

Hallsville Independent School District Proposed Compensation Package



2025-2026

2

Hallsville ISD

Proposed 2025-26 Teacher Salary Schedule with Additional District Funded Teacher Retention Stipends

Scenario exceeds state mandated pay increases

Increases based on experience

(No TRA State funding provided for Counselors/Nurses/Librarians)



2024-25 Years of Exp	2024-25 Actual Salary	+	TRA Increase	+	SSRA/Locally Funded Increase	=	2025-26 Years of Exp	2025-26 Proposed Salary	Year-over- Year % Increase
							0	\$ 44,187	0.00%
0	\$ 44,187	+	\$ -	+	\$ 1,000	=	1	\$ 45,187	2.26%
1	\$ 44,754	+	\$ -	+	\$ 1,000	=	2	\$ 45,754	2.23%
2	\$ 45,405	+	\$ 2,500	+	\$ -	=	3	\$ 47,905	5.51%
3	\$ 46,000	+	\$ 2,500	+	\$ -	=	4	\$ 48,500	5.43%
4	\$ 46,770	+	\$ 5,000	+	\$ -	=	5	\$ 51,770	10.69%
5	\$ 48,356	+	\$ 5,000	+	\$ -	=	6	\$ 53,356	10.34%
6	\$ 49,184	+	\$ 5,000	+	\$ -	=	7	\$ 54,184	10.17%
7	\$ 50,113	+	\$ 5,000	+	\$ -	=	8	\$ 55,113	9.98%
8	\$ 50,951	+	\$ 5,000	+	\$ -	=	9	\$ 55,951	9.81%
9	\$ 52,390	+	\$ 5,000	+	\$ -	=	10	\$ 57,390	9.54%
10	\$ 53,738	+	\$ 5,000	+	\$ -	=	11	\$ 58,738	9.30%
11	\$ 55,030	+	\$ 5,000	+	\$ -	=	12	\$ 60,030	9.09%
12	\$ 56,253	+	\$ 5,000	+	\$ -	=	13	\$ 61,253	8.89%
13	\$ 57,386	+	\$ 5,000	+	\$ -	=	14	\$ 62,386	8.71%
14	\$ 58,474	+	\$ 5,000	+	\$ -	=	15	\$ 63,474	8.55%
15	\$ 59,494	+	\$ 5,000	+	\$ -	=	16	\$ 64,494	8.40%
16	\$ 60,468	+	\$ 5,000	+	\$ -	=	17	\$ 65,468	8.27%
17	\$ 61,375	+	\$ 5,000	+	\$ -	=	18	\$ 66,375	8.15%
18	\$ 62,247	+	\$ 5,000	+	\$ -	=	19	\$ 67,247	8.03%
19	\$ 63,063	+	\$ 5,000	+	\$ -	=	20	\$ 68,063	7.93%
20	\$ 63,833	+	\$ 5,000	+	\$ -	=	21	\$ 68,833	7.83%
21	\$ 64,400	+	\$ 5,000	+	\$ -	=	22	\$ 69,400	7.76%
22	\$ 64,966	+	\$ 5,000	+	\$ -	=	23	\$ 69,966	7.70%
23	\$ 65,533	+	\$ 5,000	+	\$ -	=	24	\$ 70,533	7.63%
24	\$ 66,099	+	\$ 5,000	+	\$ -	=	25	\$ 71,099	7.56%
25	\$ 66,665	+	\$ 5,000	+	\$ -	=	26+	\$ 71,665	7.50%

Add'l Retention Stipend-All Years of Experience	Add'l Retention Stipend- HISD Years Experience
0	0
800	1300
800	1300
800	1300
800	1300
1300	2300
1300	2300
1300	2300
1300	2300
1300	2300
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1300	2300
1300	2300
1300	2300
1300	2300
1300	2300
1300	2300
1300	2300

