

# Terrell Independent School District



## 2025 - 2026 COMPENSATION PLAN

Adopted July 7, 2025

## TERRELL INDEPENDENT SCHOOL DISTRICT 2025-2026 COMPENSATION PLAN

### Salary Schedule for Teachers

- \$60,400 beginning salary
- \$2,500 increase for continuing teachers Year 1-4
- \$5,000 increase for continuing teachers Year 5+
- Salary Schedule attached

### Compensation for Other Employees:

- 2.5% of midpoint for administrative professional pay plan
- 3.0% of midpoint for paraprofessional/auxiliary; adjustment of pay scales, establishing a TISD \$15 minimum hourly pay rate
- TASB recommended equity adjustments; strategic adjustments and placement scale adjustments
- Pay Plans and Placement Scales attached
- Newly hired employees (non-teaching) reporting to work on or after July 1 will not be eligible for the general pay increase

### 1-2-3 Matching Plan:

- 100% eligibility, starting in year 3
- ER – 457(b) / EE – 403(b) or 457(b)
- Graded 3-tier matching schedule
  - 3-5 years – 1%
  - 6-20 years – 2%
  - 21+ years – 3%
- ER contribution 100% vested
- Based upon continuous years' of service

### TRS-ActiveCare Health Insurance Program:

All employees who elect health coverage and are active contributing TRS members participating in the TRS-ActiveCare health insurance program will receive a \$360 district/state monthly contribution for employees on clerical or auxiliary pay plan; \$325 for employees on teacher pay plan or administrative pay plan.

*Note: Teacher salary schedule encompasses HB2 teacher compensation provisions which include Teacher Retention Allotment (TRA) and Support Staff Retention (SSR)*

#### Employee Assistance Program:

The program is district-sponsored, confidential and provides 3 sessions at no cost. Session includes counseling support, resources, and information for personal and work-life issues.

#### Group Life Insurance:

All eligible employees may receive district paid life insurance in the amount of \$10,000.

#### Sick Leave Pool:

The Sick Leave Pool is made up of voluntary donations by District employees to assist fellow employees or members of an employee's immediate family suffering from a catastrophic illness or injury. The pool excludes elective procedures. To receive days from the pool, the employee must have used all leave available. District staff can donate up to four local or state days per school year (two days during the first semester and two days during the remaining school year) with a limit of two days to any one pool. A maximum of 30 days may be contributed to a specific sick leave pool.

#### Local Leave:

All employees shall earn three local leave days per school year, at a rate of one-half day for each 28 days worked (220 work day employees will receive five local leave days). Local leave shall accumulate to a maximum of 30 workdays and shall be taken with no loss of pay. Local leave days shall be used according to the terms and conditions of state personal leave.

### **Supplemental Duty Stipends & Supplemental Pay Rates attached**

#### Incentive Stipends:

For teachers only, the District has committed to annual stipends:

- Master Degree \$2,000
- Doctorate Degree \$3,000

For paraprofessionals (currently in non-degreed required positions), the District has committed to annual stipends:

- Associate Degree \$1,000
- Bachelor Degree \$2,000

In order to qualify for any stipend(s), you must submit a transcript from your college that proves the respective degree has been conferred. Documentation must be submitted by September 15<sup>th</sup> of each school year to receive the full stipend. After September 15<sup>th</sup>, all stipends will be prorated accordingly.

#### Performance Pay: Teacher Incentive Allotment

For any funds received by Terrell ISD for a designated teacher under the Teacher Incentive Allotment (TIA), 90 percent will be paid to the designated teacher. The remaining 10 percent will be used for training and support of the system, expansion of the system, administrative expenses and professional development. Should the district receive funding for a designated teacher who has resigned or retired, the district will distribute the forfeited funds in accordance with the adopted TIA plan.

#### Retention and Recruitment Payment

On May 19, 2025, the Board of Trustees approved retention/service one-time supplemental pay for returning staff members that meet eligibility requirements as outlined in the Board Resolution. The payment is based upon years of service as follows: \$300 for 1-2 years, \$600 for 3-10 years, and \$1,000 for 11+ years. The payment will occur in August 2025.

