

**Marble Falls ISD  
2026-2027 New Hire Guide for  
Teachers**

Years of Experience	New Hire Salary
0	\$52,100
1	\$52,500
2	\$52,900
3	\$55,300
4	\$55,900
5	\$60,500
6	\$61,100
7	\$61,700
8	\$62,300
9	\$62,800
10	\$63,200
11	\$63,600
12	\$64,000
13	\$64,400
14	\$64,800
15	\$65,200
16	\$65,600
17	\$66,000
18	\$66,500
19	\$67,000
20	\$67,500
21	\$68,000
22	\$68,500
23	\$69,100
24	\$69,700
25	\$70,300
26	\$71,000
27	\$71,800
28	\$72,600
29	\$73,400
30+	\$74,200

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.

**\$1,200 Master's Degree - General Stipend**

For any funds received by Marble Falls ISD for a designated teacher under the Teacher Incentive Allotment (TIA), 90% will be paid to the designated teacher. The remaining 10% will be used for training and support of the system, expansion of the system, and professional development. Should the district receive funding for a designated teacher who has resigned or retired, the district will forward payment to the resigned or retired teacher as soon as practicable.

**Marble Falls ISD  
2026-2027 New Hire Guide for  
Librarians and Nurses (RN)**

Years of Experience	New Hire Salary
0	\$52,100
1	\$52,500
2	\$52,900
3	\$53,300
4	\$53,900
5	\$54,500
6	\$55,100
7	\$55,700
8	\$56,300
9	\$56,800
10	\$57,200
11	\$57,600
12	\$58,000
13	\$58,400
14	\$58,800
15	\$59,200
16	\$59,600
17	\$60,000
18	\$60,500
19	\$61,000
20	\$61,500
21	\$62,000
22	\$62,500
23	\$63,100
24	\$63,700
25	\$64,300
26	\$65,000
27	\$65,800
28	\$66,600
29	\$67,400
30+	\$68,200

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.

**\$1,200 Master's Degree - General Stipend**

# Marble Falls ISD

## Administrative and Professional Pay Plan

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum
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1	
Asst Director Maintenance	250
Asst Director Transportation	226
Behavior Specialist	187
Certified Occupational Therapist Assistant	197
HR & Benefits Coordinator	226
Senior District Technician	226
Speech Language Pathologist Assistant	197

Daily	\$248.40	\$302.92	\$357.45
<b>187 Days</b>	46,451	56,646	66,843
<b>197 Days</b>	48,935	59,675	70,418
<b>226 Days</b>	56,138	68,460	80,784
<b>250 Days</b>	62,100	75,730	89,363

2	
Asst Principal ES	212
Communication Coordinator	226
Counselor ES	200
Counselor MS	212
District Behavior Specialist	217
District PEIMS/Skyward Coord	226
SEL Counselor	200
Social Emotional Learning Coordinator	200
Social Worker	212
Special Education Counselor	200
Special Education District Counselor	197
Special Services Coordinator	212

Daily	\$283.17	\$345.33	\$407.50
<b>197 Days</b>	55,784	68,030	80,278
<b>200 Days</b>	56,634	69,066	81,500
<b>212 Days</b>	60,032	73,210	86,390
<b>217 Days</b>	61,448	74,937	88,428
<b>226 Days</b>	63,996	78,045	92,095

3	
ARD Facilitator	197
Asst Principal MS	217
College & Career Advisor	212
Counselor HS	217
Diagnostician	197
Dyslexia Diagnostician	197
Early College High School/CTE Coordinator	226
Lead Counselor	226
Occupational Therapist	197
School Psychologist	202
Speech Language Pathologist	197
Systems Administrator	226

Daily	\$300.17	\$366.05	\$431.94
<b>187 Days</b>	56,132	68,451	80,773
<b>192 Days</b>	57,633	70,282	82,932
<b>197 Days</b>	59,133	72,112	85,092
<b>212 Days</b>	63,636	77,603	91,571
<b>202 Days</b>	60,634	73,942	87,252
<b>217 Days</b>	65,137	79,433	93,731
<b>226 Days</b>	67,838	82,727	97,618

