

2025-2026 Teacher Pay Scale

185 Days

Years of Experience	New Hire Salary	Increase	Health Benefits	Total Compensation
0 *	\$53,010	\$1,590	\$5,340	\$59,940
1	\$53,560	\$1,607	\$5,340	\$60,507
2	\$54,106	\$1,623	\$5,340	\$61,069
		HB2 Allotment		
3	\$54,708	\$4,000	\$5,340	\$64,048
4	\$55,311	\$4,000	\$5,340	\$64,651
5	\$55,914	\$8,000	\$5,340	\$69,254
6	\$56,516	\$8,000	\$5,340	\$69,856
7	\$57,119	\$8,000	\$5,340	\$70,459
8	\$57,721	\$8,000	\$5,340	\$71,061
9	\$58,324	\$8,000	\$5,340	\$71,664
10	\$58,926	\$8,000	\$5,340	\$72,266
11	\$59,529	\$8,000	\$5,340	\$72,869
12	\$60,131	\$8,000	\$5,340	\$73,471
13	\$60,734	\$8,000	\$5,340	\$74,074
14	\$61,337	\$8,000	\$5,340	\$74,677
15	\$61,939	\$8,000	\$5,340	\$75,279
16	\$62,542	\$8,000	\$5,340	\$75,882

	17	\$63,144	\$8,000	\$5,340	\$76,484
	18	\$63,781	\$8,000	\$5,340	\$77,121
	19	\$64,417	\$8,000	\$5,340	\$77,757
	20	\$65,054	\$8,000	\$5,340	\$78,394
	21	\$65,690	\$8,000	\$5,340	\$79,030
	22	\$66,327	\$8,000	\$5,340	\$79,667
	23	\$66,963	\$8,000	\$5,340	\$80,303
	24	\$67,600	\$8,000	\$5,340	\$80,940
	25	\$68,236	\$8,000	\$5,340	\$81,576
	26	\$68,873	\$8,000	\$5,340	\$82,213
	27	\$69,510	\$8,000	\$5,340	\$82,850
	28	\$70,146	\$8,000	\$5,340	\$83,486
	29	\$70,783	\$8,000	\$5,340	\$84,123
	30+	\$71,419	\$8,000	\$5,340	\$84,759
	\$500 Generals Masters Degree Stipend for Teachers				
	\$1,000 Doctoral Degree Stipend				
	* 0 year Uncertified Teachers will Receive \$50,000				
	2025 - 2026 Teacher Incentive Allotment				

	<p>For any funds received by Jarrell ISD for a designated teacher under the Teacher Incentive Allotment (TIA), 90% will be paid to the designated teacher, with the remaining 10% being reserved by the district to offset costs associated with growing and maintaining the TIA program. Should the district receive funding for a designated teacher who resigns or retires before the end of the school year (but after winter roster), the teacher will not receive their allotment payment payout and the District will redistribute the generated allotment to other designated teachers on the campus where the departing teacher worked.</p>				
	<p>The following allotment amounts were earned by designated teachers in the subject areas approved by TEA in 2024-2025.</p>				
		Recognized	\$6,073		
		Exemplary	\$12,690		
		Masters	\$23,150		

	2025-2026 Library Support Pay Scale				
	197 Days				
	Years of Experience	New Hire Salary	Increase	Benefits	Total Compensation
	0	\$56,448	\$1,693	\$5,340	\$63,481
	1	\$57,034	\$1,711	\$5,340	\$64,085
	2	\$57,616	\$1,728	\$5,340	\$64,684
	3	\$58,257	\$1,748	\$5,340	\$65,345
	4	\$58,899	\$1,767	\$5,340	\$66,006
	5	\$59,541	\$1,786	\$5,340	\$66,667
	6	\$60,182	\$1,805	\$5,340	\$67,327
	7	\$60,824	\$1,825	\$5,340	\$67,989
	8	\$61,465	\$1,844	\$5,340	\$68,649
	9	\$62,107	\$1,863	\$5,340	\$69,310
	10	\$62,748	\$1,882	\$5,340	\$69,970
	11	\$63,390	\$1,902	\$5,340	\$70,632
	12	\$64,031	\$1,921	\$5,340	\$71,292
	13	\$64,674	\$1,940	\$5,340	\$71,954
	14	\$65,316	\$1,959	\$5,340	\$72,615
	15	\$65,957	\$1,979	\$5,340	\$73,276
	16	\$66,599	\$1,998	\$5,340	\$73,937

