



Compensation Plan
2025-2026:

BOARD OF TRUSTEES

Amanda Poteet
Vice President

Monica Ryan
President

Lesley Lee
Secretary

Stephanie Jones
Trustee

José A. Macias Jr.
Trustee

Laura Stanford
Trustee

Suzanne Kenoyer
Trustee

ADMINISTRATIVE STAFF

Milton R. Fields III, Ed. D.
Superintendent

Cecilia Davis
Deputy Superintendent of Innovation, Business & Operations

Mary Duhart-Toppen, Ed.D.
Deputy Superintendent of Teaching & Learning

Lacey Gosch , Ed.D.
Assistant Superintendent of Support Services

Dan Brooks
Assistant Superintendent Operations

Kristin Saunders, Ed.D.
Assistant Superintendent of Curriculum & Instruction

Nicole Taguinod, Ed.D.
Assistant Superintendent of Employee and Public Relations

Paula Johnson, Ph.D.
Assistant Superintendent of Student Engagement

Table of Contents

Mission Statement	Page 4
Authority for Compensation Plan	Page 4
Description	Page 4
Pay Plan Administrative Procedures	Page 5
Base Pay for Exempt and Non-Exempt Employees	Page 6
Overtime Compensation	Page 6
Supplemental Duty Pay	Page 7
Differential Pay	Page 7
Stipend Pay	Page 8
General Pay Increases	Page 9
Promotional Increase	Page 9
New Hire Placement	Page 10

Structure of Compensation Plan

Teachers, Counselors, Nurses, Librarians	Page 11
Police Department	Page 12
Auxiliary	Page 13
Clerical & Instructional Support	Page 15
Information Technology	Page 17
Administrative / Professional	Page 18
Bus Drivers	Page 22
Substitute Pay Rates	Page 23
Supplemental Pay Rates	Page 23
Part-Time / Temporary Pay Rates	Page 23
Stipends & Incentives	Page 24
Athletic Workers	Page 29
Summer School/Holiday (Extra Duty Pay)	Page 32

Judson Independent School District does not discriminate on the basis of age, race, religion, color, national origin, sex, marital or veteran status, disability or other legally protected status in its programs, services or activities as required by Title VI of the Civil Rights Act of 1964, as amended; Title IX of the Education Amendments of 1972; and Section 504 of the Rehabilitation Act of 1973, as amended.

Questions regarding the Compensation Plan may be referred to the Deputy Superintendent of Innovation, Business & Operations at (210) 945-5502

JUDSON INDEPENDENT SCHOOL DISTRICT

MISSION STATEMENT

All Judson Independent School District students will receive a quality education enabling them to become successful in a global society.

BOARD POLICY - SALARIES, WAGES, AND STIPENDS

Authority for Compensation Plan

Board Policy DEA (LOCAL) states, "The Superintendent shall recommend an annual compensation plan for all District employees. Compensation plans may include wage and salary structures, stipends, benefits, and incentives." Board Policy DEAA (LOCAL) states, "The Superintendent shall recommend a stipend pay schedule as part of the annual compensation plan of the District." Pay structures shall be designed and administered for the purpose of attracting and retaining qualified employees to achieve District goals. The Superintendent shall administer and maintain pay systems in accordance with board policies and administrative procedures.

The Superintendent shall administer the compensation plans consistent with the budget approved by the Board of Trustees. The Superintendent or designee shall classify each job title within the compensation plans based on the qualifications and duties of the position. Within these classifications, the Superintendent or designee shall determine appropriate pay for new employees and employees reassigned to different positions.

The Judson Independent School District pay plan design is facilitated by the Texas Association of School Board's Human Resources Services. The plan is based on recognized pay principles that strive for equitable pay based on district jobs and competitive markets.

Description

Certified classroom teachers, District of Innovation teachers, librarians, nurses (RNs), and counselors will be paid no less than the minimum monthly salary on the state salary schedule based on total years of creditable experience as required by law. For other employees, the Superintendent or designee shall assign positions to pay grades that define the minimum and maximum base pay for the position. Jobs will be classified on the basis of qualifications and duties defined by the District. All employees will be paid within the assigned pay grade unless exceptions are granted by the Board of Trustees. The Superintendent or designee shall review pay structures annually and make approved adjustments to pay ranges (as applicable).

Pay Plan Administrative Procedures

Minimum Pay Requirements

Certified classroom teachers, librarians, registered nurses, and counselors will be paid no less than the state minimum salary schedule based on total years of credible experience. Experience will be credited according to the commissioner's rules on creditable service (19 TAC 153.1021). Salaries for these employees will be determined annually after Board of Trustees approval of the budget. Nonexempt employees will be paid no less than the current minimum wage in accordance with the federal Fair Standards Labor Act (FLSA).

District of Innovation (DoI) teachers are paid using the Board approved teacher salary scale based on verified years of service in teaching.

Local Pay Plans

The District will maintain position classification and pay structures for all jobs. Jobs will be grouped into position classification and pay grades in the following categories: (1) teachers, counselors, librarians, and registered nurses (RN's), (2) police department, (3) auxiliary, (4) clerical/instructional support, (5) information technology, (6) administrative/professional, and (7) bus drivers.

Each job will be assigned to a pay grade that determines the minimum to maximum pay range for the position. Pay ranges are set to be competitive with the relevant job market for benchmark positions. Jobs are assigned to pay grades on the basis of the following factors: (1) job qualifications and required skills; (2) job duties and responsibilities defined by the district; and (3) competitive job market prices.

Pay ranges are reviewed annually and adjusted as needed by the Board of Trustees. Employee compensation will advance through the pay range based upon the general pay increase budget approved by the Board of Trustees each year.

Reclassification of Current Positions

Pay grade assignments may be changed based on significant and sustained changes in the job duties assigned (increased or reduced) or changes in the competitive job market. A job reclassification occurs when the same position is moved to a higher or lower pay grade with Board approval. An upward or downward job reclassification will result in greater or lesser potential for pay advancement over time.

