IGNITE • TRANSFORM • EMPOWER

ROBSTOWN

INDEPENDENT SCHOOL DISTRICT

2026 - 2027

COMPENSATION PLAN

DRAFT

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ROBSTOWN ISD

Vision

Our vision is to ignite brilliance and impact lives by providing transformative learning opportunities that empower students for generations to come.

Mission

The mission of Robstown ISD is to empower, inspire, and invest in our students and staff, igniting the best versions of themselves. Together, we positively impact our community and the world.

Values

Integrity
Responsibility
Perseverance
Service
Joy

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Pay Structures

The following pay structures were approved by the Board of Trustees of Robstown ISD on July __ 2026, and are effective for the 2026-2027 school year.

PURPOSE

This is a guide for administering salaries and wages for employees of the Robstown Independent School District. Practices described are intended to implement local Board policy and goals, state and federal regulations, and appropriate accreditation standards.

All compensation items are subject to review and approval by Robstown ISD. The Compensation Plan is for the 2026-2027 school year only and does not make any representation or promise regarding any future years' compensation.

The salary ranges in this pay schedule do not reflect any statutorily required compensation adjustments enacted by the Texas Legislature in the 89th Session. The district reserves the right to adjust compensation amounts for the 2026-2027 school year in response to legislative changes. The district may apply compensation adjustments made for the 2026-2027 school year to any legislatively-required adjustments made by the 89th Texas Legislature after the date this pay schedule is approved, to the extent allowed by law. Impacted district employees will receive written notice of salary adjustments, if any, prior to the penalty free resignation deadline for the 2026-2027 school year.

JOB CLASSIFICATION

District jobs are assigned to pay grades based upon job-related factors and grouped with positions of comparable value.

On a periodic basis, selected jobs from each job family will be reviewed to ensure that conditions in the district, such as organizational structure, major programs, or significant responsibilities in a particular job, have not changed to a degree warranting a change in job grade classification. This review is to be at the direction of the Superintendent or designees, who shall be the Assistant Superintendent for Human Resources. Options for conducting the review include but are not limited to, an executive-level administrative review panel, outside consultant, or trained district salary administrator.

Newly established jobs are analyzed, job descriptions written, and pay grade assignments are determined prior to hiring personnel for the position. This procedure accomplishes three objectives. First, the job description establishes the responsibilities and duties required to ensure the position is properly classified and in the proper pay grade. Second, the appropriate pay range becomes part of the recruitment and hiring strategy of the district. Third, a consistent practice of salary administration is established at the initiation of each job.

SALARY ADJUSTMENTS

The Board of Trustees considers regular or general salary adjustment annually. General pay increase recommendations presented to the Board of Trustees by the administration shall be based on consideration of such factors as cost-of-living indexes, wage increases within competitive job markets, and budget resources.

PAY GRADES

Pay grades represent the internal job classification as well as external job market pay levels. The greater the level of compensable factors present in a job, the higher the placement in the pay grade structure. Jobs that are comparable based on job-related factors are assigned to the same pay grade.

The use of pay grade levels facilitates payroll administration and maintains the integrity of the job worth. The job rate or grade midpoint is the chief control point in the system. A minimum and maximum pay rate for each grade is computed from the midpoint using technical standards that are designed to maintain pay equity or fair pay for each job in the system of jobs.

Employees shall be assigned to a pay grade and paid a salary rate between the minimum and maximum (inclusive). Minimum and maximum pay rates are valid for only one year. No general pay action is intended to extend an employee's pay above the pay range or add pay to an employee's pay already paid above the assigned range maximum.

Annualized Salary: If the Employee works on a less-than-12-month basis, the Employee's salary will be paid on an annualized basis. The District will make deductions from each paycheck for income tax withholding and benefits.

INITIAL EMPLOYMENT

Employment, assignment, and salary placement should be in accordance with the job requirements as specified in the job description. Where job requirements include transcripts, certificates, or licenses, these must be official and on file with the district. A Texas educator service record or chronology of prior work history (if previously employed full-time) is necessary.

Salary placement will be at the direction of the Superintendent or designee. The personnel office shall determine hiring rates based upon job-related qualifications, previous experience, and salaries of other employees in the same position. Advertisements for positions typically will identify the pay grade for the position. Salary placement strategies may be different for each employee group, consistent with the attainment of district goals.

<u>Administrators/Non-Teaching Professional Employees</u>. The Superintendent or designee, shall individually set hiring rates for new administrators/non-teaching professional employees under the following guidelines.

