

**2025-2026 New Hire Guide for
Teachers**

Years of Experience	New Hire Salary
0	\$52,100
1	\$52,700
2	\$53,300
3	\$55,900
4	\$56,500
5	\$61,100
6	\$61,700
7	\$62,300
8	\$62,800
9	\$63,200
10	\$63,600
11	\$64,000
12	\$64,400
13	\$64,800
14	\$65,200
15	\$65,600
16	\$66,000
17	\$66,500
18	\$67,000
19	\$67,500
20	\$68,000
21	\$68,500
22	\$69,100
23	\$69,700
24	\$70,300
25	\$71,000
26	\$71,800
27	\$72,600
28	\$73,400
29	\$74,200
30+	\$75,000

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.

\$1,200 Master's Degree - General Stipend

For any funds received by Marble Falls ISD for a designated teacher under the Teacher Incentive Allotment (TIA), 90% will be paid to the designated teacher. The remaining 10% will be used for training and support of the system, expansion of the system, and professional development. Should the district receive funding for a designated teacher who has resigned or retired, the district will forward payment to the resigned or retired teacher as soon as practicable.

**2025-2026 New Hire Guide for
Librarians and Nurses (RN)**

Years of Experience	New Hire Salary
0	\$52,100
1	\$52,700
2	\$53,300
3	\$53,900
4	\$54,500
5	\$55,100
6	\$55,700
7	\$56,300
8	\$56,800
9	\$57,200
10	\$57,600
11	\$58,000
12	\$58,400
13	\$58,800
14	\$59,200
15	\$59,600
16	\$60,000
17	\$60,500
18	\$61,000
19	\$61,500
20	\$62,000
21	\$62,500
22	\$63,100
23	\$63,700
24	\$64,300
25	\$65,000
26	\$65,800
27	\$66,600
28	\$67,400
29	\$68,200
30+	\$69,000

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.

2025-2026 Administrative Professional Pay Plan

Marble Falls ISD

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum
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1		Daily	\$248.40	\$302.92	\$357.45
Asst Director Maintenance	250	187 Days	46,451	56,646	66,843
Asst Director Transportation	226	197 Days	48,935	59,675	70,418
Behavior Specialist	187	226 Days	56,138	68,460	80,784
Certified Occupational Therapist Assistant	197	250 Days	62,100	75,730	89,363
HR & Benefits Coordinator	226				
Senior District Technician	226				
Speech Language Pathologist Assistant	197				

2		Daily	\$283.17	\$345.33	\$407.50
Asst Principal ES	212	197 Days	55,784	68,030	80,278
Social Emotional Learning Coordinator	200	200 Days	56,634	69,066	81,500
Counselor ES	200	212 Days	60,032	73,210	86,390
Counselor MS	212	217 Days	61,448	74,937	88,428
District Behavior Specialist	217	226 Days	63,996	78,045	92,095
District PEIMS/Skyward Coord	226				
SEL Counselor	200				
Social Worker	212				
Special Education District Counselor	197				
Special Services Coordinator	212				

3		Daily	\$300.17	\$366.05	\$431.94
ARD Facilitator	197	187 Days	56,132	68,451	80,773
Asst Principal MS	217	192 Days	57,633	70,282	82,932
College & Career Advisor	212	197 Days	59,133	72,112	85,092
Counselor HS	217	212 Days	63,636	77,603	91,571
Diagnostician	197	217 Days	65,137	79,433	93,731
Dyslexia Diagnostician	197	226 Days	67,838	82,727	97,618
Early College High School/CTE Coordinator	226				
Lead Counselor	226				
LSSP	197				
Occupational Therapist	197				
Speech Language Pathologist	197				
Systems Administrator	226				

4	
Asst Principal HS	217
Director Bonds	250
Director Child Nutrition	226
Director Human Resources	226
Director Maintenance	250
Director Transportation	226
Exec Dir Education Foundation	226

Daily	\$318.17	\$388.01	\$457.85
217 Days	69,043	84,198	99,353
226 Days	71,906	87,690	103,474
250 Days	79,543	97,003	114,463

5	
Accounting Supervisor	226
Athletic Director/Head Football Coach	226
Director Accountability & Assessment	226
Director Bilingual/ESL Programs and Migrant Services	226
Director Elementary Education	226
Director Special Programs	217
Executive Director of Technology	226
Principal Falls Career HS	217
Principal ES	217

