



## **2025-2026 COMPENSATION PLAN**

*The Board of Trustees annually adopts a one year compensation plan. The compensation provided in one year should not be inferred to provide compensation levels for the next year. Pay increases are based on the annual pay raise approved by the Board of Trustees and any amendments to the budget. Any typographical errors within the written Compensation Plan are corrected as needed.*

SPRING BRANCH INDEPENDENT SCHOOL DISTRICT

2025- 2026 COMPENSATION PLAN

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## Spring Branch ISD

### 2025-2026 Teachers

Years of Experience	New Hire Salary
0	\$65,843
1	\$66,143
2	\$66,443
3	\$67,475
4	\$67,775
5	\$70,575
6	\$70,875
7	\$71,275
8	\$71,675
9	\$72,075
10	\$72,475
11	\$72,875
12	\$73,375
13	\$73,875
14	\$74,375
15	\$74,875
16	\$75,375
17	\$75,975
18	\$76,575
19	\$77,175
20	\$77,775
21	\$78,375
22	\$78,975
23	\$79,375
24	\$79,775
25	\$80,175
26	\$80,575
27	\$80,975
28	\$81,375
29	\$81,775
30	\$82,175
31	\$82,575
32	\$82,975
33	\$83,500
34	\$84,250
35	\$85,100
36	\$86,160
37	\$86,560
38	\$87,030
39+	\$87,845

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. Salaries are determined individually with consideration for job-related experience and credentials.

**\$1,000 Master's Degree Stipend**  
**\$3,000 Doctorate Degree Stipend**

House Bill 2: teachers on step 3-4 receive an increase of \$2,500 and teachers on step 5+ receive an increase of \$5,000.

These increases are reflected in the above salary schedule. To be eligible to receive this allotment, a teacher must instruct students a minimum of 4 hours per day.

**Spring Branch Independent School District  
2025-2026 Pay Ranges**

**Administrative/Professional Staff**

Pay Grade		Minimum	Midpoint	Maximum
101	Daily	\$247.85	\$302.25	\$356.66
102	Daily	\$289.98	\$353.63	\$417.28
103	Daily	\$340.14	\$414.81	\$489.48
104	Daily	\$357.15	\$435.55	\$513.95
105	Daily	\$375.01	\$457.33	\$539.65
106	Daily	\$393.76	\$480.20	\$566.64
107	Daily	\$413.45	\$504.21	\$594.97
108	Daily	\$436.73	\$532.60	\$628.47
109	Daily	\$486.96	\$593.85	\$700.74
110	Daily	\$559.95	\$682.87	\$805.79
111	Daily	\$675.86	\$824.22	\$972.58
112	Daily	\$763.04	\$930.54	\$1,098.04

**Technology Staff**

Pay Grade		Minimum	Midpoint	Maximum
401	Hourly	\$21.25	\$25.92	\$30.59
402	Hourly	\$23.25	\$28.35	\$33.45
403	Hourly	\$27.25	\$33.24	\$39.23
404	Daily	\$257.37	\$313.79	\$370.21
405	Daily	\$288.44	\$351.76	\$415.08
406	Daily	\$308.06	\$375.68	\$443.30
407	Daily	\$331.17	\$403.86	\$476.55
408	Daily	\$380.51	\$464.04	\$547.57
409	Daily	\$415.06	\$506.17	\$597.28
410	Daily	\$528.37	\$644.35	\$760.33
411	Daily	\$658.87	\$803.50	\$948.13

**Paraprofessional/Administrative Support Staff**

Pay Grade		Minimum	Midpoint	Maximum
201	Hourly	\$13.25	\$16.15	\$19.05
202	Hourly	\$14.00	\$17.07	\$20.14
203	Hourly	\$14.75	\$17.98	\$21.21
204	Hourly	\$16.00	\$19.51	\$23.02
205	Hourly	\$17.50	\$21.34	\$25.18
206	Hourly	\$18.75	\$22.86	\$26.97
207	Hourly	\$20.00	\$24.40	\$28.80
208	Hourly	\$22.50	\$27.43	\$32.36
209	Hourly	\$24.50	\$29.87	\$35.24
210	Hourly	\$26.25	\$32.02	\$37.79
211	Hourly	\$33.75	\$41.15	\$48.55

