



2026 – 2027
DRAFT Stipends
and Pay Rates

Uvalde Consolidated Independent School District

2026-2027 Athletic Stipends

Area	Campus	Assignment	Stipend Amount	Position Count	Total
Baseball	HS	Head Coach	\$6,750	1	\$6,750
Baseball	HS	Assistant Coach	\$2,750	3	\$8,250
Basketball	HS	Head Coach	\$6,750	2	\$13,500
Basketball	HS	Assistant Coach	\$2,750	4	\$11,000
Basketball	JH	Jr. High Coach	\$2,000	8	\$16,000
Cheer	HS	Head Coach	\$6,750	1	\$6,750
Cheer	HS	Assistant Coach	\$2,500	1	\$2,500
Cross Country	HS/JH	Head Coach	\$6,750	1	\$6,750
Cross Country	HS/JH	Assistant Coach	\$2,750	1	\$2,750
Football	HS	Head Coach	\$6,750	1	\$6,750
Football	HS	Asst Coach - Defensive Coordinator	\$5,850	1	\$5,850
Football	HS	Asst Coach - Offensive Coordinator	\$5,850	1	\$5,850
Football	HS	Assistant Coach - Special Teams Coordinator	\$5,850	1	\$5,850
Football	HS	Assistant Coach	\$3,500	8	\$28,000
Football	JH	Jr. High Coach/Head	\$2,640	1	\$2,640
Football	JH	Jr. High Coach/Asst	\$2,500	5	\$12,500
Football	HS	Filmer	\$750	1	\$750
Golf	HS	Head Coach	\$6,750	1	\$6,750
Golf	HS	Assistant Golf Coach	\$2,750	1	\$2,750
Power Lifting	HS	Head Coach	\$6,750	1	\$6,750
Power Lifting	HS	Assistant Coach	\$2,500	1	\$2,500
Soccer	HS	Head Coach	\$6,750	2	\$13,500
Soccer	HS	Assistant Coach	\$2,500	2	\$5,000
Softball	HS	Head Coach	\$6,750	1	\$6,750
Softball	HS	Assistant Coach	\$2,500	2	\$5,000
Swimming	HS	Head Coach	\$6,750	1	\$6,750
Tennis	HS	Head Coach Two Seasons	\$6,750	1	\$13,500
Tennis	HS	Assistant Coach Two Seasons	\$2,500	1	\$5,000
Tennis	JH	Jr. High Coach Two Seasons	\$2,000	1	\$4,000
Track	HS	Head Coach	\$6,750	2	\$13,500
Track	HS	Assistant Coach	\$2,500	5	\$12,500
Track	JH	Jr. High Coach	\$2,000	8	\$16,000
Volleyball	HS	Head Coach	\$6,750	1	\$6,750
Volleyball	HS	Assistant Coach	\$2,500	2	\$5,000
Volleyball	JH	Jr. High Coach	\$2,000	4	\$8,000
Wrestling	HS	Head Coach	\$6,750	1	\$6,750
Wrestling	HS	Assistant Coach	\$2,500	1	\$2,500
Miscellaneous	HS	Coordinator Girls	\$2,200	1	\$2,200
Miscellaneous	JH	Jr High Athletic Coordinator - Boys	\$1,000	1	\$1,000
Miscellaneous	JH	Jr High Athletic Coordinator - Girls	\$1,000	1	\$1,000
Miscellaneous	HS	Strength & Conditioning Coordinator	\$4,500	1	\$4,500

Uvalde Consolidated Independent School District 2026-2027 Fine Arts Stipends

Fine Arts				
Campus	Assignment	Stipend Amount	Position Count	Total
UHS	Fine Arts Director	\$8,250	1	\$8,250
UHS	Band/Music Director – Marching Band	\$10,000	1	\$10,000
UHS	Mariachi Director – Mariachi Band	\$9,000	1	\$9,000
UHS	Assistant Band Director “Marching”	\$5,400	2	\$10,800
MJH/UHS	Lead Choir	\$4,500	1	\$4,500
UHS	Color Guard Sponsor	\$2,500	1	\$2,500

