



BASTROP INDEPENDENT SCHOOL DISTRICT COMPENSATION GUIDELINES 2025-2026

Purpose

This guide outlines the procedures for managing compensation for Teachers, Administrative/Professional, Support, Paraprofessional/Technical, Facilities, and Child Nutrition staff within the Bastrop Independent School District.

Bastrop ISD seeks to provide compensation that is competitive within the parameters of the Board of Trustees' approved budget and complies with all state and federal regulations governing compensation practices.

Job Classification

The major aspects of compensation include defining and evaluating jobs, establishing pay rates and ranges for each job, determining the proper compensation level for employees, and administering various aspects of the compensation program. District jobs are assigned to pay ranges based on compensable factors and grouped with jobs of similar value.

Periodically, selected jobs from each job family will be reviewed to ensure that conditions in the district, such as organizational structure, major programs, or significant responsibilities in a particular job, have not changed to a degree that warrants a change in job range classification. This review is to be at the direction of the Superintendent or his designee.

Newly established jobs should be analyzed and range assignments determined before hiring personnel for a position. This procedure accomplishes two objectives. First, the appropriate pay range becomes part of the district's recruitment and hiring strategy. Second, a consistent practice of salary administration is established at the initiation of each job.

Pay Raises

Annual pay increases are not guaranteed. If approved, raises are based on the control rate (midpoint) of each pay range or a specific "dollar increase" for major incumbent jobs. **Bastrop ISD does not operate on a Step schedule.**

General pay increase recommendations presented to the Board of Trustees by the administration shall be based on consideration of factors such as cost-of-living indexes, wage increases in competitive job markets, and budget resources.

Pay Grades/Ranges

Pay grades represent both internal job classifications and external job market pay levels. The

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greater the level of compensable factors present in a job, the higher the placement in the pay range structure.

The use of pay grade levels facilitates payroll administration and maintains the integrity of job worth. The control rate (midpoint) is the chief control point in the system. A minimum and maximum pay rate for each pay grade range is calculated from the control rate using technical standards designed to maintain pay equity or ensure fair pay for each job in the system.

Employees should be assigned to a pay grade and paid a salary/hourly rate between the minimum and maximum (inclusive) of the pay range. Minimum and maximum pay rates are valid for only one year. No general pay action is intended to extend an employee's pay above the pay range or add pay to an employee already paid above the assigned pay grade maximum.

Initial Employment

Employment, assignment, and salary placement should be in accordance with the job requirements as specified in the job description. Where job requirements include transcripts, certificates, or licenses, these must be official and on file with the district. A Texas educator service record or chronology of prior work history (as applicable to the position and if previously employed full-time) is required.

Salary placement will be at the direction of the Superintendent or his designee. The Human Resources Office shall determine hiring rates based on job-related qualifications, salary history, and salaries of other employees in the same position.

Administrators/Non-teaching Professional Employees – The Superintendent or his designee shall individually set hiring rates for the new administrators/non-teaching professional employees under the following guidelines:

1. Persons with previous job experience or special skills may be hired at a rate up to but not exceeding the control rate (midpoint) of the pay range.
2. New administrators and non-teaching professional employees shall typically not be hired at a rate above that of other district employees with more experience in the job.
3. New administrators may be started at a salary above the control rate (midpoint) if a pay decrease would otherwise occur.
4. A new employee in a hard-to-fill position or with special qualifications may be placed above the midpoint, with consideration given to current employees in that specific pay range.

Support/Paraprofessional – The Superintendent or his designee shall individually set hiring rates for the new employees under the following guidelines:

1. A new employee with no direct experience in the job will be placed at the minimum pay range rate.

2. A new employee hired from outside the district shall normally not be placed above the pay range control rate (midpoint).
3. A new employee with prior experience may be placed above the minimum rate, as determined by the documented salary or wage history. However, they shall usually not be started at a rate higher than that of other district employees with more experience in the position.
4. A new employee in a hard-to-fill position or with special qualifications may be placed above the midpoint, with consideration given to current employees in that specific pay range.

Classroom Teachers/Librarians – The Superintendent or his designee shall annually establish a starting salary for all new hire teachers/librarians with zero years of teaching experience. The starting salary will reflect the hiring objectives of the district. Starting salaries for all other new hire teachers will be based on consideration for experience and area of teaching specialty.

New teachers to the district will not be placed above the salary levels of continuing teachers with similar training and teaching experience. They will be placed in accordance with the published board-approved Hiring Schedule. Hiring Schedules are developed and approved for one year; therefore, future salaries cannot be predicted from the Hiring Schedule.

The Superintendent may approve hiring rates up to or above the control rate of the range when an applicant has exceptional job qualifications, or the position cannot otherwise be filled.

Promotion

For compensation purposes, a promotion occurs when an employee is placed in a higher pay range, except in cases of general structure changes or position reclassification. The Superintendent or his designee determines the effective date of the promotion.

The new salary/hourly rate shall be equal to or greater than the minimum rate for the new range, but in no case shall it exceed the maximum rate for the new range. Increases are calculated on daily or hourly rates of pay, depending on the position classification.

Reclassification

Periodically, jobs may be reclassified into a different pay range, or salaries may be adjusted within pay ranges to maintain internal and external equity with other jobs of similar worth in the district. Reclassification of a job is neither a promotion nor a demotion. Reclassification changes occur when there has been a significant modification of job duties or qualifications, as determined by the school district. If an employee's job is reclassified, no special increase will be given unless the employee is below the minimum for the new pay range or the current job incumbent's pay rate is in an inequitable position in comparison to comparable jobs. These job reclassifications and salary adjustments may be conducted at the direction and approval of the Superintendent or his designee.

