



# SAN ELIZARIO INDEPENDENT SCHOOL DISTRICT

*A Proud Community of Champions – Soaring to Excellence*



*Human Resources Department*

# 2025 – 2026 Proposed San Elizario ISD Compensation Plan



# SAN ELIZARIO INDEPENDENT SCHOOL DISTRICT

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*Human Resources Department*

## Proposed Pay Schedules No General Pay Increases



# SAN ELIZARIO INDEPENDENT SCHOOL DISTRICT

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## Human Resources Department

### 2025-2026 New Hire Guide Classroom Teachers, Librarians, and Nurses

Payment will be made for all years of creditable service as prescribed by the Texas Education Agency. It is the employee's responsibility to provide Service Records from previous education institutions to verify creditable years of Service. (These salaries do not include consideration of other stipends and/or payment for extra duty assignments.) The schedule assumes 155 days of work. Daily amounts are calculated based off of 155 days of work for positions that fall under a different calendar.

| Years of Experience | Salary      |
|---------------------|-------------|
| 0                   | \$59,000.00 |
| 1                   | \$59,049.05 |
| 2                   | \$59,100.20 |
| 3                   | \$59,231.95 |
| 4                   | \$59,483.05 |
| 5                   | \$59,731.05 |
| 6                   | \$59,982.15 |
| 7                   | \$60,281.30 |
| 8                   | \$61,048.55 |
| 9                   | \$61,250.05 |
| 10                  | \$61,501.15 |
| 11                  | \$61,901.05 |
| 12                  | \$62,200.20 |
| 13                  | \$62,362.95 |
| 14                  | \$62,786.10 |
| 15                  | \$63,207.70 |
| 16                  | \$63,630.85 |
| 17                  | \$64,055.55 |
| 18                  | \$64,548.45 |
| 19                  | \$65,053.75 |
| 20                  | \$65,562.15 |
| 21                  | \$66,078.30 |
| 22                  | \$66,698.30 |
| 23                  | \$67,140.05 |
| 24                  | \$67,831.35 |
| 25                  | \$68,442.05 |
| Over 25             | \$69,096.15 |

| Extra Compensation & Benefits |              |
|-------------------------------|--------------|
| *Bilingual/ESL                | *\$4,000/YR  |
| *Dual Language                | *\$4,500/YR  |
| Special Education             | \$2,500/YR   |
| Visually Impaired             | \$4,000/YR   |
| **Math                        | **\$3,000/YR |
| Librarian                     | \$2,000/YR   |
| Behavioral Unit               | \$1,000/YR   |
| **Science                     | **\$6,000/YR |
| **English                     | **\$3,000/YR |
| Registered Nurse              | \$1,200/YR   |

\*Stipends will be prorated based on classes taught for which requirements are met. A pro-rated stipend will be paid if teaching part of the day in the assignment stipend area.

\*\*Math, Science, and English stipends will only be paid to secondary (7-12) teachers teaching in their certification area and be fully certified in those specialized areas.

\$1,200 stipend paid for Master's/Doctorate Degree.  
**Note:** Degree MUST be in subject area of assignment. Degree must be conferred on an official college/university transcript and will be paid in full only if received prior to beginning of school year.

Stipends are paid for a wide variety of extra/co-curricular activities and district-sponsored staff development and may be viewed at [www.seisd.net](http://www.seisd.net) under the HR tab.

NOTE: This schedule is for salary placement for the 2025-2026 school year. Some employees are paid more than the amounts shown here due to stipends or extended work years. This salary schedule applies to the 2025-2026 school year only. Future salaries cannot be predicted from this schedule. New salary schedules are developing each year.  
 Salary advancement is based on the annual pay raise budget approved by the Board of Trustees.



