



Agenda of Board Workshop

The Board of Trustees McAllen Independent School District

A Board Workshop of the Board of Trustees of the McAllen Independent School District will be held Wednesday, May 27, 2026, beginning at 5:30 PM Dr. Ricardo Chapa Board Room/Administration Building of the McAllen Independent School District, 2000 North 23rd Street, McAllen, TX 78501.

Items listed on this agenda may be taken in an order other than as shown on this agenda. Unless removed from the consent agenda, items identified within the consent agenda will be acted on at one time.

At this meeting there may be discussion and action by the Board on the item(s) and subject(s) listed as follows:

1. **CALL MEETING TO ORDER**
2. **PUBLIC COMMENT(S)**
3. **DISCUSSION OF 2026-2027 BUDGET:** 3
 - 2026–2027 Proposed Budget Development Update
 - Compensation and Pay Equity Considerations
 - Staffing and Position Considerations
 - Supplemental Compensation and Stipend Considerations
 - Employee Benefits Update
 - Athletics Program ConsiderationsItem Submitted: Lorena Garcia, Deputy Superintendent Business and Operations
Presenter: Presenter: Dr. René Gutiérrez, Superintendent
4. **ADJOURNMENT**

If, during the course of the meeting, discussion of any item on the agenda should be held in a closed meeting, the Board will conduct a closed meeting in accordance with the Texas Open Meetings Act, Government Code, Chapter 551, Subchapters D and E. Before any closed meeting is convened, the presiding officer will publicly identify the section or sections of the Act authorizing the closed meeting. All final votes, actions, or decisions will be taken in open meeting.

Pursuant to Texas Government Code 551.127, a member or employee of a governmental body is authorized to participate remotely in a meeting of the governmental body through a videoconference call, as long as a quorum of the governmental body is physically present at the location of the Board Meeting. Any video conference conducted pursuant to this section will comply with the technical requirements of this section.

Pursuant to Texas Government Code 551.129, the Board of Trustees may use a telephone conference call, video conference call, or communications over the internet to conduct a public consultation with its attorney in an open meeting of the governmental body, or, a private consultation with its attorney in closed meeting of the governmental body.

*The notice for this meeting was posted in compliance with the Texas Open Meeting Action on May 20, 2026 by 5:00 p.m.
Norma Ramirez, on behalf of Board of Trustees.*

**BOARD AGENDA REPORT
MCALLEN INDEPENDENT SCHOOL DISTRICT**

MEETING DATE: May 27, 2026

SUBJECT: 2026-2027 Fifth Budget Workshop

REFERENCE: Goal 4 Financial Priorities, Strategy 7 - Financial Priorities

BACKGROUND INFORMATION/REASON FOR BOARD CONSIDERATION:

The Texas Education Code and Board Policy CE (LOCAL) require every local education agency to prepare a budget of anticipated expenditures and revenues on or before June 19th. The budget is to be approved by the District's Board of Trustees no later than June 30th or earlier.

ADMINISTRATIVE CONSIDERATIONS/FACTS AND ANALYSIS:

Budgets are estimates of what the District originally anticipates spending in the fiscal year. Budgets serve at least three important functions.

- (1) Planning future operations.
- (2) Controlling expenditures in accordance with the appropriations approved by the Board of Trustees of the local education agency.
- (3) Communicating to Administrators of the District's organizational units the resources set aside for the operations of their respective units.

LEGAL REVIEW:

Not required.

BUDGETARY CONSIDERATIONS:

Preliminary 2026-2027 Budget

RECOMMENDED BOARD ACTION:

The 2026-2027 Fifth Budget Workshop is submitted to the Board for information purposes only and requires no Board action.

Attachment:

SUBMITTED BY: *JOEL GARCIA*

SUPERVISOR: *Lorena Garcia*
Lorena Garcia (May 18, 2026 16:32:59 CDT)

For further information contact:
Name: Joel Garcia, CPM, CFO
Office: (956) 618-6016
Email: joel.garcia@mcallenisd.net

Approved for presentation to the Board of Education:

René Gutierrez
RENE GUTIERREZ (May 18, 2026 16:50:45 CDT)



Budget Workshop #5
May 27, 2026



2026–2027 Proposed Budget Update

Purpose and Timeline

Purpose of Tonight's Workshop

- Review updated budget assumptions
- Review compensation and staffing considerations
- Discuss financial impact and tradeoffs
- Receive Board direction for final budget development

Budget Timeline

- **May 27, 2026:** Review updated financial assumptions and compensation options; obtain Board guidance
- **June 10, 2026:**
 - Proposed budget notice published in the newspaper
 - Proposed budget posted on the District website
 - Taxpayer Impact Statement posted on the District website
- **June 16, 2026:** Review proposed 2026–2027 budget prior to adoption
- **June 23, 2026:** Consider adoption of the District's 2026–2027 budget



2025-2026 Fund Balance Update

2025–2026 Fund Balance Summary

June 30, 2025 - Audited Total Fund Balance	\$ 152,193,437
Spent - Assigned Fund Balance	\$ 3,296,127
Spent - Unassigned Fund Balance	\$ 9,061,128
Spent - Restricted - State Fund Balances	\$ 4,130,193
Spent - Restricted - QSCN MTN 2011	\$ 15,237,830
Total Decrease to 1xx	\$ 31,725,278
Projected June 30, 2026 Unaudited Total Fund Balance	\$ 120,468,159
Projected June 30, 2026 Unaudited Unassigned Fund Balance	\$ 96,684,799

These items reflect prior commitments, program restrictions, strategic investments, and one-time uses.



Assigned Fund Balance Uses: \$3,296,127

Category	Amount
Carry Forward Budget Balances	\$1,797,607
Carry Forward Purchase Orders	\$1,405,772
Memorial HS – Dual Enrollment Science Labs	\$84,237
UTRGV Collegiate Academy – Smart Boards	\$8,511



Unassigned Fund Balance Uses:

\$9,061,128

Category	Amount
Facilities & Maintenance	\$3,317,000
Retention Stipends	\$1,583,135
Technology	\$1,036,188
Athletics	\$823,636
Transportation	\$775,000
Fine Arts	\$714,437
Rolled in Deficit	\$594,328
Instructional Programs	\$220,319
Strategic Plan/ Election Costs/ Bond Costs	\$429,500
UTRGV Collegiate	\$155,816
Tax Collections Adjustments	\$(3,489,186)
4 th Six Weeks – Summary of Finance Adjustments	\$2,991,467
Auction Sales	\$(72,475)
Increase in Revenue	\$(18,035)

Restricted Fund Balance Program

Uses: \$4,130,193

Category	Amount
Career & Technical Education (CTE)	\$1,237,134
State Compensatory Education	\$1,178,454
Food Service Equipment	\$661,000
Bilingual	\$271,078
CCMR	\$218,700
School Safety	\$70,171
Dyslexia	\$53,000
Gifted & Talented	\$(350)
Retention Stipends	\$441,006

Restricted Fund Balance Uses

QSCN: \$15,237,830

Category	Amount
QSCN MTN 2011 - Payoff	\$15,237,830





Proposed 2026-2027 Budget

What Has Changed Since the Last Workshop

Since the last workshop, we have updated the model using:

- May 11 property value report, Run ID 4812
- Refined local revenue projections
- Refined state aid projections
- Continued staffing review
- Board feedback from prior discussions

As a result, compensation options were refined to focus on long-term affordability and sustainability.



Current Financial Planning Snapshot

Revenue Assumptions

- FSP-Eligible Enrollment: 19,203
- ADA: 17,522
- Limit Adjusted Taxable: \$9,265,673,953
 - Increase: \$143,461,487 (comparison to last year's certified values)
 - Growth Rate: +1.57 (comparison to last year's certified values)
- Projected Local Tax Revenue: \$75,468,837*
- Projected Local Interest Revenue: \$5,000,000
- Projected State Revenue: \$149,146,733
 - Decrease: \$992,581

Cost Assumptions

- Base Payroll (Fund 1XX): \$198,172,878
- Includes proposed \$50 PEPM increase in district health insurance contribution
- Higher compensation options increase recurring Fund 199 cost pressure and reduce available indirect cost flexibility.

*The proposed total tax rate of \$0.9322 per \$100 of taxable value includes a Tier 1 MCR of \$0.6322, Tier 2 of \$0.1700, and I&S of \$0.1300. Preliminary property values suggest the Tier 1 MCR may compress slightly for 2026-27. Administration is actively monitoring property value trends and will confirm the final rate once certified values are released after July 25. Should any adjustment be needed, the board will be updated promptly and budget projections revised accordingly.

Budget - Departments

Department budget adjustments will reflect priorities identified by department leadership based on operational and programmatic needs, while supporting efforts to reduce budget pressure and preserve priority services.

Campus allocations were not reduced. We will continue to monitor department needs throughout the year and revisit them if savings are realized or additional support is needed.

Department Name	25-26 Budget	26-27 Budget	\$ Difference	% Difference
Superintendent's Office	\$ 299,717	\$ 269,745	\$ (29,972)	-10.00%
Board of Trustees	\$ 33,455	\$ 30,110	\$ (3,346)	-10.00%
Tax Assessor/Collector	\$ 1,522,195	\$ 1,522,195	\$ -	0.00%
Community Information/MITV	\$ 408,061	\$ 367,255	\$ (40,806)	-10.00%
Student Outreach	\$ 30,747	\$ 30,747	\$ -	0.00%
Human Resources	\$ 253,042	\$ 301,617	\$ 48,575	19.20%
Employee Benefits	\$ 63,132	\$ 62,469	\$ (663)	-1.05%
Purchasing	\$ 60,604	\$ 54,544	\$ (6,060)	-10.00%
Division of Business Services	\$ 164,450	\$ 148,005	\$ (16,445)	-10.00%
Internal Audit	\$ 11,123	\$ 10,011	\$ (1,112)	-10.00%
Accounting	\$ 30,608	\$ 27,547	\$ (3,061)	-10.00%
Payroll	\$ 19,965	\$ 17,968	\$ (1,998)	-10.01%
Deputy Superintendent	\$ 46,936	\$ 42,242	\$ (4,694)	-10.00%
Legal Counsel	\$ 13,353	\$ 14,553	\$ 1,200	8.99%
Warehouse/Fixed Assets	\$ 72,447	\$ 65,202	\$ (7,245)	-10.00%
Police Department	\$ 499,135	\$ 534,135	\$ 35,000	7.01%
Student Support Services	\$ 74,733	\$ 67,260	\$ (7,473)	-10.00%
Technology	\$ 2,021,159	\$ 2,241,518	\$ 220,359	10.90%
Library Services	\$ 324,817	\$ 292,335	\$ (32,482)	-10.00%
Health Services	\$ 45,629	\$ 41,066	\$ (4,563)	-10.00%
Research and Policy	\$ 5,188	\$ 4,669	\$ (519)	-10.00%
IB Program	\$ 214,654	\$ 193,189	\$ (21,465)	-10.00%
Instructional Services	\$ 653,321	\$ 1,229,744	\$ 576,423	88.23%
Bilingual Program	\$ 87,300	\$ 78,570	\$ (8,730)	-10.00%
Instructional Leadership	\$ 1,857,306	\$ 1,704,602	\$ (152,704)	-8.22%
Student Operations	\$ 94,782	\$ 85,304	\$ (9,478)	-10.00%
Facilities Maintenance & Operations	\$ 1,903,690	\$ 1,903,690	\$ -	0.00%
Avid Program	\$ 36,106	\$ 32,495	\$ (3,611)	-10.00%
Transportation	\$ 784,944	\$ 1,185,044	\$ 400,100	50.97%
	\$ 11,632,599	\$ 12,557,831	\$ 925,232	7.95%