Demotion

For compensation purposes, a demotion occurs when an employee is placed in a lower pay range, except in cases of general salary structure changes or position reclassification. At the direction of the Superintendent or his designee, an employee's pay rate may be reduced.

Reassignment

Placement in a lower pay range, not resulting from a demotion, may not immediately result in a salary reduction. Programmatic, organizational, or funding changes are examples of such actions that may create this condition.

Teacher Degree Differential Stipend/Requirements

For the \$1,100 differential stipend for teachers earning a master's degree or the \$1,300 differential stipend for teachers earning a Doctoral Degree, the employee must provide an official transcript showing the date the Master's or Doctoral degree was conferred or awarded.

Bastrop Independent School District Compensation Package:

Unless otherwise specified, the district unilaterally designates that all employees will be paid on an annualized (12-month) basis in accordance with the district's payroll calendar.

The total compensation package includes salary and annual health benefits for all employees.

Bastrop ISD

2025-2026 TEACHER (HIRING SCHEDULE ONLY)
(The schedule below is based on a 187 day contract)

ALL EXISTING BASTROP ISD TEACHERS PLEASE NOTE: The 2025-26 published teacher scale is just a "hiring/entry" scale for teachers new to Bastrop ISD for 2025-2026. Teacher's calendars run September 1 through August 31.

Certified (or in an approved teacher certification program)			
	BACHELORS (Base Salary)	MASTERS (\$1,100 Stipend)	DOCTORATE (\$1,300 Stipend)
0	\$57,750	\$58,850	\$59,050
1	\$57,960	\$59,060	\$59,260
2	\$58,115	\$59,215	\$59,415
3	\$58,800	\$59,900	\$60,100
4	\$58,950	\$60,050	\$60,250
5	\$61,600	\$62,700	\$62,900
6	\$61,750	\$62,850	\$63,050
7	\$61,900	\$63,000	\$63,200
8	\$62,050	\$63,150	\$63,350
9	\$62,200	\$63,300	\$63,500
10	\$62,350	\$63,450	\$63,650
11	\$62,500	\$63,600	\$63,800
12	\$62,650	\$63,750	\$63,950
13	\$62,800	\$63,900	\$64,100
14	\$62,950	\$64,050	\$64,250
15	\$63,100	\$64,200	\$64,400
16	\$63,250	\$64,350	\$64,550
17	\$63,400	\$64,500	\$64,700
18	\$63,550	\$64,650	\$64,850
19	\$63,700	\$64,800	\$65,000
20	\$63,850	\$64,950	\$65,150
21	\$63,938	\$65,038	\$65,238
22	\$64,755	\$65,855	\$66,055
23	\$65,591	\$66,691	\$66,891
24	\$66,424	\$67,524	\$67,724
25	\$67,258	\$68,358	\$68,558
26	\$68,092	\$69,192	\$69,392
27	\$68,982	\$70,082	\$70,282
28	\$69,763	\$70,863	\$71,063
29	\$70,596	\$71,696	\$71,896
30	\$71,124	\$72,224	\$72,424

<p>Years of Experience represents Creditable Service Records. *Hiring schedules are developed for one year only. Future salaries cannot be predicted from this schedule.</p>			

Bastrop ISD

2025-2026 LIBRARIAN & NURSE (HIRING SCHEDULE ONLY)
(The schedule below is based on a 187 day contract)

Certified (or in an approved teacher certification program)			
	BACHELORS (Base Salary)	MASTERS (\$1,100 Stipend)	DOCTORATE (\$1,300 Stipend)
0	\$57,680	\$58,780	\$58,980
1	\$57,835	\$58,935	\$59,135
2	\$57,989	\$59,089	\$59,289
3	\$58,144	\$59,244	\$59,444
4	\$58,298	\$59,398	\$59,598
5	\$58,453	\$59,553	\$59,753
6	\$58,607	\$59,707	\$59,907
7	\$58,762	\$59,862	\$60,062
8	\$58,916	\$60,016	\$60,216
9	\$59,071	\$60,171	\$60,371
10	\$59,225	\$60,325	\$60,525
11	\$59,380	\$60,480	\$60,680
12	\$59,534	\$60,634	\$60,834
13	\$59,689	\$60,789	\$60,989
14	\$59,843	\$60,943	\$61,143
15	\$59,998	\$61,098	\$61,298
16	\$60,152	\$61,252	\$61,452
17	\$60,307	\$61,407	\$61,607
18	\$60,461	\$61,561	\$61,761
19	\$60,616	\$61,716	\$61,916
20	\$60,706	\$61,806	\$62,006
21	\$61,548	\$62,648	\$62,848
22	\$62,409	\$63,509	\$63,709
23	\$63,267	\$64,367	\$64,567
24	\$64,125	\$65,225	\$65,425
25	\$64,984	\$66,084	\$66,284
26	\$65,846	\$66,946	\$67,146
27	\$66,706	\$67,806	\$68,006
28	\$67,564	\$68,664	\$68,864
29	\$68,726	\$69,826	\$70,026
30	\$70,063	\$71,163	\$71,363

Years of Experience represents Creditable Service Records.

*Hiring schedules are developed for one year only.

Future salaries cannot be predicted from this schedule.

