



# COMPENSATION PLAN

*Pending Board Approval August 25, 2025*

*School Year  
2025 – 2026*

# Introduction

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The Calallen ISD Compensation Plan is updated and adopted annually by the Board of Trustees and is administered jointly by the Superintendent, Director of Human Resources, and Assistant Superintendent of Finance & Operations.

Calallen ISD does not discriminate against any employee or applicant for employment because of race, color, religion, gender, national origin, age, disability, military status, genetic information, or any other basis prohibited by law. Additionally, the district does not discriminate against an employee or applicant who acts to oppose such discrimination or participates in the investigation of a complaint related to a discriminatory employment practice. Employment decisions will be made on the basis of each applicant's job qualifications, experience, and abilities.

The Board of Trustees may adjust the compensation reflected in this plan retroactively as necessary to maintain compliance with statutorily required salary allotments that could be enacted during the ongoing 88<sup>th</sup> Texas Legislative Session, or increases in school funding which were not known at the time this plan was initially adopted.

## Compensation Framework

Calallen ISD's compensation plan is made up of salary paygrades with respective ranges as well as supplemental earnings and benefit programs that are approved by the Board of Trustees. Salary ranges are determined by market rates for benchmark positions. To ensure that salary ranges are competitive with the market, the District conducts market research to inform current compensation levels for comparable positions. Employees are paid according to the pay range for their respective positions. Calallen ISD's pay groups are:

- Administrative Professional
- Auxiliary
- Clerical/Technical
- Teachers and Librarians
- Stipends

The District determines the compensatory value of a position by conducting systematic comparisons of positions to assess relative internal and external value. After the systematic comparison is complete, a position is assigned an associated pay grade. Pay grades are used to group positions that have approximately the same relative internal value based on compensatory factors (job descriptions, market data, internal equity, district consistency, and administrative input are all considered when performing job evaluations).

## **Salary Placement of New Hires**

Salaries are determined by an employee's total years of relevant work experience as defined at the time of employment. Salary guides are developed and approved annually and do not represent or imply future pay increases or salary guarantees. The starting salary is determined individually based on each person's job related experience and salaries paid to peer employees in the same position with similar experience. No employee will be placed below the minimum of the pay range. Salary recommendations for new hires may be adjusted by the Superintendent to account for hard-to-fill positions or to recognize specialized knowledge and skills, qualifications, or technical certifications. Teachers with full certification shall be placed in the appropriate step on the Teacher Salary Scale, in accordance with their creditable years of service.

## **Stipend Framework**

Stipends are provided for performing extra duties beyond the regular campus workday schedule. Stipend pay represents remuneration in addition to, but separate from, regular base salary, and includes assignment stipends, educational stipends, coaching stipends, fine arts stipends, and others as identified. Individuals may not be assigned extra duties that may overlap. Stipends not identified in the stipend plan are exceptions and shall not be paid without the approval of the Superintendent.

## 2024-2025 Compensation Increases Summary

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Teachers and Librarians receive increases **based on years of experience**, detailed below. Additionally, the starting teacher salary was increased to **\$54,385**.

1-2 years' experience	<b>\$3,000</b>
3-4 years' experience	<b>\$4,000</b>
5+ years' experience	<b>\$8,000</b>

All positions outside of Teachers and Librarians receive **2.5% increase** as a percentage of the employee's pay grade midpoint as listed on the Administrative Professional Pay Plan, Clerical Paraprofessional Pay Plan, and Auxiliary Pay Plan.

# Performance Pay: Teacher Incentive Allotment

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**Local Designation System:** Calallen ISD's Teacher Incentive Allotment application has been accepted and the District has implemented the local designation system. The 2025-2026 school year is our Data Submission and Validation Year, where the data captured during the 2024-2025 school year (teacher observation and student growth measure requirements) is submitted and evaluated by TEA. Should TEA accept our data, the District will receive notification of Designated Teachers in April 2026.

**Eligible Campuses:** All Campuses Districtwide (excluding Nueces County JJAEP)

**\*\*Eligible Teaching Assignments:** K-12 Reading, K-8 Math, Algebra I, Algebra II, Geometry, 3-8 Science, Biology

**PEIMS Class Roster Winter Submission:** The Designated Teacher must be employed with the District in a teacher role as of the last Friday in February and included on the PEIMS Class Roster Winter Submission to generate an allotment.

