
Compensation Plan/Hiring Schedule Recommendations for 2026-2027



July 2026

Huntsville Independent School District

2026-2027 New Hire Guide for Teachers			
Huntsville ISD			
Years of Experience	New Hire Starting Base Salary	Teacher Retention Allotment (TRA) Contribution	Total New Hire Compensation
0	\$53,500	\$2,500 HISD Local Contribution	\$56,000
1	\$53,800	\$2,500 HISD Local Contribution	\$56,300
2	\$54,100	\$2,500 HISD Local Contribution	\$56,600
3	\$57,500	\$2,500	\$60,000
4	\$58,200	\$2,500	\$60,700
5	\$60,500	\$5,000	\$65,500
6	\$61,100	\$5,000	\$66,100
7	\$61,700	\$5,000	\$66,700
8	\$62,200	\$5,000	\$67,200
9	\$62,700	\$5,000	\$67,700
10	\$63,100	\$5,000	\$68,100
11	\$63,500	\$5,000	\$68,500
12	\$63,875	\$5,000	\$68,875
13	\$64,250	\$5,000	\$69,250
14	\$64,625	\$5,000	\$69,625
15	\$65,000	\$5,000	\$70,000
16	\$65,375	\$5,000	\$70,375
17	\$65,750	\$5,000	\$70,750
18	\$66,200	\$5,000	\$71,200
19	\$66,650	\$5,000	\$71,650
20	\$67,375	\$5,000	\$72,375
21	\$68,100	\$5,000	\$73,100
22	\$69,000	\$5,000	\$74,000
23	\$70,000	\$5,000	\$75,000
24	\$71,000	\$5,000	\$76,000
25	\$71,900	\$5,000	\$76,900
26	\$72,800	\$5,000	\$77,800
27	\$73,500	\$5,000	\$78,500
28	\$74,200	\$5,000	\$79,200
29	\$74,900	\$5,000	\$79,900
30	\$75,500	\$5,000	\$80,500

2026-2027 NON-CERTIFIED Teachers

Huntsville ISD

Years of Experience	NON-CERTIFIED Total New Hire Base Salary (does not include CTE)
0	\$50,000
1	\$50,300
2	\$50,600
3	\$50,950
4	\$51,300
5	\$51,675
6	\$52,075
7	\$52,575
8	\$53,075
9	\$53,575
10	\$54,075

Signing Bonuses and Critical Stipends

Signing Bonus	High School Math Teacher	\$1,000
	High School Science Teacher	\$1,000
	Behavior Support Classroom Teacher	\$1,000
	New TIA Teacher from another District	\$1,000
	New Resident Teacher joining HISD	\$1,000
Critical Needs Stipend	PreK-6th Grade Bilingual Certification	\$7,500
	PreK - 6th Grade Certified Teachers in Bilingual Program	\$5,000
	Prek - 6th Grade ESL Teachers in Bilingual Program	\$2,500
	9th -12th Grade Math Certification	\$3,000
	9th - 12th Grade Science Certification	\$3,000

The salaries listed are based on 10-month employment for the 2026-2027 school year. Salary plans are determined on an annual basis and salary advancement is not guaranteed. Pay increases are based on the annual pay raise budget approved by the Board of Trustees. Salaries are determined individually with consideration for job-related experience and credentials.

2026-2027 Administrative Professional Pay Plan Huntsville ISD

Pay Grade	Job Title	Calendars		Min	Mid	Max
1						
	Accountant I	240				
	Coordinator - Business Office	240				
	Coordinator - Custodial	260				
	Coordinator - Transportation	240				
	Coordinator - Payroll	240				
2						
	Liaison - Home & School	187				
	Coordinator - Facilities	226				
	Manager - Maintenance Skilled Crafts	240				
	Manager - Office/Energy	240				
	Nurse (RN)	193				
	Speech Language Pathology Asst	187				
3						
	ARD Facilitator	200				
	Athletic Trainer	207				
	Behavior Coach	220				
	Behavior Interventionist	187				
	Coordinator - Human Resources	240				
	Instructional Coach	210				
	Interventionist - RTI	187, 210				
	Liaison - Positive Behavior Support	220				
	LSSP - Intern	187				
	Network Administrator	240				
	Specialist - Systems Interface	240				
	Specialist - Communication and Public Information	226				
	Specialist - Community Engagment and Media	226				
	Specialist - Low Incident Disability	200				
	Specialist - Systems Software	240				
	Specialist - Transition	200				
	Integrationist - Technology	220				
4						
	Asst Principal - ES	210				
	Coordinator - CTE	240				
	Coordinator - District Testing and Mentor	220				
	Coordinator - MTSS	220				
	Coordinator - HS Testing	200				
	Coordinator - RTI	220				
	Coordinator - Special Education	220				
	Coordinator - Technology	240				
	Counselor - ES	195				
	Counselor - MS	200				