Compensation and Pay Equity Considerations

Compensation Options

Metric	Option A	Option B	Option C	Option D
Teacher Pay Increase	1.00%	1.50%	1.75%	\$1,000
Support Staff Pay Increase	3.00%	3.00%	3.00%	\$1,000
Admin / Professional Pay Increase	1.00%	1.00%	1.00%	\$1,000
Projected Budget Gap – Compensation & Benefits	\$ 2,798,241	\$ 3,113,023	\$ 3,298,592	\$ 3,140,001
Proposed Market / Equity Adjustments	\$ 591,652	\$ 627,498	\$ 654,821	\$ 591,652
Proposed Stipends	\$ 148,450	\$ 148,450	\$ 148,450	\$ 148,450
Proposed New Positions	\$ 328,783	\$ 328,783	\$ 328,783	\$ 328,783
Total Projected Budget Gap	\$ 3,867,126	\$ 4,217,754	\$ 4,430,646	\$ 4,208,886

District Financial Context

- \$96.7M projected unassigned fund balance
- 139 projected days cash on hand
- Base budget is balanced before compensation enhancements. Compensation decisions create recurring obligations, so one-time reserves should be used cautiously for ongoing payroll commitments.

Raise Cost by Fund – 1xx Funds



Metric	Option A	Option B	Option C	Option D
Teacher Pay Increase	1.00%	1.50%	1.75%	\$1,000
Support Staff Pay Increase	3.00%	3.00%	3.00%	\$1,000
Admin / Professional Pay Increase	1.00%	1.00%	1.00%	\$1,000

Fund	Option A		Option B		Option C		Option D	
	Amount	% of Total Raise	Amount	% of Total Raise	Amount	% of Total Raise	Amount	% of Total Raise
101-Food Service	232,407	7.62%	232,407	6.86%	232,407	6.48%	284,581	8.20%
155-CCMR	5,137	0.17%	5,137	0.15%	5,137	0.14%	6,749	0.19%
156-Early Education	49,070	1.61%	59,795	1.77%	65,991	1.84%	75,239	2.17%
157-Dyslexia	11,639	0.38%	16,027	0.47%	18,526	0.52%	21,996	0.63%
158-School Safety	24,526	0.80%	24,526	0.72%	24,526	0.68%	17,998	0.52%
162-CTE	80,219	2.63%	106,034	3.13%	121,575	3.39%	122,352	3.53%
163-Gifted & Talented	3,049	0.10%	3,049	0.09%	3,049	0.09%	3,375	0.10%
164-Bilingual	18,905	0.62%	18,905	0.56%	18,905	0.53%	29,247	0.84%
173-Special Education	368,175	12.07%	418,809	12.37%	449,212	12.53%	530,038	15.27%
183-Athletics	22,685	0.74%	25,537	0.75%	27,560	0.77%	16,873	0.49%
184-Fine Arts	10,733	0.35%	12,191	0.36%	13,091	0.37%	19,481	0.56%
185-Teacher Retention Allotment	75,013	2.46%	105,047	3.10%	122,189	3.41%	-	0.00%
193-State Compensatory	100,915	3.31%	126,781	3.74%	140,146	3.91%	153,670	4.43%
199-General Fund	1,795,768	58.89%	1,958,778	57.84%	2,056,278	57.36%	1,858,402	53.55%
1xx Total Cost	\$ 2,798,241	91.77%	\$ 3,113,023	91.93%	\$ 3,298,592	92.02%	\$ 3,140,001	90.47%

Raise Cost by Fund – All Other Funds



Metric	Option A	Option B	Option C	Option D
Teacher Pay Increase	1.00%	1.50%	1.75%	\$1,000
Support Staff Pay Increase	3.00%	3.00%	3.00%	\$1,000
Admin / Professional Pay Increase	1.00%	1.00%	1.00%	\$1,000

Fund	Option A		Option B		Option C		Option D	
	Amount	% of Total Raise	Amount	% of Total Raise	Amount	% of Total Raise	Amount	% of Total Raise
211-Title I	90,916	2.98%	96,380	2.85%	99,687	2.78%	132,998	3.83%
212-Migrant	6,516	0.21%	6,516	0.19%	6,516	0.18%	5,686	0.16%
224-IDEA Part B	66,168	2.17%	71,383	2.11%	74,336	2.07%	84,294	2.43%
225-IDEA Part B Preschool	901	0.03%	901	0.03%	901	0.03%	2,274	0.07%
244-CTE	4,046	0.13%	4,046	0.12%	4,046	0.11%	4,549	0.13%
255-Title II	10,772	0.35%	13,337	0.39%	14,721	0.41%	8,873	0.26%
274-GEAR UP	4,361	0.14%	4,361	0.13%	4,361	0.12%	5,687	0.16%
288-Fed Fund Special Revenue	1,542	0.05%	1,542	0.05%	1,542	0.04%	1,136	0.03%
289-Title IV	5,712	0.19%	5,712	0.17%	5,712	0.16%	5,341	0.15%
315-IDEA Part B Deaf	1,814	0.06%	1,814	0.05%	1,814	0.05%	2,274	0.07%
435-RDSPD State	15,761	0.52%	18,626	0.55%	20,121	0.56%	26,797	0.77%
435-RDSPD Locally Funded	42,569	1.40%	48,710	1.44%	52,243	1.46%	50,682	1.46%
Other Funds Total Cost	\$ 251,078	8.23%	\$ 273,328	8.07%	\$ 286,000	7.98%	\$ 330,591	9.53%

All Funds Total Cost	\$ 3,049,319	100.00%	\$ 3,386,351	100.00%	\$ 3,584,592	100.00%	\$ 3,470,592	100.00%
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Teacher Pay Equity

Cost:

\$455,351 @ 1% GPI

\$508,996 @ 1.5% GPI

\$538,647 @ 1.75% GPI

Asst Principal, ES
Asst Principal, HS
Asst Principal, I&G, AECHS, Lamar
Asst Principal, MS
Behavioral Strategist
Coach, Bilingual & English Learner
Coach, Innovative Instruction
Coach, Instructional K-5 & 6-8
Coach, Instructional Literacy Math & Writing 3-8
Coach, Instructional Science Intervention
Coordinator, Advance Academics
Coordinator, Career Technical Education
Coordinator, College Career Military Readiness (CTE)
Coordinator, Early Childhood Instruction
Coordinator, Fine Arts
Coordinator, Language Arts Sec
Coordinator, Language Arts/Reading Elem
Coordinator, Mathematics ES & Sec

Coordinator, Science Sec
Coordinator, Science/Social Studies Elem
Coordinator, Social Studies Sec
Coordinator, Student Assessment ES & Sec
Counselor, ES
Counselor, ES SPED
Counselor, HS
Counselor, I&G
Counselor, Lamar
Counselor, Lead
Counselor, MS
Counselor, UTRGV
Dean of Instruction
Facilitator, School Improvement MS & HS
Instructional Support Officer
Librarian
Specialist, Instructional Technology
Supervisor, Special Education



Staffing and Position Considerations

Proposed New Positions

Cost \$328,783

Coordinator, TIA (AE-04)

Fund: 199-TI
Daily Rate: \$370.23
Work Days: 221
Annual Salary: \$81,820.83

Teacher, CTE (Barber)

Fund: 162
Daily Rate: \$329.25
Work Days: 187
Annual Salary: \$61,570

Clerk, CTE (CT-01)

Fund: 162
Hourly Rate: \$14.57
Work Days: 226
Annual Salary: \$26,342.56

Clerk, Medicaid (CT-04)

Fund: 173
(207 days to 217 days)
Increase: \$1,524

Counselor (AE-03)

Fund: 173
Daily Rate: \$332.56
Work Days: 190
Annual Salary: \$63,186.40

Physical Therapist (AE-05)

Fund: 173
Daily Rate: \$357.04
Work Days: 187
Annual Salary: \$66,766.48

Mariachi: Teacher Middle School Director

Fund: 199
Daily Rate: \$329.25
Work Days: 202
Annual Salary: \$66,508.50

Bond Project Manager (AE-05)

Fund: 199
Daily Rate: \$
Work Days: 226
Annual Salary: \$

Proposed New Positions-Bond Project Manager

JOB TITLE: Bond Project Manager

JOB CODE:

REPORTS TO: Executive Director for FMO

PAY GRADE:

DEPARTMENT/CAMPUS: Facilities Maintenance Operations

DATE REVISED: May 15, 2026

WAGE/HOUR STATUS: Exempt

FUNDING SOURCE: 199

PRIMARY PURPOSE:

The **Bond Project Manager** is responsible for the comprehensive oversight, planning, and execution of the School District's multi-year capital improvement bond program. This role serves as the primary point of contact between district leadership, architectural firms, construction contractors, and the community. The goal is to ensure all bond-funded projects—ranging from new construction to systemic infrastructure upgrades—are completed on time, within budget, and in alignment with the district's educational specifications.

QUALIFICATIONS:

Education/Certification:

Bachelor's degree in construction management, Architecture, Engineering, Business Administration, or a related field.

Special Knowledge/Skills:

Knowledge of local and state building codes.
Knowledge of state public school construction rules/regulations.
Knowledge of building construction techniques.
Skill in the application of all construction, building codes, etc.
Skill in implementing communication and collaboration between and among various areas of the organization to enhance service delivery, project development, and customer satisfaction.
Deep understanding of public works procurement (e.g., CM-at-Risk, Design-Build, Competitive Sealed Proposals).
Proficiency in project management software (e.g., Procore, Primavera, or MS Project).
Strong "soft skills" for navigating school board politics and community concerns.
Skill in operating standard computer and software applications, including but not limited to electronic mail, word processing, spreadsheets, databases, and presentations.
Skill in communicating effectively verbally and in writing.
Ability to organize and prioritize work responsibilities.

Experience:

5+ Years of experience in large-scale project management, preferably within a public sector or K-12 environment.
Proven track record of managing budgets exceeding **\$50M+**.

