

COMPENSATION PLAN

Proposed Amendment Pending Board Approval
November 16, 2026

School Year
2026 – 2027

Introduction

The Calallen ISD Compensation Plan is updated and adopted annually by the Board of Trustees and is administered jointly by the Superintendent, Director of Human Resources, and Assistant Superintendent of Finance & Operations.

Proposed amendments (reflecting year-over-year changes) to the plan are indicated with blue highlighted text.

Calallen ISD does not discriminate against any employee or applicant for employment because of race, color, religion, gender, national origin, age, disability, military status, genetic information, or any other basis prohibited by law. Additionally, the district does not discriminate against an employee or applicant who acts to oppose such discrimination or participates in the investigation of a complaint related to a discriminatory employment practice. Employment decisions will be made on the basis of each applicant's job qualifications, experience, and abilities.

The Board of Trustees may adjust the compensation reflected in this plan retroactively as necessary to maintain compliance with statutorily required salary allotments that could be enacted during the ongoing 88th Texas Legislative Session, or increases in school funding which were not known at the time this plan was initially adopted.

Compensation Framework

Calallen ISD's compensation plan is made up of salary paygrades with respective ranges as well as supplemental earnings and benefit programs that are approved by the Board of Trustees. Salary ranges are determined by market rates for benchmark positions. To ensure that salary ranges are competitive with the market, the District conducts market research to inform current compensation levels for comparable positions. Employees are paid according to the pay range for their respective positions. Calallen ISD's pay groups are:

- Administrative Professional
- Auxiliary
- Clerical/Technical
- Teachers and Librarians
- Stipends

The District determines the compensatory value of a position by conducting systematic comparisons of positions to assess relative internal and external value. After the systematic comparison is complete, a position is assigned an associated pay grade. Pay grades are used to

group positions that have approximately the same relative internal value based on compensatory factors (job descriptions, market data, internal equity, district consistency, and administrative input are all considered when performing job evaluations).

Salary Placement of New Hires

Salaries are determined by an employee's total years of relevant work experience as defined at the time of employment. Salary guides are developed and approved annually and do not represent or imply future pay increases or salary guarantees. The starting salary is determined individually based on each person's job related experience and salaries paid to peer employees in the same position with similar experience. No employee will be placed below the minimum of the pay range. Salary recommendations for new hires may be adjusted by the Superintendent to account for hard-to-fill positions or to recognize specialized knowledge and skills, qualifications, or technical certifications. Teachers with full certification shall be placed in the appropriate step on the Teacher Salary Scale, in accordance with their creditable years of service.

Stipend Framework

Stipends are provided for performing extra duties beyond the regular campus workday schedule. Stipend pay represents remuneration in addition to, but separate from, regular base salary, and includes assignment stipends, educational stipends, coaching stipends, fine arts stipends, and others as identified. Individuals may not be assigned extra duties that may overlap. Stipends not identified in the stipend plan are exceptions and shall not be paid without the approval of the Superintendent.

2026-2027 Compensation Increases Summary

Teachers and Librarians received a **$675 increase**, and the starting teacher salary was increased to **$54,560 for certified teachers**.

All positions outside of Teachers and Librarians receive **1.5% increase** as a percentage of the employee's pay grade midpoint as listed on the Administrative Professional Pay Plan, Clerical Paraprofessional Pay Plan, and Auxiliary Pay Plan.

Performance Pay: Teacher Incentive Allotment

Local Designation System: Calallen ISD's Teacher Incentive Allotment application has been accepted and the District has implemented the local designation system. The 2026-2027 school year is our Data Submission and Validation Year, where the data captured during the 2025-2026 school year (teacher observation and student growth measure requirements) is submitted and evaluated by TEA. Should TEA accept our data, the District will receive notification of Designated Teachers in February 2027.