**Allotment Amounts:** The Designated Teacher's campus location at the time of PEIMS Class Roster Winter Submission (last Friday in February) determines the allotment amount generated. Allotments vary based on campus rurality and socioeconomic need, allotment rates are determined by TEA and may change from year to year to reflect current student enrollment.

**TIA Spending Plan:** Calallen ISD will pay designated teachers 90% of the allotment funding through a one-time payout by August 10th of each year. The District has elected to fund all applicable benefits from the 90% allotment allocation. In essence, the TIA Allotment Program payouts, including benefits is fully funded from the 90% allocation. The District has elected to use 10% of the total allotment for supporting the TIA Allotment Program in accordance with statutory spending requirements; the 10% will be reserved at the district-level to support the implementation of TIA, inclusive of but not limited to purchasing additional testing and stipends for administrators who provide direct support of TIA, such as calibration training, data management, additional training, and maintaining the details of the local designation system. The District has elected to fund all applicable benefits from the 90% allotment allocation. In essence, the TIA Allotment Program payouts, including benefits is fully funded from the 90% allocation. The District has elected to use 10% of the total allotment for supporting the TIA Allotment Program in accordance with statutory spending requirements.

Distribution of TIA Funds: Designated teachers will receive 90% (minus taxes and TRS deductions) in one lump sum on a special payroll run on August 10, 2026. All TIA teacher compensation is Teacher Retirement System (TRS) eligible.

Designated Teacher Movement:

Teacher gives notice of retirement or resignation by May 1 <sup>st</sup> .	Receives 100% of their allowable allotment.
Teacher gives notice of retirement or resignation between May 2 <sup>nd</sup> and the 45 <sup>th</sup> day prior to the first day of instruction.	Receives 75% of their allowable allotment.
Teacher gives notice of retirement or resignation after the 45 <sup>th</sup> day prior to the first day of instruction.	Receives 50% of their allowable allotment
Teacher resigns prior to completing contract	*Teacher leaves the district prior to the last day of school; the district will retain the entire allotment.

\*For the TIA allotment earned by a teacher that resigns prior to completing contract, funds will be disbursed among all instructional staff on the campus where the designation was earned. The funds will be divided among all instruction staff, including full-time instructional paraprofessional staff. Staff will need to be employed on the last day of school and returning to the District for the following school year to receive the funds. Any disbursements will be paid (minus taxes and TRS deductions) in one lump sum to eligible employees on a special payroll run on August 10, 2026.

For more information on TIA and the District's local designation system visit

<https://www.calallen.org/leadership-clone/district-information-and-links/teacher-incentive-allotment-tia>

\*\*Please Note: Calallen ISD's Teacher Incentive Allotment application to expand the list of Eligible Teaching Assignments has been submitted and is pending approval. The 2025-2026 school year is the Data Capture Year for the added Eligible Teaching Assignments, where the District implements and collects teacher data for the local designation system during 2025-2026 in accordance with the accepted System Application. This includes all teacher observation and student growth measure requirements. ***TIA allotments earned for the added Eligible Teaching Assignments under the expanded local designation system are pending data validation results and will not begin until the 2026-2027 school year.***

# 2025-2026 Teacher & Librarian Hiring Scale

## Calallen ISD

### 2025-2026 New Hire Guide for Teachers and Librarians

*Board Approved July 23, 2025*

Years of Experience	New Hire Salary
0	\$54,385
1	\$54,885
2	\$55,385
3	\$56,765
4	\$57,265
5	\$61,765
6	\$62,265
7	\$62,765
8	\$63,265
9	\$63,765
10	\$64,265
11	\$64,765
12	\$65,265
13	\$65,765
14	\$66,265
15	\$66,765
16	\$67,265
17	\$67,765
18	\$68,265
19	\$68,765
20	\$69,265
21	\$69,765
22	\$70,265
23	\$70,765
24	\$71,265
25	\$71,765
26	\$72,265
27	\$72,765
28	\$73,265
29	\$74,015
30+	\$74,765

## Hiring Salary Range

10-Month Hiring Range Minimum: **\$54,385**

10-Month Hiring Range Maximum: **\$74,765**

Continuing Teachers and Librarians will receive the following raises:

1-2 years experience **\$3,000**

3-4 years experience **\$4,000**

5+ years experience **\$8,000**

The salaries listed above are based on 10-month employment 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 pay raise budget approved by the Board of Trustees.

