

Consider approval of the 2025-2026 Compensation Plan

July 21, 2025

1. Board Goals:

DOMAIN 2: Effective, Well Supported Staff

DOMAIN 4: Alignment of Financial Well Being with Student Achievement

2. Background:

Per DEA (LOCAL), the Superintendent is required to recommend to the Board of Trustees an annual compensation plan for all District employees. The compensation plan may include wage and salary structures, stipends, benefits, and incentives

3. Process:

The compensation plan is presented for approval each year. This plan is for the 2025-2026 school year and includes salaries, stipends, mileage reimbursement rates, extra duty, and substitute rates

Included in this Compensation Plan are the following proposed items:

- Teacher Placement/Pay Schedule: includes the increases required by HB 2 for teachers with at least 3 years of completed service and includes a \$300 pay increase for teachers in years 0-2
- Non-Teacher Pay Schedule: includes the changes in the workday calendar for the groups that were presented to the board on June 23, 2025, and includes a starting pay (minimum) of \$20.15 for bus drivers
- Stipend Schedule for 2025-2026: includes the changes in the stipend schedules for the groups that were presented to the board on June 23, 2025, with the deletion of the elementary grade level chair stipend which would have been a newly added stipend for 2025-2026
- Mileage Reimbursement Rates: reduced to \$0.60 per mile for 2025-2026 SY which is a decrease from \$0.67 per mile during the 2024-2025 SY
- Extra Duty Rates and Athletic Event Pay Rates: no changes from 2024-2025 SY
- Substitute Pay Rates: no changes from 2024-2025 SY

The remaining funds from the Support Staff Retention Allotment, as mandated by HB 2, will be used to provide pay increases for other eligible employees. This proposal will be presented to the Board for approval as part of the annual budget at the August 2025 Board meeting.

4. Fiscal Impact:

The fiscal impact of total salaries will be included in the 2025-2026 budget

5. Recommendation:

The administration recommends approval of the 2025-2026 Employee Compensation Plan as presented

6. Action Required:

Action is required

7. Contact Person:

Mrs. Ashley Chohlis and Dr. Josie Gutierrez



2025 – 2026

Proposed Compensation Plan

Uvalde CISD
2025 – 2026 Administrative Professional Pay Plan

Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
1			Daily	\$220.28	\$267.00	313.73
	District Coordinator (Food Services, Supt./Board, Sergeant)	226	226 Days	49,783	60,342	70,903
	District Coordinator (M&O)	240	240 Days	52,867	64,080	75,295
2			Daily	\$274.35	\$332.55	\$390.75
	Elementary Program Facilitator, Registered Nurse	187	187 Days	51,303	62,187	73,070
	Academic & Behavioral Facilitator	194	194 Days	53,224	64,515	75,806
	Instructional Coach, Librarian, Special Ed Instructional Specialist, Counselor: ES	197	197 Days	54,047	65,512	76,978
	Counselor: JH	202	202 Days	55,419	67,175	78,932
	Secondary Program Facilitator, Enrichment Coordinator	212	212 Days	58,163	70,501	82,839
	Lieutenant Police, Director TX 21st C, Managers (Purchasing, HR, IT)	226	226 Days	62,003	75,156	88,310
3			Daily	\$290.81	\$352.50	\$414.19
	Assistant Principal: ES, JH, *Intern Assistant Principal: ES, JH, Academic Dean (JH), Licensed Mental Health Prof.	217	217 Days	63,106	76,493	89,879
	Counselor: HS	212	212 Days	61,652	74,730	87,808
4			Daily	\$308.26	\$373.65	\$439.04
	Academic Dean (HS), Assistant Principal: HS	217	217 Days	66,893	81,083	95,272
	Assistant Director, Business Manager, Chief of Police	226	226 Days	69,667	84,445	99,223
5			Daily	\$325.22	\$394.20	463.19
	Principal: ES, Associate Principal: HS, Coordinator of DAEP	226	226 Days	73,500	89,089	104,681