Daily	\$355.40	\$433.41	\$511.42
217 Days	77,122	94,050	110,978
226 Days	80,320	97,951	115,581
250 Days	88,850	108,353	127,855

6	
Exec Dir Spec Services	226
Principal MS	226

Daily	\$393.20	\$468.09	\$542.98
226 Days	88,863	105,788	122,713

7	
Chief Financial Officer	226
Principal HS	226

Daily	\$459.45	\$560.31	\$661.15
226 Days	103,836	126,630	149,420

8	
Assistant Superintendent - Administration	226
Assistant Superintendent - Curriculum and Instruction	226

Daily	\$489.31	\$596.72	\$704.13
226 Days	110,584	134,859	159,133

2025-2026 Clerical Paraprofessional Pay Plan

Marble Falls ISD

*Annual amounts are based on 8 hours per day.

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum
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1	
Paraprofessional - Instructional	187
Paraprofessional - Literacy	187
Paraprofessional - PE	187

Hourly	\$14.46	\$17.64	\$20.83
187 Days	21,632	26,389	31,162

2	
Paraprofessional - After School Worker	173
Paraprofessional - Bilingual	187
Paraprofessional - Bilingual ECSE	187
Paraprofessional - Bilingual Pre-K	187
Paraprofessional - Bilingual Sped	187
Paraprofessional - Content Mastery	187
Paraprofessional - Dual Language Literacy	187
Paraprofessional - ECSE	187
Paraprofessional - Emergent Bilingual Instructional	187
Paraprofessional - English Language Learner (ELL)	187
Paraprofessional - Inclusion	187
Paraprofessional - ISS	187
Paraprofessional - Life Skills	187
Paraprofessional - Pre-K	187
Paraprofessional - Social Emotional Learning	187
Paraprofessional - Special Education	187
Paraprofessional - Speech Therapy	187
Paraprofessional - 18+	187
Parking Lot Attendant	187

Hourly	\$15.34	\$18.70	\$22.06
173 Days	21,231	25,881	30,531
187 Days	22,949	27,975	33,002
192 Days	23,562	28,723	33,884
197 Days	24,176	29,471	34,767
226 Days	27,735	33,810	39,884

3	
Asst Principal Secretary HS	212
Asst Principal Secretary MS	212
Attendance Clerk/Registrar ES	197
Counselor Secretary	212
Paraprofessional - Positive Behavior Support	187
Receptionist ES, MS	192
Receptionist HS	197

Hourly	\$16.21	\$19.78	\$23.34
187 Days	24,250	29,591	34,917
192 Days	24,899	30,382	35,850
197 Days	25,547	31,173	36,784
212 Days	27,492	33,547	39,585

4	
Admin Asst/Maintenance	226
Admin Asst/Transportation	226
Attendance Clerk HS	197
Attendance Clerk MS	197
Career Secretary HS	217
Central Office Receptionist/Ed Foundation Asst	226
Child Nutrition Secretary	226
Human Resources Generalist	226
Paraprofessional - Library Manager	197
Principal Secretary ES, Falls Career/EPIC	217
Principal Secretary MS	226
Registrar HS	212
Registrar MS	212

Hourly	\$18.17	\$22.16	\$26.14
187 Days	27,182	33,151	39,105
197 Days	28,636	34,924	41,197
212 Days	30,816	37,583	44,333
217 Days	31,543	38,470	45,379
226 Days	32,851	40,065	47,261

5	
Accounts Payable Specialist	226
Admin Asst/Athletics	226
Admin Asst/Student Services	226
Admin Asst/Technology	226
District PEIMS Specialist	226
Financial Services Specialist	226
HR Specialist	226
LVN	190
Payroll Specialist	226
Principal Secretary HS	226
Student Management PEIMS	226
Technology Technician I	226

Hourly	\$21.81	\$26.58	\$31.36
190 Days	33,151	40,402	47,667
226 Days	39,432	48,057	56,699

6	
Admin Asst/Curriculum & Instruction	226
Admin Asst/Asst. Supt of Administration	226
Systems Technician	226
Technology Technician II	226

Hourly	\$25.61	\$31.22	\$36.83
226 Days	46,303	56,446	66,589

7	
Admin Asst/Supt	226

Hourly	\$29.18	\$35.59	\$41.99
226 Days	52,757	64,347	75,918

2025-2026 Auxiliary Pay Plan

Marble Falls ISD

*Annual amounts are based on 8 hours per day.