MAJOR RESPONSIBILITIES AND DUTIES/ESSENTIAL FUNCTIONS:

1. Oversee the \$335 million bond budget. This includes cash flow forecasting, approving expenditures, managing contingencies, and ensuring strict compliance with state and local bidding laws.
2. Coordinate small (<\$250K), medium (\$250K - \$5MIL) and large (\$5MIL - \$100MIL) construction projects; manage project scope, budgets, and schedule.
3. Lead the development and implementation of the master bond schedule. Align construction timelines with the academic calendar to minimize classroom disruption.

Job Description Bond Project Manager

4. Lead the procurement process for architects, engineers, and general contractors. Evaluate performance and ensure all parties adhere to contractual obligations and safety standards.
5. Coordinate delivery of projects using a variety of methods including competitive sealed proposal (CSP), construction manager at risk (CMAR), and design-build.
6. Coordinate procurement of design services using consultant pool or request for qualifications (RFQ) process;
7. coordinate procurement of construction contracts with the Purchasing Department.
8. Manage and oversee construction projects assigned to ensure projects are on schedule; manage expenditures and budget, and ensure buildings are constructed as designed.
9. Monitor all phases of construction (design, bidding, construction, and close-out). Conduct regular site visits to ensure quality control and adherence to district-specific standards.
10. Coordinate and conduct construction meetings for multiple projects.
11. Serve as the liaison to the Bond Oversight Committee. Prepare regular status reports for the Superintendent and Board of Trustees.
12. Implement communication and collaboration between and among various areas of the district stakeholders to enhance service delivery, program development, and customer satisfaction.
13. Coordinate projects with all local, state and federal authorities having jurisdiction. Ensure all projects meet ADA requirements, building codes, fire safety regulations, and environmental standards.
14. Coordinate departmental activities with other campuses, District offices and administrators and provide assistance.
15. Demonstrate behavior that is professional, ethical, and responsible and serve as a role model for all District staff.
16. Follow McAllen ISD customer service standards.
17. Perform other duties assigned by immediate supervisor (primary evaluator).

SUPERVISORY RESPONSIBILITIES:

No direct supervision is exercised; however, position indirectly supervises contractors, architects, and consultants.

EQUIPMENT USED:

Computer, copier, adding machine, fax machine, multimedia equipment, network equipment

WORKING CONDITIONS:

Mental Demands:

Maintain emotional control under stress; Coordinate multiple and complex district projects; Meet deadlines, and work with frequent interruptions

Physical Demands/Environmental Factors:

Stand, walk, climb, bend, crouch, reach, push, and pull weight on a continual basis.

Proposed Repurposed Position- School Safety Specialist

JOB TITLE: School Safety Specialist

JOB CODE: ????

REPORTS TO: Chief of Police

PAY GRADE: ???

DEPARTMENT/CAMPUS:

DATE REVISED: May 19, 2026

WAGE/HOUR STATUS: Exempt

FUND/ DAYS:

PRIMARY PURPOSE:

To support the district in planning, organizing, authoring, implementing, and carrying out safety procedures and emergency operations plans of the district. Oversee compliance with all state and federal statutes and Grants relating to safety.

QUALIFICATIONS:

Education/Certification:

Associates Degree preferred, or experience in Public Safety (Law Enforcement, Fire, Emergency Management, or Technology).

Instructor Certification (Civilian Response to Active Shooter Events) preferred.

Certified peace officer/fire fighter, preferred.

Certified school-based law enforcement, preferred (SBLE)

Currently hold or obtain within a year:

NIMS Certification (National Incident Management system) Basic Level

Special Knowledge/Skills:

Strong organizational, communication and interpersonal skills.

Standard Response Protocols (SRP)

Standard Reunification Method (SRM)

Knowledge of Texas Education Code, Chapter 37&38

Knowledge of Texas Administrative Code Chapter 61

Ability to interpret policy, procedures, and data.

Knowledge/Experience in All Hazards Response.

Experience:

Minimum 2 years in a Public School, Public Safety role (Law Enforcement, Fire, Emergency Management) in a school setting required.

Experience in Crisis, Emergency, and Risk Management, required

Experience in Incident Management at a local, state, federal or military level, preferred.

MAJOR RESPONSIBILITIES AND DUTIES:

1. Oversee, update, and implement a district-wide Multi-Hazard Emergency Operations Plan (MEOP).
2. Oversee Standard Response Protocols (SRP) for district
3. Develop a District Wide Communications Plan while working with local, state, federal law enforcement.
4. Oversee safety measures for all staff including substitute teachers and maintain consistent training.
5. Coordinate Campus Safety Audits in accordance with the Texas Education Agency (TEA) & Texas School Safety Center (TxSSC) Guidelines.
6. Works with district and emergency responders and serves as a liaison regarding safety related issues on school campuses.
7. Coordinates a comprehensive school safety program including Cyber threats.
8. Advises and assists site-based administrators in matters involving school safety.
9. Seek, apply, and coordinate grants relating to safety.
10. Coordinate and lead Safety and Security Committee meetings (Executive & Board) and implement recommendations.
11. Develop and create a working relationship with outside agencies for the betterment of response, recovery and training.
12. Monitor, identify and evaluate safety systems for new and existing

buildings and ensure that building standards for instructional facilities provide a secure and safe environment as per the Texas Administrative Code Chapter 61, but not limited to include surveillance cameras, controlled access, and/ or any other forms of technology related to safety and potential crimes.

13. Oversee and enforce all mandates by Texas Education Agency (TEA) and Texas School Safety Center (TxSSC)

14. Coordinate with Counseling Department to incorporate social Emotional Health within safety plan.

Training Responsibilities:

1. Coordinate required trainings per state rules & guidelines.
2. Coordinate tabletop and full-scale exercises for the following but not limited to all hazards and all disciplines (Public Safety, Mental Health, Law Enforcement, etc.): Active Shooter, Industrial Accidents, Terrorist Attacks, Mass Gatherings, UIL Sporting Events and Weather-Related Emergency/Natural Disasters.
3. Coordinate with City, County, and other external partner entities as needed.
4. Provides training and assistance to site-based administrators in matters of safety.

Work Expectations:

1. Maintain punctuality in daily activities, meetings, and appointments.
2. Meet work deadlines as assigned by supervisor.
3. Demonstrate good morals, ethics and values, keeping honesty and transparency in mind always.
4. Be on call 24/7, willing and able to respond at a moment's notice to an emergency incident.

Supervisory Responsibilities:

The position will report directly to the Chief of Police or designee. This position's authority will span district wide regarding policies, procedures and practices of School Safety as required by State.



Supplemental Compensation and Stipend Considerations

Child Nutrition Program



Cost \$500

New Stipend Proposed: Certified Forklift Operator Trainer

- Guarantee staff is trained on safely operating a forklift and/or other lifting machines to support safe and efficient district warehouse operations
- Ensure staff are trained in proper pre-and-post checks of lifting equipment to eliminate potential harm to self or equipment
- Maintain updated on all required training related to equipment and food safety
- \$500 a year paid with Fund 101

Dyslexia

Cost \$3,000

DYSLEXIA PROGRAM			PROPOSED 2026-27	
Position	# of Positions	Yearly Stipend	# of Positions	Yearly Stipend
Certified Academic Language Therapists (CALT)	8	\$3,000	1+	\$3,000
Certified Academic Language Practitioners (CALP)	4	\$2,000		
Note:		<i>Fund 157 HR Entered</i>		
1) CALT Candidates who are not certified with a master degree within 5 years of obtaining Academic Language Therapy Association (ALTA) CALT certification will be recognized and certified as a Certified Academic Language Practitioner (CALP) and paid accordingly. 2) For those CALT Candidates completing the Masters program in the Spring of 2024 will be eligible for stipend in 2024-25 if continues as a dyslexia teacher.				

Data Source: 2025-2026 Employee Compensation Plan

Special Education



Cost \$28,500

SPECIAL EDUCATION PROGRAM			PROPOSED 2026-27	
Position	# of Positions	Yearly Stipend	# of Positions	Yearly Stipend
Special Education Teacher - Self contained	45	\$2,000	53	
Special Education Teacher	108	\$1,500	122	
Special Education Early Childhood	16	\$2,000		
Visually Impaired (VI) Teacher	2	\$2,700		
Vocational Adjustment Coordinator	4	\$1,200		
Social Worker	1	\$1,200	2	
Diagnostician	28	\$1,700		
School Psychologist	8	\$1,700	9	
Special Education Counselor	6	\$1,200	7	
Occupational Therapist	4	\$1,200	3	
Speech Pathologist	20	\$1,200		
Speech Assistant	9	\$1,200	10	
Behavior Support	3	\$1,500		
STRIDES Teachers-Self-contained	8	\$2,000	7	
Teacher Board Certified Behavior Analyst (Certification required)	2	\$2,500		
Special Duty Positions	# of Positions	Yearly stipend	# of Positions	Yearly Stipend
Lead Department Chair STRIDES	1	\$2,500		
Lead Speech Pathologist	1	\$2,500		
Lead School Psychologist	1	\$2,500		
Lead Behavior Strategist	1	\$2,500		
Lead Counselor (Less than 10)	1	\$1,000		
Lead Occupational Therapist (Less than 10)	1	\$1,000		
Lead Diagnostician	1	\$2,500		
Notes:		Fund 173 / 224 Department		

		PROPOSED 2026-27	
Extra Duty	Mono Per Eval / Bilingual Per Eval	By Evaluation	
School Psychological Eval for Emotional Disturbance/Autism	\$325 / \$375		
School Psy. & Diangostician - FIE for LD, OHI, etc (No Psychological, No Speech Eval)	\$350 / \$400		
Speech Pathologist - Speech Evaluation	\$300 / \$350		
	Fund 173 / 224 Department		
Certification	# of Positions	Yearly stipend	# of Positions
Speech Pathologist (with Masters)	19	\$5,000	
Speech Assistant Therapist	7	\$1,800	10
		Fund 173/224 HR Entred	
Special Assignment	# of Positions	Yearly stipend	# of Positions
Adapted Physical Education	3	\$1,200	
Adapted Physical Education (Special Olympics)	3	\$2,000	
		Fund 173 / 224 HR Entered	

Part-Time Athletic Program Rates



McALLEN INDEPENDENT SCHOOL DISTRICT 2025 - 2026 PART TIME ATHLETIC PROGRAM RATES		Proposed 2026-27
Varsity Football	Hourly Rate	Hourly Rate
Chain Crew	\$35 (flat rate)	\$45 (flat rate)
Game Manager	\$13.00	
Bookkeeper	\$13.00	
Ticket Seller	\$12.50	
Usher/Ticket taker	\$9.75	
Gate Keeper (East/West)	\$10.25	
Spotter	\$9.75	
Press Box Supervisor	\$10.75	
25 Second Clock	\$12.00	
Clock/Scorekeeper	\$12.00	
Announcer	\$100 (per game)	

