



2026-2027 COMPENSATION PLAN

Teacher Salary Guide

Years of Experience	Daily Rate	Bachelor 187 Days
0	\$303.48	\$56,750.00
1	\$303.48	\$56,750.00
2	\$305.40	\$57,110.00
3	\$317.51	\$59,375.00
4	\$318.85	\$59,625.00
5	\$333.82	\$62,425.00
6	\$335.43	\$62,725.00
7	\$337.57	\$63,125.00
8	\$339.71	\$63,525.00
9	\$342.11	\$63,975.00
10	\$344.52	\$64,425.00
11	\$346.93	\$64,875.00
12	\$349.73	\$65,400.00
13	\$353.34	\$66,075.00
14	\$356.68	\$66,700.00
15	\$359.63	\$67,250.00
16	\$362.30	\$67,750.00
17	\$364.97	\$68,250.00
18	\$367.65	\$68,750.00
19	\$370.32	\$69,250.00
20	\$372.99	\$69,750.00
21	\$375.67	\$70,250.00
22	\$378.34	\$70,750.00
23	\$381.02	\$71,250.00
24	\$383.69	\$71,750.00
25	\$386.36	\$72,250.00
26	\$389.04	\$72,750.00
27	\$391.71	\$73,250.00
28	\$394.39	\$73,750.00
29	\$397.06	\$74,250.00
30+	\$399.73	\$74,750.00

The salaries listed above 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.

\$1,000 Master's Degree Stipend

\$2,000 Doctorate Degree Stipend



ROUND ROCK
INDEPENDENT SCHOOL DISTRICT

2026-2027 COMPENSATION PLAN

Professional Campus Support

Salary Guide

Years of Experience	Daily Rate	Bachelor 187 Days	Bachelor 195 Days	Bachelor 202 Days	Bachelor 215 Days
0	\$303.48	\$56,750.00	\$59,177.81	\$61,302.14	\$65,247.33
1	\$303.48	\$56,750.00	\$59,177.81	\$61,302.14	\$65,247.33
2	\$305.40	\$57,110.00	\$59,553.21	\$61,691.02	\$65,661.23
3	\$307.41	\$57,485.00	\$59,944.25	\$62,096.10	\$66,092.38
4	\$308.74	\$57,735.00	\$60,204.95	\$62,366.15	\$66,379.81
5	\$310.35	\$58,035.00	\$60,517.78	\$62,690.21	\$66,724.73
6	\$311.95	\$58,335.00	\$60,830.61	\$63,014.28	\$67,069.65
7	\$314.09	\$58,735.00	\$61,247.73	\$63,446.36	\$67,529.55
8	\$316.23	\$59,135.00	\$61,664.84	\$63,878.45	\$67,989.44
9	\$318.64	\$59,585.00	\$62,134.09	\$64,364.55	\$68,506.82
10	\$321.04	\$60,035.00	\$62,603.34	\$64,850.64	\$69,024.20
11	\$323.45	\$60,485.00	\$63,072.59	\$65,336.74	\$69,541.58
12	\$326.26	\$61,010.00	\$63,620.05	\$65,903.85	\$70,145.19
13	\$329.87	\$61,685.00	\$64,323.93	\$66,632.99	\$70,921.26
14	\$333.21	\$62,310.00	\$64,975.67	\$67,308.13	\$71,639.84
15	\$336.15	\$62,860.00	\$65,549.20	\$67,902.25	\$72,272.19
16	\$338.82	\$63,360.00	\$66,070.59	\$68,442.35	\$72,847.06
17	\$341.50	\$63,860.00	\$66,591.98	\$68,982.46	\$73,421.93
18	\$344.17	\$64,360.00	\$67,113.37	\$69,522.57	\$73,996.79
19	\$346.84	\$64,860.00	\$67,634.76	\$70,062.67	\$74,571.66
20	\$349.52	\$65,360.00	\$68,156.15	\$70,602.78	\$75,146.52
21	\$352.19	\$65,860.00	\$68,677.54	\$71,142.89	\$75,721.39
22	\$354.87	\$66,360.00	\$69,198.93	\$71,682.99	\$76,296.26
23	\$357.54	\$66,860.00	\$69,720.32	\$72,223.10	\$76,871.12
24	\$360.21	\$67,360.00	\$70,241.71	\$72,763.21	\$77,445.99
25	\$362.89	\$67,860.00	\$70,763.10	\$73,303.32	\$78,020.86
26	\$365.56	\$68,360.00	\$71,284.49	\$73,843.42	\$78,595.72
27	\$368.24	\$68,860.00	\$71,805.88	\$74,383.53	\$79,170.59
28	\$370.91	\$69,360.00	\$72,327.27	\$74,923.64	\$79,745.45
29	\$373.58	\$69,860.00	\$72,848.66	\$75,463.74	\$80,320.32
30+	\$376.26	\$70,360.00	\$73,370.05	\$76,003.85	\$80,895.19

The salaries listed above 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.