#### Tuition Reimbursement (Tiger Tracks to Teaching Program)

Employees participating in our Tigers Track to Teaching Program may be eligible for \$500 of tuition reimbursement for the Fall & Spring semesters in accordance with district established criteria and subject to funding availability.

Participants requiring Clinical Observation and/or Clinical Teaching as part of their Bachelor's Degree Program may be placed in those roles and maintain their current employment. Positions may be dependent on availability and funding.

#### Clinical Teachers Payment

College/University students choosing to complete their Clinical Teaching or Year-Long Residency will be compensated \$100 per day for their participation. Students must meet their College/University and TISD criteria and are subject to funding availability. Students will be required to apply and be fully hired by TISD.

## Terrell ISD-Kaufman County

### 2025-2026 New Hire Guide for Teachers

**\$60,400 starting - HB2 provisions included**

Years of Experience	New Hire Salary
0	\$60,400
1	\$60,500
2	\$60,750
3	\$61,050
4	\$61,350
5	\$64,150
6	\$64,550
7	\$64,950
8	\$65,450
9	\$66,050
10	\$66,650
11	\$66,875
12	\$67,100
13	\$67,325
14	\$67,600
15	\$67,875
16	\$68,150
17	\$68,425
18	\$68,700
19	\$68,975
20	\$69,250
21	\$69,525
22	\$69,800
23	\$70,075
24	\$70,350
25+	\$70,625

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.

**\$2,000 Master's Degree - General Stipend**  
**\$3,000 Doctorate's Degree - General Stipend**  
**(TEACHERS ONLY)**

**Terrell ISD-Kaufman County**  
**2025-2026 Pay Dates**

September 25, 2025  
October 24, 2025  
November 21, 2025  
December 19, 2025  
January 23, 2026  
February 25, 2026  
March 25, 2025  
April 24, 2026  
May 22, 2026  
June 25, 2026  
July 24, 2026  
August 25, 2026

**2025-2026 Proposed Administrative Professional Pay Plan**  
**Terrell ISD-Kaufman County**

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum
<b>1</b>					
	Coordinator - Excel Sports	12N	Monthly \$4,996	\$5,947	\$6,897
	Manager - Catering/Training	12	12 Months 59,949	71,359	82,770
	Media Specialist	10	10 Months 49,960	59,470	68,970
<b>2</b>					
	Teacher on Special Assignment - Admin Support	10	Monthly \$5,495	\$6,541	\$7,588
	Coordinator - Communications	12	10 Months 54,947	65,413	75,879
	Coordinator - Technology Fine Arts	11	10.5 Months 57,694	68,683	79,673
	Instructional Coach	11	11 Months 60,441	71,954	83,466
	Librarian	10	12 Months 65,936	78,495	91,054
	Manager - Head Start Family Services	10.5			
	Specialist -Behavior	10			
	Speech Therapist - Asst	10.5			
<b>3</b>					
	Asst Principal - ES	11	Monthly \$6,043	\$7,195	\$8,348
	Athletics Trainer	10.5	10 Months 60,427	71,954	83,481
	Buyer	12	10.5 Months 63,448	75,552	87,655
	Coordinator - District Testing	11	11 Months 66,470	79,149	91,829
	Counselor - ES	10.5	12 Months 72,512	86,345	100,177
	Counselor - MS/HS	11			
	Diagnostician	11, 12			
	Occupational Therapist	10.5			
	Registered Nurse	10			
	School Psychologist	11			
	Social Worker	10.5			
	Speech Pathologist	10.5			
	Supervisor - Maintenance	12N			
<b>4</b>					
	Assoc Principal - MS	12	Monthly \$6,594	\$7,850	\$9,106
	Asst Principal - HS	12	11 Months 72,536	86,352	100,168
	Asst Principal - MS	11	12 Months 79,130	94,202	109,274
	Coordinator - Federal Programs	12			
	Coordinator - Curriculum	11			
	Director - HS Band	12			
	Director - Head Start	12			
	Director - Nutrition	12			
	Specialist - Bilingual/Student Achvmt	12			
	Coordinator - PEIMS	12			

