2025 - 2026



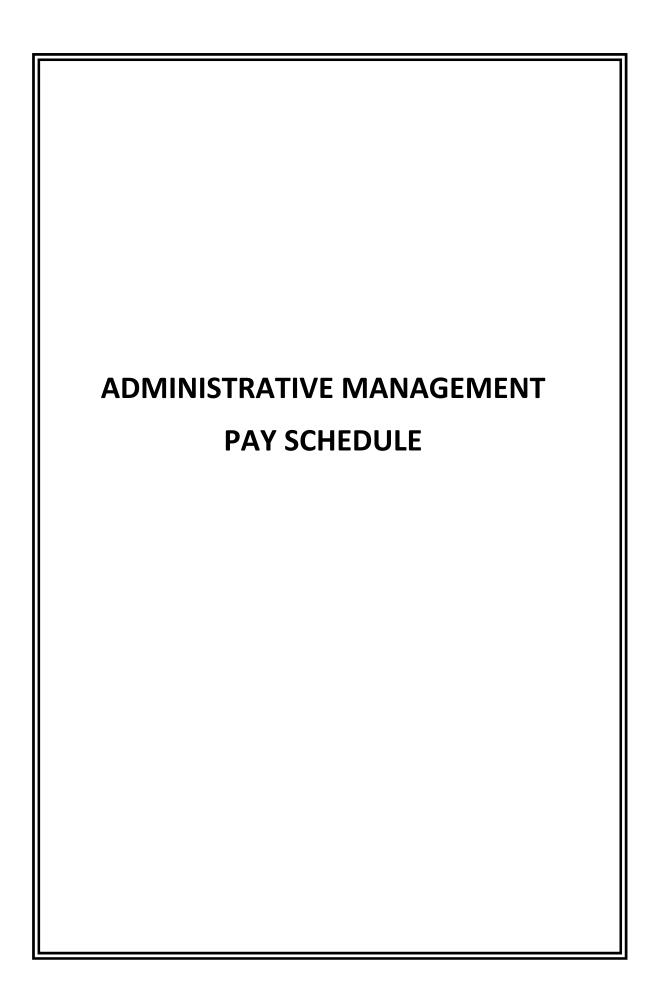








COMPENSATION MANUAL



2025 - 2026 Administrative Management (AM) Compensation Manual

Paygrade AM1	Assignment	Duty Days
	Coordinator, Asset Management	226
	Coordinator, Swim Coach	226
	Manager, Fleet	260
	Specialist, Inventory	226
	Specialist, Network	226
	Specialist, Payroll	226
	Supervisor, Nutrition	226

Daily Rate	Minimum		Midpoint		Maximum	
Dully Nate	\$	204.09	\$	245.00	\$	285.92
226 Days	\$ 4	46,124.00	\$	55,370.00	\$	64,618.00
260 Days	\$!	53,063.00	\$	63,700.00	\$	74,339.00

Paygrade AM2	Assignment	Duty Days
		Г
	Manager, Operations	226
	Manager, Security Electronics	226
	Specialist, Audio/Visual	226
	Specialist, Data Quality PEIMS	226
	Specialist, Human Resources	226
	Specialist, MAC	226
	Specialist, PEIMS Submission	226
	Specialist, School Attendance	226
	Specialist, Systems	226

Daily Rate	Minimum		Midpoint		Maximum	
Dully Nate	\$	234.70	\$	281.75	\$	328.80
226 Days	\$	53,042.00	\$	63,676.00	\$	74,309.00

Paygrade	Assignment	Duty Days
AM3	Assignment	Duty Days
	Coordinator, Auxiliary Services	226
	Coordinator, Benefits & Leave	226
	Coordinator, Certification/Personnel Records	226
	Coordinator, Custodial	260
	Coordinator, Multimedia & Graphic Design	226
	Coordinator, Purchasing	226
	Coordinator, Safety	226
	Coordinator, Security	226
	Coordinator, Student Services	226
	Coordinator, Warehouse	226
	Registered Dietician	226

Daily Rate	N	/linimum	Midpoint	Maximum		
Daily Race	\$	258.17	\$ 309.93	\$	361.69	
226 Days	\$	58,346.00	\$ 70,044.00	\$	81,742.00	
260 Days	\$	67,124.00	\$ 80,582.00	\$	94,039.00	

Paygrade	Assignment	Duty Days
AM4	Assignment	Duty Duys
	Accountant	226
	Manager, Business Systems	226
	Manager, Grant	226
	Manager, HR Data Systems	226
	Manager, Payroll	226
	Manager, Risk	226

	1	Midpoint Maxi		viaximum
283.9	99 \$	340.92	\$	397.85
64,182.0	00 \$	77,048.00	\$	89,914.00
		\$ 64,182.00 \$		

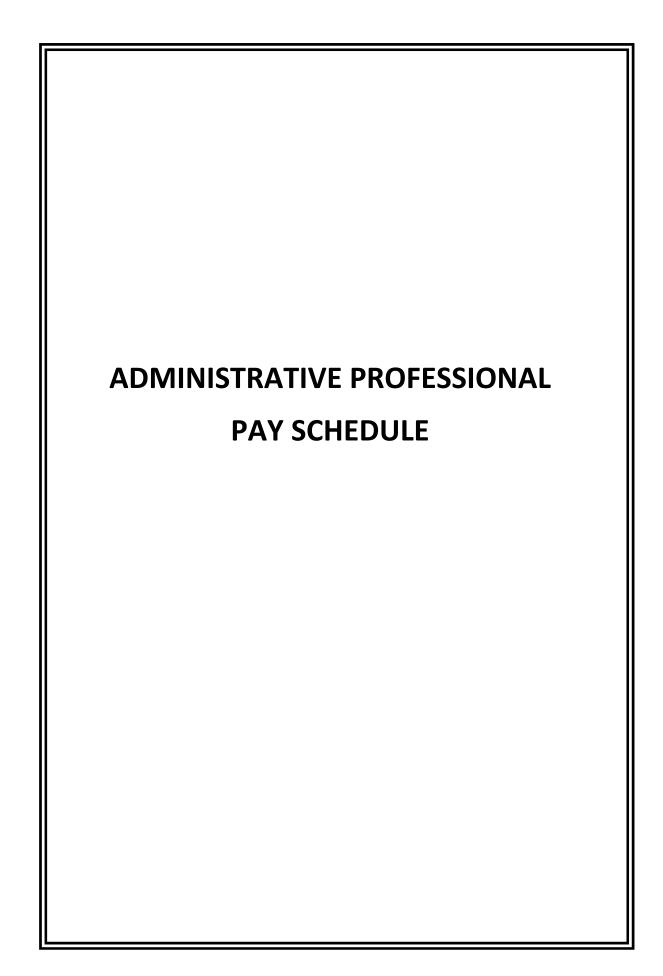
2025 - 2026 Administrative Management (AM) Compensation Manual

Paygrade AM5	Assignment	Duty Days
	Director, Information Systems (PEIMS)	226
	Deputy, Police Chief	226
	Director, Maintenance Services	260
	Director, Marketing and Communications	226
	Director, Nutrition Services	226
	Director, Partnerships & Engagement	226
	Director, Purchasing	226
	Director, Technology Operations	226
	Director, Transportation	226
	Engineer, Database	226
	Engineer, Network	226
	Engineer, Systems	226

Daily Rate		ľ	Minimum		Midpoint		Maximum
Dai	ly itate	\$	357.82	\$	429.56	\$	501.30
226	Days	\$	80,867.00	\$	97,081.00	\$	113,294.00
260	Days	\$	93,033.00	\$	111,686.00	\$	130,338.00

Paygrade AM6	Assignment	Duty Days
	Chief of Daling	226
	Chief of Police	226

Daily Rate	Minimum		Midpoint		Maximum	
Daily Nate	\$	419.89	\$	493.99	\$	568.09
226 Days	\$	94,895.00	\$	111,642.00	\$	128,388.00



2025 - 2026 Administrative Professional (AP) Compensation Manual

Paygrade AP1	Assignment	Duty Days
	Athletic Trainer, Assistant	220
	Speech Language Pathologist Assistant	192

ygrade	Assignment	Duty Dave
AP2	Assignment	Duty Days
	Academic Athletic Advisor	226
	Coach, Instructional	217
	Counselor, Elementary/Middle School	202
	Counselor, PACE	207
	Counselor, STEAM	202
	Counselor, Summit	202
	Facilitator, Math	217
	Specialist, Academic Career & Technology Education (CTE)	217
	Specialist, CTE/Innovation	226
	Specialist, District Transition (Special Ed)	197
	Specialist, Dual Language	217
	Specialist, Early Childhood	217
	Specialist, ESL/LOTE	217
	Specialist, GATE	217
	Specialist, Instructional (Special Ed)	197
	Specialist, Library Media	187
	Speech Language Pathologist Assistant Bilingual	192

Daily Rate	Minimum		Midpoint	Maximum		
Daily Nate	\$	278.05	\$ 335.00	\$	391.95	
192 Days	\$	53,386.00	\$ 64,320.00	\$	75,254.00	
220 Days	\$	61,171.00	\$ 73,700.00	\$	86,229.00	

Daily Rate	Minimum			Midpoint		Maximum	
Daily Nate	\$	\$ 305.86 \$ 368.50		\$	431.15		
187 Days	\$	57,196.00	\$	68,910.00	\$	80,625.00	
192 Days	\$	58,725.00	\$	70,752.00	\$	82,781.00	
197 Days	\$	60,254.00	\$	72,595.00	\$	84,937.00	
207 Days	\$	63,313.00	\$	76,280.00	\$	89,248.00	
217 Days	\$	66,372.00	\$	79,965.00	\$	93,560.00	
202 Days	\$	61,784.00	\$	74,437.00	\$	87,092.00	
226 Days	\$	69,124.00	\$	83,281.00	\$	97,440.00	

de	Assignment	Duty Days
	Assistant Principal, Elementary	212
	Athletic Trainer, Head	226
	Coordinator, Testing (High School)	226
	Counselor, Collegiate	226
	Counselor, High School	207
	Counselor, Social Emotional Learners (SEL)	207
	Diagnostician	197
	Licensed Specialist School Psychology (LSSP)	197
	Nurse, Registered	192
	Social Worker	207
	Specialist, 504 Campus Interventionist	207
	Specialist, Behavior (Special Education)	197
	Specialist, Restorative & Behavior Support	212
	Specialist, Transcript (High School)	226
	Specialist, Transcript Support & Graduation	226
	Speech Language Pathologist	192
	Therapist, Occupational	192
	Therapist, Physical	192