Pay Grade	Job Title	Calendars	Hourly	Minimum	Midpoint	Maximum
1			Hourly	\$13.39	\$16.34	\$19.28
	Bus Aide	180	180 Days	19,282	23,530	27,763
	Cafeteria Monitor	173	250 Days	26,780	32,680	38,560
	Cafeteria Worker	180				
	Custodian	250				
2			Hourly	\$14.46	\$17.64	\$20.83
	Child Nutrition Asst Manager ES	180	180 Days	20,822	25,402	29,995
	Child Nutrition Asst Manager MS	180	250 Days	28,920	35,280	41,660
	Lead Custodian ES	250				
	Lead Custodian MS	250				
	Warehouse Assistant	250				
3			Hourly	\$15.91	\$19.41	\$22.91
	Child Nutrition Asst Manager HS	180	180 Days	22,910	27,950	32,990
	Child Nutrition Manager FALLS-EPIC	192	192 Days	24,438	29,814	35,190
	Child Nutrition Manager ES	192	250 Days	31,820	38,820	45,820
	Child Nutrition Manager MS	192				
	Driver Trainee	180				
	Grounds	250				
	Lead Custodian HS	250				
	Maintenance Clerk	250				
	Non-CDL Driver	180				
	Warehouse	250				
4			Hourly	\$17.83	\$21.73	\$25.65
	Child Nutrition Manager HS	192	192 Days	27,387	33,377	39,398
	HVAC (unlicensed)	250	250 Days	35,660	43,460	51,300
	Lead Grounds	250				
	Maintenance	250				
	Locksmith/General Maintenance	250				
5			Hourly	\$23.88	\$29.13	\$34.37
	Child Nutrition Supervisor	226	226 Days	43,175	52,667	62,141
	Custodial Supervisor	250	250 Days	47,760	58,260	68,740
	Electrician	250				
	HVAC	250				
	Lead Grounds/IPM Coordinator	250				
	Mechanic	250				
	Plumber	250				
	Shop Foreman (Add \$2.00 per hr)	250				
BD			Hourly	\$20.35	\$23.94	\$27.53
	Bus Driver (Add \$1.00 if hold Class A)	180	180 Days	29,304	34,474	39,643
BD2			Hourly	\$21.98	\$25.86	\$29.74
	Dispatcher	202	202 Days	35,520	41,790	48,060
	Lead Bus Driver/Trainer	202				

2025-2026 Stipends, Extracurricular Duty, and Supplemental Pay

Marble Falls ISD

Category	Assignment	Level	Proposed Stipend	Number of Stipends
Academics				
	Agriculture Sponsor	HS	3,000	3
	Bilingual Teacher	ES	6,000	
	BPA (Business)	HS	1,500	3
	Color Guard	HS	3,000	1
	Debate/Speech Sponsor	HS	2,000	1
	Department Chair	MS	1,000	5
	Department Chair	HS	1,500	6
	Department Chair STEAM	MS	1,500	1
	Dual Credit	HS	500/class	
	18+ Educator Designee	HS	1,500	1
	ESL	HS	1,500	2
	ESL	MS	1,500	1
	FCCLA	HS	1,500	1
	Fine Arts Lead Teacher – Secondary		500	2
	GT Coordinator – Elementary and Secondary	All	500	2
	Highland Lakes Elementary - Hard to Staff	ES	1,000	
	HOSA (Health Science)	HS	1,500	2
	International Teacher Advisor	All	1,000	
	Journalism	HS	750	1
	Lead Ag	HS	1,000	1
	Lead ARD Facilitator	All	1,850	1
	Lead Counselor	HS	3,500	1
	Lead LSSP	All	1,850	1
	Lead Nurse	All	2,400	1
	Lead Related Services	All	1,850	1
	Lead Speech Language Path	All	1,850	1
	Mentor Teacher	All	200	
	Mentor Campus Coordinator	All	500	7
	NHS Sponsor	HS	1,500	1
	National Junior Honor Society Sponsor	MS	750	2
	Prom Sponsor	HS	1,500	1
	Skills USA	HS	1,500	2
	Special Education Campus Coordinator	All	1,500	7
	Special Education Teacher - Inclusion/Resource/Dyslexia	All	2,000	
	Special Education Teacher - ECSE/Life Skills/PBSC	All	4,000	
	Special Olympics	All	3,000	2
	Speech Language Pathologist	All	6,000	5

