

**White Settlement ISD
2025-2026 New Hire Guide for
Classroom Teachers and Librarians**

Step	Salary
0	\$63,300.00
1	\$63,500.00
2	\$63,650.00
3	\$63,750.00
4	\$63,850.00
5	\$65,900.00
6	\$66,100.00
7	\$66,300.00
8	\$66,500.00
9	\$66,700.00
10	\$66,900.00
11	\$67,350.00
12	\$67,550.00
13	\$67,750.00
14	\$67,950.00
15	\$68,150.00
16	\$68,900.00
17	\$69,300.00
18	\$70,200.00
19	\$71,000.00
20	\$71,850.00
21	\$72,650.00
22	\$73,450.00
23	\$74,050.00
24	\$74,650.00
25	\$75,150.00
26	\$75,450.00
27	\$75,750.00
28	\$76,050.00
29	\$76,350.00
30	\$76,700.00
31	\$77,000.00
32	\$77,800.00
33	\$78,500.00

Salaries listed above are based on 10-month employment

Master's Degree Stipend: \$2,000

**This salary plan is for the 2024-2025 school year only and is used
only as a guide for placement of new hires during the year specified.**

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

**Proposed 2025-2026 Administrative/Professional Compensation Plan
White Settlement ISD**

Pay Grade

		Minimum	Midpoint	Maximum
<u>1</u>	Athletics & Facilities Assistant			
	Behavior Interventionist	Daily	\$232.37	\$292.05
	Dietician	170	Days	39,503
	Fine Arts Support	187	Days	43,453
	Operations Assistant	202	Days	46,939
	Systems Administrator	226	Days	52,516

		Minimum	Midpoint	Maximum
<u>2</u>	Network Security Administrator			
	Occupational Therapy Assistant	Daily	\$274.79	\$347.30
	Physical Therapy Assistant	187	Days	51,386
	Speech Therapy Assistant	226	Days	62,103

		Minimum	Midpoint	Maximum
<u>3</u>	Asst. Director, Business			
	Athletic Trainer	Daily	\$316.56	\$404.40
	Counselor, Elem	187	Days	59,197
	Counselor, HS & MS	193	Days	61,096
	Counselor, Special Ed	202	Days	63,945
	Counselor, Student Support	217	Days	68,694
	Diagnostician	226	Days	71,543
	Digital Marketing & Comm. Specialist			
	Nurse (RN)			
	Occupational Therapist			
	Physical Therapist			
	Social Worker/Mental Health Counselor			
	Speech Pathologist			
	Student Support Specialist			

		Minimum	Midpoint	Maximum
<u>4</u>	Applications Integration Administrator			
	Asst. Principal, Elem	Daily	\$326.86	\$428.47
	Asst. Principal, MS	193	Days	63,084
	Coord, Advanced Academics	202	Days	66,026
	Coord, At-Risk	207	Days	67,660
	Coord, CTE	217	Days	70,929
	Coord, Dual Language	226	Days	73,870
	Instructional Coach			
	Instructional Technology Specialist			
	LSSP			
	Network/Security Engineer			
	Systems Engineer			
	Transition Specialist			

Note: The midpoint is only used when calculating annual increases/raises

5 Asst. Director, Maint. & Operations
 Asst. Director, Technology
 Asst. Principal, HS
 Coord, Student Services
 Police Chief

Daily		\$337.16	\$441.57	\$545.97
202	Days	68,106	89,196	110,286
217	Days	73,164	95,820	118,475
226	Days	76,198	99,794	123,389

6 Associate Principal
 Asst. Director, Special Programs
 Director, Child Nutrition

		Minimum	Midpoint	Maximum
Daily		\$347.46	\$448.23	\$548.99
217	Days	75,399	97,265	119,131
226	Days	78,526	101,299	124,072

7 Asst. Director, Athletics
 Director, Early Childhood Education
 Director, Federal Programs
 Director, Maintenance & Operations
 Director, Special Education
 Director, Technology
 Principal, Alternative
 Principal, Elem

		Minimum	Midpoint	Maximum
Daily		\$357.94	\$504.57	\$651.19
187	Days	66,935	94,354	121,773
217	Days	77,673	109,491	141,308
226	Days	80,894	114,032	147,169

8 Director, Counseling
 Director, CTE
 Director, Elem Education
 Director, Multilingual Programs
 Director, Safety, Security, & Emergency Mgmt.
 Director, Secondary Education
 Director, Testing & Program Evaluation
 Principal, Intermediate
 Principal, MS