6		
	Directors, Principal: JH	226
	Director: M&O	240

Daily	\$344.04	\$414.50	\$484.97
226 Days	77,753	93,677	109,603
240 Days	82,570	99,480	116,393

7		
	Executive Director, Principal: HS	226

Daily	\$380.16	\$458.02	\$535.88
226 Days	85,916	103,513	121,109

8		
	Chief Financial Officer, Chief Instructional Officer	226

Daily	\$437.25	\$526.81	\$616.37
226 Days	98,819	119,059	139,300

9		
	Deputy Superintendent	226

Daily	\$472.23	\$568.95	\$665.67
226 Days	106,724	128,583	150,441

**Intern Assistant Principal - Deduct \$3,000 from base pay*

Uvalde CISD

2025-2026 Special Education Administrative Professional Pay Plan

Grade	Job Title	Calendars
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1		
	Certified Occupational Therapy Assistant (COTA)	187
	Physical Therapy Assistant (PTA)	187

2		
	Assistant Speech Pathologist	187
3		
	Speech Pathologist CFY	197
	Diagnostician	206

4		
	Occupational Therapist	187
	Speech Pathologist	197

5		
	LSSP	212

Minimum	Midpoint	Maximum
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Daily	\$232.55	\$278.50	\$324.45
187 Days	43,487	52,080	60,672

Daily	\$268.83	\$325.85	\$382.87
187 Days	50,271	60,934	71,597

Daily	\$290.33	\$351.92	\$413.51
197 Days	57,195	69,328	81,461
206 Days	59,808	72,496	85,183

Daily	\$310.65	\$376.55	\$442.45
187 Day	58,092	70,415	82,738
197 Days	61,198	74,180	87,163

Daily	\$323.08	\$391.61	\$460.14
212 Days	68,493	83,022	97,550

Uvalde CISD

2025 – 2026 Paraprofessional Pay Plan

Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
1			Hourly	\$12.00	\$15.00	\$18.00
	Reserved for future use	187	187 Days	17,952	22,440	26,928
2			Hourly	\$13.00	\$16.20	\$19.40
	Receptionist: HS	187	187 Days	19,448	24,235	29,022
	HS Special Programs Secretary	197	197 Days	20,488	25,531	30,574
	Counselor's Secretary: HS	202	202 Days	21,008	26,179	31,350
3			Hourly	\$14.00	\$17.17	\$20.34
	PEIMS/Attendance Clerk: UDLA, Legacy	194	194 Days	21,728	26,648	31,568
	PEIMS Clerk: Special Education	217	217 Days	24,304	29,807	35,310
4			Hourly	\$15.00	\$18.20	\$21.40
	Attendance Clerk: JH, HS, PEIMS/Attendance Clerk: Dalton, PEIMS/Registrar: JH	202	202 Days	24,240	29,411	34,582
5			Hourly	\$15.82	\$19.29	\$22.76
	Student Services Support Clerk	217	217 Days	27,464	33,488	39,511
	District Receptionist, Accounts Payable, PEIMS/Registrar: HS	226	226 Days	28,603	34,876	41,150

6		
	Administrative Assistant – CO, Director's Secretary, Principal's Secretary, DAEP Secretary	226

Hourly	\$16.92	\$20.64	\$24.36
226 Days	30,591	37,317	44,043

7		
	Safe & Supportive School Specialist, Bookkeeper/Accounting Support, Computer Technician, Finance Department Support/Athletics, Special Programs Support Coordinator	197

Hourly	\$19.80	\$24.15	\$28.50
226 Days	35,798	43,663	51,528

8		
	Program Coordinator (Benefits, C&I, Day Care, Payroll, Multimedia, PEIMS)	226

Hourly	\$27.54	\$33.38	\$39.22
226 Days	49,775	60,351	70,910

Uvalde CISD

2025 – 2026 21st Century ACE Program Pay Plan

Grade	Job Title	Calendars
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1		
	Site Coordinator	206
	Family Engagement Specialist	206