Professional Campus Support includes ARD Facilitator, Campus Program Coordinators, Orientation/Mobility Specialist

\$1,000 Master's Degree Stipend

\$2,000 Doctorate Degree Stipend



ROUND ROCK
INDEPENDENT SCHOOL DISTRICT

2026-2027 COMPENSATION PLAN

Librarian Salary Guide

Years of Experience	Daily Rate	Bachelor 195 Days
0	\$303.85	\$59,250.00
1	\$303.85	\$59,250.00
2	\$305.50	\$59,572.11
3	\$307.50	\$59,963.16
4	\$308.84	\$60,223.85
5	\$310.44	\$60,536.68
6	\$312.05	\$60,849.52
7	\$314.19	\$61,266.63
8	\$316.33	\$61,683.74
9	\$318.73	\$62,152.99
10	\$321.14	\$62,622.25
11	\$323.55	\$63,091.50
12	\$326.35	\$63,638.96
13	\$329.96	\$64,342.83
14	\$333.31	\$64,994.57
15	\$336.25	\$65,568.10
16	\$338.92	\$66,089.49
17	\$341.59	\$66,610.88
18	\$344.27	\$67,132.27
19	\$346.94	\$67,653.66
20	\$349.62	\$68,175.05
21	\$352.29	\$68,696.44
22	\$354.96	\$69,217.83
23	\$357.64	\$69,739.22
24	\$360.31	\$70,260.61
25	\$362.98	\$70,782.01
26	\$365.66	\$71,303.40
27	\$368.33	\$71,824.79
28	\$371.01	\$72,346.18
29	\$373.68	\$72,867.57
30+	\$376.35	\$73,388.96

The salaries listed above 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.

\$1,000 Master's Degree Stipend

\$2,000 Doctorate Degree Stipend



ROUND ROCK
INDEPENDENT SCHOOL DISTRICT

2026-2027 COMPENSATION PLAN

Athletic Trainer

Salary Guide

Years of Experience	Daily Rate	Bachelor 220 Days
0	\$304.22	\$66,928.59
1	\$304.22	\$66,928.59
2	\$305.68	\$67,250.59
3	\$307.69	\$67,691.76
4	\$309.03	\$67,985.88
5	\$310.63	\$68,338.82
6	\$312.24	\$68,691.76
7	\$314.37	\$69,162.35
8	\$316.51	\$69,632.94
9	\$318.92	\$70,162.35
10	\$321.33	\$70,691.76
11	\$323.73	\$71,221.18
12	\$326.54	\$71,838.82
13	\$330.15	\$72,632.94
14	\$333.49	\$73,368.24
15	\$336.43	\$74,015.29
16	\$339.11	\$74,603.53
17	\$341.78	\$75,191.76
18	\$344.45	\$75,780.00
19	\$347.13	\$76,368.24
20	\$349.80	\$76,956.47
21	\$352.48	\$77,544.71
22	\$355.15	\$78,132.94
23	\$357.82	\$78,721.18
24	\$360.50	\$79,309.41
25	\$363.17	\$79,897.65
26	\$365.84	\$80,485.88
27	\$368.52	\$81,074.12
28	\$371.19	\$81,662.35
29	\$373.87	\$82,250.59
30+	\$376.54	\$82,838.82

The salaries listed above are based on 11-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.

\$1,000 Master's Degree Stipend

\$2,000 Doctorate Degree Stipend

2026-2027 Instructional Support Pay Plan

*Annual amounts are based on 7.5 hours per day.

Pay Grade	Job Title	Calendars		Minimum	Midpoint	Maximum
101						
	Educational Assistant I	183	Hourly	\$15.50	\$18.76	\$21.94
			183 Days	\$21,273.75	\$25,741.24	\$30,117.25
102						
	Child Care Assistant	190	Hourly	\$16.00	\$19.28	\$22.56
	Educational Assistant II	183	183 Days	21,960.00	26,461.80	30,963.60
	Educational Assistant II - Special Ed	183	190 Days	22,800.00	27,474.00	32,148.00
	Library Assistant	183				
	RISE Apprentice I	183				
103						
	Educational Assistant II - Title I	183	Hourly	\$17.00	\$20.48	\$23.96
	Educational Assistant II - Title I SpEd	183	183 Days	23,332.50	28,108.80	32,885.10
	Library Assistant - Title I	183				
	RISE Apprentice I - Title I	183				
104						
	Child Care Assistant - Lead	190	Hourly	\$17.85	\$21.50	\$25.16
	Educational Assistant III	183, 198	183 Days	24,499.13	29,508.75	34,532.10
	Educational Assistant III - SpEd	183, 185	185 Days	24,766.88	29,831.25	34,909.50
	Job Coach	183	190 Days	25,436.25	30,637.50	35,853.00
	RISE Apprentice II	183	198 Days	26,507.25	31,927.50	37,362.60
105						
	Educational Assistant III - Title I	183, 185	Hourly	\$18.75	\$22.60	\$26.45
	Educational Assistant III - Title I SpEd	183,185	183 Days	25,734.38	31,018.50	36,302.63
	Embedded Instructional Assistant	183	185 Days	26,015.63	31,357.50	36,699.38
	Family Specialist	190	190 Days	26,718.75	32,205.00	37,691.25
	RISE Apprentice II - Title I	183				
106						
	RISE Apprentice III / Apprentice III - Title I	183	Hourly	\$19.65	\$23.68	\$27.80
	Teacher Resident	150	150 Days	22,106.25	26,644.66	31,279.66
			183 Days	26,969.63	32,506.49	38,161.19
107						
	Behavior Technician	187	Hourly	\$21.25	\$25.60	\$29.95
	Intervener	185	183 Days	29,165.63	35,136.00	41,106.38
	Transcriptionist	183	185 Days	29,484.38	35,520.00	41,555.63
			187 Days	29,803.13	35,904.00	42,004.88
108						
	Educational Interpreter - Basic	183	Hourly	\$25.00	\$30.12	\$35.24
	LVN	187	183 Days	34,312.50	41,339.70	48,366.90
	Registered Behavior Technician	187	187 Days	35,062.50	42,243.30	49,424.10
109						
	Certified OT Assistant	187	Hourly	\$30.00	\$36.15	\$42.30
	Certified PT Assistant	187	183 Days	41,175.00	49,615.88	58,056.75
	Educational Interpreter - Advanced	183	187 Days	42,075.00	50,700.38	59,325.75
110						
	Educational Interpreter - Master	183	Hourly	\$35.37	\$42.61	\$49.85
	Lead Interpreter	183	183 Days	48,545.33	58,482.23	68,419.13

