

2026-2027 G-PISD TEACHER SALARY HIRING PLAN

YEARS OF EXPERIENCE 2026-2027	STATE MINIMUM	BACHELOR'S DEGREE	MASTER'S DEGREE
0	\$33,960	\$63,000	\$64,000
1	\$34,690	\$63,000	\$64,000
2	\$35,410	\$64,000	\$65,000
3	\$36,150	\$64,685	\$65,685
4	\$37,690	\$66,260	\$67,260
5	\$39,230	\$69,064	\$70,064
6	\$40,770	\$69,088	\$70,088
7	\$42,200	\$69,099	\$70,099
8	\$43,550	\$69,109	\$70,109
9	\$44,840	\$69,426	\$70,426
10	\$46,040	\$71,210	\$72,210
11	\$47,180	\$71,326	\$72,326
12	\$48,280	\$71,854	\$72,851
13	\$49,280	\$71,896	\$72,896
14	\$50,250	\$72,380	\$73,380
15	\$51,160	\$73,383	\$74,383
16	\$52,030	\$73,514	\$74,514
17	\$52,840	\$73,592	\$74,592
18	\$53,610	\$74,183	\$75,183
19	\$54,340	\$74,290	\$75,290
20	\$55,030	\$74,367	\$75,367
21	\$55,030	\$74,943	\$75,943
22	\$55,030	\$75,485	\$76,485
23	\$55,030	\$75,846	\$76,846
24	\$55,030	\$77,070	\$78,070
25	\$55,030	\$78,143	\$79,143
26	\$55,030	\$79,203	\$80,203
27	\$55,030	\$80,212	\$81,212
28	\$55,030	\$81,217	\$82,217
29	\$55,030	\$82,067	\$83,067
30+	\$55,030	\$82,909	\$83,909

The Teacher 2026-2027 hiring plan includes General Pay Increase and any targeted adjustments. The above schedule represents the minimum rate of base pay for G-PISD teachers by year of creditable teaching experience. Rates are provided in annual equivalents based on 187-days. Stipends and extra duty pay (if applicable) are not included in these amounts. **These are current rates and not a guarantee of future earnings.** The Teacher pay scale will be reviewed and updated on an annual basis. New offers of employment are based on comparable experience, as well as market competitive pay.

It is the policy of G-PISD not to discriminate on the basis of race, color, national origin, sex, handicap or age in its employment practices as required by Title VI of the Civil Rights Act of 1964, as amended; Title IX of the Education Amendments of 1972; the Age Discrimination Act of 1975, as amended; and Section 504 of the Rehabilitation Act of 1973 as amended. G-PISD will take steps to assure that lack of English Language skills will not be a barrier to admission and participation in all educational and vocational programs.

Es norma de distrito escolar de Gregory-Portland no discriminar por motivos de raza, color, origen nacional, sexo, impedimenta, o edad, en sus procedimientos de empleo, tal como lo requieren el Título VI de la Ley de Derechos Civiles de 1964, según enmienda; el Título IX de las Enmiendas en la Educación, de 1972, la ley de Discriminación por Edad, de 1975, según enmienda, y la Sección 504 de la Ley de Rehabilitación de 1973, según enmienda. El distrito escolar de Gregory-Portland tomara las medidas necesarias para asegurar que la falta de habilidad en el uso del inglés no sea un obstáculo para la admisión y participación en todos los programas educativos y vocacionales.

2026-2027 Clerical Paraprofessional Pay Plan

Gregory-Portland ISD

*Annual amounts are based on 7.5 hours per day.