Base Pay for Exempt and Nonexempt Employees

Classification of Positions as Exempt or Nonexempt

All jobs will be classified as exempt or nonexempt in accordance with the requirements of the federal Fair Labor Standards Act (FLSA). The Human Resources department will determine the classification of each position based on a description of assigned job duties and the method of compensation. In order to be exempt, the employee's primary duties must fall under one of three types of exemptions: executive, administrative, or professional, as defined under the FLSA, and the employee must be compensated on a salary basis. All employees who do not meet the legal requirements for exemption are classified as nonexempt.

Basis of Pay for Exempt Employees

Exempt employees are paid on a salary basis for the number of months in their annual employment period. Payment on a salary basis means that employees are paid a fixed sum for the job regardless of the days or hours actually worked each week. Annual salaries may be adjusted for different duty assignments but salaried employees are not entitled to pay on a daily or hourly basis. Exempt employees do not receive overtime compensation.

Basis of Pay for Nonexempt Employees

Nonexempt employees are paid on an hourly wage basis for all hours worked each week. Employees who are nonexempt will receive compensation for additional hours worked through time or pay.

Prorating Pay for Reduced Work Year

Wages may be adjusted proportionately for employees who work less than full-time or less than a full year.

Payroll Period

Employees will receive bank deposits or manual check according to the district's payroll schedule. All employees other than biweekly auxiliary employees, who work less than twelve months will have their annual compensation prorated over a twelve-month calendar period to provide year-round income.

Overtime Compensation

Overtime Defined

Nonexempt employees who work in excess of 40 hours within the defined JISD workweek are subject to overtime regulations in accordance with FLSA. For specific information regarding the finance computation of overtime at a premium standard rate, or compensatory time in lieu of monies, refer to Policy DEA (LEGAL).

An employee's regular work schedule may be adjusted during the week to limit or eliminate overtime. The District's workweek begins at 12:00 a.m. on Sunday and ends at 11:59 p.m. on Saturday.

At the District's option, nonexempt employees may receive compensatory time off, rather than overtime pay, for overtime work. The employee shall be informed in advance if overtime hours will accrue compensatory time rather than pay.

Authorization of Overtime

A cabinet staff member must approve all overtime worked in advance. Supervisors are responsible for preventing unauthorized overtime. Employees who work unauthorized overtime may be subject to disciplinary action. Supervisors of nonexempt employees must ensure that employees understand how they will be compensated for overtime (compensatory time or pay) prior to the employee working overtime hours.

Overtime pay requirements cannot be waived by voluntary agreement between the school district and the employee and the employee cannot "donate" overtime or agree to be paid at reduced rates.

Compensation for Overtime

Compensation for overtime hours will be awarded at 1.5 times the regular rate of pay after physically working a 40 hour workweek. Compensation may be given in compensatory time or paid in the regularly scheduled paycheck.

Use of Compensatory Time

Employees who have accrued compensatory time must use that time before using other accrued leave, unless approved by their immediate supervisor prior to the absence. All compensatory time must be used prior to the end of the employee's assigned calendar work days.

Supplemental Duty Pay

Exempt employees who are assigned supplemental duties that accrue extra pay will be compensated according to the District's schedule for extra duty pay. Extra duty pay is not a property right. All extra duty pay and supplements are reviewed and modified on an annual basis, and are dependent on available funding.

Differential Pay

Occasionally a position becomes vacant through resignations, retirement, leave of absence, or an extended employee absence. During these situations, the supervisor may find it necessary to delegate the responsibilities of that position within the department or school campus for continued efficiency. The employee delegated these responsibilities will assume them in addition to their regular duties and responsibilities.

In such situations, the employee's supervisor may request approval from the Superintendent to award that employee differential pay for the period of time during which the employee performs responsibilities in addition to their existing duties. An employee is eligible to receive differential pay only for the period of time during which the employee is assigned the responsibilities of another position in addition to the employee's existing responsibilities. The period of time may not exceed a period of sixty (60) working days except in unusual circumstances approved by the Superintendent. The rate of differential pay will be calculated by determining the difference between the current daily rate and the daily rate of what the employee would earn if that employee had been assigned, promoted, or reclassified to the vacant position. Differential pay is not available for employees who assume delegated responsibilities of positions in an equal or lesser pay grade than the one in which they are currently classified.

Stipend Pay

The Board of Trustees will approve a schedule of stipends for extra duties. Employees on the teacher pay scale and high school athletic coordinators are eligible for stipends, unless approved by the board. Employees receiving a UIL event or mentor stipend will be required to submit a stipend verification form twice per year. Employees receiving a UIL event stipend must compete in a minimum of a district level UIL competition. An employee will be required to work until the 15th of the month to receive the full monthly amount. Should the employee exit prior to the 15th of the month, they will receive only half of the monthly amount. Employees who accept a stipend assignment prior to the 15th of the month will receive the full monthly amount, if the assignment is accepted after the 15th of the month they will receive half of the monthly amount. In the event of a partial or cancelled UIL Athletics or Academics season due to a mandatory school closure such as, but not limited to, a temporary COVID-19 closure, partial or no stipends may be paid for the particular season which was cancelled or shortened.

Non-exempt staff are not eligible for a traditional stipend pay. However, they may still work the job duties and must be paid an hourly rate for their time. A Blended Rate schedule will be applied to all situations where a paraprofessional staff member is working a duty that is traditionally paid with a stipend.

Exempt Employees

Exempt employees who are assigned stipend duties that accrue extra pay will be compensated according to the district's schedule for extra duty stipends. These assignments may be discontinued at any time for any reason or no reason, by either party. The stipend may be prorated in the event that an individual is unable to perform the duties for the entire period as indicated. It is the responsibility of the principal to verify that an individual met the minimum standards to be eligible for the stipend. An employee does not have a property right to a stipend and all stipends are authorized on a year-to-year basis.

General Pay Increase

Eligibility for General Pay Increase

Employee salaries and wages will be reviewed annually by the Board of Trustees for adjustments.

Pay Increase Budget

The Superintendent may recommend an amount for general pay increases as part of the annual budget process. Budget recommendations for general pay increases will be based on available revenue, changes in minimum pay laws, competitive job markets, and district compensation objectives. Employee pay increases will be based on the budget approved by the Board of Trustees.

General Pay Increase Calculations

The general pay increase will be calculated for each employee by applying the percent of the salary increase approved by the Board of Trustees to the midpoint of each employee's pay grade such that all employees in the pay grade receive the same rate of increase. State required pay increases for classroom teachers, librarians, counselors and other certain professionals will comply with the state minimum salary standards.