Category	Assignment	Level	Proposed Stipend	Number of Stipends
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Academics Continued				
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	Student Council	MS	750	1
	Student Council	HS	2,500	1
	The Stables (Zero Hour)	HS	5,000	1
	TSA (Engineering)	HS	1,500	1
	TX Teach Year 1	All	100/sem	
	TX Teach Year 2	All	500/sem	
	UIL Academic Coach	MS	250	
	UIL Academic Coach	HS	500	
	UIL Coordinator	MS	900	1
	UIL Coordinator	HS	2,000	2
	VASE	HS	500	2
	Webmaster – District	All	6,500	1
	Yearbook	MS	500	1
	Yearbook	HS	1,850	1
	Yearbook – Falls/EPIC	HS	1,000	1

Category	Assignment	Level	Proposed Stipend	Number of Stipends
Athletics				
	Athletic Trainer	HS	13,000	2
	Baseball, Assistant	HS	3,700	2
	Baseball, Head	HS	5,750	1
	Basketball	MS	2,250	8
	Basketball, Assistant	HS	5,200	4
	Basketball, Head	HS	7,700	2
	Boys Coordinator	MS	4,500	1
	Cross Country	MS	2,000	2
	Cross Country, Assistant	HS	4,000	1
	Cross Country, Head	HS	5,150	1
	Football Coordinator	HS	5,000	2
	Football, Assistant	HS	9,400	12
	Football, Assistant	MS	4,825	5
	Football, Head	HS	16,850	1
	Football, Head	MS	6,000	1
	Girls Coordinator	MS	4,500	1
	Golf	MS	2,000	1
	Golf, Assistant	HS	4,200	1
	Golf, Head	HS	6,200	1
	Powerlifting, Assistant	HS	2,900	1
	Powerlifting, Head	HS	5,200	1
	Soccer	MS	2,000	4
	Soccer, Assistant	HS	4,000	4
	Soccer, Head	HS	6,100	2
	Softball, Assistant	HS	3,700	2
	Softball, Head	HS	5,750	1
	Stadium (Fall) Coordinator	HS	5,000	1
	Strength and Conditioning Coordinator	HS	6,000	1
	Swim	HS	1,350	1
	Tennis	MS	2,000	2
	Tennis, Assistant	HS	4,950	1
	Tennis, Head	HS	6,900	1
	Track	MS	2,000	8
	Track, Assistant	HS	3,250	6
	Track, Coordinator	MS	3,000	2
	Track, Head	HS	5,000	2
	Volleyball	MS	3,200	4
	Volleyball, Assistant	HS	6,625	2
	Volleyball, Head	HS	8,375	1

Category	Assignment	Level	Proposed Stipend	Number of Stipends
Performing Arts				
	Band, Asst Director	HS	8,000	1
	Band, Asst Director	MS	6,500	1
	Band, Head Director	HS	17,200	1
	Band, Head Director	MS	7,500	1
	Cheer Coach, Head	HS	5,000	1
	Cheer Coach, Assistant	HS	3,000	1
	Cheer Coach	MS	1,500	2
	Choir Director, Head	HS	12,375	1
	Choir Director, Head	MS	2,650	1
	Choir Director, Assistant	HS/MS	4,275	1
	Drill Team	HS	5,000	1
	One Act Play	HS	750	4
	One Act Play	MS	500	1
	Theatre Director	HS	8,000	1
	Theatre Director, Assistant	HS/MS	3,000	1

2025-2026 Substitute Pay Plan

Marble Falls ISD

Position	Daily Rate
Administrator	\$300.00
Certified Instructional	\$110.00
Long Term Instructional Substitute (10+ days)	
- if certified in content area	Teacher Daily Rate
- if certified but not in content area	\$150.00
- if not certified	\$110.00
Non-certified Instructional	\$100.00
Nurse	\$200.00
Nurse - Special Education	\$250.00

Instructional Assignments Only	
Tier 1: 15-29 days worked	+ \$10 to base rate
Tier 2: 30+ days worked	+ \$20 to base rate

Auxiliary Substitutes

Paid at the minimum hourly rate for the pay grade of the position they are temporarily assigned