# SAN ELIZARIO INDEPENDENT SCHOOL DISTRICT

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## Human Resources Department

### 2025-2026 Administrative Professional Pay Scale

| Pay Grade | Job Title   | Calendar | Daily    | Minimum     | Midpoint    | Maximum     |
|-----------|---|----------|----------|-------------|-------------|-------------|
| 1         | <del>Manager-Student Activities</del>                                   | 173      | 173 Days | \$43,829.40 | \$52,716.15 | \$61,602.90 |
| 2         | Social Worker   | 170      | 170 Days | \$47,351.80 | \$57,052.00 | \$66,750.50 |
|           | Speech Language Pathologist - Licensed Assistant                        | 163      | 163 Days | \$45,402.02 | \$54,702.80 | \$64,001.95 |
| 2-A       | Specialist- <del>Purchasing</del> <a href="#">Business</a>              | 190      | 190 Days | \$53,164.00 | \$63,994.00 | \$74,633.90 |
|           | Supervisor-Warehouse/Grounds/Custodial Support                          | 190      |          |             |             |             |
|           | Certification/Data Management   | 190      |          |             |             |             |
|           | <a href="#">Analyst-HR</a>  | 190      |          |             |             |             |
|           | <a href="#">Supervisor-Compliance</a>                                   | 190      |          |             |             |             |
| 3         | Accountant  | 190      | 190 Days | \$57,878.60 | \$69,732.30 | \$81,586.00 |
|           | Supervisor-Support Services/Transportation                              | 190      |          |             |             |             |
| 4         | Counselor-Elementary School   | 168      | 168 Days | \$58,058.00 | \$69,116.00 | \$80,174.00 |
|           | Counselor-Special Education   | 168      | 184 Days | \$63,587.33 | \$75,698.48 | \$87,809.62 |
|           | Counselor-Middle School   | 184      |          |             |             |             |
|           | Counselor-High School   | 184      |          |             |             |             |
| 5         | Assistant Principal-Elementary  | 184      | 184 Days | \$66,463.20 | \$79,122.96 | \$91,782.72 |
| 5-A       | Administrator-Database/Systems  | 190      | 190 Days | \$69,540.20 | \$82,786.06 | \$96,031.92 |
|           | Administrator-Network   | 190      |          |             |             |             |
|           | Coordinator-PEIMS   | 190      |          |             |             |             |
|           | Coordinator- <del>Risk Management</del> <a href="#">Human Resources</a> | 190      |          |             |             |             |
|           | Officer-Instructional   | 190      |          |             |             |             |



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## Human Resources Department

### 2025-2026 Administrative Professional Pay Scale

| Pay Grade | Job Title   | Calendar | Daily    | Minimum     | Midpoint     | Maximum      |
|-----------|---|----------|----------|-------------|--------------|--------------|
| 6         |   |          |          | \$392.03    | \$466.71     | \$541.38     |
|           | Speech Language Pathologist                         | 163, 173 | 163 Days | \$63,901.50 | \$76,073.40  | \$88,245.30  |
|           | Educational Diagnostician                           | 168      | 173 Days | \$67,821.84 | \$80,740.48  | \$93,659.12  |
|           | <del>Coordinator-State &amp; Federal Programs</del> | 190      | 168 Days | \$65,861.67 | \$78,406.94  | \$90,952.21  |
|           | Assistant Principal-Middle School                   | 190      | 190 Days | \$74,486.41 | \$88,674.52  | \$102,862.62 |
|           | Assistant Principal-High School                     | 190      |          |             |              |              |
| 7         |   |          |          | \$415.13    | \$494.20     | \$573.28     |
|           | Administrator-CTE                                   | 190      | 190 Days | \$78,874.00 | \$93,898.00  | \$108,923.00 |
|           | Administrator-Instructional Programs                | 190      |          |             |              |              |
|           | Administrator-Research & Evaluation                 | 190      |          |             |              |              |
|           | Principal-Elementary                                | 190      |          |             |              |              |
| 8         |   |          |          | \$440.03    | \$523.86     | \$607.68     |
|           | Licensed School Psychology                          | 173      | 173 Days | \$76,125.19 | \$90,627.78  | \$105,128.64 |
|           | Principal-Middle School                             | 190      | 190 Days | \$83,606.00 | \$99,533.00  | \$115,459.00 |
| 9         |   |          |          | \$472.00    | \$555.28     | \$638.57     |
|           | Principal-High School                               | 190      | 190 Days | \$89,679.00 | \$105,504.00 | \$121,328.00 |
|           | Director-Special Education                          | 190      |          |             |              |              |
| 10        |   |          |          | \$497.20    | \$584.47     | \$670.99     |
|           | Executive Director-Athletics                        | 190      | 190 Days | \$94,468.00 | \$111,050.00 | \$127,489.00 |
|           | Executive Director-Food Service                     | 190      |          |             |              |              |
|           | Executive Director-Human Resources                  | 190      |          |             |              |              |
|           | Executive Director-Support Services                 | 190      |          |             |              |              |
|           | Executive Director-Technology                       | 190      |          |             |              |              |
| 11        |   |          |          | \$523.90    | \$616.36     | \$708.82     |
|           | Associate Superintendent                            | 190      | 190 Days | \$99,542.00 | \$117,109.00 | \$134,676.00 |
|           | Chief Financial Officer                             | 190      |          |             |              |              |