1. Pay rates will be set based upon prior experience and job-related qualifications.
2. New administrators/non-teaching professional employees shall normally not be started at a rate above the salary of other district employees with more experience in the job.

<u>Auxiliary/Educational Assistants</u>. The Superintendent or designee, shall individually set hiring rates for new auxiliary employees under the following guidelines.

1. Pay rates will be set based upon prior experience and job-related qualifications.
2. New auxiliary/educational assistants shall normally not be started at a rate above the hourly rate of other district employees with more experience in the job.

Instructional Personnel. The Superintendent or designee, shall annually develop a hiring schedule for new classroom teachers. The hiring schedule will reflect the hiring objectives of the district. The hiring schedule will not place new teachers above salary levels of continuing teachers with similar years of experience or training.

The Superintendent or designee, may approve hiring rates up to or above the midpoint of the range when an applicant has exceptional job qualifications, or the position cannot otherwise be filled.

PROMOTION

For compensation purposes, a promotion occurs when an employee is placed in a higher pay grade except for general pay structure changes or position reclassification. The effective date of the promotion is determined by the Superintendent or designee.

The new salary rate shall be figured based on years of experience and qualifications for the new position.

1. The basis for computing a promotion increase shall be the employee's previous base pay rate, exclusive of stipends or supplements, and years of experience with the District.
2. If promotion increase does not advance employee to new grade minimum, adjust promoted employee's pay to at least the range minimum.
3. The district can, if necessary, exceed the promotion increase in order to keep at the current market value.
4. The adjusted salary for newly promoted employees shall normally not be started at a rate above the salary of other district employees with more experience in the job.

RECLASSIFICATION

On a periodic basis, jobs may be reclassified into a different pay grade, or salaries may be adjusted within pay grades in order to maintain internal/external equity to other jobs of similar worth in the district. Reclassification of a job is not a promotion or demotion. Reclassification changes result when there has been a significant modification of job duties or qualifications as determined by the school district. If an employee's job is reclassified, no special increase has to be given unless the employee is below the minimum for the new pay grade, or the current job incumbent's pay rate is in an inequitable position in comparison to comparable jobs. These job reclassifications and salary adjustments may be conducted at the direction and approval of the Superintendent or designee.

DEMOTION

For compensation purposes, a demotion occurs when an employee is placed in a lower pay grade except for general salary structure changes or position reclassification. At the direction of the Superintendent or designee.

REASSIGNMENT

Placement in a lower pay grade not resulting from a demotion may not immediately reduce salary. Programmatic, organizational, or funding changes are examples of such actions which may create this condition. These guidelines apply:

1. If an employee's rate is within the pay range of the reassigned pay grade, then salary adjustment will be the same as others in the same pay grade.
2. If an employee's rate is greater than the maximum of the lower pay grade, then the employee's salary may be "frozen" until such time as the lower pay grade range includes the employee's salary. When the rate is recaptured, salary increases may be granted in accordance with normal practice.

SALARY RANGES

Annual salary ranges should be reviewed and recomputed to include updated economic information. Sources for making this determination include consumer price increases, chamber of commerce business changes, university reports, government statistics, and reputable economic periodicals. Adjustments to the salary structure are independent of individual pay actions.

Once the adjusting percent is discerned, this value should be applied to all job grade control points. The structure should be adjusted prior to computing new salary or wage increases.

PERFORMANCE PAY - TEACHER INCENTIVE ALLOTMENT

For any funds received by Robstown ISD for a designated teacher under the Teacher Incentive Allotment (TIA), 90 percent will be paid to the designated teacher, less deductions and benefits. Designated teachers will receive 90% of the generated allotment minus deductions and benefits (i.e. Medicare, Federal Tax, TRS, TRS Care, and Employer Matching Fees). The remaining 10 percent will be utilized funds reserved at the district level to partially fund support for TIA personnel who will assist in data collection activities related to our TIA plan. Funds will also be allocated at the district level to support TIA by providing enrichment and staff development to help teachers better understand it. The district will also use funds to pay for data collection tools and assessments. Should the district receive funding for a designated teacher who has resigned, the district will not forward payment.

Exceptions include a documented employee medical disability or retirement. Retained allotment funds generated from a designated teacher leaving RISD will be evenly redistributed to all teachers on the campus where the departing designated teacher worked.

TEACHERS WITH ADVANCED DEGREES

Official transcripts showing master's degrees or doctoral degrees need to be received by the Office of Human Resources by September 1st so that the pay can be adjusted for the current year.

