

Robstown Independent School District

Compensation Plan

2024 - 2025



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Pay Structures

The following pay structures were approved by the Board of Trustees of Robstown ISD on _____, 2024, and are effective for the 2024-2025 school year.

2024 - 2025
New Hire Guide for Teachers and Librarians

Robstown ISD
2024 – 2025 New Hire Guide for
Teachers and Librarians

Years of Experience	New Hire Salary
0	\$53,300
1	\$53,600
2	\$53,800
3	\$54,000
4	\$54,200
5	\$54,400
6	\$54,600
7	\$54,800
8	\$55,000
9	\$55,200
10	\$55,838
11	\$56,038
12	\$56,238
13	\$56,438
14	\$56,638
15	\$58,048
16	\$58,248
17	\$58,448
18	\$58,648
19	\$58,848
20	\$61,271
21	\$61,471
22	\$61,671
23	\$61,871
24	\$62,338
25	\$63,188
26	\$63,988
27	\$64,743
28	\$65,468
29	\$66,068
30+	\$66,468

The salaries listed above are based on 10-month employment for the 2024-2025 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.

\$2,000 Master's Degree – General Stipend
\$3,000 Doctorate Degree - General Stipend

2024 - 2025
Administrative/Professional Pay Plan

**Robstown Independent School District
2024 - 2025 Administrative/Professional Pay Plan**

Pay Grade	Job Title	Calendars			Minimum	Midpoint	Maximum
1			Daily		\$248.08	\$294.35	\$340.62
	Athletic Trainer	210	187 Days		46,391	55,043	63,696
	Speech Therapist	187	210 Days		52,097	61,814	71,530
2			Daily		\$270.34	\$320.84	\$371.34
	Behavior Interventionist	204	187 Days		50,554	59,997	69,441
	Counselor - Elementary	200	200 Days		54,068	64,168	74,268
	Counselor - Junior High	206	204 Days		55,149	65,451	75,753
	Instructional Coach	210	206 Days		55,690	66,093	76,496
	Nurse - RN	187	210 Days		56,771	67,376	77,981
	Social Worker	220	220 Days		59,475	70,585	81,695
3			Daily		\$286.56	\$340.09	\$393.62
	Assistant Principal - Elementary	215	187 Days		53,587	63,597	73,607
	Assistant Principal - Junior High	215	204 Days		58,458	69,378	80,298
	Counselor - High School	206	206 Days		59,031	70,059	81,086
	Diagnostician	204	215 Days		61,610	73,119	84,628
	Speech Pathologist	187					
4			Daily		\$303.65	\$360.50	\$417.35
	Assistant Director - Athletics	215	215 Days		65,285	77,508	89,730
	Assistant Principal - High School	215	226 Days		68,625	81,473	94,321
	Coordinator - Child Nutrition	226					
	Coordinator - Communications	226					
	Coordinator - Human Resources	226					
	Coordinator - PEIMS/Student Acc. Sup.	226					
	Coordinator - Technology	226					
	Coordinator - Testing	226					
	Director - Band	226					
5			Daily		\$321.83	\$382.13	\$442.43
	Director - Child Nutrition	226	215 Days		69,193	82,158	95,122
	Director - College/Career Readiness	226	226 Days		72,734	86,361	99,989
	Director - Fam. Engagement/Drop Prev	215					
	Director - Health Services	215					
	Principal - Elementary	226					