2		
	Senior Site Coordinator	206
3		
	College & Career Specialist ACE	217

Minimum	Midpoint	Maximum
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Hourly	\$18.59	\$22.00	\$25.41
206 Days	30,636	36,256	41,867

Hourly	\$21.22	\$25.41	\$29.60
206 Days	31,745	38,013	44,282

Daily	\$208.21	\$252.37	\$296.53
217 Days	45,182	54,764	64,347

Uvalde CISD

2025 – 2026 Instructional Support Pay Plan

Grade	Job Title	Calendars		Minimum	Midpoint	Maximum
1			Hourly	\$11.25	\$14.00	\$16.75
	Aide: Instructional, PBIS, Care Giver	187	187 Days	16,830	20,944	25,058
2			Hourly	\$12.15	\$14.98	\$17.81
	Aide: Rotation, SpEd Inclusion	187	187 Days	18,176	22,410	26,644
3			Hourly	\$13.00	\$16.03	\$19.06
	Aide: SpEd FLS, Library, Batesville Grant Funded	187	187 Days	19,448	23,981	28,514
	Parent Liaison	197	197 Days	20,488	25,263	30,039
4			Hourly	\$15.31	\$18.67	\$22.03
	Aide: SpEd Behavior Support, SpEd Communications Facilitator	187	187 Day	22,904	27,930	32,957
5			Hourly	\$18.98	\$23.15	\$27.32
	Certified Interpreter, LVN	187	187 Days	28,394	34,632	40,871

Uvalde CISD

2025 – 2026 Auxiliary Pay Plan

Grade	Job Title	Calendars
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1		
	Crossing Guard	166
	Delivery Driver	187
	Custodian	261

2		
	Carpenter Helper	261
	Grounds Worker	261
	Head Custodian: ES, JH	261
	Plumber Helper	261
	Security Guard	261
	Warehouse	261

3		
	Reserved for future use	187

Minimum	Midpoint	Maximum
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Hourly	\$11.25	\$14.00	\$16.75
166 Days	14,940	18,592	22,244
187 Days	16,830	20,944	25,058
261 Days	23,490	29,232	34,974

Hourly	\$12.59	\$15.54	\$18.49
187 Days	18,835	23,248	27,661
261 Days	26,288	32,448	38,607

Hourly	\$13.97	\$17.25	\$20.53
187 Days	20,899	25,806	30,713

4		
	Carpenter	261
	Electronics Technician	261
	Head Custodian, HS	261
	HVAC Apprentice	261
	Skilled Craftsman	261
	Safety & Security Monitor	261

Hourly	\$16.21	\$20.01	\$23.81
187 Days	24,250	29,935	35,620
226 Days	29,308	36,178	43,048
261 Days	33,846	41,781	49,715

5		
	Electrician, Licensed	261
	HVAC, Licensed	261
	Lead Carpenter	261
	Plumber, Licensed	261

Hourly	\$19.20	\$23.41	\$27.62
261 Days	40,090	48,880	57,671

6		
	Police Officer	220
	Grounds Supervisor	240

Hourly	\$23.00	\$27.86	\$32.72
220 Days	40,480	49,034	57,587
240 Days	44,160	53,491	62,822

7		
	Reserved for future use	226

Hourly	\$26.80	\$32.31	\$37.82
226 Days	48,454	58,416	68,379

Uvalde CISD

2025 – 2026 Transportation Pay Plan

Grade	Job Title	Calendars
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1		
	Bus Monitor	175
	Bus Driver Trainee	175

2		
	Mechanic Helper	261

3		
	Dispatcher	226

4		
	Mechanic	261

5		
	Bus Driver	175

Minimum	Midpoint	Maximum
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Hourly	\$11.25	\$14.00	\$16.75
175 Days (@ 5 hours min. per day)	9,844	12,250	14,656