Bastrop ISD			
2025-2026 DISTRICT OF INNOVATION TEACHER (The schedule below is based on a 187 day contract)			
Pay for Non-Degreed District of Innovation Teachers Hired 2024-25			
Base Salary	\$49,000	60+ Credit Hours as of 07/01/2024	
Base Salary	\$53,000	90+ Credit Hours as of 07/01/2024	
Pay for District of Innovation Teachers Hired 2025-26 DEGREED TEACHER (Enrolled in an Educator Preparation Program)			
Base Salary	\$57,750		
DEGREED TEACHER (Not in an approved Educator Preparation Program at time of			
Base Salary	\$51,500		
NON-DEGREED TEACHER			
Base Salary	\$45,000	60+ Credit Hours as of 07/01/2025	
Base Salary	\$49,000	90+ Credit Hours as of 07/01/2025	
PARA+			
Base Salary	\$26.50/hour	Para+ must be covering a vacant teaching FTE	
NOTE: DOI candidates hired prior to 2024-25 will be grandfathered at their current rates.			

2025 - 2026 Administrative - Professional Salary Ranges

Pay Grade	Job Title	Calendars		Minimum	Midpoint	Maximum
1			Daily	\$251.26	\$317.67	\$383.76
	Intern - Licensed Specialist In School Psychology (LSSP)	197	197 Days	\$49,498.73	\$62,581.50	\$75,601.23
2			Daily	\$268.29	\$354.96	\$441.69
	Coordinator - Community Relations	226	187 Days	\$50,169.97	\$66,377.26	\$82,595.77
	Interpreter (Certified) - RDSPD	187	226 Days	\$60,633.22	\$80,220.64	\$99,821.62
	Occupational Therapist Assistant	187				
	Speech Therapist Assistant and/or Supervisor	187				
3			Daily	\$301.81	\$388.06	\$477.37
	ARD Facilitator	192	187 Days	\$56,438.99	\$72,567.74	\$89,268.71
	ARD Facilitator Lead	197	192 Days	\$57,948.06	\$74,508.06	\$91,655.58
	Assistant Head Nurse	202	197 Days	\$59,457.12	\$76,448.37	\$94,042.44
	Autism Interventionist	192	202 Days	\$60,966.19	\$78,388.69	\$96,429.31
	Behavior Interventionist	192	207 Days	\$62,475.25	\$80,329.00	\$98,816.17
	Counselor - College & Career	226	226 Days	\$68,209.69	\$87,702.19	\$107,886.25
	Counselor - Elementary	197				
	Counselor - Middle School	207				
	Diagnostician	197				
	Licensed Specialist in School Psychology (LSSP)	197				
	Occupational Therapist	187				
	Physical Therapist	187				
	Section 504 Facilitator	192				
	Specialist - Curriculum	226				
	Specialist - Digital Learning	226				
	Specialist - Lead Payroll	226				
	Specialist - Student & Family Support	187				
	Specialist - Transition	202				
	Speech Language Pathologist	187/197				
4			Daily	\$315.98	\$400.97	\$485.99
	Counselor - High School	217	202 Days	\$63,827.70	\$80,995.68	\$98,169.72
	Counselor - High School Lead	226	217 Days	\$68,567.38	\$87,010.21	\$105,459.55
	Supervisor - Autism Specialist	202	226 Days	\$71,411.19	\$90,618.93	\$109,833.45
	Supervisor - Behavior Specialist	202				
	Supervisor - LSSP Evaluation	202				
	Supervisor - RDSPD	202				
	Supervisor - Speech Language Pathologist	202				
5			Daily	\$334.23	\$414.54	\$494.88
	Assistant Principal - Elementary	212	212 Days	\$70,857.63	\$87,883.35	\$104,915.43
6			Daily	\$354.28	\$442.91	\$531.44
	Assistant Principal - High School	217	212 Days	\$75,107.42	\$93,896.98	\$112,665.34
	Assistant Principal - Middle School	217	217 Days	\$76,878.83	\$96,111.54	\$115,322.55
	Associate Principal - High School	226	226 Days	\$80,067.35	\$100,097.73	\$120,105.51

2025 - 2026 Administrative - Professional Salary Ranges

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
	Coordinator - Academic RTI	226				
	Coordinator - Athletics Head Coach	226				
	Coordinator - Communications	226				
	Coordinator - Counseling	226				
	Coordinator - CTE	226				
	Coordinator - Data Analysis & Instruction	226				
	Coordinator - Health Services	226				
	Coordinator - Human Resources	226				
	Coordinator - Low Incident Disabilities	212				
	Coordinator - Multilingual/ESL Program	226				
	Coordinator - Special Programs & Services	226				
	Coordinator - Special Programs & Services Compliance	226				
	Police - Lieutenant	226				
7			Daily	\$375.24	\$468.80	\$562.31
	Associate Director - Special Programs & Services	226	226 Days	\$84,805.26	\$105,949.82	\$127,083.08
	Director - Communications	226	240 Days	\$90,058.68	\$112,513.08	\$134,955.48
	Director - Digital Learning/STEM CTE	226				
	Director - Fine Arts	226				
	Director - Operations	240				
	Director - Safety & Security	226				
	Director - Student Services	226				
	Principal - Elementary	226				
8			Daily	\$456.74	\$525.60	\$630.00
	Director - Accountability & Compliance	226	226 Days	\$103,222.95	\$118,785.31	\$142,379.71
	Director - Bilingual Education	226	240 Days	\$109,617.29	\$126,143.69	\$151,199.69
	Director - Child Nutrition	240				
	Director - College, Career, and Military Readiness	226				
	Director - Elementary Education	226				
	Director - Finance	226				
	Director - Human Resources	226				
	Director - Information Technology Systems	226				
	Director - Leadership Development & School Improvement	226				
	Director - PEIMS & Data Quality	226				
	Director - Secondary Education	226				
	Director - Special Programs & Services	226				
	Director - Teaching & Learning	226				
	Principal - Alternative School	226				
	Principal - Middle School	226				
9			Daily	\$499.21	\$624.17	\$685.31
	Director - Athletics & Administrative Services	226	226 Days	\$112,821.39	\$141,062.35	\$154,879.99
	Executive Director of Construction & Facilities	240	240 Days	\$119,810.33	\$149,800.73	\$164,474.33
	Principal - High School	226				
10			Daily	\$568.57	\$663.55	\$759.48