No employee's pay will be increased beyond the maximum of their assigned pay grade unless the Board of Trustees approves a special adjustment.

Promotional Increase

Promotion Defined

A promotion occurs when an employee is selected for a different job in a higher pay grade. Pay adjustments for promotions will begin with the effective date of the new assignment.

Promotion Increase for the Exempt Employees

A promotion increase is based on an employee's current base pay less any stipends. Promotion increases will be based on rates of pay for the assigned pay grade and will be determined by these guidelines: 1. No employee will be paid below minimum of the new pay grade. 2. Employees entering a new or different pay grade will be paid in accordance with Judson ISD human resources standards.

Promotion Increase for Non-Exempt Employees

A promotion increase is based on an employee's current hourly base rate of pay and will be determined by these guidelines: 1. No employee will be paid below minimum of the new pay grade. 2. Employees entering a new or different pay grade will be paid in accordance with Judson ISD human resources standards.

New Hire Placement

Teachers, Counselors, Librarians, and Registered Nurses

For these job titles, a hiring schedule is prepared annually to facilitate placements by total years of creditable service. Experience is credited for teachers, counselors and librarians according to the commissioner's rules on creditable service. Registered nurses are required to submit an experience affidavit and are credited with verifiable full-time work experience as a registered nurse. The hiring schedule for these positions is subject to change each year and should not be used to predict future salaries. Experience is counted based on the authorized date of the hiring schedule.

Administrative/Professional Pay Structures

Placement of new hires will be determined by the employee's applicable years of experience in the district and/or relevant to the position. The guidelines for placement are as follows: 1. The human resources department will determine each new hire's level of job-specific experience based on verifiable documentation or service records submitted by the new hire within 30 calendar days from the first work day. Any additional pay resulting from amendments to applicable years of experience approved by the human resources department will not be retroactive. 2. No employee will be placed below the minimum of the pay grade.

Police, Clerical/Instructional Support, and Auxiliary Pay Structures

Placement of new hires will be determined by the employee's pay grade and applicable years of experience in the district and/or relevant to the position. The guidelines for placement are as follows: 1. The human resources department will determine each new hire's level of job-specific experience based on verifiable documentation submitted by the new hire within 30 calendar days from the first work day. Any additional pay resulting from amendments to applicable years of experience approved by the human resources department will not be retroactive. For skilled or technical positions, other department personnel will assist with determination of job-specific experience. 2. No employee will be placed below the minimum of the pay grade.

Teachers

Years of Experience	Teacher Salary 24-25	Daily Rate
0	\$60,934	\$325.85
1	\$61,134	\$326.92
2	\$61,614	\$329.49
3	\$61,914	\$331.09
4	\$62,214	\$332.69
5	\$63,064	\$337.24
6	\$63,954	\$342.00
7	\$64,404	\$344.41
8	\$64,554	\$345.21
9	\$64,704	\$346.01
10	\$64,854	\$346.81
11	\$65,054	\$347.88
12	\$65,454	\$350.02
13	\$66,054	\$353.23
14	\$66,254	\$354.30
15	\$66,454	\$355.37
16	\$66,654	\$356.44
17	\$67,054	\$358.58
18	\$67,654	\$361.79
19	\$67,854	\$362.85
20	\$68,054	\$363.92
21	\$68,254	\$364.99
22	\$68,454	\$366.06
23	\$68,654	\$367.13
24	\$68,854	\$368.20
25	\$69,054	\$369.27
26	\$69,254	\$370.34
27	\$69,454	\$371.41
28	\$69,724	\$372.85
29	\$70,324	\$376.06
30	\$70,974	\$379.54
31	\$71,724	\$383.55
32	\$72,124	\$385.69
33	\$72,624	\$388.36
34	\$73,224	\$391.57
35	\$73,924	\$395.31
36	\$74,324	\$397.45
37	\$74,824	\$400.13
38	\$75,424	\$403.34
39	\$75,624	\$404.41
40	\$75,724	\$404.94
41 ⁺	\$75,824	\$405.48

The salaries listed are based on 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 budget approved by the Board of Trustees.

Academic Trainer - 197 Days

Administrator Intern - (197 Days ES, MS) (207 Days, HS)

Athletic Trainer - 187 Days

Counselor - Elementary School - 197 Days

Counselor - High School - 207 Days

Counselor - Lead High School & Central Office- 226 Days

Counselor - Lead JECA - 220 Days

Counselor - Middle School - 207 Days

CTE Program Facilitator - 207 Days

Instructional Coach (Dual Language) - 197 Days

Librarian - Elementary School - 189 Days

Librarian - High School - 202 Days

Librarian - Middle School - 190 Days

LOTC Teacher/Instructor - 197 Days

Nurse - 187 Days

Reading Academy Cohort Teacher - 226 Days

Teacher - 187 Days

Teacher JROTC - 212 Days

Teacher Doctoral Degree Stipend: \$500

Teacher Masters Degree Stipend: \$1,500

***Masters Degree in Teaching Field Stipend: \$1,500**

* For teachers who were hired prior to 24-25 school year

****Masters Degree in Teaching Field Stipend: \$500**

** For teachers hired during the 24-25 school year and beyond

Note: Grandfathered teachers receiving this stipend at \$1500 will receive for one more year in 25 26 SY, and will revert to \$500 starting 26-27 SY

Police - PCP

Pay Grade	Job Title		Hourly Minimum	Hourly Midpoint	Hourly Maximum
101		Days	\$24.07	\$30.09	\$33.93
	Police Officer	230			
	Police Officer	187			
102		Days	\$27.07	\$33.70	\$38.15
	Police Corporal	230			
	Police Corporal - Investigator	230			
102A		Days	\$28.55	\$35.49	\$40.25
	Police Sergeant	230			
103		Days	\$30.00	\$37.24	\$42.30
	Police Lieutenant	230			