Daily		\$267.41	\$320.25	\$373.10
240	Days	64,179	76,860	89,543
260	Days	69,528	83,265	97,005

Daily		\$299.50	\$358.68	\$417.86
187	Days	56,007	67,073	78,139
193	Days	57,804	69,225	80,647
226	Days	67,687	81,062	94,436
240	Days	71,880	86,083	100,286

Daily		\$320.46	\$383.79	\$447.11
187	Days	59,926	71,768	83,610
200	Days	64,092	76,757	89,422
207	Days	66,335	79,444	92,552
210	Days	67,297	80,595	93,893
220	Days	70,501	84,433	98,364
226	Days	72,424	86,736	101,047
240	Days	76,910	92,109	107,307

Daily		\$344.49	\$412.57	\$480.64
195	Days	67,176	80,450	93,724
200	Days	68,899	82,513	96,128
210	Days	72,344	86,639	100,934
220	Days	75,789	90,765	105,740
240	Days	82,679	99,016	115,353

Diagnostician	200
Engineer - Network & Security	240
Specialist - Audio/Visual Media	220
Specialist - CCMR	210
Specialist - Digital & Instructional Material	220
Specialist - Dyslexia/RTI/504	210
Specialist - English Learner	210
Specialist - GT	195
Specialist - Innovative Learning	195
Specialist - Instructional Tech	210
Specialist - Instructional Tech Sp Ed	195
Systems Administrator	240
Systems Analyst - Senior	240

5		Daily	\$370.34	\$443.51	\$516.68
Asst Director - Athletics	240	195 Days	72,215	86,484	100,753
Asst Principal - MS	210	200 Days	74,067	88,702	103,337
Counselor - AEP/DAEP	200	210 Days	77,770	93,137	108,504
Counselor - HS	200	220 Days	81,474	97,572	113,670
Counselor - HS - Lead	220	226 Days	83,696	100,233	116,771
Counselor - Sp Ed	200	240 Days	88,880	106,442	124,004
Dean of Instruction - MS	226				
LSSP	200				
Occupational Therapist	195				
Specialist - Transportation	200				
Speech Language Pathologist	195				

6		Daily	\$403.66	\$483.43	\$563.20
Asst Principal - HS	210	210 Days	84,769	101,520	118,272
Dean of Instruction - HS	226	220 Days	88,806	106,355	123,904
Assoc Principal - HS	226	226 Days	91,228	109,255	127,283
Director - Bilingual/ESL/GT	240	240 Days	96,879	116,023	135,168
Director - Communications	240				
Director - Federal Programs	240				
Director - HS Band	220				
Director - Maintenance & Operations	240				
Director - PEIMS & TOPS	240				
Director - Transportation	240				
Director - Media Production	240				

7		Daily	\$439.99	\$526.94	\$613.89
Director - AEP/DAEP	226	226 Days	99,438	119,089	138,740
Principal - ES	240	240 Days	105,598	126,466	147,334
Director - Athletics	240				
Director - Finance	240				
Director - Human Resources	240				
Director - Professional Learning	240				
Director - School Improvement & Assessment	240				
Director - Sp Ed	240				

Director - Teaching & Learning	240
Director - Technology	240

8	
Principal - MS	240
Executive Director of Community Engagement	240
Executive Director - Technology	240
Executive Director - Secondary Teaching & Learning	240
Executive Director - Elementary Teaching & Learning	240