**Auxiliary Staff**

<b>Pay Grade</b>		<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
301	Hourly	\$13.25	\$16.15	\$19.05
302	Hourly	\$14.00	\$17.07	\$20.14
303	Hourly	\$15.00	\$18.30	\$21.60
304	Hourly	\$16.00	\$19.51	\$23.02
305	Hourly	\$17.25	\$21.03	\$24.81
306	Hourly	\$18.50	\$22.56	\$26.62
307	Hourly	\$21.50	\$26.22	\$30.94
308	Hourly	\$23.00	\$28.04	\$33.08
309	Hourly	\$25.75	\$31.40	\$37.05
310	Hourly	\$28.25	\$34.45	\$40.65
311	Hourly	\$32.25	\$39.34	\$46.43
312	Hourly	\$36.00	\$43.90	\$53.75
BD	Hourly	\$22.50	\$26.44	\$30.38

## 2025-2026 Extra Duty Stipends

Spring Branch ISD

### Academics

Dual Language, 1st section	MS, HS	500
Dual Language, 2nd section	MS, HS	500
Dual Language, 3rd section	MS, HS	500
Dual Language, 4th section	MS, HS	500
Yearbook - Special Campus	SPECIAL	1,375
NJHS - MS	MS	1,250
Student Council - MS	MS	1,500
Yearbook - MS	MS	1,500
Academy of Finance/Hospitality or Science/Engineering - HS	HS	2,900
Academic, Assistant Director - HS	HS	2,900
Academic, Director - HS	HS	3,300
Agricultural Science - HS	HS	5,000
CTE Student ( <i>BPA, DECA, FFA, NJROTC, SKILLS USA, TAFE</i> )*	HS	250-500
Debate Sponsor - HS	HS	2,000
Newspaper - HS	HS	1,500
NHS Sponsor - HS	HS	1,250
Student Council - HS	HS	2,000
Yearbook - HS	HS	1,800
Competitions, Accounting - HS	HS	500
Competitions, Calculator App - HS	HS	500
Competitions, Calculator App and Math	HS	500
Competitions, Computer App	HS	500
Competitions, Computer Science -HS	HS	500
Competitions, Copy Editing - HS	HS	500
Competitions, Current Event - HS	HS	500
Competitions, Current Issue - HS	HS	500
Competitions, Editorial Writing - HS	HS	500
Competitions, Feature Writing - HS	HS	500
Competitions, French Language Contest	HS	500
Competitions, French Symposium	HS	500
Competitions, German Language Contest	HS	500
Competitions, Headline Writing - HS	HS	500
Competitions, Houston World Affairs - HS	HS	500
Competitions, HWA & Model UN - HS	HS	500
Competitions, Informative Speaking - HS	HS	500
Competitions, Italian Language Contest	HS	500
Competitions, Junior Achievement - HS	HS	500
Competitions, Latin Language Contest	HS	500
Competitions, Literacy Criticism - HS	HS	500
Competitions, Math - HS	HS	500
Competitions, News Writing - HS	HS	500
Competitions, Non-Classified - HS	HS	500
Competitions, Number Sense - HS	HS	500

Competitions, Persuasive Speaking - HS	HS	500
Competitions, Poetry - HS	HS	500
Competitions, Prose - HS	HS	500
Competitions, Ready Writing - HS	HS	500
Competitions, Robotics	HS	500
Competitions, Science - HS	HS	500
Competitions, Social Studies - HS	HS	500
Competitions, Spanish Language Contest	HS	500
Competitions, Spelling - HS	HS	500
Competitions, Spelling Vocab - HS	HS	500
Competitions, Univ Of Houston Math	HS	500
Odyssey of the Mind Campus Coach	ALL	200

*\*CTE department will determine stipend; not all inclusive list*

### Administration

Cell Phone - 1200	ADMIN	1,200
Cell Phone - 600	ADMIN	600
Cell Phone - 300	ADMIN	300

