

2025 - 2026

# Duncanville ISD



COMPENSATION MANUAL

**ADMINISTRATIVE MANAGEMENT  
PAY SCHEDULE**

## 2025 - 2026 Administrative Management (AM) Compensation Manual

Paygrade	Assignment	Duty Days
AM1		

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
	\$ 204.09	\$ 245.00	\$ 285.92

226 Days	\$ 46,124.00	\$ 55,370.00	\$ 64,618.00
260 Days	\$ 53,063.00	\$ 63,700.00	\$ 74,339.00

Paygrade	Assignment	Duty Days
AM2		

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
	\$ 234.70	\$ 281.75	\$ 328.80

226 Days	\$ 53,042.00	\$ 63,676.00	\$ 74,309.00
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Paygrade	Assignment	Duty Days
AM3		

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	Minimum	Midpoint	Maximum
	\$ 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		

Accountant	226
Manager, Business Systems	226
Manager, Grant	226
Manager, HR Data Systems	226
Manager, Payroll	226
Manager, Risk	226

Daily Rate	Minimum	Midpoint	Maximum
	\$ 283.99	\$ 340.92	\$ 397.85

226 Days	\$ 64,182.00	\$ 77,048.00	\$ 89,914.00
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## 2025 - 2026 Administrative Management (AM) Compensation Manual

Paygrade	Assignment	Duty Days
AM5		

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	Minimum	Midpoint	Maximum
	\$ 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	Assignment	Duty Days
AM6		

Chief of Police	226
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Daily Rate	Minimum	Midpoint	Maximum
	\$ 419.89	\$ 493.99	\$ 568.09

226	Days	\$ 94,895.00	\$ 111,642.00	\$ 128,388.00
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# **ADMINISTRATIVE PROFESSIONAL PAY SCHEDULE**

## 2025 - 2026 Administrative Professional (AP) Compensation Manual

Paygrade	Assignment	Duty Days
AP1		

Athletic Trainer, Assistant	220
Speech Language Pathologist Assistant	192

Daily Rate	Minimum	Midpoint	Maximum
\$	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

Paygrade	Assignment	Duty Days
AP2		

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
\$	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

Paygrade	Assignment	Duty Days
AP3		

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
\$	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

## 2025 - 2026 Administrative Professional (AP) Compensation Manual

Paygrade	Assignment	Duty Days
AP4		

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
	\$ 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	Assignment	Duty Days
AP5		

Assistant Principal, High School	217
Associate Principal, High School	220

Daily Rate	Minimum	Midpoint	Maximum
	\$ 355.50	\$ 438.89	\$ 522.28

217 Days	\$ 77,144.00	\$ 95,239.00	\$ 113,335.00
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Paygrade	Assignment	Duty Days
AP6		

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
	\$ 381.48	\$ 465.22	\$ 548.96

226 Days	\$ 86,214.00	\$ 105,140.00	\$ 124,065.00
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Paygrade	Assignment	Duty Days
AP7		

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

Daily Rate	Minimum	Midpoint	Maximum
	\$ 409.30	\$ 493.13	\$ 576.96

226 Days	\$ 92,502.00	\$ 111,447.00	\$ 130,393.00
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## 2025 - 2026 Administrative Professional (AP) Compensation Manual

Head Football Coach	226
Principal, Middle School	226

Paygrade	Assignment	Duty Days
AP8		

Executive Director, Academic Support Programs	226
Executive Director, Schools	226
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	226

Paygrade	Assignment	Duty Days
AP9		

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

Chief Financial Officer
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Daily Rate	Minimum	Midpoint	Maximum
	\$ 462.51	\$ 557.24	\$ 651.97

226 Days	\$ 104,527.00	\$ 125,936.00	\$ 147,345.00
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Daily Rate	Minimum	Midpoint	Maximum
	\$ 577.86	\$ 679.83	\$ 781.80

226 Days	\$ 130,596.00	\$ 153,642.00	\$ 176,687.00
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226 Days	Negotiated
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# **ADMINISTRATIVE SUPPORT PAY SCHEDULE**

## 2025 - 2026 Administrative Support (AS) Compensation Manual

Paygrade	Assignment	Duty Days
AS1		

Aide, Copy Center/Mail (West Campus)	187
Clerk, Counselor	202
Clerk, Special Ed	187

Hourly Rate	Minimum	Midpoint	Maximum
	\$ 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

Paygrade	Assignment	Duty Days
AS2		

Aide, Copy Center/Mail (East Campus)	207
Clerk, Office	187
Clerk, Receptionist (High School)	226

Hourly Rate	Minimum	Midpoint	Maximum
	\$ 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

