



# SAN ELIZARIO INDEPENDENT SCHOOL DISTRICT

*A Proud Community of Champions – Soaring to Excellence*



*Human Resources Department*

# 2026 – 2027 Proposed San Elizario ISD Compensation Plan



# SAN ELIZARIO INDEPENDENT SCHOOL DISTRICT

*A Proud Community of Champions – Soaring to Excellence*



*Human Resources Department*

## **Proposed Pay Schedules No General Pay Increase**



# SAN ELIZARIO INDEPENDENT SCHOOL DISTRICT

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*Human Resources Department  
2026-2027 New Hire Guide Teacher*

Payment will be made for all years of creditable service as prescribed by the Texas Education Agency. It is the employee's responsibility to provide Service Records from previous education institutions to verify creditable years of Service. (These salaries do not include consideration of other stipends and/or payment for extra duty assignments.) The schedule assumes 164 days of work. Daily amounts are calculated based off of 164 days of work for positions that fall under a different calendar.

Years of Experience	Salary	Teacher Retention Allotment Eligibility	Notes
0	\$59,000.00	\$61,000.00	+ \$2,000
1	\$59,049.05	\$61,049.05	+ \$2,000
2	\$59,100.20	\$61,100.20	+ \$2,000
3	\$59,231.95	\$63,100.20	Prior Year 2 Salary + \$4,000
4	\$59,483.05	\$63,231.95	Prior Year 3 Salary + \$4,000
5	\$59,731.05	\$67,483.05	Prior Year 4 Salary + \$8,000
6	\$59,982.15	\$67,731.05	Prior Year 5 Salary + \$8,000
7	\$60,281.30	\$67,982.15	Prior Year 6 Salary + \$8,000
8	\$61,048.55	\$68,281.30	Prior Year 7 Salary + \$8,000
9	\$61,250.05	\$69,048.55	Prior Year 8 Salary + \$8,000
10	\$61,501.15	\$69,250.05	Prior Year 9 Salary + \$8,000
11	\$61,901.05	\$69,501.15	Prior Year 10 Salary + \$8,000
12	\$62,200.20	\$69,901.05	Prior Year 11 Salary + \$8,000
13	\$62,362.95	\$70,200.20	Prior Year 12 Salary + \$8,000
14	\$62,786.10	\$70,362.95	Prior Year 13 Salary + \$8,000
15	\$63,207.70	\$70,786.10	Prior Year 14 Salary + \$8,000
16	\$63,630.85	\$71,207.70	Prior Year 15 Salary + \$8,000
17	\$64,055.55	\$71,630.85	Prior Year 16 Salary + \$8,000
18	\$64,548.45	\$72,055.55	Prior Year 17 Salary + \$8,000
19	\$65,053.75	\$72,548.45	Prior Year 18 Salary + \$8,000
20	\$65,562.15	\$73,053.75	Prior Year 19 Salary + \$8,000
21	\$66,078.30	\$73,562.15	Prior Year 20 Salary + \$8,000
22	\$66,698.30	\$74,078.30	Prior Year 21 Salary + \$8,000
23	\$67,140.05	\$74,698.30	Prior Year 22 Salary + \$8,000
24	\$67,831.35	\$75,140.05	Prior Year 23 Salary + \$8,000
25	\$68,442.05	\$75,831.35	Prior Year 24 Salary + \$8,000
Over 25	\$69,096.15	\$76,442.05	Prior Year 25 Salary + \$8,000

NOTE: This schedule is for salary placement for the 2026-2027 school year. Some employees are paid more than the amounts shown here due to stipends or extended work years. This salary schedule applies to the 2026-2027 school year only. Future salaries cannot be predicted from this schedule. New salary schedules are developing each year.

**Salary advancement is based on the annual pay raise budget approved by the Board of Trustees.**

**Step 0-2: Contingent upon Support Staff Retention Allotment (SSRA)**

**Step 3-over 25: Contingent upon Teacher Retention Allotment (TRA)**



# SAN ELIZARIO INDEPENDENT SCHOOL DISTRICT

*A Proud Community of Champions – Soaring to Excellence*



*Human Resources Department  
2026-2027 New Hire Guide Teacher*

Extra Compensation & Benefits			
*Bilingual/ESL	*\$4,000/YR	Visually Impaired	\$4,000/YR
*Dual Language	*\$4,500/YR	Special Education	\$2,500/YR
**Math	**\$3,000/YR	Behavioral Unit	\$1,000/YR
**Science	**\$6,000/YR		
**English	**\$3,000/YR		

\*Stipends will be prorated based on classes taught for which requirements are met. A pro-rated stipend will be paid if teaching part of the day in the assignment stipend area.

