

**Harleton ISD
2025-2026
Stipend Pay Scale**

Position	Amount
Athletics	
Full-time, Certified Coaches	
Coordinators	
Asst. AD	\$ 1,500.00
Offensive Coord	\$ 3,500.00
Defensive Coord	\$ 3,500.00
Special Teams Coord	\$ 1,000.00
S/C Coordinator	\$ 1,500.00
Varsity Football	\$ 2,000.00
Field Maintenance	\$ 1,000.00
Weight Room	\$ 2,500.00
JH Coordinator	\$ 1,500.00
Head Coach	
HS Basketball	\$ 4,000.00
Baseball	\$ 4,000.00
Softball	\$ 4,000.00
HS Girl's Track	\$ 3,000.00
HS Boy's Track	\$ 3,000.00
Tennis	\$ 2,500.00
HS Cross Country	\$ 2,500.00
Power Lifting	\$ 2,500.00
Golf	\$ 2,500.00
HS Volleyball	\$ 4,000.00
Head Junior High Coach	\$ 2,500.00
Assistant 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 do 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

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HS Cheerleading	\$	3,000.00
JH Cheerleading	\$	2,000.00
HS Yearbook	\$	1,500.00
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

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

Insurance Stipend:

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

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District Monthly Contribution to TRS Active Care Insurance:

\$400 per month

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.

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.

Teacher Retention Allotment, as per Senate Bill 2:

Teacher Steps 0,1, and 2	\$2,000
Teacher Steps 3 and 4	\$4,000
Teacher Steps 5 and Above	\$8,000

Administrative salaries will be determined by the Harleton ISD board.