

Summary of Cost Estimates, 2025-2026

	Total Staff	Count of Increases	Cost Increase	Percent of Current Costs	2024-2025 Current Costs
Teachers, Librarians, and Nurses (RN)					
\$63,000 starting salary	381		\$1,462,191		\$25,148,032
Teacher retention allotment - HB2 Funded		288	\$1,270,016	5.1%	
Other adjustments (unfunded cost)		114	\$192,175	0.8%	
Administrative Professional	119		\$377,159		\$9,941,052
^{1c} General pay increase - 3.0% of pay range midpoint		116	\$307,861	3.1%	
General pay increase - 3.0% to employees over range max		3	\$4,470	0.0%	
Adjustments - 1.0% above pay range minimum		2	\$4,695	0.0%	
Adjustments - teacher pay equity		22	\$60,133	0.6%	
Clerical Paraprofessional	186		\$153,526		\$4,734,701
^{1c} General pay increase - 3.0% of pay range midpoint		172	\$135,235	2.9%	
General pay increase - 3.0% to employees over range max		14	\$13,778	0.3%	
Adjustments - 1.0% above pay range minimum		2	\$4,513	0.1%	
Auxiliary	183		\$166,163		\$5,114,019
^{1c} General pay increase - 3.0% of pay range midpoint		178	\$160,478	3.1%	
General pay increase - 3.0% to employees over range max		5	\$4,543	0.1%	
Adjustments - placement scale		2	\$1,142	0.0%	
Subtotal - General Pay Increase		488	\$626,365	1.4%	
Subtotal - Teacher retention allotment		288	\$1,270,016	2.8%	
Subtotal - Implementation/Equity Adjustments		142	\$262,658	0.6%	
Total Cost Estimate	869		\$2,159,039	4.8%	\$44,937,804

Footnotes:

^{1c} Pay increases were applied to all employees and itemized separately for employees at or above the maximum rate.

Model 1: HB2 - \$63,000 starting

Exp
Diff

20 Years		
66,985	103%	110%

<i>Pay Range Minimum</i>	\$63,000	<i>Pay Range Maximum</i>	\$97,400
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Splendora ISD

2025-2026 New Hire Guide for Teachers, Librarians, and Nurses (RN)

Model 1: HB2 - \$63,000 starting

Years of Experience	New Hire Salary
0	\$63,000
1	\$63,450
2	\$63,750
3	\$64,600
4	\$64,850
5	\$67,650
6	\$67,950
7	\$68,250
8	\$68,550
9	\$68,850
10	\$69,150
11	\$69,450
12	\$69,750
13	\$70,050
14	\$70,350
15	\$70,750
16	\$71,200
17	\$71,800
18	\$72,450
19	\$73,050
20	\$73,650
21	\$74,250
22	\$74,700
23	\$75,000
24	\$75,300
25	\$75,600
26	\$75,900
27	\$76,100
28	\$76,300
29	\$76,500
30	\$76,700
31	\$76,904
32	\$77,110
33	\$77,316
34	\$77,677
35	\$77,883
36	\$78,089
37	\$78,707
38	\$79,299
39	\$79,917
40	\$80,535
41	\$81,179
42	\$81,694
43+	\$82,209

The salaries listed above are based on 10-month employment for the 2025-2026 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 Master's Degree - General Stipend

