



2026 – 2027
DRAFT Compensation Plan



Uvalde CISD
2026 – 2027 Administrative Professional Pay Plan

Grade	Job Title	Calendars Days		Minimum	Midpoint	Maximum
1			Daily	\$220.28	\$267.00	313.73
	District Coordinator (Technology, Food Services, Supt./Board, Sergeant)	226	226	49,783	60,342	70,903
	District Coordinator (M&O)	240	240	52,867	64,080	75,295
2			Daily	\$274.35	\$332.55	\$390.75
	Elementary Program Facilitator, Registered Nurse	187	187	51,303	62,187	73,070
	Academic & Behavioral Facilitator	194	194	53,224	64,515	75,806
	Instructional Coach, Librarian, Special Ed Instructional Specialist, Counselor: ES	197	197	54,047	65,512	76,978
	Counselor: JH	202	202	55,419	67,175	78,932
	Secondary Program Facilitator, Enrichment Coordinator	212	212	58,163	70,5017	82,839
	Director TX 21st C, Managers (Purchasing, HR, IT)	226	226	62,003	75,156	88,310
3			Daily	\$290.81	\$352.50	\$414.19
	Assistant Principal: ES, JH, *Intern Assistant Principal: ES, JH, Academic Dean (JH), Licensed Mental Health Prof.	217	217	63,106	76,493	89,879
	Counselor: HS	212	212	61,652	74,730	87,808
4			Daily	\$308.26	\$373.65	\$439.04
	Academic Dean (HS), Assistant Principal: HS	217	217	66,893	81,083	95,272
	Assistant Director, Business Manager, Chief of Police, Associate Principal: Elementary Coordinator of DAEP	226	226	69,667	84,445	99,223
5			Daily	\$325.22	\$394.20	463.19
	Principal: ES, Associate Principal: HS	226	226	73,500	89,089	104,681
6			Daily	\$344.04	\$414.50	\$484.97
	Directors, Principal: JH	226	226	77,753	93,677	109,603
	Director: M&O	240	240	82,570	99,480	116,393
7			Daily	\$380.16	\$458.02	\$535.88
	Executive Director, Principal: HS	226	226	85,916	103,513	121,109
8			Daily	\$437.25	\$526.81	\$616.37
	Chief Financial Officer, Chief Instructional Officer	226	226	98,819	119,059	139,300
9			Daily	\$472.23	\$568.95	\$665.67
	Deputy Superintendent	226	226	106,724	128,583	150,441

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



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Uvalde CISD
2026 -2027 Special Education Administrative Professional Pay Plan

Grade	Job Title	Calendars	Minimum	Midpoint	Maximum
1					
	Certified Occupational Therapy Assistant (COTA)	187			
	Physical Therapy Assistant (PTA)				
2					
	Assistant Speech Pathologist	187			
3					
	Speech Pathologist Clinical Fellowship Year (CFY)	197			
	Diagnostician	206			
4					
	Occupational Therapist	187			
	Speech Pathologist	197			
5					
	Licensed Specialist in School Psychology (LSSP)	212			



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Uvalde CISD
2026 – 2027 Paraprofessional Pay Plan

Grade	Job Title	Calendars
1		
	Reserved for future use	187
2		
	Receptionist: HS, UDLA, Legacy and Dalton	187
	HS Special Programs Secretary	197
	Counselor's Secretary: HS	202
3		
	PEIMS Clerk: Special Education	217
4		
	Attendance Clerk: UDLA, Legacy, JH, HS, PEIMS/Attendance Clerk: Dalton PEIMS/Registrar: JH	202
5		
	Student Services Support Clerk	217
	District Receptionist, Accounts Payable, DAEP Secretary PEIMS/Registrar: HS	226
6		
	Administrative Assistant – CO, Director's Secretary, Principal's Secretary	226
7		
	Safe & Supportive School Specialist	197
	Bookkeeper/Accounting Support, IT Technician, Finance Department Support/Athletics, Special Programs Support Coordinator, HR Specialist	226
8		
	Program Coordinator (Day Care)	202
	Program Coordinator (Benefits, C&I, Payroll, Multimedia, PEIMS)	226



	Minimum	Midpoint	Maximum
Hourly	\$12.00	\$15.00	\$18.00
187	17,952	22,440	26,928
Hourly	\$13.00	\$16.20	\$19.40
187	19,448	24,235	29,022
197	20,488	25,531	30,574
202	21,008	26,179	31,350
Hourly	\$14.00	\$17.17	\$20.34
217	24,304	29,807	35,310
Hourly	\$15.00	\$18.20	\$21.40
202	24,240	29,411	34,582
Hourly	\$15.82	\$19.29	\$22.76
217	27,464	33,488	39,511
226	28,603	34,876	41,150
Hourly	\$16.92	\$20.64	\$24.36
226	30,591	37,317	44,043
Hourly	\$19.80	\$24.15	\$28.50
197	31,205	38,060	44,916
226	35,798	43,663	51,528
Hourly	\$27.54	\$33.38	\$39.22
202	44,505	53,942	63,380
226	49,775	60,351	70,910