Auxiliary - ACP

Pay Grade	Job Title		Hourly Minimum	Hourly Midpoint	Hourly Maximum
203		Days	\$16.00	\$18.18	\$20.36
	Bus Monitor	187			
	Custodian	260			
	Driver/Server - Child Nutrition	190			
	General Worker - Child Nutrition	190			
	Groundskeeper/Landscaper	260			
204		Days	\$16.45	\$19.35	\$22.25
	Cafeteria Manager - Assistant	193			
	Custodian - Assistant Lead	260			
	Custodian Lead - Elementary School	260			
	Distribution Driver	226			
	Equipment Repair Technician - Custodial	260			
	Vehicle Mechanic Helper	260			
	Warehouse Worker - CN, DO, Maintenance	260			
205		Days	\$17.85	\$21.77	\$25.69
	Cafeteria Manager - Floating I or II	193			
	Custodian - Lead - Middle School	260			
	Groundskeeper - Lead	260			
	Heavy Equipment Operator	260			
	HVAC F/W Mechanic	260			
	Painter	260			
206		Days	\$19.00	\$23.17	\$27.34
	Bus Router	226			
	Cafeteria Manager III	193			
	Carpenter	260			
	Custodian Lead - ERC, HS	260			
	HVAC Mechanic	260			
	Locksmith	260			
	Production Kitchen Manager - Child Nutrition	193			
	Trainer/Student Management Specialist - Transportation	226			
	Training Specialist I - Transportation	226			
	Transportation Dispatcher	226			
207		Days	\$21.05	\$25.67	\$30.29
	Controls Technician, Electronics Controls Technician I	260			
	Irrigation Technician	260			
	Lead Bus Router	226			
	Mill Carpenter	260			
	Pest Control Applicator	260			
	Training Specialist II - Transportation	226			
	Video Safety Specialist - Transportation	226			
	Warehouse Supervisor - Child Nutrition	240			

Pay Grade	Job Title		Hourly Minimum	Hourly Midpoint	Hourly Maximum
208		Days	\$23.20	\$28.29	\$33.38
	Carpenter - Lead	260			
	Equipment Repair Technician - Child Nutrition	260			
	HVAC Technician	260			
	Mechanic	260			
	Plumber - Apprentice	260			
	Shop Foreman - Assistant	260			
	Supervisor Terminal - Transportation	226			
	Warehouse Supervisor - District Office	240			
	Welder	260			
209		Days	\$25.00	\$30.49	\$35.98
	Controls Technician II	260			
	Electrician Journeyman	260			
	Energy Controls Technician	260			
	Plumber Journeyman	260			
	Security Systems Technician	260			
	Senior Locksmith	260			
	Shop Foreman	260			
	Warehouse Supervisor - Maintenance	260			
210		Days	\$28.05	\$34.21	\$40.37
	Electrician - Master	260			
	HVAC Technician - Lead	260			
	Plumber - Master	260			

Clerical & Instructional Support - CIS

Pay Grade	Job Title		Hourly Minimum	Hourly Midpoint	Hourly Maximum
303		Days	\$16.94	\$19.93	\$22.92
	Aide - Adventure Club, Aide - Instructional	185			
	Aide - Health, Aide- Hall Monitor	185			
	Aide - Pre-K, Aide - Pre-K Bilingual, Aide - Pre-K 3, Aide - Pre-K 4	185			
	Aide - Sp ED, Aide - Sp ED Inclusion, Sp Ed Resource	185			
	Clerk - Office Support, Library Clerk	185			
	Instructional Materials Scanner	226			
	Receptionist - ERC, DO, HS, JTECH	226			
304		Days	\$17.62	\$20.73	\$23.84
	Adventure Club Supervisor	185			
	Aide - Sp ED SC APPLE, SC BAC, SC AYP, SC ECSE, SC JAC, SC Life Skills	185			
	Clerk - Field Trip	226			
	Clerk - Special Education (Campus)	185			
	Manager - Computer Lab - JECA	187			
	Secretary - General Athletics - HS	195			
305		Days	\$18.99	\$22.34	\$25.69
	Clerk - Child Nutrition, Transportation	226			
	Clerk - HR Records	226			
	Data Processing /PEIMS Clerk - MS, JCARE	210			
	Data Processor - Maintenance	240			
	Data System Manager - Special Education	210			
	Registrar/Counselor's Secretary - MS, HS	226			
	Registrar/PEIMS - ES	226			
	Secretary - Campus - ES, MS	226			
	Secretary - Police	230			
	Specialist - Testing	226			
306		Days	\$20.17	\$23.73	\$27.29
	Buyer-CN/ Buyer Maintenance	226			
	Campus Bookkeeper/SAF Manager - HS	226			
	Clerk - Accounts Payable, Payroll	226			
	Clerk - Data - Child Nutrition	190			
	Licensed Vocational Nurse (LVN)	187			
	Secretary - Athletic Department, Facilities Planning	226			
	Secretary - Campus - HS, JECA, JCARE, JLA	226			
	Secretary - Child Nutrition, Employee Services, Fine Arts, CCMR	226			
	Secretary - Curriculum & Instruction, Federal Programs & Grants	226			
	Secretary - ESL/Bilingual	226			
	Secretary - HR	226			
	Secretary - Maintenance, Transportation, Special Education	226			
	Secretary - Std & Fam Support, Pupil Services	226			
	Student Data Manager - HS, JECA	226			
	Systems Operator - Human Resources	226			
307		Days	\$23.63	\$27.80	\$31.97
	Specialist - Career and Technology, Purchasing	226			
	Specialist - Employee Programs	226			
	Specialist - Accounting	226			
	*Student Support Officer	187			
	*One-Year Grant Position				

Pay Grade	Job Title		Hourly Minimum	Hourly Midpoint	Hourly Maximum
308	Secretary - Cabinet	Days 226	\$28.98	\$34.09	\$39.20
309	Secretary - Board of Trustees Secretary - Superintendent	Days 226 226	\$33.79	\$38.40	\$43.01