Eligible Campuses: All Campuses Districtwide (excluding Nueces County JJAEP)

Eligible Teaching Assignments: See Calallen ISD Teacher Incentive Allotment Handbook 2026-2027

PEIMS Class Roster Winter Submission: The Designated Teacher must be employed with the District in a teacher role as of the last Friday in February and included on the PEIMS Class Roster Winter Submission to generate an allotment.

Allotment Amounts: The Designated Teacher's campus location at the time of PEIMS Class Roster Winter Submission (last Friday in February) determines the allotment amount generated. Allotments vary based on campus rurality and socioeconomic need, allotment rates are determined by TEA and may change from year to year to reflect current student enrollment.

TIA Spending Plan: Calallen ISD will pay designated teachers 90% of the allotment funding through a one-time payout by June 20th of each year. The District has elected to fund all applicable benefits from the 90% allotment allocation. In essence, the TIA Allotment Program payouts, including benefits is fully funded from the 90% allocation. The District has elected to use 10% of the total allotment for supporting the TIA Allotment Program in accordance with statutory spending requirements; the 10% will be reserved at the district-level to support the implementation of TIA, inclusive of but not limited to purchasing additional testing and stipends for administrators who provide direct support of TIA, such as calibration training, data management, additional training, and maintaining the details of the local designation system.

Distribution of TIA Funds: Designated teachers will receive 90% (minus taxes and TRS deductions) in one lump sum on a special payroll run on June 20, 2026. All TIA compensation is Teacher Retirement System (TRS) eligible.

Designated Teacher Movement:

Teacher resigns or retires after successfully completing the terms of their contract – teacher receives 100% of eligible allotment.	Receives 100% of their allowable allotment.
Teacher resigns prior to completing contract	*Teacher leaves the district prior to the last day of school; the district will retain the entire allotment.

*For the TIA allotment earned by a teacher that resigns prior to completing contract, funds will be disbursed among all designated teachers remaining on the campus from which the teacher departed. Any disbursements will be paid (minus taxes and TRS deductions) in one lump sum to eligible employees on a special payroll run on June 20, 2026.

TIA Stipends – Paid from **TIA 10%** Reserved at the District-Level

TIA Curriculum Support Stipend	$3,000
TIA District Testing Coordinator Stipend	$6,000
TIA District Data Specialist Stipend	$6,000

TIA Stipends – Paid from **District Local Funds**

TIA Administrative Leader Stipend	$6,000

For more information on TIA and the District's local designation system visit https://www.calallen.org/district-information-main/district-information-and-links/teacher-incentive-allotment-tia

2026-2027 Teacher & Librarian Hiring Scale

Calallen ISD

2026-2027 New Hire Guide for Teachers and Librarians

Board Approved July 13, 2026

Years of Experience	New Hire Salary
0 - Uncertified	$54,060
0 - Certified	$54,560
1	$55,060
2	$55,560
3	$56,385
4	$57,440
5	$61,265
6	$62,440
7	$62,940
8	$63,440
9	$63,940
10	$64,440
11	$64,940
12	$65,440
13	$65,940
14	$66,440
15	$66,940
16	$67,440
17	$67,940
18	$68,440
19	$68,940
20	$69,440
21	$69,940
22	$70,440
23	$70,940
24	$71,440
25	$71,940
26	$72,440
27	$72,940
28	$73,440
29	$73,940
30+	$74,690

Hiring Salary Range	
10-Month Hiring Range Minimum Uncertified:	**$54,060**
10-Month Hiring Range Minimum Certified:	**$54,560**
10-Month Hiring Range Maximum:	**$74,690**

Continuing Teachers and Librarians receieved **$675 raises.**

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.