**Robstown Independent School District
2024 - 2025 Administrative/Professional Pay Plan**

Pay Grade	Job Title	Calendars					Minimum	Midpoint	Maximum
6			Daily				\$341.14	\$405.06	\$468.98
	Chief of Police	226	226	Days			77,098	91,544	105,989
	Director - Athletics	226	245	Days			83,579	99,240	114,900
	Director - Early College	226							
	Director - Facilities & Operations	245							
	Director - Instructional Initiatives & Innovation	226							
	Director - Special Ed	226							
	Director - State/Federal Programs	226							
	Director - Technology	226							
	Principal - Junior High	226							
7			Daily				\$392.41	\$465.82	\$539.23
	Principal - High School	226	226	Days			88,685	105,275	121,866
8			Daily				\$455.24	\$540.35	\$625.46
	Exec. Director - Academic & Student Services	226	226	Days			102,884	122,119	141,354
9			Daily				\$482.73	\$572.77	\$662.81
	Asst. Superintendent - Human Resources	226	226	Days			109,097	129,446	149,795
	Asst. Superintendent - Teaching & Learning	226							
	Chief Financial Officer	226							

2024 - 2025
Clerical/Paraprofessional Pay Plan

**Robstown Independent School District
2024 - 2025 Clerical/Paraprofessional Pay Plan**

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
1			Hourly	\$13.75	\$16.14	\$18.53
	Aide - Parent & Fam. Engagement Liaison	187	187 Days	20,570	24,145	27,721
	Aide - Physical Education	187	220 Days	24,200	28,406	32,613
	Aide - Pre-K	187				
	Clerical Assistant - Receptionist - ES	187				
	Clerical Assistant - Receptionist - JH	187				
	Clerical Assistant - Receptionist - HS	220				
2			Hourly	\$14.75	\$17.31	\$19.87
	Aide - Computer Lab	187	187 Days	22,066	25,896	29,726
	Aide - Interventionist	187	208 Days	24,544	28,804	33,064
	Aide - In School Suspension/DAEP	187	220 Days	25,960	30,466	34,971
	Aide - Library	187	226 Days	26,668	31,296	35,925
	Aide - Science Lab	187				
	Aide - Special Ed	187				
	Clerical Assistant - Attendance - ES	208				
	Clerical Assistant - PEIMS/SHARS	220				
	Clerical Assistant - Registrar - HS	220				
	Clerical Assistant - Special Ed	220				
	Receptionist - Administration	226				
3			Hourly	\$15.75	\$18.51	\$21.27
	Admin. Asst. - Asst. Principal - HS	210	206 Days	25,956	30,504	35,053
	Admin. Asst. - Asst. Principal - JH	210	210 Days	26,460	31,097	35,734
	Administrative Assistant - Counselor	206				
	Administrative Assistant - Ortiz Bldg	226				
	Clerical Assistant - Assistant Principal	210				
	Clerical Assistant - Attendance HS	210				
	Clerical Assistant - Attendance JH	210				
4			Hourly	\$17.75	\$21.41	\$25.07
	Administrative Asst. - Athletic Director	220	220 Days	31,240	37,682	44,123
	Administrative Asst. - Child Nutrition	220	226 Days	32,092	38,709	45,327
	Admin. Asst. - Facilities/Operations	230	230 Days	32,660	39,394	46,129
	Admin. Asst. - Human Resources	226				
	Admin. Asst. - Principal - Elementary	220				
	Admin. Asst. - Principal - JH	220				
	Admin. Asst. - Special Education	220				

