

Smithville ISD



2026-2027 Compensation Plan

(Approved by the Board of Trustees 06/29/2026)

(Proposed Revisions 8/24/2026)

**Smithville ISD
2026-2027
Teacher Compensation**

Years of Experience	State Minimum Salary	Teacher Salary	Teacher with Master's Degree
0	\$33,960	\$50,900	\$52,000
1	\$34,690	\$51,250	\$52,350
2	\$35,410	\$51,750	\$52,850
3	\$36,150	\$52,250	\$53,350
4	\$37,690	\$53,455	\$54,555
5	\$39,230	\$57,355	\$58,455
6	\$40,770	\$58,605	\$59,705
7	\$42,200	\$59,225	\$60,325
8	\$43,550	\$59,845	\$60,945
9	\$44,840	\$60,655	\$61,755
10	\$46,040	\$61,905	\$63,005
11	\$47,180	\$62,950	\$64,050
12	\$48,280	\$63,500	\$64,600
13	\$49,280	\$64,055	\$65,155
14	\$50,250	\$64,555	\$65,655
15	\$51,160	\$65,055	\$66,155
16	\$52,030	\$65,555	\$66,655
17	\$52,840	\$66,055	\$67,155
18	\$53,610	\$66,555	\$67,655
19	\$54,340	\$67,055	\$68,155
20	\$55,030	\$67,555	\$68,655
21	\$55,030	\$68,180	\$69,280
22	\$55,030	\$69,265	\$70,365
23	\$55,030	\$70,515	\$71,615
24	\$55,030	\$71,320	\$72,420
25	\$55,030	\$72,345	\$73,445
26	\$55,030	\$73,150	\$74,250
27	\$55,030	\$74,080	\$75,180
28	\$55,030	\$74,705	\$75,805
29	\$55,030	\$75,165	\$76,265
30	\$55,030	\$76,045	\$77,145

Teachers with >30 years experience will receive an increase of \$1,250.

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.

Individuals working toward a degree and teacher certification will be compensated according to the state minimum salary schedule. Upon conferral and verification of the degree, the individual will be eligible for a salary adjustment in accordance with the applicable salary schedule.

Contractual Days

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

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 of the system, expansion of the system, administrative expenses, and/or professional development. Please refer to the SISD TIA Handbook for specific details of implementation and compensation.

2026-2027 Proposed Administrative/Professional Pay Plan
Smithville ISD

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	2.0% GPI	
1			Daily	\$281.55	\$338.00	\$394.45	\$6.76
	ARD Facilitator	197	187 Days	52,650	63,206	73,762	1,264
	Coordinator - ACE Site —Cub Club	212	192 Days	54,058	64,896	75,734	1,298
	Counselor - ES	202	197 Days	55,465	66,586	77,707	1,332
	Counselor - PS	202	202 Days	56,873	68,276	79,679	1,366
	Librarian	192	212 Days	59,689	71,656	83,623	1,433
	Registered Nurse	192					
	Speech-Language Pathology Assistant	187					
2			Daily	\$297.04	\$356.59	\$416.14	\$7.13
	Asst Principal - ES	207	197 Days	58,517	70,248	81,980	1,405
	Athletic Trainer	202 207	202 Days	60,002	72,031	84,060	1,441
	Counselor - HS	207	207 Days	61,487	73,814	86,141	1,476
	Counselor - JH	202	210 Days	62,378	74,884	87,389	1,498
	Diagnostician	197					
3			Daily	\$313.37	\$376.20	\$439.03	\$7.52
	Asst Principal - JH	207	187 Days	58,600	70,349	82,099	1,407
	Asst Principal - HS	214	197 Days	61,734	74,111	86,489	1,482
	Director - Food Services	226	202 Days	63,301	75,992	88,684	1,520
	Network Administrator	226	207 Days	64,868	77,873	90,879	1,557
	Occupational Therapist	187	226 Days	70,822	85,021	99,221	1,700
	Principal - PS	207					
	School Psychologist	197					
	Specialist - Instructional Support	202					
	Specialist - Instructional Technology Support	202					
	Specialist - Special Ed Support	197					
	Specialist - Teacher Development	207					
	Speech-Language Pathologist	187					
4			Daily	\$329.04	\$395.01	\$460.98	\$7.90
	Coordinator - School Improvement	212	212 Days	69,756	83,742	97,728	1,675
	Coordinator - Student Services	212	214 Days	70,415	84,532	98,650	1,691
	Director - Maintenance & Transportation	247	247 Days	81,273	97,567	113,862	1,951
	Principal - ES	214					
5			Daily	\$345.50	\$414.76	\$484.02	\$8.30
	Business Manager	226	214 Days	73,937	88,759	103,580	1,775
	Director - Communications	214	226 Days	78,083	93,736	109,389	1,875
	Principal - JH	214					
6			Daily	\$380.05	\$456.24	\$532.43	\$9.12
	Director - Athletics & Head Football Coach	226	226 Days	85,891	103,110	120,329	2,062
	Director - HR	226					
	Director - Special Education	226					
	Principal - HS	226					
7			Daily	\$456.06	\$547.49	\$638.92	\$10.95
	Asst Superintendent	226	226 Days	103,070	123,733	144,396	2,475