2025 - 2026 Administrative - Professional Salary Ranges

Pay Grade	Job Title	Calendars		Minimum	Midpoint	Maximum
	Chief Academic Officer	226	226 Days	\$128,496.05	\$149,961.53	\$171,641.71
	Chief Human Resources Officer	226				
	Chief - Police, Safety, & Security	226				
11			Daily	\$678.08	\$791.92	\$906.41
	Chief - Financial Officer	226	226 Days	\$153,245.06	\$178,972.90	\$204,847.64
	Deputy Superintendent	226				

2025 - 2026 Support Staff Salary Ranges

Pay Grade	Job Title	Calendars		Minimum	Midpoint	Maximum
1			Hourly	\$19.99	\$27.23	\$35.61
	Freight, Delivery & Mail Courier	226	197 Days	\$31,498.72	\$42,908.96	\$56,115.84
	Specialist - Community Ed Program	197	226 Days	\$36,135.59	\$49,225.51	\$64,376.55
2			Daily	\$263.37	\$320.46	\$378.24
	Asst. Manager - Performing Arts Center	226	192 Days	\$50,567.04	\$61,528.32	\$72,622.08
	Attendance Officer	192	217 Days	\$57,151.29	\$69,539.82	\$82,078.08
	Dietitian	226	226 Days	\$59,521.62	\$72,423.96	\$85,482.24
	Manager - Business Office	226	240 Days	\$63,208.80	\$76,910.40	\$90,777.60
	Manager - Compensation	226				
	Manager - Custodial	240				
	Manager - Grounds	240				
	Manager - Maintenance	240				
	Manager - Payroll	226				
	Manager - PEIMS	226				
	Manager - PEIMS Special Programs	226				
	Manager - Substitutes	226				
	Manager - Technology Office	226				
	Manager - Warehouse	226				
	Specialist - Access Security & Communications	226				
	Specialist - Attendance	226				
	Specialist - Child Nutrition	226				
	Specialist - Employee Services	226				
	Specialist - Inventory Support	226				
	Specialist - Network Infrastructure	226				
	Specialist - Server Infrastructure	226				
	Specialist - Software Support	226				
	Specialist - Student & Parent Education	217				
3			Daily	\$279.94	\$357.91	\$436.01
	Coordinator - Capital & Bond Projects	226	226 Days	\$63,267.23	\$80,888.45	\$98,539.05
	Manager - Benefits	226				
	Manager - Childcare Programs	226				
	Manager - Performing Arts Center	226				
	Manager - Purchasing	226				
	Specialist - Athletic Department	226				
	Specialist - Network Infrastructure II	226				
4			Daily	\$327.25	\$397.79	\$472.89
	Accountant	226	226 Days	\$73,959.07	\$89,901.11	\$106,873.71
	Administrator - IT Applications	226	260 Days	\$85,085.65	\$103,426.05	\$122,952.05
	Administrator - IT Infrastructure	226				
	Administrator - IT Operations	226				
	Administrator - IT Projects & Asset Management	226				
	Coordinator - Communications Specialist	226				

2025 - 2026 Support Staff Salary Ranges

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
	Coordinator - Facilities	260				
5		Daily	\$352.74	\$442.96	\$520.81	
	Coordinator - Technology	226	226 Days	\$79,720.03	\$100,109.75	\$117,703.85