Paygrade	Assignment	Duty Days
AS3		

Aide, Health Services	187
Clerk, Attendance	197
Clerk, LPAC	197
Clerk, Records (High School)	226
Secretary, Assistant Principal (Middle School)	197
Secretary, Counselor	197

Hourly Rate	Minimum	Midpoint	Maximum
	\$ 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

Paygrade	Assignment	Duty Days
AS4		

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

Hourly Rate	Minimum	Midpoint	Maximum
	\$ 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

Paygrade	Assignment	Duty Days
AS5		

Clerk, Bookkeeper (High School)	226
Receptionist, District	226
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
	\$ 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	Assignment	Duty Days
AS6		

Clerk, Academic Data	226
Clerk, Accounts Payable	226
Office Manager (Athletics)	226
Secretary, Department	226
Secretary, Executive Principal (High School)	226

Hourly Rate	Minimum	Midpoint	Maximum
	\$ 20.76	\$ 23.76	\$ 27.06

226 Days	\$ 35,188.00	\$ 40,273.00	\$ 45,867.00
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Paygrade	Assignment	Duty Days
AS7		

Family Engagement Liaison	197
Secretary, Executive	226

Hourly Rate	Minimum	Midpoint	Maximum
	\$ 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	Assignment	Duty Days
AS8		

Secretary, Superintendent	226
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Hourly Rate	Minimum	Midpoint	Maximum
	\$ 32.33	\$ 40.88	\$ 47.51

226 Days	\$ 54,791.00	\$ 69,292.00	\$ 80,529.00
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**INSTRUCTIONAL SUPPORT  
PAY SCHEDULE**

## 2025 - 2026 Instructional Support (IS) Compensation Manual

Paygrade	Assignment	Duty Days
IS1		

Aide, Bilingual	187
Aide, ESL	187
Aide, Instructional	187
Aide, Instructional CTE	187
Aide, Physical Education	187
Aide, Pre-Kindergarten	187
Resident Teacher	187

Hourly Rate	Minimum	Midpoint	Maximum
	\$ 16.50	\$18.30	\$ 20.28

187 Days	\$ 23,141.00	\$ 25,666.00	\$ 28,443.00
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Paygrade	Assignment	Duty Days
IS2		

Aide, Media Tech (CTE)	187
Aide, Special Education (Resource/Inclusion)	187

Hourly Rate	Minimum	Midpoint	Maximum
	\$ 16.97	\$19.17	\$ 21.59

187 Days	\$ 23,800.00	\$ 26,886.00	\$ 30,280.00
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Paygrade	Assignment	Duty Days
IS3		

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
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Paygrade	Assignment	Duty Days
IS4		

Facilitator, Digital Classroom	187
Facilitator, Library	187
Floater, Special Education	187

Hourly Rate	Minimum	Midpoint	Maximum
	\$ 18.09	\$20.29	\$ 22.71

187 Days	\$ 25,371.00	\$ 28,457.00	\$ 31,851.00
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Paygrade	Assignment	Duty Days
IS5		

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	\$ 46,526.00	\$ 56,088.00	\$ 65,650.00

# **AUXILIARY SUPPORT PAY SCHEDULE**

## 2025 - 2026 Auxiliary Support (AUX) Compensation Manual

Paygrade	Assignment	Duty Days
AUX1		

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	Assignment	Duty Days
AUX2		

Custodian Floor Technician	260
Custodian Lead (Elementary)	260
Food Service Assistant Lead	186

Hourly Rate	Minimum	Midpoint	Maximum
	\$ 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		

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
	\$ 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	Assignment	Duty Days
AUX4		

Driver Apprentice	181
Grounds Equipment Operator	260

Hourly Rate	Minimum	Midpoint	Maximum
	\$ 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	Assignment	Duty Days
AUX5		

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
	\$ 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		

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

Paygrade	Assignment	Duty Days
AUX7		

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

Paygrade	Assignment	Duty Days
AUX8		

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

Paygrade	Assignment	Duty Days
AUX9		

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
	\$ 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

Hourly Rate	Minimum	Midpoint	Maximum
	\$ 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

Hourly Rate	Minimum	Midpoint	Maximum
	\$ 25.17	\$ 26.97	\$ 28.77

212 Days	\$ 42,688.00	\$ 45,741.00	\$ 48,794.00
226 Days	\$ 45,507.00	\$ 48,762.00	\$ 52,016.00
260 Days	\$ 52,354.00	\$ 56,098.00	\$ 59,842.00

Hourly Rate	Minimum	Midpoint	Maximum
	\$ 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	Assignment	Duty Days
AUX10		

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
	\$ 28.06	\$ 35.24	\$ 44.68

226 Days	\$ 50,732.48	\$ 63,714.00	\$ 80,781.00
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Paygrade	Assignment	Duty Days
BD1		

Driver	181
Driver (Gen Ed Collegiate 8HR)	181

Hourly Rate	Minimum	Midpoint	Maximum
	\$ 22.00	\$ 26.79	\$ 31.58

181 Days	\$ 31,856.00	\$ 38,792.00	\$ 45,728.00
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Paygrade	Assignment	Duty Days
BD2		

Dispatcher/Driver	226
Clerk, Special Needs	226
Clerk, Transportations Shop Floater	260
Driver Floater	181

Hourly Rate	Minimum	Midpoint	Maximum
	\$ 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

# **OTHER PAY SCHEDULE**

## 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

# **TEACHER PAY SCHEDULE**



## Duncanville Independent School District 2025-2026 Teacher Salary Schedule

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).