2026-2027 Administrative Support Pay Plan

*Annual amounts are based on 8.0 hours per day.

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
203			Hourly	\$16.00	\$19.05	\$22.10
	Assistant - Accounting - HS	190	185 Days	23,680.00	28,194.00	32,708.00
	Receptionist - HS/MS/Transportation	185, 190	187 Days	23,936.00	28,498.80	33,061.60
	Specialist - Health Records	187	190 Days	24,320.00	28,956.00	33,592.00
	Specialist - Office	185, 187, 202, 226	202 Days	25,856.00	30,784.80	35,713.60
			226 Days	28,928.00	34,442.40	39,956.80
204			Hourly	\$17.00	\$20.24	\$23.48
	Records Processor - Special Education	202	185 Days	25,160.00	29,955.20	34,750.40
	Attendance Specialist - HS/MS	185, 190	190 Days	25,840.00	30,764.80	35,689.60
			202 Days	27,472.00	32,707.84	37,943.68
205			Hourly	\$18.25	\$21.72	\$25.19
	Assistant - Administrative	185, 195, 202, 220, 226	185 Days	27,010.00	32,145.60	37,281.20
	Associate I - Accounting	202	195 Days	28,470.00	33,883.20	39,296.40
	Scheduler - Work Control	226	202 Days	29,492.00	35,099.52	40,707.04
	Specialist - Attendance Elem	205	205 Days	29,930.00	35,620.80	41,311.60
			220 Days	32,120.00	38,227.20	44,334.40
			226 Days	32,996.00	39,269.76	45,543.52
206			Hourly	\$19.75	\$23.51	\$27.27
	LPAC Specialist II	226	183 Days	28,914.00	34,418.64	39,923.28
	Receptionist - Central Administration	226	205 Days	32,390.00	38,556.40	44,722.80
	Registrar - MS/Alt Ed/Community Ed	205, 226	226 Days	35,708.00	42,506.08	49,304.16
	Specialist - Alternative Ed Records	205				
	Specialist - Records	226				
	Specialist I - Accounting	226				
	Substitute - Program-Based	183				
207			Hourly	\$21.75	\$25.90	\$30.05
	Associate - Administrative	220, 226,230	205 Days	35,670.00	42,476.00	49,282.00
	Associate - Administrative DAEP	205	220 Days	38,280.00	45,584.00	52,888.00
	Associate - Sr Accounting - HS	226	226 Days	39,324.00	46,827.20	54,330.40
	Specialist - HS Registration & Records	226	230 Days	40,020.00	47,656.00	55,292.00
208			Hourly	\$24.00	\$28.57	\$33.14
	Specialist - Accounts Payable	226	226 Days	43,392.00	51,654.56	59,917.12
	Specialist - Benefits	230	230 Days	44,160.00	52,568.80	60,977.60
	Specialist - E-Campus Technology	226				
	Specialist - Emp ID/Information	230				
	Specialist - HR Records	230				
	Specialist - Payroll	226				
	Specialist - Purchasing	226				
	Specialist - Risk Management	226				
	Specialist - Substitutes	230				
	Specialist - Utility Data	226				
	Specialist - Facilities Request	226				

2026-2027 Administrative Support Pay Plan

*Annual amounts are based on 8.0 hours per day.

