speech Language Pathologist	\$2,500
DAEP/Tiger Academy Coordinator	\$1,500
Librarian Advisor	\$1,000
Master Reading Teacher Endorsement	\$1,000
General Education Mentor Teacher Stipend	\$3,000
Special Education Mentor Teacher Stipend	\$3,000

Experience Factor for:
Educational Aides/Secretaries (Full Time)
Maintenance & Transportation Staff (Full Time)
Cafeteria Staff (Full Time)

Employee's compensation will be placed in a pay range appropriate to the position and relevant experience.
Hourly rates of pay will be based on the pay range rates and on a prior experience factor as determined by the district.

The factor is as follows:

- 1.) For every year of non-school related experience, the job experience will be evaluated. One half year of experience will be credited for each similar non-school related year. Part time experience will not be considered in the experience factor.
- 2.) Similar school-related experience will be considered as a one for one match. Thus, each year of experience will count in the experience factor.