	Funded Cost	Unfunded Cost	All	HISD
13	-	-	-	-
16	-	57,040	14,720	23,920
19	-	67,735	17,480	28,405
20	50,000	55,800	18,400	29,900
23	57,500	64,170	21,160	34,385
19	95,000	92,910	28,405	50,255
16	80,000	78,240	23,920	42,320
9	45,000	44,010	13,455	23,805
15	75,000	73,350	22,425	39,675
10	50,000	48,900	14,950	26,450
15	75,000	73,350	22,425	39,675
27	135,000	132,030	40,365	71,415
16	80,000	78,240	23,920	42,320
13	65,000	63,570	19,435	34,385
19	95,000	92,910	28,405	50,255
17	85,000	83,130	25,415	44,965
15	75,000	73,350	22,425	39,675
9	45,000	44,010	13,455	23,805
11	55,000	53,790	16,445	29,095
15	75,000	73,350	22,425	39,675
7	35,000	34,230	10,465	18,515
8	40,000	39,120	11,960	21,160
6	30,000	29,340	8,970	15,870
10	50,000	48,900	14,950	26,450
9	45,000	44,010	13,455	23,805
8	40,000	39,120	11,960	21,160
46	230,000	224,940	68,770	121,670
	\$ 1,707,500	\$ 1,809,545	550,160	963,010

HALLSVILLE ISD

TRS ACTIVE CARE RATE ANALYSIS

			WITH CURRENT \$350 DISTRICT CONTRIBUTION			WITH \$428 DISTRICT CONTRIBUTION		
	WITH \$325 DISTRICT CONTRIBUTION	WITH \$350 DISTRICT CONTRIBUTION	2025-2026 (13% premium increase year-over-year	1 YR INCREASE (DECREASE)-AT CURRENT CONTRIBUTION	3 YR INCREASE (DECREASE)-AT CURRENT CONTRIBUTION		1 YR INCREASE (DECREASE)-AT PROPOSED \$78 INCREASE	3 YR INCREASE (DECREASE)-AT PROPOSED \$78 INCREASE
HEALTHCARE PLAN	2023-2024	2024-2025				2025-2026		
PRIMARY								
EMPLOYEE ONLY	\$ 117	\$ 119	\$ 178	\$ 59	\$ 61	\$ 100	\$ (19)	\$ (17)
EMPLOYEE WITH SPOUSE	\$ 869	\$ 917	\$ 1,076	\$ 159	\$ 207	\$ 998	\$ 81	\$ 129
EMPLOYEE WITH CHILDREN	\$ 427	\$ 448	\$ 548	\$ 100	\$ 121	\$ 470	\$ 22	\$ 43
EMPLOYEE WITH FAMILY	\$ 1,178	\$ 1,245	\$ 1,446	\$ 201	\$ 268	\$ 1,368	\$ 123	\$ 190
PRIMARY +								
EMPLOYEE ONLY	\$ 194	\$ 201	\$ 271	\$ 70	\$ 77	\$ 193	\$ (8)	\$ (1)
EMPLOYEE WITH SPOUSE	\$ 1,025	\$ 1,083	\$ 1,265	\$ 182	\$ 240	\$ 1,187	\$ 104	\$ 162
EMPLOYEE WITH CHILDREN	\$ 558	\$ 587	\$ 706	\$ 119	\$ 148	\$ 628	\$ 41	\$ 70
EMPLOYEE WITH FAMILY	\$ 1,388	\$ 1,469	\$ 1,700	\$ 231	\$ 312	\$ 1,622	\$ 153	\$ 234
ACTIVE CARE HD								
EMPLOYEE ONLY	\$ 131	\$ 134	\$ 196	\$ 62	\$ 65	\$ 118	\$ (16)	\$ (13)
EMPLOYEE WITH SPOUSE	\$ 907	\$ 957	\$ 1,125	\$ 168	\$ 218	\$ 1,047	\$ 90	\$ 140
EMPLOYEE WITH CHILDREN	\$ 451	\$ 473	\$ 579	\$ 106	\$ 128	\$ 501	\$ 28	\$ 50
EMPLOYEE WITH FAMILY	\$ 1,226	\$ 1,296	\$ 1,507	\$ 211	\$ 281	\$ 1,429	\$ 133	\$ 203
ACTIVE CARE 2								
EMPLOYEE ONLY	\$ 688	\$ 663	\$ 663	\$ -	\$ (25)	\$ 585	\$ (78)	\$ (103)
EMPLOYEE WITH SPOUSE	\$ 2,077	\$ 2,052	\$ 2,052	\$ -	\$ (25)	\$ 1,974	\$ (78)	\$ (103)
EMPLOYEE WITH CHILDREN	\$ 1,182	\$ 1,157	\$ 1,157	\$ -	\$ (25)	\$ 1,079	\$ (78)	\$ (103)
EMPLOYEE WITH FAMILY	\$ 2,516	\$ 2,491	\$ 2,491	\$ -	\$ (25)	\$ 2,413	\$ (78)	\$ (103)
			AVG OVERALL PREMIUM INCREASE \$ 139		\$ 177	AVG OVERALL PREMIUM DECREASE \$ 61 \$ 99		
Estimated Cost for Employer Contribution (Based on 471 participants (2024-25)			\$ 1,978,200			\$ 2,419,056		
Additional Cost over current Contribution						\$ 440,856		