Daily Rate	Minimum		Midpoint		Maximum	
Daily Nate	\$	320.30	\$ 390.61	\$	460.92	
192 Days	\$	61,498.00	\$ 74,997.00	\$	88,497.00	
197 Days	\$	63,099.00	\$ 76,950.00	\$	90,801.00	
207 Days	\$	66,302.00	\$ 80,856.00	\$	95,410.00	
226 Days	\$	72,388.00	\$ 88,278.00	\$	104,168.00	
212 Days	\$	67,904.00	\$ 82,809.00	\$	97,715.00	

Paygrad AP3

2025 - 2026 Administrative Professional (AP) Compensation Manual

grade	Assignment	Duty Days
P4	Assignment	Duty Days
		<u> </u>
	Academic Dean, Collegiate Academy	226
	Assistant Principal, Middle School	217
	Assistant Principal, STEAM	217
	Coordinator, 504	226
	Coordinator, Assessment & Data	226
	Coordinator, Counseling	226
	Coordinator, CTE College Career & Military Readiness	226
	Coordinator, Dual Language	226
	Coordinator, Dyslexia	226
	Coordinator, ESL/LOTE	226
	Coordinator, Instruction	226
	Coordinator, Instructional (Reading Academy)	226
	Coordinator, Instructional Technology	226
	Coordinator, Intervention Services	226
	Coordinator, LPAC	226
	Coordinator, Special Education	226
	Diagnostician (Bilingual)	197
	Speech Language Pathologist (Bilingual)	192

Daily Rate	Minimum		Midpoint	Maximum	
Daily Nate	\$	335.38	\$ 414.05	\$	492.72
					•
192 Days	\$	64,393.00	\$ 79,498.00	\$	94,602.00
197 Days	\$	66,070.00	\$ 81,568.00	\$	97,066.00
217 Days	\$	72,777.00	\$ 89,849.00	\$	106,920.00
226 Days	\$	75,796.00	\$ 93,575.00	\$	111,355.00

Paygrade AP5	Assignment	Duty Days
	Assistant Principal, High School	217
	Associate Principal, High School	220

Daily Rate	Minimum			Midpoint		Maximum
Daily Nate	\$	355.50	\$	438.89	\$	522.28
217 Days	\$	77,144.00	\$	95,239.00	\$	113,335.00
ZI, Days	7	77,144.00	7	33,233.00	7	113,333.00

Paygrade	Assignment	Duty Days
AP6	7.55.8	
	Assistant Athletic Director	226
	Associate Principal, High School	226
	Director, Fine Arts	226
	Director, Nursing	226
	Principal, Collegiate Academy	226
	Principal, Elementary	226
	Principal, PACE (AEP)	226
	Principal, Summit (DAEP)	226

Daily Rate		Minimum		Midpoint		Maximum
Dan	y nate	\$	381.48	\$ 465.22	\$	548.96
226	Days	\$	86,214.00	\$ 105,140.00	\$	124,065.00

7	Assignment	Duty Days
		'
	Director, Accounting	226
	Director, Assessment and Accountability	226
	Director, Athletics	226
	Director, Budget & Finance	226
	Director, Counseling	226
	Director, CTE/College & Career Readiness	226
	Director, Human Resources	226
	Director, Language Acquisition	226
	Director, Professional Development & Program Evaluation	226
	Director, Schools	226
	Director, Special Education	226
	Director, State & Federal Programs	226
	Director, Student Services	226
	Director, Teaching & Learning/Assessment	226
	Head Basketball Coach	226

	Minimum		n Midpoint		Maximum	
	\$	409.30	\$	493.13	\$	576.96
226 Days	\$	92,502.00	\$	111,447.00	\$	130,393.00

Paygrade

2025 - 2026 Administrative Professional (AP) Compensation Manual

226

Head Football Coach	226
Principal, Middle School	226

Paygrade	Assignment						
AP8							
	Executive Director, Academic Support Programs	226					
	Executive Director, Schools						
	Executive Director, Special Education	226					
	Executive Director, Student Services and Campus Support	226					
	Executive Director, Teaching & Learning	226					
	Executive Director, Technology	226					

Executive Principal, High School

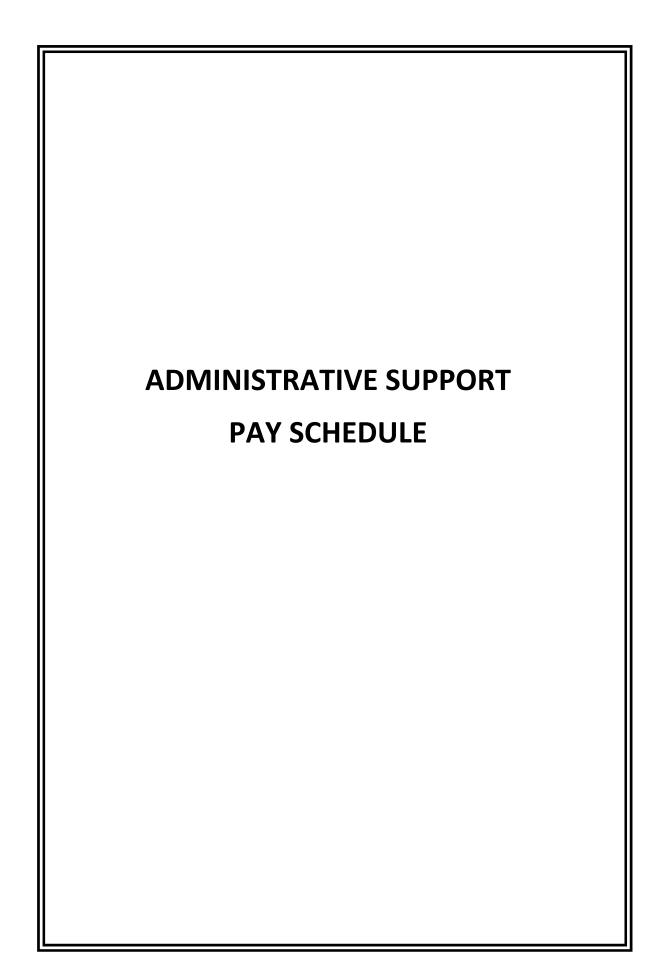
Daily Rate	Minimum		Midpoint		Maximum	
Daily Nate	\$	462.51	\$	557.24	\$	651.97
226 Days	\$	104,527.00	\$	125,936.00	\$	147,345.00
			_			

Paygrade AP9	Assignment	Duty Days
	Chief Academic Officer	226
	Chief Communications Officer	226
	Chief Human Resources	226
	Chief of Athletic Operations	226
	Chief of Schools	226
	Chief of Staff	226
	Chief Operations Officer	226

Daily Rate	Minimum		Midpoint		Maximum	
Daily Nate	\$	577.86	\$	679.83	\$	781.80
226 Days	\$	130,596.00	\$	153,642.00	\$	176,687.00

Chief Financial Officer

226 Days	Negotiated
ZZU Days	ivegotiated



2025 - 2026 Administrative Support (AS) Compensation Manual

Paygrade AS1	Assignment	Duty Days		
	Aide, Copy Center/Mail (West Campus)	187		
	Clerk, Counselor			
	Clerk, Special Ed	187		

Paygrade AS2	Assignment	Duty Days		
	Aide, Copy Center/Mail (East Campus)	207		
	Clerk, Office			
	Clerk, Receptionist (High School)	226		

Paygrade	Assignment	Duty Days
AS3	Assignment	Duty Days
	Aide, Health Services	187
	Clerk, Attendance	
	Clerk, LPAC	197
	Clerk, Records (High School)	
	Secretary, Assistant Principal (Middle School)	197
	Secretary, Counselor	197

Paygrade	Assignment	Duty Days
AS4	Assignment	Duty Days
	Aide, Professional Library/Media Center	207
	Clerk, Data Management (Special Ed)	226
	Clerk, Enrollment	197
	Clerk, Free & Reduced	207
	Clerk, SEMS/SERS (Special Ed)	207
	Clerk, Substitutes (High School)	187
Clerk, Withdrawal		197
	Secretary, Assistant Principal (High School)	197
	Secretary/Receptionist (STEAM)	217
	Secretary/Receptionist (TLC)	226

Paygrade	0 1	0				
AS5	Assignment	Duty Days				
	Clerk, Bookkeeper (High School)	226				
	Receptionist, District					
	Secretary, Associate Principal	226				
	Secretary, Collegiate	226				
	Secretary, Principal (Elementary)	217				
	Secretary, Principal (Middle School)	220				
	Secretary, Principal (PACE)	226				
	Secretary, Principal (Summit)	226				

Hourly Rate	Minimum			Midpoint	Maximum	
noully hate	\$	16.00	\$	17.40	\$	18.94
187 Days	\$	22,440.00	\$	24,404.00	\$	26,563.00
202 Days	\$	24,240.00	\$	26,361.00	\$	28,694.00

Havely Data	Vinimum	Midpoint	Maximum	
Hourly Rate	\$ 17.13	\$ 18.93	\$	20.91
207 Days	\$ 26,594.00	\$ 29,389.00	\$	32,463.00
187 Days	\$ 24,025.00	\$ 26,549.00	\$	29,326.00
226 Days	\$ 29,035.00	\$ 32,086.00	\$	35,442.00

Havely Data	Minimum		Midpoint		Maximum	
Hourly Rate	\$	17.73	\$	19.93	\$	22.35
187 Days	\$	24,866.00	\$	27,952.00	\$	31,346.00
197 Days	\$	26,196.00	\$	29,447.00	\$	33,022.00
226 Days	\$	30,052.00	\$	33,781.00	\$	37,883.00