$1,000 General Master's Degree Stipend

Administrative Professional Pay Plan

2026-2027 Administrative Professional Pay Plan

Calallen ISD

Board Approved August 24, 2026

Pay Grade	Job Title	Calendars		Minimum	Midpoint	Maximum
1			**Daily**	**$200.00**	**$242.50**	**$285.00**
	Custodial Supervisor	260	**230 Days**	46,000	55,775	65,550
	Lic HVAC Supervisor	260	**260 Days**	52,000	63,050	74,100
	Route Supervisor	230				
	Transportation Coordinator	230				
2			**Daily**	**$250.00**	**$300.00**	**$350.00**
	Assistant Director of Maintenance	260	**189 Days**	47,250	56,700	66,150
	ELAR/SS/EL Curriculum Coordinator	189	**230 Days**	57,500	69,000	80,500
	Technology Integration Specialist	230	**240 Days**	60,000	72,000	84,000
	Technology Systems Security Manager	240	**260 Days**	65,000	78,000	91,000
3			**Daily**	**$280.00**	**$337.50**	**$395.00**
	Assistant Director of Technology	240	**194 Days**	54,320	65,475	76,630
	Athletic Trainer	223	**204 Days**	57,120	68,850	80,580
	Counselor, ES	194	**223 Days**	62,440	75,263	88,085
	Counselor, Inter	194	**217 Days**	60,760	73,238	85,715
	Counselor, MS	204	**230 Days**	64,400	77,625	90,850
	Director, Calallen Education Foundation	204	**240 Days**	67,200	81,000	94,800
	Director, Food Service	217	**260 Days**	72,800	87,750	102,700
	Director, Maintenance	260				
	Director, Transportation	230				
	District RN	194				
	Special Education Counselor	194				
4			**Daily**	**$300.00**	**$360.00**	**$420.00**
	Asst Principal, ES	205	**200 Days**	60,000	72,000	84,000
	Asst Principal, Inter	205	**204 Days**	61,200	73,440	85,680
	Asst Principal, MS	205	**205 Days**	61,500	73,800	86,100
	Counselor, HS	204	**230 Days**	69,000	82,800	96,600
	Diagnostician, Sped	200				
	LPC	205				
	School Psychologist	200				
	SLP - CCC	200				

2026-2027 Administrative Professional Pay Plan

Calallen ISD

Board Approved August 24, 2026

Pay Grade	Job Title	Calendars		Minimum	Midpoint	Maximum
5			**Daily**	**$315.00**	**$377.50**	**$440.00**
	Asst Principal, HS	205	**205 Days**	64,575	77,388	90,200
	Dean of Instruction, HS	210	**210 Days**	66,150	79,275	92,400
6			**Daily**	**$330.00**	**$400.00**	**$470.00**
	Administrator, Data Systems & Reporting	230	**215 Days**	70,950	86,000	101,050
	Coordinator, Assessment and Accountability	215	**220 Days**	72,600	88,000	103,400
	Curriculum Coordinator, ELAR/SS/EL	220	**230 Days**	75,900	92,000	108,100
	Curriculum Coordinator, Math/Science/GT	220				
	Principal, ES	215				
	Principal, Inter	215				
	Chief of Police	230				
7			**Daily**	**$365.00**	**$437.50**	**$510.00**
	Athletic Director	230	**215 Days**	78,475	94,063	109,650
	Director, Business Services	230	**230 Days**	83,950	100,625	117,300
	Director, Curriculum and Instruction	230	**240 Days**	87,600	105,000	122,400
	Director, Federal and Special Programs	230				
	Director, Human Resources	230				
	Director, Operations	230				
	Director, Special Ed	215				
	Director, Technology	240				
	Principal, MS	215				
8			**Daily**	**$405.00**	**$487.50**	**$570.00**
	Principal, HS	215	**215 Days**	87,075	104,813	122,550
9			**Daily**	**$490.00**	**$582.50**	**$675.00**
	Asst Superintendent	230	**230 Days**	112,700	133,975	155,250

Clerical Paraprofessional Pay Plan

2026-2027 Clerical Paraprofessional Pay Plan

Calallen ISD

*Annual amounts are based on 7.5 hours per day.