CONTINGENCY

Eligibility for an incentive payment is contingent upon the employee maintaining his or her employment in good standing and completing his or her assigned contract work schedule through the effective date of the resignation at the end of the 2026-2027 school year.

2026 - 2027
New Hire Guide for Teachers

Certified Classroom Teacher	
Years Completed	**2026-2027 Approved Salary**
0 – Uncertified	$54,450
0 – Certified	$54,750
1	$55,050
2	$55,350
3	$57,800
4	$58,000
5	$62,200
6	$62,400
7	$62,600
8	$62,800
9	$63,000
10	$63,200
11	$63,838
12	$64,038
13	$64,238
14	$64,438
15	$64,638
16	$66,048
17	$66,248
18	$66,448
19	$66,648
20	$66,848
21	$69,271
22	$69,471
23	$69,671
24	$69,871
25	$70,338
26	$71,188
27	$71,988
28	$72,743
29	$73,468
30+	$74,068

Teacher – As Defined by TEA
TEC Sec 5.001 defines a classroom teacher as an educator who is employed by a school district and who, not less than an average of four hours each day, teaches in an academic instructional setting or a career and technology instructional setting.

The state's Teacher Retention Allotment (TRA) applies to educators who work at least 50% and are coded under PEIMS 087.

The salaries listed are based on a 10-month (187-day) work calendar. New hires with more than 30 years of experience will be placed on the 30+ year step.

$2,000 Master's Degree
$3,000 Doctorate Degree

2026-2027 Classroom Teacher Compensation

Teachers hired for the 2026-2027 school year who are not yet certified but are actively working toward certification will be paid a salary of **$54,450** until standard certification is obtained.

2026 - 2027
Administrative/Professional Pay Plan

Robstown Independent School District
2026 - 2027 Administrative/Professional Pay Plan

Pay Grade	Job Title	Calendars		Minimum	Midpoint	Maximum
1			**Daily**	**$251.80**	**$298.77**	**$345.74**
	Speech Lang Pathologist Asst.	187	**187 Days**	47,087	55,870	64,653
	Site Coordinator – 21st Century ACE	220	**220 Days**	55,396	65,729	76,063
2			**Daily**	**$274.40**	**$325.66**	**$376.92**
	Athletic Trainer	210	**187 Days**	51,313	60,898	70,484
	Behavior Interventionist	204	**200 Days**	54,880	65,132	75,384
	Counselor - Elementary	200	**204 Days**	55,978	66,435	76,892
	Counselor – Junior High	206	**206 Days**	56,526	67,086	77,646
	Instructional Coach	210	**210 Days**	57,624	68,389	79,153
	Librarian	187, 200	**220 Days**	60,368	71,645	82,922
	Nurse	187, 210				
	Social Worker	220				
3			**Daily**	**$290.87**	**$345.20**	**$399.53**
	Assistant Principal - Elementary	215	**187 Days**	54,393	64,552	74,712
	Assistant Principal – Junior High	215	**204 Days**	59,337	70,421	81,504
	Counselor - High School	206	**206 Days**	59,919	71,111	82,303
	Diagnostician	204	**215 Days**	62,537	74,218	85,899
	Speech Language Pathologist	187				
4			**Daily**	**$308.21**	**$365.91**	**$423.61**
	Assistant Director – Academic Services	226	**215 Days**	66,265	78,671	91,076
	Assistant Director - Athletics	215	**220 Days**	67,806	80,500	93,194
	Assistant Principal - High School	215	**226 Days**	69,655	82,696	95,736
	Coordinator - Child Nutrition	226				
	Coordinator - Communication	226				
	Coordinator - Human Resources	226				
	Coordinator – Literacy	226				
	Coordinator - PEIMS/Student Accounting Support	226				
	Director - Band	226				
	Program Specialist – 21st Century ACE	220				
	Secondary Assistant Principal	226				
5			**Daily**	**$326.66**	**$387.86**	**$449.06**
	Director – 21st Century ACE	226	**215 Days**	70,232	83,390	96,548
	Director - Child Nutrition	226	**226 Days**	73,825	87,656	101,488
	Director - College/Career Readiness	226				
	Director - Family Engagement/Dropout Prevention	215				
	Director - Health Services	215				
	Principal - Elementary	226				

Robstown Independent School District
2026 - 2027 Administrative/Professional Pay Plan