Pay Grade	Job Title	Calendars		Minimum	Midpoint	Maximum
209			Hourly	\$25.50	\$30.35	\$35.20
	Associate - Senior Administrative	226	226 Days	46,104.00	54,872.80	63,641.60
	Specialist - Benefits Budget Reporting	230	230 Days	46,920.00	55,844.00	64,768.00
	Specialist - Dept Budget	226, 260	260 Days	53,040.00	63,128.00	73,216.00
	Specialist - HRS Certification	230				
	Specialist - Senior HR Records	230				
	Specialist II - Accounting	226				
	Specialist II - Accounting Payroll	226				
210			Hourly	\$27.00	\$32.14	\$37.28
	Assistant - Executive	226, 230	226 Days	48,816.00	58,109.12	67,402.24
	Buyer	226	230 Days	49,680.00	59,137.60	68,595.20
	Specialist - Construction	226				
	Specialist, Construction Bond Budget	230				
	Specialist - Finance	226				
	Specialist - Fixed Assets	226				
	Specialist - Govt Relations	226				
	Specialist - Legal Services	226				
	Specialist II - Testing	226				
	Specialist - Spanish Translator	226				
	Translator, Spanish	226				
211			Hourly	\$32.75	\$38.99	\$45.23
	Executive Assistant - Supt / Board of Trustees	226	226 Days	59,212.00	70,493.92	81,775.84
		226				

2026-2027 Operations Support Pay Plan

*Annual amounts are based on 8 hours per day.

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
302			Hourly	\$15.25	\$18.16	\$21.07
	Crossing Guard	180	177 Days	21,594.00	25,714.56	29,835.12
	Custodian	260	180 Days	21,960.00	26,150.40	30,340.80
	Food Service Assistant	177	226 Days	27,572.00	32,833.28	38,094.56
	Lunchroom Monitor	180	260 Days	31,720.00	37,772.80	43,825.60
	Mail Processor	226				
303			Hourly	\$16.25	\$19.34	\$22.43
	Custodial Services Driver	260	177 Days	23,010.00	27,385.44	31,760.88
	Food Service Cook	183	180 Days	23,400.00	27,849.60	32,299.20
	Food Service Manager-in-Training	177	183 Days	23,790.00	28,313.76	32,837.52
	Hall Monitor	180	260 Days	33,800.00	40,227.20	46,654.40
	Parking Lot Security	180				
304			Hourly	\$17.25	\$20.54	\$23.83
	Food Service Assistant Manager	183	183 Days	25,254.00	30,070.56	34,887.12
	Food Service Driver	183	260 Days	35,880.00	42,723.20	49,566.40
	Food Service Warehouse Assistant	183				
	Groundskeeper	260				
	Lead Custodian - Elementary	260				
	PAC Technician	260				
	Warehouse Helper	260				
305			Hourly	\$18.25	\$21.73	\$25.21
	Bindery Operator	260	260 Days	37,960.00	45,198.40	52,436.80
	Groundskeeper - Athletics	260				
	Lead Custodian - Middle School/Alt Ed	260				
	Warehouse Assistant I	260				
	Water Quality Pond Technician	260				
306			Hourly	\$19.25	\$22.91	\$26.57
	Food Service Lead Cook II	183	183 Days	28,182.00	33,540.24	38,898.48
	Food Service Manager - Elem/Alt Ed	183	260 Days	40,040.00	47,652.80	55,265.60
	General Maintenance Technician	260				
	Lead Custodian - High School	260				
	Lead Groundskeeper	260				
	Lead Technician - PAC	260				
	Painter	260				
	Plumber/Irrigator Assistant	260				
	Print Production Operator	260				
	Warehouse Assistant II	260				
307			Hourly	\$20.25	\$24.11	\$27.97
	Food Service Manager - Middle School	183	183 Days	29,646.00	35,297.04	40,948.08
	General Maintenance Technician II	260	260 Days	42,120.00	50,148.80	58,177.60
	Heavy Equipment Operator/Grounds	260				
	HVAC Mechanic I	260				
	Inventory Specialist	260				
	Lead Groundskeeper - Athletics	260				
	Lead Print Production Operator	260				

2026-2027 Operations Support Pay Plan

*Annual amounts are based on 8 hours per day.

Pay Grade	Job Title	Calendars		Minimum	Midpoint	Maximum
308			Hourly	\$21.50	\$25.60	\$29.70
	Aquatics Technician III	260	183 Days	31,476.00	37,478.40	43,480.80
	Food Service Manager - High School/CK	183	260 Days	44,720.00	53,248.00	61,776.00
	General Maintenance Technician III	260				
	Grounds Equipment Mechanic	260				
	Preventative Maintenance Technician	260				
	Irrigation Technician	260				
	Welder	260				
309			Hourly	\$23.00	\$27.37	\$31.74
	Carpenter	260	260 Days	47,840.00	56,929.60	66,019.20
	Electrical Technician	260				
	Hardware Technician	260				
	Lead General Maintenance	260				
	Lead Painter	260				
	Lead Warehouse	260				
	Pest Control Specialist	260				
310			Hourly	\$24.50	\$29.16	\$33.82
	Energy Management Technician I	260	260 Days	50,960.00	60,652.80	70,345.60
	Finish Carpenter	260				
	HVAC Mechanic II	260				
	Locksmith	260				
	Roofer	260				
311			Hourly	\$27.25	\$32.43	\$37.61
	Electrician	260	260 Days	\$56,680.00	\$67,454.40	\$78,228.80
	Environmental Specialist	260				
	HVAC Mechanic III	260				
	Plumber	260				
	Plumber/Irrigator	260				
312			Hourly	\$29.00	\$34.53	\$40.06
	Electrician Specialist	260	260 Days	60,320.00	71,822.40	83,324.80
	Energy Management Technician II	260				
	HVAC Mechanic Lead	260				
	Plumber Specialist	260				
313			Hourly	\$31.25	\$37.21	\$43.17
	Alarm Specialist	260	260 Days	65,000.00	77,396.80	89,793.60