Other Fine Arts				
Campus	Assignment	Stipend Amount	Position Count	Total
UHS	High Steppers Sponsor	\$3,850	1	\$3,850
UHS	High Steppers Assistant Sponsor	\$1, 650	1	\$1, 650
MJH	Jr High Cheer Sponsor	\$1,875	1	\$1,875

2026-2027 Special Education Stipends

Assignment	Stipend Amount	Position Count	Total
FLS Teachers	\$3,000	10	\$30,000
BIC Teachers	\$2,720	4	\$11,000
Case Managers (Campus)	\$1,500	30	\$45,000
Lead Speech Pathologist	\$1,600	1	\$1,600
Lead Assessment Staff	\$1,600	1	\$1,600
Lead Dyslexia Specialist	\$1,600	1	\$1,600
RDSPD Coordinator	\$3,500	1	\$3,500
Special Olympics Coach	\$1,800	1	\$1,800

2026-2027 Department Chair & Academic Stipends

Campus	Assignment	Stipend Amount	Position Count	Total
UDLA	*Dual Language Teacher PK-5 (Teacher of Record and Bilingual Certified)	\$2,750	29	\$79,750
UDLA, JH, HS	*Dual Language Teacher (6-12)	\$2,500	7	\$17,500
UHS	Lead Counselor	\$1,760	1	\$1,760
UHS	Dept. Head - CTE	\$1,600	1	\$1,600
UHS	Dept. Head - English	\$1,600	1	\$1,600
UHS	Dept. Head - Foreign Language	\$1,600	1	\$1,600
UHS	Dept. Head – Math	\$1,600	1	\$1,600
UHS	Dept. Head – Science	\$1,600	1	\$1,600
UHS	Dept. Head – Social Studies	\$1,600	1	\$1,600
UHS	Dept. Head – Special Education	\$1,600	1	\$1,600
Elem	Elementary Dept. Head – Fine Arts	\$1,600	1	\$1,600
Morales JH	Dept. Head – English	\$1,200	1	\$1,200
Morales JH	Dept. Head – Math	\$1,200	1	\$1,200
Morales JH	Dept. Head – Science	\$1,200	1	\$1,200
Morales JH	Dept. Head – Social Studies	\$1,200	1	\$1,200
Morales JH	Dept. Head – Special Education	\$1,200	1	\$1,200
UHS	Dual Credit Teachers (Credentialed by College or Univ.) Stipend is per section per semester (Up to \$12,000/yr)	\$1,000	60	\$60,000
Secondary	Math & Science – Certified Teachers (Teacher of Record Grades 6-12) (Divided into sections for up to stipend amount)	\$5,000	25+	\$125,000+
District	Lead Librarian (Multi-Campus)	\$1,600	1	\$1,600
District	Head Nurse	\$2,000	1	\$2,000
District	**Masters Degree	\$1,000	25	\$25,000
ES	Over the Ratio (1-3) students	\$750/qtr	15	Est. \$45,000 Varies (depends on enrollment)
	(4-6) students	\$1000/qtr		
	(7-9) students	\$2000/qtr		

*Stipend is for a full schedule of Dual Language classes. Stipend will be prorated based on the number of DL periods.