Hourly Rate	Minimum		ا	Midpoint	Maximum	
noully hate	\$	18.47	\$	20.67	\$	23.09
187 Days	\$	25,904.00	\$	28,990.00	\$	32,384.00
197 Days	\$	27,289.00	\$	30,540.00	\$	34,115.00
207 Days	\$	28,675.00	\$	32,090.00	\$	35,847.00
217 Days	\$	30,060.00	\$	33,640.00	\$	37,579.00
226 Days	\$	31,307.00	\$	35,036.00	\$	39,138.00

Harriba Data	Minimum		Midpoint	Maximum	
Hourly Rate	\$	19.50	\$ 22.30	\$	25.38
217 Days	\$	31,736.00	\$ 36,293.00	\$	41,306.00
220 Days	\$	32,175.00	\$ 36,795.00	\$	41,877.00
226 Days	\$	33,053.00	\$ 37,799.00	\$	43,019.00
260 Days	\$	38,025.00	\$ 43,485.00	\$	49,491.00

2025 - 2026 Administrative Support (AS) Compensation Manual

Paygrade AS6	Assignment	Duty Days
	Clerk, Academic Data	226
	Clerk, Accounts Payable	226
	Office Manager (Athletics)	226
	Secretary, Department	226
	Secretary, Executive Principal (High School)	226

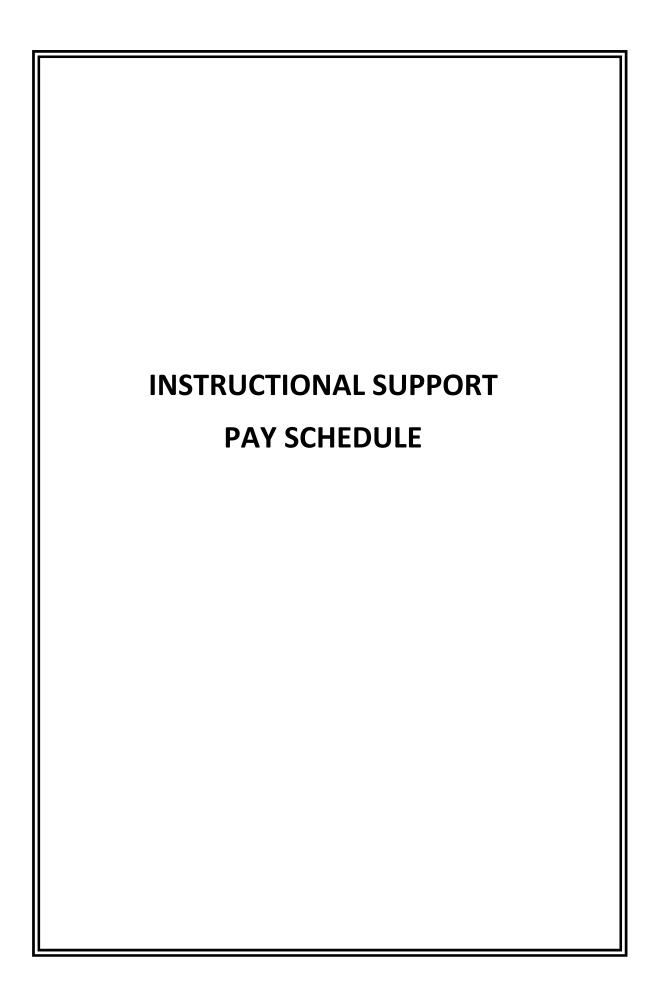
\$ 20.76 \$ 23.76 \$	Minimum Midpoint Maximum	Minimum			Hourly Rate	
	\$ 20.76 \$ 23.76 \$ 27.06	20.7	\$	\$	Hourly Rate	
226 Days \$ 35,188.00 \$ 40,273.00 \$ 45,	\$ 35,188.00 \$ 40,273.00 \$ 45,867.00	100 n	¢ 25.1	c ¢	226 Days	

Paygrade AS7	Assignment	Duty Days				
	Family Engagement Liaison	197				
	Secretary, Executive					

Haurby Data	Minimum		I	Midpoint	Maximum	
Hourly Rate	\$	22.97	\$	26.37	\$	30.11
197 Days	\$	33,938.00	\$	38,962.00	\$	44,488.00
226 Days	\$	38,934.00	\$	44,697.00	\$	51,036.00

Paygrade AS8	Assignment	Duty Days
	Secretary, Superintendent	226

Hawky Data	Minimum		Midpoint		Maximum	
Hourly Rate	\$	32.33	\$	40.88	\$	47.51
226 Days	\$	54,791.00	\$	69,292.00	\$	80,529.00



2025 - 2026 Instructional Support (IS) Compensation Manual

Paygrade IS1	Assignment	Duty Days						
	Aide, Bilingual							
	Aide, ESL							
	Aide, Instructional							
	Aide, Instructional CTE Aide, Physical Education							
	Aide, Pre-Kindergarten							
	Resident Teacher	187						

Hourly Rate		Minimum		Midpoint		Maximum	
		\$ 16.50			\$18.30		20.28
187 Da	ays	\$ 23	3,141.00	\$	25,666.00	\$	28,443.00

Paygrade	Assignment	Duty Days
IS2	Assignment	Duty Duys
	Aide, Media Tech (CTE)	187
	Aide, Special Education (Resource/Inclusion)	187
		•

Hourly Rate	Minimum	Midpoint	Maximum	
Hourry Nate	\$ 16.97	\$19.17	\$ 21.59	
187 Days	\$ 23,800.00	\$ 26,886.00	\$ 30,280.00	

Paygrade IS3	Assignment	Duty Days
	Aide/Clerk	187
	Aide, In School Suspension	187
	Aide, Restorative	187
	Aide, Special Education (Behavior)	187
	Aide, Special Education (Co Teach Kinder)	187
	Aide, Special Education (ECSE)	187
	Aide, Special Education (FAST)	187
	Aide, Special Education (SLC)	187
	Aide, Special Education (Specialized Support)	187

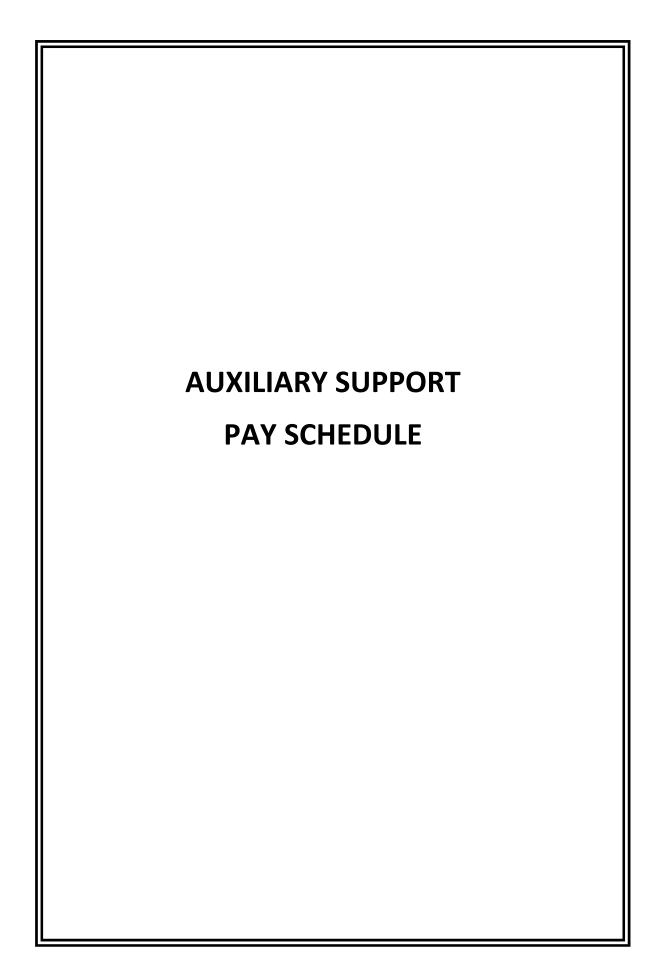
Hourly Rate	Minimum	Midpoint	Maximum	
	\$ 17.47	\$19.67	\$ 22.09	
187 Days	\$ 24,502.00	\$ 27,587.00	\$ 30,981.00	

Paygrade IS4	Assignment	Duty Days
	Facilitator, Digital Classroom	187
	Facilitator, Library	187
	187	

Hourly Rate		Minimum		Midpoint	Maximum	
		\$	18.09	\$20.29	\$	22.71
187	Days	\$ 25	,371.00	\$ 28,457.00	\$ 3	1,851.00

Paygrade IS5	Assignment	Duty Days	
	Teacher Apprentice	187	
	Therapist, Occupational Assistant	192	

	Hourly Rate		Minimum		Midpoint	Maximum	
			\$	32.31	\$38.95	\$	45.59
	187 Days		\$	45,315.00	\$ 54,627.00	\$	63,940.00
	192 Days		\$ 4	46,526.00	\$ 56,088.00	\$	65,650.00



2025 - 2026 Auxiliary Support (AUX) Compensation Manual

Paygrade	Assignment	Duty Days
AUX1	Assignment	Duty Days
	Bus Attendant	181
	Custodian	260
	Food Service Assistant	179
	Food Service Assistant (Production)	181
	Food Service Assistant (Substitute)	179

Hourly Rate		Minimum		Midpoint		Maximum	
		\$	15.00	\$	16.60	\$	18.20
179	Days	\$	21,480.00	\$	23,771.00	\$	26,062.00
181	Days	\$	21,720.00	\$	24,037.00	\$	26,354.00
184	Days	\$	22,080.00	\$	24,435.00	\$	26,790.00
187	Days	\$	22,440.00	\$	24,834.00	\$	27,227.00
260	Days	\$	31,200.00	\$	34,528.00	\$	37,856.00

Paygrade AUX2	Assignment	Duty Days
	Custodian Floor Technician	260
	Custodian Lead (Elementary)	260
	Food Service Assistant Lead	186