2026-2027 Transportation Pay Plan

*Annual amounts are based on 8.0 hours per day.

Pay Grade	Job Title	Calendars		Minimum	Midpoint	Maximum
352			Hourly	\$17.25	\$20.16	\$23.07
	Bus Cleaner and Fueler	220	186 Days	25,668.00	29,998.08	34,328.16
	Bus Support Assistant	186	220 Days	30,360.00	35,481.60	40,603.20
	Bus Support Assistant - Special Ed	186				
355			Hourly	\$19.25	\$22.54	\$25.83
	Bus Support Assistant II - Special Ed	186	186 Days	28,644.00	33,539.52	38,435.04
356			Hourly	\$20.50	\$24.03	\$27.56
	Bus Driver Non-CDL	186	186 Days	30,504.00	35,756.64	41,009.28
357			Hourly	\$23.50	\$27.60	\$31.70
	Bus Driver CDL	186	186 Days	34,968.00	41,068.80	47,169.60
	Bus Driver CDL - Special Ed	186	260 Days	48,880.00	57,408.00	65,936.00
	Bus Mechanic Helper	260				
358			Hourly	\$24.75	\$29.09	\$33.43
	Bus Route Scheduler	226	186 Days	36,828.00	43,285.92	49,743.84
	Multi Lead Bus Driver	226	226 Days	44,748.00	52,594.72	60,441.44
359			Hourly	\$26.00	\$30.57	\$35.14
	Bus Route Specialist	226	226 Days	47,008.00	55,270.56	63,533.12
	Field Trip Specialist	226				
	Transportation Technical Specialist	226				
	Driver Trainer	226				
360			Hourly	\$27.25	\$32.06	\$36.87
	Bus Mechanic	260	260 Days	56,680.00	66,684.80	76,689.60
361			Hourly	\$28.75	\$33.85	\$38.95
	Bus Mechanic Lead	260	260 Days	59,800.00	70,408.00	81,016.00

2026-2027 Technology Pay Plan

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
402			Hourly	\$29.00	\$34.94	\$40.88
	Specialist - Apple Applications	226	226 Days	52,432.00	63,171.52	73,911.04
	Specialist - Applications	226				
	Specialist - PC/Network Applications	226				
	Specialist - Print Operation Support	226				
	Specialist - Student Data Applications	226				
	Specialist - Systems Support	226				
	Specialist - Systems Support Video	226				
	Specialist - Training & Support	226				
403			Hourly	\$34.25	\$41.26	\$48.27
	Lead Specialist - Systems Support	226	226 Days	61,924.00	74,598.08	87,272.16
	Specialist - Application Security	226				
404			Daily	\$293.15	\$353.19	\$413.23
	Analyst - Business	226	226 Days	66,251.90	79,820.94	93,389.98
	Analyst - Business Technology	226				
	Analyst - PEIMS	226				
	Analyst - Student System	226				
	Coordinator - Tech Acquisition/Deployment	226				
405			Daily	\$322.46	\$388.51	\$454.56
	Administrator - Application Systems	226	226 Days	72,875.96	87,803.26	102,730.56
	Administrator - Applications	226				
	Administrator - Network	226				
	Administrator - Systems	226				
	Analyst - Cybersecurity	226				
406			Daily	\$370.84	\$446.79	\$522.74
	Administrator - Database	226	226 Days	83,809.84	100,974.54	118,139.24
	Lead Analyst - Business	226				
	Manager - PEIMS	226				
	Programmer/Analyst	226				
407			Daily	\$403.76	\$486.46	\$569.16
	Lead Cybersecurity Engineer	226	226 Days	91,249.76	109,939.96	128,630.16
	Manager - Network and Telecommunications	226				
	Manager - Business Systems	226				
	Manager - Programmer	226				
	Manager - Student Application Support	226				
	Manager - Systems Administration	226				
	Manager - Technical Operations	226				
	Manager - Technology Bond Inventory	226				
	Manager - Technology Bond Projects	226				
408			Daily	\$545.08	\$656.72	\$768.36
	Director - Information Security	226	226 Days	123,188.08	148,418.72	173,649.36
	Director - MIS	226				
	Director - Technical Infrastructure	226				
409			Daily	\$681.35	\$820.90	\$960.45
	Chief Technology Officer	226	226 Days	153,985.10	185,523.40	217,061.70