Pay Grade	Job Title	Calendars		Minimum	Midpoint	Maximum
6			**Daily**	**$346.25**	**$411.13**	**$476.01**
	Director - Accountability & Student Services	226	**226 Days**	78,253	92,915	107,578
	~~Director – Athletics~~	~~226~~	**230 Days**	79,638	94,560	109,482
	Director - Communication & Technology	226				
	Director – PTECH/Early College	226				
	Director – Facilities & Operations	230				
	Director – Special Education	226				
	Director - Teaching & Learning	226				
	Principal – Junior High	226				
7			**Daily**	**$398.29**	**$472.80**	**$547.31**
	Chief of Police	226	**226 Days**	90,014	106,853	123,692
	Director - Athletics	226				
	Principal – High School	226				
8			**Daily**	**$462.07**	**$548.45**	**$634.83**
	Exec. Director - Academic & Student Services	226	**226 Days**	104,428	123,950	143,472
9			**Daily**	**$489.97**	**$581.36**	**$672.75**
	Asst. Superintendent - Human Resources	226	**226 Days**	110,733	131,387	152,042
	Chief Financial Officer	226				

2026 - 2027
Clerical/Paraprofessional Pay Plan

Robstown Independent School District
2026 - 2027 Clerical/Paraprofessional Pay Plan

Pay Grade	Job Title	Calendars		Minimum	Midpoint	Maximum
1			**Hourly**	**$13.89**	**$16.30**	**$18.71**
	Aide - Parent & Family Engagement Liaison	187	**187 Days**	20,779	24,385	27,990
	Aide - Physical Education	187	**220 Days**	24,446	28,688	32,930
	Aide - Pre-K	187				
	Clerical Assistant - Receptionist - Elementary	187				
	Clerical Assistant - Receptionist - High School	220				
	Clerical Assistant - Receptionist – Junior High	187				
2			**Hourly**	**$14.89**	**$17.48**	**$20.07**
	Aide - Computer Lab	187	**187 Days**	22,275	26,150	30,025
	Aide - DAEP	187	**208 Days**	24,777	29,087	33,396
	Aide - Interventionist	187	**220 Days**	26,206	30,765	35,323
	Aide - ISS	187	**226 Days**	26,921	31,604	36,287
	Aide - Library	187				
	Aide - Special Ed.	187				
	Clerical Assistant - Attendance Elementary	208				
	Clerical Assistant - PEIMS/SHARS	220				
	Clerical Assistant - Registrar High School	220				
	Clerical Assistant - Special Ed.	220				
	Receptionist - Administration	226				
3			**Hourly**	**$15.90**	**$18.69**	**$21.48**
	Admin. Asst. – Asst. Principal High School	215	**206 Days**	26,203	30,801	35,399
	Admin. Asst. – Asst. Principal Junior High	210	**210 Days**	26,712	31,399	36,086
	Admin. Asst. - Counselor	206	**215 Days**	27,348	32,147	36,946
	Admin. Asst. - Hattie Martin	226	**226 Days**	28,747	33,792	38,836
	Clerical Assistant - Attendance High School	210				
	Clerical Assistant - Attendance Junior High	210				
4			**Hourly**	**$17.93**	**$21.62**	**$25.31**
	Admin. Asst. - Child Nutrition	220	**187 Days**	26,823	32,344	37,864
	Admin. Asst. - Facilities/Operations	230	**220 Days**	31,557	38,051	44,546
	Admin. Asst. - Human Resources	226	**226 Days**	32,417	39,089	45,760
	Admin. Asst. - Principal Elementary	220	**230 Days**	32,991	39,781	46,570
	Admin. Asst. - Principal Junior High	220				
	Admin. Asst. - Special Education	226				
	Admin. Asst. - Teaching & Learning	226				
	Admin. Asst. - Technology	226				
	Admin. Asst. – 21st Century ACE	226				
	Bookkeeper - High School	220				
	Nurse - CMA	187				
	Part-Time Payroll Clerk	226				
	Registrar - High School	220				

Board approved _____

Robstown Independent School District
2026 - 2027 Clerical/Paraprofessional Pay Plan