Hourly	\$16.15	\$19.50	\$22.85
261 Days	33,721	40,716	47,711

Hourly	\$16.21	\$20.01	\$23.81
226 Days	29,308	36,178	43,048

Hourly	\$19.20	\$23.41	\$27.62
261 Days	40,090	48,880	57,671

Hourly	\$20.15	\$25.01	\$29.87
175 Days (@ 5 hours min. per day)	17,631	21,884	26,136

Uvalde CISD

2025 – 2026 Child Nutrition/Food Service Pay Plan

Grade	Job Title	Calendars		Minimum	Midpoint	Maximum
1			Hourly	\$11.25	\$14.00	\$16.75
	Cafeteria	184	184 Days	16,560	20,608	24,656
2			Hourly	\$12.59	\$15.54	\$18.49
	Cafeteria Assistant Manager	184	184 Days	18,532	22,875	27,217
3			Hourly	\$13.97	\$17.25	\$20.53
	Cafeteria Manager ES, JH	184	184 Days	20,564	25,392	30,220
4			Hourly	\$16.21	\$20.01	\$23.81
	Cafeteria Manager, HS	184	184 Days	23,861	29,455	35,048



2025 – 2026
Proposed
Stipends and Pay Rates

Uvalde Consolidated Independent School District
2025-2026 Athletic Stipends

Area	Campus	Assignment	Stipend Amount	Position Count	Total
Baseball	HS	Head Coach	\$6,000	1	\$6,000
Baseball	HS	Assistant Coach	\$3,500	3	\$10,500
Basketball	HS	Head Coach	\$6,000	2	\$12,000
Basketball	HS	Assistant Coach	\$3,500	4	\$14,000
Basketball	JH	Jr. High Coach	\$2,000	8	\$16,000
Cheer	HS	Head Coach	\$5,000	1	\$5,000
Cheer	HS	Assistant Coach	\$2,500	1	\$2,500
Cross Country	HS/JH	Head Coach	\$5,000	1	\$5,000
Cross Country	HS/JH	Assistant Coach	\$3,250	1	\$3,250
Football	HS	Head Coach	\$6,000	1	\$6,000
Football	HS	Asst Coach - Defensive Coordinator	\$5,500	1	\$5,500
Football	HS	Asst Coach - Offensive Coordinator	\$5,500	1	\$5,500
Football	HS	Assistant Coach - Special Teams Coordinator	\$5,500	1	\$5,500
Football	HS	Assistant Coach	\$3,500	8	\$28,000
Football	JH	Jr. High Coach/Head	\$3,000	1	\$3,000
Football	JH	Jr. High Coach/Asst	\$2,500	5	\$2,500
Football	HS	Filmer	\$750	1	\$750
Golf	HS	Head Coach	\$4,500	1	\$4,500
Golf	HS	Assistant Golf Coach	\$2,500	1	\$2,500
Power Lifting	HS	Head Coach	\$4,500	1	\$4,500
Power Lifting	HS	Assistant Coach	\$2,500	1	\$2,500
Soccer	HS	Head Coach	\$6,000	2	\$12,000
Soccer	HS	Assistant Coach	\$2,500	2	\$5,000
Softball	HS	Head Coach	\$6,000	1	\$6,000
Softball	HS	Assistant Coach	\$2,500	2	\$5,000
Swimming	HS	Head Coach	\$6,500	1	\$6,500
Tennis	HS	Head Coach Two Seasons	\$7,500	1	\$7,500
Tennis	HS	Assistant Coach Two Seasons	\$5,000	1	\$5,000
Tennis	JH	Jr. High Coach Two Seasons	\$4,000	1	\$4,000
Tennis	JH	Jr. High Asst.	\$2500	1	\$2500
Track	HS	Head Coach	\$5,500	2	\$11,000
Track	HS	Assistant Coach	\$2,500	5	\$12,500
Track	JH	Jr. High Coach	\$2,000	8	\$16,000
Volleyball	HS	Head Coach	\$6,000	1	\$6,000
Volleyball	HS	Assistant Coach	\$2,500	2	\$5,000
Volleyball	JH	Jr. High Coach	\$2,000	4	\$8,000
Wrestling	HS	Head Coach	\$6,000	1	\$6,000
Wrestling	HS	Assistant Coach	\$2,500	1	\$2,500
Miscellaneous	HS	Coordinator Girls	\$4,000	1	\$4,000
Miscellaneous	JH	Jr High Athletic Coordinator - Boys	\$1,000	1	\$1,000
Miscellaneous	JH	Jr High Athletic Coordinator - Girls	\$1,000	1	\$1,000
Miscellaneous	HS	Strength & Conditioning Coordinator	\$3,500	1	\$3,500