This salary plan is for the 2025-2026 school year only. Future salaries cannot be predicted from this schedule.



# SAN ELIZARIO INDEPENDENT SCHOOL DISTRICT

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## Human Resources Department

### 2025-2026 Administrative Technical Pay Scale

| Pay Grade | Job Title                             | Calendar | Minimum | HOURLY Midpoint | Maximum |
|-----------|---------------------------------------|----------|---------|-----------------|---------|
| 1         | Clerk-General Office                  | 190      | \$12.00 | \$14.79         | \$17.47 |
| 2         | Caseworker-Special Education          | 168      | \$13.89 | \$17.16         | \$20.27 |
|           | Clerk-Attendance ES                   | 163      |         |                 |         |
|           | Clerk-Attendance MS                   | 163      |         |                 |         |
|           | Clerk-Attendance HS                   | 163      |         |                 |         |
|           | Clerk-Campus Clerk                    | 190      |         |                 |         |
|           | Clerk-Special Education Campus        | 190      |         |                 |         |
| 3         | Clerk II-Attendance/PEIMS ES          | 184      | \$15.00 | \$18.53         | \$21.89 |
|           | Registrar MS                          | 184      |         |                 |         |
|           | Registrar PS                          | 184      |         |                 |         |
| 4         | Clerk-Student Services                | 190      | \$16.30 | \$20.01         | \$23.54 |
|           | Registrar HS                          | 190      |         |                 |         |
|           | Secretary-Campus ES                   | 184      |         |                 |         |
|           | Secretary-Campus MS                   | 184      |         |                 |         |
|           | Secretary-Campus PS                   | 184      |         |                 |         |
| 5         | Secretary-Department                  | 190      | \$17.78 | \$21.82         | \$25.67 |
|           | Secretary-High School                 | 190      |         |                 |         |
|           | Specialist-Accounts Payable           | 190      |         |                 |         |
|           | Specialist-Nutrition Services Support | 190      |         |                 |         |
| 6         | Specialist-HR                         | 190      | \$19.67 | \$24.00         | \$28.12 |
|           | Specialist-Payroll                    | 190      |         |                 |         |
| 7         | Specialist-IT Field                   | 190      | \$23.23 | \$28.33         | \$33.19 |
| 8         | Secretary-Superintendent              | 190      | \$24.78 | \$30.03         | \$35.03 |
|           | Specialist-IT Support                 | 190      |         |                 |         |
|           | Specialist-IT Systems                 | 190      |         |                 |         |

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# SAN ELIZARIO INDEPENDENT SCHOOL DISTRICT

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## Human Resources Department 2025-2026 Food Service Pay Scale

| Pay Grade | Job Title   | Calendar | Minimum | HOURLY Midpoint | Maximum |
|-----------|---|----------|---------|-----------------|---------|
| 1F        | Food Service-Worker/Custodian   | 154      | \$12.11 | \$14.44         | \$16.60 |
| 2F        | Food Service-Cashier  | 154      | \$12.98 | \$15.63         | \$18.09 |
| 3F        | Food Service-Cook   | 154      | \$13.85 | \$16.71         | \$19.39 |
| 5F        | Manager-Food Service <del>Elementary</del> <a href="#">Elementary</a> | 166      | \$17.29 | \$20.98         | \$24.45 |
|           | Manager-Food Service <a href="#">Middle School</a>                    | 166      |         |                 |         |
| 6F        | Manager-Food Service <a href="#">High School</a>                      | 166      | \$19.09 | \$22.97         | \$26.58 |

