

Sonora ISD

2025-2026 New Hire Guide for Teachers, Librarians, and Nurses (RN) \$40,500 Starting

2026 State Minimum	Years of Experience	New Hire Salary	HB 2 Adjusted
\$33,960	0	\$40,500	\$40,500
\$34,690	1	\$41,160	\$41,160
\$35,410	2	\$41,890	\$41,890
\$36,150	3	\$42,600	\$45,890
\$37,690	4	\$43,330	\$46,600
\$39,230	5	\$44,600	\$51,330
\$40,770	6	\$45,910	\$52,600
\$42,200	7	\$47,330	\$53,910
\$43,550	8	\$48,670	\$55,330
\$44,840	9	\$49,940	\$56,670
\$46,040	10	\$51,130	\$57,940
\$47,180	11	\$52,270	\$59,130
\$48,280	12	\$53,350	\$60,270
\$49,280	13	\$54,350	\$61,350
\$50,250	14	\$55,350	\$62,350
\$51,160	15	\$56,310	\$63,350
\$52,030	16	\$57,210	\$64,310
\$52,840	17	\$58,070	\$65,210
\$53,610	18	\$58,870	\$66,070
\$54,340	19	\$59,640	\$66,870
\$55,030	20+	\$60,360	\$67,640

2025-2026 Proposed Administrative Professional Pay Plan

Sonora ISD

Pay Grade	Job Title	Calendars		Minimum	Midpoint	Maximum
1			Daily	\$271.79	\$325.50	\$379.21
	Counselor, ES	207	207 Days	56,261	67,379	78,496
	Technologist	207				
2			Daily	\$293.54	\$351.54	\$409.54
	Asst Principal, ES	207	187 Days	54,892	65,738	76,584
	Counselor, Sec	226	197 Days	57,827	69,253	80,680
	Diagnostician	197	207 Days	60,762	72,769	84,775
	Speech Pathologist	187	226 Days	66,340	79,448	92,556
3			Daily	\$317.02	\$379.66	\$442.30
	Asst Principal, Secondary	207	207 Days	65,622	78,589	91,557
	Coordinator, Special Education	226	226 Days	71,646	85,803	99,960
	Director, Technology	226				
4			Daily	\$342.38	\$410.04	\$477.69
	Director, Athletics	226	226 Days	77,379	92,668	107,957
	Manager, Business	226				
	Principal, ES	226				
5			Daily	\$369.77	\$442.84	\$515.91
	Principal, Secondary	226	226 Days	83,568	100,081	116,595

2025-2026 Proposed Clerical Paraprofessional Pay Plan

Sonora ISD

Pay Grade	Job Title	Calendars		Minimum	Midpoint	Maximum
1			Hourly	\$11.55	\$13.86	\$16.17
	Aide, Classroom	187	187 Days	17,279	20,735	24,190
	Aide, Library	187				
	Aide, SpEd Resource	187				
	Aide, SpEd Resource/Band	187				
2			Hourly	\$12.34	\$14.81	\$17.27
	Aide, SpEd Life Stills	187	187 Days	18,457	22,148	25,840
3			Hourly	\$14.18	\$17.02	\$19.87
	Admin Asst/PEIMS, ES	226	226 Days	25,628	30,773	35,918
4			Hourly	\$16.28	\$19.54	\$22.81
	PEIMS, Secondary	207	207 Days	26,951	32,359	37,767
	Admin Asst, Principal Secretary	226	226 Days	29,425	35,329	41,233
5			Hourly	\$19.43	\$23.32	\$27.22
	Accts Payable/Receivable	226	226 Days	35,120	42,163	49,207
6			Hourly	\$22.84	\$27.42	\$31.99
	Admin Asst, Superintendent	226	226 Days	41,290	49,567	57,844
	Clerk, Payroll	226				

2025-2026 Proposed Auxiliary Pay Plan
Sonora ISD

Pay Grade	Job Title	Calendars		Minimum	Midpoint	Maximum
1			Hourly	\$11.55	\$13.86	\$16.17
	Food Service Worker	182	182 Days	16,817	20,180	23,543
	GroundsKeeper	260	260 Days	24,024	28,829	33,634
2			Hourly	\$14.70	\$17.65	\$20.60
	General Maintenance	260	182 Days	21,403	25,699	29,995
	Manager, Food Service - ES	182	260 Days	30,576	36,713	42,851
	Manager, Food Service - HS	182				
	Mechanic	260				
3			Hourly	\$18.38	\$22.06	\$25.75
	Supervisor, Food Service	197	197 Days	28,959	34,768	40,576
	Supervisor, Transportation	260	260 Days	38,220	45,886	53,552
4			Hourly	\$22.58	\$27.10	\$31.63
	Director, Maintenance	260	260 Days	46,956	56,369	65,783

SONORA ISD
Stipend Schedule
2025-2026

Activity	Stipend
STAAR	\$ 1,500
Yearbook	\$ 2,000
OAP Director	\$ 5,000
SkillsUSA	\$ 1,500
UIL/Textbook Coordinator	\$ 3,000
HS UIL/Event	\$ 600 Paid Upon Completion
MS UIL/Event	\$ 400 Paid Upon Completion
EL UIL/Event	\$ 400 Paid Upon Completion
MS UIL Coordinator 7th and 8th	\$ 300 Paid Upon Completion
EL UIL Coordinator 2nd-6th	\$ 600 Paid Upon Completion
Robotics/Campus	\$ 600 Paid Upon Completion
Guardian	\$ 1,500
Resource	\$ 1,500 If SPED Certified
Life Skills/Self Contained	\$ 2,500 If SPED Certified
Behavior Classroom	\$ 2,500 If SPED Certified
VI	\$ 5,000 If SPED Certified
Dyslexia	\$ 1,500
Paras LF/SC/Behavior	\$0.25/Hr

High School

Cheer	\$ 3,000
Asst Cheer	\$ -
Baseball Head	\$ 5,500
Baseball Asst	\$ 3,000
Basketball Head	\$ 5,500
Basketball Asst	\$ 3,000
Cross Country Head	\$ 5,500
Cross Country Asst	\$ 3,000
Football Offensive Coordinator	\$ 5,500
Football Defensive Coordinator	\$ 5,500
Football Asst	\$ 4,500
Golf Head	\$ 3,000
Girls Coordinator	\$ 5,000
Softball Head	\$ 5,500
Softball Asst	\$ 3,000
Tennis Head	\$ 5,500
Tennis Asst	\$ 3,000
Track Head	\$ 5,500
Track Asst	\$ 3,000
Volleyball Head	\$ 5,500
Volleyball Asst	\$ 3,000

Middle School

Cheer	\$ 1,500
Asst Cheer	
Basketball Asst	\$ 2,000
Football Asst	\$ 3,000
Tennis Asst	\$ 2,000
Track Asst	\$ 2,000
Volleyball Asst	\$ 2,000