Daily	\$466.37	\$558.56	\$649.41
240 Days	111,928	134,054	155,859

9	
Principal - HS	240

Daily	\$494.99	\$592.81	\$690.63
240 Days	118,798	142,274	165,750

10	
Assistant Superintendent, Human Resources	240
Assistant Superintendent, Facilities & Operations	240
Assistant Superintendent, Teaching & Learning	240

Daily	\$559.35	\$669.88	\$780.41
240 Days	134,243	160,771	187,299

11	
Chief Financial Officer	240
Deputy Superintendent	240

Daily	\$632.07	\$756.97	\$881.86
240 Days	151,696	181,672	211,647

2026-2027 Clerical Paraprofessional Pay Plan

Huntsville ISD

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

Pay Grad	Job Title	Calendars	Annual amounts are based on 180 days per year			
			Min	Mid	Max	
1			Hourly	\$13.07	\$15.75	\$18.43
	Computer Technician - Intro Level	240	187 Days	19,556	23,562	27,568
	Instructional Aide - General	187	193 Days	20,184	24,318	28,452
	Instructional Aide - PE	187	240 Days	25,099	30,240	35,381
	Instructional Aide - Technology	187				
	Receptionist - ES	193				
	Receptionist - HS	240				
	Receptionist - MS	193				
2			Hourly	\$13.81	\$16.63	\$19.46
	Instructional Aide - Bilingual	187	187 Days	20,656	24,881	29,107
	Instructional Aide - Health Clinic	187	193 Days	21,319	25,680	30,041
	Instructional Aide - ISS	187				
	Instructional Aide - Library	187				
	Instructional Aide - Sped General/Inclusion	187				
	Instructional Aide - Grow Your Own	193				
3			Hourly	\$14.91	\$17.97	\$21.02
	Admin Asst - AP	210	187 Days	22,305	26,876	31,447
	Admin Asst - AP HS	210	195 Days	23,260	28,026	32,793
	Admin Asst - Counselor HS	210	210 Days	25,049	30,182	35,315
	Admin Asst - HS Band	210	240 Days	28,627	34,494	40,360
	Clerk - HS Office	210				
	Clerk - PEIMS Sped	210				
	Clerk - Sp Ed	210				
	Clerk - Sp Ed/SHARS	195				
	Instructional Aide - LS, BSC	187				
	Receptionist - HAB	240				
	Registrar - Asst HS	210				
	Registrar - MS	210				
	Specialist - GT	195				
	Specialist - PEIMS ES	210				
	Specialist - PEIMS HS	210				
	Specialist - PEIMS MS	210				
4			Hourly	\$17.33	\$20.87	\$24.42
	Admin Asst - AEP	226	195 Days	27,027	32,563	38,100
	Admin Asst - Athletics	220	220 Days	30,492	36,738	42,984
	Admin Asst - Bookkeeper	220	226 Days	31,324	37,740	44,157
	Admin Asst - Food Service	240	240 Days	33,264	40,078	46,892
	Admin Asst - Principal ES	240				
	Admin Asst - Principal MS	240				

Admin Asst - General	226
Purchasing Agent	240
Registrar - HS	220
Specialist - Attendance HS	220
Specialist - Data Entry TOPS	240
Specialist - District LPAC	195

5	
Admin Asst - Transportation/Inventory	240
Admin Asst - Athletics/Business	240
Admin Asst - Dept Director	226, 240, 260
Admin Asst - Principal HS	220
Admin Asst - Technology/Inventory	240
Specialist - Accounting (AP)	240
Specialist - District PEIMS	240
Specialist I - Payroll	240
Specialist - PEIMS TOPS	240

Hourly	\$19.95	\$24.03	\$28.12
220 Days	35,112	42,301	49,489
226 Days	36,070	43,446	50,841
240 Days	38,304	46,146	53,988
260 Days	41,496	49,992	58,488

6	
Specialist - Human Resources	240
Specialist II - Payroll	240
Technician - Computer	240
Specialist - Athletics Business	240