Pay Grade	Job Title	Calendars		Minimum	Midpoint	Maximum
1			Hourly	\$17.00	\$20.99	\$24.98
	Aide - Classroom	187	187 Days	23,843	29,438	35,034
	Aide - Sp Ed General	187				
	Aide - Sp Ed Self Contained	187				
2			Hourly	\$18.00	\$22.22	\$26.44
	Aide - At-Risk Credit Recovery	187	187 Days	25,245	31,164	37,082
	Aide - Dual Credit Support	187	192 Days	25,920	31,997	38,074
	Aide - ISS	187	197 Days	26,595	32,830	39,065
	Aide - Library	187, 192				
	Aide - STEAM/Computer	187				
	Clerical Asst - Campus Office	197				
	Receptionist - HS	197				
3			Hourly	\$19.00	\$23.46	\$27.92
	Admin Asst - Asst Principal HS	212	197 Days	28,073	34,662	41,252
	Admin Asst - Asst Principal MS	212	207 Days	29,498	36,422	43,346
	Admin Asst - Counselor	212	212 Days	30,210	37,301	44,393
	Clerical Asst - Attendance, Secondary	207	226 Days	32,205	39,765	47,324
	Clerical Asst - Attendance/PEIMS ES	207				
	Clerical Asst - Attendance/PEIMS ECC	221				
	Clerical Asst - Sp Ed PEIMS	207				
	Clerical Asst - Special Ed	197				
	Receptionist - District	226				
	Registrar - MS	207				
4			Hourly	\$20.50	\$25.31	\$30.12
	Admin Asst - DAEP/AEP	212	202 Days	31,058	38,345	45,632
	Admin Asst - Principal ES	217, 226	210 Days	32,288	39,863	47,439
	Admin Asst - Principal MS	226	212 Days	32,595	40,243	47,891
	Admin Asst- Fine Arts Dept	210	217 Days	33,364	41,192	49,020
	Admin Asst- Principal HS	226	221 Days	33,979	41,951	49,924
	Bookkeeper - HS	202	226 Days	34,748	42,900	51,053
	Clerical Asst - PEIMS, Secondary	221				
	Registrar - HS	221				
5			Hourly	\$21.75	\$26.85	\$31.95
	Reserved for Future Use	226	226 Days	36,866	45,511	54,155

6	
Admin Asst - Construction Manager	260
Admin Asst - Dept Director	226
Admin Asst - Executive Director	226
Admin Asst- Athletics Director	226
Admin Asst- Coordinator	226
Admin Asst- Maint. Director	260
Admin Asst- Transportation Dispatch	260
LVN	187
Specialist - Business Services	226
Specialist - Communication & Engagement	226
Specialist - District PEIMS/SIS	226
Specialist - Technology Support	226
Technician - Computer	

Hourly	\$23.75	\$29.32	\$34.89
187 Days	33,309	41,121	48,933
226 Days	40,256	49,697	59,139
260 Days	46,313	57,174	68,036

7	
Admin Asst- Asst Supt	226
Specialist - Human Resources	226
Specialist - Payroll	226
Piano Accompanist	192

Hourly	\$27.75	\$34.26	\$40.77
192 Days	39,960	49,334	58,709
226 Days	47,036	58,071	69,105

CLASSIFICATION - ADD ON
Lead Computer Technician
Safety & Security Asst.
Special Education Aide - General Resources
Special Education Aide - Self Contained
Translation Services

Hourly Rate
\$3.00
\$1.07
\$1.00
\$2.00
\$0.30

Non-School Affiliated Facility Rental Coord.	\$1.50
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2026-2027 Auxiliary Pay Plan

Gregory-Portland ISD

*Annual amounts are based on 8 hours per day.