**Robstown Independent School District
2024 - 2025 Clerical/Paraprofessional Pay Plan**

Pay Grade	Job Title	Calendars		Minimum	Midpoint	Maximum
4	CONT'D		Hourly	\$17.75	\$21.41	\$25.07
	Admin. Asst. - State/Federal Programs	226	220 Days	31,240	37,682	44,123
	Admin. Asst. - Teaching & Learning	226	226 Days	32,092	38,709	45,327
	Admin. Asst. - Technology	220	230 Days	32,660	39,394	46,129
	Bookkeeper - High School	220				
	Nurse - CMA	187				
	Registrar - High School	220				
5			Hourly	\$19.75	\$23.85	\$27.95
	Admin. Asst.- Principal - HS	220	187 Days	29,546	35,680	41,813
	Nurse - LVN	187	220 Days	34,760	41,976	49,192
	Specialist - Accounting	226	226 Days	35,708	43,121	50,534
6			Hourly	\$20.25	\$24.47	\$28.69
	Dropout Prevention/Interventionist	187	187 Days	30,294	36,607	42,920
	Specialist - Accounts Payable	226	226 Days	36,612	44,242	51,872
7			Hourly	\$22.25	\$26.91	\$31.57
	Computer Technician	220	220 Days	39,160	47,362	55,563
	Specialist - PEIMS	226	226 Days	40,228	48,653	57,079
	Supervisor - Accounting	226				
	Supervisor - Payroll	226				
8			Hourly	\$24.25	\$29.35	\$34.45
	Exec. Asst. - Chief Financial Officer	226	226 Days	43,844	53,065	62,286
	Exec. Asst. - Asst. Supt. - Human Resources	226				
	Exec. Asst. - Asst. Supt. - Teaching & Learning	226				
9			Hourly	\$26.25	\$31.79	\$37.33
	Senior Executive Assistant - Supt.	226	226 Days	47,460	57,476	67,493

**2024 - 2025
Manual Trades Pay Plan**

**Robstown Independent School District
2024 - 2025 Manual Trades Pay Plan**

Pay Grade	Job Title	Calendars		Minimum	Midpoint	Maximum
1			Hourly	\$12.75	\$14.97	\$17.19
	Bus Monitor	178	178 Days	18,156	21,317	24,479
	Child Nutrition Worker	182	182 Days	18,564	21,796	25,029
	Crossing Guard	178	230 Days	23,460	27,545	31,630
	Custodian	230				
2			Hourly	\$13.75	\$16.16	\$18.57
	Groundskeeper	230	230 Days	25,300	29,734	34,169
	Groundskeeper/Porter	230				
3			Hourly	\$14.75	\$17.36	\$19.97
	Asst. Manager - Child Nutrition	182	182 Days	21,476	25,276	29,076
	Campus Security Monitor	210	210 Days	24,780	29,165	33,550
	Child Nutrition - Operations/Del Driver	230	230 Days	27,140	31,942	36,745
	Head Custodian - Elementary	230				
	Safety & Security Monitor	182				
4			Hourly	\$15.75	\$18.97	\$22.19
	Manager - Child Nutrition - ES	182	182 Days	22,932	27,620	32,309
	Manager - Child Nutrition - JH	182	230 Days	28,980	34,905	40,830
	Head Custodian - JH	230				
5			Hourly	\$16.75	\$20.20	\$23.65
	Manager - Child Nutrition - HS	182	182 Days	24,388	29,411	34,434
	Head Custodian - HS	230	230 Days	30,820	37,168	43,516
	Lead Groundskeeper	230				
6			Hourly	\$17.50	\$21.12	\$24.74
	Child Nutrition - Appliance Repair	230	230 Days	32,200	38,861	45,522
	Child Nutrition - Warehouse Mgr.	230				
	Route Coordinator	230				
	HVAC Tech Assistant	230				
	General Maintenance	230				
	General Maintenance/Bus Driver	230				
	Mechanic Assistant	230				
	Specialist - Print Shop/Warehouse	230				

**Robstown Independent School District
2024 - 2025 Manual Trades Pay Plan**

Pay Grade	Job Title	Calendars		Minimum	Midpoint	Maximum
7			Hourly	\$22.50	\$27.21	\$31.92
	Electrician	230	230 Days	41,400	50,066	58,733
	HVAC Technician	230				
	Mechanic	230				
	Plumber	230				
8			Hourly	\$24.75	\$29.96	\$35.17
	Asst. Director - Facilities & Operations	230	230 Days	45,540	55,126	64,713
BD			Hourly	\$21.50	\$24.57	\$27.64
	Bus Driver	178	178 Days	30,616	34,988	39,359
PO			Hourly	\$26.45	\$30.25	\$34.05
	Police Officer	215	215 Days	\$45,494	\$52,030	\$58,566