Hourly Rate	Minimum		Midpoint		Maximum	
Hourry Rate	\$	15.99	\$	17.79	\$	19.59
186 Days	\$	23,793.00	\$	26,472.00	\$	29,150.00
260 Days	\$	33,259.00	\$	37,003.00	\$	40,747.00
•						

Paygrade	Assignment	Duty Days
AUX3	Assignment	Duty Days
	Custodian Lead	260
	Custodian Lead Asst (High School)	260
	Driver, Central Warehouse	226
	Driver, Nutrition Warehouse	226
	Groundskeeper	260
	HVAC Filter Technician	260
	Painter Helper	260
	Parking Guard	177
	Warehouse Worker (Document Management)	226
	Warehouse Worker (Nutrition)	181
	Warehouse Worker (Receiving)	226

Hourly Rate	Minimum		Midpoint		Maximum	
riourly nate	\$ 17.27	\$	18.87	\$	20.47	
177 Days	\$ 24,454.00	\$	26,720.00	\$	28,986.00	
181 Days	\$ 25,007.00	\$	27,324.00	\$	29,641.00	
184 Days	\$ 25,421.00	\$	27,777.00	\$	30,132.00	
187 Days	\$ 25,836.00	\$	28,230.00	\$	30,623.00	
226 Days	\$ 31,224.00	\$	34,117.00	\$	37,010.00	
260 Days	\$ 35,922.00	\$	39,250.00	\$	42,578.00	

Paygrade AUX4	Assignment	Duty Days
	Driver Apprentice	181
	Grounds Equipment Operator	260

Hourly Rate	Minimum		Midpoint		Maximum	
riourly Rate	\$	18.33	\$	20.73	\$	23.13
181 Days	\$	26,542.00	\$	30,017.00	\$	33,492.00
260 Days	\$	38,126.00	\$	43,118.00	\$	48,110.00

Paygrade AUX5	Assignment	Duty Days
	Carpenter	260
	Lifeguard, Deep Water	260
	Nutrition Services Manager (Elem/MS)	186
	Security Dispatcher	226
	Security Officer	181
	Technician, Maintenance	260

Hourly Rate	Minimum		Midpoint		Maximum	
Hourry Nate	\$	19.78	\$	21.58	\$	23.38
181 Days	\$	28,641.00	\$	31,248.00	\$	33,854.00
186 Days	\$	29,433.00	\$	32,111.00	\$	34,789.00
192 Days	\$	30,382.00	\$	33,147.00	\$	35,912.00
226 Days	\$	35,762.00	\$	39,017.00	\$	42,271.00
260 Days	\$	41,142.00	\$	44,886.00	\$	48,630.00

2025 - 2026 Auxiliary Support (AUX) Compensation Manual

Paygrade	Assignment	Duty Days
AUX6	Assignment	Duty Days
	Custodian Lead (High School)	260
	Lifeguard, Head Deep Water	260
	Maintenance Technician Asst Lead (High School)	260
	Nutrition Services Manager (High School)	186
	Painter Lead	260

Havely Data	Minimum		Midpoint		Maximum	
Hourly Rate	\$ 22.11	\$	25.11	\$	28.11	
186 Days	\$ 32,900.00	\$	37,364.00	\$	41,828.00	
260 Days	\$ 45,989.00	\$	52,229.00	\$	58,469.00	

Paygrade	Assignment	Duty Days
AUX7	Assignment	Duty Days
	Coordinator Safety & Training (Transportation)	226
	Coordinator Student Mgmt (Transportation)	226
	Dispatcher (Police)	226
	Electrician Journeyman	260
	Groundskeeper Lead	260
	Integrated Pest Management	260
	Lead, Security Officer	181
	Locksmith	260
	Mechanic, Welder Small Engine	260
	Plumber Journeyman	260
	Route Coordinator (Transportation)	226
	Route Supervisor (Special Ed)	226
	Specialist, Technology Support	226
	Technician Lead (High School), Maintenance	260
	Technician Level III	260
	Technician, HVAC	260

Hourly Rate	Minimum		Midpoint		Maximum	
Hourry Nate	\$	23.88	\$	26.88	\$	29.88
181 Days	\$	34,578.00	\$	38,922.00	\$	43,266.00
226 Days	\$	43,175.00	\$	48,599.00	\$	54,023.00
260 Days	\$	49,670.00	\$	55,910.00	\$	62,150.00

Paygrade	Accionment	Duty Days
AUX8	Assignment	Duty Days
	District Chef	212
	Shop Foreman	260
	Supervisor, Custodial	260
	Supervisor, Dispatcher	226
	Supervisor, Maintenance	260
	Supervisor, Natatorium	260
	Supervisor, Nutrition Warehouse	226
	Technician Asst Lead, HVAC	260
	Technician, Technology Help Desk Tech	226

Minimum		Midpoint		Maximum	
\$	25.17	\$	26.97	\$	28.77
\$	42,688.00	\$	45,741.00	\$	48,794.00
\$	45,507.00	\$	48,762.00	\$	52,016.00
\$	52,354.00	\$	56,098.00	\$	59,842.00
	\$ \$	\$ 25.17 \$ 42,688.00 \$ 45,507.00	\$ 25.17 \$ \$ 42,688.00 \$ \$ 45,507.00 \$	\$ 25.17 \$ 26.97 \$ 42,688.00 \$ 45,741.00 \$ 45,507.00 \$ 48,762.00	\$ 25.17 \$ 26.97 \$ \$ 42,688.00 \$ 45,741.00 \$ \$ 45,507.00 \$ 48,762.00 \$

Paygrade AUX9	Assignment	Duty Days
		•
	Master Electrician	260
	Licensed Vocational Nurse (LVN-7.5 Hour)	187
	Licensed Vocational Nurse (Specialized Support)	187
	Master Plumber Responsible	260
	Technician Lead, HVAC	260
	Technician, Technology	226

Hourly Rate	Minimum		Midpoint		Maximum	
Hourry Nate	\$	26.98	\$	28.78	\$	30.58
187 Days (LVN)	\$	37,839.00	\$	40,364.00	\$	42,888.00
226 Days	\$	48,780.00	\$	52,034.00	\$	55,289.00
260 Days	\$	56,118.00	\$	59,862.00	\$	63,606.00

2025 - 2026 Auxiliary Support (AUX) Compensation Manual

Paygrade AUX10	Assignment	Duty Days
	Police Officer Temp	\$28.06
	Police Officer Advanced	\$35.58
	Police Officer Basic	\$30.60
	Police Officer Intermediate	\$33.07
	Police Officer Master	\$38.08
	Police Officer Sergeant	\$44.68

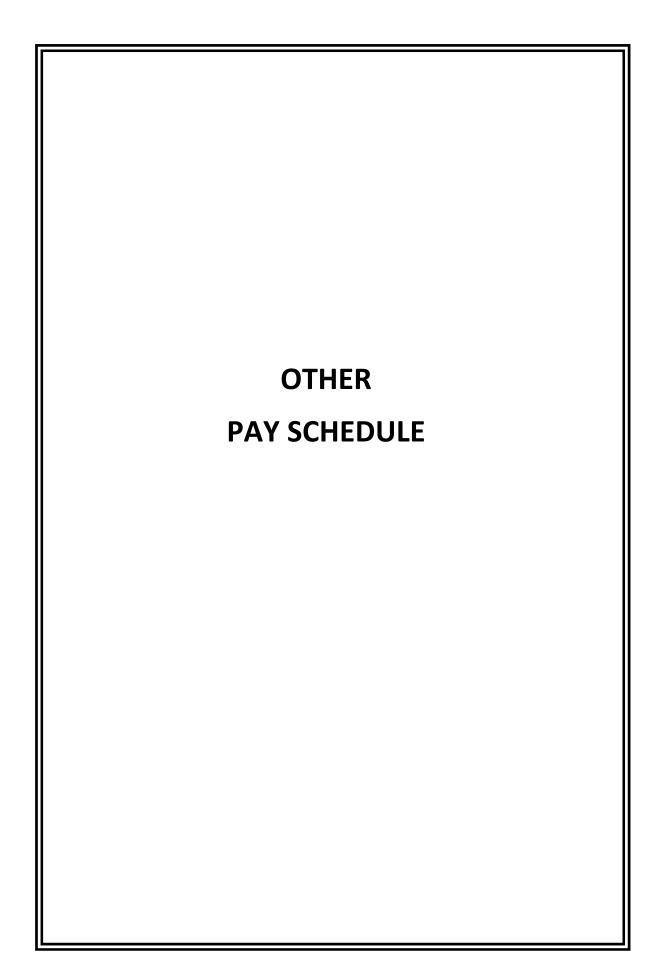
Hourly Rate	Minimum		Midpoint		Maximum	
Hourry Nate	\$	28.06	\$	35.24	\$	44.68
226 Days	\$	50,732.48	\$	63,714.00	\$	80,781.00

Paygrade BD1	Assignment	Duty Days
	Driver	181
	Driver (Gen Ed Collegiate 8HR)	181