### Athletics

Basketball - MS	MS	2,000
Coordinator, Asst - MS	MS	2,030
Coordinator, Campus - MS	MS	3,000
Coordinator, Natatorium	District	3,475
Cross Country - MS	MS	1,875
Field Coordinator - HS	HS	1,000
Football - MS	MS	2,000
Football, Scout - MS	MS	185
Gym Coordinator - HS/MS	HS/MS	1,000
Intramurals, 6th grade	MS	1,000
Second Team - MS	MS	1,175
Soccer - MS	MS	2,000
Third Team - MS	MS	1,875
Track - MS	MS	2,000
Volleyball - MS	MS	2,000
Sports Medicine Facilitator, Asst - HS	HS	11,500
Sports Medicine Facilitator, Head - HS	HS	14,500
Baseball/Softball, Asst - HS	HS	3,800
Baseball/Softball, Head - HS	HS	6,500
Basketball, Head - HS	HS	9,250
Basketball, JV - HS	HS	5,100
Basketball, Sophomore - HS	HS	4,000
Campus Athletic Director, Asst - HS	HS	2,030
Cross Country, Asst - HS	HS	3,000
Cross Country, Head - HS	HS	4,850
Diving	HS	6,525
Football, 1st Varsity - HS	HS	9,800
Football, Freshmen - HS	HS	6,500

Football, JV - HS	HS	6,900
Football, Sophomore - HS	HS	6,500
Football, Varsity - HS	HS	8,000
Golf, Asst - HS	HS	1,800
Golf, Asst Year Round - HS	HS	4,250
Golf, Head - HS	HS	3,000
Golf, Head Year Round - HS	HS	6,150
Power Lifting Coach, Head - HS	HS	4,850
Power Lifting Coach, Assistant - HS	HS	3,000
Soccer, Asst - HS	HS	4,000
Soccer, Head - HS	HS	6,500
Strength and Conditioning Coach - HS	HS	5,000
Swimming, Asst - HS	HS	4,300
Swimming, Head - HS	HS	6,525
Team Extra - HS	HS	1,000
Tennis, Asst - HS (add'l Asst for 72+ students)	HS	5,100
Tennis, Year Round - HS	HS	7,050
Track, Asst - HS	HS	3,700
Track, Head - HS	HS	5,500
Volleyball, Freshman - HS	HS	4,825
Volleyball, Head - HS	HS	8,065
Volleyball, JV - HS	HS	5,200
Water Polo Coach, Head - HS	HS	6,525
Water Polo Coach, Assistant - HS	HS	4,300

<b>Certification</b>
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Advanced Calculus	HS	3,500
Advanced Physics	HS	3,500
Bilingual, Probationary	ALL	2,000
Bilingual Standard, Classroom	ALL	5,000
Bilingual ARD Facilitator	ALL	3,500
Bilingual Diagnostician	ALL	3,500
Bilingual Dyslexia Assessor	ALL	3,500
Bilingual Counselor	ALL	2,000
Bilingual Intervention, Standard	ES	3,000
Bilingual LSSP	ALL	3,500
Bilingual SLP/Therapist	ALL	4,000
Bilingual SLP/Therapist ASHA with CCC	ALL	5,000
ELAR - HS	HS	3,000
ELAR - MS	MS	1,500
Lifeskills	ALL	3,000
Math - HS	HS	3,000
Math - MS	MS	1,500
Special Ed, AABLE	SPECIAL	7,500
Special Ed, Adaptive Behavior	ALL	5,000
Special Ed, AIM and PASS	ALL	3,000
Special Ed, APPLE and CUBS	ALL	4,000



Special Ed, Campus Instructional Specialist	HS	4,000
Special Ed, PPCD	ALL	2,000
Special Ed, SLP Facilitator	DEPT	1,500
Special Ed, Dean Student Support - AB	ALL	5,000
Special Ed, Resource/Co-Teach	ALL	3,000
Special Ed, Adaptive Health Fitness	ALL	2,000
Special Ed, Visually Impaired	ALL	3,000
Science - HS	HS	3,000
Science - MS	MS	1,500
SLP/Therapist ASHA with CCC	ES	2,000

