

**Harleton ISD
2026-2027
Stipend Pay Scale**

Position	Amount
Athletics	
Full-time, Certified Coaches Coordinators	
Asst. AD	\$ 1,500.00
Offensive	\$ 3,500.00
Defensive	\$ 3,500.00
Special Teams	\$ 1,000.00
S/C Coordinator	\$ 1,500.00
Varsity Football	\$ 2,000.00
Field Maintenance	\$ 1,000.00
Weight Room	\$ 2,500.00
Head Coach	
Basketball	\$ 4,000.00
Baseball	\$ 4,000.00
Softball	\$ 4,000.00
Girl's Track	\$ 3,000.00
Boy's Track	\$ 3,000.00
Tennis	\$ 2,500.00
Cross Country	\$ 2,500.00
Power Lifting	\$ 2,500.00
Golf	\$ 2,500.00
Volleyball	\$ 4,000.00
Assistant/Jr. High Coach	\$ 2,000.00
Coaches (10 month contract)who work cross country or football will receive 7 extra days per yr	
Coaches who oversee the summer program may receive extra duty pay at \$25 per hour.	
Coaches who work field conditioning and maintenance will receive 10 extra days per yr.	
Part-time or Non-certified Coaches:	
Stipends will be negotiated individually, but not exceed those in the above schedule	
Athletic stipends will be reduced if employees does not have a CDL.	
Non-athletics	
Band Director	\$ 7,500.00
Asst. Band Director	\$ 4,000.00
Auditorium Sight/Sound Mgr.	\$ 2,000.00
HS AG	\$ 3,000.00
JH AG	\$ 1,500.00
HS One Act Play	\$ 2,000.00
JH One Act Play	\$ 1,500.00
HS Cheerleading	\$ 3,000.00
JH Cheerleading	\$ 2,000.00
HS Yearbook	\$ 1,500.00

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JH Yearbook	\$	600.00
EL Yearbook	\$	900.00
HS Majorette	\$	2,000.00
JH Majorette	\$	1,500.00
National Honor Society Sponsor	\$	500.00
JH BETA Sponsor	\$	500.00
HS Student Council Sponsor	\$	500.00
JH Student Council Sponsor	\$	500.00
HS Rocketry Sponsor	\$	1,000.00
HS Robotics Sponsor	\$	1,000.00
JH Robotics Sponsor	\$	500.00
ESL Certification	\$	500.00
Texas Assoc Future Educators Sponsor	\$	500.00
Future Business Leaders Assoc Sponsor	\$	500.00
Prom Sponsors	\$	200.00
HS Registrar/PEIMS	\$	6,000.00
UIL Academic Sponsors	\$	200.00
Campus Coordinator	\$	500.00
UIL Academic Sponsors team advance to Regionals		\$200
UIL Academic Sponsors team advance to State		\$300
Invitational Meet- (limit 2)		\$100
Archery Program Coordinator	\$	2,000.00
Elementary Archery Sponsor	\$	1,500.00
Junior High Archery Sponsor	\$	1,500.00
High School Archery Sponsor	\$	1,500.00
High School Bass Association Director	\$	1,500.00
School Safety and Security Coordinator	\$	5,500.00

After School Tutoring

Teachers	\$25/hr
Aides	\$12.50/hr
Bus Drivers	Regular hourly rate

Board Clerk \$100 per meeting

Substitute Teacher

Non-certified	\$75 per day
Certified	\$80 per day

Ticket Booth Attendants \$50 for up to 3 hrs

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Insurance Stipend:

Harleton ISD employees will receive up to \$1,000 if monies are available.

Teaching and Non-teaching Professional Employees:

Classroom teachers will receive state base plus a local supplement of \$3,000

Additional \$500 for every year over step 20 not exceed step 25.

Additional \$1,000 for step 26-30 collectively.

Additional \$1,000 for step 31-35 collectively.

Longevity Stipend:

Harleton ISD employees will receive a \$1,000 longevity stipend that has 21+ years of service in public education, according to their service records.

Librarian and Counselors

Will receive state base plus a local supplement of \$6500 (\$3000 teacher stipend/\$3500 stipend above teacher pay).

Teachers who work past their 187 days will be paid their daily rate for each day worked.

Administrators

Superintendent, Principals, Athletic Director

Assistant Principal of Student Services, & Business Manager

Administrative salaries will be determined by the Harleton ISD board.