Board Approved August 24, 2026

Pay Grade	Job Title	Calendars		Minimum	Midpoint	Maximum
1			**Hourly**	**$14.25**	**$17.25**	**$20.25**
	Aide, Instructional	181	**181 Days**	19,344	23,417	27,489
	Aide, ISS	181	**185 Days**	19,772	23,934	28,097
	Aide, Physical Ed	181				
	Aide, Pre-Kindergarten	181				
	Aide, Reading Lab	181				
	Aide, Sped Inclusion	181				
	Aide, Workroom	181, 185				
2			**Hourly**	**$15.25**	**$18.50**	**$21.75**
	Aide, DAEP	181	**181 Days**	20,702	25,114	29,526
	Aide, Dual Credit	200	**185 Days**	21,159	25,669	30,178
	Aide, Library	185, 189	**189 Days**	21,617	26,224	30,831
	Aide, Sped Adaptive Ed	181	**200 Days**	22,875	27,750	32,625
	Aide, Sped BSIP	181	**230 Days**	26,306	31,913	37,519
	Aide, Sped PPCD	181				
	Receptionist, Central Office	230				
3			**Hourly**	**$16.65**	**$20.20**	**$23.75**
	Attendance	201	**194 Days**	24,226	29,391	34,556
	Secretary, Asst Principal HS	202	**201 Days**	25,100	30,452	35,803
	Secretary, Asst Principal MS	202	**202 Days**	25,225	30,603	35,981
	Secretary, Attendance/Counselor MS	202				
	Secretary, Counselor ES, Inter	194				
	Secretary, Counselor MS, HS	202				

2026-2027 Clerical Paraprofessional Pay Plan

Calallen ISD

*Annual amounts are based on 7.5 hours per day.

Board Approved August 24, 2026

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum
4					
	Bookkeeper, HS	215			
	Registrar, HS	215			
	Secretary, Food Service	198			
	Secretary, Maintenance	260			
	Secretary, Principal ES	213			
	Secretary, Principal Inter	213			
	Secretary, Principal MS	215			
	Secretary, Registrar/Counselor MS	202			
	Secretary, Special Ed	194			
	Hourly		**$18.25**	**$22.13**	**$26.00**
	194 Days		26,554	32,192	37,830
	198 Days		27,101	32,856	38,610
	202 Days		27,649	33,519	39,390
	213 Days		29,154	35,345	41,535
	215 Days		29,428	35,677	41,925
	260 Days		35,588	43,144	50,700
5					
	Admin Asst, Athletic	230			
	Admin Asst, Curriculum I	205			
	Admin Asst, Curriculum II	220			
	Admin Asst, Special Education	230			
	Admin Asst, Technology	240			
	Computer Technician	240			
	LVN	191			
	Secretary, Principal HS	215			
	Specialist, PEIMS HS	215			
	Hourly		**$20.00**	**$24.25**	**$28.50**
	191 Days		28,650	34,738	40,826
	205 Days		30,750	37,284	43,819
	215 Days		32,250	39,103	45,956
	220 Days		33,000	40,013	47,025
	230 Days		34,500	41,831	49,163
	240 Days		36,000	43,650	51,300
6					
	Accounts Payable Specialist	230			
	Benefits Specialist	230			
	Business Office Specialist	230			
	Human Resources Specialist	230			
	Network Engineer	240			
	District PEIMS/Special Programs Specialist	230			
	Technology Support Coordinator	240			
	Truancy Officer	201			
	Hourly		**$22.00**	**$26.75**	**$31.50**
	201 Days		33,165	40,326	47,486
	230 Days		37,950	46,144	54,338
	240 Days		39,600	48,150	56,700
7					
	Admin Asst, Superintendent	230			
	Campus RN	191			
	Payroll Specialist	230			
	Hourly		**$25.25**	**$30.75**	**$36.25**
	191 Days		36,171	44,049	51,928
	230 Days		43,556	53,044	62,531

Auxiliary Pay Plan

2026-2027 Auxiliary Pay Plan

Calallen ISD

*Annual amounts are estimated based on average hours per day.