Information Technology - IT

Pay Grade	Job Title		Hourly Minimum	Hourly Midpoint	Hourly Maximum
401		Days	\$24.71	\$29.07	\$33.43
	Computer Technician I	226			
	District Data Processing Clerk	226			
402		Days	\$26.90	\$31.65	\$36.40
	Computer Technician II	226			
	Specialist - PEIMS	226			
	Technician - Help Desk	226			
403		Days	\$234.31	\$275.66	\$317.01
	Cabling Technician I	226			
	Computer Technician III	226			
	Network Technician I	226			
	Systems Support - Child Nutrition	226			
404		Days	\$276.63	\$325.45	\$374.27
	Network Technician II	226			
	Lead Cabling Technician	226			
405		Days	\$313.95	\$369.35	\$424.75
	Network Manager	226			
	PEIMS Manager	226			
	Special Systems Administrator	226			
	Systems Administrator	226			
406		Days	\$344.56	\$405.36	\$466.16
	Business Systems Analyst	226			
	Database Administrator	226			
	Instructional and Program Materials Coordinator	226			
	Security Systems Administrator	226			
	Systems Support Engineer	226			
	Technology Warehouse Inventory Coordinator	226			
407		Days	\$374.71	\$440.83	\$506.95
	Senior Systems Administrator	226			
	System Administrator - VOIP	226			
408		Days	\$400.94	\$471.69	\$542.44
	Senior Systems Engineer	226			

Administrative/Professional - AP

Pay Grade	Job Title		Daily Minimum	Daily Midpoint	Daily Maximum
501		Days	\$241.40	\$284.00	\$326.60
	Accountant I	226			
	Coordinator - Child Nutrition	226			
	Coordinator - Facilities	226			
	Drill Instructor - JCARE	187			
	Manager - Print Center	226			
	Specialist - HR	226			
	Specialist -Employee Services Leave	226			
	Specialist - Employee Services Workman's Comp	226			
	Supervisor - Custodial Services	240			
	Supervisor Child Nutrition - Operations	226			
	Truancy Officer	187			
502		Days	\$258.10	\$303.65	\$349.20
	Accountant II	226			
	Dietitian - Child Nutrition	226			
	Strength and Conditioning Coach	226			
	Supervisor - Bond Construction	226			
	Supervisor - Maintenance	240			
503		Days	\$286.18	\$321.36	\$382.53
	Inspector - General Bond Construction	226			
504		Days	\$311.69	\$366.69	\$421.69
	Inspector - Construction (MEP)	226			
	Manager - Construction Projects (Designer)	226			
	Occupational Therapist - Assistant	187			
	Physical Therapist - Assistant	187			
	Project Manager - Bond Construction	226			
	Social Worker At-Risk - DO	216			
	Social Worker At-Risk - Elementary School	197			
	Social Worker At-Risk - MS, HS	202			
	Specialist	226			
	Specialist - Categorical	226			
	Specialist - Communication & Publications	226			
	Specialist - Creative Design	226			
	Specialist - Federal Programs and Grants	226			
	Specialist - HR Recruit & Hire	226			
	Specialist - IM and Records Management	226			
	Specialist - Instructional Technology	226			
	Specialist - Military Family	216			
	Specialist - Multimedia	226			
	Specialist - Payroll	226			
	Specialist - Response to Intervention (RTI)	226			
	Specialist - Special Education	216			
	Speech Language Pathologist (SLP) - Assistant	187			

Pay Grade	Job Title		Daily Minimum	Daily Midpoint	Daily Maximum
505		Days	\$338.65	\$398.41	\$458.17
	Academic Campus Coordinator	226			
	Academic Coach - Elementary School	202			
	Academic Coach - Middle School	207			
	Assistant Director - Child Nutrition	226			
	Assistant Director - Transportation	226			
	Assistant Principal - Elementary School	202			
	Assistant Principal - Middle School, JCARE, JECA	207			
	Coordinator	226			
	Coordinator - 6-8 Math	226			
	Coordinator - 6-8 Reading Language Arts	226			
	Coordinator - Adult & Community Ed	226			
	Coordinator - Assessment	226			
	Coordinator - Bilingual Programs	226			
	Coordinator - CCMR	226			
	Coordinator - Professional Development & Edgenuity	226			
	Coordinator - CTE	226			
	Coordinator - Curriculum & Instruction	226			
	Coordinator - Dyslexia	226			
	Coordinator - ESL	226			
	Coordinator - Guidance/SEL	226			
	Coordinator - Language Arts	226			
	Coordinator - Pk-5 Literacy	226			
	Coordinator - Pk-5 Math	226			
	Coordinator - Pk-5 Science	226			
	Coordinator - RTI	226			
	Coordinator - Science	226			
	Coordinator - Special Ed Lead	226			
	Coordinator - SPED	226			
	*Coordinator - Truancy and Dropout Prevention	226	*One-Year Grant Position		
	Restorative Justice Coach	187			
506		Days	\$362.15	\$426.06	\$489.97
	Academic Coach - High School	207			
	Academic Dean - High School	216			
	Assistant Director - Athletics	226			
	Assistant Director - Facilities & Planning	226			
	Assistant Director - Instructional Tech	226			
	Assistant Director - Spec Ed	226			
	Assistant Principal - High School	207			
	Associate Principal - Elementary School	216			
	Associate Principal - Middle School	220			
	Coordinator - Accounts Payable	226			
	Coordinator - Employee Services	226			
	Coordinator - High School Campus Athletic	226			
	Manager - Energy	226			

Pay Grade	Job Title		Daily Minimum	Daily Midpoint	Daily Maximum
507		Days	\$384.71	\$452.60	\$520.49
	*Administrator of Student and Family Support Services	226	*One-Year Grant Position		
	Associate Principal - High School	226			
	Diagnostician	226			
	Licensed Specialist School Psychology (LSSP)	226			
	Occupational Therapist	187			
	Principal Elementary - Small, Medium and Large	226			
	Speech Language Pathologist (SLP Lead)	207			
	Speech Language Pathologist (SLP)	187			
508		Days	\$417.18	\$490.80	\$564.42
	Director	226			
	Director - Assessment	226			
	Director - Athletics	226			
	Director - CCMR	226			
	Director - Communications	226			
	Director - CTE	226			
	Director - Desktop Services	226			
	Director - Early Literacy	226			
	Director - ELL Programs and LOTE	226			
	Director - Facilities and Planning	226			
	Director - Federal Programs and Grants	226			
	Director - Finance	226			
	Director - Fine Arts	226			
	Director - Health Services	226			
	Director - Human Resources	226			
	Director - Innovation	226			
	Director - Maintenance	226			
	Director - Payroll	226			
	Director - Pupil Services	226			
	Director - Purchasing	226			
	Director - Safety and Security	226			
	Director - Secondary Education	226			
	Director - Student Information	226			
	Director - Talent Management	226			
	Director - Transportation	226			
	Police Chief	230			
	Principal - Middle School	226			
	Principal - JECA, JCARE	226			