Hallsville ISD
Teacher/Librarian/Counselor/Nurse-RN Salary Scale
Proposed for 2025-2026 Contract Year

Years Experience Pay Step	2024-2025	Proposed 2025-2026	% Increase
0	\$ 44,187	\$ 44,187	0%
1	\$ 44,187	\$ 45,187	2%
2	\$ 44,754	\$ 45,754	2%
3	\$ 45,405	\$ 47,905	6%
4	\$ 46,000	\$ 48,500	5%
5	\$ 46,770	\$ 51,770	11%
6	\$ 48,356	\$ 53,356	10%
7	\$ 49,184	\$ 54,184	10%
8	\$ 50,113	\$ 55,113	10%
9	\$ 50,951	\$ 55,951	10%
10	\$ 52,390	\$ 57,390	10%
11	\$ 53,738	\$ 58,738	9%
12	\$ 55,030	\$ 60,030	9%
13	\$ 56,253	\$ 61,253	9%
14	\$ 57,386	\$ 62,386	9%
15	\$ 58,474	\$ 63,474	9%
16	\$ 59,494	\$ 64,494	8%
17	\$ 60,468	\$ 65,468	8%
18	\$ 61,375	\$ 66,375	8%
19	\$ 62,247	\$ 67,247	8%
20	\$ 63,063	\$ 68,063	8%
21	\$ 63,833	\$ 68,833	8%
22	\$ 64,400	\$ 69,400	8%
23	\$ 64,966	\$ 69,966	8%
24	\$ 65,533	\$ 70,533	8%
25	\$ 66,099	\$ 71,099	8%
26+	\$ 66,665	\$ 71,665	8%



Hallsville ISD
Bus Driver Hourly Pay Scale
Proposed for 2025-2026 Contract Year

Years Experience Pay Step	2024-2025	Proposed 2025-2026	% Increase
0	\$ 20.34	\$ 20.95	3%
1	\$ 21.91	\$ 22.57	3%
2	\$ 22.21	\$ 22.88	3%
3	\$ 22.38	\$ 23.05	3%
4	\$ 22.56	\$ 23.24	3%
5	\$ 22.74	\$ 23.42	3%
6	\$ 22.87	\$ 23.56	3%
7	\$ 22.99	\$ 23.68	3%
8	\$ 23.11	\$ 23.80	3%
9	\$ 23.22	\$ 23.92	3%
10	\$ 23.34	\$ 24.04	3%
11	\$ 23.46	\$ 24.16	3%
12	\$ 23.57	\$ 24.28	3%
13	\$ 23.69	\$ 24.40	3%
14	\$ 23.79	\$ 24.50	3%
15	\$ 23.88	\$ 24.60	3%
16	\$ 23.98	\$ 24.70	3%
17	\$ 24.07	\$ 24.79	3%
18	\$ 24.16	\$ 24.88	3%
19	\$ 24.25	\$ 24.98	3%
20	\$ 24.35	\$ 25.08	3%
21+	\$ 24.38	\$ 25.11	3%



Hallsville ISD
Salary Schedule I Hourly Positions by Category
Proposed for 2025-2026 Contract Year



Category 1 • Bus Monitor • Other titles consistent with this category
Category 2 • Custodian • Cafeteria • Other titles consistent with this category
Category 3 • Grounds • Maintenance • Lead Custodian • Other titles consistent with this category
Category 4 • Unlicensed Technician • Security Guard • Other titles consistent with this category
Category 5 • Unlicensed Skilled Technician • Mechanic • Other titles consistent with this category
Category 6 • Licensed Technician • Cafeteria Manager • Custodial Foreman • Grounds Foreman • Other titles consistent with this category
Category 7 • Licensed/Skilled Technician • Receiving/Mail/Inventory Technician • Other titles consistent with this category