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# SAN ELIZARIO INDEPENDENT SCHOOL DISTRICT

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*Human Resources Department*

*2025-2026 Instructional Support Pay Scale*

This salary plan is for the 2025-2026 school year only. Future salaries cannot be predicted from this schedule.

NO change  
from current school year



# SAN ELIZARIO INDEPENDENT SCHOOL DISTRICT

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## Human Resources Department 2025-2026 Operations Support Pay Scale

| Pay Grade | Job Title  | Calendar       | Minimum | HOURLY Midpoint | Maximum |
|-----------|--|----------------|---------|-----------------|---------|
| 1         | Custodian  | 190            | \$12.00 | \$14.16         | \$16.32 |
|           | Monitor-Bus                                      | 151            |         |                 |         |
|           | Monitor-Crossguard                               | 151            |         |                 |         |
| 2         | Groundskeeper                                    | 190            | \$13.38 | \$15.84         | \$18.30 |
| 3         | Security-Campus                                  | 173            | \$14.39 | \$17.07         | \$19.75 |
|           | Warehouse Worker                                 | 190            |         |                 |         |
| 3B        | Security-District                                | 210            | \$14.89 | \$17.57         | \$20.25 |
| 4         | Clerk-Inventory/Commodities Delivery             | 190            | \$15.49 | \$18.40         | \$21.33 |
|           | Head Custodian ES                                | 190            |         |                 |         |
|           | Head Custodian MS                                | 190            |         |                 |         |
|           | Maintenance Worker                               | 190            |         |                 |         |
| 4B        | Groundskeeper/Applicator                         | 190            | \$16.68 | \$19.86         | \$23.05 |
| 5         | Head Custodian HS                                | 190            | \$17.99 | \$21.46         | \$24.92 |
|           | Irrigator  | 190            |         |                 |         |
|           | Maintenance-Plumber Assistant                    | 190            |         |                 |         |
| 6         | IPM Applicator/Utility Worker                    | 190            | \$19.78 | \$23.38         | \$26.98 |
| 6B        | Bus Driver                                       | 155, 184       | \$20.00 | \$23.20         | \$26.39 |
| 6C        | Bus Driver-Lead                                  | 190            | \$21.45 | \$25.07         | \$28.68 |
|           | Dispatcher-Transportation                        | 184            |         |                 |         |
| 7         | Maintenance-Electrician                          | 190            | \$22.60 | \$26.78         | \$30.97 |
|           | Maintenance-HVAC Technician                      | 190            |         |                 |         |
|           | Maintenance-Plumber                              | 190            |         |                 |         |
|           | <del>Officer-Nutrition Services Compliance</del> | <del>190</del> |         |                 |         |
| 8         | Supervisor-Security                              | 190            | \$24.50 | \$28.75         | \$33.01 |

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# SAN ELIZARIO INDEPENDENT SCHOOL DISTRICT

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## Human Resources Department

### 2025-2026 Food Service Summer School/Intersession Pay Rates

Listed below are the approved miscellaneous pay rates to be used for child nutrition employees who work during the **summer** or **during school breaks** outside of their regular duty hours. Miscellaneous pay rates are not determined by funding sources or the amount of available funding. Pay rates are consistent with the duties performed and are to be applied consistently to all employees.

| Position   | Hourly  |
|--|---|
| Food Service Worker/Custodian and Food Service Clerk | \$16.50                                       |
| Food Service Cashier                                 | \$17.50                                       |
| Food Service Cook                                    | \$20.00                                       |
| Food Service Manager                                 | \$3.00 / hour above their regular rate of pay |

NOTE: Employee's hourly rate applies if greater than established rate.