**Masters degree in content area. Must be certified. Only 1 stipend per teacher.

Uvalde Consolidated Independent School District

2026-2027 UIL Extracurricular Stipends

Campus	Assignment	Stipend Amount	Position Count	Total
UHS	Drama Sponsor	\$1,800	1	\$1,800
UHS	National Honor Society Sponsor	\$500	1	\$500
MJH	National Junior Honor Society Sponsor	\$300	1	\$300
Uvalde Elementary, Batesville, UDLA	Student Council Sponsor	\$400	3	\$1,200
UHS	Student Council Sponsor	\$1,200	1	\$1,200
MJH	Student Council Sponsor	\$500	1	\$500
Batesville, Uvalde Elementary, MJH, UHS	Gamma Sigma Sponsor	\$500	4	\$2,000
UHS	UIL Event Coach	\$750	20	\$15,000
UHS	*CTSO Event Coach	\$750	8	\$6,000
UHS	AG Science Teacher	\$6750	3	\$20250
Morales JH	UIL Event Coach	\$500	10	\$5,000
Batesville Elementary	UIL Event Coach	\$500	3	\$1,500
UDLA	UIL Event Coach	\$500	5	\$2,500
Uvalde Elementary	UIL Event Coach	\$500	5	\$2,500
UHS	UIL Event Coordinator	\$1,000	1	\$1,000
Uvalde Elementary, Batesville, UDLA, Morales JH	UIL Coordinator	\$500	4	\$2,000
UHS	Yearbook Sponsor	\$1,500	1	\$1,500
UHS	NJROTC	\$4,000	2	\$8,000
UHS	Class Sponsor (Freshman, Sophomore, Junior)	\$500	6	\$3,000
UHS	Class Sponsor (Senior)	\$800	3	\$2,400
All Campuses	Robotics After School	\$800	7	\$5,600
All Campuses	Robotics District Coordinator	\$1,000	1	\$1,000
District	**Employee Wellness Program	\$750	2	\$1,500

*CTSO (Career and Technical Student Organization) – Student organizations such as FFA & SBPA

**Fully funded by Workers' Compensation Solutions

Uvalde Consolidated Independent School District

2026-2027 Travel Stipend & Mileage Reimbursement Rates

Hourly staff, paraprofessionals, and the positions listed below must submit a mileage log by the 10th of the following month to receive reimbursement at the rate set by the Texas Comptroller of Public Accounts.

Other Positions:	Only With Admin Authorization:
Technicians	Parent Liaisons – Title 1
Bookkeeper	Food Service Support Personnel
Scouting Coaches	Secretaries
Custodians	Special Ed Support Personnel
Adaptive PE	
Food Service Managers & Caterers	
Homebound Teachers	

Employees will be reimbursed a new rate of \$0.60 per mile starting during the 2026-2027 SY

Uvalde Consolidated Independent School District

2026-2027 Extra Duty Pay Rates

Administrators are not paid extra duty for Staff Development or other duties

Campus	Assignment	Rate
All Campuses	Teachers Staff Development (attendee)	\$20/hour
All Campuses	Paraprofessional Staff Development (attendee)	\$10/hour
All Campuses	Teachers (before and after school, summer school)	\$30/hour
Special Education	Assessment Staff	\$50/hour
Summer School	Summer School Lead Teacher	\$50/hour
All Campuses	Paraprofessionals (before/after school, after school care, summer school)	\$12/hour
All Campuses	Summer School Nurses	\$25/hour
All Campuses	Summer School Food Service Support Personnel	Hourly Rate
All Campuses	Summer School Food Service Managers Personnel	Hourly Rate
All Campuses	*Teacher and Instructional Coach Delivering Professional Development	\$100/hour
All Campuses	New Teacher Mentoring (District Level)	\$500/semester
All Campuses	*General Ed Homebound Teacher (includes mileage)	\$30/hour
Board Meetings	Board Meeting Translation Services	\$12/hour
Private Nonprofit	Academic Tutor [RD]	\$30/hour

Notes: Administrators are not paid extra duty for Staff Development or other duties.

* Outside of the regular workday

[RD] Required Documentation:

- Supervisor Approval
- Extra Duty Timesheets
- Time & Effort Logs

Uvalde Consolidated Independent School District

2026-2027 Athletic Event Pay Rates

Football Games	Pay Class	Rate
Announcer	Per Game	\$30
Score Keeper	Per Game	\$40
Time Keeper	Per Game	\$40
Chain Crew – All Levels	Per Game	\$25
Ticket Seller	Flat Rate	\$35
Ticket Taker	Flat Rate	\$30
Gatekeeper	Flat Rate	\$25
Paraprofessional (UCISD Employee)	Per Hour	\$15
Game Official		Per UIL Schedule

Softball, Soccer, Wrestling, Powerlifting, Volleyball, Basketball, Baseball	Pay Class	Rate
Announcer	Per Game	\$30
Score/Clock/Pitch Count Keeper	Per Game	\$25
Time Keeper	Per Game	\$25
Ticket Seller	Per Game	\$35
Ticket Taker	Per Game	\$30
Gatekeeper	Per Game	\$25
Worker	Per Game	\$25
Powerlifting/Official	Per Game	\$100
Paraprofessional (UCISD employee)	Per Game	\$15
Game Official – Non-UIL event (baseball/softball)	Per Game	\$50
Game Official		Per UIL Schedule