	17	\$67,240	\$2,017	\$5,340	\$74,597
	18	\$67,918	\$2,038	\$5,340	\$75,296
	19	\$68,595	\$2,058	\$5,340	\$75,993
	20	\$69,274	\$2,078	\$5,340	\$76,692
	21	\$69,951	\$2,099	\$5,340	\$77,390
	22	\$70,629	\$2,119	\$5,340	\$78,088
	23	\$71,307	\$2,139	\$5,340	\$78,786
	24	\$71,985	\$2,160	\$5,340	\$79,485
	25	\$72,662	\$2,180	\$5,340	\$80,182
	26	\$73,340	\$2,200	\$5,340	\$80,880
	27	\$74,019	\$2,221	\$5,340	\$81,580
	28	\$74,696	\$2,241	\$5,340	\$82,277
	29	\$75,374	\$2,261	\$5,340	\$82,975
	30+	\$76,052	\$2,282	\$5,340	\$83,674

2025-2026 Proposed Administrative Professional Pay Plan								
Jarrell ISD								
Pay Grade	Job Title		Calendar			Minimum	Midpoint	Maximum
1					Daily	\$254.07	\$305.00	\$355.94
	Coordinator - PEIMS		226		210 Days	53,355	64,050	74,747
	Director - Child Development/Paw Prints		210		226 Days	57,420	68,930	80,442
	Director - Custodial		250		250 Days	63,518	76,250	88,985
	Technology Support Manager		226					
	Supervisor - Maintenance		250					
	Systems Administrator		226					
2					Daily	\$271.85	\$326.35	\$380.85
	Accountant		226		197 Days	53,554	64,291	75,027
	LSSP Intern		197		226 Days	61,438	73,755	86,072
	SLP Asst		197					
3					Daily	\$290.88	\$349.19	\$407.50
	ARD Facilitator		197		197 Days	57,303	68,790	80,278
	Counselor - ES		197		210 Days	61,085	73,330	85,575
	Counselor - MS		210		226 Days	65,738	78,916	92,095
	Instructional Coach		197					
	Nurse		197					
	Bilingual Specialist		197					
	Network Administrator		226					
4					Daily	\$308	\$370	\$432
	Asst Principal - ES		210		197 Days	60,741	72,918	85,094
	Coordinator - CCMR		207		210 Days	64,749	77,729	90,710
	Counselor - HS		210					
	Diagnostician		197					

[illegible]

Pay Grade	Job Title	Calendar	Minimum	Midpoint	Maximum
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2025-2026 Proposed Administrative Professional Pay Plan								
8					Daily	\$389.25	\$467.29	\$545.33
	DAEP/Safety Admin		226		226 Days	87,971	105,608	123,245
	Director - Accountability/Assessment/PEIMS		226					
	Director - Career & Technical Education		226					
	Director - Communications		226					
	Director - Finance		226					
	Director - Technology		226					
	Principal - MS		226					
9					Daily	\$420.39	\$504.67	\$588.95
	Athletic Director		226		226 Days	95,008	114,055	133,103
	Chief of Police		226					
	Director - Elementary Education		226					
	Director - Secondary Education		226					
	Director - Special Education		226					
10					Daily	\$466.63	\$560.18	\$653.73
	Principal - HS		226		226 Days	105,458	126,601	147,743
11					Daily	\$494.63	\$593.79	\$752.21
	Asst Superintendent - HR		226		226 Days	111,786	134,197	170,000
	Asst Superintendent - Student Services		226					
	Chief Financial Officer		226					

