

**Aledo Independent School District
Teachers
2025-2026 New Hire Guide**

Completed Years of Experience	New Hire Salary	Teaching Experience Stipend
0	\$63,000	n/a
1	\$63,000	\$525
2	\$63,300	\$525
3	\$63,600	\$1,000
4	\$63,900	\$1,000
5	\$66,400	\$1,000
6	\$66,700	\$1,500
7	\$67,100	\$1,500
8	\$67,600	\$1,500
9	\$68,000	\$1,500
10	\$68,400	\$1,500
11	\$68,700	\$2,000
12	\$69,000	\$2,000
13	\$69,400	\$2,000
14	\$69,800	\$2,000
15	\$70,200	\$2,000
16	\$70,500	\$2,500
17	\$70,800	\$2,500
18	\$71,200	\$2,500
19	\$71,600	\$2,500
20	\$72,000	\$2,500
21	\$72,400	\$3,000
22	\$72,800	\$3,000
23	\$73,100	\$3,000
24	\$73,400	\$3,000
25	\$73,700	\$3,000
26	\$74,000	\$3,500
27	\$74,300	\$3,500
28	\$74,600	\$3,500
29	\$74,900	\$3,500
30	\$75,385	\$3,500
31	\$76,205	\$4,000
32	\$76,805	\$4,000
33	\$77,405	\$4,000
34	\$78,005	\$4,000
35	\$78,605	\$4,000
36	\$79,205	\$4,000
37	\$79,805	\$4,000
38	\$80,405	\$4,000

\$1,000 General Master's Degree Stipend

At least \$2,800 increase for continuing Teachers

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.

For any funds received by Aledo ISD for a designated teacher under the Teacher Incentive Allotment, 90% will be paid to the designated teacher. The remaining 10% will be used for training and support of the system, expansion of the system, and professional development. Should the District receive funding for a designated teacher who has resigned or retired, the District will forward payment to the resigned or retired teacher as soon as practicable.



**Aledo Independent School District
Digital Learning Specialist/Interventionist
2025-2026 New Hire Guide**

Completed Years of Experience	New Hire Salary
0	\$63,000
1	\$63,000
2	\$63,300
3	\$63,600
4	\$63,900
5	\$66,400
6	\$66,700
7	\$67,100
8	\$67,600
9	\$68,000
10	\$68,400
11	\$68,700
12	\$69,000
13	\$69,400
14	\$69,800
15	\$70,200
16	\$70,500
17	\$70,800
18	\$71,200
19	\$71,600
20	\$72,000
21	\$72,400
22	\$72,800
23	\$73,100
24	\$73,400
25	\$73,700
26	\$74,000
27	\$74,300
28	\$74,600
29	\$74,900
30	\$75,385
31	\$76,205
32	\$76,805
33	\$77,405
34	\$78,005
35	\$78,605
36	\$79,205
37	\$79,805
38	\$80,405

Aledo ISD Non-Teacher Experience Stipend	
Years of AISD Experience Starting 2025-2026	Stipend Amount
1 - 5	\$500
6 - 10	\$750
11 - 15	\$1,000
16 - 20	\$1,250
21 - 25	\$1,500
26 - 30	\$1,750
31+	\$2,000

\$1,000 General Master's Degree Stipend

This guide applies to Digital Learning Specialist/Interventionist who teaches students not less than an average of four (4) hours each day.

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.