Cost \$600

Data Source: 2025-2026 Employee Compensation Plan

Athletic Programs

Cost \$3,600

High School Head Coach Positions	# of Positions	Extra Days (Daily Rate)*	Yearly Stipend	# of Positions	Extra Days (Paid at current daily rate)	Yearly Stipend	Notes:
Baseball	3	15	\$7,500				
Basketball	6	15	\$7,500				
Cheer	3	15	\$7,500			\$8,700	Considered a year round sport
Powerlifting	3	15	\$7,500				
Soccer	6	15	\$7,500				
Softball	3	15	\$7,500				
Volleyball	3	15	\$7,500				
Wrestling	3	15	\$7,500				
Cross Country	6	15	\$7,500				
Track	6	15	\$7,500				
Year Round Sports							
Golf	3	15	\$8,700				
Swim Coordinator / Diving	1	15	\$10,000				
Swimming	3	15	\$8,700				
Tennis	3	15	\$8,700				

Data Source: 2025-2026 Employee Compensation Plan

Athletic Programs

Cost \$96,750

High School Asst. Coach Positions	# of Positions	Extra Days (Daily Rate)*	Yearly Stipend	# of Positions	Extra Days (Paid at current daily rate)	Yearly Stipend	Notes:
Asst. Athletic Coordinator *	3	0	\$7,500				
Baseball Asst.	12	15	\$4,000				
Basketball Asst.	24	15	\$4,000				
Cheer Asst.	3	7	\$4,000			\$5,500	Considered a year round sport
Cross County Asst.	6	15	\$4,000				
Football - 9th grade	12	15	\$4,000				
Football - Defensive Coordinator	3	20	\$7,500				
Football - Offensive Coordinator	3	20	\$7,500				
Special Teams Coordinator	3	20	\$7,500				
Football - Varsity Asst.	18	15	\$5,500	+3			1 additional assistant per campus
Powerlifting	3	15	\$4,000	+3			1 additional assistant per campus
Soccer Asst.	18	15	\$4,000				
Softball Asst.	12	15	\$4,000				
Strength & Conditioning	3	15	\$4,000				
Track Asst.	24	15	\$4,000				
Volleyball Asst.	12	15	\$4,000				
Wrestling Asst.	3	15	\$4,000	+3			1 additional assistant per campus
Year Round Sports							
Swimming Asst.	3	15	\$5,500				
Tennis Asst.	3	15	\$5,500	+3			1 additional assistant per campus
Golf Asst.	3	15	\$5,500				

Data Source: 2025-2026 Employee Compensation Plan

Fine Arts Programs

Cost \$9,600

McALLEN INDEPENDENT SCHOOL DISTRICT 2025 - 2026 FINE ARTS PROGRAM				PROPOSED 2026-27		
High Schools	# of Positions	Extra Days (Paid at current daily rate)	Yearly Stipend (unless noted)	# of Positions	Extra Days	Yearly Stipend
Head Band Director	3	25	\$11,500			
Asst. Band Director	12	15	\$8,500			
Head Orchestra Director	3	15	\$7,000			
Asst. Orchestra Director	3	15	\$4,000			
Head Choir Director	3	13	\$8,500			
Asst. Choir Director	4	8	\$4,500			
Head Theater Arts Director	3	15	\$9,500			
Asst. Theatre Arts Director	5	15	\$8,000			
Lead Theatre Arts Teacher	1	0	\$2,000			
Mariachi Director	3	20	\$9,500			
Mariachi Asst. Director	3	15	\$8,500			
Assist Mariachi Program	3	0	\$2,000			
Dance / Folklorico Director	3	10	\$8,000			\$8,700
Asst. Dance Team Sponsor	3	5	\$3,000			\$5,500
Flag Corp	3	0	\$3,000 (per semester)			
Assist HS Fall Marching (Football & Pigskin)	6	0	\$2,000			
Lead Art Teacher	1	0	\$2,000			
Art teacher (All but I&G)	10	0	\$1,000			
Auditorium Manager	3	0	\$2,500			

Data Source: 2025-2026 Employee Compensation Plan

High School UIL

Cost \$400

University Interscholastic League (UIL) Sponsorship	# positions (1 per HS)	Yearly Stipend	# of Positions	Yearly Stipend
Coordinator	4	\$2,700		
Accounting	4	\$1,300		
Calculator	4	\$1,300		
Chess (Non-UIL)	4	\$1,100		
Computer Science	4	\$1,300		
Congressional Debate	4	\$1,300		
Copy Editing	4	\$1,300		
Cross Examination	4	\$1,300		
Current Events	4	\$1,300		
Editorial Writing	4	\$1,300		
Feature Writing	4	\$1,300		
Headline Writing	4	\$1,300		
Informative Speaking	4	\$1,300		
Lincoln Douglas Debate	4	\$1,300		
Literary Criticism	4	\$1,300		
Math	4	\$1,300		
News Writing	4	\$1,300		
Number Sense	4	\$1,300		
Persuasive Speaking	4	\$1,300		
Poetry	4	\$1,300		
Prose	4	\$1,300		
Ready Writing	4	\$1,300		
Robotics	4	\$1,200		\$1,300
Science	4	\$1,300		
Social Studies	4	\$1,300		
Spelling	4	\$1,300		
Theatrical Design	4	\$1,300		
Young Filmmakers	4	\$1,300		

Data Source: 2025-2026 Employee Compensation Plan

High School Extra-Curricular

Cost \$2,500

Extra Curricular Activities	# positions (1 per HS)	Yearly Stipend	# of Positions	Yearly Stipend
American Sign Language Society	5	600		
Art Society/ Club	5	\$600		
Campus Magazine	5	\$600		
Citizen Bee	5	\$1,000		
Crime Stoppers	5	\$1,200		
French Honor Society	5	\$600		
Interact Club	5	\$600		
Masterminds/ Quiz Bowl	5	\$900		
Mock Trial Coach	5	\$1,200		
Motion Picture/TV/AV	5	\$700		
National History Day Coach	5	\$1,200		
National Honor Society	5	\$850		
Newspaper	5	\$1,000		
Spanish National Honor Society	5	\$600		
Sponsor - Freshman or Sophomore	5	600 each		
Sponsor - Junior or Senior	5	1200 each		
Student Council	5	\$1,200		
Thespian Honor Society	5	\$600		
Yearbook	5	\$1,500		\$2,000
JROTC Color Guard	3	\$600		
JROTC Drill Team (Armed / Unarmed)	3	\$600		
JROTC Honor Guard	3	\$600		
JROTC Physical Fitness Team	3	\$600		
JROTC Rifle	3	\$600		

Data Source: 2025-2026 Employee Compensation Plan

Middle School Extra-Curricular



Cost \$3,000

Extra Curricular Activities	# positions (1 Per MS)	Yearly Stipend	# of Positions	Yearly Stipend
Cyber Patriot Club	6	\$750		
Nat'l History OR Citizen Bee	6	\$1,200		
National Honor Society	6	\$700		
Publication / Yearbook	6	\$500		\$1,000
Spelling Bee	6	\$600		
Student Council	6	\$700		

Data Source: 2025-2026 Employee Compensation Plan

State and Federal Programs

Cost \$6,500

STATE & FEDERAL PROGRAMS				
Position	# of Positions	Yearly Stipend	# of Positions	Yearly Stipend
Social Worker	12	\$1,000		
				<i>Fund 193 Department Supplemental</i>
Title I, Part A				
Position	# of Positions	Yearly Stipend	# of Positions	Yearly Stipend
Title I ELA Coach	1	\$10,000		
Title I Math Coach	1	\$10,000		
Title I Literacy Coach (Writing 3-8)	1	\$10,000		
Instructional Coach - Science Interventionist	1	\$7,000		
Title I Parent and Family Engagement Specialist (NEW)	13	\$500	13	\$500.00
				<i>Fund 211/193 HR Entered</i>

Data Source: 2025-2026 Employee Compensation Plan

Grant Funded-Title II

Savings \$36,000

Title II, Part A				
Position	# of Positions	Yearly Stipend	# of Positions	Yearly Stipend
Content Specialist Teacher (Qualifications listed on job description)	12	\$3,000		DELETE
Mentors of New Teachers (Years 0-3) **	TBD	\$1,000		
University of Texas Rio Grande Valley (UTRGV) Teacher Residency	20	\$12,000		
		<i>Fund 255 HR Entered ** Department Supplemental</i>		

Data Source: 2025-2026 Employee Compensation Plan

UTRGV Project MHS ACCESS



Cost \$1,000

New Stipend Proposed: Counseling Intern Site Supervisor

- Furnish premises, personnel, services and all other items necessary for the educational experience specified in the Program
- Comply with all applicable federal, state and municipal laws, ordinances, rules and regulations; comply with all applicable requirements an any accreditation authority; and certify such compliance upon request by university
- Permit the authority responsible for accreditation of University's curriculum to inspect the facilities, services and other items provided by Facility for purposes of the educational experience
- \$1,000 a year paid with Fund 289

Stipend Summary



1XX Stipends		
Stipend	Fund	Increase/Decrease
CNP Forklift Operator Trainer	101	\$500
CALT	157	\$3,000
Special Education	173	\$28,500
Athletics	183	\$600
Cheer	183	\$3,600
Cheer Assistant	183	\$4,500
Football Varsity Assistant	183	\$32,250
Wrestling Assistant	183	\$27,750
Tennis Assistant	183	\$32,250
Dance	184	\$2,100
Dance Assistant	184	\$7,500
Robotics	199	\$400
HS Yearbook	199	\$2,500
MS Yearbook	199	\$3,000
		\$148,450

Grant Funded Stipends		
Stipend	Fund	Increase/Decrease
Title I Parent and Family Engagement Specialist	211	\$6,500
Delete Content Specialist Teacher	255	-\$36,000
UTRGV Project MHS ACCESS	289	\$1,000
		(\$28,500)



Compensation Plan

New Hire Guide for Teachers



Starting Salary: \$55,675
General Pay Increase: 1% or \$675

Years of Experience	New Hire Salary
0	\$55,675
1	\$55,975
2	\$56,235
3	\$57,475
4	\$58,170
5	\$61,345
6	\$61,645
7	\$61,945
8	\$62,245
9	\$62,645
10	\$63,245
11	\$63,845
12	\$64,470
13	\$65,240
14	\$65,915
15	\$66,315
16	\$66,715
17	\$67,115
18	\$67,660
19	\$68,335
20	\$68,735
21	\$69,135
22	\$69,560
23	\$70,590
24	\$71,390
25+	\$72,065