Tournaments / Track Invitationals	Pay Class	Rate
Ticket Seller	Flat Rate – Full Day	\$100
Ticket/Gate Keeper	Flat Rate – Full Day	\$100
Ticket Seller	Flat Rate – ½ Day	\$50
Ticket/Gatekeeper	Flat Rate – ½ Day	\$50
Score/Time Keeper	Per Game	\$25
Worker	Per Game	\$25
Paraprofessional (UCISD employee)	Per Hour	\$15
Starter (track)	Flat Rate	Per UIL Schedule
Game Official – Non-UIL event (baseball/softball)	Per Game	\$50
Game Official		Per UIL Schedule

Uvalde Consolidated Independent School District

2026-2027 Substitute Pay Rates

	Assignment	Rate
Certified Teacher	Per Day	\$100/day
Certified Teacher	After 10 Consecutive Days Subbing for the same teacher	\$130/day
Degreed	Per Day	\$95/day
Degreed	After 10 Consecutive Days Subbing for the same teacher	\$125/day
Non-Degreed	Per Day	\$75/day
Non-Degreed	After 10 Consecutive Days Subbing for the same teacher	\$85/day
Nurse	Registered Nurse (RN)	\$110/day
Nurse	Licensed Vocational Nurse (LVN)	\$70/day
Administrator	Principal Certified (Basic)	\$250/day
Administrator	Principal Certified (Short Term)	\$325/day
Administrator	Principal Certified (Long Term)	\$385/day



UVALDE CISD

TEACHER INCENTIVE ALLOTMENT

Uvalde CISD's Spending Plan for TIA Funding

Under this plan, 90% of TIA funds will be distributed directly to the designated teacher, while 10% will be reserved for supporting the initiative at the district level. Benefits and retirement contributions for teachers may be taken from the 90%. Teachers will receive TIA compensation as a lump sum payment by August 31st each year they generate funding for a TIA designation.

For any funds received by Uvalde CISD for a designated teacher under the Teacher Incentive Allotment (TIA), 90 percent will be paid to the designated teacher. The remaining 10 percent will be used for training and support of the system, expansion of the system, teacher professional development, rubric costs, appraiser rater training, or TIA assessment costs.

Should the district receive funding for a designated teacher who has resigned or retired, the district will not forward payment to the resigned or retired other teachers on the designated teacher's campus as soon as practicable.

- Leaving the District: Designated teachers who leave Uvalde CISD before Winter Roster Verification (typically in February) will not receive TIA funds, as the state will not generate funds for the district. Teachers who do not complete the school year or leave the district after winter roster verification will receive 0% of the designated allotment according to our spending plan. The district will retain 10% to support the implementation of TIA, and 90% of the allotment will be allocated to other teachers at the campus where the designated teacher was employed, not to exceed the Recognized Designation allocation. For a teacher to be eligible for this compensation, if a designated teacher leaves, all of the following criteria must be met:
 - o Teach in an eligible teaching assignment per the UCISD TIA plan.
 - o T-TESS average score at or above 3.0, with no dimension below 3.0.
 - o 55% or more of students must have met or exceeded their growth target.
- Retirement: If a teacher retires, they will receive 90% of the designated allotment according to our spending plan. The district will retain 10% to support the implementation of TIA.

Uvalde CISD cannot recommend a teacher for a TIA designation if they do not remain in an eligible teaching position the year after the data capture year. For instance, if a teacher earns a designation based on 2024-25 data but transitions to an assistant principal role in 2026-27, the district will not be able to recommend that employee for designation, as they are no longer in the 087-teacher role at the time of data submission.

If Uvalde CISD does not employ a TIA-designated teacher at the TEA winter roster date (typically February), Uvalde CISD will not be responsible for paying TIA funds. In such cases, the designated teacher must coordinate with their new district.