**Aledo Independent School District
Clerical/Paraprofessional Pay Plan
2025-2026**

Pay Grade	Job Title	Duty Days		Minimum	Midpoint	Maximum
1						
	Aide, Physical Education	177				
	Aide, Teacher's	177				
2						
	Aide, ISS	177				
	Aide, Library	177				
	Aide, Special Education	177				
	Receptionist, High School	220				
	Receptionist, Middle School	195				
	Receptionist, Ninth Grade Campus	205				
3						
	Aide, Bilingual	177				
	Aide, Special Education, Special Needs	177				
	Attendance Clerk, High School	177				
	Attendance Clerk, Middle School	177				
	Certified Medical Assistant	177				
	Choral Accompanist	167				
	Distance Learning Aide, High School	195				
	Registrar/PEIMS Clerk, Elementary School	220				
	Registrar/PEIMS Clerk, Middle School	220				
	Registrar/PEIMS Clerk, Ninth Grade Campus	220				
	Secretary, Assistant Principal, High School	205				
	Secretary, Counselor, High School	205				
	Secretary, Finance, High School	207				
	Special Programs Clerk (SHARS/PEIMS)	195				
	Special Programs Clerk	195				
	Specialist, Student Safety	167				
	Specialist, Truancy Prevention	177				
4						
	Aide, Behavior Interventionist	180				
	Clerk, Facilities	236				
	Receptionist/Bearcat Store Manager, Administration Building	236				
	Registrar/PEIMS Clerk, High School	220				
	Secretary, Alternative School Principal	195				
	Secretary, Elementary School Principal	220				
	Secretary, Middle School Principal	220				
	Secretary, Ninth Grade Principal	220				
	Secretary/PEIMS, Early Childhood Academy Associate Principal	220				



**Aledo Independent School District
Clerical/Paraprofessional Pay Plan
2025-2026**

Pay Grade	Job Title	Duty Days	MinimumMidpointMaximum				
5			Hourly Rate	\$21.75	\$25.89	\$30.03	
	Business Office Clerk	236	184	Days	\$32,016	\$38,110	\$44,204
	Dispatcher (Transportation)	236	187	Days	\$32,538	\$38,731	\$44,925
	Licensed Vocational Nurse (LVN)	184/187	205	Days	\$35,670	\$42,460	\$49,249
	Secretary, Advanced Academics & Career Technology Education	236	220	Days	\$38,280	\$45,566	\$52,853
	Secretary, Athletic Director	236	236	Days	\$41,064	\$48,880	\$56,697
	Secretary, Child Nutrition	205					
	Secretary, High School Principal	220					
	Secretary, Maintenance	236					
	Secretary, Special Programs	236					
	Site Supervisor, Child Nutrition	205					
	Specialist, PEIMS Data	236					
	Specialist, Safety (Transportation)	236					
6			Hourly Rate	\$24.45	\$29.10	\$33.75	
	Coordinator, Routing (Transportation)	236	236	Days	\$46,162	\$54,941	\$63,720
	Help Desk Technician	236					
	Secretary, Assistant Superintendent C & I	236					
	Secretary, Business Office	236					
	Secretary, Human Resources	236					
	Secretary, Police/Technology	236					
	Specialist, Accounts Payable	236					
	Specialist, Certification	236					
	Specialist, Human Resources	236					
	Specialist, Payroll	236					
7			Hourly Rate	\$32.15	\$38.27	\$44.39	
	Executive Assistant, Superintendent	236	236	Days	\$60,699	\$72,254	\$83,808