Pending Board Approval November 16, 2026

Pay Grade	Job Title	Calendars		Minimum	Midpoint	Maximum
1			**Hourly**	**$13.25**	**$15.90**	**$18.55**
	Aide, Bus Aide	178	**178 Days**	18,868	22,642	26,415
	Custodial	260	**183 Days**	19,398	23,278	27,157
	Food Service, Worker	183	**260 Days**	27,560	33,072	38,584
2			**Hourly**	**$14.25**	**$17.10**	**$19.95**
	Driver, Food Service	183	**183 Days**	20,862	25,034	29,207
	Maintenance, Grounds	260	**260 Days**	29,640	35,568	41,496
3			**Hourly**	**$15.25**	**$18.30**	**$21.35**
	Food Service, Manager ES	183	**183 Days**	22,326	26,791	31,256
	Food Service, Manager Inter	183	**230 Days**	28,060	33,672	39,284
	Maintenance, Grounds Foreman	260	**260 Days**	31,720	38,064	44,408
	Maintenance Helper	260				
	Mechanic Helper	230				
4			**Hourly**	**$16.25**	**$19.75**	**$23.25**
	Food Service, Manager Central Kitchen	183	**183 Days**	23,790	28,914	34,038
	Food Service, Manager HS	183	**260 Days**	33,800	41,080	48,360
	Food Service, Manager MS	183				
	Maintenance, District Delivery	260				
5			**Hourly**	**$18.25**	**$21.90**	**$25.55**
	Maintenance, General	260	**187 Days**	24,310	29,546	34,782
	Maintenance, Journeyman Electrian	260	**260 Days**	33,800	41,080	48,360
	Maintenance, Locksmith	260				
	Senior Safety Officer	187				

2026-2027 Auxiliary Pay Plan

Calallen ISD

*Annual amounts are estimated based on average hours per day.

Pending Board Approval November 16, 2026

Pay Grade	Job Title	Calendars		Minimum	Midpoint	Maximum
6			**Hourly**	**$20.25**	**$24.30**	**$28.35**
	Maintenance, HVAC Technician	260	**230 Days**	37,260	44,712	52,164
	Vehicle Mechanic	230	**260 Days**	42,120	50,544	58,968
7			**Hourly**	**$22.25**	**$26.70**	**$31.15**
	Maintenance, Lead HVAC Technician	260	**260 Days**	46,280	55,536	64,792
	Maintenance, Master Electrician	260				
	Maintenance, Plumber License	260				
8			**Hourly**	**$24.92**	**$30.02**	**$35.12**
	Police Officer	202	**202 Days**	40,271	48,512	56,754
9			**Hourly**	**$29.25**	**$34.82**	**$40.39**
	Sergeant Officer	202	**202 Days**	47,268	56,269	65,270
BD			**Hourly**	**$21.00**	**$25.20**	**$29.40**
	Bus Driver	178	**178 Days**	14,952	17,942	20,933

Stipend Pay Plan

If a staff member is not employed with CISD for the entire year, stipends will be prorated based on percentage of the assignment(s) completed.

2026-2027 Extra Duty Stipends

Calallen ISD

Pending Board Approval November 16, 2026

Category	Assignment	Level	Stipend Amount
Academics			
	Academic UIL Coordinator	District	$2,500
	AP Coordinator	District	$2,500
	Bilingual Sp Ed Services	District	$2,500
	Calallen TV/Extra Curricular Events	District	$18,000
	CATE	District	$2,500
	Doctorate Degree	District	$1,500
	Dual Credit	District	$2,500
	Dyslexia Coach	District	$2,500
	Masters Degree	District	$1,000
	Speech and Debate	District	$4,000
	Journalism	HS	$4,000
	Visually Impaired	District	$2,500
	Math/Science	ES, Inter, MS	$1,000
	Math/Science	HS	$3,000
Athletics			
	Asst Athletic Director	District	$10,000
	Athletic Coordinator, Boys	MS	$4,500
	Athletic Coordinator, Girls	MS	$4,500
	Basketball, Asst	MS	$2,300
	Basketball, Head	MS	$2,800
	Cross Country	MS	$2,500
	Equipment Coach	MS	$1,000
	Football, Asst	MS	$4,000
	Football, Head	MS	$5,000
	Offseason Coach	MS	$1,000
	Tennis, Asst	MS	$2,500
	Tennis, Head	MS	$4,500
	Track, Asst	MS	$2,300
	Track, Head	MS	$2,800
	Volleyball, Asst	MS	$2,300
	Volleyball, Head	MS	$2,800