### Leadership

Department Chair, Special Campus	SPECIAL	1,000
Lead OT/Pt	ALL	3,000
Lead Assessment	ALL	5,000
Lead Counselor*	HS	8,000
Lead Diagnostician	ALL	2,500
Lead Facilitator, Ed Tech	ALL	4,000
Lead Home, Special Ed	ALL	1,500
Lead LSSP	ALL	2,500
Lead Mentor (Only One per Campus)	ALL	500
Lead PPCD	ALL	5,000
Lead Teacher (C&I Interdisciplinary Support)	ALL	2,000
Lead Voc Adjustment	ALL	1,500
Lead SLP	ALL	12,000
Lead, Virtual School	SPECIAL	2,000
Mentor of Novice (Zero Year) Teacher	ALL	500
Mentor of Thrive Teacher Fellow	ALL	500
Mentor of Student Teacher Residents	ALL	500
Principal, High Needs Campus, First Year	SPECIAL	25,000
Principal, High Needs Campus, Second Year	SPECIAL	15,000
Principal, High Needs Campus, Third Year	SPECIAL	10,000
Team Leader - ES	ES	750
Department Chair - MS	MS	1,500
Debate and Speech Lead - HS	HS	2,968
Department Chair - HS	HS	2,100
Journalism Lead - HS	HS	1,500

\* Stipend applies to Memorial, Northbrook, Spring Woods, Stratford and WAIS.

### Opportunity Culture

The stipends below replace any other instructional stipend with the exception of HS Math and HS Science.

Multi-Classroom Leader - Level I	ALL	10,000
Multi-Classroom Leader - Level II	ALL	15,000
Multi-Classroom Leader Facilitator	ALL	18,000
Expanded Impact-Specialized Teacher - Level I	ALL	5,000
Expanded Impact-Specialized Teacher - Level II	ALL	7,500
Expanded Impact Tchr-In Person Blended Lrn Level I	ALL	5,000
Expanded Impact Tchr-In Person Blended Lrn Level II	ALL	7,500

Expanded Impact Teacher-Remote - Level I	ALL	5,000
Expanded Impact Teacher-Remote - Level II	ALL	7,500
Social-Emotional Support Teacher	ALL	2,000

*\* Critical needs areas might be eligible for additional stipends as determined and approved by Senior Staff.*

<b>Other</b>
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Campus Webmaster -ELEM	ES	400
Campus Webmaster -MS	MS	800
Campus Webmaster -HS	HS	1,000
Career Ladder - 2	ALL	1,750
Career Ladder - 3	ALL	3,250
Career Preparations - HS**	CTE	1,000
CEOP Certification	ALL	250
Construction Technology - HS**	CTE	1,000
Counselor Merit - 2	ALL	1,750
Counselor Merit - 3	ALL	3,165
Cosmetology - HS**	CTE	2,500
Culinary Arts - HS**	CTE	3,000
Dual Credit Course/Section (HCC Only)	ALL	139-2,790
Early Notification of Resignation	ALL	300 - 500
Education and Training - HS**	CTE	1,000
Electrical - HS**	CTE	2,000
Gateway - HS**	CTE	500
Health Science Teacher/Industry Professional Instructor - CTE	ALL	1,500
Health Science - HS**	CTE	1,000
Librarian Merit	ALL	1,713
Navy	HS	Varies
Navy EOY	HS	Varies
Nurse Liaison	ALL	1,500
Nurse Supervisor	ALL	12,000
Teacher On Spec Assign	ALL	4,000
On Ramps Teacher	SPECIAL	1,500
One Goal Teachers	SPECIAL	1,000
Orton-Gillingham Trainer	SPECIAL	1,000
Virtual Course Stipend	ALL	275 - 2,250
Recruiter Stipend	SPECIAL	600
Pre-K Lead	SPECIAL	1,500
Project Lead the Way - HS**	CTE	1,000
Welding - HS**	CTE	1,000
Unified Sports*	HS	2,000
First Responders Stipend	ALL	Varies
Special Pay Stipend	ALL	up to 25,000

*\*Unified Sports must be registered for full program /\*\*CTE stipends require approval from department*