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# SAN ELIZARIO INDEPENDENT SCHOOL DISTRICT

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## Human Resources Department

### 2025-2026 Mindful Monday's Support Services Pay Rates

Listed below are the approved miscellaneous pay rates to be used for Support Services employees who work during a mindful Monday outside of their regular duty hours due to emergencies or instructional needs. Miscellaneous pay rates are not determined by funding sources or the amount of available funding. Pay rates are consistent with the duties performed and are to be applied consistently to all eligible employees as determined by Superintendent.

| Position                 | Hourly  |
|--------------------------|---|
| Support Service Employee | \$3.00 / hour above their regular rate of pay |

NOTE: Employee's hourly rate applies if greater than established rate.

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# SAN ELIZARIO INDEPENDENT SCHOOL DISTRICT

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## Human Resources Department

### 2025-2026 Guest Teacher/Substitute Pay Rates

| Guest Teacher<br>(Daily Rate)                                |                    |
|--|--------------------|
| SEISD Guest Teacher Training                                 | \$100.00           |
| 30+ College Hours  | \$110.00           |
| Associate Degree   | \$115.00           |
| Bachelor's Degree  | \$130.00           |
| Teacher Certified -State of Texas                            | \$155.00           |
| Long Term Assignment ( <i>assigned by campus and/or HR</i> ) |                    |
| Teacher Certified -State of Texas                            | \$160.00           |
| Non-Certified  | Additional \$10.00 |

#### Additional Pay for assignment days (Above Daily Rates)

- \$5.00/day after 30 assignment days
- \$10.00/day after 50 assignment days

*Note: Additional pay for assignments does not apply to long term assignments. Assignments days do not have to be consecutive days and half day assignments counts as **ONE** assignment day. The additional pay for assignments is reset back to zero at the beginning of each school year.*

| Substitutes<br>(Daily Rate)                            |          |
|--|----------|
| Registered Nurse ( <i>Assigned by HR</i> )             | \$150.00 |
| Licensed Cosmetology Teacher ( <i>Assigned by HR</i> ) | \$150.00 |

| Substitutes<br>(Hourly Rate)  |         |
|---|---------|
| Custodian and/or Food Service Worker  | \$10.00 |
| Health Aide   | \$12.00 |
| <i>Note: All Custodian, Food Service and Health Aide Substitutes are <u>required</u> to clock-in and clock-out daily.</i> |         |



# SAN ELIZARIO INDEPENDENT SCHOOL DISTRICT

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*Human Resources Department*

## **Proposed Stipends**

### **Advanced Placement**

### **EAF Counseling Coach**





# SAN ELIZARIO INDEPENDENT SCHOOL DISTRICT

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## Human Resources Department 2025-2026 Academic Stipends

| Stipends Paid over 12 months  |               |
|---|---------------|
| *Bilingual/ESL  | \$4,000       |
| *Bilingual/ESL Serving in Dual Language Setting   | \$4,500       |
| Librarian   | \$2,000       |
| Librarian-Supervising more than one campus (per supervised campus)                                  | \$1,000       |
| Master's Degree   | \$1,200       |
| ☆Special Education  | \$2,500       |
| **Math  | \$3,000       |
| **Science   | \$6,000       |
| **English   | \$3,000       |
| Yearbook<br>CLASSROOM TEACHERS ONLY   |               |
| Elementary  | \$300         |
| Middle School   | \$600         |
| High School   | \$2,000       |
| Mentor Teachers<br>CLASSROOM TEACHERS ONLY  |               |
| Elem., MS, HS   | \$600         |
| Career & Technical Student Organization<br>CLASSROOM TEACHERS ONLY                                  |               |
| BPA   | Up to \$1,500 |
| HOSA  | Up to \$1,500 |
| NTHS  | Up to \$1,500 |
| SkillsUSA   | Up to \$1,500 |
| TAFE  | Up to \$1,500 |
| TSA   | Up to \$1,500 |
| Vex Robotics (TSA Support) (x1)   | Up to \$1,500 |
| <i>*Stipends will be prorated based on the classes being taught for which the requirements are.</i> |               |
| Additional Certification One-Time Incentive<br>CLASSROOM TEACHERS ONLY                              |               |
| Special Education   | \$500         |
| Bilingual/ESL   | \$500         |
| Content Certification-Secondary (for Special Education Teachers)                                    | \$500         |
| Generalist Certification (for Special Education Teachers)   | \$1,000       |