New Hire Guide for Teachers

Starting Salary: \$56,000
 General Pay Increase: 1.5% or \$1,000

Teachers Salary Plan Development										
McAllen ISD										
Model 5: \$56,000 starting, 1.5% GPI										
2025-2026 Years of Exp	2025-2026 New Hire Salary	+	TRA	+	1.5% General Pay Increase	+	Additional Adjustment	=	2026-2027 Years of Exp	2026-2027 Proposed New Hire Salary
									0	\$56,000
0	\$55,300	+		+	\$1,000	+		=	1	\$56,300
1	\$55,560	+		+	\$1,000	+		=	2	\$56,560
2	\$55,860	+	\$940	+	\$1,000	+		=	3	\$57,800
3	\$57,310	+		+	\$1,000	+		=	4	\$58,310
4	\$58,170	+	\$2,500	+	\$1,000	+		=	5	\$61,670
5	\$60,970	+		+	\$1,000	+		=	6	\$61,970
6	\$61,270	+		+	\$1,000	+		=	7	\$62,270
7	\$61,570	+		+	\$1,000	+		=	8	\$62,570
8	\$61,970	+		+	\$1,000	+		=	9	\$62,970
9	\$62,570	+		+	\$1,000	+		=	10	\$63,570
10	\$63,170	+		+	\$1,000	+		=	11	\$64,170
11	\$63,770	+		+	\$1,000	+		=	12	\$64,770
12	\$64,470	+		+	\$1,000	+		=	13	\$65,470
13	\$65,240	+		+	\$1,000	+		=	14	\$66,240
14	\$65,640	+		+	\$1,000	+		=	15	\$66,640
15	\$66,040	+		+	\$1,000	+		=	16	\$67,040
16	\$66,440	+		+	\$1,000	+		=	17	\$67,440
17	\$66,940	+		+	\$1,000	+		=	18	\$67,940
18	\$67,660	+		+	\$1,000	+		=	19	\$68,660
19	\$68,060	+		+	\$1,000	+		=	20	\$69,060
20	\$68,460	+		+	\$1,000	+		=	21	\$69,460
21	\$68,860	+		+	\$1,000	+		=	22	\$69,860
22	\$69,560	+		+	\$1,000	+	\$30	=	23	\$70,590
23	\$70,590	+		+	\$1,000	+		=	24	\$71,590
24	\$71,390	+		+	\$1,000	+		=	25+	\$72,390
25+	\$71,790									



New Hire Guide for Teachers

Starting Salary: \$56,175
 General Pay Increase: 1.75% or \$1,175

Teachers Salary Plan Development										
McAllen ISD										
Model 6: \$56,175 starting, 1.8% GPI										
2025-2026 Years of Exp	2025-2026 New Hire Salary	+	TRA	+	1.8% General Pay Increase	+	Additional Adjustment	=	2026-2027 Years of Exp	2026-2027 Proposed New Hire Salary
									0	\$56,175
0	\$55,300	+		+	\$1,175	+		=	1	\$56,475
1	\$55,560	+		+	\$1,175	+		=	2	\$56,735
2	\$55,860	+	\$940	+	\$1,175	+		=	3	\$57,975
3	\$57,310	+		+	\$1,175	+		=	4	\$58,485
4	\$58,170	+	\$2,500	+	\$1,175	+		=	5	\$61,845
5	\$60,970	+		+	\$1,175	+		=	6	\$62,145
6	\$61,270	+		+	\$1,175	+		=	7	\$62,445
7	\$61,570	+		+	\$1,175	+		=	8	\$62,745
8	\$61,970	+		+	\$1,175	+		=	9	\$63,145
9	\$62,570	+		+	\$1,175	+		=	10	\$63,745
10	\$63,170	+		+	\$1,175	+		=	11	\$64,345
11	\$63,770	+		+	\$1,175	+		=	12	\$64,945
12	\$64,470	+		+	\$1,175	+		=	13	\$65,645
13	\$65,240	+		+	\$1,175	+		=	14	\$66,415
14	\$65,640	+		+	\$1,175	+		=	15	\$66,815
15	\$66,040	+		+	\$1,175	+		=	16	\$67,215
16	\$66,440	+		+	\$1,175	+		=	17	\$67,615
17	\$66,940	+		+	\$1,175	+		=	18	\$68,115
18	\$67,660	+		+	\$1,175	+		=	19	\$68,835
19	\$68,060	+		+	\$1,175	+		=	20	\$69,235
20	\$68,460	+		+	\$1,175	+		=	21	\$69,635
21	\$68,860	+		+	\$1,175	+		=	22	\$70,035
22	\$69,560	+		+	\$1,175	+		=	23	\$70,735
23	\$70,590	+		+	\$1,175	+		=	24	\$71,765
24	\$71,390	+		+	\$1,175	+		=	25+	\$72,565
25+	\$71,790									

Proposed Administrative Education Pay Plan



Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
1	Piano Accompanist	Daily	\$229.63	\$275.00	\$320.38	
		187 Days	42,941	51,425	59,911	
2	Asst, Audiologist	Daily	\$272.11	\$325.88	\$379.65	
		187 Days	50,885	60,940	70,995	
3	Asst, Speech Pathology SPED & RDSPD	192	52,245	62,569	72,893	
	Attendance Officer	207	53,606	64,198	74,791	
	Facilitator, Parent & Family Engagement Prog	226	54,694	65,502	76,310	
	LSSP Intern - UTRGV	187	56,327	67,457	78,588	
	Nurse	192, 226	61,497	73,649	85,801	
	Social Worker	187				
	Specialist, Graduation	201				
	Specialist, Parent & Family Engagement	187				
	Specialist, RDSPD Student Support	207				
	Specialist, Student Transfer	226				
	Behavioral Strategist	187	187 Days	59,281	70,995	82,708
	Coach, Bilingual & English Learner	207	190 Days	60,232	72,134	84,035
	Coach, Innovative Instruction	197	192 Days	60,866	72,893	84,920
Coach, Instructional K-5 & 6-8	192	197 Days	62,451	74,791	87,131	
Coach, Instructional Literacy Math & Writing 3-8	197	201 Days	63,719	76,310	88,900	
Coach, Instructional Science Intervention	197	203 Days	64,353	77,069	89,785	
Coordinator, Campus Testing	201	207 Days	65,621	78,588	91,554	
Counselor, AECHS	203	212 Days	67,206	80,486	93,765	
Counselor, ES	190	217 Days	68,791	82,384	95,977	
Counselor, ES SPED	190	221 Days	70,059	83,903	97,746	
Counselor, HS	203	226 Days	71,644	85,801	99,958	
Counselor, I&G	201					
Counselor, Lamar	203					
Counselor, MS	201					
Counselor, UTRGV	203					
Evaluator, Federal/Special Funds	226					
Facilitator, Gear-Up	201, 203					
Head Nurse	201					
Librarian	197					
Social Services Case Manager	212					
Specialist, College Admissions/Scholarships	201					
Specialist, Instructional Technology	217					
Specialist, Prevention Intervention	207, 221, 226					
Strategist, Federal Programs	226					
Strategist, Professional Learning	221					
Strategist, RDSPD Instructional	203					

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
4	Asst Principal, ES	207	Daily	\$332.86	\$398.63	\$464.40
	Athletic Trainer	207	197 Days	65,573	78,530	91,487
	Counselor, Lead	207	207 Days	68,902	82,516	96,131
	Diagnostician, SPED & RDSPD	197	217 Days	72,231	86,503	100,775
	Facilitator, Instructional Support Supervisor, Family Treatment Program	217 226	226 Days	75,226	90,090	104,954
5	Asst Principal, MS	207, 212	Daily	\$349.50	\$418.56	\$487.62
	Coordinator, Advance Academics	221	192 Days	67,104	80,364	93,623
	Coordinator, Career Technical Education	221	197 Days	68,852	82,456	96,061
	Coordinator, College Career Military Readiness (CTE)	226	207 Days	72,347	86,642	100,937
	Coordinator, Early Childhood Instruction	221	212 Days	74,094	88,735	103,375
	Coordinator, Fine Arts	221	217 Days	75,842	90,828	105,814
	Coordinator, Language Arts Sec	221	221 Days	77,240	92,502	107,764
	Coordinator, Language Arts/Reading Elem	221	226 Days	78,987	94,595	110,202
	Coordinator, Mathematics ES & Sec	221				
	Coordinator, Science Sec	221				
	Coordinator, Science/Social Studies Elem	221				
	Coordinator, Social Studies Sec	221				
	Coordinator, Student Assessment ES & Sec	226				
	Facilitator, School Improvement MS & HS	212, 217				
	Occupational Therapist	197				
School Psychologist	207					
Speech Pathologist SPED & RDSPD	192					
6	Asst Director, Student Operations	226	Daily	\$366.97	\$439.49	\$512.01
	Asst Principal, HS	212, 222	212 Days	77,798	93,172	108,546
	Asst Principal, I&G, AECHS, Lamar	212, 222	221 Days	81,100	97,127	113,154
	Coordinator, Title I Migrant	226	222 Days	81,467	97,567	113,666
	Dean of Instruction	222	226 Days	82,935	99,325	115,714
	Instructional Support Officer Supervisor, Special Education	226 221				
7	Asst Director, Athletics	226	Daily	\$387.16	\$463.66	\$540.16
	Coordinator, Athletic/Head Coach	226	226 Days	87,498	104,787	122,076

Proposed Administrative Education Pay Plan



Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
1	Piano Accompanist	187	Daily	\$229.63	\$275.00	\$320.38
			187 Days	42,941	51,425	59,911
2			Daily	\$272.11	\$325.88	\$379.65
			187 Days	50,885	60,940	70,995
2	Asst, Audiologist	197	192 Days	52,245	62,569	72,893
	Asst, Speech Pathology SPED & RDSPD	192	197 Days	53,606	64,198	74,791
	Attendance Officer	207	201 Days	54,694	65,502	76,310
	Facilitator, Parent & Family Engagement Prog	226	207 Days	56,327	67,457	78,588
	LSSP Intern - UTRGV	187	226 Days	61,497	73,649	85,801
	Nurse	192, 226				
	Social Worker	187				
	Specialist, Graduation	201				
	Specialist, Parent & Family Engagement	187				
	Specialist, RDSPD Student Support	207				
	Specialist, Student Transfer	226				
	3			Daily	\$317.01	\$379.65
187 Days				59,281	70,995	82,708
3	Behavioral Strategist	187	190 Days	60,232	72,134	84,035
	Coach, Bilingual & English Learner	207	192 Days	60,866	72,893	84,920
	Coach, Innovative Instruction	197	197 Days	62,451	74,791	87,131
	Coach, Instructional K-5 & 6-8	192	201 Days	63,719	76,310	88,900
	Coach, Instructional Literacy Math & Writing 3-8	197	203 Days	64,353	77,069	89,785
	Coach, Instructional Science Intervention	197	207 Days	65,621	78,588	91,554
	Coordinator, Campus Testing	201	212 Days	67,206	80,486	93,765
	Counselor, AECHS	203	217 Days	68,791	82,384	95,977
	Counselor, ES	190	221 Days	70,059	83,903	97,746
	Counselor, ES SPED	190	226 Days	71,644	85,801	99,958
	Counselor, HS	203				
	Counselor, I&G	201				
	Counselor, Lamar	203				
	Counselor, MS	201				
	Counselor, UTRGV	203				
	Evaluator, Federal/Special Funds	226				
	Facilitator, Gear-Up	201, 203				
	Head Nurse	201				
	Librarian	197				
	Social Services Case Manager	212				
Specialist, College Admissions/Scholarships	201					
Specialist, Instructional Technology	217					
Specialist, Prevention Intervention	207, 221, 226					
Strategist, Federal Programs	226					
Strategist, Professional Learning	221					
Strategist, RDSPD Instructional	203					