\*\*Math, Science, and English stipends will only be paid to secondary (7-12) teachers teaching in their certification area and be fully certified in those specialized areas.

\$1,200 stipend paid for Master's/Doctorate Degree.  
**Note:** Degree MUST be in subject area of assignment. Degree must be conferred on an official college/university transcript and will be paid in full only if received prior to beginning of school year.

Stipends are paid for a wide variety of extra/co-curricular activities and district-sponsored staff development and may be viewed at [www.seisd.net](http://www.seisd.net) under the Human Resources tab.

NO CURRENT SCHOOL YEAR



# SAN ELIZARIO INDEPENDENT SCHOOL DISTRICT

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## Human Resources Department

### 2026-2027 New Hire Guide Instructional Specialist, Librarians, and Nurses

Payment will be made for all years of creditable service as prescribed by the Texas Education Agency. It is the employee's responsibility to provide Service Records from previous education institutions to verify creditable years of Service. (These salaries do not include consideration of other stipends and/or payment for extra duty assignments.) The schedule assumes 164 days of work. Daily amounts are calculated based off of 164 days of work for positions that fall under a different calendar.

Years of Experience	Salary
0	\$59,000.00
1	\$59,049.05
2	\$59,100.20
3	\$59,231.95
4	\$59,483.05
5	\$59,731.05
6	\$59,982.15
7	\$60,281.30
8	\$61,048.55
9	\$61,250.05
10	\$61,501.15
11	\$61,901.05
12	\$62,200.20
13	\$62,362.95
14	\$62,786.10
15	\$63,207.70
16	\$63,630.85
17	\$64,055.55
18	\$64,548.45
19	\$65,053.75
20	\$65,562.15
21	\$66,078.30
22	\$66,698.30
23	\$67,140.05
24	\$67,831.35
25	\$68,442.05
Over 25	\$69,096.15

Extra Compensation & Benefits	
Librarian	\$2,000/YR
Registered Nurse	\$1,200/YR

\$1,200 stipend paid for Master's/Doctorate Degree.

**Note:** Degree **MUST** be in subject area of assignment. Degree must be conferred on an official college/university transcript and will be paid in full only if received prior to beginning of school year.

Stipends are paid for a wide variety of extra/co-curricular activities and district-sponsored staff development and may be viewed at [www.seisd.net](http://www.seisd.net) under the HR tab.

**NOTE:** This schedule is for salary placement for the 2026-2027 school year. Some employees are paid more than the amounts shown here due to stipends or extended work years. This salary schedule applies to the 2026-2027 school year only. Future salaries cannot be predicted from this schedule. New salary schedules are developing each year.

Salary advancement is based on the annual pay raise budget approved by the Board of Trustees.



# SAN ELIZARIO INDEPENDENT SCHOOL DISTRICT

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## Human Resources Department

