



PAY PLANS

Board Approved July 23, 2025

*Fiscal Year
2025 – 2026*

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 a \$885 increase	

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

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				
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

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				

2025-2026 Auxiliary Pay Plan

Calallen ISD

Board Approved July 23, 2025

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

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	260 Days	31,720	38,064	44,408
	Maintenance, Grounds Foreman	260				
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				
6			Hourly	\$20.25	\$24.30	\$28.35
	Maintenance, HVAC Technician	260	260 Days	42,120	50,544	58,968
	Vehicle Mechanic	260				
7			Hourly	\$22.25	\$26.70	\$31.15
	Maintenance, Master Electrician	260	260 Days	46,280	55,536	64,792
	Maintenance, Plumber License	260				
8			Hourly	\$24.92	\$30.02	\$35.12
	Police Officer	202	202 Days	40,271	48,512	56,754
9			Hourly	\$29.25	\$34.82	\$40.39
	Sergeant Officer	202	202 Days	47,268	56,269	65,270

2025-2026 Auxiliary Pay Plan
Calallen ISD
Board Approved July 23, 2025

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

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
BD	Bus Driver	178	Hourly	\$21.00	\$25.20	\$29.40
			178 Days	14,952	17,942	20,933

2025-2026 Extra Duty Stipends

Calallen ISD

Board Approved July 23, 2025

Category	Assignment	Level	Stipend Amount
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
	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

2025-2026 Extra Duty Stipends

Calallen ISD

Board Approved July 23, 2025

Category	Assignment	Level	Stipend Amount
	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

Fine Arts

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
Color Guard	HS	\$3,000
Theater/ One Act Play	HS	\$6,500

Non-Annualized (June Stipends)

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

2025-2026 Extra Duty Stipends

Calallen ISD

Board Approved July 23, 2025

Category	Assignment	Level	Stipend Amount
	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
Other			
	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
Spirit			
	Cheerleader Sponsor, Head	MS	\$3,000
	Cheerleader Sponsor, Head	HS	\$6,500

2025-2026 Extra Duty Stipends

Calallen ISD

Board Approved July 23, 2025

Category	Assignment	Level	Stipend Amount
	Cheerleader Sponsor, Asst	HS	\$3,500
	Top Cats Sponsor, Head	HS	\$6,500
	Top Cats Sponsor, Asst	HS	\$3,500