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
4			Daily	\$332.86	\$398.63	\$464.40
			197 Days	65,573	78,530	91,487
4	Asst Principal, ES	207	207 Days	68,902	82,516	96,131
	Athletic Trainer	207	217 Days	72,231	86,503	100,775
	Counselor, Lead	207	226 Days	75,226	90,090	104,954
	Diagnostician, SPED & RDSPD	197				
	Facilitator, Instructional Support Supervisor, Family Treatment Program	217				
5			Daily	\$349.50	\$418.56	\$487.62
			192 Days	67,104	80,364	93,623
5	Coordinator, Advance Academics	221	197 Days	68,852	82,456	96,061
	Coordinator, Career Technical Education	221	207 Days	72,347	86,642	100,937
	Coordinator, College Career Military Readiness (CTE)	226	212 Days	74,094	88,735	103,375
	Coordinator, Early Childhood Instruction	221	217 Days	75,842	90,828	105,814
	Coordinator, Fine Arts	221	221 Days	77,240	92,502	107,764
	Coordinator, Language Arts Sec	221	226 Days	78,987	94,595	110,202
	Coordinator, Language Arts/Reading Elem	221				
	Coordinator, Mathematics ES & Sec	221				
	Coordinator, Science Sec	221				
	Coordinator, Science/Social Studies Elem	221				
	Coordinator, Social Studies Sec	221				
	Coordinator, Student Assessment ES & Sec	226				
	Facilitator, School Improvement MS & HS	212, 217				
	Occupational Therapist	197				
	School Psychologist	207				
	Speech Pathologist SPED & RDSPD	192				
	6			Daily	\$366.97	\$439.49
212 Days				77,798	93,172	108,546
6	Asst Director, Student Operations	226	221 Days	81,100	97,127	113,154
	Asst Principal, HS	212, 222	222 Days	81,467	97,567	113,666
	Asst Principal, I&G, AECHS, Lamar	212, 222	226 Days	82,935	99,325	115,714
	Coordinator, Title I Migrant	226				
	Dean of Instruction	222				
7			Daily	\$387.16	\$463.66	\$540.16
			226 Days	87,498	104,787	122,076
7	Asst Director, Athletics	226				
	Coordinator, Athletic/Head Coach	226				

Proposed Administrative Education Pay Plan



Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum
8					
	Director, Accountability	226	\$406.51	\$486.84	\$567.17
	Director, Bilingual/ESL/Foreign Language	226	212 Days 86,180	103,210	120,240
	Director, Career Technical Education	226	226 Days 91,871	110,026	128,180
	Director, College/Career/Counseling	226			
	Director, Digital Learning & Library Services	226			
	Director, Health Services	226			
	Director, Professional Learning & Literacy	226			
	Director, Regional Day School for the Deaf	226			
	Director, Student Assessment	226			
	Principal, ES	212			
	Principal, I&G	212			
9					
	Director, Advanced Academics	226	\$426.84	\$511.18	\$595.52
	Director, Athletics	226	217 Days 92,624	110,926	129,228
	Director, Fine Arts	226	226 Days 96,466	115,527	134,588
	Director, State & Federal Programs	226			
	Principal, AECHS	226			
	Principal, Lamar	226			
	Principal, MS	217			
	Principal, UTRGV Collegiate	226			
10					
	Exec Director, Special Education	226	\$452.44	\$541.85	\$631.26
	Principal, HS	226	226 Days 102,251	122,458	142,665
11					
	Associate Supt, Instruction Services	226	\$581.77	\$696.73	\$811.69
	Associate Supt, Instructional Leadership	226	226 Days 131,480	157,461	183,442
	Staff Attorney	226			

Proposed Administrative Management Pay Plan



Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
1	Reserved for future use	226	Daily	\$208.75	\$250.00	\$291.25
			226 Days	47,178	56,500	65,823
2	Buyer	226	Daily	\$208.75	\$250.00	\$291.25
			226 Days	47,178	56,500	65,823
3	Internal Staff Auditor	226	Daily	\$229.63	\$275.00	\$320.38
			221 Days	50,748	60,775	70,804
4	Senior Buyer	226	Daily	\$252.59	\$302.50	\$352.41
			226 Days	57,085	68,365	79,645
5	Staff Accountant I	226	Daily	\$277.85	\$332.75	\$387.65
			226 Days	62,794	75,202	87,609
6	Student Support Officer	221, 226	Daily	\$315.35	\$377.67	\$439.99
			226 Days	71,269	85,353	99,438

In the Administrative Management pay plan, TASB recommends to reclassify the following jobs from pay grade 1 to pay grade 2.

- Buyer
- Specialist, Accounting
- Specialist, Budget & Cost
- Specialist, Student Outreach

Proposed Administrative Management Pay Plan



Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
7			Daily	\$350.04	\$419.21	\$488.38
			226 Days	79,109	94,741	110,374
	Asst Director, Child Nutrition Program	226				
	Asst Director, Facilities Operations	226				
	Asst Director, Marketing & Communications	226				
	Asst Director, Transportation	226				
District Emergency Operations Officer	226					
8			Daily	\$388.54	\$465.32	\$542.10
			226 Days	87,810	105,162	122,515
	Director, Accounting	226				
	Director, Child Nutrition Program	226				
	Director, Employee Benefits & Safety Risk Mngmt	226				
	Director, Human Resources	226				
	Director, Marketing & Communications	226				
	Director, Payroll	226				
	Director, Purchasing	226				
	Director, Strategic Partnerships & Student Outreach	226				
	Director, Student Operations	226				
	Director, Transportation	226				
	Internal Auditor	226				
Police Chief	226					
9			Daily	\$439.05	\$525.81	\$612.57
			226 Days	99,225	118,833	138,441
	Executive Director, Facilities, Maintenance & Ops	226				
Executive Director, Technology	226					
10			Daily	\$548.81	\$657.26	\$765.71
			226 Days	124,031	148,541	173,050
	Chief Financial Officer	226				
Chief Human Resources Officer	226					
11			Daily	\$647.60	\$775.57	\$903.54
			226 Days	146,358	175,279	204,200
	Deputy Superintendent, Business & District Operations	226				

Proposed Technology Pay Plan



Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
1	Technician, Tech Support	226	Hourly	\$22.00	\$26.34	\$30.68
			226 Days	39,776	47,623	55,469
2	Specialist, Cybersecurity Project	226	Daily	\$222.72	\$266.73	\$310.74
			226 Days	50,335	60,281	70,227
3	Specialist, Cybersecurity	226	Daily	\$243.88	\$292.07	\$340.26
	Specialist, Technology Resources	226				
	Specialist, Technology Services Project	226				
4	Specialist, Computer Network	226	Daily	\$268.27	\$321.28	\$374.29
	Specialist, Technology Finance & Operations	226				
	Systems Analyst, Child Nutrition Program	226				
5	Network Analyst	226	Daily	\$297.78	\$356.62	\$415.46
	Systems Analyst	226				
6	Coordinator, Cybersecurity & Compliance	226	Daily	\$366.26	\$438.64	\$511.02
	Coordinator, Network	226				
	Coordinator, Systems & Data	226				
	Coordinator, Technology Service & Support	226				
	Systems Administrator	226				
7	Director, Technology	226	Daily	\$468.82	\$561.46	\$654.10
			226 Days	105,953	126,890	147,827

Proposed Clerical/Technical Pay Plan



Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
1						
			Hourly	\$14.00	\$16.67	\$19.34
	Clerk, Administration	226	197 Days	22,064	26,272	30,480
	Clerk, Assessment	226	201 Days	22,512	26,805	31,099
	Clerk, Campus (ES)	197, 207	207 Days	23,184	27,606	32,027
	Clerk, Campus (HS)	226	221 Days	24,752	29,473	34,193
	Clerk, Campus (MS)	201	226 Days	25,312	30,139	34,967
	Clerk, Federal Programs	226				
	Clerk, Parent & Family Engagement Prog	226				
	Clerk, Professional Learning	221				
	Clerk, Special Education Program	197, 226				
	Clerk, Testing	221				
	Receptionist, Campus	226				
2						
			Hourly	\$15.00	\$17.86	\$20.72
	Assistant Registrar	226	197 Days	23,640	28,147	32,655
	Clerk, Attendance (HS Alternative Campus)	222	201 Days	24,120	28,719	33,318
	Clerk, Attendance (HS)	201	203 Days	24,360	29,005	33,649
	Clerk, Counselor	201, 203	207 Days	24,840	29,576	34,312
	Clerk, Family Treatment Program	201	212 Days	25,440	30,291	35,141
	Clerk, Fixed Assets	212, 226	221 Days	26,520	31,576	36,633
	Clerk, Student Data	197, 226	222 Days	26,640	31,719	36,799
	Receptionist/Clerk, (Adm)	226	226 Days	27,120	32,291	37,462
	Secretary, Asst Principal	212				
	Secretary, Coordinator	221				
	Secretary, Counselor	203, 207				
	Secretary, Dean of Instruction	222				
	Secretary, Parent & Family Engagement Prog	226				
3						
			Hourly	\$16.25	\$19.34	\$22.43
	Bookkeeper, (MS)	217	212 Days	27,560	32,801	38,041
	Clerk, Data Processing (ES)	212	217 Days	28,210	33,574	38,938
	Clerk, Data Processing (HS)	222	222 Days	28,860	34,348	39,836
	Clerk, Data Processing (I&G)	212	226 Days	29,380	34,967	40,553
	Clerk, Data Processing (MS)	217				
	Clerk, Data Processing (SPED Program)	226				
	Clerk, Head Attendance (HS)	226				

TASB recommends to implement the following job reclassifications in the Clerical/Technical pay plan.