### 2026-2027 Administrative Professional Pay Scale

<b>2</b>	<b>Social Worker</b> <span style="float: right;"><b>170</b></span>	<b>Daily</b>	<del>\$278.54</del>	<del>\$335.60</del>	<del>\$392.65</del>				
			<del>\$263.97</del>	<del>\$318.04</del>	<del>\$372.10</del>				
		170 Days	\$47,351.80	\$57,052.00	\$66,750.50				
<b>Autism Specialist</b> <span style="float: right;"><b>163</b></span>	<b>Speech Language Pathologist – Licensed Assistant</b> <span style="float: right;"><b>172</b></span>	163 Days	\$45,402.02	\$54,702.80	\$64,001.95				
		<b>2-A</b>	<b>Daily</b>	<del>\$264.54</del>	<del>\$318.73</del>	<del>\$372.91</del>			
		<b>Social Worker</b> <span style="float: right;"><b>179</b></span>	179 Days	\$47,351.80	\$57,052.00	\$66,750.50			
<b>2-A-B</b>	<b>Specialist-Business</b> <span style="float: right;"><b>190</b></span>	<b>Daily</b>	<del>\$279.84</del>	<del>\$336.84</del>	<del>\$392.84</del>				
			<del>\$267.16</del>	<del>\$321.58</del>	<del>\$375.04</del>				
		190 Days	\$53,164.00	\$63,994.00	\$74,633.90				
<b>3</b>	<b>Supervisor-Warehouse/Grounds/Custodial Support</b> <span style="float: right;"><b>190</b></span>	<b>Certification/Data Management Analyst-HR</b> <span style="float: right;"><b>190</b></span>	<b>Supervisor-Compliance</b> <span style="float: right;"><b>190</b></span>	<b>Accountant</b> <span style="float: right;"><b>190</b></span>	<b>Supervisor-Support Services/Transportation</b> <span style="float: right;"><b>190</b></span>	<b>Daily</b>	<del>\$304.62</del>	<del>\$367.01</del>	<del>\$439.40</del>
							<del>\$290.85</del>	<del>\$350.41</del>	<del>\$409.98</del>
						190 Days	\$57,878.60	\$69,732.30	\$81,586.00
<b>4</b>	<b>Counselor-Elementary School</b> <span style="float: right;"><b>168</b></span>	<b>Counselor-Special Education</b> <span style="float: right;"><b>177</b></span>	<del><b>Counselor-Middle School</b></del> <span style="float: right;"><del>184</del></span>	<del><b>Counselor-High School</b></del> <span style="float: right;"><del>184</del></span>	<b>Daily</b>	<del>\$345.58</del>	<del>\$411.40</del>	<del>\$477.23</del>	
						<del>\$328.01</del>	<del>\$390.49</del>	<del>\$452.96</del>	
					168 Days	\$58,058.00	\$69,116.00	\$80,174.00	
<b>4-A</b>	<b>Counselor-Middle School</b> <span style="float: right;"><b>193</b></span>	<b>Counselor-High School</b> <span style="float: right;"><b>193</b></span>	<b>Daily</b>	<del>\$329.47</del>	<del>\$392.22</del>	<del>\$454.97</del>			
				<del>\$329.47</del>	<del>\$392.22</del>	<del>\$454.97</del>			
			193 Days	\$63,587.33	\$75,698.48	\$87,809.62			
<b>5</b>	<b>Assistant Principal-Elementary</b> <span style="float: right;"><b>184</b></span>	<b>Daily</b>	<del>\$361.24</del>	<del>\$430.02</del>	<del>\$498.82</del>				
			<del>\$344.37</del>	<del>\$409.96</del>	<del>\$475.56</del>				
		184 Days	\$66,463.20	\$79,122.96	\$91,782.72				
<b>5-A</b>	<b>Administrator-Database/Systems</b> <span style="float: right;"><b>190</b></span>	<b>Daily</b>	<del>\$366.00</del>	<del>\$435.72</del>	<del>\$505.43</del>				
			<del>\$349.45</del>	<del>\$416.01</del>	<del>\$482.57</del>				
		190 Days	\$69,540.20	\$82,786.06	\$96,031.92				



# SAN ELIZARIO INDEPENDENT SCHOOL DISTRICT

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## Human Resources Department

### 2026-2027 Administrative Professional Pay Scale

Administrator-Network	<del>190</del> <u>199</u>
Coordinator-PEIMS	<del>190</del> <u>199</u>
Coordinator-Human Resources	<del>190</del> <u>199</u>
Officer-Instructional	<del>190</del> <u>199</u>

Pay Grade	Job Title	Calendar	Daily	Minimum	Midpoint	Maximum
6	Speech Language Pathologist	<del>163</del> <u>172</u> , <del>173</del> <u>182</u>	<del>163</del> <u>172</u> Days	\$63,901.50	\$76,073.40	\$88,245.30
	<del>Educational Diagnostician</del>	<del>168</del>	<del>173</del> Days	\$67,821.84	\$80,740.48	\$93,659.12
	<del>Coordinator-State &amp; Federal Programs</del>	<del>190</del>	<del>168</del> Days	\$65,861.67	\$78,406.94	\$90,952.21
	<del>Assistant Principal-Middle School</del>	<del>190</del>	<del>190</del> Days	\$74,486.41	\$88,674.52	\$102,862.62
	<del>Assistant Principal-High School</del>	<del>190</del>				
	<u>6-A</u>	<u>Educational Diagnostician</u>	<u>177</u>	<u>177</u> Days	<u>\$65,681.67</u>	<u>\$78,406.94</u>
<u>6-B</u>	<u>Assistant Principal-Middle School</u>	<u>199</u>	<u>199</u> Days	<u>\$74,486.41</u>	<u>\$88,674.52</u>	<u>\$102,862.62</u>
	<u>Assistant Principal-High School</u>	<u>199</u>				
7	Administrator-CTE	<del>190</del> <u>199</u>	<del>190</del> <u>199</u> Days	\$78,874.00	\$93,898.00	\$108,923.00
	Administrator-Instructional Programs	<del>190</del> <u>199</u>				
	Administrator-Research & Evaluation	<del>190</del> <u>199</u>				
	Principal-Elementary	<del>190</del> <u>199</u>				
8	Licensed School Psychology	<del>173</del> <u>182</u>	<del>173</del> <u>182</u> Days	\$76,125.19	\$90,627.78	\$105,128.64
	<del>Principal-Middle School</del>	<del>190</del>	<del>190</del> Days	\$83,606.00	\$99,533.00	\$115,459.00
	<u>8-A</u>	<u>Principal-Middle School</u>	<u>199</u> Days	<u>\$83,606.00</u>	<u>\$99,533.00</u>	<u>\$115,459.00</u>