Aledo Independent School District
Auxiliary Pay Plan
2025-2026

Pay Grade	Job Title	Duty Days	MinimumMidpointMaximum				
1			Hourly Rate\$15.30\$18.22\$21.14				
	Assistant Instructor, Child Development Center	195	174	Days	\$15,973	\$19,022	\$22,070
	Bus Monitor (6.0 hrs. per day)	174	174*	Days	\$17,304	\$20,607	\$23,909
	Bus Monitor/White Fleet (6.0 hrs. per day)	174	174**	Days	\$18,635	\$22,192	\$25,749
	Child Nutrition Specialist (6.5 hrs. per day)	174*	174***	Days	\$19,967	\$23,777	\$27,588
	Child Nutrition Specialist, High School (7.0 hrs. per day)	174**	195	Days	\$23,868	\$28,423	\$32,978
	Child Nutrition Asst Manager, High School (7.5 hrs. per day)	174***					
2			Hourly Rate\$17.15\$20.41\$23.67				
	Child Nutrition Manager, Elementary School/ECA	180	180	Days	\$24,696	\$29,390	\$34,085
	Lead Instructor, Child Development Center	195	195	Days	\$26,754	\$31,840	\$36,925
	Warehouse Worker, Shipping & Receiving	261	261	Days	\$35,809	\$42,616	\$49,423
3			Hourly Rate\$18.25\$21.73\$25.21				
	Child Nutrition Manager, Middle School	180	180	Days	\$26,280	\$31,291	\$36,302
	Child Nutrition Manager, Ninth Grade Campus	180	261	Days	\$38,106	\$45,372	\$52,638
	General Maintenance Worker	261					
4			Hourly Rate\$22.00\$26.18\$30.36				
	Carpenter/Locksmith	261	180	Days	\$31,680	\$37,699	\$43,718
	Child Nutrition Manager, High School	180	261	Days	\$45,936	\$54,664	\$63,392
	Trade Apprentice	261					
5			Hourly Rate\$26.50\$31.56\$36.62				
	Electrician	261	261	Days	\$55,332	\$65,897	\$76,463
	HVAC Technician	261					
	Plumber	261					
	Vehicle Mechanic	261					



**Aledo Independent School District
Auxiliary Pay Plan
2025-2026**

Pay Grade	Job Title	Duty Days	Minimum			Midpoint	Maximum
6			Hourly Rate		\$29.75	\$35.42	\$41.09
	Assistant Director, Child Development Center	207	195	Days	\$46,410	\$55,255	\$64,100
	Mechanic Supervisor	261	207	Days	\$49,266	\$58,656	\$68,045
	Police Officer	195	261	Days	\$62,118	\$73,957	\$85,796
	Skilled Maintenance Lead	261					
LRM			Hourly Rate		\$15.25	\$15.25	\$15.25
	Lunch Room Monitor (3.5 hrs. per day)	167	167	Days	\$8,914	\$8,914	\$8,914
BD			Hourly Rate		\$23.25	\$26.56	\$29.87
	Bus Driver (6.0 hrs. per day)	174	174	Days	\$24,273	\$27,729	\$31,184
BDT			Hourly Rate		\$15.25	\$15.25	\$15.25
	Bus Driver Trainee (6.0 hrs. per day)	90	90	Days	\$8,235	\$8,235	\$8,235



**Aledo Independent School District
Administrative/Professional Pay Plan
2025-2026**

Pay Grade	Job Title	Duty Months	Minimum	Midpoint	Maximum	
1			Monthly	\$5,576	\$6,800	\$8,024
	Assistant, Speech-Language Pathologist (SLP)	10	10 Months	\$55,760	\$68,000	\$80,240
	Business Manager	12	12 Months	\$66,912	\$81,600	\$96,288
	Coordinator, Communications	12				
	Coordinator, District PEIMS	12				
	Coordinator, Payroll and Benefits	12				
	Purchasing Manager/Accountant (degreed)	12				
2			Monthly	\$6,022	\$7,344	\$8,666
	Assistant Principal, Elementary	11	10 Months	\$60,220	\$73,440	\$86,660
	Certified Behavior Analyst	10	10.5 Months	\$63,231	\$77,112	\$90,993
	Coordinator, Agriculture Education	12	11 Months	\$66,242	\$80,784	\$95,326
	Coordinator, Career Technology Education (CTE)	12	11.5 Months	\$69,253	\$84,456	\$99,659
	Counselor, Alternative School	10.5	12 Months	\$72,264	\$88,128	\$103,992
	Counselor, Elementary School	10.5				
	Counselor, High School	11/11.5				
	Counselor, District Intervention	10.5				
	Counselor, Middle School/ALC	10.5				
	Counselor, Special Education	10				
	Diagnostician	10.5				
	Director, Child Development Center	11				
	Facilities Manager	12				
	Instructional Specialist	11				
	Lead Athletic Trainer	11				
	Licensed Specialist in School Psychology (LSSP)	10.5				
	Manager, Admission, Review & Dismissal (ARD)	10				
	Nurse, RN	10				
	Specialist, Behavior Intervention	10				
	Specialist, Early Literacy	12				
	Specialist, Lead Campus Testing	11				
	Specialist, Special Education Program	11				
	Speech-Language Pathologist (SLP)	10				