## Marble Falls ISD Administrative and Professional Pay Plan

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
<b>4</b>						
	Asst Principal HS	217	<b>Daily</b>	<b>\$318.17</b>	<b>\$388.01</b>	<b>\$457.85</b>
	Director Bonds	250	<b>202 Days</b>	64,270	78,378	92,486
	Director Child Nutrition	226	<b>217 Days</b>	69,043	84,198	99,353
	Director Human Resources	226	<b>226 Days</b>	71,906	87,690	103,474
	Director Maintenance	250	<b>250 Days</b>	79,543	97,003	114,463
	Director Transportation	226				
	Exec Dir Education Foundation	226				
<b>5</b>						
	Accounting Supervisor	226	<b>Daily</b>	<b>\$355.40</b>	<b>\$433.41</b>	<b>\$511.42</b>
	Athletic Director/Head Football Coach	226	<b>202 Days</b>	71,791	87,549	103,307
	Director Accountability & Assessment	226	<b>217 Days</b>	77,122	94,050	110,978
	Director Bilingual/ESL Programs and Migrant Services	226	<b>226 Days</b>	80,320	97,951	115,581
	Director Elementary Education	226	<b>250 Days</b>	88,850	108,353	127,855
	Director Special Programs	217				
	Executive Director of Technology	226				
	Principal ES	217				
	Principal Falls Career HS	217				
<b>6</b>						
	Exec Dir Spec Services	226	<b>Daily</b>	<b>\$393.20</b>	<b>\$468.09</b>	<b>\$542.98</b>
	Principal MS	226	<b>226 Days</b>	88,863	105,788	122,713
<b>7</b>						
	Chief Financial Officer	226	<b>Daily</b>	<b>\$459.45</b>	<b>\$560.31</b>	<b>\$661.15</b>
	Principal HS	226	<b>226 Days</b>	103,836	126,630	149,420
<b>8</b>						
	Assistant Superintendent - Administration	226	<b>Daily</b>	<b>\$489.31</b>	<b>\$596.72</b>	<b>\$704.13</b>
	Assistant Superintendent - Curriculum and Instruction	226	<b>226 Days</b>	110,584	134,859	159,133
	Assistant Superintendent - Special Services	226				

# Marble Falls ISD

## Clerical and Professional Pay Plan

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum
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1	
Paraprofessional - Instructional	187
Paraprofessional - Literacy	187
Paraprofessional - PE	187

Hourly	\$14.46	\$17.64	\$20.83
<b>187 Days</b>	21,632	26,389	31,162

2	
Paraprofessional - 18+	187
Paraprofessional - After School Worker	173
Paraprofessional - Bilingual	187
Paraprofessional - Bilingual ECSE	187
Paraprofessional - Bilingual Pre-K	187
Paraprofessional - Bilingual Sped	187
Paraprofessional - Content Mastery	187
Paraprofessional - Dual Language Literacy	187
Paraprofessional - ECSE	187
Paraprofessional - Emergent Bilingual Instructional	187
Paraprofessional - English Language Learner (ELL)	187
Paraprofessional - Inclusion	187
Paraprofessional - ISS	187
Paraprofessional - Life Skills/ALE	187
Paraprofessional - Pre-K	187
Paraprofessional - Social Emotional Learning	187
Paraprofessional - Sped	187
Paraprofessional - Speech Therapy	187
Parking Lot Attendant	187

Hourly	\$15.34	\$18.70	\$22.06
<b>173 Days</b>	21,231	25,881	30,531
<b>187 Days</b>	22,949	27,975	33,002
<b>192 Days</b>	23,562	28,723	33,884
<b>197 Days</b>	24,176	29,471	34,767
<b>226 Days</b>	27,735	33,810	39,884

3	
Asst Principal Secretary HS	212
Asst Principal Secretary MS	212
Attendance Clerk/Registrar ES	197
Counselor Secretary	212
Paraprofessional - Positive Behavior Support	187
Receptionist ES, MS	192
Receptionist HS	197