- Clerk, Attendance (HS) from pay grade 1 to pay grade 2
- Clerk, Head Attendance (HS) from pay grade 2 to pay grade 3

Proposed Clerical/Technical Pay Plan



Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
1						
			Hourly	\$14.00	\$16.67	\$19.34
	Clerk, Administration	226	197 Days	22,064	26,272	30,480
	Clerk, Assessment	226	201 Days	22,512	26,805	31,099
	Clerk, Campus (ES)	197, 207	207 Days	23,184	27,606	32,027
	Clerk, Campus (HS)	226	221 Days	24,752	29,473	34,193
	Clerk, Campus (MS)	201	226 Days	25,312	30,139	34,967
	Clerk, Federal Programs	226				
	Clerk, Parent & Family Engagement Prog	226				
	Clerk, Professional Learning	221				
	Clerk, Special Education Program	197, 226				
	Clerk, Testing	221				
	Receptionist, Campus	226				
2						
			Hourly	\$15.00	\$17.86	\$20.72
	Assistant Registrar	226	197 Days	23,640	28,147	32,655
	Clerk, Attendance (HS Alternative Campus)	222	201 Days	24,120	28,719	33,318
	Clerk, Attendance (HS)	201	203 Days	24,360	29,005	33,649
	Clerk, Counselor	201, 203	207 Days	24,840	29,576	34,312
	Clerk, Family Treatment Program	201	212 Days	25,440	30,291	35,141
	Clerk, Fixed Assets	212, 226	221 Days	26,520	31,576	36,633
	Clerk, Student Data	197, 226	222 Days	26,640	31,719	36,799
	Receptionist/Clerk, (Adm)	226	226 Days	27,120	32,291	37,462
	Secretary, Asst Principal	212				
	Secretary, Coordinator	221				
	Secretary, Counselor	203, 207				
	Secretary, Dean of Instruction	222				
	Secretary, Parent & Family Engagement Prog	226				
3						
			Hourly	\$16.25	\$19.34	\$22.43
	Bookkeeper, (MS)	217	212 Days	27,560	32,801	38,041
	Clerk, Data Processing (ES)	212	217 Days	28,210	33,574	38,938
	Clerk, Data Processing (HS)	222	222 Days	28,860	34,348	39,836
	Clerk, Data Processing (I&G)	212	226 Days	29,380	34,967	40,553
	Clerk, Data Processing (MS)	217				
	Clerk, Data Processing (SPED Program)	226				
	Clerk, Head Attendance (HS)	226				

TASB recommends to implement the following job reclassifications in the Clerical/Technical pay plan.

- Clerk, Attendance (HS) from pay grade 1 to pay grade 2
- Clerk, Head Attendance (HS) from pay grade 2 to pay grade 3

Proposed Clerical/Technical Pay Plan



Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
4			Hourly \$18.00	\$21.43	\$24.86	
	Bookkeeper, (Dept)	226	207 Days	29,808	35,488	41,168
	Bookkeeper, (HS)	217	212 Days	30,528	36,345	42,163
	Clerk, Accounts Payable	226	217 Days	31,248	37,202	43,157
	Clerk, Data Management (Admin)	207, 226	222 Days	31,968	38,060	44,151
	Clerk, Special Ed Medicaid	207	226 Days	32,544	38,745	44,947
	Migrant Student Recruiter	226				
	Registrar, (HS)	222, 226				
	Secretary, Facilities Maintenance & Ops	226				
	Secretary, Principal ES	212				
	Secretary, Principal I&G	212				
	Secretary, Principal MS	217				
	5			Hourly \$19.50	\$23.21	\$26.92
Clerk, Accounting		226	221 Days	34,476	41,035	47,595
Clerk, Human Resources		226	226 Days	35,256	41,964	48,671
Clerk, Payroll		226	242 Days	37,752	44,935	52,117
Clerk, Purchasing		226				
Clerk, Warehouse		242				
Secretary, Director		221, 226				
Secretary, Principal HS		226				
Secretary, Student Support Services		226				
Secretary, Title I Migrant		226				
6			Hourly \$21.00	\$25.00	\$29.00	
	Specialist, Facilities Procurement & Ops	226	226 Days	37,968	45,200	52,432
	Specialist, Internal Audit	226				
Specialist, STOP Grant	226					
7			Hourly \$22.50	\$26.78	\$31.06	
	Secretary, Human Resources	226	226 Days	40,680	48,418	56,156
	Secretary, Instructional Leadership	226				
	Secretary, Legal Counsel	226				
	Specialist, District Budget	226				
	Specialist, Employee Benefits Accounting	226				
	Specialist, Employee Leave Benefits	226				
	Specialist, Payroll	226				
	Specialist, PEIMS	226				
	Specialist, Position Control	226				
	Specialist, Workers Compensation	226				
	Student Recruiter	226				

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
8			Hourly \$25.00	\$29.76	\$34.52	
	Secretary, Board of Trustees	226	226 Days	45,200	53,806	62,412
	Secretary, Deputy Superintendent	226				
	Specialist, Certification	226				
	Specialist, Classified Personnel	226				
Specialist, Employee Benefits	226					
9			Hourly \$26.50	\$31.55	\$36.60	
	MITV Video/Editor	217	217 Days	46,004	54,771	63,538
Secretary, Superintendent	226	226 Days	47,912	57,042	66,173	

Proposed Instructional Support Pay Plan



Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum
1	Instructional Assistant, AEP	187	Hourly \$14.00	\$16.67	\$19.34
	Instructional Assistant, At-Risk	187	187 Days 20,944	24,938	28,933
	Instructional Assistant, Bilingual (HS/Elem)	187			
	Instructional Assistant, CTE	187			
	Instructional Assistant, Early Childhood PK	187			
	Instructional Assistant, General Education	187			
	Instructional Assistant, In-School Suspension	187			
	Instructional Assistant, Instruction & Guidance	187			
	Instructional Assistant, Physical Education	187			
	Instructional Assistant, Pre-Kinder	187			
	Instructional Assistant, Sci-Tech Lab	187			
2	Health Asst (CMA,RMA,CNA)	192	Hourly \$14.75	\$17.56	\$20.37
	Instructional Assistant, Dyslexia	187	187 Days 22,066	26,270	30,474
	Instructional Assistant, Parental Involvement	187	192 Days 22,656	26,972	31,288
	Instructional Assistant, Resource Media	187			
	Instructional Assistant, Special Education	187			
3	Instructional Assistant, Radio/TV Prog	187	Hourly \$15.50	\$18.45	\$21.40
	Instructional Assistant, RDSPD	187	187 Days 23,188	27,601	32,014
	Instructional Assistant, RDSPD Oral	187			
	Instructional Assistant, Special Ed Early Childhood	187			
	Instructional Assistant, Special Ed Self Contained	187			
	Instructional Assistant, Technology Support	187			
	Instructional Assistant, Visually Impaired	187			
4	For Future Use	187	Hourly \$16.50	\$19.64	\$22.78
		187 Days 24,684	29,381	34,079	
5	Instructional Assistant, Sign Language Interpreter	187	Hourly \$20.50	\$24.41	\$28.32
	Licensed Vocational Nurse	192	187 Days 30,668	36,517	42,367
		192 Days 31,488	37,494	43,500	

TASB recommends to implement the following job reclassifications in the Instructional Support pay plan.

- Instructional Assistant, Parent Involvement from pay grade 1 to pay grade 2
- Instructional Assistant, Technology Support from pay grade 2 to pay grade 3

Proposed Police Pay Plan



Pay Grade	Job Title	Calendars		Minimum	Midpoint	Maximum
1			Hourly	\$18.00	\$21.43	\$24.86
	Communication Officer	244	187 Days	26,928	32,059	37,191
	Security Camera Monitor	187, 226	226 Days	32,544	38,745	44,947
			244 Days	35,136	41,831	48,527
2			Hourly	\$22.50	\$26.79	\$31.08
	Police Officer	217, 226	217 Days	39,060	46,507	53,955
	Police Officer/K-9	226	226 Days	40,680	48,436	56,193
3			Hourly	\$24.00	\$28.57	\$33.14
	Police Investigator	226	226 Days	43,392	51,655	59,917
	Specialist, Crime Prevention	226				
4			Hourly	\$29.25	\$34.82	\$40.39
	Sergeant	226	226 Days	52,884	62,955	73,025

Proposed Auxiliary Pay Plan

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum		
1	Bus Aide	187	Hourly	\$12.50	\$14.88	\$17.26	
			187 Days	18,700	22,260	25,821	
2	Child Nutrition Worker, (ES)	187	Hourly	\$13.25	\$15.78	\$18.31	
			187 Days	19,822	23,607	27,392	
			Custodian	242	25,652	30,550	35,448
				242			
Custodian, (Itinerant)	242						
	242						
3	Child Nutrition Worker, (CK)	187	Hourly	\$14.25	\$16.97	\$19.69	
		187	187 Days	21,318	25,387	29,456	
		187	242 Days	27,588	32,854	38,120	
		187					
		187					
		187					
		187					
		242					
		242					
		242					
		242					
		242					
		242					
4	Custodian, Head I (Lamar & ECHS)	242	Hourly	\$15.25	\$18.16	\$21.07	
		242	226 Days	27,572	32,833	38,095	
		242	242 Days	29,524	35,158	40,792	
		242					
		226					
		242					
5	Asst Manager, Child Nutrition (ES)	187	Hourly	\$16.25	\$19.34	\$22.43	
		187	187 Days	24,310	28,933	33,555	
		242	242 Days	31,460	37,442	43,424	
		242					
		242					
6	Asst Manager, Child Nutrition (CK)	221	Hourly	\$17.75	\$21.12	\$24.49	
		187	187 Days	26,554	31,596	36,637	
		187	221 Days	31,382	37,340	43,298	
		221	242 Days	34,364	40,888	47,413	
		221					
		242					
		242					
		242					
		242					

TASB recommends to implement the following job reclassifications in the Auxiliary pay plan.

- Custodian from pay grade 1 to pay grade 2
- Custodian, Lead HS from pay grade 2 to pay grade 3

Proposed Auxiliary Pay Plan

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum			
1	Bus Aide	187	Hourly	\$12.50	\$14.88	\$17.26		
			187 Days	18,700	22,260	25,821		
2	Child Nutrition Worker, (ES)	187	Hourly	\$13.25	\$15.78	\$18.31		
			187 Days	19,822	23,607	27,392		
			Custodian	242	242 Days	25,652	30,550	35,448
				Custodian, (Itinerant)	242			
3	Child Nutrition Worker, (CK)	187	Hourly	\$14.25	\$16.97	\$19.69		
		187	187 Days	21,318	25,387	29,456		
		187	242 Days	27,588	32,854	38,120		
		187	Child Nutrition Worker, (ES) Self-Prep	187				
		187	Child Nutrition Worker, (HS)	187				
		187	Child Nutrition Worker, (MS)	187				
		187	Child Nutrition Worker, (UTRGV)	187				
		242	Custodian, Head I (ES)	242				
		242	Custodian, Head I (UTRGV)	242				
		242	Custodian, Lead (HS)	242				
		242	Electrician, Helper	242				
		242	General Maintenance	242				
		242	Groundskeeper	242				
		242	Plumber, Helper	242				
4	Custodian, Head I (Lamar & ECHS)	242	Hourly	\$15.25	\$18.16	\$21.07		
		242	226 Days	27,572	32,833	38,095		
		242	242 Days	29,524	35,158	40,792		
		226	Custodian, Head I (MS)	242				
		242	Facility Assistant, AG	226				
		242	Groundskeeper, Athletic Complex	242				
5	Warehouse/Delivery Worker	242	Hourly	\$16.25	\$19.34	\$22.43		
		187	187 Days	24,310	28,933	33,555		
		242	242 Days	31,460	37,442	43,424		
		187	Asst Manager, Child Nutrition (ES)	187				
		242	Campus General Maintenance	242				
6	Custodian, Head II (HS)	242	Hourly	\$17.75	\$21.12	\$24.49		
		242	187 Days	26,554	31,596	36,637		
		187	221 Days	31,382	37,340	43,298		
		242	242 Days	34,364	40,888	47,413		
		221	Asst Manager, Child Nutrition (CK)	221				
		187	Asst Manager, Child Nutrition (ES) Self-Prep	187				
		221	Asst Manager, Child Nutrition (HS)	221				
		221	Asst Manager, Child Nutrition (MS)	221				
		242	Painter	242				
		242	Roofer	242				
242	Specialist, Irrigation	242						
242	Warehouse Leader, (Fixed Assets & CNP)	242						

TASB recommends to implement the following job reclassifications in the Auxiliary pay plan.