Pay Grade	Job Title		Daily Minimum	Daily Midpoint	Daily Maximum
509		Days	\$464.84	\$546.90	\$628.94
	Executive Director	226			
	Executive Director - Accounting	226			
	Executive Director - Athletics	226			
	Executive Director - Child Nutrition	226			
	Executive Director - Facilities Planning	226			
	Executive Director - Special Education	226			
	Executive Director - Student and Family Support	226			
	Executive Director - Technology	226			
	Principal - High School	226			
510		Days	\$511.07	\$601.26	\$691.45
	Assistant Superintendent - C&I	226			
	Assistant Superintendent - Operations	226			
	Assistant Superintendent - Technology	226			
	Chief Internal Auditor	226			
	Assistant Superintendent - Employee and Public Relations	226			
	Assistant Superintendent of Student Advocacy	226			
511		Days	\$592.64	\$697.22	\$801.80
	Deputy Superintendent - Business and Operations	226			
	Deputy Superintendent - Teaching and Learning	226			
512		Days	\$678.33	\$741.14	\$851.38
	Chief Financial Officer	226			

Bus Drivers

Years of Experience	Hourly Rate 24-25
0	\$17.85
1	\$18.07
2	\$18.29
3	\$18.51
4	\$18.73
5	\$18.95
6	\$19.17
7	\$19.39
8	\$19.61
9	\$19.83
10	\$20.05
11	\$20.27
12	\$20.49
13	\$20.71
14	\$20.93
15	\$21.15
16	\$21.37
17	\$21.59
18	\$21.81
19	\$22.03
20	\$22.25
21	\$22.47
22	\$22.69
23	\$22.91
24	\$23.13
25	\$23.35
26	\$23.57
27	\$23.79
28	\$24.01
29	\$24.23
30	\$24.45
31	\$24.67
32	\$24.89
33	\$25.11
34	\$25.33
35	\$25.55

Substitutes and Supplemental Rates

Substitute Rates		Daily Rate
Substitute Rates for Tuesday, Wednesday, & Thursday		
Non Degreed - High school diploma or GED		\$90.00
60 ⁺ College Hours - 60 ⁺ Accredited hours or degree		\$100.00
Certified Teacher or Nurse - Valid Texas Teaching Certificate or Nurse License		\$125.00
Substitute Rates for Monday & Friday		
Non Degreed - High school diploma or GED		\$100.00
60 ⁺ College Hours - 60 ⁺ Accredited hours or degree		\$110.00
Certified Teacher or Nurse - Valid Texas Teaching Certificate or Nurse License		\$135.00
Long-Term Substitute Position (After 11th day in the same professional or Crisis Sub assignment)		
Non Degreed - High school diploma or GED		\$110.00
60 ⁺ College Hours - 60 ⁺ Accredited hours or degree		\$120.00
Certified Teacher - Valid Texas teaching certificate		\$145.00
Counseling Substitute Rates		Daily Rate
<i>Long-Term Substitute Position (Only for Counselor Absences of 20 or more consecutive days)</i>		
Certified Counselor - Valid Texas certificate		\$160.00
Administrative Substitute Rate Long Term		Daily Rate
Elementary	\$	350.00
Secondary	\$	400.00
Temporary Bus Driver/Monitor Training Rate		Hourly Rate
Bus Driver Trainee - 4 Month Training Program		\$14.00
Bus Monitor Trainee - 2 Week Training Program		\$14.00
Supplemental Pay Rates - Exempt Staff		Rate
Coordination of after school/evening school instruction (per hour)		\$35.00
Private event rental supervisor (per hour)		\$45.00
Teachers/Librarians - Tutoring/after school instruction (per hour)		\$35.00
Teacher PD - Participation		\$25.00
Teacher PD - Active Program Development		\$35.00
Teacher - Driving Route for District (per hour)	Bus Driver Scale	
Teachers - Bus driving for athletic events (per day)		\$25.00
Part-Time / Temporary Employee Rates		Hourly Rate
Aide - Adventure Club (\$10 for HS students)		\$12.00
Computer Technician		\$14.00

Stipends & Incentives

Athletics - High School			
Position	Stipend	Position	Stipend
Administrative		Athletic Trainer	
Athletic Coordinator (2 per campus)	\$8,400	Athletic Trainer (2 per Campus)	\$11,500
College Coordinator (2 per HS campus)	\$900		
Equipment Coordinator Football 1 per campus	\$1,800		
Off Season (Football), 1 per campus	\$1,800	Strength and Conditioning (year round)	
Video Coordinator (Football) (1 per campus)	\$1,800	Coordinator for both Boys and Girls <i>(1 per campus)</i>	\$4,000
Football (97 Days in Sport UIL start to Cert)			
Head Coach (1)	\$10,000	Tennis	
Assistant Head Coach (1)	\$9,500	Head Coach (1)	\$6,100
1st Assistant Coach Off/Def (2)	\$9,000	Assistant Coach (1)	\$4,000
Assistant Coach (10)	\$7,000		
Baseball/Softball (61 Days)		Track	
Head Coach (1)	\$5,300	Head Coach (1)	\$5,300
Assistant Coach (2)	\$4,000	Assistant Coach (3)	\$4,000
Basketball (91 Days)		Soccer (82 Days)	
Head Coach (1)	\$8,050	Head Coach (1)	\$5,300
Assistant Coach (3)	\$4,500	Assistant Coach (1)	\$4,000
Cross Country		Swimming	
Head Coach (1)	\$4,400	Head Coach (1)	\$5,820
		*Assistant Coach (after 60 students)	\$4,000
Golf		Volleyball (82 Days)	
Head Coach (1)	\$4,800	Head Coach (1)	\$6,420
		Assistant Coach (3)	\$4,000
Powerlifting		Wrestling (65 Days)	
Head Coach (1)	\$4,400	Head Coach (1)	\$5,300
		Assistant Coach (1)	\$4,000

