



Fredericksburg ISD

COMPENSATION PLAN *2025-2026*

Business and Finance

FREDERICKSBURG ISD | 110 W. TRAVIS ST.

2025-2026 Fredericksburg ISD New Hire Guide for Teachers	
Years of Experience	New Hire Salary
0	\$54,000
1	\$54,600
2	\$55,000
3	\$57,000
4	\$57,500
5	\$61,900
6	\$62,300
7	\$62,700
8	\$63,100
9	\$63,700
10	\$64,300
11	\$64,900
12	\$65,500
13	\$66,000
14	\$66,400
15	\$67,200
16	\$68,000
17	\$69,000
18	\$70,050
19	\$71,100
20	\$72,150
21	\$73,150
22	\$74,150
23	\$75,150
24	\$76,150
25	\$77,200
26	\$77,900
27	\$78,600
28	\$79,200
29	\$79,800
30+	\$80,770

Continuing Teachers above step 30 will receive an increase of
\$8,000

Uncertified teacher beginning pay: \$45,000

Uncertified teacher with passed content exam: \$50,000

The salaries listed above are based on 10-month employment for the 2025-2026 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.

\$1,050 General Master's Degree Stipend

2025-2026 Administrative Professional Pay Plan

Pay Grade	Job Title	Calendars	Daily	Minimum	Midpoint	Maximum
1			Daily	\$288.77	\$346.53	\$404.28
	ARD Facilitator	195	187 Days	54,000	64,801	75,600
	Coordinator, Outreach Liaison	195	195 Days	56,310	67,573	78,835
	Coordinator, Transition/SHARS Specialist	187				
	Speech Pathologist Asst	187				
2			Daily	\$303.21	\$363.85	\$424.49
	Instructional Specialist	202	195 Days	59,126	70,951	82,776
	Instructional Technologist	210	202 Days	61,248	73,498	85,747
	Librarian	195	210 Days	63,674	76,409	89,143
	Nurse (RN)	195				
3			Daily	\$309.27	\$371.13	\$432.98
	Athletics Trainer	210	187 Days	57,833	69,401	80,967
	College & Career Advisor	200	195 Days	60,308	72,370	84,431
	Counselor, ES	187	200 Days	61,854	74,226	86,596
	Counselor, Primary	195	210 Days	64,947	77,937	90,926
	Counselor, MS	210				
	Diagnostician	195				
	Occupational Therapist	195				
	Social Worker	195				
	Special Education Counselor	195				
	Speech Pathologist	187, 195				
4			Daily	\$317.00	\$380.40	\$443.80
	Campus Special Programs/Testing, ES	210	195 Days	61,815	74,178	86,541
	Counselor, HS	210	210 Days	66,570	79,884	93,198
	Counselor, GCHS/AEP/SES/ECHS	210	225 Days	71,325	85,590	99,855
	Social Worker (LMSW)	195				
	Systems Administrator	225				
5			Daily	\$320.17	\$384.21	\$448.24
	Asst Principal, ES	210	195 Days	62,433	74,921	87,407
	Asst Principal, Primary	210	210 Days	67,236	80,684	94,130
	Coordinator, SPED Behavior	210	225 Days	72,038	86,447	100,854
	Coordinator, SPED Co-Op	210				
	Coordinator, Curriculum & Instruction	225				
	School Psychologist	195, 210				
6			Daily	\$326.57	\$391.89	\$457.20
	Asst Principal, MS	220	220 Days	71,845	86,216	100,584
	Director, School Nutrition	225	225 Days	73,478	88,175	102,870
	Director, Transportation	225				

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Asst Principal, HS	220
Associate Principal, HS	220
Director, Bands	225
Director, CTE & Technology	225
Director, Grants & Community Development	225

Daily		\$336.37	\$400.78	\$465.19
220	Days	74,001	88,172	102,342
225	Days	75,683	90,176	104,668

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Principal, ES	202, 220
Principal, Primary	220
Principal, GCHS/AEP & Coordinator, Student Services	210
Director, Operations	238

Daily		\$359.71	\$427.33	\$494.95
202	Days	72,661	86,321	99,980
210	Days	75,539	89,739	103,940
220	Days	79,136	94,013	108,889
225	Days	80,935	96,149	111,364
238	Days	85,611	101,705	117,798