**2025-2026 Proposed Administrative Professional Pay Plan**  
**Terrell ISD-Kaufman County**

Pay Grade	Job Title	Calendars		Minimum	Midpoint	Maximum
<b>5</b>			<b>Monthly</b>	<b>\$7,257</b>	<b>\$8,637</b>	<b>\$10,017</b>
	Assoc Principal - HS	12	<b>11 Months</b>	79,823	95,004	110,186
	Director - ExCEL	12N	<b>12 Months</b>	87,079	103,641	120,203
	Director - Health Services	12				
	Director - Fine Arts	12				
	Director - Purchasing	12				
	Network Admin/Systems Analyst	12				
	Principal - TAEC	11				
	Principal - C&A	11				
	Principal - ES	12				
<b>6</b>			<b>Monthly</b>	<b>\$8,272</b>	<b>\$9,846</b>	<b>\$11,420</b>
	Chief of Police	11	<b>11 Months</b>	90,987	108,305	125,623
	Director - Athletics	12	<b>12 Months</b>	99,259	118,151	137,043
	Director - Family & Community Services	12				
	Director - Mental Health, Behavior, Counseling	12				
	Director - Payroll	12				
	Director - HR/Recruitment & Retention	12				
	Director - Special Programs	12				
	Director - Special Services	12				
	Director - Student Services	12				
	Director - Technology	12				
	Principal - MS	12				
<b>7</b>			<b>Monthly</b>	<b>\$9,512</b>	<b>\$11,323</b>	<b>\$13,133</b>
	Exec Director - Curriculum & Instruction	12	<b>12 Months</b>	114,147	135,874	157,600
	Exec Director - Facility Services	12N				
	Exec Director - Finance	12				
	Exec Director - Human Resources	12				
	Exec Director - School Administration Support	12				
	Exec Director - Schools	12				
	Exec Director - Special Services	12				
	Exec Director - Strategic Initiatives	12				
	Exec Director - Technology	12				
	Principal - HS	12				
<b>8</b>			<b>Monthly</b>	<b>\$11,224</b>	<b>\$13,361</b>	<b>\$15,497</b>
	Chief of Communications	12	<b>12 Months</b>	134,694	160,331	185,968
	Chief of Staff	12				
<b>9</b>			<b>Monthly</b>	<b>\$12,236</b>	<b>\$14,563</b>	<b>\$16,891</b>
	Deputy Supt - Business & Operations	12	<b>12 Months</b>	146,834	174,761	202,687
	Deputy Supt - Leading & Learning	12				

## 2025-2026 Proposed Clerical Paraprofessional Pay Plan

Terrell ISD-Kaufman County

\*Annual amounts are based on 8 hours per day.

Pay Grade	Job Title	Calendars		Minimum	Midpoint	Maximum
1			Hourly	\$15.00	\$18.00	\$21.00
	Aide - Color Guard	171	171 Days	20,520	24,624	28,728
	Aide - Instructional	171				
	Aide - PE	171				
	Aide - SPED Inclusion	171				
	Aide - Visually Impaired (VI) Intervener	171				
2			Hourly	\$15.90	\$19.08	\$22.26
	Aide - ESL/Dual Language Student Support	171	171 Days	21,751	26,101	30,452
	Aide - Head Start/PreK	171	182 Days	23,150	27,780	32,411
	Aide - ISS	171	208 Days	26,458	31,749	37,041
	Aide - Restorative/Behavior	171	220 Days	27,984	33,580	39,177
	Aide - SPED Self Contained	171				
	Head Start Services Case Worker	182				
	Manager - ExCEL	220				
	Receptionist - Campus	182				
3			Hourly	\$17.00	\$20.40	\$23.80
	Aide - Dual Language Program	171	171 Days	23,256	27,907	32,558
	Aide - Library	171	182 Days	24,752	29,702	34,653
	Medical Asst	171	194 Days	26,384	31,661	36,938
	Secretary - Assoc Principal HS	194	208 Days	28,288	33,946	39,603
	Secretary - Asst Principal HS	194	220 Days	29,920	35,904	41,888
	Secretary - Asst Principal MS	182				
	Secretary - Counselor HS	194				
	Secretary - ExCEL Center	220				
	Secretary - Principal C&A	194				
	Secretary - School Nutrition	208				
	Specialist - Attendance ES	182				
	Specialist - Attendance/Secretary TAEC	194				
	Specialist - Attendance/Secretary ES	208				
4			Hourly	\$18.75	\$22.32	\$25.89
	Secretary - CTE/Health Science	182	182 Days	27,300	32,498	37,696
	Secretary - Principal ES	208	208 Days	31,200	37,140	43,081
	Specialist - Attendance/PEIMS - Secondary	208				

## 2025-2026 Proposed Clerical Paraprofessional Pay Plan

Terrell ISD-Kaufman County

\*Annual amounts are based on 8 hours per day.