2026-2027 Proposed Clerical/Paraprofessional Pay Plan
Smithville ISD

*Annual amounts are based on 7.5 hours per day.

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	2.0% GPI	
1			Hourly	\$14.00	\$17.50	\$21.00	\$0.35
	Aide - Classroom	187	187 Days	19,635	24,544	29,453	491
	Aide - Computer	187					
	Aide - DAEP	187					
	Aide - ISS	187					
	Aide - PE	187					
	Aide - Pre-K	187					
	Aide - Sp Ed	187					
	Aide - Sp Ed Inclusion	187					
2			Hourly	\$15.50	\$19.38	\$23.26	\$0.39
	Administrative Assistant - Principal PS	202	187 Days	21,739	27,180	32,622	547
	Aide - Behavior Support	187	192 Days	22,320	27,907	33,494	562
	Aide - Library	192	197 Days	22,901	28,634	34,367	576
	Aide - Nurse	192	202 Days	23,483	29,361	35,239	591
	Aide - Sp Ed Life Skills	187					
	Receptionist - ES	197					
	Receptionist - HS	197					
	Receptionist - JH	197					
	Registrar/PEIMS - ES	202					
3			Hourly	\$16.50	\$20.62	\$24.74	\$0.41
	Administrative Assistant - Principal ES	197	187 Days	23,141	28,920	34,698	575
	Administrative Assistant - Principal JH	212	197 Days	24,379	30,466	36,553	606
	ESL Support Staff	187	207 Days	25,616	32,013	38,409	637
	Registrar/PEIMS - HS	207	212 Days	26,235	32,786	39,337	652
4			Hourly	\$19.85	\$24.21	\$28.57	\$0.48
	Administrative Assistant - Principal HS	226	187 Days	27,840	33,955	40,069	673
	Administrative Assistant - Special Education	212	212 Days	31,562	38,494	45,426	763
	Coordinator - Truancy Prevention	187	226 Days	33,646	41,036	48,426	814
5			Hourly	\$23.20	\$28.29	\$33.38	\$0.57
	Administrative Assistant - Asst Superintendent	226	192 Days	33,408	40,738	48,067	821
	Business Office Associate	226	226 Days	39,324	47,952	56,579	966
	Computer Technician	226					
	Coordinator - Payroll/Benefits	226					
	Coordinator - PEIMS/Textbooks	226					
	LVN	192					
	Specialist - Accounts Payable	226					
6			Hourly	\$25.75	\$31.40	\$37.05	\$0.63
	Administrative Assistant - Superintendent	226	226 Days	43,646	53,223	62,800	1,068
	Network Technician	226					

2026-2027 Proposed Manual Trades Pay Plan
Smithville ISD

*Annual amounts are based on 8 hours per day.