Uvalde Consolidated Independent School District
2025-2026 Fine Arts Stipends

Fine Arts				
Campus	Assignment	Stipend Amount	Position Count	Total
UHS	Fine Arts Director	\$10,000	1	\$10,000
UHS	Band/Music Director – Marching Band	\$10,000	1	\$10,000
UHS	Mariachi Director – Mariachi Band	\$6,500	1	\$6,500
UHS	Assistant Band Director “Marching”	\$5,000	2	\$10,000
MJH/UHS	Lead Choir	\$4,000	1	\$4,000
UHS	Color Guard Sponsor	\$2,500	1	\$2,500

Other Fine Arts				
Campus	Assignment	Stipend Amount	Position Count	Total
UHS	High Steppers Sponsor	\$4,000	1	\$4,000
UHS	High Steppers Assistant Sponsor	\$2,000	1	\$2,000
MJH	Jr High Cheer Sponsor	\$1,875	1	\$1,875

**Uvalde Consolidated Independent School District
2025-2026 Department Chair & Academic Stipends**

Campus	Assignment	Stipend Amount	Position Count	Total
UDLA	*Dual Language Teacher PK-5 (Teacher of Record and Bilingual Certified)	\$3,000	29	\$87,000
UDLA, JH, HS	*Dual Language Teacher (6-12)	\$2,500	7	\$17,500
UHS	Lead Counselor	\$2,500	1	\$2,500
UHS	Dept. Head - CTE	\$1,600	1	\$1,600
UHS	Dept. Head - English	\$1,600	1	\$1,600
UHS	Dept. Head - Foreign Language	\$1,600	1	\$1,600
UHS	Dept. Head - Math	\$1,600	1	\$1,600
UHS	Dept. Head - Science	\$1,600	1	\$1,600
UHS	Dept. Head - Social Studies	\$1,600	1	\$1,600
UHS	Dept. Head - Special Education	\$1,600	1	\$1,600
Elem	Elementary Dept. Head - Fine Arts	\$1,600	1	\$1,600
Morales JH	Dept. Head - English	\$1,200	1	\$1,200
Morales JH	Dept. Head - Math	\$1,200	1	\$1,200
Morales JH	Dept. Head - Science	\$1,200	1	\$1,200
Morales JH	Dept. Head - Social Studies	\$1,200	1	\$1,200
Morales JH	Dept. Head - Special Education	\$1,200	1	\$1,200
UHS	Dual Credit Teachers (Credentialed by College or Univ.) Stipend is per section per semester (Up to \$12,000/yr)	\$1,000	60	\$60,000
Secondary	Math & Science - Certified Teachers (Teacher of Record Grades 6-12) (Divided into sections for up to stipend amount)	\$5,000	25+	\$125,000+
District	Lead Librarian (Multi-Campus)	\$1,600	1	\$1,600
District	Head Nurse	\$2,000	1	\$2,000
ES	Over the Ratio	(1-3) students \$750/qtr (4-6) students \$1000/qtr (7-9) students \$2000/qtr	15	Est \$45,000 Varies (depends on enrollment)

*Stipend is for a full schedule of Dual Language classes. Stipend will be prorated based on the number of DL periods.