**\$1,000 General Master's Degree Stipend**

# Administrative Professional Pay Plan

## 2025-2026 Administrative Professional Pay Plan

Calallen ISD

Board Approved July 23, 2025

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
1			Daily	\$200.00	\$242.50	\$285.00
	Custodial Supervisor	260	230 Days	46,000	55,775	65,550
	Lic HVAC Supervisor	260	260 Days	52,000	63,050	74,100
	Route Supervisor	230				
	Transportation Coordinator	230				
2			Daily	\$250.00	\$300.00	\$350.00
	Assistant Director of Maintenance	260	189 Days	47,250	56,700	66,150
	Network Administrator	240	230 Days	57,500	69,000	80,500
	SLP, Asst	189	240 Days	60,000	72,000	84,000
	Technology Integration Specialist	230	260 Days	65,000	78,000	91,000
3			Daily	\$280.00	\$337.50	\$395.00
	Athletic Trainer	223	194 Days	54,320	65,475	76,630
	Counselor, ES	194	204 Days	57,120	68,850	80,580
	Counselor, Inter	194	223 Days	62,440	75,263	88,085
	Counselor, MS	204	217 Days	60,760	73,238	85,715
	Director, Calallen Education Foundation	204	230 Days	64,400	77,625	90,850
	Director, Food Service	217	260 Days	72,800	87,750	102,700
	Director, Maintenance	260				
	Director, Transportation	230				
	District RN	194				
	Special Education Counselor	194				
4			Daily	\$300.00	\$360.00	\$420.00
	Asst Principal, ES	205	200 Days	60,000	72,000	84,000
	Asst Principal, Inter	205	204 Days	61,200	73,440	85,680
	Asst Principal, MS	205	205 Days	61,500	73,800	86,100
	Counselor, HS	204	230 Days	69,000	82,800	96,600
	Diagnostician, Sped	200				
	LPC	205				
	LSSP	200				
	SLP - CCC	200				
	Stronger Connections Coordinator (Grant Funded)	205				



## 2025-2026 Administrative Professional Pay Plan

Calallen ISD

Board Approved July 23, 2025

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
5			Daily	\$315.00	\$377.50	\$440.00
	Asst Principal, HS	205	205 Days	64,575	77,388	90,200
	Dean of Instruction, HS	210	210 Days	66,150	79,275	92,400
6			Daily	\$330.00	\$400.00	\$470.00
	Coordinator, Assessment and Accountability	215	215 Days	70,950	86,000	101,050
	Curriculum Coordinator, ELAR/SS/EL	220	220 Days	72,600	88,000	103,400
	Curriculum Coordinator, Math/Science/GT	220	230 Days	75,900	92,000	108,100
	Data Fellow	230				
	Principal, ES	215				
	Principal, Inter	215				
	Safety Administrator	230				
7			Daily	\$365.00	\$437.50	\$510.00
	Athletic Director	230	215 Days	78,475	94,063	109,650
	Director, Business Services	230	230 Days	83,950	100,625	117,300
	Director, Curriculum and Instruction	230	240 Days	87,600	105,000	122,400
	Director, Federal and Special Programs	230				
	Director, Personnel	230				
	Director, Purchasing/Risk Management	230				
	Director, Special Ed	215				
	Director, Technology	240				
	Principal, MS	215				
8			Daily	\$405.00	\$487.50	\$570.00
	Principal, HS	215	215 Days	87,075	104,813	122,550
9			Daily	\$490.00	\$582.50	\$675.00
	Asst Superintendent	230	230 Days	112,700	133,975	155,250

# Clerical Paraprofessional Pay Plan

## 2025-2026 Clerical Paraprofessional Pay Plan

Calallen ISD

\*Annual amounts are based on 7.5 hours per day.