Pay Grade	Job Title	Calendars		Minimum	Midpoint	Maximum
5			Hourly	\$21.00	\$25.00	\$29.00
	Bookkeeper - THS	208	171 Days	28,728	34,200	39,672
	LVN	171	194 Days	32,592	38,800	45,008
	Receptionist - Administration Building	208	208 Days	34,944	41,600	48,256
	Secretary - Athletics	208				
	Secretary - Facility Services	208				
	Secretary - Fine Arts	194				
	Secretary - PEIMS (SPED)	208				
	Secretary - Principal MS/HS	208				
	Secretary - Technology	208				
	Specialist - Special Ed	171				
6			Hourly	\$24.25	\$28.87	\$33.49
	Secretary - Special Services	208	208 Days	40,352	48,040	55,727
	Specialist I - Accounting Department	208				
	Specialist I - Accounts Payable	208				
	Specialist I - Human Resources	208				
	Specialist I - Leading & Learning	208				
	Specialist I - Student Info Support/PEIMS	208				
7			Hourly	\$29.00	\$34.12	\$39.24
	Secretary - Chief of Staff	208	208 Days	48,256	56,776	65,295
	Secretary - Deputy Superintendent	208				
	Specialist II - Benefits & Leave	208				
	Specialist II - Business/Finance	208				
	Specialist II - Payroll	208				
	Specialist II - Talent Pool (Sub) Services	208				
	Specialist II - Accounting Department					
	Technician - Campus Support					
8			Hourly	\$35.00	\$41.17	\$47.34
	Admin Asst - Superintendent	208	208 Days	58,240	68,507	78,774

## 2025-2026 Clerical Paraprofessional Placement Scale

### Terrell ISD-Kaufman County

Placement scales are used to establish a minimum rate for new hires based on job-related experience approved by the district. Current employees may be paid above this placement scale. This scale is for placement of new hires only. Future wage increases are determined annually and are not guaranteed.

Range Position	2025-2026 Job Exp	Pay Grades							
		1	2	3	4	5	6	7	8
Minimum	0	\$15.00	\$15.90	\$17.00	\$18.75	\$21.00	\$24.25	\$29.00	\$35.00
	1	\$15.20	\$16.11	\$17.23	\$18.99	\$21.27	\$24.56	\$29.34	\$35.41
	2	\$15.40	\$16.32	\$17.45	\$19.22	\$21.53	\$24.86	\$29.68	\$35.82
	3	\$15.60	\$16.53	\$17.67	\$19.45	\$21.79	\$25.16	\$30.02	\$36.23
	4	\$15.80	\$16.74	\$17.89	\$19.68	\$22.05	\$25.46	\$30.36	\$36.64
	5	\$16.00	\$16.95	\$18.11	\$19.91	\$22.31	\$25.76	\$30.70	\$37.05
	6	\$16.20	\$17.16	\$18.33	\$20.14	\$22.57	\$26.06	\$31.04	\$37.46
	7	\$16.40	\$17.37	\$18.55	\$20.37	\$22.83	\$26.36	\$31.38	\$37.87
	8	\$16.60	\$17.58	\$18.77	\$20.60	\$23.09	\$26.66	\$31.72	\$38.28
	9	\$16.80	\$17.79	\$18.99	\$20.83	\$23.35	\$26.96	\$32.06	\$38.69
	10	\$17.00	\$18.00	\$19.21	\$21.06	\$23.61	\$27.26	\$32.40	\$39.10
	11	\$17.20	\$18.21	\$19.43	\$21.29	\$23.87	\$27.56	\$32.74	\$39.51
	12	\$17.40	\$18.42	\$19.65	\$21.52	\$24.13	\$27.86	\$33.08	\$39.92
	13	\$17.60	\$18.63	\$19.87	\$21.75	\$24.39	\$28.16	\$33.42	\$40.33
	14	\$17.80	\$18.84	\$20.09	\$21.98	\$24.65	\$28.46	\$33.76	\$40.74
Midpoint	15	\$18.00	\$19.08	\$20.40	\$22.32	\$25.00	\$28.87	\$34.12	\$41.17

**2025-2026 Proposed Auxiliary Pay Plan**  
**Terrell ISD-Kaufman County**

\*Annual amounts are based on 8 hours per day.