Hourly	\$16.21	\$19.78	\$23.34
<b>187 Days</b>	24,250	29,591	34,917
<b>192 Days</b>	24,899	30,382	35,850
<b>197 Days</b>	25,547	31,173	36,784
<b>212 Days</b>	27,492	33,547	39,585

## Marble Falls ISD Clerical and Professional Pay Plan

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum
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4			Hourly	\$18.17	\$22.16	\$26.14
	Admin Asst/Federal & State Grants	226	<b>187 Days</b>	27,182	33,151	39,105
	Admin Asst/Maintenance	226	<b>197 Days</b>	28,636	34,924	41,197
	Admin Asst/Special Services	197	<b>212 Days</b>	30,816	37,583	44,333
	Admin Asst/Transportation	226	<b>217 Days</b>	31,543	38,470	45,379
	Attendance Clerk HS	197	<b>226 Days</b>	32,851	40,065	47,261
	Attendance Clerk MS	197				
	Career Secretary HS	217				
	Central Office Receptionist/Ed Foundation Asst	226				
	Child Nutrition Secretary	226				
	CTE Secretary	226				
	Human Resources Generalist	226				
	Paraprofessional - Library Manager	197				
	Principal Secretary ES, Falls Career/EPIC	217				
	Principal Secretary MS	226				
	Registrar HS	212				
	Registrar MS	212				

5			Hourly	\$21.81	\$26.58	\$31.36
	Accounts Payable Specialist	226	<b>190 Days</b>	33,151	40,402	47,667
	Admin Asst/Athletics	226	<b>226 Days</b>	39,432	48,057	56,699
	Admin Asst/Technology	226				
	District PEIMS Specialist	226				
	Financial Services Specialist	226				
	HR Specialist	226				
	HR Specialist/Sub Coordinator	226				
	LVN	190				
	Payroll Specialist	226				
	Principal Secretary HS	226				
	Student Management PEIMS	226				
	Technology Technician I	226				

6			Hourly	\$25.61	\$31.22	\$36.83
	Admin Asst/Curriculum & Instruction	226	<b>226 Days</b>	46,303	56,446	66,589
	Admin Asst/Asst. Supt of Administration	226				
	Systems Technician	226				
	Technology Technician II	226				
	Special Services Administrator Assistant	226				