2024 - 2025
Stipends and Extracurricular Duty Pay

2024-2025
Stipends and Extracurricular Duty Pay
Stipends & Other Supplements

Category	Assignment	Level	Stipend	
Academics				
	ESL	District	1500	2000
	Head Librarian	District	2500	
	Lead Counselor	District	2500	
	Lead Diagnostician	District	2500	
	Math Secondary	District	3500	
	Certification Support	District	500	
	Science - Secondary	District	3500	
	SLP Supervisor (if needed)	District	2000	
	Social Workers	District	4000	
	Special Ed. - Inclusion	District	2000	
	Special Ed. - Life Skills/ECSE	District	2500	3000
	Special Ed. - Social, Emotional & Sensory	District	2500	3000
	UIL District Coordinator	District	2500	
	Campus Webmaster	Elementary	500	
	Grade Level Chairperson	Elementary	500	
	NEHS Sponsor	Elementary	500	
	STEM	Elementary	500	
	Technology Lead	Elementary	500	
	UIL Academic Events per grade level	Elementary	400	225
	UIL Campus Coordinator	Elementary	1000	500
	Campus Webmaster	Junior High	500	
	Department Chair - Fine Arts	Junior High	750	
	Department Chair - Language Arts	Junior High	750	
	Department Chair - Math	Junior High	750	
	Department Chair - Science	Junior High	750	
	Department Chair - Social Studies	Junior High	750	
	Department Chair - Special Ed	Junior High	750	
	NJHS Sponsor	Junior High	500	
	One Act Play	Junior High	1000	
	Robotics	Junior High	750	

2024-2025
Stipends and Extracurricular Duty Pay
Stipends & Other Supplements

Category	Assignment	Level	Stipend	
	Student Council – Non UIL	Junior High	750	
	Technology Lead - SJH	Junior High	500	
	UIL Academic Events	Junior High	300	
	UIL Campus Coordinator	Junior High	1500	
	Yearbook	Junior High	500	
	Campus Webmaster	High School	500	
	Class Sponsor	High School	750	
	Computer Application – Non UIL	High School	500	
	Cosmetology	High School	1000	
	Culinary Arts – Non UIL	High School	500	
	Department Chair – CATE	High School	1000	
	Department Chair – Fine Arts	High School	1000	
	Department Chair – Language Arts	High School	1000	
	Department Chair – Math	High School	1000	
	Department Chair – Science	High School	1000	
	Department Chair – Social Studies	High School	1000	
	Department Chair – Special Ed	High School	1000	
	Digital Communications	High School	750	1500
	Dual Credit	High School	3000	1500
	English	High School	3500	
	FCCLA - Non UIL	High School	500	
	FFA – Non UIL	High School	1500	
	HOSA – Non UIL	High School	500	
	HOSA Co-Sponsor	High School	500	
	Interact Club – Non UIL	High School	500	
	NHS – Non UIL	High School	1000	
	NTHS – Non UIL	High School	500	
	Robotics	High School	2000	
	Robotics Assistant Sponsor	High School	1000	
	SkillsUSA	High School	500	
	Student Council- Non UIL	High School	1000	
	Technology Lead	High School	500	
	UIL Academic Campus Coordinator	High School	1000	
	UIL Academic Events	High School	600	
	UIL One Act Play	High School	2500	