Board Approved July 23, 2025

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
1			Hourly	\$14.25	\$17.25	\$20.25
	Aide, Instructional	181	181 Days	19,344	23,417	27,489
	Aide, ISS	181	185 Days	19,772	23,934	28,097
	Aide, Physical Ed	181				
	Aide, Pre-Kindergarten	181				
	Aide, Reading Lab	181				
	Aide, Sped Inclusion	181				
	Aide, Workroom	181, 185				
2			Hourly	\$15.25	\$18.50	\$21.75
	Aide, DAEP	181	181 Days	20,702	25,114	29,526
	Aide, Dual Credit	200	185 Days	21,159	25,669	30,178
	Aide, Library	185, 189	189 Days	21,617	26,224	30,831
	Aide, Sped Adaptive Ed	181	200 Days	22,875	27,750	32,625
	Aide, Sped BSIP	181	230 Days	26,306	31,913	37,519
	Aide, Sped PPCD	181				
	Receptionist, Central Office	230				
3			Hourly	\$16.65	\$20.20	\$23.75
	Attendance	201	194 Days	24,226	29,391	34,556
	Secretary, Asst Principal HS	202	201 Days	25,100	30,452	35,803
	Secretary, Asst Principal MS	202	202 Days	25,225	30,603	35,981
	Secretary, Attendance/Counselor MS	202				
	Secretary, Counselor ES, Inter	194				
	Secretary, Counselor MS, HS	202				
4			Hourly	\$18.25	\$22.13	\$26.00
	Bookkeeper, HS	215	194 Days	26,554	32,192	37,830
	Registrar, HS	215	198 Days	27,101	32,856	38,610
	Secretary, Food Service	198	202 Days	27,649	33,519	39,390
	Secretary, Maintenance	260	213 Days	29,154	35,345	41,535
	Secretary, Principal ES	213	215 Days	29,428	35,677	41,925
	Secretary, Principal Inter	213	260 Days	35,588	43,144	50,700
	Secretary, Principal MS	215				
	Secretary, Registrar/Counselor MS	202				
	Secretary, Special Ed	194				

## 2025-2026 Clerical Paraprofessional Pay Plan

Calallen ISD

\*Annual amounts are based on 7.5 hours per day.

Board Approved July 23, 2025

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
5			Hourly	\$20.00	\$24.25	\$28.50
	Admin Asst, Athletic	230	191 Days	28,650	34,738	40,826
	Admin Asst, Curriculum	205	205 Days	30,750	37,284	43,819
	Admin Asst, Special Education	230	215 Days	32,250	39,103	45,956
	Admin Asst, Technology	240	230 Days	34,500	41,831	49,163
	Computer Technician	240	240 Days	36,000	43,650	51,300
	LVN	191				
	Secretary, Principal HS	215				
	Specialist, PEIMS HS	215				
6			Hourly	\$22.00	\$26.75	\$31.50
	Accounts Payable Specialist	230	201 Days	33,165	40,326	47,486
	Admin Asst, Asst Superintendent	230	230 Days	37,950	46,144	54,338
	Benefits Specialist	230	240 Days	39,600	48,150	56,700
	Business Office Specialist	230				
	Network Engineer	240				
	Technology Support Coordinator	240				
	Truancy Officer	201				
7			Hourly	\$25.25	\$30.75	\$36.25
	Admin Asst, Superintendent	230	191 Days	36,171	44,049	51,928
	Campus RN	191	230 Days	43,556	53,044	62,531
	District PEIMS Supervisor	230				
	Payroll Specialist	230				

# Auxiliary Pay Plan

## 2025-2026 Auxiliary Pay Plan

Calallen ISD

\*Annual amounts are estimated based on average hours per day.