# SAN ELIZARIO INDEPENDENT SCHOOL DISTRICT

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## Human Resources Department

### 2026-2027 Administrative Professional Pay Scale

9		Daily				
Principal-High School	<del>190,199</del>	<del>\$432.00</del>	<del>\$450.65</del>	<del>\$555.28</del>	<del>\$638.57</del>	
Director-Special Education	<del>190,199</del>	<del>\$432.00</del>	<del>\$450.65</del>	<del>\$555.28</del>	<del>\$638.57</del>	
		190 199	Days	\$89,679.00	\$105,504.00	\$121,328.00

  

10		Daily			
Executive Director-Athletics	<del>190,199</del>	<del>\$497.39</del>	<del>\$474.71</del>	<del>\$584.47</del>	<del>\$670.99</del>
Executive Director-Food Service	<del>190,199</del>	<del>\$497.39</del>	<del>\$474.71</del>	<del>\$584.47</del>	<del>\$670.99</del>
Executive Director-Human Resources	<del>190,199</del>	<del>\$497.39</del>	<del>\$474.71</del>	<del>\$584.47</del>	<del>\$670.99</del>
Executive Director-Support Services	<del>190,199</del>	<del>\$497.39</del>	<del>\$474.71</del>	<del>\$584.47</del>	<del>\$670.99</del>
Executive Director-Technology	<del>190,199</del>	<del>\$497.39</del>	<del>\$474.71</del>	<del>\$584.47</del>	<del>\$670.99</del>

  

11		Daily				
Associate Superintendent	<del>190,199</del>	<del>\$513.09</del>	<del>\$500.21</del>	<del>\$616.36</del>	<del>\$708.82</del>	
Chief Financial Officer	<del>190,199</del>	<del>\$513.09</del>	<del>\$500.21</del>	<del>\$616.36</del>	<del>\$708.82</del>	
		190 199	Days	\$99,542.00	\$117,109.00	\$134,676.00

This salary plan is for the 2026-2027 school year only. Future salaries cannot be predicted from this schedule.

NO CHANGE from current school year



# SAN ELIZARIO INDEPENDENT SCHOOL DISTRICT

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## Human Resources Department

### 2026-2027 Administrative Technical Pay Scale

Pay Grade	Job Title	Calendar	HOURLY		
			Minimum	Midpoint	Maximum
1	Clerk-General Office	190	\$12.00	\$14.79	\$17.47
2	Caseworker-Special Education	168	\$13.89	\$17.16	\$20.27
	Clerk-Attendance ES	163			
	Clerk-Attendance MS	163			
	Clerk-Attendance HS	<del>163</del> 167			
	Clerk-Campus Clerk	190			
	Clerk-Special Education Campus	190			
	Clerk II-Attendance/PEIMS ES	184			
3	Registrar MS	184	\$15.00	\$18.53	\$21.89
	Registrar PS	184			
	Clerk-Student Services	190			
4	Registrar HS	190	\$16.30	\$20.01	\$23.54
	Secretary-Campus ES	184			
	Secretary-Campus MS	184			
	Secretary-Campus PS	184			
	Secretary-Department	190			
5	Secretary-High School	190	\$17.78	\$21.82	\$25.67
	Specialist-HR	190			
6	Specialist-Payroll	190	\$19.67	\$24.00	\$28.12
	Specialist-Nutrition Services Support	190			
	Specialist-IT Field	190			
7	Specialist-IT Support	190	\$23.23	\$28.33	\$33.19
8	Specialist-IT Systems	190	\$24.78	\$30.03	\$35.03
	Secretary-Superintendent	190			
	Specialist-IT Support	190			

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**Note: 4 day increase to High School Attendance Clerk's days on duty.**



# SAN ELIZARIO INDEPENDENT SCHOOL DISTRICT

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*Human Resources Department  
2026-2027 Instructional Support Pay Scale*