2025-2026 Proposed Administrative Professional Pay Plan

Splendora ISD

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	3.0% GPI	
101			Daily	\$273.31	\$333.30	\$393.29	\$10.00
	Coordinator - Communications & Website	223	182 Days	49,742	60,661	71,579	1,820
	Coordinator - District PEIMS	223	197 Days	53,842	65,660	77,478	1,970
	Coordinator - Education Foundation	223	207 Days	56,575	68,993	81,411	2,070
	Coordinator - Testing	207	223 Days	60,948	74,326	87,704	2,230
	Director - Child Nutrition	223	240 Days	65,594	79,992	94,390	2,400
	Director - Maintenance	240					
	Director - Professional Learning	223					
	Director - Student Services	223					
	Director - Transportation	240					
	Facilitator - ARD	197					
	LSSP Intern	197					
	Manager - Payroll	223					
	Nurse - RN	182					
	Speech Language Pathologist Asst	182					
	Student Success Liaison	182					
102			Daily	\$323.67	\$389.96	\$456.25	\$11.70
	Accountant	223	197 Days	63,763	76,822	89,881	2,305
	Behavior Coach	197	202 Days	65,381	78,772	92,163	2,363
	Coordinator - District Assessment	223	223 Days	72,178	86,961	101,744	2,609
	Coordinator - Multilingual Programs	202	240 Days	77,681	93,590	109,500	2,808
	Coordinator - STEM	223					
	Coordinator, ES Literacy	223					
	Director - Custodial Services	240					
	Instructional Coaches	202					
	Instructional Specialist - Math	202					
	Librarian	223					
	Program Facilitator	197					
103			Daily	\$339.85	\$409.46	\$479.07	\$12.28
	Coordinator - Humanities	223	197 Days	66,950	80,664	94,377	2,420
	Counselor - ES	202	202 Days	68,650	82,711	96,772	2,481
	Counselor - HS	207	207 Days	70,349	84,758	99,167	2,543
	Counselor - JH	202	223 Days	75,787	91,310	106,833	2,739
	Diagnostician	197					
	Police Lieutenant	223					
104			Daily	\$356.84	\$429.93	\$503.02	\$12.90
	Asst Principal - ES	207	197 Days	70,297	84,696	99,095	2,541
	Coordinator - Digital Learning	223	207 Days	73,866	88,996	104,125	2,670
	Licensed Specialist in School Psychology	197	223 Days	79,575	95,874	112,173	2,876
	Occupational Therapist	197					
	Physical Therapist	197					
	Specialist - Mental Health/Wellness	207					
	Speech Language Pathologist	197					
105			Daily	\$374.69	\$451.43	\$528.17	\$13.54
	Assoc Principal - Early College	207	207 Days	77,561	93,446	109,331	2,803
	Asst Principal - HS	207	217 Days	81,308	97,960	114,613	2,939
	Asst Principal - JH	207	223 Days	83,556	100,669	117,782	3,020
	Coordinator - DAEP	217					
	Coordinator - Fine Arts	223					
	Coordinator - Special Ed Services	217					
	Dean - Instruction HS	217					

2025-2026 Proposed Administrative Professional Pay Plan

Splendora ISD

Pay Grade	Job Title	Calendars		Minimum	Midpoint	Maximum	3.0% GPI
106			Daily	\$398.16	\$474.00	\$549.84	\$14.22
	Director - Athletics	223	223 Days	88,790	105,702	122,614	3,171
	Director - Communications	223					
	Director - Counseling/Wellness	223					
	Director - CTE	223					
	Director - Federal Programs/Compliance	223					
	Director - Multilingual Programs	223					
	Director - Professional Learn/Engage/Design	223					
	Director - Purchasing/Warehouse	223					
	Director - Technology	223					
	Head Football Coach	223					
	Police Chief	223					
	Principal - ES	223					
107			Daily	\$418.07	\$497.70	\$577.33	\$14.93
	Principal - JH	223	223 Days	93,230	110,987	128,745	3,330
108			Daily	\$486.40	\$572.24	\$658.08	\$17.17
	Exec Director - Advance Academics/Secondary Instruction	223	223 Days	108,467	127,610	146,752	3,828
	Exec Director - HR	223					
	Exec Director - Special Services	223					
	Principal - HS	223					
109			Daily	\$528.57	\$621.85	\$715.13	\$18.66
	Asst Superintendent	223	223 Days	117,871	138,673	159,474	4,160
110			Daily	\$582.96	\$717.49	\$852.02	\$21.52
	Chief Administration Officer	223	223 Days	130,000	160,000	190,000	4,800
	Chief Financial Officer	223					
	Chief Operation Officer	223					
	Chief Teaching/Learning	223					
	Deputy Superintendent	223					

2025-2026 Proposed Clerical Paraprofessional Pay Plan

Splendora ISD

*Annual amounts are based on 7.5 hours per day.