Hallsville ISD
Salary Schedule I (Hourly) Rate Pay Scale
Proposed for 2025-2026 Contract Year
Experienced-based Step System Implemented in 2024-2025

Category	Category Range	2024-2025	Proposed 2025-2026	% Increase
1	Min	\$ 10.30	\$ 10.61	3%
	Mid	\$ 12.39	\$ 12.76	3%
	Max	\$ 14.48	\$ 14.91	3%
2	Min	\$ 10.56	\$ 10.88	3%
	Mid	\$ 13.19	\$ 13.59	3%
	Max	\$ 15.82	\$ 16.28	3%
3	Min	\$ 11.30	\$ 11.63	3%
	Mid	\$ 14.64	\$ 15.07	3%
	Max	\$ 17.98	\$ 18.52	3%
4	Min	\$ 12.75	\$ 13.13	3%
	Mid	\$ 16.57	\$ 17.07	3%
	Max	\$ 20.39	\$ 21.00	3%
5	Min	\$ 14.46	\$ 14.89	3%
	Mid	\$ 18.80	\$ 19.36	3%
	Max	\$ 23.13	\$ 23.82	3%
6	Min	\$ 16.57	\$ 17.07	3%
	Mid	\$ 22.75	\$ 23.43	3%
	Max	\$ 28.93	\$ 29.80	3%
7	Min	\$ 18.48	\$ 19.02	3%
	Mid	\$ 25.59	\$ 26.35	3%
	Max	\$ 32.70	\$ 33.68	3%



Hallsville ISD
Salary Schedule II (Non-Exempt) Positions by Category
Proposed for 2025-2026 Contract Year



Category 1 • Bus Drivers (hourly pay – commensurate with experience)
Category 2 • Central Receiving/Mail Clerk • Other titles consistent with this category
Category 3 • Receptionist/Office Clerk/Counselor Clerk • Library Aide • Nurse Aide • Classroom Aide – Head Start/SpEd/Spc Prg • Hall Monitor/Guard Shack • Other titles consistent with this category
Category 4 • Elem Elective/Specialist Paraprofessional • Structured Learning Aide • SpEd Assessment Specialist • SpEd Records System Specialist • SpEd Management System Specialist • Data Entry Clerk • Other titles consistent with this category
Category 5 • Secretary to Supervisor / AP / Coord / Band • District Communication Specialist • Attendance/PEIMS Clerk • Classroom Aide – ISS/Credit Recovery • Technology Specialist I • Other titles consistent with this category
Category 6 • Behavior Support Service Assistant • Behavior Technician • Community Outreach/Volunteer Specialist • District PEIMS Specialist • Other titles consistent with this category

Hallsville ISD
Salary Schedule II (Non-Exempt) Positions by Category
Proposed for 2025-2026 Contract Year



Category 7 • Secretary to Principals/Directors • Records/Inventory Specialist • LVN • Other titles consistent with this category
Category 8 • Payroll/AP/Business Office Specialist • Personnel/Benefits Specialist • Senior Technology Specialist • Network System Specialist • Secretary to HS Principal / Asst Supt • Other titles consistent with this category
Category 9 • Bus Shop Foreman - Certified • Secretary to Superintendent • Other titles consistent with this category

Hallsville ISD
Salary Schedule II Daily Rate Pay Scale - Non-Exempt
Proposed for 2025-2026 Contract Year
Experienced-based Step System Implemented in 2022-2023