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Director, Athletics	225
Director, SPED Co-Op	225
Principal, MS	220

Daily		\$388.19	\$461.37	\$534.55
220	Days	85,402	101,501	117,601
225	Days	87,343	103,808	120,274

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Director, Curriculum & Instruction	225
Principal, HS	225

Daily		\$433.60	\$509.52	\$585.43
225	Days	97,560	114,642	131,722

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Asst Superintendent	225

Daily		\$492.14	\$550.55	\$608.96
225	Days	110,732	123,874	137,016

2025-2026 Auxiliary Pay Plan

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
1						
			Hourly	\$15.45	\$18.08	\$20.71
	Custodian	233	233 Days	28,799	33,701	38,603
	Custodian/Mail Clerk	233				
2						
			Hourly	\$16.25	\$18.91	\$21.58
	School Nutrition Worker	178	178 Days	23,140	26,928	30,730
3						
			Hourly	\$16.75	\$19.58	\$22.41
	Asst. Manager, School Nutrition HS	178	178 Days	23,852	27,882	31,912
	Bus Service Technician Fuel	238	233 Days	31,222	36,497	41,772
	Lead Custodian	233	238 Days	31,892	37,280	42,669
	School Nutrition - Cook	178				
	School Nutrition - Courier	178				
4						
			Hourly	\$18.00	\$21.08	\$24.16
	General Maintenance	238	178 Days	25,632	30,018	34,404
	Manager, School Nutrition ES	178	238 Days	34,272	40,136	46,001
	Manager, School Nutrition PS	178				
5						
			Hourly	\$18.94	\$22.17	\$25.40
	Manager, School Nutrition HS	178	178 Days	26,971	31,570	36,170
	Manager, School Nutrition MS	178				
6						
			Hourly	\$19.83	\$23.42	\$27.00
	Electrician, Licensed	238	238 Days	37,756	44,592	51,408
	Mechanic, Helper	238				
	Plumber, Tradesman	238				
7						
			Hourly	\$21.41	\$25.25	\$29.10
	Electrician, Journeyman	238	225 Days	38,538	45,450	52,380
	HVAC Technician, Asst	238	238 Days	40,765	48,076	55,406
	Plumber, Journeyman	238				
	Supervisor, School Nutrition	225				
8						
			Hourly	\$24.67	\$28.87	\$33.06
	Electrician, Master	238	238 Days	46,972	54,968	62,946
	HVAC Technician, Licensed	238				
	Mechanic, Master	238				
	Plumber, Master	238				
	Job Title	Calendar	Hourly Rate			
	Bus Monitor	174	18.25			
	Bus Driver	174	29.35			
	Bus Driver in Training	174	14.00			

2025-2026 Clerical Technical Pay Plan

Pay Grade	Job Title	Calendars	Hourly	Minimum	Midpoint	Maximum
1			Hourly	\$15.70	\$18.54	\$21.38
	Educational Aide*	180	180 Days	22,608	26,698	30,787
	Clerk/Receptionist	180, 187, 195, 225	187 Days	23,487	27,736	31,984
			195 Days	24,492	28,922	33,353
			225 Days	28,260	33,372	38,484
2			Hourly	\$16.50	\$19.48	\$22.46
	Educational Aide, Bilingual	180	180 Days	23,760	28,051	32,342
	Educational Aide, ISS	180				
	Educational Aide, Lab*	180				
	Educational Aide, Library Technician*	180				
	Educational Aide, Sped	180				
3			Hourly	\$17.00	\$20.20	\$23.40
	Certified Nursing Assistant	187	180 Days	24,480	29,088	33,696
	Educational Aide, Sped Severe Need (Lifeskills, ECSE, Autistic, BAP/FOCUS, 1:1)	180	187 Days	25,432	30,219	35,006
4			Hourly	\$18.45	\$21.77	\$25.08
	Admin Asst, Fine Arts Department	220	180 Days	26,568	31,349	36,115
	Clerk, Attendance HS	180	195 Days	28,782	33,961	39,125
	Educational Aide, Secondary Library Technician	180	200 Days	29,520	34,832	40,128
	Secretary, Attendance MS	195	220 Days	32,472	38,315	44,141
	Secretary, Counselor HS	200	225 Days	33,210	39,186	45,144
5			Hourly	\$19.15	\$22.65	\$26.15
	Secretary, Counselor/PEIMS MS	210	195 Days	29,874	35,334	40,794
	Secretary, PEIMS Prim	210	210 Days	32,172	38,052	43,932
	Secretary, PEIMS ES	210	220 Days	33,704	39,864	46,024
	Secretary, Principal ES	195, 210	225 Days	34,470	40,770	47,070
	Secretary, Principal MS	220				
	Secretary, Principal Primary	210				
6			Hourly	\$20.00	\$23.61	\$27.22
	Admin Asst, Athletics	225	195 Days	31,200	36,832	42,463
	Bookkeeper, HS	210	200 Days	32,000	37,776	43,552
	Registrar, HS	220	210 Days	33,600	39,665	45,730
	Secretary, Principal HS	210	220 Days	35,200	41,554	47,907
	Secretary, School Nutrition	200	225 Days	36,000	42,498	48,996
	Secretary, SEMS (Sped Records)	195				