Pay Grade	Job Title	Calendars		Minimum	Midpoint	Maximum
5			**Hourly**	**$19.94**	**$24.08**	**$28.22**
	Admin. Asst. - Principal High School	226	**187 Days**	29,830	36,024	42,217
	Nurse - LVN	187	**220 Days**	35,094	42,381	49,667
6			**Hourly**	**$20.45**	**$24.71**	**$28.97**
	Admin. Asst. - Athletic Director	226	**187 Days**	30,593	36,966	43,339
	Admin. Asst. - Central Office	226	**226 Days**	36,974	44,676	52,378
	Dropout Prevention/Interventionist	187				
	Specialist - Payroll	226				
7			**Hourly**	**$22.46**	**$27.17**	**$31.88**
	Computer Technician	220	**220 Days**	39,530	47,819	56,109
	Specialist - PEIMS	226	**226 Days**	40,608	49,123	57,639
	Supervisor - Accounting	226				
	~~Supervisor - Payroll~~	~~226~~				
8			**Hourly**	**$24.48**	**$29.63**	**$34.78**
	Exec. Asst. - Chief Financial Officer	226	**226 Days**	44,260	53,571	62,882
	Exec. Asst. - Asst. Supt. - Human Resources	226				
9			**Hourly**	**$26.50**	**$32.09**	**$37.68**
	Senior Executive Asst. - Superintendent	226	**226 Days**	47,912	58,019	68,125

2026 - 2027
Manual Trades Pay Plan

Robstown Independent School District
2026 - 2027 Manual Trades Pay Plan

Pay Grade	Job Title	Calendars		Minimum	Midpoint	Maximum
1			**Hourly**	**$12.88**	**$15.12**	**$17.36**
	Bus Monitor	178	**178 Days**	18,341	21,531	24,721
	Child Nutrition Worker	182	**182 Days**	18,753	22,015	25,276
	Crossing Guard	178	**230 Days**	23,699	27,821	31,942
	Custodian	230				
2			**Hourly**	**$13.89**	**$16.32**	**$18.75**
	Child Nutrition Baker	182	**182 Days**	20,224	23,762	27,300
	Child Nutrition Cook	182	**230 Days**	25,558	30,029	34,500
	Groundskeeper	230				
	Groundskeeper/Porter	230				
3			**Hourly**	**$14.90**	**$17.53**	**$20.16**
	Asst. Manager - Child Nutrition Elementary	182	**182 Days**	21,694	25,524	29,353
	Asst. Manager - Child Nutrition High School	182	**210 Days**	25,032	29,450	33,869
	Asst. Manager - Child Nutrition Junior High	182	**230 Days**	27,416	32,255	37,094
	Delivery Driver/Operations - Child Nutrition	230				
	Head Custodian - Elementary	230				
	Monitor - Campus Security	210				
	Monitor - Safety & Security	182				
4			**Hourly**	**$15.91**	**$19.16**	**$22.41**
	Head Custodian – Junior High	230	**178 Days**	22,656	27,284	31,912
	Manager - Child Nutrition Elementary	182	**182 Days**	23,165	27,897	32,629
	Manager - Child Nutrition Junior High	182	**230 Days**	29,274	35,254	41,234
	Shuttle Driver	178				
5			**Hourly**	**$16.92**	**$20.40**	**$23.88**
	Head Custodian - High School	230	**182 Days**	24,636	29,702	34,769
	Lead Groundskeeper	230	**230 Days**	31,133	37,536	43,939
	Manager - Child Nutrition High School	182				
6			**Hourly**	**$17.67**	**$21.33**	**$24.99**
	Child Nutrition - Warehouse Mgr.	230	**230 Days**	32,513	39,247	45,982
	General Maintenance	230				
	General Maintenance/Bus Driver	230				
	HVAC Asst	230				
	Mechanic Asst.	230				
	Route Coordinator	230				
	Specialist - Printshop/Warehouse	230				

Board approved _____

Robstown Independent School District
2026 - 2027 Manual Trades Pay Plan

Pay Grade	Job Title	Calendars		Minimum	Midpoint	Maximum
7			**Hourly**	**$22.73**	**$27.49**	**$32.25**
	Electrician	230	**230 Days**	41,823	50,582	59,340
	HVAC Technician	230				
	Mechanic	230				
	Plumber	230				
8			**Hourly**	**$25.01**	**$30.27**	**$35.53**
	Asst. Director - Facilities & Operations	230	**230 Days**	46,018	55,697	65,375
BD			**Hourly**	**$21.72**	**$24.82**	**$27.92**
	Bus Driver	178	**178 Days**	30,929	35,344	39,758
PO			**Hourly**	**$26.72**	**$30.56**	**$34.40**
	Police Officer	215	**215 Days**	45,958	52,563	59,168