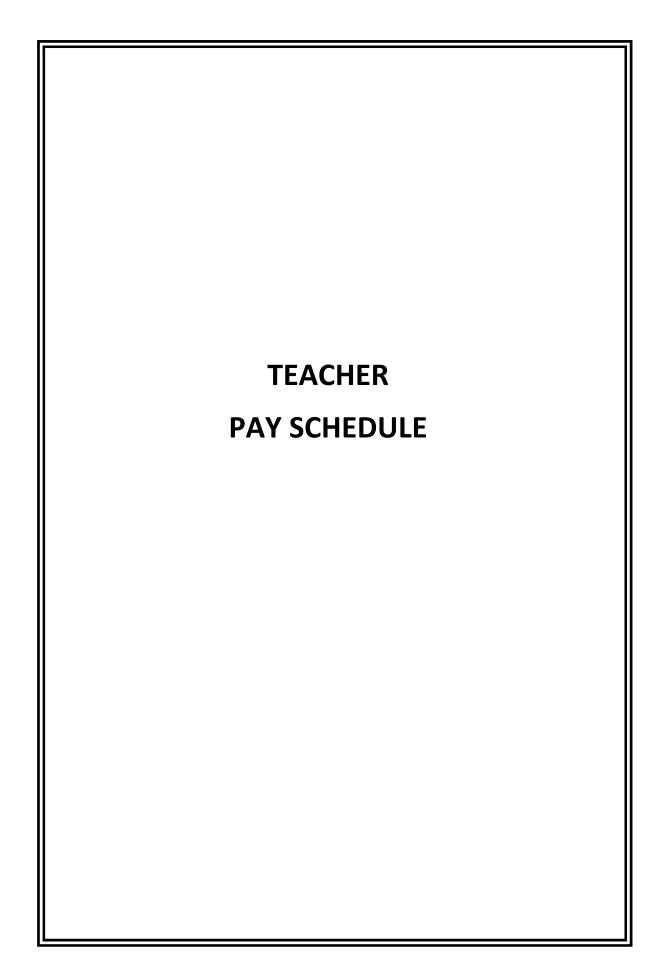
Hourly Rate	Minimum		Midpoint		Maximum	
Hourry Nate	\$	22.00	\$	26.79	\$	31.58
181 Days	\$	31,856.00	\$	38,792.00	\$	45,728.00

Paygrade BD2	Assignment	Duty Days
BDZ		
	Dispatcher/Driver	226
	Clerk, Special Needs	226
	Clerk, Transportations Shop Floater	260
	Driver Floater	181

Hourly Rate		Minimum		Midpoint		Maximum	
í	ourly nate	\$	22.99	\$	28.36	\$	33.72
181	Days	\$	33,290.00	\$	41,065.00	\$	48,827.00
226	Days	\$	41,566.00	\$	51,275.00	\$	60,966.00
260	Days	\$	47,819.00	\$	58,989.00	\$	70,138.00



2025 - 2026 Other Pay Compensation Manual						
ASSIGNMENT	AMOUNT					
Aspiring Educator	\$58,500					
Intern Counselor	TEACHER PAY SCALE					
Permanent Substitute	\$58,500					
UNT-Dallas Resident Teacher	\$26000 per school year					
Seasonal Worker	Pay Commensurate with Compensation Manual					
Athletics Event Manager	\$100 per event					
Athletics Gate Worker	\$50 per event					
Athletics Ticket Scanner	\$50 per event					



Years of Experience	Bachelor's Degree	Master's Degree
0	\$ 62,250.00	\$ 63,250.00
1	\$ 62,450.00	\$ 63,450.00
2	\$ 62,650.00	\$ 63,650.00
3	\$ 64,100.00	\$ 65,100.00
4	\$ 64,300.00	\$ 65,300.00
5	\$ 67,000.00	\$ 68,000.00
6	\$ 67,200.00	\$ 68,200.00
7	\$ 67,400.00	\$ 68,400.00
8	\$ 67,600.00	\$ 68,600.00
9	\$ 67,900.00	\$ 68,900.00
10	\$ 68,200.00	\$ 69,200.00
11	\$ 68,500.00	\$ 69,500.00
12	\$ 68,800.00	\$ 69,800.00
13	\$ 69,100.00	\$ 70,100.00
14	\$ 69,400.00	\$ 70,400.00
15	\$ 69,700.00	\$ 70,700.00
16	\$ 70,100.00	\$ 71,100.00
17	\$ 70,500.00	\$ 71,500.00
18	\$ 70,800.00	\$ 71,800.00
19	\$ 71,200.00	\$ 72,200.00
20	\$ 71,700.00	\$ 72,700.00
21	\$ 72,200.00	\$ 73,200.00
22	\$ 72,800.00	\$ 73,800.00
23	\$ 73,400.00	\$ 74,400.00
24	\$ 74,000.00	\$ 75,000.00
25	\$ 74,600.00	\$ 75,600.00
26	\$ 74,800.00	\$ 75,800.00
27	\$ 75,400.00	\$ 76,400.00
28	\$ 76,000.00	\$ 77,000.00
29	\$ 76,600.00	\$ 77,600.00
*30+	\$ 77,200.00	\$ 78,200.00

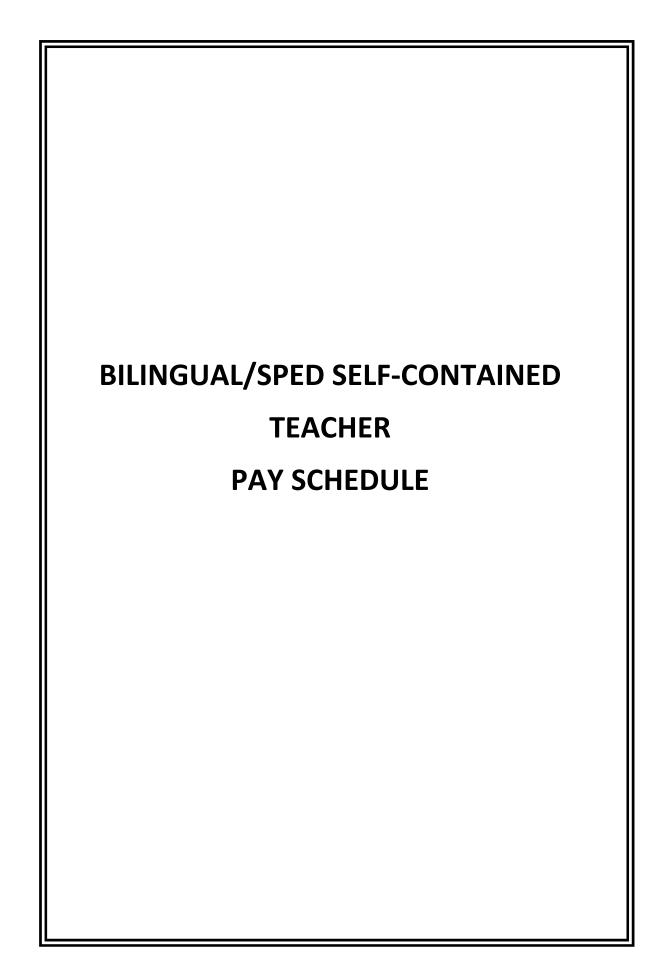
The salaries listed above are based on 10-month employment (187 days) for the 2025-2026 school year. Salary plans are determined on an annual basis and salary advancement is not guaranteed. Pay increases are based on the annual budget approved by the Board of Trustees.

The salaries above are for teachers that have an SBEC Teaching Certification or are exempted through the District of Innovation. The salaries above do not include full-time substitutes or aspiring educators.

Master's Degree must have been awarded prior to September 1st of the current school year in order to qualify for the additional Master's supplement.

Teachers with a doctoral degree (EdD or PhD only) from an accredited institution in alignment with the stipend criteria will receive a \$1,000 stipend.

New Teachers with more than 30 years' experience will be paid \$77,200 (Bachelor's Degree) or \$78,200 (Master's Degree).





Duncanville Independent School District

2025-2026 Teacher Salary Schedule

(Fully Certified Bilingual & Special Education Self-Contained)

Years of Experience	Bachelor'	s Degree	Ма	aster's Degree
0	\$	66,250.00	\$	67,250.00
1	\$	66,450.00	\$	67,450.00
2	\$	66,650.00	\$	67,650.00
3	\$	68,100.00	\$	69,100.00
4	\$	68,300.00	\$	69,300.00
5	\$	71,000.00	\$	72,000.00
6	\$	71,200.00	\$	72,200.00
7	\$	71,400.00	\$	72,400.00
8	\$	71,600.00	\$	72,600.00
9	\$	71,900.00	\$	72,900.00
10	\$	72,200.00	\$	73,200.00
11	\$	72,500.00	\$	73,500.00
12	\$	72,800.00	\$	73,800.00
13	\$	73,100.00	\$	74,100.00
14	\$	73,400.00	\$	74,400.00
15	\$	73,700.00	\$	74,700.00
16	\$	74,100.00	\$	75,100.00
17	\$	74,500.00	\$	75,500.00
18	\$	74,800.00	\$	75,800.00
19	\$	75,200.00	\$	76,200.00
20	\$	75,700.00	\$	76,700.00
21	\$	76,200.00	\$	77,200.00
22	\$	76,800.00	\$	77,800.00
23	\$	77,400.00	\$	78,400.00
24	\$	78,000.00	\$	79,000.00
25	\$	78,600.00	\$	79,600.00
26	\$	78,800.00	\$	79,800.00
27	\$	79,400.00	\$	80,400.00
28	\$	80,000.00	\$	81,000.00
29	\$	80,600.00	\$	81,600.00
*30+	\$	81,200.00	\$	82,200.00

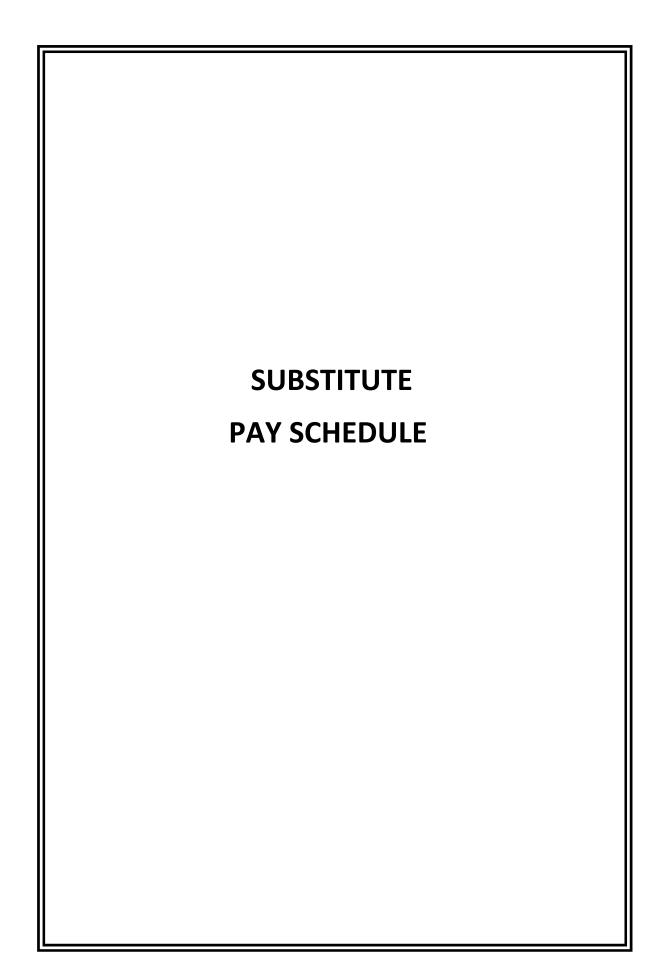
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The salaries above are for teachers that have an SBEC Teaching Certification or are exempted through the District of Innovation. The salaries above do not include full-time substitutes or aspiring educators.