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
1			Hourly	\$15.00	\$18.00	\$21.00
	Cafe Cook/Cashier	171	171 Days	20,520	24,624	28,728
2			Hourly	\$15.94	\$19.13	\$22.32
	Asst Manager Café	171	171 Days	21,806	26,170	30,534
	Lead Custodian	220	220 Days	28,054	33,669	39,283
3			Hourly	\$16.89	\$20.28	\$23.67
	Campus Guard	171	171 Days	23,106	27,743	32,381
	Delivery Driver	208	208 Days	28,105	33,746	39,387
	Manager Café	171				
4			Hourly	\$19.74	\$23.50	\$27.26
	General Maintenance	220	220 Days	34,742	41,360	47,978
	Groundskeeper	220				
5			Hourly	\$21.32	\$25.38	\$29.44
	HVAC Technician	220	208 Days	35,476	42,232	48,988
	Locksmith	220	220 Days	37,523	44,669	51,814
	Supervisor - Print Shop	208				
6			Hourly	\$27.43	\$32.66	\$37.89
	HVAC Engineer	220	220 Days	48,277	57,482	66,686
	Master - Electrician	220				
	Master - Plumber	220				
7			Hourly	\$33.52	\$38.54	\$43.56
	Police Officer	194	194 Days	52,023	59,814	67,605
	Police Officer - Seargent	194				

## 2025-2026 Auxiliary Placement Scale

### Terrell ISD-Kaufman County

Placement scales are used to establish a minimum rate for new hires based on job-related experience approved by the district. Current employees may be paid above this placement scale. This scale is for placement of new hires only. Future wage increases are determined annually and are not guaranteed.

Range Position	2025-2026 Job Exp	Pay Grades						
		1	2	3	4	5	6	7
Minimum	0	\$15.00	\$15.94	\$16.89	\$19.74	\$21.32	\$27.43	\$33.52
	1	\$15.15	\$16.10	\$17.06	\$19.94	\$21.53	\$27.70	\$33.86
	2	\$15.30	\$16.25	\$17.22	\$20.12	\$21.73	\$27.96	\$34.10
	3	\$15.45	\$16.40	\$17.38	\$20.30	\$21.93	\$28.22	\$34.34
	4	\$15.60	\$16.55	\$17.54	\$20.48	\$22.13	\$28.48	\$34.58
	5	\$15.75	\$16.70	\$17.70	\$20.66	\$22.33	\$28.74	\$34.82
	6	\$15.90	\$16.85	\$17.86	\$20.84	\$22.53	\$29.00	\$35.06
	7	\$16.05	\$17.00	\$18.02	\$21.02	\$22.73	\$29.26	\$35.30
	8	\$16.20	\$17.15	\$18.18	\$21.20	\$22.93	\$29.52	\$35.54
	9	\$16.35	\$17.30	\$18.34	\$21.38	\$23.13	\$29.78	\$35.78
	10	\$16.50	\$17.45	\$18.50	\$21.56	\$23.33	\$30.04	\$36.02
	11	\$16.65	\$17.60	\$18.66	\$21.74	\$23.53	\$30.30	\$36.26
	12	\$16.80	\$17.75	\$18.82	\$21.92	\$23.73	\$30.56	\$36.50
	13	\$16.95	\$17.90	\$18.98	\$22.10	\$23.93	\$30.82	\$36.74
	14	\$17.10	\$18.05	\$19.14	\$22.28	\$24.13	\$31.08	\$36.98
	15	\$17.25	\$18.20	\$19.30	\$22.46	\$24.33	\$31.34	\$37.22
	16	\$17.40	\$18.35	\$19.46	\$22.64	\$24.53	\$31.60	\$37.46
	17	\$17.55	\$18.50	\$19.62	\$22.82	\$24.73	\$31.86	\$37.70
	18	\$17.70	\$18.65	\$19.78	\$23.00	\$24.93	\$32.12	\$37.94
	19	\$17.85	\$18.80	\$19.94	\$23.18	\$25.13	\$32.38	\$38.18
Midpoint	20	\$18.00	\$19.13	\$20.28	\$23.50	\$25.38	\$32.66	\$38.54