Pay Grade	Job Title	Calendars		Minimum	Midpoint	Maximum
1			Hourly	\$15.25	\$18.83	\$22.41
	Bus Monitor	179	179 Days	21,838	26,965	32,091
	Food Service Worker	185	185 Days	22,570	27,868	33,167
	Specialist - FS Warehouse & Delivery	197	197 Days	24,034	29,676	35,318
2			Hourly	\$16.25	\$20.06	\$23.87
	Asst Manager - Food Services MS, HS	188	187 Days	24,310	30,010	35,710
	Custodian	260	188 Days	24,440	30,170	35,900
	Custodian - Athletic Dept	260	260 Days	33,800	41,725	49,650
	Security Monitors	187				
3			Hourly	\$17.25	\$21.30	\$25.35
	Bus Mechanic - Helper	260	187 Days	25,806	31,865	37,924
	Custodian - Lead District	260	188 Days	25,944	32,035	38,126
	Custodian - Lead ES	260	260 Days	35,880	44,304	52,728
	Custodian - Lead HS	260				
	Custodian - Lead MS	260				
	Groundskeeper	260				
	Laundry/Custodian	260				
	Manager - Food Services ES	188				
	Security Monitor - Lead	187				
	Maintenance Warehouse Asst	260				
4			Hourly	\$18.50	\$22.84	\$27.18
	Maintenance - General	260	188 Days	27,824	34,351	40,879
	Manager - Food Services HS	188	260 Days	38,480	47,507	56,534
	Manager - Food Services MS	188				
5			Hourly	\$21.50	\$26.54	\$31.58
	Bus Mechanic	260	197 Days	33,884	41,827	49,770
	Locksmith	260	226 Days	38,872	47,984	57,097
	Manager - Groundskeeper	260	260 Days	44,720	55,203	65,686
	Manager - Maintenance	197				
	Manager - Warehouse & Purchasing	260				
	Master Carpenter	260				
	Maintenance Technician & Warranty Specialist	260				
	Storeroom Manager - Food Services	226				
6			Hourly	\$23.25	\$28.70	\$34.15
	HVAC Mechanic	260	260 Days	48,360	59,696	71,032
	Manager - Custodian	260				
	Plumber	260				

7	
Asst Director - Food Services	226
Electrician	260
Senior Safety Manager	226

Hourly	\$26.00	\$32.10	\$38.20
226 Days	47,008	58,037	69,066
260 Days	54,080	66,768	79,456

BD	
Bus Driver	179

Hourly	\$29.50	\$29.50	\$29.50
179 Days	42,244	42,244	42,244

CLASSIFICATION - ADD ON

Hourly Rate

Athletic Custodian	\$0.15
Cafeteria Asst. Manager MS & HS	\$0.25
Custodian, Night	\$0.25
Cafeteria Manager, Elementary	\$0.25
Cafeteria Manager, Middle School	\$1.00
Cafeteria Manager, High School	\$1.00
Integrated Pest Manager (IPM)	\$1.00
Lead Custodian	\$0.50
Lead Custodian, Dual Assistant	\$0.50
Asst. Lead Custodian	\$0.25
*Critical Shortage Area - HVAC	\$1.45
*Critical Shortage Area - Electrician	\$1.45
*Critical Shortage Area - Plumber	

*Critical Shortage is no longer applicable effective 2024-2025 beginning in July, unless otherwise directed by the Supt.

