



SAN ELIZARIO INDEPENDENT SCHOOL DISTRICT

A Proud Community of Champions – Soaring to Excellence



Human Resources Department 2025-2026 New Hire Guide Teacher

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 | Teacher Retention Allotment Eligibility | Notes |
|---------------------|-------------|---|--------------------------------|
| 0 | \$59,000.00 | \$61,000.00 | + \$2,000 |
| 1 | \$59,049.05 | \$61,049.05 | + \$2,000 |
| 2 | \$59,100.20 | \$61,100.20 | + \$2,000 |
| 3 | \$59,231.95 | \$63,100.20 | Prior Year 2 Salary + \$4,000 |
| 4 | \$59,483.05 | \$63,231.95 | Prior Year 3 Salary + \$4,000 |
| 5 | \$59,731.05 | \$67,483.05 | Prior Year 4 Salary + \$8,000 |
| 6 | \$59,982.15 | \$67,731.05 | Prior Year 5 Salary + \$8,000 |
| 7 | \$60,281.30 | \$67,982.15 | Prior Year 6 Salary + \$8,000 |
| 8 | \$61,048.55 | \$68,281.30 | Prior Year 7 Salary + \$8,000 |
| 9 | \$61,250.05 | \$69,048.55 | Prior Year 8 Salary + \$8,000 |
| 10 | \$61,501.15 | \$69,250.05 | Prior Year 9 Salary + \$8,000 |
| 11 | \$61,901.05 | \$69,501.15 | Prior Year 10 Salary + \$8,000 |
| 12 | \$62,200.20 | \$69,901.05 | Prior Year 11 Salary + \$8,000 |
| 13 | \$62,362.95 | \$70,200.20 | Prior Year 12 Salary + \$8,000 |
| 14 | \$62,786.10 | \$70,362.95 | Prior Year 13 Salary + \$8,000 |
| 15 | \$63,207.70 | \$70,786.10 | Prior Year 14 Salary + \$8,000 |
| 16 | \$63,630.85 | \$71,207.70 | Prior Year 15 Salary + \$8,000 |
| 17 | \$64,055.55 | \$71,630.85 | Prior Year 16 Salary + \$8,000 |
| 18 | \$64,548.45 | \$72,055.55 | Prior Year 17 Salary + \$8,000 |
| 19 | \$65,053.75 | \$72,548.45 | Prior Year 18 Salary + \$8,000 |
| 20 | \$65,562.15 | \$73,053.75 | Prior Year 19 Salary + \$8,000 |
| 21 | \$66,078.30 | \$73,562.15 | Prior Year 20 Salary + \$8,000 |
| 22 | \$66,698.30 | \$74,078.30 | Prior Year 21 Salary + \$8,000 |
| 23 | \$67,140.05 | \$74,698.30 | Prior Year 22 Salary + \$8,000 |
| 24 | \$67,831.35 | \$75,140.05 | Prior Year 23 Salary + \$8,000 |
| 25 | \$68,442.05 | \$75,831.35 | Prior Year 24 Salary + \$8,000 |
| Over 25 | \$69,096.15 | \$76,442.05 | Prior Year 25 Salary + \$8,000 |

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.

Step 0-2: Contingent upon Support Staff Retention Allotment (SSRA)

Step 3-over 25: Contingent upon Teacher Retention Allotment (TRA)



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*Human Resources Department
2025-2026 New Hire Guide Teacher*

| Extra Compensation & Benefits | | | |
|-------------------------------|--------------|-------------------|------------|
| *Bilingual/ESL | *\$4,000/YR | Visually Impaired | \$4,000/YR |
| *Dual Language | *\$4,500/YR | Special Education | \$2,500/YR |
| **Math | **\$3,000/YR | Behavioral Unit | \$1,000/YR |
| **Science | **\$6,000/YR | | |
| **English | **\$3,000/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 under the Human Resources tab.



SAN ELIZARIO INDEPENDENT SCHOOL DISTRICT

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Human Resources Department

2025-2026 New Hire Guide Instructional Specialist, 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.)

| Years of Experience | Daily |
|---------------------|-------------|
| 0 | \$380.64516 |
| 1 | \$380.96161 |
| 2 | \$381.29161 |
| 3 | \$382.14161 |
| 4 | \$383.76161 |
| 5 | \$385.36161 |
| 6 | \$386.98161 |
| 7 | \$388.91161 |
| 8 | \$393.86161 |
| 9 | \$395.16161 |
| 10 | \$396.78161 |
| 11 | \$399.36161 |
| 12 | \$401.29161 |
| 13 | \$402.34161 |
| 14 | \$405.07161 |
| 15 | \$407.79161 |
| 16 | \$410.52161 |
| 17 | \$413.26161 |
| 18 | \$416.44161 |
| 19 | \$419.70161 |
| 20 | \$422.98161 |
| 21 | \$426.31161 |
| 22 | \$430.31161 |
| 23 | \$433.16161 |
| 24 | \$437.62161 |
| 25 | \$441.56161 |
| Over 25 | \$445.78161 |

| Extra Compensation & Benefits | |
|-------------------------------|------------|
| Librarian | \$2,000/YR |
| Registered Nurse | \$1,200/YR |

\$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 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.



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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 CLASSROOM TEACHERS ONLY | |
| Elementary | \$300 |
| Middle School | \$600 |
| High School | \$2,000 |
| Mentor Teachers CLASSROOM TEACHERS ONLY | |
| Elem., MS, HS | \$600 |
| Career & Technical Student Organization 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 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 *Paid each semester (December/June) 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) 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 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