2024-2025
Stipends and Extracurricular Duty Pay
Stipends & Other Supplements

Category	Assignment	Level	Stipend
Athletics			
	Student Success Coordinator	District	8000
	Strength Coordinator	District	5000
	Operations Coordinator	District	4000
	Cheer Team - Non UIL	Elementary	500
	Baseball - Assistant	Junior High	1500
	Basketball - Assistant (Boys/Girls)	Junior High	1500/Hourly
	Basketball - Head (Boys/Girls)	Junior High	2250
	Coordinator - Boys/Girls	Junior High	1000
	Cheer Team - Non UIL	Junior High	1500/Hourly
	Cross Country - Head (Boys/Girls)	Junior High	2000
	Tennis - Head	Junior High	2000/Hourly
	Track - Assistant (Boys/Girls)	Junior High	1500
	Track - Head (Boys/Girls)	Junior High	2000
	Volleyball - Assistant	Junior High	1500/Hourly
	Volleyball - Head	Junior High	2250
	Baseball - Assistant (Secondary)	High School	2500
	Baseball - Assistant (Varsity)	High School	3500
	Baseball - Head	High School	5000
	Baseball - Pitch Count	High School	1250
	Baseball - 1st Assistant	High School	3500
	Basketball - 1st Assistant (Boys/Girls)	High School	2500
	Basketball - JV (Boys/Girls)	High School	2500
	Basketball - Head (Boys/Girls)	High School	4000
	Cheer Team - Non UIL - Varsity	High School	3000/Hourly
	Coordinator - Female	High School	10000
	Cross Country - Assistant	High School	3000
	Cross Country - Head	High School	4000
	Drill Team	High School	2000/Hourly
	Football - Assistant (V/Varsity)	High School	4500
	Football - Defensive Coordinator	High School	8250
	Football - Offensive Coordinator	High School	8250
	Football - Special Teams	High School	5000
	Football - Sub-Varsity	High School	2500/Hourly
	Football - Video Coordinator	High School	1000
	Golf - Head	High School	4000
	Inventory - Boys/Girls	High School	1000

2024-2025
Stipends and Extracurricular Duty Pay
Stipends & Other Supplements

Category	Assignment	Level	Stipend
	Powerlifting - Head	High School	4000
	Powerlifting - Assistant	High School	2000
	Softball - Assistant (Secondary)	High School	2500/Hourly
	Softball Varsity Assistant	High School	3500
	Softball Head (Secondary)	High School	5000
	Tennis - Head	High School	4000
	Track - Assistant (Boys/Girls)	High School	2500/Hourly
	Track - Head (Boys/Girls)	High School	4000
	Volleyball - Assistant	High School	3000
	Volleyball - JV Assistant	High School	2500
	Volleyball - Head	High School	4000

Cross Country, Football and Volleyball staff are eligible for 10 additional days to help prepare for their respective season. Defensive and Offensive Coordinators are eligible for 15 additional days.

Additional days are paid as follows:

- 0 - 10 Years' Experience = \$230.00 per day
- 11 - 20 Years' Experience = \$265.00 per day
- 21+ Years' Experience = \$300.00 per day

Assignment	Level	Stipend
Performing Arts		
Band - UIL - Assistant	Junior High	3000
Choir - UIL	Junior High	3000
Band - UIL - Assistant	High School	4000
Band - UIL - Head	Secondary	6000
Choir - UIL	High School	3000
Technology		
Web Page Manager	District	500
Technology Lead	District	500

Stipend earnings are not guaranteed wages and may be amended or eliminated at any time.

** In an effort to retain highly qualified employees, retention stipends may be given to all Robstown ISD employees, with the exception of substitutes, based on annual school board approval.*

Positions and Rate of Pay for all Athletic Events Employees

ATHLETIC GAME WORKERS	AMOUNT
Ticket Seller	\$13.50 per hour
Ticket Taker	\$12.50 per hour
Announcer	\$25.00 per hour
Score Clock/Scoreboard	\$12.50 per hour
Chain Crew	\$12.50 per hour
Game Worker/Usher	\$12.50 per hour
Custodian/Parking	\$12.75 per hour
Concession Stand Cashier	\$12.50 per hour
Concession Stand Manager	\$15.00 per hour

All Day Events - Tournaments, District Meets and Band Contests

Non-Exempt employees will be paid one and one-half times the employee's regular rate of pay for all hours worked in excess of 40 hours in any workweek.