7			Hourly	\$29.18	\$35.59	\$41.99
	Admin Asst/Supt	226	<b>226 Days</b>	52,757	64,347	75,918

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

## Marble Falls ISD 2026-2027 Auxiliary Pay Plan

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
<b>1</b>			<b>Hourly</b>	<b>\$13.39</b>	<b>\$16.34</b>	<b>\$19.28</b>
	Bus Aide	180	<b>180 Days</b>	19,282	23,530	27,763
	Cafeteria Monitor	173	<b>250 Days</b>	26,780	32,680	38,560
	Cafeteria Worker	180				
	Custodian	250				
<b>2</b>			<b>Hourly</b>	<b>\$14.46</b>	<b>\$17.64</b>	<b>\$20.83</b>
	Child Nutrition Asst Manager ES	180	<b>180 Days</b>	20,822	25,402	29,995
	Child Nutrition Asst Manager MS	180	<b>250 Days</b>	28,920	35,280	41,660
	Lead Custodian ES	250				
	Lead Custodian MS	250				
	Warehouse Assistant	250				
<b>3</b>			<b>Hourly</b>	<b>\$15.91</b>	<b>\$19.41</b>	<b>\$22.91</b>
	Child Nutrition Asst Manager HS	180	<b>180 Days</b>	22,910	27,950	32,990
	Child Nutrition Manager FALLS-EPIC	192	<b>192 Days</b>	24,438	29,814	35,190
	Child Nutrition Manager ES	192	<b>250 Days</b>	31,820	38,820	45,820
	Child Nutrition Manager MS	192				
	Driver Trainee	180				
	Grounds	250				
	Lead Custodian HS	250				
	Maintenance Clerk	250				
	Non-CDL Driver	180				
	Warehouse	250				
<b>4</b>			<b>Hourly</b>	<b>\$17.83</b>	<b>\$21.73</b>	<b>\$25.65</b>
	Child Nutrition Manager HS	192	<b>192 Days</b>	27,387	33,377	39,398
	HVAC (unlicensed)	250	<b>250 Days</b>	35,660	43,460	51,300
	Lead Grounds	250				
	Maintenance	250				
	Locksmith/General Maintenance	250				
<b>5</b>			<b>Hourly</b>	<b>\$23.88</b>	<b>\$29.13</b>	<b>\$34.37</b>
	Child Nutrition Supervisor	192	<b>192 Days</b>	36,680	44,744	52,792
	Custodial Supervisor	250	<b>250 Days</b>	47,760	58,260	68,740
	Electrician	250				
	HVAC	250				
	Lead Grounds/IPM Coordinator	250				
	Mechanic	250				
	Plumber	250				
	Shop Foreman (Add \$2.00 per hr)	250				
<b>BD</b>			<b>Hourly</b>	<b>\$20.35</b>	<b>\$23.94</b>	<b>\$27.53</b>
	Bus Driver (Add \$1.00 if hold Class A)	180	<b>180 Days</b>	29,304	34,474	39,643
<b>BD2</b>			<b>Hourly</b>	<b>\$21.98</b>	<b>\$25.86</b>	<b>\$29.74</b>
	Dispatcher	202	<b>202 Days</b>	35,520	41,790	48,060
	Lead Bus Driver/Trainer	202				
	Trainer & Router	202				

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

**Marble Falls ISD**  
**2026-2027 Stipends, Extracurricular Duty and Supplemental Pay**

Category	Assignment	Level	Proposed Stipend	Number of Stipends
<b>Academics</b>				
	Agriculture Sponsor	HS	3,000	3
	Bilingual Teacher	ES	6,000	
	BPA (Business)	HS	1,500	3
	Color Guard	HS	3,000	1
	Debate/Speech Sponsor	HS	2,000	1
	Department Chair	MS	1,000	5
	Department Chair	HS	1,500	6
	Department Chair STEAM	MS	1,500	1
	Dual Credit	HS	500/class	
	18+ Educator Designee	HS	1,500	1
	ESL	HS	1,500	2
	ESL	MS	1,500	1
	FCCLA	HS	1,500	1
	Fine Arts Lead Teacher – Secondary		500	2
	GT Coordinator – Elementary and Secondary	All	500	2
	Highland Lakes Elementary - Hard to Staff	ES	1,000	
	HOSA (Health Science)	HS	1,500	2
	International Teacher Advisor	All	1,000	
	Journalism	HS	750	1
	Lead Ag	HS	1,000	1
	Lead ARD Facilitator	All	1,850	1
	Lead Counselor	HS	3,500	1
	Lead LSSP	All	1,850	1
	Lead Nurse	All	2,400	1
	Lead Related Services	All	1,850	1
	Lead Speech Language Path	All	1,850	1
	Mentor Teacher	All	200	
	Mentor Campus Coordinator	All	500	7
	NHS Sponsor	HS	1,500	1
	National Junior Honor Society Sponsor	MS	750	2
	Prom Sponsor	HS	1,500	1
	Skills USA	HS	1,500	2
	Special Education Campus Coordinator	All	1,500	7
	Special Education Teacher - Inclusion/Resource/Dyslexia	All	2,000	
	Special Education Teacher - ECSE/Life Skills/PBSC	All	4,000	
	Special Olympics	All	3,000	2
	Speech Language Pathologist	All	6,000	5

**Marble Falls ISD**  
**2026-2027 Stipends, Extracurricular Duty and Supplemental Pay**

Category	Assignment	Level	Proposed Stipend	Number of Stipends
<b>Academics Continued</b>				
	Student Council	MS	750	1
	Student Council	HS	2,500	1
	The Stables (Zero Hour)	HS	5,000	1
	TSA (Engineering)	HS	1,500	1
	TX Teach Year 1	All	100/sem	
	TX Teach Year 2	All	500/sem	
	UIL Academic Coach	MS	250	
	UIL Academic Coach	HS	500	
	UIL Coordinator	MS	900	1
	UIL Coordinator	HS	2,000	2
	VASE	HS	500	2
	Webmaster – District	All	6,500	1
	Yearbook	MS	500	1
	Yearbook	HS	1,850	1
	Yearbook – Falls/EPIC	HS	1,000	1