2026 – 2027
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Uvalde CISD
2026 – 2027 Instructional Support Pay Plan

Grade	Job Title	Calendars
1		
	Aide: Instructional, PBIS, Care Giver	187
2		
	Aide: Rotation, SpEd Inclusion	187
3		
	Aide: SpEd FLS, Library	187
	Parent Liaison	197
4		
	Aide: SpEd Behavior Support, SpEd Communications Facilitator	187
5		
	Certified Interpreter, LVN	187

	Minimum	Midpoint	Maximum
Hourly	\$11.25	\$14.00	\$16.75
187	16,830	20,944	25,058
Hourly	\$12.15	\$14.98	\$17.81
187	18,176	22,410	26,644
Hourly	\$13.00	\$16.03	\$19.06
187	19,448	23,981	28,514
197	20,488	25,263	30,039
Hourly	\$15.31	\$18.67	\$22.03
187	22,904	27,930	32,957
Hourly	\$18.98	\$23.15	\$27.32
187	28,394	34,632	40,871

Uvalde CISD
2026 – 2027 Child Nutrition/Food Service Pay Plan

Grade	Job Title	Calendars
1		
	Cafeteria	184
2		
	Cafeteria Assistant Manager	184
3		
	Cafeteria Manager ES, JH	184
4		
	Cafeteria Manager HS	184

	Minimum	Midpoint	Maximum
Hourly	\$14.25	\$17.00	\$19.75
184	20,976	25,024	29,072
Hourly	\$15.59	\$18.54	\$21.49
184	22,948	27,291	31,633
Hourly	\$16.97	\$20.25	\$23.53
184	24,980	29,808	34,636
Hourly	\$19.21	\$23.01	\$26.81
184	28,277	33,871	39,464



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Uvalde CISD
2026 – 2027 Auxiliary Pay Plan

Grade	Job Title	Calendars
1		
	Crossing Guard	166
	Delivery Driver	187
	Reserved for future use	261
2		
	Custodian	261
3		
	Reserved for future use	187
	Grounds Worker, Plumber Helper, Warehouse, Carpenter Helper, Head Custodian: ES, JH Access Security Guard	261
4		
	Reserved for future use	187
5		
	Reserved for future use	226
	Carpenter, Electronics Technician, HVAC Apprentice, Skilled Craftsman, Head Custodian, HS	261
6		
	Electrician, Licensed HVAC, Licensed Lead Carpenter Plumber, Licensed	261
7		
	Police Officer	226
	Grounds Supervisor	240
8		
	Reserved for future use	226

	Minimum	Midpoint	Maximum
Hourly	\$11.25	\$14.00	\$16.75
166	14,940	18,592	22,244
187	16,830	20,944	25,058
261	23,490	29,232	34,974
Hourly	\$12.00	\$14.75	\$17.50
261	25,056	30,798	36,540
Hourly	\$12.59	\$15.54	\$18.49
187	18,835	23,248	27,661
261	26,288	32,448	38,607
Hourly	\$13.97	\$17.25	\$20.53
187	20,899	25,806	30,713
Hourly	\$16.21	\$20.01	\$23.81
226	29,308	36,178	43,048
261	33,846	41,781	49,715
Hourly	\$19.20	\$23.41	\$27.62
261	40,090	48,880	57,671
Hourly	\$23.00	\$27.86	\$32.72
226	41,584	50,371	59,158
240	44,160	53,491	62,822
Hourly	\$26.80	\$32.31	\$37.82
226	48,454	58,416	68,379



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Uvalde CISD
2026 – 2027 Transportation Pay Plan

Grade	Job Title	Calendars
1		
	*Bus Monitor (@ 5 hours min. per day) *Bus Driver Trainee (@ 5 hours min. per day)	175
2		
	Mechanic Helper	261
3		
	Dispatcher	226
4		
	Mechanic	261
5		
	*Bus Driver (@ 5 hours min. per day)	175



	Minimum	Midpoint	Maximum
Hourly	\$14.25	\$17.00	\$19.75
175	12,469	14,875	17,281
Hourly	\$16.15	\$19.50	\$22.85
261	33,721	40,716	47,711
Hourly	\$16.21	\$20.01	\$23.81
226	29,308	36,178	43,048
Hourly	\$19.20	\$23.41	\$27.62
261	40,090	48,880	57,671
Hourly	\$20.15	\$25.01	\$29.87
175	17,631	21,884	26,136