2026-2027 ATHLETIC STIPEND SCHEDULE

STIPEND TYPE	ALLOCATION	ANNUAL AMOUNT
HIGH SCHOOL		
Athletics Communications Web Representative	2	\$1,500
CDL/Bus Driver/Coach	1	\$1,000
HS Baseball Head	1	\$9,000
HSBaseball Asst.	2 3	\$5,000
HS Basketball Head	2	\$9,000
HS Basketball Asst.	4 6	\$5,000
HS Cheerleading Head	1	\$9,000
HS Cheerleading Asst.	1	\$5,000
HS Cross Country Head	1	\$9,000
HS Cross Country Asst.	2	\$5,000
HS Defensive Coordinator	1	\$12,500
HS Football Head Asst.	1	\$4,000
HS Football Asst.	10 11	\$8,000
HS Golf Head - Fall	1	\$4,575
HS Golf Asst. - Fall	1	\$3,750
HS Golf Head - Spring	1	\$4,575
HS Golf Asst. - Spring	1	\$3,750
HS Offensive Coordinator	1	\$12,500
HS Powerlifting	2	\$6,000
HS Soccer Head	2	\$9,000
HS Soccer Asst.	5 4	\$5,000
HS Softball Head	1 0	\$9,000
HS Sofball Asst.	2 3	\$5,000
HS Swimming Head	1	\$9,000
HS Tennis Head - Fall	1	\$4,575
HS Tennis Asst. - Fall	1	\$3,750
HS Tennis Head - Spring	1	\$4,575
HS Tennis Asst. - Spring	1	\$3,750
HS Track Head	2	\$9,000
HS Track Asst.	8	\$5,000
HS Volleyball Head	1	\$9,000
HS Volleyball Asst.	2 3	\$5,000
MIDDLE SCHOOL		
Athletic coordinator - Boys	1	\$3,000
Athletic Coordinator - Girls	1	\$3,000
MS Basketball Asst.	8	\$2,750
MS Cheerleading	1	\$4,000
MS Cheerleading Asst.	1	\$2,750
MS Football Asst.	7 8	\$3,750
MS Tennis - Fall	2	\$2,250
MS Tennis - Spring	2	\$2,250
MS Intramurals Coordinator	1	\$3,000
MS Track	10	\$2,750
MS Volleyball	3 4	\$3,250
HIGH SCHOOL & MIDDLE SCHOOL		
**Strength & Conditioning Coaching	14	\$1,120
**Strength & Conditioning Leaders	3	\$1,650
**Summer Track	2	\$3,500
Athletic Trainer	3	\$10,000

* Stipend earnings are not guaranteed wages and may be amended or eliminated at any time. Stipend amounts include compensation for additional days that maybe required of any extra duty.

**Stipend amounts will be paid at the completion of the summer program as submitted on the Supplemental Pay Form and approved by Athletic Director.

2026-2027 MIDDLE SCHOOL STIPENDS

Middle School stipends are stipends that are awarded by the middle school campus. The campus principal determines the eligibility requirements for each stipend and partners with the Human Resources Department for its implementation including duties and locations of stipends. The principal reserves the right to change the stipend duties for a stipend at any time. If more than one person shares duties as a sponsor or coordinator, the stipend amount listed will be divided among the sponsors.

STIPEND TYPE	ALLOCATION	ANNUAL AMOUNT
CTE		
MS Robotics Sponsor		\$1,000.00
CLUBS		
MS Head/UII Choir Coordinator/Director		\$6,250.00
MS National Junior Honor Society Sponsor		\$1,000.00
MS Yearbook Coordinator		\$1,000.00
MS Student Counsel Sponsor		\$1,000.00
FINE ARTS		
MS Assistant Band Director		\$4,500.00
MS Assistant Choir Director		\$4,500.00
MS Head Band Director		\$6,250.00
MS Summer Band		\$2,250.00
MS Theater Director/Teacher		\$1,250.00
GENERAL		
MS Translator	1	\$500.00
MS Communication Web Representative	1	\$1,500.00
MS Core Content Department Head		\$1,250.00
MS Elective Department Head		\$500.00
MS GT Coordinator		\$750.00
MS GT Spring Trip Coordinator		\$500.00
MS Lead Counselor		\$2,000.00
MS PE Department Head		\$500.00
MS Special Education Department Head		\$1,250.00
MS ESL Coordinator		\$750.00

2026-2027 ELEMENTARY SCHOOL STIPENDS

The campus principal determines the eligibility requirements for each stipend and partners with the Human Resources Department for its implementation including duties and locations of stipends. The principal reserves the right to change the stipend duties for a stipend at any time. If more than one person shares duties as a sponsor or coordinator, the stipend amount listed will be divided among sponsors.

STIPEND TYPE	ALLOCATION	ANNUAL AMOUNT
GENERAL		
Communication Web Representative		\$1,000.00
Grade Level Team Leader		\$1,000.00
Lead Elementary Counselor		\$2,000.00
GT Campus Coordinator		\$500.00
Mentor Cooperating Teacher (Resident Teacher Program)		\$1,500.00
SPED Team Leader		\$1,000.00
Specials Team Leader		\$750.00
Elementary Translator	1	\$500.00