Hourly	\$21.37	\$25.75	\$30.12
240 Days	41,026	49,432	57,839

7	
Admin Asst - Asst Superintendent	240
Lead Technician - Computer	240

Hourly	\$24.57	\$29.60	\$34.63
240 Days	47,174	56,831	66,488

8	
Executive Assistant - Superintendent	240
Certified Occupational Therapy Assistant	187
Nurse, Licensed Vocational	187

Hourly	\$28.98	\$34.91	\$40.85
187 Days	43,354	52,229	61,104
240 Days	55,642	67,032	78,422

9	
Specialist - Network & Security	240

Hourly	\$31.88	\$38.41	\$44.94
240 Days	61,206	73,745	86,285

2026-2027 Auxiliary Pay Plan

Huntsville ISD

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

Pay Grade	Job Title	Calendars	Min	Mid	Max	
1			Hourly	\$12.60	\$14.70	\$16.80
	Attendant - Parking Lot	173	173 Days	17,338	20,227	23,117
	Crossing Guard	173				
2			Hourly	\$13.13	\$15.72	\$18.31
	Asst Utility Worker	240	179 Days	18,795	22,509	26,223
	Bus Monitor, Special Program	179	180 Days	18,900	22,509	26,223
	Bus Trainee	179	181 Days	19,005	22,760	26,516
	Custodian	240, 260	240 Days	25,200	30,180	35,159
	Food Service Worker	180, 181	260 Days	27,300	32,694	38,089
3			Hourly	\$14.49	\$17.36	\$20.22
	Groundskeeper	240	240 Days	27,821	33,324	38,828
	Utility Worker	240	181 Days	20,982	25,132	29,283
	Custodian - Lead	260	260 Days	30,139	36,102	42,064
	Cafeteria - Manager In Training	181				
	Landscaper	240				
4			Hourly	\$16.75	\$20.06	\$23.36
	Manager - Food Service ES	181	181 Days	24,250	29,040	33,829
	Warehouse Asst - Food Service	240	240 Days	32,155	38,506	44,856
	Warehouse Asst	240				
	Manager - Grounds/Athletice	240				
	Warehouse/Delivery	240				
5			Hourly	\$18.85	\$22.58	\$26.30
	Manager - Food Service MS	181	181 Days	27,291	32,689	38,086
	Mechanic - Building	240	240 Days	36,187	43,344	50,501
	Supervisor - Custodial	260	260 Days	39,203	46,956	54,709
	Manager - Custodial	240				
6			Hourly	\$20.84	\$24.96	\$29.07
	Assistant - Skilled Trades	240	181 Days	30,180	35,741	41,635
	Dispatcher/Lead Bus Driver	220	220 Days	36,683	35,741	41,635
	Manager - Food Service HS	181	226 Days	37,683	45,125	52,567
	Painter	240	240 Days	40,018	47,920	55,823
	Supervisor, CNS	240				
	Transportation Router	240				
	Transportation Trainer	240				

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Skilled Trades - General	240
Vehicle Mechanic - Transportation	240

Hourly	\$23.78	\$28.48	\$33.17
240 Days	45,662	54,674	63,685

8

Electrician	240
Manager - Warehouse	240
Mechanic - Lead	240
Plumber	240
Technician - HVAC	240

Hourly	\$26.41	\$31.63	\$36.84
240 Days	50,702	60,722	70,741

9

Supervisor - Transportation Shop	240
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Hourly	\$33.02	\$39.55	\$46.08
240 Days	63,403	75,943	88,482

BD

Bus Driver	179, 180
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Hourly	\$21.00	\$25.15	\$29.30
179 Days	30,072	36,011	41,950
180 Days	30,240	36,212	42,185

BDL

Bus Driver - Lead	181
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Hourly	\$22.05	\$26.41	\$30.77
181 Days	31,928	38,238	44,548