2026 - 2027
Stipends and Extracurricular Duty Pay

2026 - 2027
Stipends and Extracurricular Duty Pay
Stipends & Other Supplements

Academics

Assignment	Level	Stipend
ESL	District	2000
GT Coordinator	District	1500
Head Librarian	District	2500
Lead Counselor	District	2500
Lead Diagnostician	District	2500
Math Secondary	District	3500
Certification Support	District	500
Science - Secondary	District	3500
SLP Supervisor (if needed)	District	2000
Social Workers	District	4000
Special Ed. - Inclusion	District	2000
Special Ed. - Life Skills/ECSE	District	3000
Special Ed. - Social, Emotional & Sensory	District	3000
UIL District Coordinator	District	2500
UIL Competition Host	District	2000
Campus Webmaster	Elementary	500
Grade Level Chairperson	Elementary	500
NEHS Sponsor	Elementary	500
STEM	Elementary	500
Technology Lead	Elementary	500
UIL Academic Events per grade level	Elementary	300
UIL Campus Coordinator	Elementary	500
Campus Webmaster	Junior High	500
Department Chair - Fine Arts	Junior High	750
Department Chair - Language Arts	Junior High	750
Department Chair - Math	Junior High	750
Department Chair - Science	Junior High	750
Department Chair - Social Studies	Junior High	750
Department Chair - Special Ed	Junior High	750
NJHS Sponsor	Junior High	500
One Act Play	Junior High	1000
Robotics	Junior High	750

2026 - 2027
Stipends and Extracurricular Duty Pay
Stipends & Other Supplements

Academics

Assignment	Level	Stipend
Student Council – Non UIL	Junior High	750
Technology Lead - SJH	Junior High	500
UIL Academic Events	Junior High	300
UIL Campus Coordinator	Junior High	1500
Yearbook	Junior High	500
Campus Webmaster	High School	500
Class Sponsor	High School	750
Computer Application – Non UIL	High School	500
CTE Supplement	High School	10000
Cosmetology	High School	1000
Culinary Arts – Non UIL	High School	500
Department Chair – CTE	High School	1000
Department Chair – Fine Arts	High School	1000
Department Chair – Language Arts	High School	1000
Department Chair – Math	High School	1000
Department Chair – Science	High School	1000
Department Chair – Social Studies	High School	1000
Department Chair – Special Ed	High School	1000
Digital Communications	High School	1500
Dual Credit	High School	1500
English	High School	3500
FCCLA - Non UIL	High School	500
FFA – Non UIL	High School	1500
HOSA – Non UIL	High School	500
HOSA Co-Sponsor	High School	500
Interact Club – Non UIL	High School	500
NHS – Non UIL	High School	1000
NTHS – Non UIL	High School	500
Robotics	High School	4000
Robotics Assistant Sponsor	High School	1000
SkillsUSA	High School	500
Student Council- Non UIL	High School	1000
Technology Lead	High School	500
UIL Academic Campus Coordinator	High School	1000
UIL Academic Events	High School	600
UIL One Act Play	High School	2500

2026 - 2027
Stipends and Extracurricular Duty Pay
Stipends & Other Supplements

Athletics

Assignment	Level	Stipend
Athletic ~~Medical Professional~~/Trainer	District	12000
Student Success Coordinator	District	8000
Strength Coordinator	District	5000
Operations Coordinator (Boys/Girls)	District	4000
Cheerleading	Elementary	500
Baseball – Assistant	Junior High	2500
Basketball - Assistant (Boys/Girls)	Junior High	1500/Hourly
Basketball - Head (Boys/Girls)	Junior High	2250
Coordinator - Boys/Girls	Junior High	1000
Cheerleading	Junior High	1500
Cross Country - Head (Boys/Girls)	Junior High	2000
Track - Assistant (Boys/Girls)	Junior High	1500/hourly
Track - Head (Boys/Girls)	Junior High	2000
Volleyball - Assistant	Junior High	1500
Volleyball - Head	Junior High	2250
Baseball - Assistant	High School	2500
Baseball - Assistant (Varsity)	High School	3500
Baseball - Head	High School	6000
Baseball - Pitch Count	High School	1250
Basketball - 1st Assistant (Boys/Girls)	High School	3000/hourly
Basketball - JV (Boys/Girls)	High School	2500
Basketball - Head (Boys/Girls)	High School	5000
Cheerleading Head	High School	3000
Cheerleading Assistant	High School	1500/hourly
~~Coordinator - Female~~	~~High School~~	~~10000~~
Cross Country - Assistant	High School	3000
Cross Country - Head	High School	4000
Drill Team	High School	2000/hourly

