



TORNILLO

Independent School District

2025-2026 Pay Structure

Professional Pay Plan

PG 101

	Minimum	Midpoint	Maximum
Daily	\$149.33	\$176.64	\$200.72
237	\$35,391.13	\$41,863.44	\$47,570.40
Public Safety Manager (237)			

PG 102

	Minimum	Midpoint	Maximum
Daily	\$213.98	\$246.80	\$275.76
226	\$48,359.23	\$55,776.25	\$62,321.21
Finance Coordinator (226) District PEIMS Specialist			

PG 103

	Minimum	Midpoint	Maximum
Daily	\$258.90	\$300.51	\$337.22
226	\$58,510.59	\$67,915.65	\$76,212.11
District Manager - Child Nutrition (226)			

PG 104

	Minimum	Midpoint	Maximum
Daily	\$285.89	\$331.79	\$372.29
187	\$53,460.74	\$62,044.04	\$69,617.54
Speech Therapist Assistant (187)			

PG 105

	Minimum	Midpoint	Maximum
Daily	\$288.75	\$337.50	\$380.50
237	\$68,433.94	\$79,986.90	\$90,177.90
Facilities Supervisor (237)			

PG 106

	Minimum	Midpoint	Maximum
Daily	\$303.02	\$351.69	\$394.64
187	\$56,665.33	\$65,765.37	\$73,797.02
207	\$62,725.79	\$72,799.10	\$81,689.75
217	\$65,756.03	\$76,315.97	\$85,636.12
226	\$68,483.23	\$79,481.15	\$89,187.85
Certified Speech Therapist (187) CTE Coordinator (226) Network Administrator (226) System Administrator (226)			

PG 106-TL1

	Minimum	Midpoint	Maximum
Daily	\$313.14	\$361.81	\$404.76
187	\$58,557.42	\$67,658.08	\$75,689.73
207	\$64,820.24	\$74,894.24	\$83,784.89
217	\$67,951.66	\$78,512.32	\$87,832.47
226	\$70,769.93	\$81,768.59	\$91,475.29
Counselor-PreK-8(207) Counselor-HS - (212) Nurse District (226)			

PG 107

	Minimum	Midpoint	Maximum
Daily	\$318.20	\$367.86	\$411.68
226	\$71,913.34	\$83,135.90	\$93,039.22
Technology Instructional Specialist (226) Diagnostician/SPED/504 Coord (226)			

PG 108

	Minimum	Midpoint	Maximum
Daily	\$341.86	\$392.47	\$437.14
226	\$77,260.36	\$88,698.22	\$98,793.64
Assistant Principal (226)			

PG 109

	Minimum	Midpoint	Maximum
Daily	\$387.12	\$442.03	\$490.48
226	\$87,488.46	\$99,898.12	\$110,847.82
234	\$90,585.40	\$103,434.34	\$114,771.64
Director-Finance (226) Director-Information Technology (226) Director-HR/Compliance (226) Director- Facilities /Transportation (234) Principal-High School (226) Principal PreK-8 (226)			



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Paraprofessional Pay Plan

PG 201

	Minimum	Midpoint	Maximum
Hourly	\$12.10	\$14.31	\$16.26
226	\$21,875.39	\$25,871.07	\$29,396.67
Campus Assistant			

PG 202

	Minimum	Midpoint	Maximum
Hourly	\$13.19	\$15.60	\$17.73
187	\$19,731.45	\$23,330.83	\$26,517.31
Nurse Assistant (187)			

PG 203

	Minimum	Midpoint	Maximum
Hourly	\$14.80	\$17.53	\$19.94
187	\$22,138.50	\$26,220.58	\$29,825.94
207	\$24,506.25	\$29,024.92	\$33,015.88
226	\$26,755.62	\$31,689.05	\$36,046.33
Instructional/Library Aide, Aides (187) Attendance Support Clerk (207) Campus Attendance-PEIMS Data Clerk (226) SPED Case Worker (226)			

PG 204

	Minimum	Midpoint	Maximum
Hourly	\$16.98	\$20.07	\$22.80
226	\$30,702.55	\$36,282.04	\$41,217.88
Secretary-Campus (226) Administrative Support/Bus Driver (226)			

PG 205

	Minimum	Midpoint	Maximum
Hourly	\$18.94	\$22.14	\$24.95
187	\$28,338.65	\$33,118.87	\$37,322.63
226	\$34,248.85	\$40,026.01	\$45,106.49
Parent Liaison (187) LVN (187) Technology Support Specialist I (226)			

PG 206

	Minimum	Midpoint	Maximum
Hourly	\$21.59	\$24.88	\$27.80
226	\$39,031.59	\$44,981.11	\$50,260.47
Technology Support Specialist II (226) Payroll Specialist (226) HR/Compliance Specialist (226)			

PG 207

	Minimum	Midpoint	Maximum
Hourly	\$26.75	\$30.85	\$34.47
226	\$48,368.27	\$55,776.25	\$62,321.21
Executive Secretary to Superintendent (226) District PEIMS Specialist (226)			



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Auxiliary Pay Plan

PG 301

	Minimum	Midpoint	Maximum
Hourly	\$10.24	\$12.11	\$13.76
182	\$14,906.24	\$17,628.96	\$20,031.36
187	\$15,315.75	\$18,113.27	\$20,581.67
Crossing Guard- (182) Food Service Helper (187)			

PG 301-M

	Minimum	Midpoint	Maximum
Hourly	\$10.37	\$12.26	\$13.93
234	\$19,410.87	\$22,956.39	\$26,084.79
Custodian (234)			

PG 302

	Minimum	Midpoint	Maximum
Hourly	\$12.18	\$14.11	\$15.83
187	\$18,224.60	\$21,112.88	\$23,686.00
Food Service Cook (187)			

PG 303

	Minimum	Midpoint	Maximum
Hourly	\$12.26	\$15.38	\$18.15
237	\$23,247.34	\$29,164.12	\$34,416.04
Public Safety Officer (237)			

PG 304

	Minimum	Midpoint	Maximum
Hourly	\$13.94	\$16.50	\$18.75
234	\$26,101.27	\$30,886.78	\$35,095.90
Bus Driver (234)			

PG 305

	Minimum	Midpoint	Maximum
Hourly	\$15.75	\$18.64	\$21.18
234	\$29,478.67	\$34,892.39	\$39,651.35
Transportation-Mechanic Technician (234) Maintenance Worker-General (234)			

PG 306

	Minimum	Midpoint	Maximum
Hourly	\$18.22	\$21.63	\$24.64
187	\$27,260.50	\$32,360.86	\$36,863.82
Campus Manager-Child Nutrition (187) Child Nutrition Secretary (187)			

PG 306-M

	Minimum	Midpoint	Maximum
Hourly	\$18.46	\$21.91	\$24.96
234	\$34,549.41	\$41,013.50	\$46,720.46
Maintenance Worker-Specialty (234)			

PG 307

	Minimum	Midpoint	Maximum
Hourly	\$21.20	\$25.05	\$28.46
234	\$39,683.28	\$46,893.97	\$53,283.49
Maintenance Worker - Lead Construction Worker (234)			