Pay Grade	Job Title	Calendar	HOURLY		
			Minimum	Midpoint	Maximum
2	Aide-Classroom	155	\$14.00	\$16.40	\$18.70
	Aide-Classroom-Language Development	155			
	Aide-Classroom-Math & Science	155			
	Aide-Classroom-Pre-K, ESL, PE	155			
	Aide-Computer Lab	155			
	Aide-Computer Lab (w/o teacher)	155			
	Aide-ISS	155			
	Aide-Nurse	155			
	Aide-Library	158			
	<del>Aide-DAEP</del>	<del>155</del>			
	Aide-Title I	155			
Aide-Math & Reading					
3	Aide-Special Ed II	155	\$15.65	\$18.25	\$20.89
	Parent Liaison	158			
	Special Education Job Coach	155			
	Aide-Graphic Design & Illustration	155			
	<a href="#">Aide-DAEP</a>	<a href="#">155</a>			
4	Officer-Attendance	184	\$17.65	\$20.69	\$23.73
5	Nurse-Licensed Vocational	155	\$20.88	\$24.55	\$28.23
	Parent Liaison-District	168			

This salary plan is for the 2026-2027 school year only. Future salaries cannot be predicted from this schedule.

**Note: DAEP Aide moving from Pay Grade to Pay Grade 3.**



# SAN ELIZARIO INDEPENDENT SCHOOL DISTRICT

*A Proud Community of Champions – Soaring to Excellence*



*Human Resources Department  
2026-2027 Operations Support Pay Scale*

Pay Grade	Job Title	Calendar	HOURLY		
			Minimum	Midpoint	Maximum
<b>1</b>	Custodian	190	\$12.00	\$14.16	\$16.32
	Monitor-Bus	151			
	Monitor-Crossguard	151			
<b>2</b>	Groundskeeper	190	\$13.38	\$15.84	\$18.30
<b>3</b>	Security-Campus	173	\$14.39	\$17.07	\$19.75
	Warehouse Worker	190			
<b>3B</b>	Security-District	210	\$14.89	\$17.57	\$20.25
<b>4</b>	Clerk-Inventory/Commodities Delivery	190	\$15.49	\$18.40	\$21.33
	Head Custodian ES	190			
	Head Custodian MS	190			
	Maintenance Worker	190			
<b>4B</b>	Groundskeeper/Applicator	190	\$16.68	\$19.86	\$23.05
<b>5</b>	Head Custodian HS	190	\$17.99	\$21.46	\$24.92
	Irrigator	190			
	Maintenance-Plumber Assistant	190			
<b>6</b>	IPM Applicator/Utility Worker	190	\$19.78	\$23.38	\$26.98
<b>6B</b>	Bus Driver	155, 184	\$20.00	\$23.20	\$26.39
<b>6C</b>	Bus Driver-Lead	190	\$21.45	\$25.07	\$28.68
	Dispatcher-Transportation	184			
<b>7</b>	Maintenance-Electrician	190	\$22.60	\$26.78	\$30.97
	Maintenance-HVAC Technician	190			
	Maintenance-Plumber	190			
<b>8</b>	Supervisor-Security	190	\$24.50	\$28.75	\$33.01

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# SAN ELIZARIO INDEPENDENT SCHOOL DISTRICT

*A Proud Community of Champions – Soaring to Excellence*



*Human Resources Department  
2026-2027 Food Service Pay Scale*

Pay Grade	Job Title	Calendar	HOURLY		
			Minimum	Midpoint	Maximum
<b>1F</b>	Food Service-Worker/Custodian	154	\$12.11	\$14.44	\$16.60
<b>2F</b>	Food Service-Cashier	154	\$12.98	\$15.63	\$18.09
<b>3F</b>	Food Service-Cook	154	\$13.85	\$16.71	\$19.39
<b>5F</b>	Manager-Food Service Elementary	166	\$17.29	\$20.98	\$24.45
	Manager-Food Service Middle School	166			
<b>6F</b>	Manager-Food Service High School	166	\$19.09	\$22.97	\$26.58

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# SAN ELIZARIO INDEPENDENT SCHOOL DISTRICT

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## Human Resources Department

### 2026-2027 Food Service Summer School/Intersession Pay Rates

Listed below are the approved miscellaneous pay rates to be used for child nutrition employees who work during the **summer** or **during school breaks** outside of their regular duty hours. Miscellaneous pay rates are not determined by funding sources or the amount of available funding. Pay rates are consistent with the duties performed and are to be applied consistently to all employees.