2025-2026 Paraprofessional Salary Ranges

Pay Grade	Job Title	Calendars		Minimum	Midpoint	Maximum
2			Hourly	\$14.07	\$17.89	\$21.51
	Health Assistant	187	187 Days	\$21,051.71	\$26,766.43	\$32,181.95
	Teacher Assistant	187	190 Days	\$21,389.44	\$27,195.84	\$32,698.24
	STARS - Hybrid Assistant	217	217 Days	\$24,428.99	\$31,060.51	\$37,344.83
	Worker - Daycare	190				
3			Hourly	\$15.06	\$19.61	\$23.66
	Campus Receptionist - Elementary/Middle School	202	187 Days	\$22,535.74	\$29,342.54	\$35,401.34
	Campus Receptionist - High School	226	190 Days	\$22,897.28	\$29,813.28	\$35,969.28
	Computer Lab Manager	187	202 Days	\$24,343.42	\$31,696.22	\$38,241.02
	Job Coach - Bastrop Works	187	*226 Days	\$20,426.78	\$26,596.58	\$32,088.38
	Monitor - Campus Security	187	226 Days	\$27,235.71	\$35,462.11	\$42,784.51
	Nightwatchman	260	260 Days	\$28,467.71	\$37,639.68	\$45,816.58
	Secretary - High School Counselor	190				
	*STARS - Site Assisatant Lead (6 hours)	226				
	Teacher Assistant Autism	187				
	Teacher Assistant Bootcamp	187				
	Teacher Assistant - Gateway	187				
	Teacher Assistant In School Suspension	187				
	Teacher Assistant SPED Behavior	187				
4			Hourly	\$16.17	\$20.16	\$24.12
	Assistant Manager - Daycare	190	190 Days	\$24,578.40	\$30,643.20	\$36,662.40
	Campus Technology Liaison	202	202 Days	\$26,130.72	\$32,578.56	\$38,977.92
	Clerk - Attendance Elementary	202				
	Registrar - Elementary	202				
	Secretary - High School Assistant Principal	190				
5			Hourly	\$17.43	\$22.10	\$26.79
	Clerk - Attendance Middle School/Gateway DAEP	202	202 Days	\$28,170.92	\$35,717.64	\$43,296.68
	Family Resource Assistant	226	212 Days	\$29,565.52	\$37,485.84	\$45,440.08
	Receptionist - Service Center	226	217 Days	\$30,262.82	\$38,369.94	\$46,511.78
	Registrar - Middle School	202	226 Days	\$31,517.96	\$39,961.32	\$48,440.84
	Secretary - Gateway DAEP	212				
	Secretary - Associate Principal High School	202				
	Secretary - Elem. & Inter. Principal	217				
	STARS - Site Supervisor	217				
6			Hourly	\$18.80	\$23.51	\$28.21
	Administrative Assistant - PAC/Service Center	226/260	187 Days	\$28,124.05	\$35,170.21	\$42,201.41
	Clerk - Attendance CRCA/High School	202	192 Days	\$28,876.03	\$36,110.59	\$43,329.79
	Clerk - District LPAC	226	212 Days	\$31,883.95	\$39,872.11	\$47,843.31
	Clerk - Purchasing	226	226 Days	\$33,989.50	\$42,505.18	\$51,002.78
	College & Career Advisor	226				
	Receptionist - Technology Center	226				
	Secretary - CRCA/GEN Principal	212				
	Secretary - 504 SPED/Middle School Principal	226				
	Spanish Interpreter - Translator - C&I	187				
	Spanish Interpreter - Translator - Special Programs	192				

2025-2026 Paraprofessional Salary Ranges

Pay Grade	Job Title	Calendars		Minimum	Midpoint	Maximum
	Specialist - Family Resource	226				
	Specialist - Print Shop	226				
	Specialist - SHARS Special Programs & Services	212				
7			Hourly	\$20.27	\$25.81	\$31.30
	Administrative Assistant - Director of Special Programs	226	187 Days	\$30,322.42	\$38,610.26	\$46,823.30
	Bookkeeper - High School	226	226 Days	\$36,646.35	\$46,662.67	\$56,588.59
	Communication Facilitator - RDSPD/SF	187				
	Manager - Student Records High School	226				
	Recruiter - Migrant	226				
	Secretary - High School Principal	226				
	Specialist - Business Office (Accts Payable, Leave, Payroll)	226				
	Specialist - Child Nutrition	226				
	Specialist - Grant	226				
	Specialist - Leave & Benefits	226				
	Specialist - Onboarding	226				
	Specialist - Records/Evidence Tech	226				
	Specialist - PEIMS	226				
8			Hourly	\$21.84	\$27.95	\$34.03
	Executive Administrative Assistant - Service Center	226	226 Days	\$39,488.53	\$50,535.41	\$61,528.05
	Systems Support Tech I	226				
9			Hourly	\$25.12	\$31.56	\$38.07
	Executive Administrative Assistant - Superintendent	226	187 Days	\$37,584.01	\$47,218.25	\$56,957.21
	Nurse - LVN	187	226 Days	\$45,422.38	\$57,065.90	\$68,835.98
	Systems Support Tech II	226				
10			Hourly	\$28.63	\$35.41	\$42.36
	Police Officer	217	217 Days	\$49,694.74	\$61,464.82	\$73,530.02
11			Hourly	\$31.51	\$38.47	\$47.29
	Police Sergeant	217	217 Days	\$54,704.83	\$66,787.39	\$82,098.91

2025 - 2026 Facilities Salary Ranges

Pay Grade	Job Title	Calendars		Minimum	Midpoint	Maximum
1			Hourly	\$17.16	\$22.32	\$29.55
	Custodian	240	240 Days	\$32,947.39	\$42,854.59	\$56,736.19
	Grounds Technician	260	260 Days	\$35,693.01	\$46,425.81	\$61,464.21
2			Hourly	\$19.35	\$26.57	\$33.79
	Lead Custodian	240	240 Days	\$37,159.68	\$51,022.08	\$64,884.48
	Lead Grounds	260	260 Days	\$40,256.32	\$55,273.92	\$70,291.52
	Grounds Technician, Stadium	260				
3			Hourly	\$23.63	\$31.89	\$40.15
	Maintenance Technician	260	260 Days	\$49,147.90	\$66,328.70	\$83,509.50
	Preventative Maintenance Compliance	260				
	Locksmith	260				
4			Hourly	\$25.76	\$34.01	\$42.27
	Lead Maintenance	260	260 Days	\$53,582.05	\$70,742.05	\$87,922.85
	Plumber	260				
5			Hourly	\$27.88	\$36.14	\$44.39
	HVAC	260	260 Days	\$57,996.02	\$75,176.82	\$92,336.82
	Electrical/Lighting	260				
	Electrician	260				
6			Hourly	\$30.01	\$38.26	\$46.52
	Refrigeration	260	260 Days	\$62,430.16	\$79,590.16	\$96,770.96