*\$1.25hr increase to minimum rate of pay for curriculum planning and implementation duties

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Admin Asst, Curriculum & Instruction	225
Admin Asst, Special Education Director	225
Admin Asst, Transportation & Operations	225
Computer Technician I	225
Specialist, Facilities & Warehouse	238
Specialist, HR	225
Interpreter, Deaf Education	180
LVN	195

Hourly	\$22.15	\$26.15	\$30.15
180 Days	31,896	37,656	43,416
195 Days	34,554	40,794	47,034
225 Days	39,870	47,070	54,270
238 Days	42,174	49,790	57,406

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Admin Asst, Business Finance/Purchasing Specialist	225
Computer Technician II	225
Coordinator, PEIMS	225
Financial Assistant	225
Coordinator, Human Resources	225
Payroll Specialist	225

Hourly	\$27.70	\$32.70	\$37.70
225 Days	49,860	58,860	67,860

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Admin Asst, Superintendent	225
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Hourly	\$28.40	\$33.80	\$39.20
225 Days	51,120	60,840	70,560

2025-2026 Extra Duty Stipend

Category	Assignment	Level	Stipend
Academics			
	Grade Level Chair	PS	1,100
	Yearbook	PS	300
	Grade Level Chair	ES	1,100
	Science Fair Sponsor	ES	550
	Student Council	ES	500
	UIL Academic Coach, 1 event	ES	357
	UIL Academic Coach, 2 events	ES	676
	UIL Academic Coach, 3 or more events	ES	955
	UIL Coordinator ES	ES	1,350
	Yearbook	ES	450
	Bilingual Dual Language Teacher (Bilingual Certified)	PS, ES	6,000
	Bilingual Dual Language Teacher - Retention/Returning	PS, ES	1,200
	ESL Dual Language Teacher	PS, ES	1,375
	Department Head	MS	1,100
	National Junior Honor Society	MS	500
	Student Council	MS	1,000
	UIL Academic Coach, 1 event	MS	550
	UIL Academic Coach, 2 events	MS	1,040
	UIL Academic Coach, 3 or more events	MS	1,465
	UIL Coordinator MS	MS	1,500
	Yearbook	MS	1,200
	Ag Science Teacher	HS	2,500
	Bass Fishing Team Sponsor	HS	1,500
	CTE Coordinator	HS	6,000
	Career & Technical Student Organization	HS	2,500
	CTE, Summer	HS	2,500
	CTE, Instructor (per CTE class period taught)	HS	450
	CPI Trainer	HS	875
	Department Head	HS	2,000
	ESL Records Tracker	HS	1,375
	Lead Counselor	HS	2,000
	Math – Hiring Incentive (Certified)	HS	1,000
	Math – Full Time High Need (Certified)	HS	2,000
	National Honor Society	HS	1,000
	NJROTC	HS	2,500
	Student Council, Asst	HS	500
	Student Council	HS	1,500
	UIL Academic Coach, 1 event	HS	815
	UIL Academic Coach, 2 events	HS	1,545
	UIL Academic Coach, 3 or more events	HS	2,180
	UIL Coordinator	HS	2,000
	UT On-Ramps	HS	1,000
	Yearbook/Newspaper	HS	3,500
	Bilingual - SPED Support	ALL	3,000
	District Library Coordinator	ALL	3,000
	Fitnessgram Facilitator - PE/Health K-12	ALL	1,000