<b>Performing Arts</b>
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Accompanist - ES	ES	2,300
Concert Choir - ES	ES	3,300
Prep Choir - ES	ES	2,800
Band - MS	MS	6,800

Band, Asst - MS	MS	5,500
Choir - MS	MS	4,100
Choir, Asst - MS	MS	3,500
Drama - MS	MS	2,000
Orchestra - MS	MS	5,250
Orchestra, Asst - MS	MS	4,000
Spirit Team - MS	MS	2,500
Band, Asst - HS	HS	9,000
Band, Head - HS	HS	15,000
Cheer Sponsor, JV - HS	HS	3,000
Cheer Sponsor, Varsity - HS	HS	4,500
Choir, Asst - HS	HS	5,000
Choir, Director - HS	HS	7,800
Choir, Special Campus - HS	HS	4,000
Dance - Special Campus - HS	HS	4,500
Drama - HS	HS	5,250
Drama, Asst - HS	HS	4,000
Drama, Special Campus - HS	HS	4,000
Drill Team Sponsor - HS	HS	8,000
Drill Team, Asst - HS	HS	4,400
Orchestra, Asst - HS	HS	4,500
Orchestra, Director - HS	HS	7,000

<b>Performance Pay: Teacher Incentive Allotment - TIA</b>
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Designated Teachers	TIA Cert	Varies
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This TIA performance pay was originally approved by the Board of Trustees of Spring Branch ISD on June 20, 2022, and continues to be in effect for the 2025-2026 school year.

For any Teacher Incentive Allotment funds received by Spring Branch ISD for a designated teacher under the Teacher Incentive Allotment (TIA), 90 percent will be spent on teacher compensation (student-facing instructional positions) on the campus where the designated teacher works.

The remaining 10 percent will be spent on costs associated with implementing Texas Education Code section 21.3521 or costs related to supporting teachers in obtaining designations.

Should the district receive funding for a designated teacher who has resigned or retired, the district is not obligated to forward payment to the resigned or retired teacher based on the August one-time payout schedule.

**2025-2026 Substitute Pay Plan**

Spring Branch ISD

Position	Certification/Degree/License	Pay Rate or Amount Per Day		
		Up to 20 Days	21 - 40 Days Same Assignment*	41+ Days Same Assignment*
<b>Nurse</b>				
	Registered Nurse	\$160.00	\$175.00	\$205.00
	Registered Nurse for Medically Fragile	\$175.00	\$190.00	\$220.00
	Licensed Vocational Nurse	\$110.00	\$135.00	\$155.00
*"Same assignment" above is defined as substituting for the same nurse, on the same campus, for the entire period.				
<b>Administrative</b>		<b>Pay Rate or Amount Per Day</b>		
	Principal (K-12)	\$375.00 Per Day		
	Assistant Principal	\$325.00 Per Day		
<b>Other Professional</b>				
	Counselor/Diagnostician/LSSP	\$210.00 Per Day		
<b>Auxiliary</b>				
	Bus Driver	\$165-\$195 Per Day	\$80-\$100 Per Day	
	Bus Assistant	\$75-\$95 Per Day	\$35-\$50 Per Day	