| Stipends paid in June-Upon completion of Assignment<br>*Paid each semester (December/June)<br>CLASSROOM TEACHERS ONLY |          |
|---|----------|
| Department Head 3-5 Teachers (MS, HS)   | \$600    |
| Department Head 6-9 Teachers (MS, HS)   | \$900    |
| Department Head 10+ Teachers (MS, HS)   | \$1,200  |
| *Dual Credit-Per class, per semester (HS)   | \$285    |
| *Advanced Placement-Per class, per semester (HS)  | \$200    |
| Effective Advising Framework (EAF)  |          |
| EAF Counseling Coach  | \$12,000 |
| EAF Project Coordinator   | \$10,000 |
| High School EAF Representative  | \$5,000  |
| AVID EAF Representative   | \$5,000  |
| CTE EAF Representative  | \$5,000  |
| EAF Counselor Representatives (x4)  | \$5,000  |
| CCMR EAF Counselor Rollouts (x6)  | \$1,700  |
| Gifted and Talented -Elem., MS, HS  |          |
| GT Coordinator  | \$1,000  |
| Special Education Stipends  |          |
| Visually Impaired   | \$4,000  |
| Behavioral Unit   | \$1,000  |
| Registered Nurse  | \$1,200  |
| SLP Supervising SLPA  | \$1,200  |
| Teacher with Diagnostic Evaluation Duties   | \$2,500  |
| University Interscholastic League (UIL)<br>CLASSROOM TEACHERS ONLY  |          |
| UIL Event Sponsor – HS, MS  | \$500    |
| UIL Coordinator – HS  | \$1,200  |
| UIL Coordinator – MS  | \$750    |
| UIL Science Coordinator – Elem., MS, HS   | \$500    |
| Other: Extra Curricular Activities<br>CLASSROOM TEACHERS ONLY   |          |
| National Honor Society – MS, HS   | \$500    |
| Science Fair Coordinator – MS, HS   | \$500    |
| One Act Play – HS   | \$1,350  |
| Pep Squad – Elem.   | \$300    |
| Student Council – MS  | \$600    |
| Student Council – HS  | \$1,200  |
| Robotics  | \$1,350  |
| Literary Anthology Campus Coordinator (6)   | \$500    |
| Speech and Debate   | \$1,500  |
| STEM Coordinator  | \$500    |



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*Human Resources Department*

*2025-2026 Academic Stipends*

**\*\*Math, Science and English stipends will only be paid to secondary teachers (7-12) teaching in the certification area. Teachers must be fully certified in the specialty area.**

☆May be combined with Bilingual/ESL or Dual Language stipend, if serving in a bilingual or dual setting.

Additional certification one-time incentive applies to Classroom Teachers who challenge AND pass an additional certification. The exam fee will also be reimbursed upon passing the exam. Incentive paid per each area



# SAN ELIZARIO INDEPENDENT SCHOOL DISTRICT

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## Human Resources Department 2025-2026 Non-Academic Stipends