2026-2027 Instructional Exempt Pay Plan

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
501			Daily	\$242.90	\$296.25	\$349.60
	Attendance Officer	200	200 Days	48,580.00	59,250.00	69,920.00
	HS Completion Specialist	220	220 Days	53,438.00	65,175.00	76,912.00
502			Daily	\$277.73	\$338.70	\$399.67
	Coordinator - Campus Testing	226	187 Days	51,935.51	63,336.90	74,738.29
	Director - Child Care Center	190	190 Days	52,768.70	64,353.00	75,937.30
	Parent Liaison	187, 190	226 Days	62,766.98	76,546.20	90,325.42
	Newcomer Liaison	190				
503			Daily	\$311.06	\$379.34	\$447.62
	Music Therapist	187	187 Days	58,168.22	70,936.58	83,704.94
	Registered Nurse	187	202 Days	62,834.12	76,626.68	90,419.24
	Specialist - CTE	215	210 Days	65,322.60	79,661.40	94,000.20
	Specialist - Dyslexia Program	210	215 Days	66,877.90	81,558.10	96,238.30
	Specialist - Dyslexia Program Lead	226	226 Days	70,299.56	85,730.84	101,162.12
	Specialist - Dyslexia Training	210				
	Specialist - Dyslexia Training Lead	226				
	Specialist - Families in Transition (Community)	215				
	Specialist - Families in Transition (Instruction)	215				
	Specialist - Instructional Technology	202				
	Specialist - Learning Applications	202				
	Specialist - Work-Based Campus Learning	215				
504			Daily	\$326.61	\$398.31	\$470.01
	Counselor	190, 200, 202, 215	190 Days	62,055.90	75,678.90	89,301.90
	Counselor - Lead	200, 221	200 Days	65,322.00	79,662.00	94,002.00
	Early Literacy Specialist	226	202 Days	65,975.22	80,458.62	94,942.02
	Instructional Coach	202	215 Days	70,221.15	85,636.65	101,052.15
	Mentor Coach	226	221 Days	72,180.81	88,026.51	103,872.21
	Social Worker	190, 200	226 Days	73,813.86	90,018.06	106,222.26
	Specialist - Pre K EB Academic	202				
	Specialist - Behavior Special Ed	202				
	Specialist, Early Childhood Program	226				
	Specialist, Emergent Bilingual Instruction	202				
	Specialist - Instructional Special Ed	202				
	Specialist - Low Incidence Disability	202				
	Specialist - Newcomer Instructional	215				

2026-2027 Instructional Exempt Pay Plan

Pay Grade	Job Title	Calendars		Minimum	Midpoint	Maximum
505			Daily	\$342.95	\$418.23	\$493.51
	Analyst - Board Certified Behavior	187	187 Days	64,131.65	78,209.01	92,286.37
	Asst Director - Instructional Technology	226	190 Days	65,160.50	79,463.70	93,766.90
	Asst Principal - DAEP	210	198 Days	67,904.10	82,809.54	97,714.98
	Asst Principal - ES	210	205 Days	70,304.75	85,737.15	101,169.55
	Audiologist	198	210 Days	72,019.50	87,828.30	103,637.10
	Coordinator - Adv Academics	226	215 Days	73,734.25	89,919.45	106,104.65
	Coordinator - Counseling Services	226	226 Days	77,506.70	94,519.98	111,533.26
	Coordinator - Case Mgr/Homeless Grant	226				
	Coordinator - CTE Curriculum	226				
	Coordinator - Curriculum	226				
	Coordinator - Early Literacy Curriculum	226				
	Coordinator - Enrichment	226				
	Coordinator - Fine Arts	215				
	Coordinator - Gifted Services	226				
	Coordinator - Health Services	226				
	Coordinator - Health Services Admin Projects	226				
	Coordinator - Library Services	215				
	Coordinator - MTSS	226				
	Coordinator - Professional Development	226				
	Coordinator - Social Worker Services	226				
	Coordinator - TCLAS Grant	226				
	Coordinator - Transition	210				
	Diagnostician	198				
	Diagnostician - Lead	205				
	School Psychologist	198				
	School Psychologist - Lead	205				
	Occupational Therapist	187				
	Physical Therapist	187				
	SLP	187, 190				
506			Daily	\$360.09	\$439.14	\$518.19
	Asst Principal - MS	210, 215	210 Days	75,618.90	92,219.40	108,819.90
	Coordinator - Emergent Bilingual	226	215 Days	77,419.35	94,415.10	111,410.85
	Coordinator - ESL Emergent Bilingual	226	226 Days	81,380.34	99,245.64	117,110.94
	Coordinator - LPAC Compliance	226				
	Coordinator - Pre Kindergarten	226				
	Coordinator - Title I Programs	226				
507			Daily	\$378.10	\$461.10	\$544.10
	Asst Director - CTE	226	210 Days	79,401.00	96,831.00	114,261.00
	Asst Director - SpEd Behavior Svc	215	215 Days	81,291.50	99,136.50	116,981.50
	Asst Director - Deaf Education	210	226 Days	85,450.60	104,208.60	122,966.60
	Asst Director - Early Childhood (SPED)	215				
	Asst Director - Early Childhood	226				
	Asst Director - MTSS	226				
	Asst Principal - Alt Ed	215				
	Asst Principal - ECHS	215				
	Asst Principal - HS	210				
	Coordinator - Campus Athletics	226				