OTHER ADDITIONAL DUTY	AMOUNT
Bus Driver	\$21.50 per hour
Driver (Non-Fleet)	\$15.25 per hour
Bus Monitor	\$12.75 per hour
Custodian (Day)	\$12.75 per hour
Custodian (Night)	\$14.00 per hour

Additional Duty Employment is when an employee works in a different capacity in excess of their regular work calendar. Any and all employees working at these assignments must conduct themselves in a professional manner at all times. Report any problems to his or her immediate supervisor.

2024 - 2025
Summer School and Supplemental Pay

Hourly Rates of Pay for Summer School and Supplemental Pay

Summer School Employee Rates

POSITION	PAY
Teacher	\$40.00
Teacher Assistant.	\$15.00
Clerk	\$15.00
Lab Assistant.	\$15.00
CMA	\$18.04
LVN	\$24.00
RN	\$40.00
Food Service Worker	\$14.40
Food Service Manager	\$19.20
Food Service Assistant. Manager	\$16.80
Food Service Program Monitor	\$30.00
Dropout Prevention/Intervention	\$15.00
Bus Driver	\$21.50
Site Coordinator	\$50.00

Supplemental Rates

TUTORIAL RATE	PAY
Teacher	\$30.00
Teacher Assistant	\$13.75
Student Tutors	\$10.00

PROFESSIONAL DEVELOPMENT TRAINING*	PAY
*During non-contractual days	
Teacher	\$25.00
Teacher – Presenter	\$40.00
Teacher Assistant	\$13.75
Certified Teacher Curriculum Writing, Benchmark, and Other Assessment Development (Outside of Days on Duty)	\$25.00

OTHER	PAY
Chaperone	\$15.00
Teacher Assistant	\$13.75

**2024 - 2025
Substitute Pay**

Substitute Rates

Substitute Pay Rates

	HIGH SCHOOL DIPLOMA		4-YEAR COLLEGE DEGREE (ANY MAJOR)		CERTIFIED/LICENSED	
	1-10 Days	11+ Days	1-10 Days	11+ Days	1-10 Days	11+ Days
Teacher/Paraprofessional	\$90	\$95	\$105	\$110	\$115	\$120
Registered Nurse (RN)	N/A	N/A	N/A	N/A	\$150	
Licensed Vocational Nurse (LVN)	N/A	N/A	N/A	N/A	\$115	
Food Service	\$12	\$12	\$12	\$12	\$12	\$12

Paychecks are direct deposit on a semi-monthly pay schedule posted by the district every 15th and 30th of the month. Questions regarding direct deposit should be directed to the Business Office at (361) 767-6600 ext. 2023.

Substitute positions requiring more than (4) hours of duty will be compensated for a full day. Any position requiring (4) hours or less will be compensated at the half-day rate. Half day assignments are paid at half of your daily rate. It is permissible to work two half days in different campuses if the working times Coordinator.

The number of working days for each substitute is reported to the Payroll Department by each campus. It is very important to sign-in and sign-out at the campus where services are rendered.

Hourly Rates of Pay for Temporary and Substitute Employment

DESCRIPTION	AMOUNT
Clerical/Secretarial	\$13.00
Tutor – Certified (Holds Texas Educator Certification)	\$25.00
Tutor – Degreed (Bachelor's, Master's, Doctorate)	\$25.00
Tutor – Associate's Degree or 60+ College Hours	\$15.00
Tutor – Less than 60 College Hours	\$12.50
Student Worker	\$10.00

Note 1: Temporary Employment suggests a definite start date and end date and is generally not entitled to district benefits. Substitute Employment is when an individual fills a position held by a current employee who will return to work (the position is not vacant) and is not entitled to district benefits. Contact the Office of Human Resources regarding the requirement on working hours for full-time and/or part-time employment.

Note 2: Any special event or assignment not listed above requires prior approval from the Office of Human Resources.