| Basketball  |          |
|---|----------|
| Varsity Coach (x2)                                    | \$8,500  |
| JR Varsity (x2)                                       | \$3,650  |
| 9 <sup>th</sup> (x2)                                  | \$3,650  |
| Middle School – 7 <sup>th</sup>                       | \$2,000  |
| Middle School – 8 <sup>th</sup>                       | \$2,000  |
| Cheerleading/Dance                                    |          |
| Varsity Coach   | \$4,500  |
| JR Varsity  | \$2,500  |
| Dance – HS  | \$4,000  |
| Folklorico – HS                                       | \$1,500  |
| Middle School – 7 <sup>th</sup>                       | \$1,875  |
| Middle School – 8 <sup>th</sup>                       | \$1,875  |
| Cross Country   |          |
| Varsity Coach (Boys & Girls)                          | \$7,500  |
| Assistant – HS  | \$3,600  |
| Middle School (x2)                                    | \$1,800  |
| Music   |          |
| Band Director – HS w/MS Assist. Duty                  | \$10,000 |
| Band Assistant (2)                                    | \$5,850  |
| Band Director – MS                                    | \$5,000  |
| Mariachi Group Sponsor                                | \$4,500  |
| Mariachi Group Assistant (x1)                         | \$1,500  |
| Color Guard Sponsor – HS                              | \$2,250  |
| Color Guard Assistant – HS                            | \$1,000  |
| Football  |          |
| Head Coach – HS                                       | \$16,000 |
| Coordinator (x2)                                      | \$9,000  |
| Assistant (x5)  | \$7,200  |
| Assistant -9 <sup>th</sup> (x2)                       | \$7,000  |
| Head Coach – MS                                       | \$3,200  |
| Middle School – 7 <sup>th</sup>                       | \$2,700  |
| Middle School – 8 <sup>th</sup>                       | \$2,700  |
| Soccer  |          |
| Head Coach (Boys)                                     | \$7,500  |
| Head Coach (Girls)                                    | \$7,500  |
| Assistant (x2)  | \$3,900  |
| JR Varsity (x2)                                       | \$3,500  |
| Middle School – 7 <sup>th</sup> (x2)                  | \$1,800  |
| Middle School – 8 <sup>th</sup> (x2)                  | \$1,800  |
| Special Olympics                                      |          |
| Coach (x3)  | \$750    |
| Additional Trades Certification<br>One Time Incentive |          |
| Plumber   | \$500    |
| Electrician   | \$500    |
| Irrigator   | \$500    |
| Applicator  | \$500    |

| Summer UIL Conditioning   |          |
|---|----------|
| 2 Sessions  | \$325    |
| Tennis  |          |
| Head Coach – HS   | \$7,500  |
| Assistant – HS  | \$3,900  |
| *Middle School – 7 <sup>th</sup>  | \$1,800  |
| *Middle School – 8 <sup>th</sup>  | \$1,800  |
| Trainer   |          |
| Athletic Trainer  | \$18,000 |
| Single Athletic Trainer (in-district<br><i>prorated until vacancy is filled</i> ) | \$9,000  |
| Volleyball  |          |
| Varsity Coach   | \$6,500  |
| JR Varsity (x2)   | \$3,510  |
| 9 <sup>th</sup> (x2)  | \$3,510  |
| Middle School – 7 <sup>th</sup>   | \$2,160  |
| Middle School – 8 <sup>th</sup>   | \$2,160  |
| Middle School – 8 <sup>th</sup> (B Team)  | \$2,160  |
| Wrestling   |          |
| Head Coach (Boys & Girls)   | \$6,500  |
| Wrestling Coach – HS  | \$3,500  |
| *Middle School  | \$1,800  |
| *Baseball   |          |
| Head Coach – HS   | \$6,500  |
| Assistant – HS  | \$3,900  |
| JR Varsity  | \$3,500  |
| Middle School – 7 <sup>th</sup>   | \$1,800  |
| Middle School – 8 <sup>th</sup>   | \$1,800  |
| *Softball   |          |
| Varsity Coach   | \$6,500  |
| Assistant   | \$3,900  |
| JR Varsity  | \$3,500  |
| Middle School – 7 <sup>th</sup>   | \$1,800  |
| Middle School – 8 <sup>th</sup>   | \$1,800  |
| *Track  |          |
| Head Coach (Boys)   | \$6,000  |
| Head Coach (Girls)  | \$6,000  |
| Assistant (x3)  | \$3,900  |
| Middle School – 7 <sup>th</sup> (x2)  | \$1,800  |
| Middle School – 8 <sup>th</sup> (x2)  | \$1,800  |
| Golf  |          |
| Head Coach (Boys & Girls)   | \$4,750  |
| Assistant – HS  | \$2,625  |
| Head Coach – MS (Boys & Girls)  | \$1,000  |

*\*Spring Sports -First stipend payments begin with January Check.*

Additional Certification one-time incentive applies to support services employees who challenge AND pass an additional certification. The exam fee will also be reimbursed upon passing of exam. Incentive paid per each area.