Category	Category Range	2024-2025	Proposed 2025-2026	% Increase
1	See Bus Driver Pay Scale			
2	Min	\$ 70.59	\$ 72.71	3%
	Mid	\$ 91.06	\$ 93.79	3%
	Max	\$ 111.53	\$ 114.88	3%
3	Min	\$ 87.55	\$ 90.18	3%
	Mid	\$ 114.31	\$ 117.74	3%
	Max	\$ 141.06	\$ 145.29	3%
4	Min	\$ 89.61	\$ 92.30	3%
	Mid	\$ 118.82	\$ 122.38	3%
	Max	\$ 148.03	\$ 152.47	3%
5	Min	\$ 101.70	\$ 104.75	3%
	Mid	\$ 132.72	\$ 136.70	3%
	Max	\$ 163.73	\$ 168.64	3%
6	Min	\$ 111.27	\$ 114.61	3%
	Mid	\$ 145.12	\$ 149.46	3%
	Max	\$ 178.97	\$ 184.34	3%
7	Min	\$ 119.13	\$ 122.70	3%
	Mid	\$ 158.23	\$ 162.98	3%
	Max	\$ 197.32	\$ 203.24	3%
8	Min	\$ 130.90	\$ 134.83	3%
	Mid	\$ 173.96	\$ 179.18	3%
	Max	\$ 217.01	\$ 223.52	3%
9	Min	\$ 148.01	\$ 152.45	3%
	Mid	\$ 211.32	\$ 217.65	3%
	Max	\$ 274.63	\$ 282.87	3%



Hallsville ISD
Salary Schedule III (Exempt) Positions by Category
Proposed for 2025-2026 Contract Year



Category 1 • Teacher • Nurse – RN • Librarian • Counselor • LSSP Intern
Category 2 • Degreed Specialist • COTA • Staff Accountant • Network Programmer • Technology Specialist • Other titles consistent with this category
Category 3 • Elementary Assistant Principal • Testing Coordinator • Asst. Coordinator (TVAH) • Supervisor (District) • Truancy Officer / School Resource Officer • District Police Officer – Sergeant • Other titles consistent with this category
Category 4 • Secondary Assistant Principal • Occupational Therapist • LSSP • Speech Therapist • Speech Language Pathologist • District Police Chief • Dean of Instruction • Diagnostician • VI/O&M Specialist • CALT • Other titles consistent with this category

Hallsville ISD
Salary Schedule III (Exempt) Positions by Category
Proposed for 2025-2026 Contract Year



Category 5 • Principal (Elementary) • TVAH Coordinator • Coordinator • Network Administrator • Other titles consistent with this category
Category 6 • Principal (Secondary) • Director • Other titles consistent with this category
Category 7 • Executive Director • Other titles consistent with this category
Category 8 • Assistant Superintendent • Other titles consistent with this category

Hallsville ISD
Salary Schedule III Daily Rate Pay Scale - Exempt/Professional Employees
Proposed for 2025-2026 Contract Year

Category	Category Range	2024-2025	Proposed 2025-2026	% Increase
1	See HISD Salary Schedule for Teachers, Counselors, Librarians, Nurses-RN			
2	Min	\$ 236.29	\$ 243.38	3%
	Mid	\$ 301.29	\$ 310.33	3%
	Max	\$ 366.28	\$ 377.27	3%
3	Min	\$ 278.65	\$ 287.01	3%
	Mid	\$ 332.28	\$ 342.25	3%
	Max	\$ 385.91	\$ 397.49	3%
4	Min	\$ 309.00	\$ 318.27	3%
	Mid	\$ 366.17	\$ 377.16	3%
	Max	\$ 423.33	\$ 436.03	3%
5	Min	\$ 350.20	\$ 360.71	3%
	Mid	\$ 401.54	\$ 413.59	3%
	Max	\$ 452.88	\$ 466.47	3%
6	Min	\$ 391.40	\$ 403.14	3%
	Mid	\$ 443.15	\$ 456.44	3%
	Max	\$ 494.89	\$ 509.74	3%
7	Min	\$ 437.75	\$ 450.88	3%
	Mid	\$ 490.38	\$ 505.09	3%
	Max	\$ 543.02	\$ 559.31	3%
8	Min	\$ 484.10	\$ 498.62	3%
	Mid	\$ 554.93	\$ 571.58	3%
	Max	\$ 625.76	\$ 644.53	3%



Hallsville ISD
Proposed Substitute Pay Rates
For the 2025-2026 School Year



Pay Category	Proposed 2025-2026
Non-Certified	\$85
Degreed, Non-Certified	\$110
Certified Teacher	\$140
Long-Term Sub (Certified)	\$180
Long-Term Sub (Non-Certified)	\$140



HISD Stipend List (2025-2026)