2026-2027 Instructional Exempt Pay Plan

Pay Grade	Job Title	Calendars		Minimum	Midpoint	Maximum
508			Daily	\$399.14	\$486.75	\$574.37
	Area Director - Special Education	220	220 Days	87,810.80	107,085.00	126,361.40
	Assoc Principal - HS	226	226 Days	90,205.64	110,005.50	129,807.62
	Asst Director - Athletics	226				
	Director - Bilingual/ESL	226				
	Director - Career & Technical Education	226				
	Director - Counseling/Student Support	226				
	Director - Dyslexia	226				
	Director - Enrichment	226				
	Director - Federal Programs	226				
	Director - Gifted & Advanced Academics	226				
	Director - Health Services	226				
	Director - Instructional Technology	226				
	Director - Library/Media Services	226				
	Director - Professional Development	226				
	Director - SpEd Behavior Svc	220				
	Principal - ES	220				
509			Daily	\$427.07	\$520.82	\$614.57
	Director - Academics Elementary & MTSS	226	226 Days	96,517.82	117,705.32	138,892.82
	Director - Academics Secondary & MTSS	226				
	Director - Curriculum & Implementation	226				
	Director - MTSS	226				
	Principal - Alt Ed	226				
	Principal - ECHS	226				
	Principal - MS	226				
510			Daily	\$495.40	\$604.15	\$712.90
	Director - Athletics	226	226 Days	111,960.40	136,537.90	161,115.40
	Director - Fine Arts	226				
	Exec Director - Special Ed	226				
	Exec Director - Student Support & Federal Programs	226				
	Exec Director - Teaching & Learning	226				
	Principal - HS	226				
511			Daily	\$589.53	\$718.94	\$848.35
	Area Superintendent	226	226 Days	133,233.78	162,480.44	191,727.10
	Asst Superintendent - Academic Services	226				
	Asst Superintendent - Student Support Services	226				
512			Daily	\$742.81	\$905.86	\$1,068.91
	Deputy Superintendent / Senior Chief	226	226 Days	167,875.06	204,724.36	241,573.66

2026-2027 Business Exempt Pay Plan

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
601			Daily	\$232.40	\$280.00	\$327.60
	Analyst - Registration	226	226 Days	52,522.40	63,280.00	74,037.60
	Coordinator - Custodial Services	260	260 Days	60,424.00	72,800.00	85,176.00
	Coordinator - Safety & Security	226				
	Coordinator - Safety Risk Mgmt	226				
	Coordinator - Tech Production/PAC	260				
	Coordinator - Textbooks	226				
	Coordinator - Transportation	226				
	Specialist - CAFM	226				
	Supervisor - Bus Route	260				
	Supervisor - General Maintenance	260				
	Supervisor - IPM Grounds	260				
	Supervisor - Transportation	226				
	Supervisor - Transportation Technical	226				
602			Daily	\$276.56	\$333.20	\$389.84
	Accountant	226	226 Days	62,502.56	75,303.20	88,103.84
	Administrator - Video Services	226	230 Days	63,608.80	76,636.00	89,663.20
	Analyst - Budget	226	260 Days	71,905.60	86,632.00	101,358.40
	Coordinator - Benefits	230				
	Coordinator - Community Relations	226				
	Coordinator - Engagement & Marketing	226				
	Coordinator - HR System and Analytics	230				
	Coordinator - HRS	230				
	Coordinator - HRS Guest Educator	230				
	Coordinator - HRS Staffing	230				
	Coordinator - Payroll	226				
	Coordinator - Position Control	230				
	Designer - Multimedia	226				
	Senior Buyer	226				
	Supervisor - Bus Mechanic	260				
	Supervisor - Electrical	260				
	Supervisor - Environmental	260				
	Supervisor - HVAC	260				
	Supervisor - Maintenance PM	260				
	Supervisor - Plumber	260				
	Supervisor - Safety and Compliance	260				
	Supervisor - Special Systems	260				
603			Daily	\$318.04	\$383.18	\$448.32
	Asst Director - Custodial Services	260	226 Days	71,877.04	86,598.68	101,320.32
	Asst Director - HRS	230	230 Days	73,149.20	88,131.40	103,113.60
	Asst Director - Maintenance	226	260 Days	82,690.40	99,626.80	116,563.20
	Asst Director - Transportation	226				
	Coordinator - Assessment & Data Accountability	226				
	Coordinator - Assessment & Data Management IDS	226				
	Coordinator - Bond Projects	260				
	Coordinator - Grants	226				
	Coordinator - Special Project Services	226				
	Manager - Aquatics	260				
	Manager - Materials	226				
	Manager - PAC	260				
	Manager - Video Services	226				
	Senior Accountant	226				
	Staff Auditor	226				
	Supervisor - Accounts Payable	226				