**Other Substitute positions (Teacher and Paraprofessional) are managed by ESS.**

**2025-2026 Supplemental and Temporary Pay Plan**  
Spring Branch ISD

<b>Athletics</b>	<b>Game Control</b>		
	Announcer/Assistant Announcer/Spotter	Per Contest	\$35.00 - \$165.00
	Press Box Supervisor (Varsity Football)	Per Contest	\$50.00 - \$85.00
	Video Board Operator (Varsity Football)	Per Contest	\$50.00 - \$85.00
	Scoreboard Operator - Timekeeper	Per Contest	\$10.00 - \$55.00
	Score Keeper	Per Contest	\$10.00 - \$55.00
	Sideline Supervisor (Varsity Football)	Per Contest	\$50.00 - \$85.00
<b>Athletics</b>	<b>Gate &amp; Parking Control</b>		
	Parking Supervisor (Varsity Football)	Per Contest	\$65.00 - \$110.00
	Ticket Supervisor (Varsity Football)	Per Contest	\$100.00 - \$145.00
	Ticket Takers	Per Contest	\$35.00 - \$90.00
	Ticket Assistant/Pass Gate Supervisor	Per Contest	\$100.00 - \$145.00
	Ticket Sellers	Per Contest	\$12.00 - \$90.00
<b>Athletics</b>	<b>U.I.L. Camps</b>		
	Supervisor	Per Hour	\$20.00 - \$35.00
	Worker	Per Hour	\$12.00 - \$30.00
<b>Athletics</b>	<b>Concession Workers (*Duties assigned by Executive Director of Athletics)</b>		
	Supervisor	Per Hour	\$12.00 - \$40.00
	Worker/Student*	Per Hour	\$12.00 - \$30.00
<b>Athletics</b>	<b>Other Rates (*Duties assigned by Executive Director of Athletics)</b>		
	Athletic Event Supervisor/Administrator	Per Hour	\$25.00- \$55.00
	Event/Rental Service Worker/Student Worker*	Per Hour	\$12.00 - \$35.00
	Parking Supervisor - Special Events	Per Hour	\$18.00 - \$40.00
	Parkers - Special Events	Per Hour	\$12.00 - \$35.00
	Gate Control - Special Events	Per Hour	\$10.00 - \$35.00
	Contract/Licensed Athletic Trainer	Per Hour	\$30.00 - \$50.00
	CPR Training - Athletic Trainers	Per Trainee	\$18.00 - \$20.00
	Referee/Starter	Per Hour	\$20.00 - \$75.00
	UIL Officials (Various Roles)	Per Contest	Per UIL Guidelines
<b>Graduation</b>	<b>Other Rates Specific to Assigned Duties; All Duties Below are Assigned by Executive Director of Athletics</b>		
	Administrators (Non-SBISD Graduations)	Per Hour	\$50.00
	Announcer	Per Hour	\$30 - \$50
	Teachers/Professionals/Paraprofessionals	Per Hour	\$30.00
	IT Paraprofessionals	Per Hour	Regular Hourly Rate
	Auxiliary (Non-Exempt)	Per Hour	Regular Hourly Rate
	Temporary Workers	Per Hour	Regular Hourly Rate
<b>District After School Program</b>			
	Teachers/Professionals/Paraprofessionals	Per Hour	\$25.00
<b>District Summer Programs</b>			
	High School Director	Pay based on experience	\$12,000 - \$16,500
	Middle School Director	Pay based on experience	\$10,800 - \$15,500
	Secondary Director*	Pay based on experience	\$12,000 - \$19,000
	Elementary Director	Pay based on experience	\$12,000 - \$16,500
	Special Language /Pre-K to 4th Grade Director**	Pay based on experience	\$12,000 - \$21,400
	Special Language Program Director	Pay based on experience	\$12,000 - \$16,500
	Enrichment Director K-12	Pay based on experience	\$10,000 - \$12,750
	High School Asst Director	Pay based on experience	\$5,400 - \$7,200
	Site Coordinator	Pay based on experience	\$4,800 - \$7,200
	Counselor	Pay based on experience	\$3,650 - \$5,750
	Summer School SSI Test Coord. (Cert Prof)	Per Hour	\$35.00
	High School EOC Test Coord. (Cert Prof)	Pay based on experience	\$4,900 - \$7,500
	HS EOC Test 2nd Location Monitor (Cert Prof)	Per Hour	\$35.00
	Lead Teacher	Per Hour	\$35.00
	Teacher	Per Hour	\$30.00
	Librarian	Per Hour	\$30.00
	Nurse	Per Hour	\$30.00
	Nurse Assistant	Reg hrly not to exceed	\$25.00
	Paras	Reg hrly not to exceed	\$25.00
	Support	Reg hrly not to exceed	\$25.00
	High School Future Leaders (HS Juniors/Seniors)	Per Hour	\$7.25
	Aspiring Leader Summer Admin Intern	Flat rate	\$7,000.00

Aspiring Leadership Prog Summer Intern	Flat rate	\$4,500.00
Summer Program Bus Driver	Per Hour	Regular Hourly Rate

\*If this position is utilized, High School Director and Middle School Director would not be utilized.