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	3.0% GPI	
201			Hourly	\$13.63	\$16.23	\$18.83	\$0.49
	Aide - Classroom	182	173 Days	17,685	21,058	24,432	636
	Aide - RTI	182	182 Days	18,605	22,154	25,703	669
	Aide - SPED Self Contained	182	202 Days	20,649	24,588	28,527	742
	Behavior Paraprofessional - District	182	207 Days	21,161	25,197	29,234	761
	Bilingual Receptionist/Dispatcher	173	223 Days	22,796	27,145	31,493	820
	Clerk - Auxillary	226	226 Days	23,103	27,510	31,917	831
	Clerk - District LPAC	202					
	Clerk - LPAC	207					
	Clerk - Purchasing	223					
	Nurse Aide	182					
	Parent Liaison - Title III	182					
	Receptionist - Campus	182					
202			Hourly	\$14.39	\$17.34	\$20.29	\$0.52
	Aide - Media Specialist	202	202 Days	21,801	26,270	30,739	788
203			Hourly	\$15.40	\$18.55	\$21.70	\$0.56
	Clerk - Attendance HS	207	197 Days	22,754	27,408	32,062	827
	Clerk - Attendance JH	207	207 Days	23,909	28,799	33,689	869
	Clerk - Special Services	197	223 Days	25,757	31,025	36,293	937
	Coordinator - Trip	240	240 Days	27,720	33,390	39,060	1,008
	District Receptionist/HR Generalist	223					
	Registrar - ES	207					
	Registrar/PEIMS - ES	207					
	Registrar/PEIMS - JH	207					
	Secretary - AP/Receptionist	207					
	Secretary - Asst Principal	207					
	Secretary - Counselor/Asst Principal	207					
	Secretary - ISS	207					
	Secretary - SPED Evaluation	197					
	Specialist - Data Support	223					
	Specialist - District Activity Account	223					
204			Hourly	\$18.31	\$22.07	\$25.83	\$0.66
	Officer - Attendance/Residency	207	202 Days	27,740	33,436	39,132	1,000
	Registrar - HS	207	207 Days	28,426	34,264	40,101	1,025
	Secretary - Advanced Academics	202	223 Days	30,623	36,912	43,201	1,104
	Secretary - Athletic Director	223	240 Days	32,958	39,726	46,494	1,188
	Secretary - Child Nutrition	223					
	Secretary - Director	223					
	Secretary - Maintenance	223					
	Secretary - Multilingual	223					
	Secretary - Police Department	223					
	Secretary - Principal ES	202					
	Secretary - Principal HS	223					
	Secretary - Principal JH	207					
	Secretary - Technology	223					
	Secretary - Transportation	223					
	Specialist - Communications	223					
	Specialist - Purchasing	223					
	Supervisor - Route	240					

2025-2026 Proposed Clerical Paraprofessional Pay Plan

Splendora ISD

*Annual amounts are based on 7.5 hours per day.

Pay Grade	Job Title	Calendars		Minimum	Midpoint	Maximum	3.0% GPI
205			Hourly	\$21.44	\$25.83	\$30.22	\$0.77
	Coordinator - Community Ed	223	223 Days	35,858	43,201	50,543	1,288
	Secretary - Asst Superintendent	223					
	Secretary - CAO/HR	223					
	Secretary - COO	223					
	Secretary - Teaching/Learning	223					
	Specialist - Accounts Payable	223					
	Specialist - Benefits/Leave	223					
206			Hourly	\$23.59	\$28.42	\$33.25	\$0.85
	Nurse - LVN	182	182 Days	32,200	38,793	45,386	1,160
	Specialist - Payroll	223	223 Days	39,454	47,532	55,611	1,422
207			Hourly	\$29.35	\$34.95	\$40.55	\$1.05
	Occupational Therapist Asst	182	182 Days	40,063	47,707	55,351	1,433
	Secretary - Superintendent	184	184 Days	40,503	48,231	55,959	1,449
	Supervisor - CN/Menu Planner	223	223 Days	49,088	58,454	67,820	1,756

2025-2026 Proposed Auxiliary Pay Plan

Splendora ISD

*Annual amounts are based on 8 hours per day.