2026-2027 Extra Duty Stipends

Calallen ISD

Pending Board Approval November 16, 2026

Category	Assignment	Level	Stipend Amount
Athletics			
	Baseball, Asst	HS	$4,000
	Baseball, Head	HS	$7,500
	Basketball, Asst	HS	$4,000
	Basketball, Head	HS	$7,500
	Cross Country	HS	$6,000
	Equipment Coach	HS	$1,500
	Football, Asst	HS	$8,000
	Football, Offensive Coordinator	HS	$12,000
	Football, Defensive Coordinator	HS	$12,000
	Football, Head Freshman	HS	$8,000
	Golf, Asst	HS	$4,000
	Golf, Head	HS	$7,500
	Offseason Coach	HS	$1,500
	Powerlifting, Asst	HS	$3,000
	Powerlifiting, Head	HS	$6,000
	Soccer, Asst	HS	$4,000
	Soccer, Head	HS	$7,500
	Softball, Asst	HS	$4,000
	Softball, Head	HS	$7,500
	Swimming, Asst	HS	$4,000
	Swimming, Head	HS	$7,500
	Tennis, Asst	HS	$6,000
	Tennis, Head	HS	$10,000
	Track, Asst	HS	$4,000
	Track, Head	HS	$7,500
	Video Coach	HS	$1,500
	Volleyball, Asst	HS	$4,000
	Volleyball, Head	HS	$7,500
Fine Arts			
	Band Director, District Asst	District	$12,000
	Band Director, District Head	District	$18,000
	Band Director, Head MS	MS	$10,000
	Band Director, 2nd Asst	MS/HS	$8,000
	Choir	District	$8,000
	Choir Asst	District	$2,500
	Color Guard	HS	$3,000
	Theater/ One Act Play	HS	$6,500

2026-2027 Extra Duty Stipends

Calallen ISD

Pending Board Approval November 16, 2026

Category	Assignment	Level	Stipend Amount
Non-Annualized *(June Stipends)*			
	Campus Technology Coordinator	District	$750
	Digital Learning Coach	District	$750
	ESL	District	$1,000
	Mentoring *(CATS Academy Only)*	District	$500
	Reading Academy	District	$750
	Campus UIL Coordinator	ES	$775
	Grade Level Chair	ES	$1,000
	UIL - Per Event	ES	$750
	Campus UIL Coordinator	Inter	$775
	Grade Level Chair	Inter	$1,000
	Student Council Sponsor	Inter	$750
	UIL - Per Event	Inter	$750
	Yearbook Sponsor	Inter	$750
	Campus UIL Coordinator	MS	$775
	Department Chair	MS	$1,800
	NJHS Sponsor	MS	$1,000
	Robotics Club Sponsor	MS	$1,000
	Student Council Sponsor	MS	$1,000
	UIL - Per Event	MS	$750
	Yearbook Sponsor	MS	$750
	BPA Sponsor	HS	$1,000
	DECA Sponsor	HS	$2,500
	Department Chair	HS	$1,800
	FCCLA Sponsor	HS	$1,000
	HOSA Sponsor	HS	$1,000
	Interact Club Sponsor	HS	$1,500
	NHS Sponsor, Head	HS	$1,500
	NHS Sponsor, Asst	HS	$1,000
	Robotics Club Sponsor	HS	$1,500
	SNHS Sponsor	HS	$1,000
	Student Council Sponsor	HS	$1,500
	UIL - Per Event	HS	$850