# TERRELL ISD STIPENDS 2025-2026

Paid in monthly paycheck:	ANNUAL	Paid in monthly paycheck:	ANNUAL	Paid at end of school year:	ANNUAL
<b>Teacher-Bilingual</b>		<b>Athletics</b>		<b>Dept Heads</b>	
Certified (assigned to bilingual classroom)	\$5,000	Athletic Trainer	\$8,500	Secondary Core Subject	\$1,500
Certified/Teaching Spanish THS	\$5,000	Ass't Ath. Trainer	\$7,500	Secondary Special Education	\$1,500
		Ass't Baseball	\$3,000	Secondary Enrichment	\$1,000
<b>Teacher-Math/Science</b>		Ass't Boys Basketball	\$3,000	Grade Level Lead - Elem (3 campuses)	\$750
Secondary	\$3,000	Ass't Boys Powerlift	\$3,000	Lead Teacher - GLA, TAEC, C&A	\$750
Requirements: A minimum of five classes of Math or Science must be taught daily.		Ass't Boys Soccer	\$3,000	<b>Lead PE Teachers</b>	
		Ass't Boys Track	\$3,000	Elementary	\$300
<b>Teacher-Advanced Degree &amp; SPED</b>		Ass't Cross Country	\$3,000	Secondary	\$300
Teacher - Special Education Self Contained	\$3,000	Ass't Girls Basketball	\$3,000	<b>UIL Academic Activities Coordinator</b>	
Teacher - Degree Master	\$2,000	Ass't Girls Powerlift	\$3,000	Elementary	\$750
Teacher - Degree Doctorate	\$3,000	Ass't Girls Soccer	\$3,000	Middle School	\$1,000
		Ass't Girls Track	\$3,000	High School	\$1,750
<b>Paraprofessional in non-degreed position</b>		Ass't Head Football Coach	\$8,500	Student Council/THS	\$1,500
Associate	\$1,000	Ass't Softball	\$3,000	Student Council/FMS	\$750
Bachelor	\$2,000	Ass't Tennis	\$3,000	Student Council/Elem	\$600
Industry-Based Trade Certification	TBD by Supt	Ass't Volleyball	\$3,000	National Honor Society/THS	\$600
		Head Baseball	\$5,000	National Honor Society/FMS	\$400
<b>Fine Arts</b>		Head Boys Basketball	\$8,000	Yearbook/FMS	\$600
Band Director	TBD by Supt	Head Boys Powerlift	\$4,000	Yearbook/Elem	\$600
Band/Ass't THS/FMS	\$8,000	Head Boys Soccer	\$5,000	Yearbook/GLA	\$500
Cheerleader - THS	\$6,000	Head Boys Track	\$5,000	<b>Academic UIL Coaching</b>	
Cheerleaders - FMS	\$4,000	Head Cross Country Boys/Girls	\$4,000	Elementary Coaching (min 5 hours)	\$150
Choir Secondary	\$3,000	Head Football	TBD by Supt	Middle School Coaching (min 6 hours)	\$300
Dance Teacher (HS/MS)	\$1,000	Head Girls Basketball	\$8,000	High School Coaching (min 10 hours)	\$500
Yearbook/THS	\$2,000	Head Girls Powerlift	\$4,000	Tournament Elem - on duty staff	\$100
Theater Arts/One Act Play/THS	\$6,000	Head Girls Soccer	\$5,000	Tournament Sec - on duty staff	\$150
Theater Arts/FMS	\$2,500	Head Girls Track	\$5,000	Regional Team Advancement THS	\$300