Position	Hourly
Food Service Worker/Custodian and Food Service Clerk	\$16.50
Food Service Cashier	\$17.50
Food Service Cook	\$20.00
Food Service Manager	\$3.00 / hour above their regular rate of pay

NOTE: Employee's hourly rate applies if greater than established rate.

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# SAN ELIZARIO INDEPENDENT SCHOOL DISTRICT

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## *Human Resources Department*

### *2026-2027 Mindful Monday's Support Services Pay Rates*

Listed below are the approved miscellaneous pay rates to be used for Support Services employees who work during a mindful Monday outside of their regular duty hours due to emergencies or instructional needs. Miscellaneous pay rates are not determined by funding sources or the amount of available funding. Pay rates are consistent with the duties performed and are to be applied consistently to all eligible employees as determined by Superintendent.

Position	Hourly
Support Service Employee	\$3.00 / hour above their regular rate of pay

NOTE: Employee's hourly rate applies if greater than established rate.

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# SAN ELIZARIO INDEPENDENT SCHOOL DISTRICT

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## Human Resources Department

### 2026-2027 Guest Teacher/Substitute Pay Rates

<b>Guest Teacher (Daily Rate)</b>	
SEISD Guest Teacher Training	\$100.00
30+ College Hours	\$110.00
Associate Degree	\$115.00
Bachelor's Degree	\$130.00
Teacher Certified -State of Texas	\$155.00
<i>Long Term Assignment (assigned by campus and/or HR)</i>	
Teacher Certified -State of Texas	\$160.00
Non-Certified	Additional \$10.00

<b>Additional Pay for assignment days (Above Daily Rates)</b>	
<ul style="list-style-type: none"> <li>• \$5.00/day after 30 assignment days</li> <li>• \$10.00/day after 50 assignment days</li> </ul>	
<p><i>Note: Additional pay for assignments <u>does not</u> apply to long term assignments. Assignments days <u>do not</u> have to be consecutive days and half day assignments counts as <u>ONE</u> assignment day. The additional pay for assignments is reset back to zero at the beginning of each school year.</i></p>	

<b>Substitutes (Daily Rate)</b>	
Registered Nurse (Assigned by HR)	\$150.00
Licensed Cosmetology Teacher (Assigned by HR)	\$150.00

<b>Substitutes (Hourly Rate)</b>	
Custodian and/or Food Service Worker	\$10.00
Health Aide	\$12.00
<p><i>Note: All Custodian, Food Service and Health Aide Substitutes are <u>required</u> to clock-in and clock-out daily.</i></p>	



# SAN ELIZARIO INDEPENDENT SCHOOL DISTRICT

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*Human Resources Department*

## Proposed Stipends No Increases



# SAN ELIZARIO INDEPENDENT SCHOOL DISTRICT

*A Proud Community of Champions – Soaring to Excellence*



## Human Resources Department 2026-2027 Academic Stipends

Stipends Paid over 12 months	
*Bilingual/ESL	\$4,000
*Bilingual/ESL Serving in Dual Language Setting	\$4,500
Librarian	\$2,000
Librarian-Supervising more than one campus (per supervised campus)	\$1,000
Master's Degree	\$1,200
☆Special Education	\$2,500
**Math	\$3,000
**Science	\$6,000
**English	\$3,000
Yearbook CLASSROOM TEACHERS ONLY	
Elementary	\$300
Middle School	\$600
High School	\$2,000
Teacher Mentors	
Elem., MS, HS	\$600
Career & Technical Student Organization	
BPA	Up to \$1,500
HOSA	Up to \$1,500
NTHS	Up to \$1,500
SkillsUSA	Up to \$1,500
TAFE	Up to \$1,500
TSA	Up to \$1,500
Vex Robotics (TSA Support) (x1)	Up to \$1,500
<i>*Stipends will be prorated based on the classes being taught for which the requirements are.</i>	
Additional Certification One-Time Incentive CLASSROOM TEACHERS ONLY	
Special Education	\$500
Bilingual/ESL	\$500
Content Certification-Secondary (for Special Education Teachers)	\$500
Generalist Certification (for Special Education Teachers)	\$1,000