Pay Grade	Job Title	Calendars		Minimum	Midpoint	Maximum	2.0% GPI
1			Hourly	\$13.00	\$15.61	\$18.22	\$0.31
	Bus Monitor	173	173 Days	17,992	21,604	25,216	429
2			Hourly	\$14.50	\$17.41	\$20.32	\$0.35
	Cafeteria Worker	176	176 Days	20,416	24,513	28,611	493
	Food Service Distributor	178	178 Days	20,648	24,792	28,936	498
	Groundskeeper	247	247 Days	28,652	34,402	40,152	692
3			Hourly	\$16.25	\$19.51	\$22.77	\$0.39
	Maintenance Worker	247	173 Days	22,490	27,002	31,514	540
	Manager - Cafeteria	176	176 Days	22,880	27,470	32,060	549
	Van Driver	173	247 Days	32,110	38,552	44,994	771
4			Hourly	\$17.55	\$21.07	\$24.59	\$0.42
	Asst Director - Child Nutrition	192	192 Days	26,957	32,364	37,770	645
5			Hourly	\$19.85	\$23.83	\$27.81	\$0.48
	Transportation Asst	226	226 Days	35,889	43,085	50,280	868
6			Hourly	\$20.85	\$25.03	\$29.21	\$0.50
	Bus Driver	173	173 Days	28,856	34,642	40,427	692
	Bus Mechanic	247	247 Days	41,200	49,459	57,719	988

**Smithville Independent School District
Substitute Compensation
2026-2027**

Teacher

Short-Term Substitute

Non-degreed substitute	\$100 per day
Degreed substitute*	\$120 per day
Degreed-Certified substitute teachers**	\$130 per day

Long-Term Substitutes (10 or more consecutive days in any one position)

Non-degreed substitute	\$110 per day
Degreed substitute*	\$130 per day
Degreed-Certified substitute teachers**	\$150 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.*

Paraprofessional and Clerical

\$85 per day

Child Nutrition

0-4 Years School Cafeteria Experience	\$12.00 per hour
5-10 Years School Cafeteria Experience	\$12.25 per hour
11-15 Years School Cafeteria Experience	\$12.50 per hour
16+ Years School Cafeteria Experience	\$12.75 per hour

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.

Note: When no in-sport/activity driver is available, coaches or sponsors driving a bus outside of their sport/activity and outside of the school day will be compensated at sub driver rates.

Smithville Independent School District Supplemental Compensation 2026-2027

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
Newswriting (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 Academic Coaching Stipends require a minimum of four documented practices outside of the school day per event sponsored.*

Required training outside of contracted days - Teachers		\$100 per day
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
<i>*No more than 30 minutes of pay can be submitted when students do not show to detention.</i>		
EB Tutoring - ESL Certified		\$30 per hour
Homebound Teacher		\$30 per hour
After-School Cub Club 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
Supplemental Special Education Clinician		\$65 per hour
Student Workers		\$11 per hour

Supplemental Compensation Continued 2026-2027

Bus Transportation

Field Trips:

Regular bus operators: driving time @ hourly rate

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

Extracurricular Transportation:

Bus Driver

\$50 per trip

Coaches/Sponsors driving a bus in their sport/activity will be eligible for supplemental pay when the trip is ≥ 100 miles.

See substitute pay for coaches/sponsors driving out-of-sport or activity.

Athletics

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

2026-2027

Athletics

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 Jr. High Coaching Duties Spring Only	\$750
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 Fall Only (Boys & Girls)	\$750
Tennis Head Coaching Duties Fall Only (Boys & Girls)	\$2,000
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
Girl'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

Girl's Coordinator	207 Days
All Coaches except Football, Volleyball, & Cross Country Coaches	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
<i>Note: Additional days for coaching do not stack.</i>	
Band Director	207 Days
Assistant Band Director	187 Days + 15 days @ Daily Rate
High School Color Guard	187 Days + 5 days @ Daily Rate

Stipends Continued 2026-2027

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 - Junior High	\$1,000
Yearbook Sponsor - Elementary	\$650
Yearbook Sponsor - Brown Primary	\$350

Academic

Special Education Teacher - Behavior/Life Skills/ECSE	\$3,500
Special Education Teacher - Inclusion/Resource	\$1,500
Lead Speech Language Pathologist	\$2,500
Lead Librarian Advisor	\$4000 \$5,000
Master Reading Teacher Endorsement	\$1,000
General Education Mentor Teacher Stipend	\$1,000
Special Education Mentor Teacher Stipend	\$1,500

Other

Campus Technology Liaison	\$300
ESL Certified Teacher (serving EB students)*	\$200/semester
<i>*\$200 supplemental pay for ESL Certified Teacher requires documentation after each semester.</i>	
ESL LPAC Clerk - Campus	\$1,000/campus
Project Tiger Certification Reimbursement	\$500

Stipends may be prorated depending on the level of assigned responsibilities