Stipend - Athletics	Baseball Assistant	\$	5,000
Stipend - Athletics	Baseball Head	\$	7,000
Stipend - Athletics	Basketball JH Men	\$	4,000
Stipend - Athletics	Basketball JH Women	\$	4,000
Stipend - Athletics	Basketball Men and Womens	\$	5,000
Stipend - Athletics	Basketball Men- Head	\$	6,000
Stipend - Athletics	Basketball Women- Head	\$	6,000
Stipend - Athletics	Cross Country Head Men's	\$	5,500
Stipend - Athletics	Cross Country Head Women	\$	5,500
Stipend - Athletics	Football Defense	\$	6,375
Stipend - Athletics	Football Defensive Coord	\$	2,500
Stipend - Athletics	Football Freshman	\$	5,000
Stipend - Athletics	Football JH	\$	4,000
Stipend - Athletics	Football Offense	\$	6,375
Stipend - Athletics	Golf Head Men	\$	5,000
Stipend - Athletics	Golf Head Women	\$	5,000
Stipend - Athletics	Head Football Coach	\$	10,000
Stipend - Athletics	Media / Video	\$	1,500
Stipend - Athletics	Powerlifting Assistant	\$	3,000
Stipend - Athletics	Powerlifting Head	\$	5,000
Stipend - Athletics	Soccer Assistant Men's	\$	5,000
Stipend - Athletics	Soccer Assistant Women	\$	5,000
Stipend - Athletics	Soccer Coordinator	\$	4,000
Stipend - Athletics	Soccer Head Men's	\$	6,000
Stipend - Athletics	Soccer Head Women	\$	6,000
Stipend - Athletics	Softball Asst Coach	\$	5,000
Stipend - Athletics	Softball Head Coach	\$	7,000
Stipend - Athletics	Special Teams Coordinator	\$	2,000
Stipend - Athletics	Strength & Conditioning Coach	\$	5,000
Stipend - Athletics	Swim	\$	5,000
Stipend - Athletics	Tennis Assistant	\$	6,000
Stipend - Athletics	Tennis HeadFall and Spring	\$	8,000
Stipend - Athletics	Track Assistant Men's	\$	5,000
Stipend - Athletics	Track Assistant Women	\$	5,000
Stipend - Athletics	Track Head Men's	\$	6,000
Stipend - Athletics	Track Head Women	\$	6,000
Stipend - Athletics	Track JH Men	\$	3,000
Stipend - Athletics	Track JH Women	\$	3,000
Stipend - Athletics	Trainer	\$	10,000
Stipend - Athletics	Ull District Exec Committee	\$	3,000
Stipend - Athletics	Volleyball Assistant	\$	5,000
Stipend - Athletics	Volleyball Head	\$	6,875
Stipend - Athletics	Volleyball JH	\$	4,000
Stipend - Instructional	8th-10th Grade Initiative	\$	750
Stipend - Instructional	Ag Teacher	\$	3,500
Stipend - Instructional	Art Teacher	\$	1,000



HISD Stipend List (2025-2026)