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	3.0% GPI	
301			Hourly	\$12.37	\$14.90	\$17.43	\$0.45
	Bus Aide - Special Needs	173	173 Days	17,120	20,622	24,123	623
	Child Nutrition	184	184 Days	18,209	21,933	25,657	662
	Custodian	250	250 Days	24,740	29,800	34,860	900
	Parking Lot Security	184					
302			Hourly	\$13.63	\$16.42	\$19.21	\$0.49
	Custodian - Lead HS	250	250 Days	27,260	32,840	38,420	980
	Custodian - Lead MS	250					
	Groundskeeper	250					
303			Hourly	\$14.45	\$17.41	\$20.37	\$0.52
	Cafeteria Manager Trainee	184	184 Days	21,270	25,628	29,985	765
	CN Warehouse/Office Asst	207	207 Days	23,929	28,831	33,733	861
	Kitchen Lead	184	250 Days	28,900	34,820	40,740	1,040
	Specialist - Equipment	250					
304			Hourly	\$15.31	\$18.45	\$21.59	\$0.55
	Coordinator - Quality Control	250	240 Days	29,395	35,424	41,453	1,056
	Warehouse Worker	240	250 Days	30,620	36,900	43,180	1,100
305			Hourly	\$16.24	\$19.56	\$22.88	\$0.59
	Manager - Child Nutrition ES	184	184 Days	23,905	28,792	33,679	868
	Manager - Child Nutrition HS	184					
	Manager - Child Nutrition JH	184					
306			Hourly	\$18.67	\$22.50	\$26.33	\$0.68
	Manager - Skating Rink	250	250 Days	37,340	45,000	52,660	1,360
	Supervisor - Custodial	250					
307			Hourly	\$20.19	\$24.32	\$28.45	\$0.73
	Building Technician II	250	223 Days	36,019	43,387	50,755	1,302
	Computer Technician	223	240 Days	38,765	46,694	54,624	1,402
	Mechanic	240	250 Days	40,380	48,640	56,900	1,460
	Network Technician	223					
	Specialist - Inventory	223					
308			Hourly	\$23.42	\$28.22	\$33.02	\$0.85
	Computer Technician - Lead	223	223 Days	41,781	50,344	58,908	1,516
	Electrician	250	250 Days	46,840	56,440	66,040	1,700
	Specialist - Application Data	223					
	Specialist - Student Database	223					
309			Hourly	\$25.53	\$30.75	\$35.97	\$0.92
	Applications Administrator	223	143 Days	29,206	35,178	41,150	1,052
	Foreman - Transportation Shop	240	202 Days	41,256	49,692	58,128	1,487
	Police Officer	143, 202	223 Days	45,546	54,858	64,170	1,641
	Systems Administrator	223	240 Days	49,018	59,040	69,062	1,766
	Technician - HVAC	250	250 Days	51,060	61,500	71,940	1,840

2025-2026 Proposed Auxiliary Pay Plan

Splendora ISD

*Annual amounts are based on 8 hours per day.

Pay Grade	Job Title	Calendars		Minimum	Midpoint	Maximum	3.0% GPI
310			Hourly	\$31.00	\$36.90	\$42.80	\$1.11
	Network Administrator	223	223 Days	55,304	65,830	76,355	1,980
	Police Detective	223					
	Police Sergeant	223					
BD			Hourly	\$20.00	\$23.75	\$27.50	\$0.71
	Bus Driver	173	173 Days	27,680	32,870	38,060	983
	Cover Driver/Fueler	173					

2025-2026 Auxiliary Placement Scale

Splendora ISD

Placement scales are used to establish a minimum rate for new hires based on experience approved by the district. Current employees may be paid above this placement scale. This scale is for placement of new hires only. Future wage increases are determined annually and are not guaranteed.

Range Position	2025-2026 Total Exp	BD
Minimum	0	\$20.00
	1	\$20.25
	2	\$20.50
	3	\$20.75
	4	\$21.00
	5	\$21.25
	6	\$21.50
	7	\$21.75
	8	\$22.00
	9	\$22.25
	10	\$22.50
	11	\$22.75
	12	\$23.00
	13	\$23.25
Midpoint	14	\$23.50
	15	\$23.75

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