2025-2026 Proposed Clerical Paraprofessional Pay Plan								
Pay Grade	Job Title	Calendar				Minimum	Midpoint	Maximum
1					Hourly	\$15.00	\$18.00	\$21.00
	Child Care Giver	197			197 Days	23,640	28,368	33,096
2					Hourly	\$16.00	\$19.20	\$22.40
	Instructional Aide I	185			185 Days	23,680	28,416	33,152
3					Hourly	\$17.00	\$20.40	\$23.80
	Attendance Clerk - ES	197			185 Days	25,160	30,192	35,224
	Instructional Aide II	185			197 Days	26,792	32,150	37,509
	Lead Child Care Giver	197						
	Receptionist - Campus	197						
4					Hourly	\$18.00	\$21.60	\$25.20
	Admin Asst - Counselor	210			185 Days	26,640	31,968	37,296
	Admin Asst - Maintenance	250			197 Days	28,368	34,042	39,715
	Admin Asst - MS Asst Principal/Counselor	210			210 Days	30,240	36,288	42,336
	Admin Asst - Principal ES	210			226 Days	32,544	39,053	45,562
	Admin Asst - Transportation	226			250 Days	36,000	43,200	50,400
	Attendance Clerk - HS	197						
	Attendance Clerk - MS	197						
	Instructional Aide III	185						
	Receptionist - District	226						
	Registrar - ES	210						
5					Hourly	\$20.00	\$24.00	\$28.00
	Admin Asst - Athletics	226			210 Days	33,600	40,320	47,040
	Admin Asst - Principal MS	210			226 Days	36,160	43,392	50,624
	Admin Asst - Special Education	210						

	Coordinator - Child Nutrition	226					
	Registrar - HS	210					
	Registrar - MS	210					
6				Hourly	\$22.20	\$26.64	\$31.08
	Admin Asst - Chief of Police	226		197 Days	34,987	41,985	48,982
	Admin Asst - Principal HS	226		226 Days	40,138	48,165	56,193
	Admin Asst - Teaching & Learning	226					
	Admin Asst - Technology	226					
	LVN	197					
	Specialist - Accounts Payable	226					
	Technology Technician	226					
7				Hourly	\$25.25	\$30.30	\$35.35
	Specialist - HR	226		226 Days	45,652	54,782	63,913
8				Hourly	\$28.00	\$33.60	\$39.20
	Admin Asst - Superintendent	226		226 Days	50,624	60,749	70,874
	Specialist - Payroll	226					
	Technician - Lead	226					
	Junior Network Engineer	226					

2025-2026 Proposed Auxiliary Pay Plan								
Pay Grade	Job Title		Calendar			Minimum	Midpoint	Maximum
1					Hourly	\$15.00	\$15.00	\$15.00
	Crossing Guard		175		175 Days	21,000	21,000	21,000
2					Hourly	\$15.00	\$18.00	\$21.00
	Custodial		197, 226, 250		197 Days	23,640	28,368	33,096
					226 Days	27,120	32,544	37,968
					250 Days	30,000	36,000	42,000
3					Hourly	\$16.00	\$19.00	\$22.00
	Bus Monitor		175		175 Days	16,800	19,950	23,100
4					Hourly	\$16.00	\$19.20	\$22.40
	Grounds		250		250 Days	32,000	38,400	44,800
	Lead Custodian - ES		250					
	Lead Custodian - MS		250					
5					Hourly	\$18.00	\$21.60	\$25.20
	Dispatch		215		175 Days	25,200	30,240	35,280
	Lead Custodian - HS		250		215 Days	30,960	37,152	43,344
	Maintenance		250		250 Days	36,000	43,200	50,400
	Non CDL Driver		175					
6					Hourly	\$22.00	\$26.20	\$30.40
	Bus Driver		175		175 Days	23,100	27,510	31,920
7					Hourly	\$22.25	\$26.70	\$31.15
	Bus Driver - Lead/Trainer		226		226 Days	40,228	48,274	56,319

	Coordinator - Route		226					
8					Hourly	\$23.75	\$28.50	\$33.25
	HVAC		250		226 Days	42,940	51,528	60,116
	Mechanic		226		250 Days	47,500	57,000	66,500
	Plumber		250					
9					Hourly	\$30.22	\$36.00	\$42.00
	Police Officer		215		215 Days	51,980	62,376	72,772
10					Hourly	\$34.00	\$40.80	\$47.60
	Sergeant		226		226 Days	61,472	73,766	86,061