2026-2027 Extra Duty Stipends

Calallen ISD

Pending Board Approval November 16, 2026

Category	Assignment	Level	Stipend Amount
Other			
	Game Worker Manager	District	$4,000
	In Home/Parent Training	District	$1,250
	Inservice	District	$3,900
	Librarian, Head	District	$2,500
	Lifeguard, Lead	District	$7,000
	Pool Manager	District	$3,000
	Registered Nurse, Head	District	$2,500
	Social Media	District	$1,000
	Sp Ed Self-Contained	District	$1,500
	Transition Coordinator	District	$2,500
	Administrative Support	DAEP	$2,500
	Administrative Support	MS	$2,500
	Administrative Support	HS	$3,000
Spirit			
	Cheerleader Sponsor, Head	MS	$3,000
	Cheerleader Sponsor, Head	HS	$6,500
	Cheerleader Sponsor, Asst	HS	$3,500
	Top Cats Sponsor, Head	HS	$6,500
	Top Cats Sponsor, Asst	HS	$3,500

Additional Pay Rates

Additional Pay Rates	
Curriculum Development, Certified Teacher	$40.00 per hour
Extended Day, Certified Teacher	$30.00 per hour
Extended Day, Paraprofessionals Instructional	School Year hourly rate
Lifeguards	$10.00 per hour
Lifeguards, Swim Lessons	$12.00 per hour
Lifeguard, Lead	$17.50 per hour
Student Workers	$10.00 per hour
Student Workers, Calallen TV	$10.00 per hour
Summer Curriculum Planning	$100 per day
Tutoring, Certified Teacher	$30.00 per hour
Tutoring, Paraprofessionals Instructional	School Year hourly rate
Summer School	
Summer School Administrator – Elementary	$335 per day
Summer School Administrator – Secondary	$335 per day
Counselors	$35.00 per hour
Teachers	$35.00 per hour
Paraprofessionals, Instructional	$18.00 per hour
Paraprofessionals , Clerical	$17.00 per hour
Nurse	School Year hourly rate
School Resource Officers	
School Resource Officers	$50.00 per hour
Extra Duty Driving (Not Regular Bus Drivers)	
0-49 miles	$50.00 per trip
50-99 miles	$60.00 per trip
100+ miles	$70.00 per trip

Substitute Pay Plan

Teacher Substitute Pay Scale

Substitute with Valid TEA Certification - $100.00/day

Substitute with 4 Year Degree (non-certified) - $95.00/day

Substitute w/o College Degree (HS Diploma required) - $80.00/day

Additional $10 per day for Fridays

Additional $10 per day after 10 consecutive days in the same assignment

Paraprofessional/Clerical Substitute Pay Scale

Special Education Paraprofessional Substitute (with or without degree) - $75.00 per day

General Education Paraprofessional Substitute (with or without degree) - $75.00 per day

Additional $5 per day for Fridays

Additional $5 per day after 10 consecutive days in the same assignment

Auxiliary Positions Substitute Pay Scale

Bus Driver, Bus Aide, Custodial, Food Service, Nursing (Campus LVN & RN Only) - Minimum Hourly Rate from Corresponding Position on Pay Plan

Retirement Notification Incentive Program

This is intended to be a summary, the full program guidelines and details are documented in the Retirement Notification Incentive Program Plan.

Effective 2026–2027, 2027–2028, and 2028–2029 School Years

Purpose

Calallen Independent School District recognizes the dedication and longevity of its employees. The Retirement Notification Incentive Program is intended to recognize years of service while supporting workforce planning and succession efforts by providing the District additional time to recruit and

Eligibility Requirements

To qualify for the one-time retirement notification incentive, an employee must meet all of the following requirements:

- Be employed full-time by Calallen ISD when notification is submitted and eligible for TRS retirement at the time of retirement.
- Submit written notification of their intent to retire to their Campus Principal or Department Director by February 1 of the applicable school year.
- Fulfill all contractual obligations or assigned work calendar requirements through their designated final workday.
- Voluntarily separate from District employment for the purpose of TRS retirement at the conclusion of the applicable school year.