2025 - 2026 Child Nutrition Salary Ranges

Pay Grade	Job Title	Calendars			Minimum	Mid-Point	Maximum
CN1				Hourly	\$14.00	\$16.00	\$18.00
	Child Nutrition Worker	187		187 Days	\$20,944	\$23,936	\$26,928
CN2				Hourly	\$15.50	\$17.50	\$19.80
	Child Nutrition Assistant Manager	187		187 Days	\$23,188	\$26,180	\$29,621
CN3				Hourly	\$18.00	\$20.00	\$22.80
	Child Nutrition Manager	187		187 Days	\$28,274	\$29,920	\$34,109

2025-26 Temporary or Non-Contract Work

Job Description / Duty	Qualifications / Status	Daily or Hourly Rate
Professional Substitutes		
Substituting for a Principal	Texas Mid-management or Principal Certification	Elementary = \$300 per day
		Middle = \$350 per day
		High School = \$400 per day
Substituting for an Assistant Principal	Texas Mid-management or Principal Certification	Elementary = \$260 per day
		Middle = \$275 per day
		High School = \$300 per day
	Uncertified	Elementary = \$175 per day
		Middle = \$200 per day
High School = \$240 per day		
Substituting for a Counselor	Certified Counselor	All Levels = \$225 per day
Instructional Substitutes		
	Daily Rate	Long-Term Rate (11th consecutive day)
Substitute, Non-Certified	\$105	an additional \$15
Substitute, Degreed	\$115	an additional \$15
Substitute, Certified Teacher	\$125	\$160
Extra Pay	An additional \$5 per day for SAMA-trained substitutes in high need special education placements	
Custodial Substitutes		
Substitutes, Custodial		\$15.00 per hour
Child Nutrition Substitutes		
Substitutes, Child Nutrition		\$14.00 per hour
Tutoring		
Tutoring during the day	Certified and Non-Certified, with subject area degree	\$17.50 an hour
	Non-Certified	\$15.00 an hour
Credit Recovery Attendance Make-Up	Current Bastrop ISD Employee	Hourly Rate (Over-Time if applicable)
	Non-Certified	\$15.00 an hour
Tutoring after hours or on Saturdays	Certified and Non-Certified, with subject area degree	\$35.00 an hour
	Non-Certified	\$15.00 an hour
Tutoring under the supervision of a teacher	High school graduate; college student	\$10.00 an hour
Extra Duty /Temporary		
ISS Afterschool Detention	Certified and Non-Certified, with subject area degree	\$15.00 an hour
	Non-Certified	Hourly Rate (Over-Time if applicable)
Test Proctoring during non-contract days	Certified Personnel	\$20.00 an hour
As per grant guidelines, funding availability and supervisor approval, attending professional development during non-contract days	Certified Personnel	\$100 to attend per day Working/Creating is \$27.50 an hour; 6 hr. max. per day
As per grant guidelines, funding availability and supervisor approval attending professional development during non-contract days	Hourly employees	Hourly rate or comp time as agreed upon by supervisor
PAC Workers	All Personnel	\$15.00 an hour
Daycare Workers		\$12.00 an hour

STARS		\$12.00 an hour	
Memorial Stadium Event Workers	All Personnel	Pay is by event; ranging between \$20 and \$50 per hour depending on the duty assigned	
Summer Non-Contract / Temporary			
Summer School	Certified	\$40.00 an hour	
	RN	\$40.00 an hour	
	LVN	\$25.00 an hour	
	Receptionist	\$15.00 an hour	
	Bilingual Teaching Assistant	\$20.00 an hour	
STARS Summer Site Assistant		\$15.00 an hour	
NOTE: The Chief Financial Officer (CFO) is authorized to approve additional stipends ranging from \$500 to \$5,000 on an as-needed basis to address staffing needs and other critical operational considerations. All such stipends will be documented and reported to the Superintendent.			

2025-2026 STIPENDS

Unless noted, all stipends are paid semi-monthly. For all athletic stipends, the following up-to-date certification/training and documentation is required for receipt of stipends: First Aid, CPR/AED, other required health-related training, UIL Rules and Compliance Program (RCP), UIL Concussion Training, UIL Professional Acknowledgement of Rules, National Federation of High School Coaches Fundamentals of Coaching Training (first year coaches only), and Valid Texas commercial driver's license with Passenger (P) and School Bus (S) endorsements. (Must be presented at the time of hire or to be completed no later than 30 school days after the first day of instruction for the current school year. All current coaches will obtain certification within the current school year).

Certification and training requirements will be updated as needed in compliance with state, federal and UIL guidelines. Non-exempt employees are not eligible to coach

DISTRICT STIPENDS

DISTRICT WIDE STIPENDS

Attendance Officer Liaison	\$3,000.00 (Paid Semi-Annually Dec/May)
CBPL Lead Stipend	\$1,500.00
Cooperating Teacher	\$250.00
District Coach	\$7,500.00
Lead Counselor	\$1,000.00
Mentor Teacher (per teacher that is mentored)	\$600.00 (Paid Semi-Annually Dec/May)
RTI Lead - Literacy	\$1,000.00
RTI Lead - Math	\$1,000.00
Social Worker Liaison	\$3,000.00 (Paid Semi-Annually Dec/May)
Social Worker Mentor	\$1,200.00 (Paid Semi-Annually Dec/May)
Student Activity Coordinator - Campus Based (Submitted by Community Education)	\$1,000.00

ELEMENTARY STIPENDS

Communications Liaison	\$1,000.00
Team Leader	\$500.00
UIL Coach	\$500.00 (Paid Annually, Post Event)

MIDDLE SCHOOL STIPENDS

Department Head	\$750.00
National Junior Honor Society	\$1,000.00
Communications Liaison	\$1,500.00
Stuco Assistant	\$500.00
Stuco Sponsor	\$1,000.00
UIL Coordinator	\$750.00
UIL/TMSCA Coach	\$300.00 (Paid Annually, Post Event)
Yearbook Sponsor	\$1,000.00