Board Approved July 23, 2025

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
1			Hourly	\$13.25	\$15.90	\$18.55
	Aide, Bus Aide	178	178 Days	18,868	22,642	26,415
	Custodial	260	183 Days	19,398	23,278	27,157
	Food Service, Worker	183	260 Days	27,560	33,072	38,584
2			Hourly	\$14.25	\$17.10	\$19.95
	Driver, Food Service	183	183 Days	20,862	25,034	29,207
	Maintenance, Grounds	260	260 Days	29,640	35,568	41,496
3			Hourly	\$15.25	\$18.30	\$21.35
	Food Service, Manager ES	183	183 Days	22,326	26,791	31,256
	Food Service, Manager Inter	183	230 Days	28,060	33,672	39,284
	Maintenance, Grounds Foreman	260	260 Days	31,720	38,064	44,408
	Mechanic Helper	230				
4			Hourly	\$16.25	\$19.75	\$23.25
	Food Service, Manager Central Kitchen	183	183 Days	23,790	28,914	34,038
	Food Service, Manager HS	183	260 Days	33,800	41,080	48,360
	Food Service, Manager MS	183				
	Maintenance, District Delivery	260				
5			Hourly	\$18.25	\$21.90	\$25.55
	Maintenance, General	260	187 Days	24,310	29,546	34,782
	Maintenance, Journeyman Electrician	260	260 Days	33,800	41,080	48,360
	Maintenance, Locksmith	260				
	Senior Safety Officer	187				

## 2025-2026 Auxiliary Pay Plan

Calallen ISD

\*Annual amounts are estimated based on average hours per day.

Board Approved July 23, 2025

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum
<b>6</b>					
	Maintenance, HVAC Technician	260			
	Vehicle Mechanic	230			
			<b>Hourly</b>	<b>\$20.25</b>	<b>\$24.30</b>
			<b>230 Days</b>	37,260	44,712
			<b>260 Days</b>	42,120	50,544
					58,968
<b>7</b>					
	Maintenance, Master Electrician	260			
	Maintenance, Plumber License	260			
			<b>Hourly</b>	<b>\$22.25</b>	<b>\$26.70</b>
			<b>260 Days</b>	46,280	55,536
					64,792
<b>8</b>					
	Police Officer	202			
			<b>Hourly</b>	<b>\$24.92</b>	<b>\$30.02</b>
			<b>202 Days</b>	40,271	48,512
					56,754
<b>9</b>					
	Sergeant Officer	202			
			<b>Hourly</b>	<b>\$29.25</b>	<b>\$34.82</b>
			<b>202 Days</b>	47,268	56,269
					65,270
<b>BD</b>					
	Bus Driver	178			
			<b>Hourly</b>	<b>\$21.00</b>	<b>\$25.20</b>
			<b>178 Days</b>	14,952	17,942
					20,933

# Stipend Pay Plan

If a staff member is not employed with CISD for the entire year, stipends will be prorated based on percentage of the assignment(s) completed.

## 2025-2026 Extra Duty Stipends

Calallen ISD

Board Approved July 23, 2025

Category	Assignment	Level	Stipend Amount
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### Academics

Academic UIL Coordinator	District	\$2,500
AP Coordinator	District	\$2,500
Bilingual Sp Ed Services	District	\$2,500
Calallen TV	District	\$11,000
CATE	District	\$2,500
Doctorate Degree	District	\$1,500
Dual Credit	District	\$2,500
Dyslexia Coach	District	\$2,500
Masters Degree	District	\$1,000
Speech and Debate	District	\$4,000
Journalism	HS	\$4,000
Visually Impaired	District	\$2,500
Math/Science	ES, Inter, MS	\$1,000
Math/Science	HS	\$3,000

### Athletics

Asst Athletic Director	District	\$10,000
Athletic Coordinator, Boys	MS	\$4,500
Athletic Coordinator, Girls	MS	\$4,500
Basketball, Asst	MS	\$2,300
Basketball, Head	MS	\$2,800
Cross Country	MS	\$2,500
Equipment Coach	MS	\$1,000
Football, Asst	MS	\$4,000
Football, Head	MS	\$5,000
Offseason Coach	MS	\$1,000
Tennis	MS	\$4,500
Track, Asst	MS	\$2,300
Track, Head	MS	\$2,800
Volleyball, Asst	MS	\$2,300
Volleyball, Head	MS	\$2,800

