Sonora ISD

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

| 2026 State Years of New Hire HB 2 | | | | | | | |
|-----------------------------------|------------|----------|----------|--|--|--|--|
| Minimum | Experience | Salary | 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

| Daily \$271.79 \$325.1 | Pay Grade | Job Title | Calendars | | | Minimum | Midpoint | Maximum |
|--|--------------|--------------------------------|-----------|-----|------|-----------------|------------|----------|
| Counselor, ES 207 207 Days 56,261 67,31 | raue | Job Title | Calendars | | | WIIIIIIIIIIIIII | wiiapoiiit | Maximuli |
| Daily \$293.54 \$351.1 | 1 | | | D | aily | \$271.79 | \$325.50 | \$379.2 |
| Daily \$293.54 \$351.1 | (| Counselor, ES | 207 | 207 | Days | 56,261 | 67,379 | 78,496 |
| Asst Principal, ES Counselor, Sec Diagnostician Speech Pathologist Asst Principal, Secondary Coordinator, Special Education Director, Technology Director, Athletics Principal, ES Asst Principal, ES Asst Principal, Secondary Coordinator, Special Education Director, Technology Daily \$317.02 \$379.02 \$379.03 Daily \$317.02 \$379.03 207 Days 65,622 78,50 226 Days 71,646 85,80 Daily \$342.38 \$410.03 226 Principal, ES Daily \$342.38 \$410.03 226 Days Daily \$342.38 \$410.03 Daily \$342.38 Daily \$342.38 | ٦ | Technologist | 207 | | | | | |
| Counselor, Sec 226 197 Days 57,827 69,21 Diagnostician 197 207 Days 60,762 72,70 Speech Pathologist 187 226 Days 66,340 79,40 Baily \$317.02 \$379.0 Asst Principal, Secondary Coordinator, Special Education Director, Technology 226 227 Days 65,622 78,50 226 Days 71,646 85,80 Director, Technology 226 226 Days 71,646 85,80 810.0 Director, Athletics Manager, Business Principal, ES 226 226 Days 77,379 92,60 Daily \$342.38 \$410.0 226 Days 77,379 92,60 Daily \$369.77 \$442.0 | 2 | | | D | aily | \$293.54 | \$351.54 | \$409.5 |
| Diagnostician 197 207 Days 60,762 72,70 Speech Pathologist 187 226 Days 66,340 79,40 3 | A | Asst Principal, ES | 207 | 187 | Days | 54,892 | 65,738 | 76,58 |
| Speech Pathologist 187 226 Days 66,340 79,44 | (| Counselor, Sec | 226 | 197 | Days | 57,827 | 69,253 | 80,680 |
| Daily \$317.02 \$379.00 \$317.02 \$379.00 \$317.02 \$379.00 \$317.02 \$379.00 \$317.02 \$379.00 \$317.02 \$379.00 \$317.02 \$379.00 \$317.02 \$379.00 \$317.02 \$379.00 \$317.02 \$379.00 \$317.02 \$379.00 \$317.02 \$379.00 \$317.02 \$379.00 \$317.02 \$379.00 \$317.02 \$379.00 \$317.02 \$379.00 \$317.02 \$379.00 \$317.02 \$317.0 | [| Diagnostician | 197 | 207 | Days | 60,762 | 72,769 | 84,77 |
| Asst Principal, Secondary Coordinator, Special Education Director, Technology 226 Director, Athletics Manager, Business Principal, ES 207 Days 65,622 78,50 226 Days 71,646 85,80 226 Daily \$342.38 \$410.0 226 Days 77,379 92,60 226 Days 77,379 92,60 226 Days 77,379 92,60 227 Days 65,622 78,50 228 Days 71,646 85,80 228 Daily \$342.38 \$410.0 228 Days 77,379 92,60 229 Daily \$369.77 \$442.0 | 9 | Speech Pathologist | 187 | 226 | Days | 66,340 | 79,448 | 92,55 |
| Coordinator, Special Education 226 226 Days 71,646 85,80 | 3 | | | Da | aily | \$317.02 | \$379.66 | \$442.3 |
| Daily \$342.38 \$410.1 | A | Asst Principal, Secondary | 207 | 207 | Days | 65,622 | 78,589 | 91,55 |
| Daily \$342.38 \$410.0 | (| Coordinator, Special Education | 226 | 226 | Days | 71,646 | 85,803 | 99,96 |
| Director, Athletics 226 226 Days 77,379 92,60 Manager, Business 226 Principal, ES 226 Daily \$369.77 \$442.80 | [| Director, Technology | 226 | | | | | |
| Manager, Business 226 Principal, ES 226 5 Daily \$369.77 \$442.8 | 4 | | | Da | aily | \$342.38 | \$410.04 | \$477.69 |
| Principal, ES 226 5 Daily \$369.77 \$442. | [| Director, Athletics | 226 | 226 | Days | 77,379 | 92,668 | 107,95 |
| 5 Daily \$369.77 \$442. | ſ | Manager, Business | 226 | | | | | |
| | F | Principal, ES | 226 | | | | | |
| | 5 | | | D | aily | \$369.77 | \$442.84 | \$515.9 |
| Principal, Secondary 226 226 Days 83,568 100,00 | F | Principal, Secondary | 226 | 226 | Days | 83,568 | 100,081 | 116,59 |

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

Volleyball Asst

| Activity | Stipend | |
|--------------------------------|----------------------|----------------------|
| STAAR | \$ 1,500 | |
| Yearbook | \$ 2,000 | |
| OAP Director | \$ 5,000 | |
| SkillsUSA | \$ 1,500 | |
| UIL/Textbook Coordinator | \$ 3,000 | |
| HS UIL/Event | | Paid Upon Completion |
| MS UIL/Event | | Paid Upon Completion |
| EL UIL/Event | \$ 400 | Paid Upon Completion |
| MS UIL Coordinator 7th and 8th | \$ 300 | |
| EL UIL Coordinator 2nd-6th | | Paid Upon Completion |
| Robotics/Campus | \$ 600 | Paid Upon Completion |
| Guardian | \$ 1,500 | |
| Resource | | If SPED Certified |
| Life Skills/Self Contained | | If SPED Certified |
| Behavior Classroom | | If SPED Certified |
| VI | | 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 \$ 3,000 | |
| Volleyball Asst | \$ 3,000 | |
| Middle School | | |
| Cheer | \$ 1,500 | |
| Asst Cheer | + -,550 | |
| Basketball Asst | \$ 2,000 | |
| Football Asst | \$ 3,000 | |
| Tennis Asst | \$ 2,000 | |
| Track Asst | \$ 2,000 | |
| Valley hall Asst | , <u>_,</u> 000 | |

\$ 2,000