HIGH SCHOOL STIPENDS

Associate Principal (Comprehensive HS Only)	\$5,000.00
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Assistant Principal (Comprehensive HS Only)	\$2,500.00
Bootcamp Teacher	\$2,000.00
Broadcast Journalism Sponsor	\$2,750.00
Debate Sponsor	\$1,250.00
Department Head	\$1,000.00
Gateway Teacher	\$2,000.00
National Honor Society	\$1,000.00
Newspaper Sponsor	\$1,000.00
Communications Liaison	\$1,500.00
Speech Sponsor	\$1,250.00
Student Council Sponsor	\$1,950.00
UIL Coach	\$550.00 <i>(Paid Annually, Post Event)</i>
UIL Coordinator	\$1,750.00
Yearbook Sponsor	\$1,450.00

NOTE: The Chief Financial Officer (CFO) is authorized to approve additional stipends ranging from \$500 to \$5,000 on an as-needed basis to address staffing needs and other critical operational considerations. All such stipends will be documented and reported to the Superintendent.

2025-2026 STIPENDS

ATHLETIC STIPENDS

ATHLETICS MIDDLE SCHOOL		
	With CDL	Without CDL
Athletic Coordinator	\$1,250.00	\$1,250.00
Basketball	\$2,365.00	\$1,660.00
Cheerleader/Pep Squad Sponsor	\$1,840.00	\$1,290.00
Cross Country	\$1,575.00	\$1,105.00
Football	\$3,150.00	\$2,205.00
Golf	\$1,575.00	\$1,105.00
Soccer	\$1,575.00	\$1,105.00
Tennis	\$1,575.00	\$1,105.00
Track	\$2,365.00	\$1,660.00
Volleyball	\$2,365.00	\$1,660.00

ATHLETICS HIGH SCHOOL		
	With CDL	Without CDL
Athletic Trainer	\$12,750.00	\$12,750.00
Baseball Coach Assistant	\$3,940.00	\$2,760.00
Baseball Coach Head	\$7,245.00	\$5,075.00
Basketball Coach Assistant	\$3,940.00	\$2,760.00
Basketball Coach Head	\$7,245.00	\$5,075.00
Cheerleader Sponsor JV	\$2,365.00	\$1,655.00
Cheerleader Sponsor Varsity	\$3,940.00	\$2,760.00
Cross Country Coach Assistant	\$2,625.00	\$1,840.00
Cross Country Coach Head	\$4,990.00	\$3,495.00
Football Coach Assistant 9th Grade	\$4,465.00	\$3,125.00
Football Coach Varsity Assistant	\$6,565.00	\$4,595.00
Football Coordinator	\$8,400.00	\$5,880.00
Golf Coach Assistant (Fall Semester)	\$2,625.00	\$1,840.00
Golf Coach Assistant (Spring Semester)	\$2,625.00	\$1,840.00
Golf Coach Head (Fall Semester)	\$5,500.00	\$3,850.00
Golf Coach Head (Spring Semester)	\$5,500.00	\$3,850.00
Powerlifting Coach Head	\$4,000.00	\$2,800.00
Soccer Coach Assistant	\$3,940.00	\$2,760.00
Soccer Coach Head	\$7,245.00	\$5,075.00
Softball Coach Assistant	\$3,940.00	\$2,760.00
Softball Coach Head	\$7,245.00	\$5,075.00
Tennis Coach Assistant (Fall Semester)	\$3,150.00	\$2,205.00
Tennis Coach Assistant (Spring Semester)	\$3,150.00	\$2,205.00
Tennis Coach Head (Fall Semester)	\$5,500.00	\$3,850.00
Tennis Coach Head (Spring Semester)	\$5,500.00	\$3,850.00

2025-2026 STIPENDS

ATHLETIC STIPENDS

Track Coach Assistant	\$3,940.00	\$2,760.00
Track Coach Head	\$7,245.00	\$5,075.00
Video	\$1,000.00	\$1,000.00
Video Tech Memorial Stadium - Sponsor for video tech class	\$1,000.00 <i>(Paid in December)</i>	\$1,000.00 <i>(Paid in December)</i>
Volleyball Coach Assistant	\$4,465.00	\$3,125.00
Volleyball Coach Head	\$8,140.00	\$5,700.00

2025-2026 STIPENDS

CAREER & TECHNOLOGY STIPENDS

CAREER & TECHNOLOGY EDUCATION HIGH SCHOOL	
Agriculture Teacher (6 sections) and FFA Sponsor	\$8,250.00
Auto Tech Teacher	\$3,650.00
HSTE Teacher & HOSA Sponsor	\$3,750.00
Robotics	\$4,250.00
Robotics Assistant	\$2,250.00
Student Organization Sponsor (SkillsUSA, BPS, FCCLA, TSA, TAFE)	\$2,250.00

2025-2026 STIPENDS

FINE ARTS STIPENDS

FINE ARTS ELEMENTARY	
Music	\$1,000.00 <i>(Paid in May)</i>

FINE ARTS MIDDLE SCHOOL	
Band Director Assistant	\$5,950.00
Band Director	\$8,000.00
Choir	\$2,000.00
Dance	\$1,250.00
Drama	\$1,250.00