Head Drill Director	\$6,000	Head Golf	\$5,000	State Team Advancement THS	\$400
Assistant Drill Director	\$5,000	Head Softball	\$5,000	State Team Medalist THS	\$500
		Head Sub-Var. Football	\$5,000		
<b>CATE</b>		Head Tennis	\$8,000	<b>Other</b>	
Robotics/STEAM Head	\$10,500	Head Volleyball	\$8,000	Tiger ROAR Team	\$500
Robotics THS	\$4,000	Varsity Football	\$6,000	Host Teacher for Clinical Teacher	\$500
Robotics FMS	\$3,000	Sub-Var. Football	\$4,000	Host Teacher Residency Program (YLR)	\$1,400
Robotics Elementary	\$1,000	Freshman Boys Basketball	\$3,000	TIGER Teacher Pathway Alumni (new hire)	\$500(one-time)
Music Elementary	\$750	Ms Boys Cross Country	\$1,500	Mentor-Licensure/Certification Program	\$1,500
Ag Teacher Lead	\$10,000	Ms Boys Coach	\$6,000	Campus Key Communicator I (2x year)	\$500
Ag Teacher	\$8,000	Ms Boys Coordinator	\$7,000	Campus Key Communicator II - HS (2x year)	\$1,000
Ag Mechanics/Welding	\$4,000	Ms Boys Soccer	\$1,500	Elementary Swim Program - Lead	\$3,000
CTE Auto Tech	\$6,000	Ms Girls Cross Country	\$1,500	TIGER Swim Instructor Certification	\$500
TAFE Sponsor	\$1,500	Ms Girls Coach	\$6,000	<b>LPAC</b>	
<b>Special Education Services</b>		Ms Girls Coordinator	\$7,000	High School and Middle School	\$2,000
Special Ed - Bilingual Services	\$5,000	Ms Girls Soccer	\$1,500	Comprehensive Elementary	\$1,000
Special Olympics/Sp Serv	\$4,000	Ms Tennis	\$1,500	Other campuses	\$500
Special Olympics/Coach	\$2,000	MS Liaison	\$3,000	<b>Allowances</b>	
		Video Coordinator	\$1,000	Maintenance - Allowance (work shoe)	\$150
<b>Other</b>		Third Sport	\$1,000-\$4,000	Café Managers \$450 - 2x year Travel	\$900
Campus Outreach I	\$7,000	Boys Coordinator	\$4,000		
Community Outreach II	\$10,000	Defensive Coordinator	\$8,500		
Campus Administration Support	\$3,000-\$8,000	Offensive Coordinator	\$8,500		
Campus At Risk	\$4,500	Girls Coordinator	\$4,000		
Counselor-HS Lead (1)	\$8,000	Girls Off Season	\$1,000		
Counselor-MS Lead (1)	\$2,000	Off. Season Coordinator	\$1,000		
Speech and Debate/THS	\$2,500	Acad./Recruit Coordinator	\$1,000		
<b>Other - Operations</b>		Early Report	\$2,000		
Maintenance - Department Lead	\$10,500	Field Maintenance	\$2,000		
Operations - Pesticide	\$5,000	Equipment/Stadium Coordinator	\$1,000		
Sergeant	\$2,500	Gym/Stadium Coordinator	\$5,000		
Technician - Lead	\$2,500	Athletics - Special Assignment	\$1,000		
Technician - AV Support	\$7,000				
<b>Allowances</b>					
Travel Allowance	\$300-\$3,600				
Cell phone	\$300-\$660				
Police Uniform	\$1,200				