Athletics - Middle School

Position	Stipend	Position	Stipend
Athletic Coordinator (B/G)	\$3,100	Athletic Trainer	
		Athletic Trainer (1 for ALL Middle Schools)	\$11,500
Football		Tennis	
Head Coach 7th/8th (1 per grade)	\$2,550	Head Coach (1)	\$1,000
Assistant Head Coach (3)	\$1,500		
Volleyball		Track (B/G)	
Head Coach 7th/8th (1 per grade)	\$2,550	Head Coach (1)	\$2,550
Assistant Coach 7th/8th (1 per grade)	\$1,500	Assistant Coach (3)	\$1,500
Baseball/Softball		Soccer (B/G)	
Head Coach 7th/8th (1 per grade)	\$2,550	Head Coach (1)	\$2,550
Assistant Coach (1 per Sport)	\$1,500	Assistant Coach (1)	\$1,500
		Basketball	
		Head Coach 7th/8th (1 per grade)	\$2,550
		Assistant Coach 7th/8th (1 per grade)	\$1,500
		Cross Country	
		Head Coach (1)	\$1,000

Spirit

High School		Middle School	
Position	Stipend	Position	Stipend
Cheer Sponsor (1 per HS Campus)	\$7,400	Cheer Sponsor	\$1,500
District Wide Spirit Teacher	\$9,000		
Assistant Cheer Sponsor (1 per HS)	\$5,100	Pep Squad **	\$250
Dance / Drill /Pep Squad Sponsor	\$3,500	** Approved Campuses **	
Assistant Pep Squad Sponsor	\$600		

Counselors

Position	Stipend	Position	Stipend
Counselor	\$1,500	Lead Counselor - HS	\$3,500
High School Counselor	\$2,500		

Department Chair

High School		Middle School	
Position	Stipend	Position	Stipend
Department Chair	\$2,000	Department Chair	\$1,500

Fine Arts			
High School		Middle School	
Position	Stipend	Position	Stipend
Band Director	\$13,830	Band Director	\$6,900
Band Director - Assistant	\$9,480	Band Director - Assistant	\$5,400
Choir Director	\$5,060	Choir Director	\$1,500
Choir Director - Assistant	\$3,560	Mariachi **	\$1,500
Color Guard	\$1,500	Orchestra Director	\$1,500
Fine Arts Facilitator	\$3,500	** Designated Campus **	
Mariachi Director	\$5,500		
Orchestra Director	\$4,000		
Orchestra Director - Assistant	\$2,000	Theatre Director	\$1,500
One Act Play Sponsor	\$1,500		
Theatre Director	\$5,500		
Theatre Director - Assistant	\$2,000		

Career and Technical Education			
Position	Stipend	Position	Stipend
Agriculture Teacher	\$6,700	Culinary Lab	\$780
Agriculture Teacher - Lead	\$11,640	Health Internship	\$2,600
Automotive Lab	\$780	Health Lab	\$780
Career Prep	\$2,600	Media Lab	\$780
Computer Lab	\$780	Trades Lab	\$780
CTSO	\$500	CTE Program Facilitator	\$2,500

Elementary School			
Position	Stipend	Position	Stipend
Art Program (1/campus)	\$500	National ES Honor Society Sponsor	\$500
Non-UIL Approved After School Club (5/campus)	\$500	Social Media Manager	\$250
Honor Choir (1/campus)	\$500		

University Interscholastic League (UIL)			
High School		Elementary/Middle School	
Position	Stipend	Position	Stipend
Campus Coordinator	\$1,700	MS Campus Coordinator	\$600
		ES Campus Coordinator (Campus must have a minimum of 3 events)	\$300

UIL Events (Elementary and Secondary) or Robotics (Elementary)	
# of Students	Stipend
01 - 09	\$250
10 - 14	\$500
15 ⁺	\$700
<i>Maximum of 3 events per teacher</i>	
<i>UIL event stipends paid in June</i>	

Special Education			
Position	Stipend	Position	Stipend
Adaptive Physical Education	\$3,000	Special Olympics - Assistant	\$800
Life Skills, ECSE, APPLE, BAC, Resource	\$2,300	Special Olympics - Lead	\$1,000
Inclusion or Co-teach (employed before 7/2019)	\$2,000	SLP Assistant Supervision	\$2,000
Inclusion or Co-teach (began employment after 7/2019)	\$1,500	SLP	\$2,000
Licensed Specialist School Psychology ROLL into Salary	\$2,000	SLP Lead	\$2,500
Diagnostician	\$2,000		

Miscellaneous - District			
Position	Stipend	Position	Stipend
Bilingual/Dual Language/Spanish Immersion	\$2,000	Masters Degree **	\$1,500
Campus Translator (Teacher)	\$1,200	Masters Degree in Assigned Teaching Field	\$500
ESOL or ESL Teacher - Secondary	\$1,000	For teachers hired during the 24-25 SY & beyond.	
Rutledge Stadium Video Tech - Asst	\$2,500	Doctoral Degree **	\$500
Rutledge Stadium Video Tech- Lead	\$5,000	Lead Mentor Teacher	\$500
Elem/MS Testing Coordinator	\$3,000	Wagner Feeder Pattern/JCARE Teacher*	\$1,000
For employees (CTCs) hired prior to 24-25 SY		GF Secondary Teacher Math or Science***	\$1,500
Campus Translator (Para Only)	\$0.25 per hr.		
<i>Mentor stipends paid ½ in December and ½ in June * Stipends will be paid in September to GRANDFATHERED employees at Wagner HS feeder pattern campuses (MMS, KMS, HES, HTES, CWES, ESCES, MES, PVES, PES, WLES) or JCARE</i>			
<i>**Master's degree stipend and/or Doctoral degree stipend applies to campus teacher positions only.</i>			
<i>***Secondary math and science teachers who were hired prior to the 20-21 school year.</i>			

Miscellaneous - High School

Position	Stipend	Position	Stipend
Academic Decathlon	\$1,750	National Honor Society	\$500
Advanced Placement Coordinator	\$900	Newspaper	\$600
Class Sponsor - Junior Class	\$1,000	Photographer	\$500
Class Sponsor - Senior Class	\$1,000	Spanish Club	\$700
Computer Science Club	\$700	Approved After School Club	\$500
FHA, French Club, German Club	\$700	Student Council	\$600
Bowling Club	\$700	Yearbook	\$500
ROTC (stipend to comply with min. pay)		JLA Principal	\$5,000
Social Media Manager	\$250		