**Uvalde Consolidated Independent School District
2025-2026 UIL Extracurricular Stipends**

Campus	Assignment	Stipend Amount	Position Count	Total
UHS	Drama Sponsor	\$1,500	1	\$1,500
UHS	National Honor Society Sponsor	\$500	1	\$500
MJH	National Junior Honor Society Sponsor	\$300	1	\$300
Uvalde Elementary, Batesville, UDLA	Student Council Sponsor	\$400	3	\$1,200
UHS	Student Council Sponsor	\$1,200	1	\$1,200
MJH	Student Council Sponsor	\$500	1	\$500
Batesville, Uvalde Elementary, MJH, UHS	Gamma Sigma Sponsor	\$500	4	\$2,000
UHS	UIL Event Coach	\$750	20	\$15,000
UHS	*CTSO Event Coach	\$750	8	\$6,000
UHS	AG Science Teacher	\$5,000	3	\$15,000
Morales JH	UIL Event Coach	\$500	10	\$5,000
Batesville Elementary	UIL Event Coach	\$500	3	\$1,500
UDLA	UIL Event Coach	\$500	5	\$2,500
Uvalde Elementary	UIL Event Coach	\$500	5	\$2,500
UHS	UIL Event Coordinator	\$1,000	1	\$1,000
Uvalde Elementary, Batesville, UDLA, Morales JH	UIL Coordinator	\$500	4	\$2,000
UHS	Yearbook Sponsor	\$1,500	1	\$1,500
UHS	NJROTC	\$4,000	2	\$8,000
UHS	Class Sponsor (Freshman, Sophomore, Junior)	\$500	6	\$3,000
UHS	Class Sponsor (Senior)	\$800	3	\$2,400
All Campuses	Robotics After School	\$800	7	\$5,600
All Campuses	Robotics District Coordinator	\$1,000	1	\$1,000

*CTSO (Career and Technical Student Organization) – Student organizations such as FFA & SBPA

Uvalde Consolidated Independent School District
2025-2026 Special Education Stipends

Assignment	Stipend Amount	Position Count	Total
FLS Teachers	\$3,000	10	\$30,000
BIC Teachers	\$3,000	4	\$12,000
Case Managers (Campus)	\$1,500	30	\$45,000
Lead Speech Pathologist	\$1,600	1	\$1,600
Lead Assessment Staff	\$1,600	1	\$1,600
Lead Dyslexia Specialist	\$1,600	1	\$1,600
RDSPD Coordinator	\$3,500	1	\$3,500
Special Olympics Coach	\$1,500	1	\$1,500

Uvalde CISD

2025-2026 Mileage Reimbursement Rates

Hourly staff and paraprofessionals must submit a mileage log to be reimbursed.

The following positions are also eligible for mileage reimbursement at the approved rate. A mileage log must accompany the request for reimbursement. Due by the 10th of the following month.

Other Positions:	Only With Admin Authorization:
Technicians	Parent Liaisons – Title 1
Bookkeeper	Food Service Support Personnel
Scouting Coaches	Secretaries
Custodians	Special Ed Support Personnel
Migrant NGS Clerk/Recruiter	
Adaptive PE	
Food Service Managers & Caterers	
Homebound Teachers	

Employees will be reimbursed a new rate of \$0.60 per mile starting during the 2025-2026 SY.