**Marble Falls ISD**  
**2026-2027 Stipends, Extracurricular Duty and Supplemental Pay**

Category	Assignment	Level	Proposed Stipend	Number of Stipends
<b>Athletics</b>				
	Athletic Trainer	HS	13,000	2
	Baseball, Assistant	HS	3,700	2
	Baseball, Head	HS	5,750	1
	Basketball	MS	2,250	8
	Basketball, Assistant	HS	5,200	4
	Basketball, Head	HS	7,700	2
	Boys Coordinator	MS	4,500	1
	Cross Country	MS	2,000	2
	Cross Country, Assistant	HS	4,000	1
	Cross Country, Head	HS	5,150	1
	Football Coordinator	HS	5,000	2
	Football, Assistant	HS	9,400	12
	Football, Assistant	MS	4,825	5
	Football, Head	HS	16,850	1
	Football, Head	MS	6,000	1
	Girls Coordinator	MS	4,500	1
	Golf	MS	2,000	1
	Golf, Assistant	HS	4,200	1
	Golf, Head	HS	6,200	1
	Powerlifting, Assistant	HS	2,900	1
	Powerlifting, Head	HS	5,200	1
	Soccer	MS	2,000	4
	Soccer, Assistant	HS	4,000	4
	Soccer, Head	HS	6,100	2
	Softball, Assistant	HS	3,700	2
	Softball, Head	HS	5,750	1
	Stadium (Fall) Coordinator	HS	5,000	1
	Strength and Conditioning Coordinator	HS	6,000	1
	Swim	HS	1,350	1
	Tennis	MS	2,000	2
	Tennis, Assistant	HS	4,950	1
	Tennis, Head	HS	6,900	1
	Track	MS	2,000	8
	Track, Assistant	HS	3,250	6
	Track, Coordinator	MS	3,000	2
	Track, Head	HS	5,000	2
	Volleyball	MS	3,200	4
	Volleyball, Assistant	HS	6,625	2
	Volleyball, Head	HS	8,375	1

**Marble Falls ISD**  
**2026-2027 Stipends, Extracurricular Duty and Supplemental Pay**

Category	Assignment	Level	Proposed Stipend	Number of Stipends
<b>Performing Arts</b>				
	Band, Asst Director	HS	8,000	1
	Band, Asst Director	MS	6,500	1
	Band, Head Director	HS	17,200	1
	Band, Head Director	MS	7,500	1
	Cheer Coach, Head	HS	5,000	1
	Cheer Coach, Assistant	HS	3,000	1
	Cheer Coach	MS	1,500	2
	Choir Director, Head	HS	12,375	1
	Choir Director, Head	MS	2,650	1
	Choir Director, Assistant	HS/MS	4,275	1
	Drill Team	HS	5,000	1
	One Act Play	HS	750	4
	One Act Play	MS	500	1
	Theatre Director	HS	8,000	1
	Theatre Director, Assistant	HS/MS	3,000	1

**Marble Falls ISD  
2026-2027 Substitute Pay Plan**

Position	Daily Rate
Administrator	\$300.00
Certified Instructional	\$110.00
Long Term Instructional Substitute (10+ days)	
- if certified in content area	Teacher Daily Rate
- if certified but not in content area	\$150.00
- if not certified	\$110.00
Non-certified Instructional	\$100.00
Nurse	\$200.00
Nurse - Special Education	\$250.00

Instructional Assignments Only	
Tier 1: 15-29 days worked	+ \$10 to base rate
Tier 2: 30+ days worked	+ \$20 to base rate

**Auxiliary Substitutes**

Paid at the minimum hourly rate for the pay grade of the position they are temporarily assigned