**BILINGUAL/SPED SELF-CONTAINED  
TEACHER  
PAY SCHEDULE**



**Duncanville Independent School District**  
**2025-2026 Teacher Salary Schedule**  
(Fully Certified Bilingual & Special Education Self-Contained)

Years of Experience	Bachelor's Degree	Master'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

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 \$81,200 (Bachelor's Degree) or \$82,200 (Master's Degree).

# **SUBSTITUTE PAY SCHEDULE**



Substitute Pay			
Assignment	Assignment Description	Amount	
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
Substitute Paraprofessional	Special Education Aide - IS3 Assignment (1 To 10 Days)	\$90.00	Per Day
Substitute Paraprofessional	Special Education Aide - IS3 Assignment (11+ Same Assignment)	\$100.00	Per Day
Substitute Paraprofessional	Special Education Aide - IS3 Assignment (Monday & Friday)	\$105.00	Per Day
Substitute Paraprofessional	Instructional Aide/Clerical Assignment (1 To 10 Days)	\$85.00	Per Day
Substitute Paraprofessional	Instructional Aide/Clerical Assignment (11+ Same Assignment)	\$95.00	Per Day
Substitute Paraprofessional	Instructional Aide/Clerical Assignment (Monday & Friday)	\$100.00	Per Day
Substitute RN	Registered Nurse	\$175.00	Per Day
Substitute Teacher	Less Than 60 Credit Hours - Upon Approval (1 To 10 Days)	\$95.00	Per Day
Substitute Teacher	Less Than 60 Credit Hours - Upon Approval (11+ Same Assignment)	\$105.00	Per Day
Substitute Teacher	Less Than 60 Credit Hours - Upon Approval (Monday & Friday)	\$110.00	Per Day
Substitute Teacher	Minimum 60 Credit Hours - Upon Approval (1 To 10 Days)	\$115.00	Per Day
Substitute Teacher	Minimum 60 Credit Hours - Upon Approval (11+ Same Assignment)	\$125.00	Per Day
Substitute Teacher	Minimum 60 Credit Hours - Upon Approval (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		AMOUNT	
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

# **STIPENDS**

<b>Special Education Stipends</b>	<b>Stipend Amount</b>	
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

<b>Fine Arts Stipends</b>	<b>Stipend Amount</b>	
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

<b>Academic Stipends</b>	<b>Stipend Amount</b>	
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

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
<b>Middle School Stipends</b>	<b>Stipend Amount</b>
Athletic Coordinator	\$2,500.00
One Sport	\$2,800.00
Two Sports	\$5,600.00
<b>Yellow Bus Driver</b>	
Athletics Driver	\$100 Per Trip
Type of Trip Clarification	\$100.00 Per Round Trip
More than 50 Miles	\$100.00 Per One-Way Trip
<b>Activity Bus Driver</b>	
Athletics Driver	\$125 Per Trip
Type of Trip Clarification	\$125.00 Per Round Trip
More Than 50 Miles	\$125.00 Per One-Way Trip
<b>Coach Driving Another Sport</b>	
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
<b>Coach Transporting Own Team</b>	
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
<b>Trip Within A Trip</b>	<b>Rate (See Above)</b>
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
LPAC CHAIR	\$25.00	Per Student/Per School Year
Ratio Stipend (Over 22:1)	\$1,000.00	Per Student/Per School 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
Stipend LPAC Chair	\$25.00	Per Student/Per School Year
Take 2 Class	\$3,000.00	Per Section/Per School 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
LPAC Chair	\$25.00	Per Student/Per School Year
Student Council Assistant	\$2,500.00	Per School Year
Student Council Head	\$5,000.00	Per School Year
Take 2 Class	\$3,000.00	Per Section/Per School 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

<b>PACE Stipends</b>	<b>Stipend Amount</b>	
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 ATTENDANCE INCENTIVE**

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

# **EXTRA DUTY PAY**

Extra Duty Pay
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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**

### 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

Phases	Data Capture Year	Allotment to Designated Teachers	Allotment to Non-Eligible Teachers on Designee's Campus	Allotment to 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**



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.