		Minimum	Midpoint	Maximum
Daily		\$370.62	\$515.50	\$660.38
226	Days	83,760	116,503	149,246

9 Asst. Director, Human Resources
 Director, Athletics
 Director, Fine Arts
 Principal, HS

		Minimum	Midpoint	Maximum
Daily		\$421.08	\$576.48	\$731.87
226	Days	95,164	130,283	165,403

10 Director, Bonds & Financial Transparency
 Director, Business
 Director, Communications
 Director, HR & Community Relations

		Minimum	Midpoint	Maximum
Daily		\$546.91	\$677.56	\$808.21
226	Days	123,602	153,129	182,655

11 Asst. Supt, Curriculum/Inst./Admin Services
 Asst. Supt, Finance & Operations

		Minimum	Midpoint	Maximum
Daily		\$683.63	\$889.04	\$1,094.45
226	Days	154,500	200,923	247,346

12 Superintendent

		Minimum	Midpoint	Maximum
Daily		\$888.73	\$1,154.37	\$1,420.00
226	Days	200,853	260,886	320,920

Note: The midpoint is only used when calculating annual increases/raises

6/17/2025

**Proposed 2025-2026 Nonexempt - Clerical/Paraprofessional Compensation Plan
White Settlement ISD**

Pay Grade

<u>1</u>	Aide			Minimum	Midpoint	Maximum
	Aide, Classroom			\$15.33	\$18.97	\$22.61
	Aide, Library	183	Days	22,443	27,772	33,101
	Courier	202	Days	24,773	30,656	36,538
	Day Care Worker	226	Days	27,717	34,298	40,879
	Paraprofessional (ESL)					
	Secretary					

<u>2</u>	Registrar, MS			Minimum	Midpoint	Maximum
	Secretary, Asst. Principal HS			\$15.45	\$19.08	\$22.71
	Secretary, Attendance Elem	187	Days	23,113	28,544	33,974
	Secretary, Attendance HS	202	Days	24,967	30,833	36,699
	Secretary, Attendance MS	207	Days	25,585	31,596	37,608
	Secretary, Band	226	Days	27,934	34,497	41,060
	Secretary, Campus Special Ed					
	Secretary, Counselor					
	Secretary, Elem					
	Secretary, HS					
	Secretary, PEIMS					

<u>3</u>	Daycare Coordinator			Minimum	Midpoint	Maximum
	Secretary, Director			\$15.75	\$21.26	\$26.77
	Secretary, Police	202	Days	25,452	34,356	43,260
	Secretary, Principal Alternative HS	207	Days	26,082	35,207	44,331
	Secretary, Principal Elem	217	Days	27,342	36,907	46,473
	Secretary, Principal Fine Arts	226	Days	28,476	38,438	48,400
	Secretary, Principal MS					
	Secretary, Technology Director					

<u>4</u>	Braille Transcriptionist			Minimum	Midpoint	Maximum
	Campus Bookkeeper, HS			\$16.76	\$22.12	\$27.48
	Nurse (LVN)	187	Days	25,073	33,092	41,110
	Registrar, HS	207	Days	27,755	36,631	45,507
	Secretary, Athletic Director	217	Days	29,095	38,400	47,705
	Secretary, Child Nutrition	226	Days	30,302	39,993	49,684
	Secretary, Principal HS					

<u>5</u>	Behavior Interventionist			Minimum	Midpoint	Maximum
	PEIMS/Business Office Clerk			\$18.29	\$23.89	\$29.49
	Receptionist, HR	187	Days	27,362	35,739	44,117
	Secretary, Director HR	202	Days	29,557	38,606	47,656
		226	Days	33,068	43,193	53,318

Note: The midpoint is only used when calculating annual increases/raises

6/17/2025

6 Benefits Coordinator
Secretary, Asst. Superintendent

		Minimum	Midpoint	Maximum
Hourly		\$20.54	\$28.09	\$35.64
226	Days	37,136	50,787	64,437

7 Accountant
Activity Accountant
Payroll Coordinator
Secretary, Asst. Superintendent/Accts. Payable
Secretary, Dir. Bus./Purchasing Coord.