## 2025-2026 Extra Duty Stipends

Calallen ISD

Board Approved July 23, 2025

Category	Assignment	Level	Stipend Amount
<b>Athletics</b>			
	Baseball, Asst	HS	\$4,000
	Baseball, Head	HS	\$7,500
	Basketball, Asst	HS	\$4,000
	Basketball, Head	HS	\$7,500
	Cross Country	HS	\$6,000
	Equipment Coach	HS	\$1,500
	Football, Asst	HS	\$8,000
	Football, Offensive Coordinator	HS	\$12,000
	Football, Defensive Coordinator	HS	\$12,000
	Football, Head Freshman	HS	\$8,000
	Golf, Asst	HS	\$4,000
	Golf, Head	HS	\$7,500
	Offseason Coach	HS	\$1,500
	Powerlifting, Asst	HS	\$3,000
	Powerlifting, Head	HS	\$6,000
	Soccer, Asst	HS	\$4,000
	Soccer, Head	HS	\$7,500
	Softball, Asst	HS	\$4,000
	Softball, Head	HS	\$7,500
	Swimming, Asst	HS	\$4,000
	Swimming, Head	HS	\$7,500
	Tennis, Asst	HS	\$6,000
	Tennis, Head	HS	\$10,000
	Track, Asst	HS	\$4,000
	Track, Head	HS	\$7,500
	Video Coach	HS	\$1,500
	Volleyball, Asst	HS	\$4,000
	Volleyball, Head	HS	\$7,500
<b>Fine Arts</b>			
	Band Director, District Asst	District	\$12,000
	Band Director, District Head	District	\$18,000
	Band Director, Head MS	MS	\$10,000
	Band Director, 2nd Asst	MS/HS	\$8,000
	Choir	District	\$8,000
	Choir Asst	District	\$2,500
	Color Guard	HS	\$3,000
	Theater/ One Act Play	HS	\$6,500

## 2025-2026 Extra Duty Stipends

Calallen ISD

Board Approved July 23, 2025

Category	Assignment	Level	Stipend Amount
<b>Non-Annualized (June Stipends)</b>			
	Campus Technology Coordinator	District	\$750
	Digital Learning Coach	District	\$750
	ESL	District	\$1,000
	Mentoring (CATS Academy Only)	District	\$500
	Reading Academy	District	\$750
	Campus UIL Coordinator	ES	\$775
	Grade Level Chair	ES	\$1,000
	UIL - Per Event	ES	\$750
	Campus UIL Coordinator	Inter	\$775
	Grade Level Chair	Inter	\$1,000
	Student Council Sponsor	Inter	\$750
	UIL - Per Event	Inter	\$750
	Yearbook Sponsor	Inter	\$750
	Campus UIL Coordinator	MS	\$775
	Department Chair	MS	\$1,800
	NJHS Sponsor	MS	\$1,000
	Robotics Club Sponsor	MS	\$1,000
	Student Council Sponsor	MS	\$1,000
	UIL - Per Event	MS	\$750
	Yearbook Sponsor	MS	\$750
	BPA Sponsor	HS	\$1,000
	DECA Sponsor	HS	\$2,500
	Department Chair	HS	\$1,800
	FCCLA Sponsor	HS	\$1,000
	HOSA Sponsor	HS	\$1,000
	Interact Club Sponsor	HS	\$1,500
	NHS Sponsor, Head	HS	\$1,500
	NHS Sponsor, Asst	HS	\$1,000
	Robotics Club Sponsor	HS	\$1,500
	SNHS Sponsor	HS	\$1,000
	Student Council Sponsor	HS	\$1,500
	UIL - Per Event	HS	\$850



## 2025-2026 Extra Duty Stipends

Calallen ISD

Board Approved July 23, 2025

Category	Assignment	Level	Stipend Amount
<b>Other</b>			
	In Home/Parent Training	District	\$1,250
	Inservice	District	\$3,900
	Librarian, Head	District	\$2,500
	Pool Manager	District	\$10,000
	Registered Nurse, Head	District	\$2,500
	Social Media	District	\$1,000
	Sp Ed Self-Contained	District	\$1,500
	Transition Coordinator	District	\$2,500
	Administrative Support	DAEP	\$2,500
	Administrative Support	MS	\$2,500
	Administrative Support	HS	\$3,000
<b>Spirit</b>			
	Cheerleader Sponsor, Head	MS	\$3,000
	Cheerleader Sponsor, Head	HS	\$6,500
	Cheerleader Sponsor, Asst	HS	\$3,500
	Top Cats Sponsor, Head	HS	\$6,500
	Top Cats Sponsor, Asst	HS	\$3,500