Uvalde CISD

2025-2026 Extra Duty Rates

Campus	Assignment	Rate
All Campuses	Teachers Staff Development (attendee)	\$20/hour
All Campuses	Paraprofessional Staff Development (attendee)	\$10/hour
All Campuses	Teachers (before and after school, summer school)	\$30/hour
All Campuses	Paraprofessionals (before/after school, after school care, summer school)	\$12/hour
All Campuses	Summer School Nurses	\$25/hour
All Campuses	Summer School Food Service Support Personnel	Hourly Rate
All Campuses	Summer School Food Service Managers Personnel	Hourly Rate
All Campuses	*Teacher and Instructional Coach Delivering Professional Development	\$100/hour
All Campuses	New Teacher Mentoring (District Level)	\$500/semester
All Campuses	*General Ed Homebound Teacher (includes mileage)	\$30/hour
All Campuses	ACE – Professional Staff	\$30/hour
All Campuses	ACE – Paraprofessional Staff	\$16/hour
All Campuses	ACE – Outside Staff	\$12/hour
Board Meetings	Board Meeting Translation Services	\$12/hour

Notes: Administrators are not paid extra duty for Staff Development or other duties.

* Outside of the regular workday

Uvalde CISD 2025-2026 Athletic Event Pay Rates

Football Games	Pay Class	Rate
Announcer	Per Game	\$30
Score Keeper	Per Game	\$40
Timekeeper	Per Game	\$40
Chain Crew – All Levels	Per Game	\$25
Ticket Seller	Flat Rate	\$35
Ticket Taker	Flat Rate	\$30
Gatekeeper	Flat Rate	\$25
Paraprofessional (UCISD Employee)	Per Hour	\$15
Game Official		Per UIL Schedule

Softball, Soccer, Wrestling, Powerlifting, Volleyball, Basketball, Baseball	Pay Class	Rate
Announcer	Per Game	\$30
Score/Clock/Pitch Count Keeper	Per Game	\$25
Timekeeper	Per Game	\$25
Ticket Seller	Per Game	\$35
Ticket Taker	Per Game	\$30
Gatekeeper	Per Game	\$25
Worker	Per Game	\$25
Powerlifting/Official	Per Game	\$100
Paraprofessional (UCISD employee)	Per Game	\$15
Game Official – Non-UIL event (baseball/softball)	Per Game	\$50
Game Official		Per UIL Schedule

Tournaments / Track Invitationals	Pay Class	Rate
Ticket Seller	Flat Rate – Full Day	\$100
Ticket/Gate Keeper	Flat Rate – Full Day	\$100
Ticket Seller	Flat Rate – ½ Day	\$50
Ticket/Gatekeeper	Flat Rate – ½ Day	\$50
Score/Time Keeper	Per Game	\$25
Worker	Per Game	\$25
Paraprofessional (UCISD employee)	Per Hour	\$15
Starter (track)	Flat Rate	Per UIL Schedule
Game Official – Non-UIL event (baseball/softball)	Per Game	\$50
Game Official		Per UIL Schedule

Uvalde CISD
2025-2026 Substitute Pay Rates

	Assignment	Rate
Certified Teacher	Per Day	\$100/day
Certified Teacher	After 10 Consecutive Days Subbing for the same teacher	\$130/day
Degreed	Per Day	\$95/day
Degreed	After 10 Consecutive Days Subbing for the same teacher	\$125/day
Non-Degreed	Per Day	\$75/day
Non-Degreed	After 10 Consecutive Days Subbing for the same teacher	\$85/day
Nurse	Registered Nurse (RN)	\$110/day
Nurse	Licensed Vocational Nurse (LVN)	\$70/day
Administrator	Principal Certified	\$250/day



2025 – 2026
Proposed
Teacher Placement Scale

UCISD Teacher Placement Scale, 187 Days

2025-2026 School Year

Completed Years of Service	Updated Salary for Teachers Eligible for TRA
0	\$50,300
1	\$51,300
2	\$51,600
3	\$55,300
4	\$55,600
5	\$59,900
6	\$60,200
7	\$60,600
8	\$61,000
9	\$61,400
10	\$61,800
11	\$62,300
12	\$62,900
13	\$63,500
14	\$64,100
15	\$64,700
16	\$65,300
17	\$65,900
18	\$66,997
19	\$68,042
20	\$69,067
21	\$70,067
22	\$70,082
23	\$71,194
24	\$71,906
25+	\$72,532

Non-Certified Teacher \$42,500