		Minimum	Midpoint	Maximum
Hourly		\$23.12	\$31.07	\$39.01
226	Days	41,801	56,166	70,530

8 PEIMS Coordinator
Secretary, Supt./Certification Officer

		Minimum	Midpoint	Maximum
Hourly		\$26.32	\$37.32	\$48.31
226	Days	47,587	67,466	87,344

**2025-2026 Auxiliary Compensation Plan
White Settlement ISD**

Pay Grade

1 Custodian

		Minimum	Midpoint	Maximum
Hourly		\$11.85	\$13.35	\$14.84
179	Days	16,969	19,110	21,251
240	Days	22,752	25,622	28,493

2 *Reserved for Future Positions

		Minimum	Midpoint	Maximum
Hourly		\$13.39	\$15.91	\$18.43
240	Days	25,709	30,547	35,386

3 General Maintenance
Grounds
HVAC Technician, Apprentice
Locksmith, Apprentice
Plumber, Apprentice
Security Guard
Warehouse

		Minimum	Midpoint	Maximum
Hourly		\$14.94	\$18.47	\$22.00
240	Days	28,685	35,462	42,240

4 Irrigator

		Minimum	Midpoint	Maximum
Hourly		\$16.47	\$20.57	\$24.66
240	Days	31,622	39,485	47,347

5 Carpenter
Electrician, Apprentice
HVAC Technician
Locksmith
Painter
Pest Control
Plumber, Journeyman

		Minimum	Midpoint	Maximum
Hourly		\$19.31	\$28.43	\$37.55
240	Days	37,075	54,586	72,096

6 Electrician, Master
Grounds Supervisor
HVAC Supervisor
Plumber, Master

		Minimum	Midpoint	Maximum
Hourly		\$24.14	\$32.19	\$40.24
240	Days	46,349	61,805	77,261

7 Police Officers

		Minimum	Midpoint	Maximum
Hourly		\$35.55	\$43.19	\$50.83
207	Days	58,871	71,523	84,174

Note: The midpoint is only used when calculating annual increases/raises

**2025-2026 CAFÉ Compensation Plan
White Settlement ISD**

Pay Grade

<u>1</u>	Cafeteria Worker	Minimum Midpoint Maximum			
		Hourly	\$12.92	\$14.55	\$16.18
		179 Days	18,501	20,836	23,170

<u>2</u>	Cafeteria Manager, Elem	Minimum Midpoint Maximum			
		Hourly	\$15.45	\$18.47	\$21.49
		179 Days	22,124	26,449	30,774

<u>3</u>	Cafeteria Manager, MS Inventory & Warehouse Specialist	Minimum Midpoint Maximum			
		Hourly	\$16.28	\$19.14	\$22.00
		179 Days	23,313	27,408	31,504
226 Days	29,434	34,605	39,776		

<u>4</u>	Cafeteria Manager, HS	Minimum Midpoint Maximum			
		Hourly	\$17.95	\$22.46	\$26.96
		179 Days	25,704	32,156	38,607

<u>5</u>	*Reserved for Future Positions	Minimum Midpoint Maximum			
		Hourly	\$19.72	\$24.92	\$30.11
		226 Days	35,654	45,046	54,439

<u>6</u>	Cafeteria Supervisor	Minimum Midpoint Maximum			
		Hourly	\$22.32	\$29.23	\$36.14
		226 Days	40,355	52,848	65,341