- Custodian from pay grade 1 to pay grade 2
- Custodian, Lead HS from pay grade 2 to pay grade 3

Proposed Auxiliary Pay Plan



Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum
7					
	Carpenter	242	Hourly \$19.00	\$22.62	\$26.24
	Dispatcher	242	187 Days 28,424	33,840	39,255
	General Maintenance, Leader	242	242 Days 36,784	43,792	50,801
	Locksmith	242			
	Manager, Child Nutrition (ES)	187			
	Painters Crew, Leader	242			
	Technician, Transportation Safety	242			
8					
	Electrician, Journeyman	242	Hourly \$20.75	\$24.69	\$28.63
	Manager, Child Nutrition (ES) Self-Prep	187	187 Days 31,042	36,936	42,830
	Manager, Child Nutrition (MS & HS Specialty)	221	221 Days 36,686	43,652	50,618
	Mechanic	242	242 Days 40,172	47,800	55,428
	Plumber, Journeyman	242			
	Technician, Equipment (CNP)	242			
	Technician, HVAC	242			
	Technician, Transportation Route	242			
9					
	Electrician, Master	242	Hourly \$22.50	\$26.79	\$31.08
	Manager, Child Nutrition Comprehensive (CK)	221	221 Days 39,780	47,365	54,949
	Manager, Child Nutrition Comprehensive (HS)	221	226 Days 40,680	48,436	56,193
	Processor, Instructional Materials	226	242 Days 43,560	51,865	60,171
10					
	Supervisor, Area Custodial	242	Hourly \$24.25	\$28.86	\$33.47
	Supervisor, Auxiliary Services	242	242 Days 46,948	55,873	64,798
	Supervisor, Electrical	242			
	Supervisor, HVAC	242			
	Supervisor, Plumbing	242			
BD					
	Bus Driver	187	Hourly \$18.50	\$22.03	\$25.56
			187 Days 27,676	32,957	38,238



Employee Benefits Update

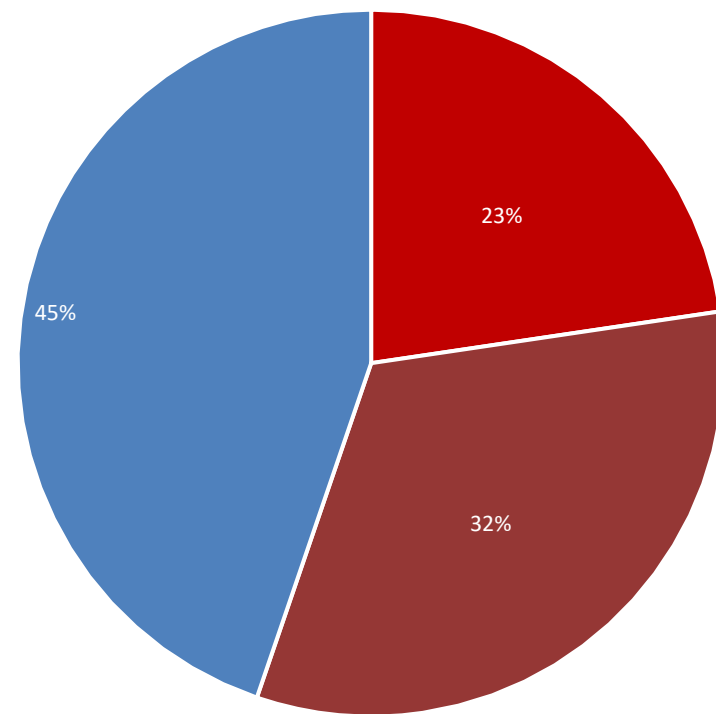
Projected Ending Balance

	July 2025 - June 2026 Projected
2025-2026 Revenue & Expenses	Single Plan Model w/GLP-1 Tier
2025-2026 Cost*	\$31,732,984
2025-2026 Revenue**	\$24,812,904
2025-2026 Rx Rebates	\$1,300,000
2025-2026 Stop Loss Reimbursements	\$1,396,381
2025-2026 Projected Shortfall +/-(-)	<u>(\$4,223,699)</u>
Proposed Strategies	<u>\$1,842,500</u>
Funds Transfers Available	
Workers Compensation Fund	\$1,000,000
Unemployment Fund	\$133,000
Total Available Transfers	<u>\$1,133,000</u>
2026 Projected Shortfall (with adjustments) +/-(-)	<u>(\$1,248,199)</u>

Large Claims

January-April 2026 – Unanticipated Costs

High-Cost Claimants - Breakdown by Tier



■ \$50k-\$100k ■ \$100k-\$200k ■ \$200k-\$600k

6 Claims | \$50K - \$100K
\$365,030.30

23%

4 Claims | \$100K - \$200K
\$525,020.33

32%

2 Claims | \$200K - \$600K
\$721,144.23

45%

Total High Cost Claims \$1,611,194.86 | 12 Total Claims

How Did We Get Here?

Key Cost Drivers (January-April 2026)

1

Runoff Claims

Claims from prior carrier (BCBS)

\$ 1,871,582.41

2

High-Cost Claims

Catastrophic/Specialty Claims

\$ 1,611,194.86

3

Emergency Room Claims


\$ 514,381.53

Quarter 1 Claim Comparison

MONTH	2025 BCBS	2026 UHC
JANUARY	\$2,650,950.60	\$328,165.47
FEBRUARY	\$1,173,861.87	\$1,479,222.45
MARCH	\$1,496,764.87	\$1,550,422.75
APRIL	\$2,459,717.27	\$1,632,455.57
TOTAL	\$7,781,294.61	\$4,990,266.24

**As of 4/30/26*

Looking Ahead Next Fiscal Year

 **No Runoff Claims** – Prior year lag obligations are fully cleared heading into the new fiscal year.



+\$50 Employer Contribution – Strengthening the plan's financial foundation for our employees.

 **Billing Correction** – Incoming funds from Emergency Room -recovering dollars owed to the plan.



Ongoing Direct Contracts with Hospitals – In progress to reduce costs for the District.

Every one of these steps puts us in a stronger position to protect our employees and the district's budget.

What Happens Next

JUNE

(Next Month)

Budget Amendment Request

A formal budget amendment will be brought before the Board to address the **projected shortfall** in the self-funded health plan. This ensures the district remains financially sound and claims obligations are fully covered.

OCTOBER

(Fall 2026)

Utilization Meeting — UHC & ArayaRx

A deep-dive utilization review meeting will be held with **UnitedHealthcare (UHC)** and **Araya** to analyze claims trends, identify cost drivers, and align on strategies to improve plan performance going forward.



Athletic Stipend Needs Report

Staffing Ratios for Stipends



Sport	Campus	Athletes	Head Coaches	Asst Coaches	Ratio	Safety Need	Levels	Recommendation	2026-2027
Football	McHi	207	1	13	15	High	5 Levels (Varisty, JVD, JVL, Freshman Dark, Freshman Light)	1 additional	1 additional
Football	Memorial	205	1	13	15	High	5 Levels, Varisty, JVD, JVL, Freshman Dark, Freshman Light	1 additional	1 additional
Football	Nikki Rowe	200	1	13	14	High	5 Levels, Varisty, JVD, JVL, Freshman Dark, Freshman Light	1 additional	1 additional
Tennis	McHi	82	1	1	41	High	1 Level (Team Tennis, 3 Levels Individual Tennis)	1 additional	1 additional
Tennis	Memorial	63	1	1	32	High	1 Level (Team Tennis, 3 Levels Individual Tennis)	1 additional	1 additional
Tennis	Nikki Rowe	69	1	1	35	High	1 Level (Team Tennis, 3 Levels Individual Tennis)	1 additional	1 additional
Wrestling	McHi	40	1	1	20	High	2 Levels (14 male weight divisions & 14 female weight divisions)	Flexible Stipends	
Wrestling	Memorial	81	1	1	41	High	2 Levels (14 male weight divisions & 14 female weight divisions)	Flexible Stipends	Flexible Stipend
Wrestling	Nikki Rowe	36	1	1	18	High	2 Levels (14 male weight divisions & 14 female weight divisions)	Flexible Stipends	
Powerlifting	McHi	96	1	1	48	High	2 Levels (12 male weight divisions & 12 female weight divisions)	Flexible Stipends	Flexible Stipend
Powerlifting	Memorial	87	1	1	44	High	2 Levels (12 male weight divisions & 12 female weight divisions)	Flexible Stipends	Flexible Stipend
Powerlifting	Nikki Rowe	55	1	1	28	High	2 Levels (12 male weight divisions & 12 female weight divisions)	Flexible Stipends	
Cheer	McHi	43	1	1	22	High	3 Levels (Varsity, JV, Freshman)	Flexible Stipends	
Cheer	Memorial	26	1	1	13	High	3 Levels (Varsity, JV, Freshman)	Flexible Stipends	
Cheer	Nikki Rowe	61	1	1	31	High	3 Levels (Varsity, JV, Freshman)	Flexible Stipends	Felxible Stipend

Note: 3 Flexible stipends per campus will be assigned based on need and do not include days.

Staffing Ratios for Stipends



Number of Stipends								
District	Football	Wrestling	Powerlifting	Tennis			Additional Stipends for Football & other Stipends	
McAllen	14	2	2	2				
PSJA	16	3	4	2			Video & Tech Coord, Equipment Mang, Scouting Coord, UIL	
Donna	16	3	3	3				
Weslaco	21	2	6	2			Scouting Coord, Equipment Coord, Video Coord, Gym Coord	
Mission	17	3	3	2				
Sharyland	15	3	2	2			2 Tennis head coaches. Equipment Coord, Video Coord, Video Asst Coord	
Los Fresnos	19	3	4	2				
San Benito	22	4	4	3				
Brownsville	16	2	2	3				
Harlingen	15	2	2	3				
Edinburg	17	4	4	2			Equipment Coord, Video Coord, Off-Season Coord.	



Questions