FINE ARTS HIGH SCHOOL	
Assistant Ballet Folklorico	\$1,250.00
Assistant Band Director	\$8,250.00
Assistant Choir/Piano Accompaniment	\$1,000.00
Assistant Drill Team	\$1,250.00
Ballet Folklorico	\$4,750.00
Band Director	\$14,450.00
Choir	\$5,750.00
Color Guard	\$5,500.00
Drill Team Director	\$5,500.00
Musical Production Director	\$1,250.00
One-Act Play/Theater	\$5,000.00
Winter Drumline	\$2,250.00

2025-2026 STIPENDS

BILINGUAL STIPENDS

Multilingual Stipends	
Dual Language ESL Partner Stipend	\$4,000.00
Bilingual Classroom Certified Teacher (PK - 5)	\$8,000.00
Bilingual Dyslexia Certified Teacher (PK - 5)	\$8,000.00
Bilingual Emergency Permitted Teacher	\$4,000.00
Bilingual Exception Teacher	\$1,200.00
Bilingual Intern Certificate Teacher	\$4,000.00
Bilingual Resource Certified Teacher	\$8,000.00
Campus/Building Translator (one per campus/building)	\$500.00
ESL Endorsement - PK - 12 (Elementary - All Core Content) (Secondary All ELA Teachers Only)	\$600.00 (Paid Semi-Annually Dec/May)
Newcomer Teachers (Full-time ESL Teacher of Record) (Middle & High School)	\$1200.00 (Paid Semi-Annually Dec/May)
Returning Bilingual Teacher Stipend	\$500.00 (Paid in December)

2025-2026 STIPENDS

SECURITY STIPENDS

SECURITY HIGH SCHOOL	
Security - Bilingual	\$3,000.00
Security - Canine	\$4,800.00
Security - EMT	\$1,800.00
Security - Investigator	\$3,000.00

SECURITY CERTIFICATIONS	
Intermediate Peace Officer Certification	\$600.00
Advanced Peace Officer Certification	\$1,200.00
Masters Peace Officer Certification	\$1,800.00

SECURITY COLLEGE DEGREES	
Associates Degree	\$600.00
Bachelors Degree	\$850.00
Masters Degree	\$1,100.00

**All hires prior to 2022-2023 will be grandfathered in for stipends.*

2025-2026 STIPENDS

SPECIAL PROGRAMS & SERVICES

SPECIAL PROGRAMS & SERVICES DISTRICT WIDE	
Bilingual Dyslexia	\$8,000.00
Bilingual Educational Diagnosticians	\$9,000.00
Bilingual Licensed Specialist in School Psychology (LSSP)	\$14,000.00
Bilingual LSSP Intern	\$3,000.00
Bilingual Speech Language Pathologist (SLP)	\$14,000.00
Bilingual Speech Language Assistants	\$600.00
Bilingual Teacher	\$8,000.00
Case Management (Behavior/Life Skills)	\$3,000.00
Case Management (Resource/Inclusion)	\$2,400.00
Co-Teacher Co-hort (extra training required)	\$2,400.00
Deaf Education Interpreter	\$3,000.00
Deaf Education Teacher	\$3,000.00
Department Chairs - All Levels	\$1,000.00
Department Leads (OT Speech, Eval, ARD, Assistive Technology)	\$3,000.00
Dyslexia CALP Certification	\$500.00
Dyslexia CALT/LDT Certification	\$1,500.00
Early Childhood Teacher (ECSE)	\$3,000.00
Educational Diagnosticians	\$8,500.00
Intern and SLP-A Supervisor	\$1,000.00
Lead for Occupational Therapists	\$3,000.00
Licensed Professional Counselor	\$3,000.00
Licensed Specialist in School Psychology (LSSP)	\$10,000.00
Occupational / Physical Therapist	\$6,000.00
Professional Critical Shortage	\$8,000.00
Special Olympics	\$500.00
Special Olympics Coordinator	\$3,000.00
Speech Language Pathologist (SLP)	\$10,500.00
Teaching Assistant Behavior Class & Life Skills, Job Coach, 1:1	\$750.00
Teaching Assistant Inclusion Support	\$600.00
Teaching Assistant Inclusion Support & Bilingual	\$1,200.00
Visual Impairments Teacher	\$3,000.00

2025-2026 STIPENDS

TECHNOLOGY STIPENDS

UNIFIED COMMUNICATIONS TECHNICIAN

Cisco Certified Network Associate (CCNA; 200-301)	\$1,000.00
Cisco Certified Network Professional (CCNP) Collaboration (350-801 CLCOR, 300-815 CLACCM)	\$1,000.00
Cisco Certified Network Professional (CCNP) Collaboration (350-810 CLICA, 300-813 CLAUTO)	\$3,000.00

NETWORK INFRASTRUCTURE SPECIALIST

Security +	\$1,000.00
Cisco Certified Network Professional (CCNP) Enterprise (300-420 ENSLD, 300-425 ENWLSLSD)	\$3,000.00
Cisco Certified Network Professional (CCNP) Enterprise (350-401 ENCOR, 300-410 ENARSI)	\$1,000.00

SERVER INFRASTRUCTURE SPECIALIST

VMware Certified Professional (VCP-DCV) VMware Certified Advanced Professional (VCAP-DCV)	\$1,000.00
VMware Certified Design Expert (VCDX)	\$3,000.00
VMware Certified Professional Digital Workspace (VCP-DW) VMware Certified Professional Desktop Management (VDP-DTM)	\$1,000.00

Systems Support Technician II (Infrastructure)

CCNA (\$1,000)	\$1,000.00
CCNP/ENCOR/ENARSI (\$1,000)	\$1,000.00
CCNP/ENSLD/ENWLSLSD (\$3,000)	\$3,000.00