+ Supper Feeding Supplemental Pay \$15 per night

+ Summer school \$15/hour

Note: The midpoint is only used when calculating annual increases/raises

WHITE SETTLEMENT ISD
Stipend & Extra Duty Pay Schedule 2024-2025

Elementary, Intermediate, Middle, & High School	
Stipends - Assigned	
Description	Amount
AG Science	\$ 9,500.00
Annual - High School (Yearbook)	\$ 3,500.00
Assistant Band ++	\$ -
Assistant Cheerleader - High School	\$ 3,000.00
Associate Band	\$ 12,000.00
Band Coordinator - Middle School	\$ 10,000.00
BIC Class – <i>paraprofessionals only</i>	\$ 500.00
Bilingual Diagnostician	\$ 5,500.00
Campus Substitute Coordinator	\$ 1,500.00
Cheerleader - Middle School	\$ 4,000.00
Choir Assistant	\$ 1,500.00
Choir Director - District	\$ 8,000.00
Club/Organization - HS	\$ 1,500.00
Club/Organization - MS & TIS	\$ 500.00
CTSO	\$ 1,200.00
Degreed Aide (Bachelor's Degree) – <i>paraprofessionals only</i>	\$ 500.00
Department Chair - District PE	\$ 2,500.00
Department Lead	\$ 500.00
Drama - High School	\$ 3,000.00
Drama - Middle School	\$ 1,500.00
Drill Team	\$ 8,000.00
Drill Team Assistant	\$ 6,000.00
Dual Language - District Specialist	\$ 2,000.00
Dual Language*	\$ 4,000.00
ECSE Class - <i>paraprofessionals only</i>	\$ 500.00
Experience Supplement	\$ 1,200.00
Fine Arts - Elementary FAA Showcase	\$ 1,500.00
Fine Arts - High School	\$ 2,000.00
Fine Arts - High School Fine Arts - Middle School	\$ 1,000.00
Graduation Assistant	\$ 1,000.00
Graduation Coordinator	\$ 2,000.00
Interpreter/Translator	\$ 1,500.00
Intramural PE/Outdoor Ed. - Elementary	\$ 500.00
Intramural PE/Outdoor Ed. - Intermediate Para	\$ 750.00
Intramural PE/Outdoor Ed. - Intermediate Teacher	\$ 1,500.00
Life Skills Class – <i>paraprofessionals only</i>	\$ 500.00
Master's Degree (Teachers only)	\$ 2,000.00
Musical Production	\$ 1,000.00
PEIMS	\$ 2,000.00
PLC Lead	\$ 500.00
Senior Celebration/Prom Coordinator	\$ 1,500.00
STEAM Coordinator	\$ 5,000.00
Tech Production	\$ 8,000.00
Technology	\$ 2,000.00

Athletics	
Stipends - Assigned	
Description	Amount
Athletic Events Coordinator	\$ 5,000.00
Baseball - Assistant	\$ 3,000.00
Baseball - Associate	\$ 6,000.00
Baseball - Head Coach	\$ 15,000.00
Basketball - Assistant	\$ 3,000.00
Basketball - Associate	\$ 6,000.00
Basketball - Head Coach	\$ 15,000.00
Character Development - Coordinator	\$ 5,000.00
College Recruiting	\$ 4,000.00
Concussion Oversight	\$ 2,500.00
Coordinator	\$ 15,000.00
Cross Country - Assistant	\$ 3,000.00
Cross Country - Head Coach	\$ 6,000.00
Drug Coordinator ++	\$ -
Equipment Manager	\$ 7,000.00
Football - Assistant	\$ 3,000.00
Football - Assistant/Head JV	\$ 9,000.00
Football - Associate Head Coach	\$ 13,000.00
Football - Coordinator/Assistant Head	\$ 12,000.00
Football - Head Coach	\$ 15,000.00
Golf - Assistant	\$ 6,000.00
Golf - Head Coach	\$ 9,000.00
Middle School - Assistant Coord.	\$ 6,000.00
Middle School - Head Coordinator	\$ 15,000.00
Middle School - Tennis	\$ 4,000.00
Powerlifting - Assistant	\$ 3,000.00
Powerlifting - Head Coach	\$ 6,000.00
Soccer - Assistant	\$ 3,000.00
Soccer - Head Coach	\$ 8,000.00
Softball - Assistant	\$ 3,000.00
Softball - Associate	\$ 6,000.00
Softball - Head Coach	\$ 15,000.00
Strength & Conditioning - Coordinator	\$ 12,000.00
Summer Pride ++	\$ -
Tennis - Assistant	\$ 6,000.00
Tennis - Head Coach	\$ 9,500.00
Track - Assistant	\$ 3,000.00
Track - Head Coach	\$ 6,000.00
Volleyball - Assistant	\$ 3,000.00
Volleyball - Head Coach	\$ 15,000.00
Wrestling - Assistant	\$ 3,000.00
Wrestling - Head Coach	\$ 6,000.00

District Wide - Administration	
Stipends - Assigned	
Description	Amount
504 Coordinator	\$ 2,500.00
Advanced Academics Assistant	\$ 1,350.00
Braille - <i>paraprofessionals only</i>	\$ 2,000.00
Curriculum Coordinator	\$ 3,000.00
Daycare Assistant Director	\$ 2,000.00
Dyslexia Coordinator	\$ 2,500.00
Extra Duty ++	\$ -
District G/T	\$ 2,000.00
Head Librarian	\$ 2,000.00
Head Nurse	\$ 1,500.00
Orientation & Mobility ++	\$ -
Records	\$ 2,500.00
SHARS	\$ 500.00
Special Olympics Coach	\$ 2,000.00
Special Programs Parent Liaison	\$ 3,000.00
Speech Path Supervisor ++	\$ -
Stadium Production ++	\$ -
Team Leader	\$ 1,000.00
Textbook Custodian	\$ 3,000.00
Transition Center Coordinator	\$ 7,000.00
TRS Stipend ++ - <i>Requires Board Approval</i>	\$ -
Video Production ++	\$ -