Employees employed in a retire-rehire capacity are not eligible.

Incentive Schedule

The one-time incentive is based on the employee's completed years of continuous service with Calallen ISD and employment classification based on their position held at the time of retirement.

Years in Calallen ISD	Salaried Employees	Hourly Employees
0–9 years	$3,000	$1,500
10–19 years	$6,000	$3,000
20–29 years	$9,000	$4,500
30+ years	$12,000	$6,000

Notification and Payment

The February 1 deadline corresponds to the school year in which the employee intends to retire (e.g., February 1, 2027, for retirement at the conclusion of the 2026–2027 school year). Employees may withdraw their notification by submitting written notice to their Campus Principal or Department

Director at least 10 days before their final paycheck. Withdrawal forfeits eligibility for that school year's incentive.

Upon verification of eligibility and completion of employment obligations, the incentive will be paid through the employee's final paycheck. The payment is subject to applicable tax withholding and payroll reporting requirements but is not TRS-eligible compensation and is not subject to TRS deductions or withholding.

Program Administration

The Superintendent, or designee, will oversee program administration. Human Resources and the Business Office will coordinate eligibility verification, incentive calculations, and payment processing. Participation is voluntary and subject to all terms and conditions of the Board-approved plan. Any amendments, extensions, or discontinuation require Board approval.

Summary of Employee Benefits

State & Federal Required Deductions

- Federal Withholding – Figured automatically by the income tax withholding percentage method according to the marital status and number of exemptions claimed on the W-4 Form.
- Medicare – 1.45% of the gross salary will be deducted each pay period for any person hired after March 31, 1986.
- Teacher Retirement – 8.25% of total gross salary deducted each pay period (or as set by TRS). Deductions are on a pre-tax basis.
- TRS Retirement Insurance - 0.65% of total gross salary deducted each pay period.
- FICA Alternative Plan – Substitute/Temporary Staff Only – Effective 8/14/2004, 7.5% of total gross salary deducted each pay period on a pre-tax basis. Applicable only to those staff members who are not eligible for Teacher Retirement System (TRS) membership. The staff member will contribute to their own personal retirement saving account.

Other payroll deductions staff members may elect include deductions for the staff members' share of premiums for health, dental, life, and vision insurance; annuities; and higher education savings plans. Staff members also may request payroll deduction for payment of membership dues for District recognized organizations. Salary deductions are automatically made for unauthorized or unpaid leave.

Employee Health Benefits Contribution

Calallen ISD will contribute $375 per month towards health care coverage for each eligible employee that enrolls in one of the District provided health insurance plans.

Employer Paid Life Insurance

Calallen ISD provides every full-time employee with an employer-paid $25,000 Basic Life insurance policy at no cost to the employee.

Employer Paid Hospital Indemnity

Calallen ISD provides every full-time employee with an employer-paid $1,000 hospital indemnity policy at no cost to the employee.

TRS Retiree Surcharges

TRS retiree surcharges are additional contributions TRS collects for employing TRS retirees who retired after Sept. 1, 2005 and who work more than one-half time during a month. There are two types of surcharges: pension surcharges and health care surcharges. The amount of the pension surcharge is equal to the amount of both member and state contributions on the compensation paid. The health care surcharge only applies for employed retirees who are TRS-Care participants.

For retirees hired in a full-time position before September 1, 2025 – the District will be responsible for 100% of the TRS retiree pension surcharges and health care surcharges.

For retirees hired in any position on or after September 1, 2025 – the retiree will be responsible for 100% of the TRS retiree pension surcharges and health care surcharges.