\*\*If this position is utilized, Elementary and Special Language Director would not be utilized.

<b>Childcare</b>
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High School Students	Per Hour	\$7.25
College Students	Per Hour	\$8.50

<b>Adult Education</b>
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Driver Education	Per Hour	\$17.00 - \$20.00
Continuing Education Teacher	Per Hour	\$17.00 - \$26.00
Part Time Office Help	Per Hour	\$10.00 - \$18.00

<b>Private Music</b>
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Teacher	Per hour	\$35.00
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<b>Auxiliary Trades</b>
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Night Shift Differential		5% - 10%
Lead Differential		5%

<b>Elections</b>
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Election Training	Per Session	\$35.00
Election Judge	Per Hour	\$18.00
Election Alt Judge	Per Hour	\$16.00
Elections Clerk	Per Hour	\$14.00

<b>Police Certification Pay</b>	Certification Pay is calculated as part of base pay
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Intermediate Certification	Additional	\$540.00
Advanced Certification	Additional	\$1,180.00
Master Certification	Additional	\$1,630.00
Physical Agility Screening	Per Year	\$1,000.00
Corporal appointment/designation	Additional	\$2,000.00
Basic Instructor Certification	Additional	\$100.00
Senior Officer appointment/designation	Additional	\$500.00

<b>General Rates by Position</b>
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Professionals (Teachers)	Per Hour	\$25.00
Tutoring (Teachers)	Per Hour	\$30.00
AP Test Proctor/Test Organizer	Per Hour	\$35.00
Jumpstart Teacher	Per Hour	\$25.00
Paraprofessional/Clerk (For temps only: 5% of min of pay grade)	Per Hour	\$12.50 - \$18.00
Student Help (\$7.85 w/2 yrs SBISD Experience)	Per Hour	\$7.25
Student Teacher/College Intern	Per Hour	\$15.00

<b>Special Education</b>
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In-Home Trainers	Per Hour	\$32.00
In-Home Trainers (Bilingual)	Per Hour	\$37.00
LSSP/SLP/DIAG Extra Help as Needed	Per Hour	Regular Hourly
Private School Speech Therapy (after hrs)	Per Hour	\$46.67
Translator (Bilingual)	Per Hour	\$20.00
Translation (Bilingual)	Per word or hourly	\$0.06
After School Program	Per Hour	Reg Hourly or OT
ESY (Extended Summer Program Director)	Pay based on experience	\$14,000 - \$19,600
ESY (Extended Summer Program Site Coordinator)	Pay based on experience	\$5,600 - \$8,400
ESY (Extended Summer Program Teachers)	Per Hour	\$30.00
ESY (Extended Summer Program Lead Teachers)	Per Hour	\$35.00
ESY (Extended Summer Program Paras)	Reg hrly not to exceed	\$25.00
ESY (Extended Summer Program Nurses)	Per Hour	\$30.00
ESY (Extended Summer Program Physical Therapist)	Per Hour	\$54.00
ESY (Extended Summer Program Coords)	Per Hour	\$40.00
ESY (Extended Summer Program SLP)	Per Hour	\$54.00
ESY (Specified Behavior Para)	Per Hour	Regular Hourly
ESY (Visually Impaired Teacher)	Per Hour	\$40.00
Mandt Trainer	Per Hour	\$45.00
Special Olympics Coach AND Head of Delegation	Per Event	\$1,800.00
Special Olympics Coach OR Head of Delegation	Per Event	\$1,200.00
Special Olympics Nurse	Per Hour	\$30.00

**Evaluations:**

English FIE	Per Assmt	\$500.00
English Arena	Per Assmt	\$500.00
English AU Psychological	Per Assmt	\$650.00

(Includes AU PSY, IQ & Achievement)