**2026-2027 Stipends Pay Plan
Huntsville ISD Athletic Stipends**

Athletic Stipend	Amount
Athletic Coordinator	
Middle School	3,000
Athletic Game Administrator	
Athletic Game Administrator	6,000
Athletic Trainer	
Head Trainer	10,000
Assistant Trainer	5,000
Baseball	
Head Coach	7,500
1st Assistant, High School	3,500
Assistant, High School	2,300
Basketball	
Head Coach	7,500
1st Assistant, High School	3,500
Assistant, High School	2,300
Middle School	1,800
Cheer	
Cheerleader, HS Varsity	4,000
Cheerleader, HS JV	2,500
Cheerleader, MS	1,500
Cross Country	
Head Coach	6,000
Assistant, High School	2,300
Middle School	1,800
Equipment	
Equipment Manager	1,150
Football	
District Athletic Director/Head Coach	20,000
Assistant Head Coach	9,500
Offensive Coordinator, HS	6,500
Defensive Coordinator, HS	6,500
Varsity/JV Assistant	5,000
Freshman	4,500
Middle School	3,000
Golf	
Head Coach	6,000
1st Assistant, High School	3,500
Middle School	2,000

Athletic Stipend	Amount
Powerlifting	
Head Coach	6,000
Assistant	2,300
Soccer	
Head Coach	7,000
1st Assistant, High School	3,000
Assistant, High School	2,300
Middle School	1,800
Softball	
Head Coach	7,000
1st Assistant, High School	3,500
Assistant, High School	2,300
Special Olympics	
Coordinator	5,000
Strength and Conditioning	
Strength and Conditioning	3,250
Swimming	
Head Coach, High School	7,000
Middle School	2,300
Tennis	
Head Coach	7,000
1st Assistant, High School	3,500
Middle School	2,000
Track	
Head Coach	6,000
1st Assistant, High School	2,300
Middle School	1,800
Volleyball	
Head Coach	7,000
1st Assistant, High School	3,000
Assistant, High School	2,300
Middle School	1,800
Webpage/Video	
Webpage	2,000
Video	2,000
Wrestling	
Head Coach	7,000
Assistant, High School	2,300

Huntsville ISD Extracurricular Stipends

Extracurricular Stipend	Amount
Band	
Director of Music	9,000
Assistant Band Director, HS	7,500
Head Band Director, MS	5,500
Assistant Band Director, MS	3,500
Choral	
Choral Director, HS	7,000
Choral Director, MS	1,000
Class	
Class Sponsor, Senior	1,250
Class Sponsor, Grades 9-11	500
Drama	
Drama Director, HS	4,000
Assistant Drama Director, HS	2,000
Drama Director, MS	1,000
Drill Team	
Drill Team, HS	4,000
Assistant Drill Team, HS	2,500
Drill Team, MS	1,500
Student Council	
Student Council, HS	1,000
Student Council, MS	750

Extracurricular Stipend	Amount
Student Activities	
Newspaper, HS	1,500
Team Robotics, HS/MS/ES	600
Speech Team, HS	1,500
Student Clubs, HS/MS	400
Yearbook, HS	1,770
Yearbook, MS	800
UIL	
UIL Coordinator, HS	2,400
UIL Coordinator, MS	700
UIL One Act Play, HS	600
UIL Sponsor, HS	350
UIL Sponsor, MS/ES	250
*UIL Regional Meet, HS	100
*UIL State Meet, HS	150
*UIL Invitational Meet, HS	75

*Stipend to be paid after event has occurred.

Huntsville ISD Specialty Stipends

Specialty Stipend	Amount
Critical Needs	
DAEP/HSA, Teacher	1,500
DAEP, Instructional Assistant	1,000
PK-6 Bilingual Certification	7,500
PK-6 Certified Teacher in Bilingual Program	5,000
PK-6 ESL Certified Teacher in Bilingual Program	2,500
Grades 9-12 Math Certification	3,000
Grades 9-12 Science Certification	3,000
+Completion of ESL Certification while employed with HISD	200
Campus	
Department Chair, HS	1,500
Team Leaders, MS, ES	1,200
Mentor Teacher	250
Lead Art Teacher	750
Career and Technology Education	
++Agriculture (Horticulture), MS	1,000
Agriculture, HS	11,600
Agriculture, MS	5,800
Auto Technology, HS	4,500
Building Trades, HS	4,500
Business	2,000
Marketing	2,000
Criminal Justice	2,000
Co-op Coordinator, HS	5,000
Cosmetology, HS	4,500
+++Cosmetology Trainer	2,000
Family and Consumer Science, HS	5,000
Family and Consumer Science, MS	2,500
Engineering	1,000
Robotics	1,000
Health Science	2,000