District Wide - Operations	
Stipends - Assigned	
Description	Amount
Emergency Response	\$ 5,000.00
Pest Control	\$ 1,000.00
Phone	\$ 480.00

Extra Duty Pay		
Unassigned		
Description		Amount
Child Care - Family Resource Center	<i>(Hourly Rate)</i>	\$ 15.00
Curriculum Writer		\$ 400.00
Detention/Saturday School	<i>(Hourly Rate)</i>	\$ 25.00
Early Morning Duty	<i>(Daily Rate)</i>	\$ 15.00
Focus Group		\$ 2,000.00
Homebound Teacher	<i>(Hourly Rate)</i>	\$ 50.00
Professional Development - Admin only ++		\$ -
Sound Technician (Auditorium and Stadium)	<i>(Hourly Rate)</i>	\$ 25.00
Student Workers	<i>(Hourly Rate)</i>	\$ 10.00
Summer School & Super Saturday Paraprofessional	<i>(Hourly Rate)</i>	\$ 30.00
Summer School & Super Saturday Professional	<i>(Hourly Rate)</i>	\$ 40.00
TASN Certification - Child Nutrition only	<i>(Per TASN Level)</i>	\$ 100.00
Testing Proctor - Summer	<i>(Hourly Rate)</i>	\$ 40.00
Tutoring Paraprofessional	<i>(Hourly Rate)</i>	\$ 15.00
Tutoring Teacher**	<i>(Hourly Rate)</i>	\$ 25.00
UIL Coaching	<i>(Per Event)</i>	\$ 200.00
UIL Coordinator - Elementary		\$ 500.00
UIL Coordinator - MS		\$ 500.00
UIL Coordinator - HS		\$ 1,500.00

Athletics Extra Duty Pay ***		
Unassigned		
Description		Amount
Administrator for Hosting Games	<i>(Hourly Rate)</i>	\$ 25.00
Announcer	<i>(Hourly Rate)</i>	\$ 20.00
Bus Parking	<i>(Hourly Rate)</i>	\$ 20.00
Clock	<i>(Hourly Rate)</i>	\$ 20.00
Elevator	<i>(Hourly Rate)</i>	\$ 15.00
Floor workers (3rd, 4th, 5th)	<i>(Hourly Rate)</i>	\$ 20.00
Gate Manager	<i>(Hourly Rate)</i>	\$ 20.00
Gate Worker	<i>(Hourly Rate)</i>	\$ 15.00
Lead Parking Lot Monitor	<i>(Hourly Rate)</i>	\$ 20.00
Monitor for Gates	<i>(Hourly Rate)</i>	\$ 15.00
Parking Lot Monitor	<i>(Hourly Rate)</i>	\$ 15.00
Reserve Seating	<i>(Hourly Rate)</i>	\$ 15.00
Score Keeper	<i>(Hourly Rate)</i>	\$ 15.00
Security (non-officers)	<i>(Hourly Rate)</i>	\$ 24.00
Ticket Seller	<i>(Hourly Rate)</i>	\$ 15.00

* Dual Language stipend pays \$1,000 in September, \$1,000 in June, and \$2,000 annualized over 12-months.

** Tutoring is paid hourly, up to \$150 per day.

*** Hosted playoff games pay an additional \$5 per hour.

++ This stipend amount is based on the level of responsibilities.

Terms:

Assigned - assigned stipends are annualized over 12-months.

Unassigned - unassigned stipends are not annualized and are paid as worked/earned, following the Payroll Start/Stop dates for each pay period

Note:

Some stipends currently being paid are not part of the current stipend schedule but we continue to pay previously assigned amount.

These employees are grandfathered. (Example: Experience stipend and Career Ladder)

2024-2025 Substitute Pay Schedule

Substitute Daily Pay Rates	
Sixty (60) or more college hours	\$95
Registered Nurse	\$150
All other approved substitutes	\$85

Substitute Long-Term* Daily Pay Rates	
Sixty (60) or more college hours	\$115
All other approved substitutes	\$90

Substitute Hourly Rate for Child Nutrition	
Hourly rate of pay	\$11.00

*Long-Term Substitute pay starts on the 11th consecutive day, substituting in the same assignment.