Master's Degree must have been awarded prior to September 1st of the current school year in order to qualify for the additional Master's supplement.

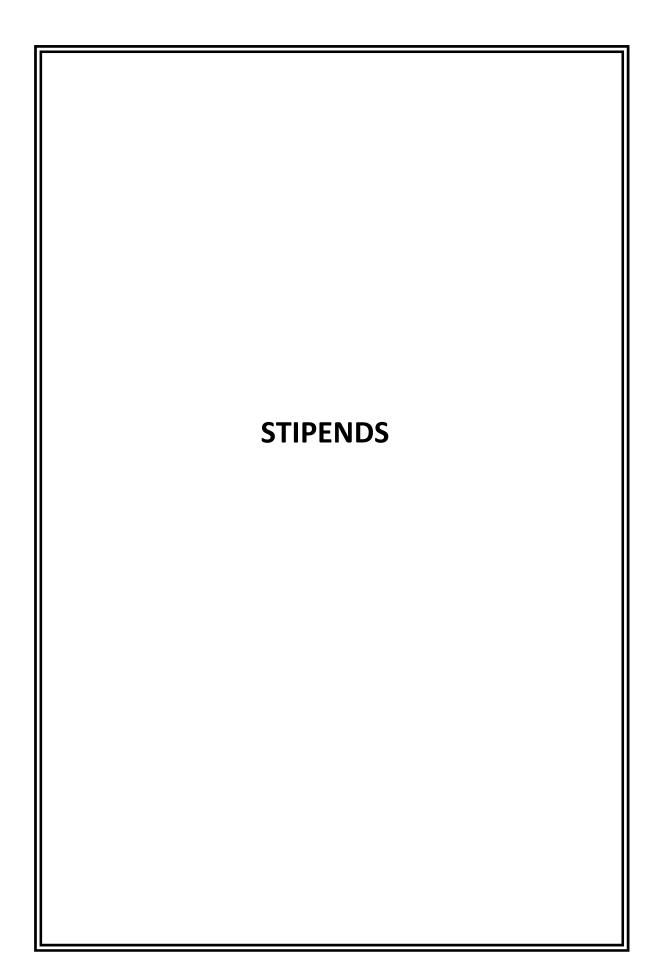
Teachers with a doctoral degree (EdD or PhD only) from an accredited institution in alignment with the stipend criteria will receive a \$1,000 stipend.

New Teachers with more than 30 years' experience will be paid \$81,200 (Bachelor's Degree) or \$82,200 (Master's Degree).



Substitute Pay			
Assignment	Assignment Description	Ar	nount
Substitute	Secretary Department	\$20.76	Per Hour
Substitute	Secretary Executive	\$22.97	Per Hour
Substitute	Secretary Principal	\$19.50	Per Hour
Substitute Administrator	Principal (All Levels)	\$300.00	Per Day
Substitute Administrator	Assistant Principal (All Levels)	\$250.00	Per Day
Substitute Counselor	Counselor (All Levels)	\$200.00	Per Day
Substitute Coverage	Paraprofessional	\$18.00	Per Day
Substitute Coverage	Professional	\$30.00	Per Day
Substitute LVN	LVN (1 To 10 Days)	\$105.00	Per Day
Substitute LVN	LVN (11+ Same Assignment)	\$115.00	Per Day
Substitute LVN	LVN (Monday & Friday)	\$120.00	Per Day
	Special Education Aide - IS3 Assignment (1		•
Substitute Paraprofessional	To 10 Days)	\$90.00	Per Day
·	Special Education Aide - IS3 Assignment (11+		·
Substitute Paraprofessional	Same Assignment)	\$100.00	Per Day
·	Special Education Aide - IS3 Assignment		•
Substitute Paraprofessional	(Monday & Friday)	\$105.00	Per Day
	Instructional Aide/Clerical Assignment (1		,
Substitute Paraprofessional	To 10 Days)	\$85.00	Per Day
	Instructional Aide/Clerical Assignment (11+	,	
Substitute Paraprofessional	Same Assignment)	\$95.00	Per Day
	Instructional Aide/Clerical Assignment	,	
Substitute Paraprofessional	(Monday & Friday)	\$100.00	Per Day
Substitute RN	Registered Nurse	\$175.00	Per Day
Substitute KIV	Less Than 60 Credit Hours - Upon Approval (1	\$175.00	rei Day
Substitute Teacher	To 10 Days)	\$95.00	Dor Day
Substitute Teacher	Less Than 60 Credit Hours - Upon Approval	393.00	Per Day
Substitute Teacher	(11+ Same Assignment)	\$105.00	Per Day
Substitute reactier	Less Than 60 Credit Hours - Upon Approval	\$105.00	Pel Day
Substitute Teacher	(Monday & Friday)	\$110.00	Per Day
Substitute Teacher	Minimum 60 Credit Hours - Upon Approval (1	\$110.00	Pel Day
Substitute Teacher		\$115.00	Dor Dov
Substitute reacher	To 10 Days) Minimum 60 Credit Hours - Upon Approval	\$115.00	Per Day
Substitute Teacher	(11+ Same Assignment)	\$125.00	Dor Dov
Substitute Teacher	, ,	\$125.00	Per Day
Substitute Teacher	Minimum 60 Credit Hours - Upon Approval	¢130.00	Don Dec
Substitute Teacher	(Monday & Friday)	\$130.00	Per Day
Substitute Teacher	Degreed (1 To 10 Days)	\$125.00	Per Day
Substitute Teacher	Degreed (11+ Same Assignment)	\$135.00	Per Day
Substitute Teacher	Degreed (Monday & Friday)	\$140.00	Per Day
Substitute Teacher	Certified (1 To 10 Days)	\$135.00	Per Day
Substitute Teacher	Certified (11+ Same Assignment)	\$145.00	Per Day
Substitute Teacher	Certified (Monday & Friday)	\$165.00	Per Day

Substitute Attendance Incentive		Al	MOUNT
At Least 50% Attendance For The Semester	At Least 50% Attendance for the Semester	\$250.00	Per Semester
At Least 75% Attendance For The Semester	At Least 75% Attendance for the Semester	\$375.00	Per Semester
At Least 90% Attendance For The Semester	At Least 90% Attendance for the Semester	\$500.00	Per Semester



Special Education Stipends	Stipend Amount	
Diagnostician	\$5,000.00	Per School Year
Dyslexia Teacher	\$4,000.00	Per School Year
Lead Diagnostician (Elementary)	\$4,000.00	Per School Year
Lead Diagnostician (Secondary)	\$4,000.00	Per School Year
Lead LSSP	\$4,000.00	Per School Year
Lead Speech/Language Pathologist	\$4,000.00	Per School Year
LSSP (Critical Shortage)	\$10,000.00	Per School Year
Special Olympics	\$4,300.00	Per School Year
Sped Mentor (Teacher Apprentice Program)	\$5,000.00	Per School Year
Speech Language Pathologist Assistant	\$1,250.00	Per School Year
Speech Language Pathologist	\$2,500.00	Per School Year
Vision Impairment	\$5,000.00	Per School Year
	. ,	
Fine Arts Stipends	Stipend Amount	Day Cabaal Vaar
Art Lead (District)	\$2,000.00	Per School Year
Art Lead (High School)	\$1,250.00	Per School Year
Auditorium/Performance Hall	\$15,000.00	Per School Year
Band Asst High School	\$11,500.00	Per School Year
Band Asst Middle School	\$8,500.00	Per School Year
Band Director Associate	\$13,500.00	Per School Year
Band Director Head	\$17,000.00	Per School Year
Band Head Middle School	\$10,500.00	Per School Year
Choir Assistant	\$5,000.00	Per School Year
Choir Head	\$10,000.00	Per School Year
Drill Team Assistant	\$5,500.00	Per School Year
Drill Team Head	\$12,000.00	Per School Year
Marching Band	\$2,000.00	Per School Year
Music (Choir)	\$2,000.00	Per School Year
Music Lead (Elementary)	\$1,250.00	Per School Year
Show Stoppers	\$1,500.00	Per School Year
Theatre Arts Assistant	\$1,250.00	Per School Year
Theatre Arts Lead	\$5,000.00	Per School Year
Academic Stipends	Stipend Amount	
Aide Bilingual	\$1,000.00	Per School Year
Computer Science & Health Science	\$3,500.00	Per School Year
EOC Subjects (English I, II & US History) - Standard	·	
Certified in Content	\$3,500.00	Per School Year
EOC Subjects (English I, II & US History) - Standard	. ,	
Certified	\$1,750.00	Per School Year
Foreign Language (French, Spanish, Latin) -	. ,	
Standard Certified in Content	\$3,500.00	Per School Year
	. /	

Foreign Language (French, Spanish, Latin) -		
Standard Certified	\$1,750.00	
Lead Librarian	\$5,000.00	Per School Year
Math (6-12) - Standard Certified in Content	\$3,500.00	Per School Year
Math (6-12) - Standard Certified Teacher	\$1,750.00	Per School Year
Mentor Teacher Stipend Instructional Support	\$7,500.00	Per School Year
New Teacher Mentor	\$300.00	Per Semester
Science (6-12) - Standard Certified in Content	\$3,500.00	Per School Year
Science (6-12) - Standard Certified Teacher	\$1,750.00	Per School Year
Teacher Bilingual	\$5,000.00	Per School Year

