

**Hitchcock Independent School District
2026-2027 Teacher Salary Schedule
Returning HISD Teachers**

Approved by HISD Board of Trustees:

Yrs	Annual Pay	Daily
ACP	50,000	267.38
0	60,000	320.86
1	60,250	322.19
2	60,500	323.53
3	60,981	326.10
4	64,981	347.49
5	65,469	350.10
6	70,472	376.85
7	71,456	382.12
8	72,416	387.25
9	73,287	391.91
10	74,091	396.21
11	74,839	400.21
12	75,528	403.89
13	76,176	407.36
14	76,782	410.60
15	77,335	413.55
16	77,859	416.36
17	78,344	418.95
18	78,803	421.41
19	79,226	423.67
20	79,628	425.82
21	80,002	427.82
22	80,351	429.69
23	80,671	431.40
24	80,984	433.07
25	81,285	434.68
26	81,569	436.20
27	81,847	437.68
28	82,111	439.10
29	82,367	440.47
30	82,610	441.77
31+	82,849	443.04

Add additional \$1,000.00 for Masters degree or higher
Non Certified Instructors - Not eligible for degree stipends

**Hitchcock Independent School District
2026-2027 Teacher Salary Schedule
New Hire HISD Teachers**

Approved by HISD Board of Trustees:

Yrs	Annual Pay	Daily
ACP	50,000	267.38
0	60,000	320.86
1	60,250	322.19
2	60,500	323.53
3	60,981	326.10
4	64,981	347.49
5	64,981	347.49
6	70,472	376.86
7	70,472	376.86
8	72,416	387.25
9	72,416	387.25
10	72,416	387.25
11	74,839	400.21
12	74,839	400.21
13	76,176	407.36
14	76,176	407.36
15	76,176	407.36
16	77,859	416.36
17	77,859	416.36
18	78,803	421.41
19	78,803	421.41
20	78,803	421.41
21	80,002	427.82
22	80,002	427.82
23	80,002	427.82
24	80,002	427.82
25+	81,285	434.68

***Band Director works 207 days**

Years of service are determined by completed years of full teaching experience. For example, a person who is beginning the third year of teaching has two years of creditable service.

Administrative - Professional Compensation Plan

Hitchcock ISD

Approved By Board of Trustees:

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
AP1			Daily	\$227.28	\$274.07	\$340.86
	Education Coordinator KFHS	187	187 Days	42,501	51,251	63,741
	Family Services Coordinator KFHS	207	207 Days	47,047	56,732	70,558
	Child Nutrition Operations Manager	226	226 Days	51,365	61,940	77,034
AP2			Daily	\$304.35	\$345.41	\$401.25
	Behavior Intervention Specialist	187	187 Days	56,913	64,592	75,034
	Diagnostician	187	187 Days	59,957	68,046	79,046
	Nurse - Kids First Head Start	197	207 Days	63,000	71,500	83,059
	Asst Principal - Elementary	207	226 Days	68,783	78,063	90,683
	Counselor - Elementary, Middle	207	242 Days	73,653	83,589	97,103
	District Librarian	207				
	District Nurse	207				
	Counselor - High School	226				
	Chief of Police	226				
	Director of Communications	226				
	Head Start Financial Specialist	226				
	District PEIMS Coordinator	242				
AP3			Daily	\$316.28	\$367.45	\$418.60
	Speech Language Pathologist	187	187 Days	59,144	68,713	78,278
	Occupational Therapist	187	207 Days	65,470	76,062	86,650
	Asst Principal - Middle School	207				
AP4			Daily	\$319.44	\$370.58	\$429.21
	Licensed Specialist in School Psychology	187	187 Days	59,735	69,298	80,262
	Physical Therapist	187	226 Days	72,193	83,751	97,001
	Visual Impairment and Orientation & Mobility Specialist	187				
	Administrator - High School	226				
	Asst Principal - High School	226				
	Head Start Director	226				
	Coordinator of Curriculum & Instruction	226				
	Coordinator of Special Populations	226				
AP5			Daily	\$334.52	\$387.39	\$440.27
	Principal - Elementary	226	226 Days	75,602	87,550	99,501
AP6			Daily	\$353.99	\$409.30	\$464.61
	Principal - Middle School	226	226 Days	80,002	92,502	105,002
	Director of Child Nutrition	226				
	Director of Finance	226				
AP7			Daily	\$398.23	\$464.60	\$553.10
	Principal - High School	226	226 Days	90,000	105,000	125,001
	Athletics Director	226				
	Chief Financial Officer	226				
	Director of Human Resources	226				
	Executive Director of Academics	226				
	Executive Director of Special Education	226				
AP8			Daily	\$413.22	\$475.20	\$577.69
	Assistant Superintendent - Facilities, Operations & Transportation	251	251 Days	103,718	119,275	145,000

Auxiliary Staff - Compensation

Hitchcock ISD

Approved By Board of Trustees:

Scales based on full time status, 8 hour days.