2026-2027 Business Exempt Pay Plan

Pay Grade	Job Title	Calendars		Minimum	Midpoint	Maximum
604			Daily	\$343.48	\$413.83	\$484.18
	Associate - Research & Evaluation	226	226 Days	77,626.48	93,525.58	109,424.68
	Asst Director - Instructional Data Support	226				
	Asst Director - Assessment	226				
	Manager - Accounting	226				
	Manager - Budget	226				
	Manager - Construction Projects	226				
	Manager - Payroll	226				
	Manager - Purchasing	226				
	Manager - Treasury/Debt	226				
	Senior Auditor	226				
	Supervisor - Community Partnerships	226				
	Webmaster	226				
605			Daily	\$401.87	\$484.18	\$566.49
	Assoc Director - Bond Projects Comm & Outreach	226	226 Days	90,822.62	109,424.68	128,026.74
	Assoc Director - Communications	226	230 Days	92,430.10	111,361.40	130,292.70
	Assoc Director - Marketing	226				
	Manager, Bond Construction Project	230				
606			Daily	\$446.08	\$537.44	\$628.80
	Director - Access and Opportunity	226	226 Days	100,814.08	121,461.44	142,108.80
	Director - Assessment	226	230 Days	102,598.40	123,611.20	144,624.00
	Director - Behavioral Health Services	226	260 Days	115,980.80	139,734.40	163,488.00
	Director - Custodial Services	260				
	Director - HRS	230				
	Director - Maintenance	226				
	Director - Payroll	226				
	Director - Purchasing/Material Mgmt	226				
	Director - Research & Evaluation	226				
	Director - Risk Mgmt/Compliance	226				
	Director - Safety & Security	226				
	Director - Transportation	226				
	Manager- Bond Construction Senior Project	230				
607			Daily	\$477.30	\$575.06	\$672.82
	Director - Construction & Facilities	226	226 Days	107,869.80	129,963.56	152,057.32
	Director - Finance	226				
	Director - Internal Audit	226				
	Exec Director - Assessment & Evaluation	226				
	Staff Attorney	226				
608			Daily	\$539.35	\$649.82	\$760.29
	Controller- Bond	230	226 Days	121,893.10	146,859.32	171,825.54
	Executive Director - Bond Projects	260	230 Days	124,050.50	149,458.60	174,866.70
	Senior Staff Attorney	226	260 Days	140,231.00	168,953.20	197,675.40
609			Daily	\$668.80	\$805.78	\$942.76
	Chief Access and Opportunity	226	226 Days	151,148.80	182,106.28	213,063.76
	Chief Financial & Operations Officer	226	230 Days	153,824.00	185,329.40	216,834.80
	Chief Human Resources Officer	230				
	Chief of Public Affairs & Communications	226				
	General Counsel	226				

2026-2027 Police Pay Plan

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum
701					
	Security Patrol Officer	260	Hourly	\$15.25	\$18.60
			260 Days	\$21.95	
				31,720.00	38,688.00
					45,656.00
702					
	Police Records & Evidence Specialist	260	Hourly	\$21.75	\$26.52
	Sr. Police Dispatcher	260	260 Days	\$31.29	
				45,240.00	55,161.60
					65,083.20
703					
	Police Cadet	260	Hourly	\$26.50	\$31.74
			260 Days	\$36.98	
				55,120.00	66,019.20
					76,918.40
704					
	Police Dispatcher Supervisor	260	Hourly	\$29.31	\$35.75
	Police Officer	230, 260	230 Days	\$42.19	
	Police Systems Coordinator	260	260 Days		
				53,930.40	65,780.00
				60,964.80	74,360.00
					87,755.20
705					
	Police Sergeant	260	Hourly	\$34.60	\$42.19
			260 Days	\$49.78	
				71,968.00	87,755.20
					103,542.40
706					
	Police Lieutenant	260	Daily	\$326.58	\$398.27
			260 Days	\$469.96	
				84,910.80	103,550.20
					122,189.60
707					
	Asst Chief of Police	230	Daily	\$446.08	\$537.44
			230 Days	\$628.80	
				102,598.40	123,611.20
					144,624.00
708					
	Chief of Police	230	Daily	\$642.02	\$782.95
			230 Days	\$923.88	
				147,664.60	180,078.50
					212,492.40

2026-2027 Teacher Incentive Allotment

For any funds received by Round Rock ISD for a designated teacher under the Teacher Incentive Allotment (TIA), 90% will be paid to the designated teacher, with the remaining 10% being reserved by the district to offset costs associated with growing and maintaining the TIA program. Should the District receive funding for a designated teacher who resigns or retires before the end of the school year (but after Winter roster), the teacher will not receive their allotment payout and the District will redistribute the generated allotment to other designated teachers on the campus where the departing teacher worked.