Other Stipends	Stipend Amount	
Doctorate	\$1,000.00	Per School Year
Executive Role Expansion Stipend	\$10,000.00	Per School Year
Impact Learning Lead	\$4,000.00	Per School Year
Impact Learning Lead (PACE/Summit)	\$2,000.00	Per School Year
Lead Accountant	\$5,000.00	Per School Year
Lead Nurse	\$2,500.00	Per School Year
Lead Specialist Restorative Practice Program	\$4,000.00	Per School Year
Translation (Department)	\$2,000.00	Per School Year/Per Team
Translation (Elementary/Middle School)	\$2,000.00	Per School Year/Per Team
Translation (High School)	\$10,000.00	Per School Year/Per Team
Loyalty Stipend (15+ consecutive years)	\$2,000.00	Per school Year

Allowances			
Allowance Type	Annual Minimum	Annual Maximum	
Allowance (Phone)	\$600.00	\$720.00	
Allowance (Travel)	\$600.00	\$2,400.00	

Athletic Stipends

High School (Head Coach)	Stipend Amount
Head Baseball	\$11,000.00
Head Cross Country	\$11,000.00
Head Golf	\$11,000.00
Head Soccer	\$11,000.00
Head Softball	\$11,000.00
Head Tennis	\$11,000.00
Head Track (Boys)	\$11,000.00
Head Track (Girls)	\$11,000.00
Head Volleyball	\$11,000.00

1st Assistant (High School)	Stipend Amount
1st Asst Baseball	\$7,400.00
1st Asst Basketball	\$9,000.00
1st Asst Football	\$7,000.00
1st Asst Golf	\$7,400.00
1st Asst Soccer	\$7,400.00
1st Asst Softball	\$7,400.00
1st Asst Tennis	\$7,400.00
1st Asst Track	\$7,400.00
1st Asst Volleyball	\$7,400.00

Other Coach (High School)	Stipend Amount
Varsity/JV (Basketball)	\$4,400.00
Assistant Basketball	\$4,400.00
Assistant Cross Country	\$4,400.00
Assistant Football	\$4,400.00
Assistant Soccer	\$4,400.00
Assistant Softball	\$4,400.00
Assistant Swimming	\$4,400.00
Assistant Track	\$4,400.00
Assistant Volleyball	\$4,400.00
Varsity/JV (Baseball)	\$4,400.00
Varsity/JV (Football)	\$7,000.00

Other Athletic Stipends	Stipend Amount
Flag Football	\$2,500.00
Athletic Mentor Coach	\$10,000.00
Basketball (Skills)	\$4,400.00
Equipment (Per Sport)	\$1,000.00
Football Analyst	\$2,500.00

	4		
Football Defensive Coordinator	\$16,500.00		
Football Defensive Quality Control	\$1,500.00		
Football Equipment	\$2,500.00		
Football Equipment Assistant	\$2,500.00		
Football Offensive Coordinator	\$16,500.00		
Football Offensive Quality Control	\$1,500.00		
Football Recruitment	\$2,500.00		
Football Special Teams	\$11,500.00		
Football Strength & Conditioning	\$2,500.00		
Football Video	\$2,500.00		
Football Video Assistant	\$2,500.00		
Powerlifting	\$2,500.00		
Strength & Conditioning	\$1,000.00		
Middle School Stipends	Stipend Amount		
Athletic Coordinator	\$2,500.00		
One Sport	\$2,800.00		
Two Sports	\$5,600.00		
Yellow Bus Driver			
Athletics Driver	\$100 Per Trip		
Type of Trip Clarification	\$100.00 Per Round Trip		
More than 50 Miles	\$100.00 Per One-Way Trip		
Activity Bus Driver			
Athletics Driver	\$125 Per Trip		
Type of Trip Clarification	\$125.00 Per Round Trip		
More Than 50 Miles	\$125.00 Per One-Way Trip		
Coach Driving Another Spo	ort		
Athletics Driver	\$50.00 1/2 Day; \$100.00 Full Day		
Type of Trip Clarification	\$50.00 Per One Way Trip		
More Than 50 Miles	\$100.00 Per One Way Trip		
Coach Transporting Own Team			
Athletics Driver	\$25.00 Per Trip		
Type of Trip Clarification	\$25.00 Per One Way Trip		
More Than 50 Miles	\$50.00 Per One-Way Trip		
Trip Within A Trip	Rate (See Above)		
Trip Within A Trip (Bus Driver)	Yellow Bus Or Activity Bus Per Trip		
Type of Trip Clarification	Per One Way Trip Pay from Location		
More Than 50 Miles	Not Applicable		

Elementary School Stipends	Stipend Amount	
Stipend ESL	\$1,000.00	Per School Year
		Per Student/Per School
LPAC CHAIR	\$25.00	Year
		Per Student/Per School
Ratio Stipend (Over 22:1)	\$1,000.00	Year/Per Grade Level Team
Team Leader	\$1,000.00	Per School Year

Middle School Stipends	Stipend Amount	
Department Chair	\$1,000.00	Per School Year
Sponsor, Cheerleading	\$1,000.00	Per School Year
Sponsor, National Honor Society	\$500.00	Per School Year
Sponsor, Other Club (Upon Approval)	\$500.00	Per School Year
Sponsor, Step Team	\$1,000.00	Per School Year
Sponsor, Student Council	\$500.00	Per School Year
Sponsor, Yearbook	\$500.00	Per School Year
Sponsor, Youth & Government	\$1,000.00	Per School Year
Stipend ESL	\$1,000.00	Per School Year
		Per Student/Per School
Stipend LPAC Chair	\$25.00	Year
		Per Section/Per School
Take 2 Class	\$3,000.00	Year

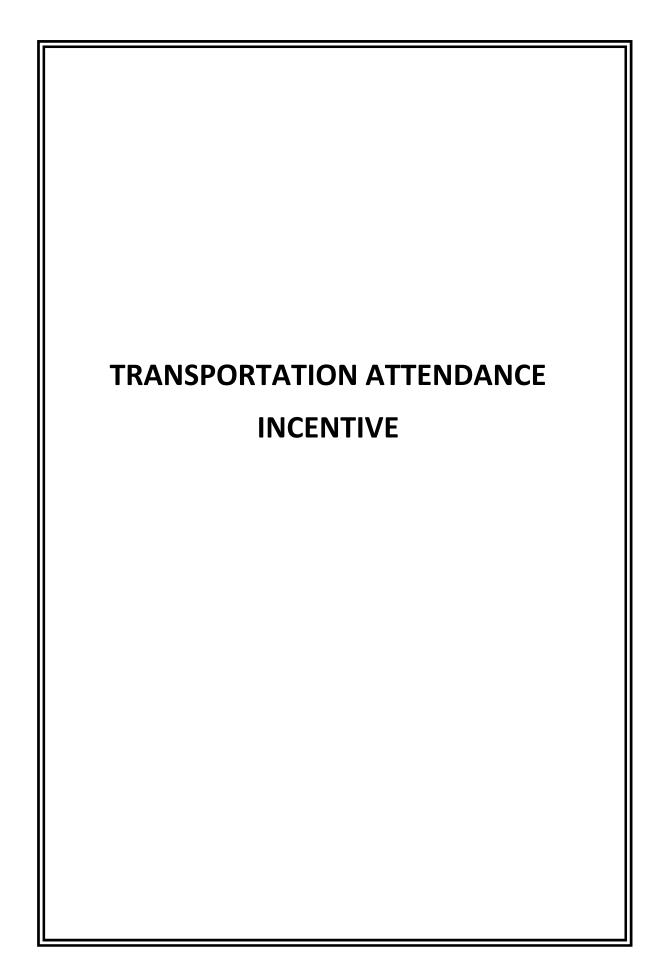
High School Stipends	Stipend Amount	
Cheerleading JV	\$3,500.00	Per School Year
Cheerleading Varsity	\$5,000.00	Per School Year
Cheerleading Varsity Assistant	\$3,500.00	Per School Year
CTE Health Science	\$3,500.00	Per School Year
CTE Science	\$3,500.00	Per School Year
Debate	\$2,000.00	Per School Year
Department Chair	\$2,300.00	Per School Year
Extra Period	\$5,000.00	Per School Year/Per Period
Lead Counselor	\$5,000.00	Per School Year
Lead Library Media Specialist	\$5,000.00	Per School Year
Master Schedule	\$2,500.00	Per School Year
Media Tech Scoreboard	\$10,000.00	Per School Year
Media Tech Scoreboard Assistant	\$5,000.00	Per School Year
Newspaper Assistant	\$2,187.50	Per School Year
Newspaper Head	\$3,375.00	Per School Year
Spirit Facilitator	\$4,400.00	Per School Year
Sponsor, Chess Club	\$500.00	Per School Year

Sponsor, National Honor Society	\$750.00	Per School Year	
Sponsor, Senior Activities	\$2,000.00	Per School Year	
Sponsor, Senior All Night Party	\$300.00	Per School Year	
Sponsor, Senior Powder Puff Football	\$300.00	Per School Year	
Sponsor, Senior Prom	\$750.00	Per School Year	
Sponsor, Youth & Government	\$6,000.00	Per School Year	
		Per Student/Per School	
LPAC Chair	\$25.00	Year	
Student Council Assistant	\$2,500.00	Per School Year	
Student Council Head	\$5,000.00	Per School Year	
		Per Section/Per School	
Take 2 Class	\$3,000.00	Year	
Team Leader	\$1,000.00	Per School Year	
Team Leader (Collegiate)	\$2,500.00	Per School Year	
Textbook Coordinator	\$5,000.00	Per School Year	
Yearbook	\$6,000.00	Per School Year	