Athletics

Assignment	Level	Stipend
Football - Assistant (JV/Varsity)	High School	4500
Football - Defensive Coordinator	High School	8250
Football – Head Coach	High School	10000
Football - Offensive Coordinator	High School	8250
Football - Special Teams	High School	5000
Football - Sub-Varsity	High School	2500/Hourly
Football - Video Coordinator	High School	1000/Hourly
Golf - Head	High School	4000
Powerlifting - Head	High School	5000
Powerlifting - Assistant	High School	2000
Softball - Assistant (Secondary)	High School	2500/Hourly
Softball Varsity Assistant	High School	3500
Softball Head (Secondary)	High School	6000
Tennis – Head (Secondary)	High School	4000
Track - Assistant (Boys/Girls)	High School	2500/Hourly
Track - Head (Boys/Girls)	High School	4000
Volleyball - Assistant	High School	3000/Hourly
Volleyball - JV Assistant	High School	2500
Volleyball - Head	High School	4000

Cross Country, Football and Volleyball staff are eligible for 10 additional days to help prepare for their respective season. Defensive and Offensive Coordinators are eligible for 15 additional days. Additional days are paid as follows:

0 - 10 Years' Experience = $230.00 per day
11 - 20 Years' Experience = $265.00 per day
21+ Years' Experience = $300.00 per day

Other

Assignment	Level	Stipend
Performing Arts		
Elementary Music	Elementary	2500
Band - UIL - Assistant	Junior High	3000
Choir - UIL	Junior High	3000
Band - UIL - Assistant	High School	4000
Band - UIL - Head	Secondary	6000
Choir – UIL	High School	3000
Flag Corp	High School	2500
Technology		
Network – Configure, Maintain & Update	District	2500
Photographer/Video, Marquee & Security System	District	2500
Servers – Configure, Maintain & Update	District	2500
Systems – District Web, Tip Web, IT Maintenance	District	2500
Grant Funded		
BIENESTAR – Grant Coordinator	District	15000
BIENESTAR – Supervisor of Intern	District	3000
Blended Learning	District	2000
~~Bluebonnet~~	~~District~~	~~1500~~
Leadership Instructional Foundation for Texas (LIFT) - Instructional Support	District	5000
Leadership Instructional Foundation for Texas (LIFT) Lead/Grant Manager	District	20000
Leadership Instructional Foundation for Texas (LIFT) - Math	District	1000
Leadership Instructional Foundation for Texas (LIFT) - RLA	District	900
Effective Advising Framework (EAF) – Project Lead	District	4000
Effective Advising Framework (EAF) – Lead Counselor	District	3500
Effective Advising Framework (EAF) – Counselor	District	2500
Texas Mentorship Mentors	District	1000/mentee
Teacher Incentive Allotment		
Data Support	District	5000
Assessment Support	District	5000

Stipend earnings are not guaranteed wages and may be amended or eliminated at any time.

** In an effort to retain highly qualified employees, retention stipends may be given to all Robstown ISD employees, with the exception of substitutes, based on annual school board approval.*

Positions and Rate of Pay for all Events

ATHLETIC GAME WORKERS	AMOUNT
Ticket Seller	$16.00 per hour
Ticket Taker	$16.00 per hour
Announcer	$35.00 per hour
Score Clock/Scoreboard	$16.00 per hour
Chain Crew	$16.00 per hour
Game Worker/Usher	$16.00 per hour
Custodian/Parking	$16.00 per hour
Concession Stand Cashier	$16.00 per hour
Concession Stand Manager	$17.50 per hour
Bus Driver	$21.50 per hour
Driver (Non-Fleet)	$15.25 per hour
Bus Monitor	$12.88 per hour
Coach – Bus Driver	$50.00 per trip

All Day Events - Tournaments, District Meets and Band Contests

Non-Exempt employees will be paid one and one-half times the employee's regular rate of pay for all hours worked in excess of 40 hours in any workweek.

Additional Duty Employment is when an employee works in a different capacity in excess of their regular work calendar. Any and all employees working at these assignments must conduct themselves in a professional manner at all times. Report any problems to his or her immediate supervisor.