**Aledo Independent School District
Administrative/Professional Pay Plan
2025-2026**

Pay Grade	Job Title	Duty Months	MinimumMidpointMaximum			
3			Monthly	\$6,324	\$7,711	\$9,098
	Assistant Principal, Middle School	11	10 Months	\$63,240	\$77,110	\$90,980
	Associate Principal, Early Childhood Academy	11.5	11 Months	\$69,564	\$84,821	\$100,078
	Cyber Security Administrator	12	11.5 Months	\$72,726	\$88,677	\$104,627
	Director, Band	11.5	12 Months	\$75,888	\$92,532	\$109,176
	Instructional Coordinator, English Language Arts	12				
	Instructional Coordinator, Instructional Technology	12				
	Instructional Coordinator, Math	12				
	Instructional Coordinator, Science	12				
	Instructional Coordinator, Social Studies	12				
	Network Administrator	12				
	Occupational Therapist	10				
	Software Application Administrator	12				
	Systems Administrator/Network Administrator	12				
4			Monthly	\$7,114	\$8,675	\$10,236
	Assistant Director, Technology	12	11 Months	\$78,254	\$95,425	\$112,596
	Assistant Director, Transportation	12	11.5 Months	\$81,811	\$99,763	\$117,714
	Assistant Principal, High School	11	12 Months	\$85,368	\$104,100	\$122,832
	Coordinator, Special Programs	12				
	Director, Advanced Academics & Career Technology Education	12				
	Head Football Coach, High School	12				
	Principal, Alternative School	11.5				
	Principal, Elementary School	11.5				
5			Monthly	\$8,366	\$9,959	\$11,552
	Associate Principal, High School	11.5	11.5 Months	\$96,209	\$114,529	\$132,848
	Chief of Police/Director, Safety & Security	12	12 Months	\$100,392	\$119,508	\$138,624
	Director, Assessment & Accountability	12				
	Director, Athletics	12				
	Director, Child Nutrition	11.5				
	Director, Communications	12				
	Director, Facilities & Operations	12				
	Director, Human Resources	12				
	Director, Special Programs	12				
	Director, Transportation	12				
	Principal, Middle School	11.5				



**Aledo Independent School District
Administrative/Professional Pay Plan
2025-2026**

Pay Grade	Job Title	Duty Months		Minimum	Midpoint	Maximum
6						
	Principal, High School	11.5				
			Monthly	\$9,454	\$11,254	\$13,053
			11.5 Months	\$108,721	\$129,421	\$150,110
7						
	Assistant Superintendent, Curriculum & Instruction	12				
	Assistant Superintendent, Student & Community Programs	12				
	Chief Facilities and Construction Officer	12				
	Chief Financial Officer	12				
	Chief Technology Officer	12				
	Deputy Superintendent	12				
			Monthly	\$10,400	\$12,379	\$14,358
			12 Months	\$124,800	\$148,548	\$172,296



Aledo Independent School District
Aledo ISD Experience Stipend
Non-Teachers Only and Total Aledo ISD Years Experience

Years after completion of 2024-2025	Stipend Amount
1-2	\$ 500.00
3-5	\$ 500.00
6-10	\$ 750.00
11-15	\$ 1,000.00
16-20	\$ 1,250.00
21-25	\$ 1,500.00
26-30	\$ 1,750.00
31+	\$ 2,000.00