Stipends paid in June-Upon completion of Assignment *Paid each semester (December/June) CLASSROOM TEACHERS ONLY	
Department Head 3-5 Teachers (MS, HS)	\$600
Department Head 6-9 Teachers (MS, HS)	\$900
Department Head 10+ Teachers (MS, HS)	\$1,200
*Dual Credit-Per class, per semester (HS)	\$285
Advanced Placement-Per class, per semester (HS)	\$200
Gifted and Talented -Elem, MS, HS	
GT Coordinator	\$1,000
Special Education Stipends	
Visually Impaired	\$4,000
Behavioral Unit	\$1,000
Registered Nurse	\$1,200
SLP Supervising SLPA	\$1,200
Teacher with Diagnostic Evaluation Duties	\$2,500
University Interscholastic League (UIL)	
UIL Event Sponsor – HS, MS	\$500
UIL Coordinator – HS	\$1,200
UIL Coordinator – MS	\$750
UIL Science Coordinator – Elem., MS, HS	\$500
Other: Extra Curricular Activities	
National Honor Society – MS, HS	\$500
Science Fair Coordinator – MS, HS	\$500
One Act Play – HS	\$1,350
Pep Squad – Elem.	\$300
Student Council – MS	\$600
Student Council – HS	\$1,200
Robotics	\$1,350
Literary Anthology Campus Coordinator (6)	\$500
Speech and Debate	\$1,500
STEM Coordinator	\$500

Additional certification one-time incentive applies to Classroom Teachers who challenge AND pass an additional certification. The exam fee will also be reimbursed upon passing the exam. Incentive paid per each area

\*\*Math, Science and English stipends will only be paid to secondary teachers (7-12) teaching in the certification area. Teachers must be fully certified in the specialty area.

☆May be combined with Bilingual/ESL or Dual Language stipend, if serving in a bilingual or dual setting.



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## Human Resources Department 2026-2027 Non-Academic Stipends

<b>Basketball</b>	
Varsity Coach (x2)	\$8,500
JR Varsity (x2)	\$3,650
9 <sup>th</sup> (x2)	\$3,650
Middle School – 7 <sup>th</sup> (x2)	\$2,000
Middle School – 8 <sup>th</sup> (x2)	\$2,000
<b>Cheerleading/Dance</b>	
Varsity Coach	\$4,500
JR Varsity	\$2,500
Dance – HS	\$4,000
Folklorico – HS	\$1,500
Middle School – 7 <sup>th</sup>	\$1,875
Middle School – 8 <sup>th</sup>	\$1,875
<b>Cross Country</b>	
Varsity Coach (Boys & Girls)	\$7,500
Assistant – HS	\$3,600
Middle School (x2)	\$1,800
<b>Music</b>	
Band Director – HS w/MS Assist. Duty	\$10,000
Band Assistant (2)	\$5,850
Band Director – MS	\$5,000
Mariachi Group Sponsor	\$4,500
Mariachi Group Assistant (x1)	\$1,500
Color Guard Sponsor – HS	\$2,250
Color Guard Assistant – HS	\$1,000
<b>Football</b>	
Head Coach – HS	\$16,000
Coordinator (x2)	\$9,000
Assistant (x5)	\$7,200
Assistant -9 <sup>th</sup> (x2)	\$7,000
Head Coach – MS	\$3,200
Middle School – 7 <sup>th</sup> (x2)	\$2,700
Middle School – 8 <sup>th</sup> (x2)	\$2,700
<b>Soccer</b>	
Head Coach (Boys)	\$7,500
Head Coach (Girls)	\$7,500
Assistant (x2)	\$3,900
JR Varsity (x2)	\$3,500
Middle School – 7 <sup>th</sup> (x2)	\$1,800
Middle School – 8 <sup>th</sup> (x2)	\$1,800
<b>Special Olympics</b>	
Coach (x3)	\$750
<b>Additional Trades Certification One Time Incentive</b>	
Plumber	\$500
Electrician	\$500
Irrigator	\$500
Applicator	\$500