## Additional Pay Rates

Additional Pay Rates	
Extended Day, Certified Teacher	\$30.00 per hour
Extended Day, Paraprofessionals Instructional	School Year hourly rate
Lifeguards	\$10.00 per hour
Lifeguards, Swim Lessons	\$12.00 per hour
Lifeguard, Head	\$15.00 per hour
Student Workers	\$10.00 per hour
Summer Curriculum Planning	\$100 per day
Tutoring, Certified Teacher	\$30.00 per hour
Tutoring, Paraprofessionals Instructional	School Year hourly rate
<b>Summer School</b>	
Summer School Administrator – Elementary	\$335 per day
Summer School Administrator – Secondary	\$335 per day
Counselors	\$35.00 per hour
Teachers	\$35.00 per hour
Paraprofessionals, Instructional	\$18.00 per hour
Paraprofessionals , Clerical	\$17.00 per hour
Nurse	School Year hourly rate
<b>School Resource Officers</b>	
School Resource Officers	\$50.00 per hour
<b>Extra Duty Driving (Not Regular Bus Drivers)</b>	
0-49 miles	\$50.00 per trip
50-99 miles	\$60.00 per trip
100+ miles	\$70.00 per trip

# Substitute Pay Plan

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## Teacher Substitute Pay Scale

- Substitute with Valid TEA Certification - \$100.00/day
- Substitute with 4 Year Degree (non-certified) - \$95.00/day
- Substitute w/o College Degree (HS Diploma required) - \$80.00/day
- Additional \$10 per day for Fridays
- Additional \$10 per day after 10 consecutive days in the same assignment

## Paraprofessional/Clerical Substitute Pay Scale

- Special Education Paraprofessional Substitute (with or without degree) - \$75.00 per day
- General Education Paraprofessional Substitute (with or without degree) - \$75.00 per day
- Additional \$5 per day for Fridays
- Additional \$5 per day after 10 consecutive days in the same assignment

## Auxiliary Positions Substitute Pay Scale

- Bus Driver, Bus Aide, Custodial, Food Service, Nursing (Campus LVN & RN Only) -  
Minimum Hourly Rate from Position on Pay Plan

# Summary of Employee Benefits

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## State & Federal Required Deductions

- Federal Withholding – Figured automatically by the income tax withholding percentage method according to the marital status and number of exemptions claimed on the W-4 Form.
- Medicare – 1.45% of the gross salary will be deducted each pay period for any person hired after March 31, 1986.
- Teacher Retirement – 8.25% of total gross salary deducted each pay period (or as set by TRS). Deductions are on a pre-tax basis.
- TRS Retirement Insurance - 0.65% of total gross salary deducted each pay period.
- FICA Alternative Plan – Substitute/Temporary Staff Only – Effective 8/14/2004, 7.5% of total gross salary deducted each pay period on a pre-tax basis. Applicable only to those staff members who are not eligible for Teacher Retirement System (TRS) membership. The staff member will contribute to their own personal retirement saving account.

Other payroll deductions staff members may elect include deductions for the staff members' share of premiums for health, dental, life, and vision insurance; annuities; and higher education savings plans. Staff members also may request payroll deduction for payment of membership dues for District recognized organizations. Salary deductions are automatically made for unauthorized or unpaid leave.

## Employee Health Benefits Contribution

Calallen ISD will contribute \$375 per month towards health care coverage for each eligible employee that enrolls in one of the District provided health insurance plans.

## Employer Paid Life Insurance

Calallen ISD provides every full-time employee with an employer-paid \$25,000 Basic Life insurance policy at no cost to the employee.

## TRS Retiree Surcharges

TRS retiree surcharges are additional contributions TRS collects for employing TRS retirees who retired after Sept. 1, 2005 and who work more than one-half time during a month. There are two types of surcharges: pension surcharges and health care surcharges. The amount of the pension surcharge is equal to the amount of both member and state contributions on the compensation paid. The health care surcharge only applies for employed retirees who are TRS-Care participants.

For retirees hired in a full-time position before September 1, 2025 – the District will be responsible for 100% of the TRS retiree pension surcharges and health care surcharges.

For retirees hired in any position on or after September 1, 2025 – the retiree will be responsible for 100% of the TRS retiree pension surcharges and health care surcharges.