2026 - 2027
Summer School and Supplemental Pay

Hourly Rates of Pay for Summer School and Supplemental Pay

Summer School Employee Rates

POSITION	PAY
Teacher	$40.00
Teacher Assistant.	$15.00
Clerk	$15.00
Lab Assistant.	$15.00
CMA	$18.04
LVN	$24.00
RN	$40.00
Food Service Worker	$14.40
Food Service Manager	$19.20
Food Service Assistant. Manager	$16.80
Food Service Program Monitor	$30.00
Dropout Prevention/Intervention	$15.00
Bus Driver	$25.00
Bus Monitor	$14.00
Site Coordinator	$50.00

Supplemental Rates

TUTORIAL RATE	PAY
Teacher	$30.00
Teacher Assistant	$13.89
Student Tutors	$12.00

PROFESSIONAL DEVELOPMENT TRAINING/PLANNING*	PAY
*During non-contractual days	
Teacher	$25.00
Teacher – Presenter	$40.00
Teacher Assistant	$13.89
Certified Teacher Curriculum Writing, Benchmark, and Other Assessment Development (Outside of Days on Duty)	$30.00

OTHER	PAY
Chaperone	$15.00
Teacher Assistant	$13.89
Custodians	$12.88
Bus Monitor	$12.88

2026 - 2027
Substitute Pay

Substitute Rates

Substitute Pay Rates

	HIGH SCHOOL DIPLOMA	4-YEAR COLLEGE DEGREE (ANY MAJOR)	CERTIFIED/LICENSED
Teacher/Paraprofessional	**$100**	**$115**	**$125**
Registered Nurse (RN)	**N/A**	**N/A**	**$150**
Licensed Vocational Nurse (LVN)	**N/A**	**N/A**	**$115**
Auxiliary	**$12/Hour**	**N/A**	**N/A**
Bus Driver	**$21/Hour**	**N/A**	**N/A**

Paychecks are direct deposit on a semi-monthly pay schedule posted by the district every 15th and 30th of the month. Questions regarding direct deposit should be directed to the Business Office at (361) 767-6600 ext. 2089.

Substitute positions requiring more than (4) hours of duty will be compensated for a full day. Any position requiring (4) hours or less will be compensated at the half-day rate. Half day assignments are paid at half of your daily rate. It is permissible to work two half days in different campuses if the working times Coordinator.

The number of working days for each substitute is reported to the Payroll Department by each campus. It is very important to sign-in and sign-out at the campus where services are rendered.

Hourly Rates of Pay for Substitute and Temporary Employment

DESCRIPTION	AMOUNT
Clerical/Secretarial	$15.00
Tutor – Certified (Holds Texas Educator Certification)	$30.00
Tutor – Degreed (Bachelor's, Master's, Doctorate)	$25.00
Tutor – Associate's Degree or 60+ College Hours	$17.00
Tutor – Less than 60 College Hours	$15.00
Student Worker	$12.00

Note 1: Temporary Employment suggests a definite start date and end date and is generally not entitled to district benefits. Substitute Employment is when an individual fills a position held by a current employee who will return to work (the position is not vacant) and is not entitled to district benefits. Contact the Office of Human Resources regarding the requirement on working hours for full-time and/or part-time employment.

Note 2: Any special event or assignment not listed above requires prior approval from the Office of Human Resources.

2026 - 2027
TIA Spending Plan

Robstown ISD District Plan	
% paid to the teacher	90% - Designated teachers will receive 90% of the generated allotment minus deductions and benefits (i.e. Medicare, Federal Tax, TRS, TRS Care, and Employer Matching Fees).
% paid to district **(no more than 10%*)**	10% - The district will utilize funds reserved at the district level to partially fund support for TIA personnel who will assist in data collection activities related to our TIA plan. Funds will also be allocated at the district level to support TIA by providing enrichment and staff development to help teachers better understand it. The district will also use funds to pay for data collection tools and assessments.
% paid elsewhere	none
Payout Dates	Returning Teachers allotment payment date: July 30th Retiring Teachers allotment payment date: June 30th **Funds must be spent by no later than August 31st**
Movement of Teachers	**Not Returning, Not Retiring** If the teacher leaves the district after the Winter Roster submission, the designated teacher will **not** receive a payout. If the teacher leaves the district after the Winter Roster submission and has a **documented** medical reason, the designated teacher will receive a payout. **Retirement** If the teacher retires after the Winter Roster submission, then the designated teacher will receive their entire payout in June. If the Designated Teacher retires before Winter Roster submission, then **no TIA funds** will be provided to the teacher. **Distribution of Retained Funds** The district will split any retention funds among the returning teachers where the designated teacher worked.

Allotments are updated based on snapshot data.
Robstown ISD's Spending Plan will be updated in Fall of 2026