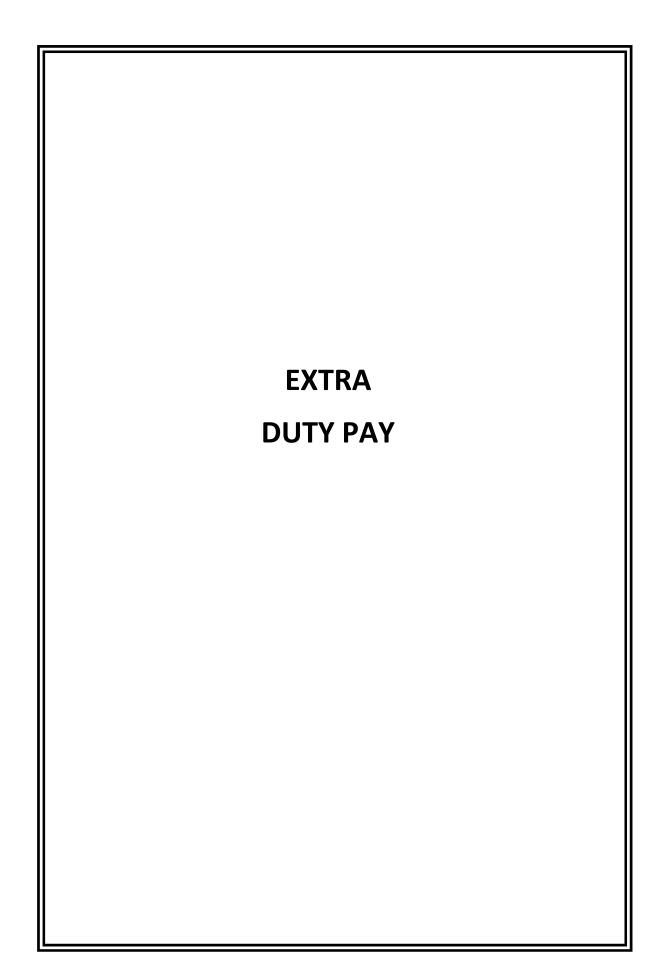
PACE Stipends	Stipend Amount	
Media Assistant	\$2,500.00	Per School Year
Team Leader	\$1,250.00	Per School Year
Yearbook	\$500.00	Per School Year
Student Council	\$1,000.00	Per School Year
Sponsor, Senior	\$1,500.00	Per School Year

Career & Technology Education (CTE) Club Stipends			
Business Professionals of America (BPA)	\$1,500.00	Per School Year	
Distributive Education Clubs of American (DECA)	\$1,500.00	Per School Year	
Family, Career & Community Leaders Of America (FCCLA)	\$1,500.00	Per School Year	
Texas Association of Future Educators (FCCLA)	\$1,500.00	Per School Year	
Health Occupations Students of America (HOSA)	\$1,500.00	Per School Year	
National Future Farmers of America (FA)	\$1,500.00	Per School Year	
Skills USA	\$1,500.00	Per School Year	
Technology Student Association (TSA)	\$1,500.00	Per School Year	

Career & Technology Education (CTE) Other Stipends		
CTE Action Team	\$1,500.00	Per School Year
Career & Technical Education State Conference Contest	\$250.00	Per School Year
Career & Technical National Contestant Participation	\$500.00	Per School Year
National Technical Honor Society Sponsor	\$1,000.00	Per School Year

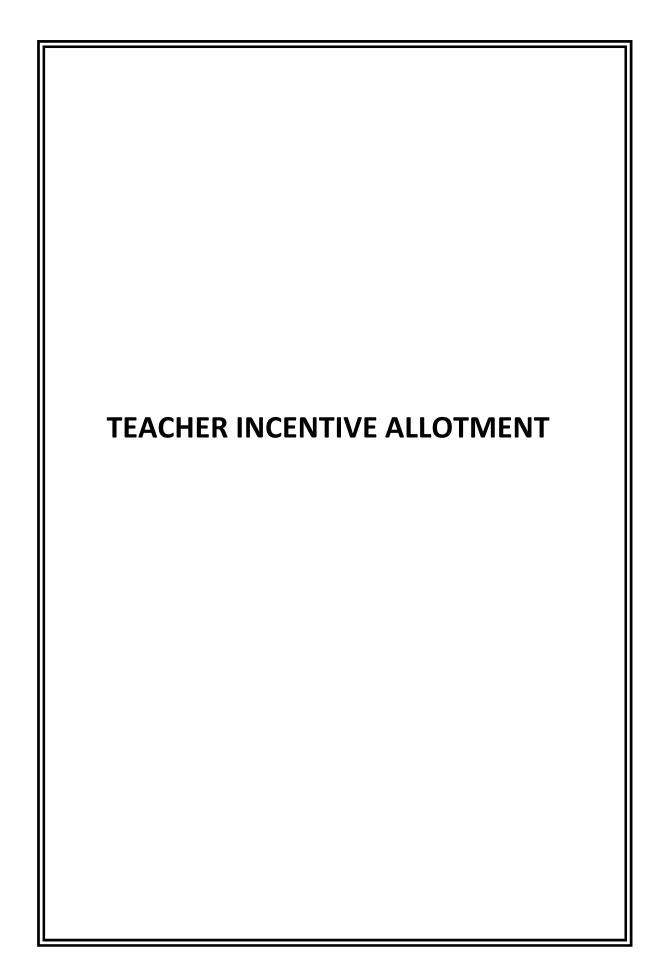


Transportation Incentive Program		
Calendar Opportunity	# of days absent	Incentive
	0 days	\$300
August - October	1/2 days	\$100
	1 Full Day	\$50
	0 days	\$150
November - December	1/2 days	\$75
	1 Full Day	\$50
	0 days	\$150
January - February	1/2 days	\$75
	1 Full Day	\$50
	0 days	\$300
March - May	1/2 days	\$100
	1 Full Day	\$50



Extra Duty Pay

Assignment (Supplemental Pay - Non Transportation Staff)	AMOUNT
Bus Attendant	\$15.00 Per Hour
Exempt Staff - Bus Driver	\$26.79 Per Hour
Non-Exempt Staff - Bus Driver	\$22.00 Per Hour
Other Duty Pay	
Custodian (Non-Custodian Staff)	\$15.00 Per Hour
Exempt Staff	\$30.00 Per Hour
Non-Exempt Staff	Currently Hourly Rate
Parking Guard	\$ 17.50 Per Hour
Security Guard	\$ 20.00 Per Hour
Summer School Paraprofessional	Current Hourly Rate
Summer School Teacher Aide	\$16.00 Per Hour
Summer School Teacher	\$30.00 Per Hour

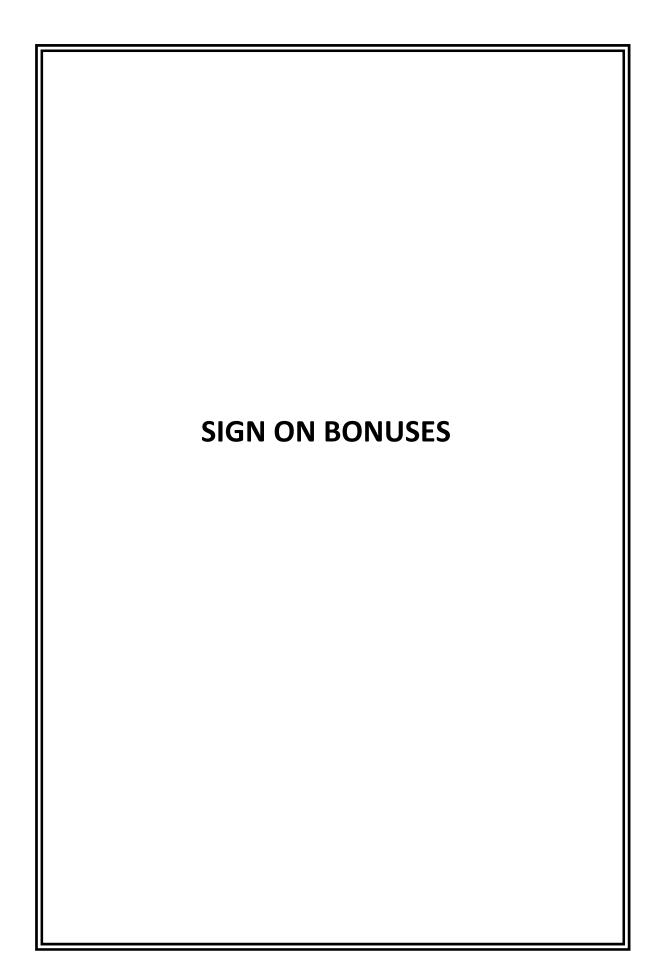


Teacher Incentive Allotment Plan

For any funds received by Duncanville ISD for a designated teacher under the Teacher Incentive Allotment (TIA), 90 percent will be used for teacher compensation. The remaining 10 percent will be used for training and support of the system, expansion of the system, professional development . The TIA spending plan is outlined below. For full details, refer to the Teacher Incentive Allotment Guidebook.

For any funds received by Duncanville ISD for a designated teacher under the Teacher

			Allotment to Non-	
		Allotment to	Eligible Teachers	
	Data Capture	Designated	on Designee's	Allotment to
Phases	Year	Teachers	Campus	District
Phase One	2024-25	70%	20%	10%
Phase Two	2025-26	75%	15%	10%
Phase Three	2026-27	80%	10%	10%
Phase Four	2027-28	80%	10%	10%
Phase Five	2028-29	80%	10%	10%



Sign On Bonuses		
Content Area	Signing Bonus	
Bilingual Education	\$7,000.00	
Special Education	\$2,000.00	
Mathematics (Grades 6-12)	\$2,000.00	
Foreign Language (Grades 6-12)	\$2,000.00	
Science (Grades 6-12)	\$2,000.00	
CTE (6-12)	\$2,000.00	
English I/II & US History	\$2,000.00	

Bilingual: Half the payment made during the first year of employment. The second half of the payment is made during the second year of employment.

Generalist/Core Subjects Certifications are not eligible.

Sign on bonuses and stipends are contingent upon verification of sections taught (75% required).

Sign on bonuses will be paid contingent upon verification of full standard SBEC certification. If the new hire who received a sign on bonus fails to complete the school year for the district, then the sign on bonus shall be fully refunded to the district.

Previous employees are ineligible to receive a sign on for the same certification area upon rehire.