Miscellaneous - Middle School

Position	Stipend	Position	Stipend
National Junior Honor Society	\$500	Student Council	\$250
Newspaper	\$400	Approved After School Club	\$500
Photographer	\$500	Social Media Manager	\$250
		Yearbook	\$500

All stipends listed above other than UIL events and Mentor will be paid equally over 12 months

(See Administrative Procedures and Eligibility Guidelines for Details)

Employee One-Time Incentive for 24-25 School Year ONLY

Position	Incentive	Position	Incentive
Sign-On Incentive Sped & Bilingual Teachers**	\$3,000	Wagner Feeder Pattern/JCARE Inst. Aide	\$500
Sign-On Incentive Sped & Bilingual Paras**	\$2,000		

**Must be hired during the 2025-2026 school year & remain a full-time employee through end of school year. Payout June 2026

Miscellaneous

Position	Amount	Position	Amount
Cafeteria Manager Incentive I, II, III	0.75/hr	On-Call Pay Flat Rate	\$50.00/wk
Mini Bus Driver Pay	\$0.50/hr	Paid to employees scheduled to be on-call after hours	
For monitors certified to drive, paid only when performing mini bus driver duties			

Athletic Workers

FOOTBALL	
Position	Pay
VARSITY FOOTBALL	
Ticket Attendant	\$50
Gate Attendant	\$50
Supervisor	\$75
Home Pass Gate/Elevator	\$50
Visitor Pass Gate	\$50
South Field Gate	\$50
Reserved Section	\$50
Press Box Supervisor	\$40
Athletic Reserved 2nd Floor	\$40
Spotter	\$50
Announcer	\$80
Clock	\$50
40 Second Timer	\$45
Chain Crew	\$60
JV HS FOOTBALL	
Ticket Attendant	\$25 per game
Clock	\$25 per game
FRESHMAN FOOTBALL	
Ticket Attendant	\$25 per game
Clock	\$25 per game
MIDDLE SCHOOL FOOTBALL	
Ticket Attendant	\$15 per game
Clock/Score	\$15 per game

VOLLEYBALL	
Position	Pay
HIGH SCHOOL VOLLEYBALL	
Ticket Attendant	\$25 per match
Clock	\$25 per match
Book	\$25 per match
Libero	\$25 per match
Tournament (FR/JV/Var)	\$20 All Workers per Match
MIDDLE SCHOOL VOLLEYBALL	
Ticket Attendant	\$15 per match
Clock	\$15 per match
Book/Libero	\$15 per match

BASKETBALL

Position	Pay
HIGH SCHOOL BASKETBALL	
Ticket Attendant	\$25 per game
Clock	\$25 per game
Book	\$25 per game
Tournament (FR/JV/Var)	\$20 All Workers per Game
MIDDLE SCHOOL BASKETBALL	
Ticket Attendant	\$15 per game
Clock	\$15 per game
Book	\$15 per game

SOCCER

Position	Pay
HIGH SCHOOL SOCCER	
Ticket Attendant	\$25 per game
Clock/ Book	\$25 per game
Tournament (FR/JV/Var)	\$20 All Workers per Game
MIDDLE SCHOOL SOCCER	
Ticket Scanner	\$15 per game
Clock	\$15 per game

BASEBALL

Position	Pay
HIGH SCHOOL BASEBALL	
Ticket Attendant	\$25 per game
*Announcer /Clock (*Varsity Only)	\$25 per game
Book/Pitch Count	\$25 per game
Tournament (FR/JV/Var)	\$20 All Workers per Game
MIDDLE SCHOOL BASEBALL	
Ticket Attendant	\$15 per game
Book/Pitch Count	\$15 per game

SOFTBALL

Position	Pay
HIGH SCHOOL SOFTBALL	
Ticket Attendant	\$25 per game
*Announcer/Clock (*Varsity Only)	\$25 per game
Book	\$25 per game
Tournament (FR/JV/Var)	\$20 All workers per Game
MIDDLE SCHOOL SOFTBALL	
Ticket Attendant	\$15 per game
Book	\$15 per game

WRESTLING

Position	Pay
HIGH SCHOOL WRESTLING	
Ticket Attendant	\$10 per hour

POWERLIFTING

Position	Pay
HIGH SCHOOL POWERLIFTING	
Ticket Attendant	\$10 per hour

TRACK

Position	Pay
HIGH SCHOOL/ MIDDLE SCHOOL TRACK	
Ticket Attendant	\$10 per hour
Announcer (Contract)	\$10 per hour
Starter (Contract)	contracted service
Asst. Starter (Contract)	contracted service
Laser Equip. (Contract)	contracted service
Meet Director (Contract)	contracted service
Computer/ Entries	\$10 per hour
Computer/ Capture	\$10 per hour
Computer/ Score	\$10 per hour
Awards	\$10 per hour
Awards	\$10 per hour

Summer School 2025, Holiday, and Extra Duty Pay

Position	Flat Rate
\$55/per hr not to exceed flat rate	
Elementary Principal	\$6,160
Elementary AP	\$5,720
Middle School Principal	\$7,480
Middle School AP	\$7,040
High School Principal	\$7,480
High School AP	\$7,040
Middle School GR Counselor	\$4,800
High School CR Counselor	\$4,800
Position	Hourly Rate
Teachers	\$50
HS Testing Coordinator Max 75 hrs	\$50
Secretary	\$20
PEIMS Clerk	\$20
Support Staff (Including all Instructional Support)	\$20
Bus Drivers	\$25
Bus Assistants/Monitors	\$20
Cafeteria Manager	\$22
Cafeteria Staff	\$20
Health Aide	\$20
Adventure Club Supervisors	\$25
Adventure Club Aides	\$20
Adventure Club Teacher - Professional	\$35
Hall Monitor (MS & HS)	\$20
Maintenance Helper (non-maintenance department)	\$11
Routing Office Helper	\$15
Training Helper	\$20
Shop Helpers	\$17
Bus Wash Crew	\$17
Seat Repair Crew	\$17
Camera Install Crew	\$18
Shop Office Clerk	\$15
Car Seat & Safety Vest	\$17

*Summer Hour Rates are advertised from 2025, and may change based on days worked for 2026.