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum		
CP1	Clerical / Para-Professional		Daily	\$124.07	\$144.07	\$172.00	
	Aide, Assistant KFHS	187	Hourly	\$15.51	\$18.01	\$21.50	
	Family Service Assistant	207	187 Days	23,201	26,941	32,164	
	Parent Involvement Coordinator	207	207 Days	25,682	29,822	35,604	
CP2	Clerical / Para-Professional		Daily	\$132.31	\$152.31	\$176.80	
	Aides: Art	Library	187	Hourly	\$16.54	\$19.04	\$22.10
	Credit Recovery	Lifeskills	187	187 Days	24,742	28,482	33,062
	DAEP	PASS	187				
	ECSE	Physical Education	187				
	ESL	Pre - K	187				
	Inclusion	SLC	187				
	ISS	Technology	187				
CP3	Clerical / Para-Professional		Daily	\$140.65	\$164.65	\$197.60	
	Digital Communications & Marketing Intern		Hourly	\$17.58	\$20.58	\$24.70	
	Educational Instructor - KFHS	187	187 Days	26,302	30,790	36,951	
	Aide, Health Clinic - CNA or EMT	187	226 Days	31,787	37,211	44,658	
	ARD Specialist	187					
	Receptionist	187					
	PEIMS Clerk	226					
CP4	Clerical / Para-Professional		Daily	\$142.49	\$172.89	\$216.00	
	Athletic Secretary	187	Hourly	\$17.81	\$21.61	\$27.00	
	Secretary, Transportation	226	187 Days	26,646	32,330	40,392	
	Receptionist - Central Office	226	226 Days	32,203	39,073	48,816	
CP5	Clerical / Para-Professional		Daily	\$162.39	\$197.59	\$254.00	
	Administrative Assistant - KFHS	192	Hourly	\$20.30	\$24.70	\$31.75	
	Secretary/PEIMS/Attendance - KFHS	226	192 Days	31,179	37,937	48,768	
	Secretary, Principal	226	226 Days	36,700	44,655	57,404	
	Registrar - HHS	226					
Accts Payable Specialist	226						
CP6	Clerical / Para-Professional		Daily	\$183.20	\$226.40	\$270.40	
	LVN	187	Hourly	\$22.90	\$28.30	\$33.80	
	Accounting Specialist	226	187 Days	34,258	42,337	50,565	
	Computer Technician	251	226 Days	41,403	51,166	61,110	
			251 Days	45,983	56,826	67,870	
CP7	Security / Para-Professional		Daily	\$216.41	\$255.21	\$293.61	
	Police Officer	226	Hourly	\$27.05	\$31.90	\$36.70	
			226 Days	48,909	57,677	66,356	
CP8	Clerical / Para-Professional		Daily	\$227.48	\$264.68	\$307.48	
	Secretary, Central Office	226	Hourly	\$28.44	\$33.09	\$38.44	
	Secretary, Superintendent	242	226 Days	51,410	59,818	69,490	
			242 Days	55,050	64,053	74,410	

