



New Caney I.S.D. 2025-26 Pay Structures

Teacher Pay Structure

Pay Grade T1	Daily	363.13	365.92	429.36
	179	65,000	65,500	76,856
	199	72,262	72,818	85,442
	210	76,257	74,491	90,165
	217	78,799	79,405	93,171

Administrative/Professional Pay Structure

Pay Grade AP1	Daily	213.93	264.12	316.94
	223	47,706	58,898	70,677

Pay Grade AP2	Daily	238.62	294.59	353.52
	179	43,906	54,205	65,048
	223	53,212	65,694	78,835
	238	56,792	70,112	84,138

Pay Grade AP3	Daily	267.16	329.83	367.53
	223	59,577	73,552	81,959
	238	63,584	78,500	87,472

Pay Grade AP4	Daily	305.60	377.28	452.73
	223	68,149	84,133	100,959

Pay Grade AP5	Daily	348.07	429.72	515.67
	189	65,785	81,217	97,462
	191	66,481	82,077	98,492
	199	69,265	85,515	102,618
	209	72,747	89,811	107,775
	213	74,138	91,531	109,837
	217	75,530	93,250	111,900
	220	76,575	94,539	113,447
	223	77,169	95,828	114,994
	238	82,841	102,273	122,729

Pay Grade AP6	Daily	371.88	459.07	550.89
	199	74,004	91,355	109,627
	204	75,864	93,650	112,382
	209	77,723	95,946	115,136
	223	82,929	102,373	122,848

Pay Grade AP7	Daily	416.44	514.12	616.95
	209	87,036	107,451	128,943
	213	88,702	109,508	131,410
	223	92,866	114,649	137,580
	238	99,113	122,361	146,834

Pay Grade AP8	Daily	446.05	550.69	660.82
	223	99,469	122,804	147,363

Pay Grade AP9	Daily	476.48	588.25	705.90
	223	106,255	131,180	157,416

Pay Grade AP10	Daily	509.83	629.42	755.30
	223	113,692	140,361	168,432

Pay Grade AP11	Daily	610.47	753.66	904.39
	223	136,135	168,066	210,679

Paraprofessional/Technical Pay Structure

Pay Grade PT1	Hourly	12.00	14.72	17.66
	179	17,376	21,314	25,572
	191	18,336	22,492	26,984

Pay Grade PT2	Hourly	12.64	15.61	18.74
	179	18,303	22,603	27,136
	223	22,550	27,848	33,432

Pay Grade PT3	Hourly	13.54	16.72	20.06
	179	19,606	24,211	29,047
	199	21,556	26,618	31,936

Pay Grade PT4	Hourly	14.05	17.23	20.68
	179	20,344	24,949	29,945
	199	22,368	27,430	32,923
	206	23,154	28,395	34,081
	223	25,065	30,738	36,893

Pay Grade PT5	Hourly	15.25	18.80	22.56
	179	22,082	27,223	32,667
	199	24,278	29,930	35,916
	206	25,132	30,982	37,179
	209	25,498	31,434	37,720
	217	26,474	32,637	39,164
	223	27,206	33,539	40,247

Pay Grade PT6	Hourly	17.06	21.06	25.27
	217	29,616	36,560	43,869
	223	30,435	37,571	45,082
	238	32,482	40,098	48,114

Pay Grade PT7	Hourly	19.15	23.60	28.32
	189	28,954	35,683	42,819
	191	29,261	36,061	42,273
	217	33,244	40,970	49,164
	223	34,164	42,102	50,523