Terrell ISD Supplemental Pay Rates  
2025-2026

Area of Responsibility	Duties Performed	Rate of Pay
Tutoring	Tutor - Certified	\$22 per hour
Tutoring	HB 4545	\$25 per hour
Part-Time Interventionist	Targeted Small Group Intervention	\$45 per hour
AVID	Tutor - Noncertified	\$13 per hour
Night School (NS)/Saturday School (SS)	Teacher	\$22 per hour
Athletics	Varsity Football Game Worker - Manager	\$150 per game
	Varsity Football Game Worker	\$60 per game
	JV, Freshman, MS - Stadium Manager	\$50 per game
	High School Game Worker	\$25 per game
	Middle School Game Worker	\$20 per game
Translator/Interpreter	Para-Professional	\$30 per hour
	Professional	\$40 per hour
ExCEL - Bistro	Cashier/Worker	Hourly rate of employee (subject to OT)
	Manager - Non EXEMPT	Hourly rate of employee (subject to OT)
	Manager - EXEMPT	\$30 per hour
Special Education	BCBA Supervisor	\$75 per hour
	In-home parent coordinator	\$32 per hour
	Parent Training	\$22 per hour
	Summer Robotics worker	\$12 per hour
Student/Intern	Social Worker	\$7.25 per hour
Student	General district support	\$12 per hour
PAC	Lights/Sounds Technician Support	Hourly rate of employee (subject to OT)
Other	Technical Assistant	\$25.00 per hour
	Furniture/Equipment Moving(Supervisor)	\$40 per hour
	Spirit Store	\$15 per hour
	Voice/Piano Accompanist	\$25 per hour
	Safety Monitor	\$15 per hour
Human Resources	Clerical Support (Summer)	\$17 per hour
Summer School	Teacher - General Education	\$30 per hour
	Teacher - Bilingual	\$35 per hour
	Testing Coordinator	\$35 per hour
	Teacher/Nurse/Counselor (absent no more than one day)	\$500 Stipend
	Teacher - Test Monitoring	\$15 per hour
	Instructional Aide	\$15 per hour
	Nurse; Counselor	\$30 per hour
	Principal	\$2,500 Stipend
Summer Feeding - School Nutrition	Manager	\$22 per hour
	Assistant Manager	\$20 per hour
	Cook/Cashier	\$18 per hour
Summer School - ESY	Principal/Coordinator	\$2,500 Stipend
	Teacher	\$30 per hour
	Instructional Aide	\$15 per hour
Curriculum	Curriculum Writing	\$30 per hour
	Policy/Procedure Development	\$20 per hour
	Testing	\$22 per hour
ExCEL Programs	Administrator Substitute/Support	PG Min daily rate
	Camp/League - Coordinator	\$25 per hour
	Lead Instructor Certified/Professional	\$22 per hour
	Assistant Instructor- Non-Certified	\$15 per hour
	Event Staff	\$12 per hour
	Event Supervision/Professional Support	\$17 per hour
	Lead Instructor Training/Certification	\$40 per class
	Referee Certified:	
	Basketball	\$35 per game
	Volleyball	\$30 per game
	Soccer/Futsal U14+ Center Referee	\$40 per game
	Soccer/Futsal U10; U12	\$32 per game
	Soccer/Futsal U4; U6; U8	\$25 per game
	Soccer/Futsal All Levels	\$22 per game
	Soccer/Futsal Linesmen	\$20 per game
	Referee Non-Certified:	
	Basketball	\$25 per game
	Volleyball	\$20 per game
	Secondary Official All Sports	\$15 per game
ExCEL + Program	Lead Instructor Certified/Professional	\$25 per hour
	Assistant Instructor- Non-Certified	\$16 per hour
Athletics	Summer Strength and Conditioning	\$25 per hour (3 hour maximum per day)
	Summer Camp - Sport Specific	\$25 per hour (1 hour maximum per day)
Unforeseen Circumstances	TBD	Market rate/ Approved by Superintendent

# Terrell ISD

2025-2026 Talent Pool Services (formerly known as substitute services)

Instructional Talent Pool Staff		
Level of Education	Half Day	Full Day
Non-Degreed		
Base Pay	\$50.00	\$100.00
31-60+ Days of Service	\$57.50	\$115.00
Bachelor's Degree		
Base Pay	\$60.00	\$120.00
31-60+ Days of Service	\$70.00	\$140.00
Certified Texas Teacher		
Base Pay	\$75.00	\$150.00
31-60+ Days of Service	\$80.00	\$160.00
Teacher Aide	\$40.00	\$80.00
Special Education Aide	\$50.00	\$100.00
Non-Instructional Talent Pool Staff		
Health Services* (Eligible for length of service incentive, consistent with other talent pool support staff.)		
Certified Nurse Assistant	\$42.50	\$85.00
Licensed Vocational Nurse	\$42.50	\$85.00
Registered Nurse	\$55.00	\$110.00
Child Nutrition		
Hourly Base Pay		\$15.00
Administrative Talent Pool Staff		
Daily Rate based on the entry-level pay for the assigned position		