Stipend - Instructional	Auto Tech	\$	23,461
Stipend - Instructional	Bilingual/ESL Teacher	\$	5,000
Stipend - Instructional	Bilingual/Foreign Language	\$	2,500
Stipend - Instructional	Core Subject Team Leader	\$	1,500
Stipend - Instructional	Counselor	\$	5,000
Stipend - Instructional	CPI Trainer	\$	2,500
Stipend - Instructional	Curriculum	\$	6,500
Stipend - Instructional	Department Chair	\$	1,500
Stipend - Instructional	Department Chair	\$	1,500
Stipend - Instructional	Department Lead- Ag	\$	7,000
Stipend - Instructional	Diagnostician	\$	3,000
Stipend - Instructional	Diagnostician	\$	5,000
Stipend - Instructional	Diagnostician	\$	6,000
Stipend - Instructional	Drill Team	\$	9,000
Stipend - Instructional	Dyslexia Assessment	\$	1,500
Stipend - Instructional	ESL Paraprofessional	\$	1,500
Stipend - Instructional	ESL Teacher	\$	2,500
Stipend - Instructional	Extra Assigned Duty - 504	\$	4,000
Stipend - Instructional	Extra Assigned Duty - 504	\$	2,500
Stipend - Instructional	Extra Assigned Duty - IMA	\$	8,500
Stipend - Instructional	Extra Assigned Duty - IMA	\$	6,500
Stipend - Instructional	GT Coordinator	\$	3,000
Stipend - Instructional	IEP	\$	10,000
Stipend - Instructional	Lead Teacher	\$	2,000
Stipend - Instructional	Master's Degree	\$	1,000
Stipend - Instructional	Math Teacher	\$	2,500
Stipend - Instructional	National Honor Society	\$	1,000
Stipend - Instructional	National Honor Society	\$	500
Stipend - Instructional	New Teacher Academy Coordinator	\$	1,000
Stipend - Instructional	Science Teacher	\$	2,500
Stipend - Instructional	Sp Ed Instructional Aide	\$	4,500
Stipend - Instructional	Special Education Teacher	\$	3,500
Stipend - Instructional	Speech and Debate	\$	3,000
Stipend - Instructional	Speech Language Pathologist	\$	10,000
Stipend - Instructional	Structured Learning Teacher	\$	3,500
Stipend - Instructional	Student Council	\$	250
Stipend - Instructional	Student Council	\$	1,000
Stipend - Instructional	Theater Arts Director	\$	2,000
Stipend - Instructional	Theater Arts Director	\$	7,500
Stipend - Instructional	Transition Specialist	\$	3,000
Stipend - Instructional	Visually Impaired	\$	8,000
Stipend - Instructional	Year Book	\$	500
Stipend - Instructional	Year Book	\$	5,000
Stipend - Instructional	Year Book	\$	1,000
Stipend - Other	Auditorium Mgr	\$	10,500
Stipend - Other	DAEP Facilitator	\$	5,000
Stipend - Other	DAEP Facilitator- Campus Admin	\$	2,500



HISD Stipend List (2025-2026)

Stipend - Other	Extra Assigned Duty - Asst Sup Secr Duty	\$	1,500
Stipend - Other	Extra Assigned Duty - HR/Personnel	\$	6,000
Stipend - Other	Extra Assigned Duty - Student Teacher Trainir	\$	1,500
Stipend - Other	Extra Assigned Duty - Z-Club	\$	750
Stipend - Other	Head Nurse	\$	6,000
Stipend - Other	Health Services Administrator	\$	3,000
Stipend - Other	High School Graduation	\$	1,000
Stipend - Other	Nurse - SHAC	\$	1,000
Stipend - Other	RN Asst	\$	4,000
Stipend - Other	Safety Training	\$	1,500
Stipend - Other	Sgt	\$	2,000
Stipend - Other	TVAH Support FP	\$	1,500
Stipend - Other	TVAH Support PEIMS	\$	1,000
Stipend - Other	TVAH Support PEIMS Adm	\$	4,000
Stipend - Other	TVAH Testing Security	\$	5,000
Stipend - Other	Webmaster	\$	2,000
Stipend - UIL	Assistant Cheerleader Sponsor	\$	2,000
Stipend - UIL	Assistant Choir Director	\$	3,000
Stipend - UIL	Band Assistant Director II HS	\$	13,500
Stipend - UIL	Band Coordinator	\$	3,000
Stipend - UIL	Band Director	\$	10,500
Stipend - UIL	Band Director	\$	18,625
Stipend - UIL	Cheerleader Sponsor	\$	5,000
Stipend - UIL	Cheerleader Sponsor	\$	1,200
Stipend - UIL	Choir Coordinator	\$	3,000
Stipend - UIL	Choir Director	\$	3,000
Stipend - UIL	Choir Director	\$	4,000
Stipend - UIL	District Music Coordinator	\$	2,000
Stipend - UIL	Drumline	\$	1,000
Stipend - UIL	HS Associate Director	\$	12,100
Stipend - UIL	Jazz Band	\$	750
Stipend - UIL	JH Assistant Choir Director	\$	3,000
Stipend - UIL	One Act Play Assistant	\$	1,000
Stipend - UIL	Theatre Arts Technician	\$	1,500
Stipend - UIL	UIL Assistant	\$	1,000
Stipend - UIL	UIL Coordinator	\$	9,000
Stipend - UIL	UIL Coordinator	\$	6,500
Stipend - UIL	Year Book	\$	3,000