# SAN ELIZARIO INDEPENDENT SCHOOL DISTRICT

*A Proud Community of Champions – Soaring to Excellence*



## Human Resources Department 2025-2026 Miscellaneous Pay Rates

| Professional Development   |          |
|--|----------|
| Summer Professional Development (3-hour session)   | \$75.00  |
| Summer Professional Development (6-hour session)   | \$150.00 |
| After School Professional Development (attending 2-3 hour session)   | \$75.00  |
| Saturday Professional Development (3-hour session)   | \$75.00  |
| Saturday Professional Development (6-hour session)   | \$150.00 |
| Extra Duty Pay-Teachers  |          |
| Tutor-Certified (per hour)   | \$50.00  |
| Summer School Assignment (per hour)  | \$50.00  |
| After School Activities/Intermural (per hour)  | \$50.00  |
| Literacy Instructor  | \$40.00  |
| Special Assignment (professional employees) (per day)  | \$30.00  |
| Hourly Pay   |          |
| Coach-COOP (per hour)  | \$8.50   |
| High School Student-COOP (per hour)  | \$7.25   |
| Student Intern (per hour)  | \$30.00  |
| Tutors-Non-Certified (per hour)  | \$15.00  |
| Professional Skills Services (per hour)  | \$30.00  |
| Speech Language Pathologist (per hour)   | \$55.00  |
| <i>Campus Instructional Specialist qualify to tutor as long as it is after their scheduled hours or on a Saturday.</i> |          |
| Extra Duty Pay-Special Education   |          |
| Diagnostician (per hour)   | \$50.00  |
| LSSP (per hour)  | \$50.00  |

All District hourly employees will be paid at their hourly rate for additional duties. Overtime will be paid, if applicable. District Teacher and Employee of the Year Incentive is a one-time payment for the contract year for district winners.

| Athletics  |            |
|--|------------|
| Ticket Sellers (professional-per event)  | \$30.00    |
| Clock/Timekeeper (professional-per event)  | \$25.00    |
| Official Books Keeper *Varsity Games ONLY (professional-per event)   | \$25.00    |
| Announcer *Football games ONLY (professional-per event)  | \$25.00    |
| Pitch Counter (professional-per event)   | \$25.00    |
| County Sheriff's Services *Football games ONLY (professional-per event)  | \$25.00    |
| Non-District Employee (per hour)   | \$10.00    |
| Hy-Tk Computer Data Operator (Depending on the size of track or Cross Country meet and how many divisions)         | \$150<br>- |
| Finish-Lynx Camera Operator (Depending on the size of track or Cross Country meet and how many divisions)          | \$150<br>- |
| Law Enforcement Services   | \$60.00/hr |
| Special Education-Contracted Services  |            |
| Occupational Therapist (per hour)  | \$68.00    |
| Physical Therapist (per hour)  | \$70.00    |
| Speech Language Pathologist, CCC (per hour)  | \$55.00    |
| Licensed Specialist in Schools Psychology (per evaluation) Note: 1 <sup>st</sup> year LSSP \$375, Supervisor \$100 | \$475.00   |
| Itinerant Teacher for Auditory Impaired (per hour)   | \$55.00    |
| Transition Specialist (per hour)   | \$50.00    |
| Orientation & Mobility Specialist (per hour)   | \$50.00    |
| Doctor of Medicine (per prescription)  | \$15.00    |
| Diagnostician (per hour)   | \$55.00    |
| District Teacher & Employee of the Year -One Time  |            |
| District Teacher of the Year (3)   | \$1,000    |
| District Employee of the Year (3)  | \$1,000    |