Specialty Stipend	Amount
Implementation	
LIFT Curriculum	500
LIFT Instructional	1,000
PREP Teacher Mentor	1,000
HISD LASO Grow Your Own	10,000
Reading/Math Academies	\$50/hour
Nurse	
Nurse Coordinator	2,500
Special Education	
SpEd Teacher - BSC/TLC/LS/18 Plus	3,000
SpEd Lead Teacher	1,500
SpEd IA - BSC/LS/TLC/1:1	1,500
Lead, LSSP	3,500
LSSP Trainee Supervisor	1,000
LSSP	3,000
Diagnostician	3,000
Speech Language Pathologist	3,000
Lead, Speech Language Pathologist	3,500
HS 504	2,500
Instructional Materials Allotment	
Instructional Materials Mgmt	5,000
New Teacher Orientation	
New Teacher Orientation	150/day
Teacher Residency	
Residency Teacher	20,000
Mentor Teacher Clinical Teacher	500
Mentor Teacher Paid Resident	1,000
Travel	
Travel (PG 10 & PG 11)	\$2,400

+ One-time only Stipend

++ MS Ag stipends will be paid upon completion of successful summer program.

+++ Cosmetology trainer stipend will be paid upon successful completion of the training.

2026-2027 Athletic Employee and Non-Employee Payment Fees**Huntsville ISD****HHS Baseball, Basketball, Soccer, Softball, Volleyball, and Wrestling**

Ticket Seller	\$55 per Game Day (includes all levels)
Ticket Scanners	\$55 per Game Day (includes all levels)
Bookkeeper	\$50 for 1 game; \$10 for each add'l game
Clock/Timer	\$50 for 1 game; \$10 for each add'l game
Libero	\$50 for 1 game; \$10 for each add'l game
Public Announcer (includes music)	\$50 Varsity Only
*Wrestling Table Duty for Dual Competition	\$75
Wrestling Table Duty for Tournament (6 hs)	\$100
Scoreboard (baseball/softball)	\$50 for 1 game; \$10 for each add'l game
Pitch Count (baseball only)	\$75 per game - JV and Varsity
Additional Support Personnel	\$45.00 includes all levels and games
*(All Levels – Freshman, JV, Varsity)	

MPMS Volleyball, Basketball

Ticket Seller	\$55 per Game Day (includes all levels)
Ticket Scanners	\$55 per Game Day (includes all levels)
Bookkeeper	\$50 for 1 game; \$10 for each add'l game
Clock/Timer	\$50 for 1 game; \$10 for each add'l game
Libero	\$50 for 1 game; \$10 for each add'l game
Additional Support Personnel	\$45 includes all levels and games

Football**Sub Varsity Football**

Ticket Seller	\$55 per Game Day (includes all levels)
Ticket Scanners	\$55 per Game Day (includes all levels)
HHS Clock/Timer	\$75 for both games

MPMS Clock/Timer	\$75 for both games
Announcer (HHS-Play by Play)	\$75 for both games
Additional Support Personnel	\$45 includes all levels and games

Varsity Football and Play-offs held at Football Stadium

Administrator on Duty (play-off only)	\$100.00
Ticket Seller	\$65.00
Ticket Taker/Scanner	\$65.00
Usher/Bag Security Checker	\$65.00
Chain Crew	\$75.00
Clock/Timer	\$75.00
Spotter	\$75.00
Ticket Administrator	\$100.00 * if other than the stipend position
Parking Lot Attendant	\$65.00
Announcer (Play by Play)	\$100.00
Official Escort	\$50.00

Games and Play-offs held at Huntsville HS Softball/Baseball Complex

Administrator on Duty (play-off only)	\$100.00
PA Announcer/Music	\$50/game
Official Timer	\$75.00
Official Scorekeeper	\$75.00
Ticket Sales	\$75.00
Other Personnel	\$45.00

Play-Off Games held at Huntsville HS Gym(s)

Administrator on Duty	\$100.00
PA Announcer/Music	\$50.00

Official Timer	\$75.00
Official Scorekeeper	\$75.00
Ticket Sales	\$75.00
Other Personnel	\$45.00