Pay Grade PT8	Hourly	21.36	26.37	31.64
	223	38,106	47,044	56,446

Auxiliary Pay Structure

Pay Grade AX1	Hourly	12.00	13.76	17.70
	Days	173 - 238		

Pay Grade AX2	Hourly	13.02	16.07	19.27
	Days	238		

Pay Grade AX3	Hourly	13.53	16.67	20.13
	Days	173 - 238		

Pay Grade AX4	Hourly	14.19	17.52	21.02
	Days	238		

Pay Grade AX5	Hourly	15.56	19.13	22.96
	Days	238		

Pay Grade AX6	Hourly	17.71	21.77	26.12
	Days	238		

Pay Grade AX7	Hourly	19.68	24.40	29.67
	Days	238		

Pay Grade AX8	Hourly	21.43	26.46	31.75
	Days	238		

Pay Grade AX9	Hourly	25.00	30.86	37.03
	Days	181-238		

Pay Grade AX10	Hourly	30.00	37.04	44.45
	Days	238		

Child Nutrition Pay Structure

Pay Grade CN1	Hourly	13.00	16.05	19.26
	Days	164-170		

Pay Grade CN2	Hourly	13.95	17.22	20.66
	Days	164-170		

Pay Grade CN3	Hourly	15.50	19.14	22.97
	Days	171-178		

Pay Grade CN4	Hourly	16.80	20.74	24.88
	Days	173		

Pay Grade CN5	Hourly	18.85	23.27	27.92
	Days	171-178		

Pay Grade CN6	Hourly	20.55	25.37	30.44
	Days	171-178		

Pay Grade CN7	Hourly	21.75	26.85	32.22
	Days	217		

Pay Grade CN8	Hourly	25.75	31.79	38.14
	Days	199-217		

Bus Driver/Dispatcher Pay Structure

Bus Driver/Trainee /Dispatcher	STEP	AMT
	0	18.90
	1	19.18
	2	19.43
	3	19.68
	4	19.93
	5	20.18
	6	20.43
	7	20.68
	8	20.93
	9	21.18
	10	21.43
	11	21.68
	12	21.93
	13	22.18
	14	22.43
	15	22.68
	16	22.93
	17	23.18
	18	23.43
	19	23.68
	20	23.93
	21	24.18
	22	24.43
	23	24.68
	24	24.93
	25	25.18
	26	25.43
	27	25.68
	28	25.93
	29	26.18
	30	26.43

Substitute Compensation

POSITION	RATE	**LONG-TERM RATE	*SHORTAGE DAYS
Classroom Teacher (Regular)	\$100.00 per day	\$110.00 per day	\$110.00 per day
<i>Requirements</i>	<i>Minimum 30 college credit hours, preferred</i>		
Classroom Teacher (Degreed)	\$110.00 per day	\$135.00 per day	\$120.00 per day
<i>Requirements</i>	<i>Must hold bachelor's degree</i>		
Classroom Teacher (Certified)	\$125.00 per day	\$150.00 per day	\$135.00 per day
<i>Requirements</i>	<i>Must hold valid Texas Teaching Certificate</i>		
Classroom Teacher (NCISD Retired)	\$145.00 per day	\$170.00 per day	\$155.00 per day
<i>Requirements</i>	<i>Must be a retired certified teacher from New Caney ISD</i>		
Support Staff Substitute	\$70.00 per day	\$80.00 per day	
<i>Requirements</i>	<i>High School Diploma/GED Required</i>		
Special Education Aide	\$80.00 per day	\$90.00 per day	
<i>Requirements</i>	<i>High School Diploma/GED Required</i>		
Substitute Nurse	\$145.00 per day		
<i>Requirements</i>	<i>Certified Registered Nurse (RN) or Certified Licensed Vocational Nurse (LVN)</i>		
Substitute Bus Driver	\$90.00 per day		
<i>Requirements</i>	<i>Transportation approval required</i>		
Administrator	\$325.00 per day		
<i>Requirements</i>	<i>Superintendent approval required</i>		
Assistant Principal	\$275.00 per day		
<i>Requirements</i>	<i>Superintendent approval required</i>		
Professional	\$250.00 per day		
<i>Requirements</i>	<i>Superintendent approval required</i>		

*Shortage days are defined as days having a low substitute fill-rate. Shortage days are Thursday and Fridays.

**Long term assignments are defined as an assignment which is anticipated to last at least 15 consecutive days for the same employee or in the same vacant position. The extended position pay begins once the long-term assignment has been approved by Human Resources.

Transcripts and/or certifications must be on file in our office for the substitute to be compensated at the corresponding rate. Any pay increases will be effective the day the transcript and/or certificate is received by Human Resources and will not be retroactive for any prior days worked. Compensation is based on credentials and assignment rate.