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum		
MT1	Manual Trades		Daily	\$91.03	\$107.03	\$131.03	
			Hourly	\$11.38	\$13.38	\$16.38	
			187 Days	17,023	20,015	24,503	
			207 Days	18,843	22,155	27,123	
MT2	Manual Trades		Daily	\$107.67	\$129.67	\$150.87	
			Hourly	\$13.46	\$16.21	\$18.86	
			251 Days	27,025	32,547	37,868	
MT3	Manual Trades		Daily	\$128.36	\$154.36	\$180.36	
		Groundskeeper	251	Hourly	\$16.05	\$19.30	\$22.55
		General Maintenance	251	251 Days	32,218	38,744	45,270
		Temporary Maintenance	251				
MT4	Manual Trades		Daily	\$137.99	\$155.19	\$196.39	
		General Maintenance: Carpenter	251	Hourly	\$17.25	\$19.40	\$24.55
		General Maintenance: Electrical	251	251 Days	34,635	38,953	49,294
		General Maintenance: Painter	251				
		General Maintenance: Plumber	251				
MT5	Manual Trades		Daily	\$163.64	\$199.64	\$235.64	
		HVAC	251	Hourly	\$20.46	\$24.96	\$29.46
				251 Days	41,074	50,110	59,146
MT6	Manual Trades		Daily	\$190.71	\$237.51	\$284.31	
		General Maintenance/Skilled/Licensed	251	Hourly	\$23.84	\$29.69	\$35.54
				251 Days	47,868	59,615	71,362
TR1	Transportation						
		Bus Monitor - 5 hour minimum day	180	Hourly	\$12.10	\$14.10	\$16.10
TR2	Transportation						
		Bus Driver - 5 hour minimum day	180	Hourly	\$21.18	\$23.98	\$26.83
		Bus Maintenance Worker	226				
TR3	Transportation		Daily	\$187.48	\$222.28	\$266.95	
		Shop Foreman	251	Hourly	\$23.44	\$27.79	\$33.37
				251 Days	47,057	55,792	67,004
TR	Transportation		Daily	\$226.22	\$248.22	\$269.82	
		Transportation Supervisor	226	Hourly	\$28.28	\$31.03	\$33.73
				226 Days	51,126	56,098	60,979

Pay Grade	Job Title	Calendars		Minimum	Midpoint	Maximum
CN1	Child Nutrition Child Nutrition Staff	180				
			Hourly	\$12.10	\$14.10	\$16.10
CN2	Child Nutrition Child Nutrition Lead	180	Daily	\$124.08	\$144.08	\$164.08
			Hourly	\$15.51	\$18.01	\$20.51
			180 Days	22,334	25,934	29,534
CN3	Child Nutrition Child Nutrition Manager	226	Daily	\$132.32	\$152.32	\$172.32
			Hourly	\$16.54	\$19.04	\$21.54
			226 Days	29,904	34,424	38,944
CN4	Child Nutrition Child Nutriton - Secretary	226	Daily	\$162.39	\$197.59	\$233.59
			Hourly	\$20.30	\$24.70	\$29.20
			226 Days	36,700	44,655	52,791

**Hitchcock Independent School District
Athletic Coaching Stipends
2026-2027 School Year**

Approved by BOT:

Number of Positions	Athletic Stipend	Stipend Amount
	Football	
1	Offensive Coordinator	\$5,575
1	Defensive Coordinator	\$5,575
8	Assistant, Football	\$4,600
1	Head Football (MS)	\$4,000
2	Assistant, Football (MS)	\$2,600
	Boys Basketball	
1	Head Basketball Boys	\$4,575
2	Assistant, Basketball Boys	\$3,250
1	Head Basketball Boys (JH)	\$2,000
1	Assistant, Basketball Boys (JH)	\$1,100
	Girls Basketball	
1	Head Basketball Girls	\$4,575
2	Assistant, Basketball Girls	\$3,250
1	Head Basketball Girls (JH)	\$2,000
1	Assistant, Basketball Girls (JH)	\$1,100
	Baseball	
1	Head Baseball	\$4,575
2	Assistant, Baseball	\$3,250
	Softball	
1	Head Softball	\$4,575
1	Assistant, Softball	\$3,250
	Golf	
1	Head Golf	\$3,250
	Boys Track	
1	Head Track Boys	\$4,575
2	Assistant, Track Boys	\$3,250
1	Head Track Boys (JH)	\$2,000
2	Assistant, Track Boys (JH)	\$1,100
	Girls Track	
1	Head Track Girls	\$4,575
2	Assistant, Track Girls	\$3,250
1	Head Track Girls (JH)	\$2,000
2	Assistant, Track Girls (JH)	\$1,100
	Cross Country	
1	Head Cross Country	\$3,600
1	Head Cross Country (MS)	\$2,000
	Volleyball	
1	Head Volleyball	\$5,575
2	Assistant, Volleyball	\$4,250
1	Head Volleyball (JH)	\$4,000
2	Assistant, Volleyball (JH)	\$2,100
	Powerlifting	
1	Head Powerlifting	\$4,575
1	Assistant, Powerlifting	\$3,250
	CDL	
		\$5,000

**1Hitchcock Independent School District
EXTRA DUTY SUPPLEMENTAL PAY SCALE**

2026-2027

Approved by BOT:

	DUTY	Number of Days/ Sponsor/Director	Maximum Number of Hours/Rate Per Hour	MAXIMUM Pay Rate \$	Total Per Year
1	Cheerleading – Crosby	Sponsor		\$2,000.00/yr	\$2,000.00
1	Asst. Cheerleading – Crosby	Assistant		\$800.00/yr	\$800.00
1	Cheerleading - High School	Sponsor		\$4,000.00/yr	\$4,000.00
1	Cheerleading Assistant-High School	Assistant		\$2,000.00/yr	\$2,000.00
	Department / Team Leaders	Sponsor		\$500.00/semester	\$1,000.00
	Gifted/Talented Teacher(s)	Sponsor		\$200.00/semester	\$400.00
1	MS/HS Director of One Act Play	Sponsor		\$2,000.00/yr	\$2,000.00
1	Drill Team	Sponsor		\$4,000.00/yr	\$4,000.00
1	Asst. Drill Team	Sponsor		\$2,000.00/yr	\$2,000.00
1	High School Band Director	Sponsor		\$5,000.00/yr	\$5,000.00
2	High School Band Asst. Director	Assistant		\$4,000.00/yr	\$4,000.00
	UIL Academic Events (upon furnishing list of event and participants in event)	Sponsor		\$200.00/yr	\$200.00
	UIL Campus Coordinator (cannot also receive \$200 per event)	Sponsor		\$500.00/yr	\$500.00
1	Yearbook – Stewart Elementary (upon timely publishing)	Sponsor		\$500.00/yr	\$500.00
1	Yearbook–Crosby Middle (upon timely publishing)	Sponsor		\$750.00/yr	\$750.00
1	Yearbook–Hitchcock High (upon timely publishing)	Sponsor		\$1,000.00/yr	\$1,000.00
	ESL Certified Campus Teacher(s)			\$1,000.00/yr	\$400.00
	SPED Teacher Stipend			\$2,000.00/yr	\$2,000.00
	Summer School (Certified Teacher)			\$35.00/hour	
	Saturday School/Detention (Certified Teacher)			\$35.00/hour	
	Tutorials (Certified Teacher) (Pre-approved & outside of normal workday)			\$35.00/hr	
	Summer School Para-professional/Support Staff			\$17.50/hour	
	Saturday School/Detention Paraprofessional/Support Staff			\$17.50/hour	
	Varsity Football: Concession Stand Worker Concession Stand Manager		4 workers MAX	\$40.00 \$60.00	
	Sub-Varsity & Middle School Football Volleyball Concession Stand		2 workers MAX	\$25.00	
	Basketball Concession Stand		2 workers MAX	\$50.00	
	Varsity Football Ticket Scanner		4 workers MAX	\$40.00	
	Varsity Volleyball, Sub-Varsity/Middle School Ticket Scanner			\$35.00	
	High School Statistician (Per Contest Day)			\$50.00	
	Basketball Timekeeper (Per Contest Day)			\$50.00	
	Pitch Counter (Per Contest Day)			\$50.00	
	Volleyball Scorekeeper (Per Contest Day)			\$40.00	
	Faculty & Staff (non-coaches) as bus drivers: 1-49 miles 50-99 miles 100+ miles Tournament		In sport/out of sport:	\$30.00/\$50.00 \$40.00/\$60.00 \$50.00/\$80.00 \$75.00/\$100.00	
	Associate’s Degree – Para-professionals			\$500.00/yr	\$500.00
	Bachelor’s Degree – Para-professionals			\$1,000.00/yr	\$1,000.00
	Master’s Degree – Teachers			\$1,000.00/yr	\$1,000.00

Note: To earn the ESL &/or GT stipend employees must serve the appropriate students in an official capacity, and have the proper certification.

Note: All stipends depend on completion of attached duties.

SUBSTITUTE PAY SCALE 2026-2027

Approved by BOT:

Pay Grade	Paraprofessional	Daily Rate	Long Term Rate
P1	Office Staff & Aides (w/o College)	\$75.00 9.38 / HR	\$85.00 10.63 / HR
P2	Office Staff & Aides (w/30 + college hours)	\$90.00 11.25/ HR	\$100.00 12.50 / HR
	Teacher	Daily Rate	Long Term Rate
T1	Associates Degree	\$95.00 12.67 / HR	\$105.00 Daily
T2	Bachelor or Higher	\$100.00 13.34 / HR	\$110.00 Daily
T3	Certified (out of State)	\$105.00 14.00 / HR	\$115.00 Daily
T4	Certified (Texas)	\$125.00 16.67 / HR	\$135.00 Daily
	Clinical	Daily Rate	Long Term Rate
C1	LVN	\$100.00 13.34 / HR	\$110.00
C2	RN	\$115.00 15.34 / HR	\$125.00