<b>Summer UIL Conditioning</b>	
2 Sessions	\$325
<b>Tennis</b>	
Head Coach – HS	\$7,500
Assistant – HS	\$3,900
Middle School – 7 <sup>th</sup>	\$1,800
Middle School – 8 <sup>th</sup>	\$1,800
<b>Trainer</b>	
Athletic Trainer	\$18,000
Single Athletic Trainer (in-district prorated until vacancy is filled)	\$9,000
<b>Volleyball</b>	
Varsity Coach	\$6,500
JR Varsity	\$3,510
9 <sup>th</sup>	\$3,510
Middle School – 7 <sup>th</sup>	\$2,160
Middle School – 8 <sup>th</sup>	\$2,160
Middle School – 8 <sup>th</sup> (B Team)	\$2,160
<b>Wrestling</b>	
Head Coach (Boys & Girls)	\$6,500
Wrestling Coach – HS	\$3,500
Middle School	\$1,800
<b>*Baseball</b>	
Head Coach – HS	\$6,500
Assistant – HS	\$3,900
JR Varsity	\$3,500
Middle School – 7 <sup>th</sup>	\$1,800
Middle School – 8 <sup>th</sup>	\$1,800
<b>*Softball</b>	
Varsity Coach	\$6,500
Assistant	\$3,900
JR Varsity	\$3,500
Middle School – 7 <sup>th</sup>	\$1,800
Middle School – 8 <sup>th</sup>	\$1,800
<b>Track</b>	
Head Coach (Boys)	\$6,000
Head Coach (Girls)	\$6,000
Assistant (x3)	\$3,900
Middle School – 7 <sup>th</sup> (x2)	\$1,800
Middle School – 8 <sup>th</sup> (x2)	\$1,800
<b>Golf</b>	
Head Coach (Boys & Girls)	\$4,750
Assistant – HS	\$2,625
Head Coach – MS (Boys & Girls)	\$1,000

*\*Spring Sports -First stipend payments begin with January Check.*

Additional Certification one-time incentive applies to support services employees who challenge AND pass an additional certification. The exam fee will also be reimbursed upon passing of exam. Incentive paid per each area.



# SAN ELIZARIO INDEPENDENT SCHOOL DISTRICT

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## Human Resources Department 2026-2027 Miscellaneous Pay Rates

Professional Development	
Summer Professional Development (3-hour session)	\$75.00
Summer Professional Development (6-hour session)	\$150.00
After School Professional Development (attending 2-3 hour session)	\$75.00
Saturday Professional Development (3-hour session)	\$75.00
Saturday Professional Development (6-hour session)	\$150.00
Extra Duty Pay-Teachers	
Tutor-Certified (per hour)	\$50.00
Summer School Assignment (per hour)	\$50.00
After School Activities/Intermural (per hour)	\$50.00
Literacy Instructor	\$40.00
Hourly Pay	
Coach-COOP (per hour)	\$8.50
High School Student-COOP (per hour)	\$7.25
Student Intern (per hour)	\$30.00
Tutors-Non-Certified (per hour)	\$15.00
Professional Skills Services (per hour)	\$30.00
Speech Language Pathologist (per hour)	\$55.00
<i>Campus Instructional Specialist qualify to tutor as long as it is after their scheduled hours or on a Saturday.</i>	
Extra Duty Pay-Special Education	
Diagnostician (per hour)	\$50.00
LSSP (per hour)	\$50.00
Special Assignment	
Professional employees only (p/day)	midpoint of Special Assignment Position
10% dual role within same or lower pay grade	
15% dual role in higher pay grade	

**Note: Previously \$30.00 p/day increase**

All District hourly employees will be paid at their hourly rate for additional duties. Overtime will be paid, if applicable. District Teacher and Employee of the Year Incentive is a one-time payment for the contract year for district winners.

Athletics	
Ticket Sellers (professional-per event)	\$30.00
Clock/Timekeeper (professional-per event)	\$25.00
Official Books Keeper *Varsity Games ONLY (professional-per event)	\$25.00
Announcer *Football games ONLY (professional-per event)	\$25.00
Pitch Counter (professional-per event)	\$25.00
County Sheriff's Services *Football games ONLY (professional-per event)	\$25.00
Non-District Employee (per hour)	\$10.00
Hy-Tk Computer Data Operator (Depending on the size of track or Cross Country meet and how many divisions)	\$150 -
Finish-Lynx Camera Operator (Depending on the size of track or Cross Country meet and how many divisions)	\$150 -
Law Enforcement Services	\$60.00/hr
Special Education-Contracted Services	
Occupational Therapist (per hour)	\$70.00
Physical Therapist (per hour)	\$70.00
Speech Language Pathologist, CCC (per hour)	\$55.00
Licensed Specialist in Schools Psychology (per evaluation) Note: 1 <sup>st</sup> year LSSP \$375, Supervisor \$100	\$475.00
Itinerant Teacher for Auditory Impaired (per hour)	\$55.00
Transition Specialist (per hour)	\$50.00
Orientation & Mobility Specialist (per hour)	\$50.00
Doctor of Medicine (per prescription)	\$15.00
Diagnostician (per hour)	\$55.00
District Teacher & Employee of the Year -One Time	
District Teacher of the Year (3)	\$1,000
District Employee of the Year (3)	\$1,000