English IQ	Per Assmt	\$200.00
English Achievement	Per Assmt	\$200.00
English Report Writing Only	Per Report	\$75.00
Speech Language	Per Assmt	\$250.00
Speech Language IEP Writing	Per Assmt	\$25.00
<b>Bilingual Evaluations:</b>		
Bilingual FIE	Per Assmt	\$600.00
Bilingual Arena	Per Assmt	\$600.00
Bilingual AU Psychological	Per Assmt	\$750.00
(Includes AU PSY, IQ & Achievement)		
Bilingual IQ	Per Assmt	\$250.00
Bilingual Achievement	Per Assmt	\$250.00
Bilingual Report Writing Only	Per Report	\$75.00
Bilingual Speech Language	Per Assmt	\$350.00
Bilingual Speech Language IEP Writing	Per Assmt	\$25.00

**Misc. Flat Rate Payments**

Administration of CBE Exams (semester)		\$1,500.00
Administration of CBE Exams (annual)		\$3,000.00
Assistant Mustang Mentor (annual)		\$1,000.00
Collegiate Challenge Coord (semester)		\$500.00
Color Guard Choreography		\$4,000.00
Curriculum Writing - New Course		up to \$4,000.00
Curriculum Writing - Significant Modifications		up to \$2,500.00
Curriculum Writing - Moderate Modifications		up to \$1,500.00
Ed Tech Summer Curriculum Campout Facilitator		\$400.00
Jumpstart Mentoring (semester)		\$1,000.00
Jumpstart Planning Lead	Per Project	\$1,000.00
Language Arts After - School Workshop		\$100.00
Lead Mustang Mentor Coord (annual)		\$2,000.00
National English Honor Society - High School		\$750.00
Newspaper - Middle School		\$750.00
Regional Art Event Participation		\$100.00
Strategic Plan (Academics Department Only)		up to \$10,000.00
Texas Assoc of School Nutrition (TASN) Certification Based on cert level & completion (Child Nutrition Service Department only)		\$100 to \$400
Visual Arts Staff Dev. & Planning		\$500.00
Visual Arts Eduphoria Inputting & Maint.		\$1,000.00
Visual Arts Curriculum Writing		\$500.00
Visual Arts Webmaster		\$1,000.00
Bus Driver (Coach)	Flat rate	\$60.00

**Opportunity Culture**

Aspiring Teacher		\$500.00
Student Teacher Resident (multiple universities)	Annual Based on Cert Prgrm/Days	\$20,000.00

**Payments Per Task** (\*As assigned by Executive Director of Student Support Services)

Benchmark Test Reading & Writing	Per Test	\$175.00
Credit By Exam Scoring	Per Exam	\$7.00
Mandt Report Writing	Per Report	\$50.00
Specialized GT Testing		Regular Hourly
Transcribing (Elem/MS/International) *	Per Hour	\$25.00

**Technology**

Incentive Pay (Non-Administrators)	Per Month	\$100.00
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Unless specified above, temporary employees will be paid at the minimum of the pay band for the position in which they are working. All nonexempt employees are to be paid at least time and one-half their regular hourly rate for hours worked in excess of 40 in a work week or are provided comp time or overtime pay. Minimum wage is \$7.25 per hour

Please note that District staff such as police officers, technology services staff, athletics staff, facilities staff, or other non-exempt staff, who are scheduled to work a special event which the campus does not cancel at least 24 hours in advance of the event's scheduled start date are entitled to two hours of compensation at the rate of pay for which the district employee would otherwise have earned working the scheduled event.

## RESOLUTION

Whereas, the Board of Trustees has adopted a compensation plan for the 2025-2026 school year,

Whereas, due to the continued research regarding the impact of House Bill 2 on the budget, the Board may consider additional compensation in the 2025-2026 school year in an amount not to exceed 3% and subject to available resources for all eligible staff not receiving the House Bill 2 funding;

Whereas, any such additional compensation, if any, would alter this compensation plan;

Whereas, the Superintendent contract states that her base salary shall be increased by the same percentage as that of administrative personnel salaries, for the budget year.

Now, therefore, be it resolved that the Board of Trustees may, subject to available resources after review and consideration, amend its compensation plan for the 2025-2026 school year to include additional compensation in an amount not to exceed 3% for all eligible staff not receiving the House Bill 2 funding;

And be it further resolved that, the Superintendent's base salary currently in effect be increased by the Board approved administrative personnel/employee salary increase, if any, for the 2025-2026 school year.