**2026-2027 Substitutes, Summer, Facilities, and Extra Duty Pay
Huntsville ISD**

Facility Pay

HISD, Community, and Non-HISD Organizations

Security (Police)	\$45/hour
Technical Support	\$25/hour
Fire Watch	\$25/hour
To Open Facility	\$20 each
To Close Facility	\$20 each
Supervision for Event	\$30 each

Stadium (Football, Baseball, Softball)

Production Crew Services	\$25/hour
Camera Crew Services	\$25/hour

Professional/Paraprofessional Extra Duty Pay

After School Detention/Extra Duty

\$25/hour for Admin
\$20/hour for Teacher
\$25/hour for Teacher Additional Planning
\$20/hour for Instructional Assistant

Saturday School Teacher - Instructional

\$30/hour for Teacher	
\$30/hour for Counselor	
Attendance Recovery	\$25/hour for Teacher

Conference Time Substitute

\$20/hour for Teacher **mandated 450 minutes in a two week planning time to sub	
Counselor	\$35/hour
Curriculum Camps	\$25/hour for Teacher

Curriculum Updating/Planning	\$25/hour for Teacher
Clerical/Paraprofessional	\$15/hour
Cafeteria Monitor	\$10/hour
Homebound Teaching (Title I)	\$35/hour
Maintenance summer worker	\$10/hour
Summer and After School Planning (Title I)	\$25/hour for Teacher

Translator/Interpreter (Title I or Title III)

\$30/hour-professional staff/certified

\$20/hour-clerical/paraprofessional

Tutoring -Title I	\$30/hour
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Tutoring - All other	\$30/hour
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CPR Training (basic CPR) - Nurse	\$25/hour
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Registration Clinic - Nurse	\$40/hour
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Vision/Hearing Testing - Nurse	\$25/hour for sub Nurse
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SPED Extra Duty Pay

Support Staff

Licensed Specialist in School Psychology (LSSP)	\$40/hour
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Diagnostician	\$40/hour
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Speech-Language Pathologist (SLP)	\$30/hour
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Behavior Coach	\$30/hour
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Extended School Year (ESY)

Teacher	\$30/hour
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Instructional Assistant	\$15/hour
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Music Extra Duty Pay

Piano Accompanist Pay Scale

Region Level

Class 1 Solo/Ensemble	\$50/event
Class 2 Solo/Ensemble	\$40/event
Class 3 Solo/Ensemble	\$30/event
<u>State Level</u>	\$75/event

Contest Judges

Flat rate (normally a one day event)	\$200/person
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Substitute Pay

Support Personnel (paraprofessional)

Instructional Assistant	\$77/day
Secretarial/Clerical	\$67/day
Long term (after 15 consecutive days in same assignment)	extra \$10/day

Support Personnel (Professional)

Non-Degreed with 15 college semester hours	\$95/day
Degreed without Certification (Bachelor's Degree)	\$105/day
Degreed teacher with valid Texas Certification	\$105/day
Registered Nurse (RN)	\$95/day
Licensed Vocational Nurse (LVN)	\$85/day
Long term (after 15 consecutive days in same assignment for teacher or nurse)	Rate + \$25/day

Bachelor's Degree/critical needs content/holds teacher certification:

Bilingual, Foreign Language, Math, Science
After 15 consecutive days in same assignment

Summer School Pay

HEAP

HEAP Director	\$4,000 Stipend
HEAP Teacher	\$20/hour

HEAP Tutor	\$20/hour
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Campus Positions

Principal	\$4,500 Stipend
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Assistant Principal	\$2,500 Stipend
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Counselor	\$2,000 Stipend
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Teacher	\$30/hour
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Registrar (HS only) (non 240 only)	\$15/hour
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Instructional Assistant	\$15/hour
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Administrative Assistant (non 240 Only)	\$15/hour
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Support Staff

Nurse (RN)	\$30/hour
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Nurse Aide, Health Assistant	\$15/hour
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SRO	\$45/hour
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Innovative Learning Specialist (ILS)	\$30/hour
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Gifted/Talented Camp Coordinator	\$1000 Stipend
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English Learner Camp Coordinator	\$1500 Stipend
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