Mentor Beginning Teacher (entire year)	ALL	1,000
Mentor Student Teacher (per semester)	ALL	520
Safety Coordinator	ALL	6,000
Special Education Teacher - Severe Needs	ALL	4,000
Deaf/Hard of Hearing, Visually Impaired Teacher	ALL	7,000
Deaf/Hard of Hearing, Visually Impaired – Retention/Returning	ALL	1,200
Certified Orientation & Mobility	ALL	2,000
Lead Speech Pathologist/School Psychologist	ALL	2,000
Speech Pathologist Stipend (High Need)	ALL	2,000
Speech Pathologist/LSSP Intern Supervisor	ALL	3% of annual pay
Speech Pathologist Assistant Stipend (High Need)	ALL	1,000
School Psychologist Stipend (High Need)	ALL	2,000
Translator (added to hourly rate)	ALL	900

Athletics

Athletic Coordinator, MS	MS	3,500
Basketball	MS	3,000
Cheerleading, Asst Coach	MS	1,250
Cheerleading, Head Coach	MS	2,750
Cross Country, Head Coach	MS	2,500
Football	MS	3,500
Golf	MS	1,500
Soccer	MS	2,500
Tennis	MS	3,000
Track	MS	2,500
Volleyball	MS	3,000
Athletic Coordinator	HS	5,800
Baseball, Asst Coach	HS	4,500
Baseball, Head Coach	HS	7,500
Basketball, Asst Coach	HS	4,500
Basketball, Head Coach	HS	7,500
Cheerleading, Asst Coach	HS	4,500
Cheerleading, Head Coach	HS	7,500
Cross Country, Asst Coach	HS	4,500
Cross Country, Head Coach	HS	7,500
Football, Head Coach	HS	7,500
Football, Asst Coach	HS	6,000
Football, Defensive Coordinator	HS	1,000
Football, Offensive Coordinator	HS	1,000
Football, Special Teams Coordinator	HS	1,000
Football, Video Coordinator	HS	1,000
Golf, Asst Coach (Fall)	HS	2,500
Golf, Asst Coach (Spring)	HS	2,500
Golf, Head Coach (Fall)	HS	3,750
Golf, Head Coach (Spring)	HS	3,750
Powerlifting	HS	3,600
Soccer, Asst Coach	HS	4,500
Soccer, Head Coach	HS	7,500
Softball, Asst Coach	HS	4,500

Softball, Head Coach	HS	7,500
Strength & Conditioning	HS	5,500
Swim, Head Coach	HS	6,000
Swim Sponsor	HS	3,000
Tennis, Asst Coach (Fall)	HS	3,500
Tennis, Asst Coach (Spring)	HS	3,500
Tennis, Head Coach (Fall)	HS	5,500
Tennis, Head Coach (Spring)	HS	5,500
Track, Asst Coach	HS	4,500
Track, Head Coach Boys	HS	7,500
Track, Head Coach Girls	HS	7,500
Volleyball, Asst Coach	HS	4,500
Volleyball, Head Coach	HS	7,500

Performing Arts

Pep Squad	MS	1,000
Theatre, One Act Play	MS	1,000
Band, Head Director	MS	7,800
Band, Asst Director HS & MS	MS/HS	7,500
Choir, Director HS & MS	HS	6,000
Color Guard	HS	2,000
Dance Teams, Red-Hotts	HS	4,000
Fine Arts Coordinator	HS	3,000
Theatre, Curator	HS	6,000
Theatre, One Act Play	HS	2,500
Video Board Coordinator	HS	2,500

Other

Bus Driver Recruitment Incentive	500
Bus Driver Hiring Incentive	500
Bus Driver Retention Incentive	500

2025 – 26 Extra Duty Pay

Description	Hourly Rate
Summer School Teacher	40.00
Summer School Paraprofessional	17.50
Summer Planning Facilitator	30.00
Summer Planning Teacher	25.00
Non-CDL Required Student Transportation Driving	18.00
Description	Daily Rate
Non-Contract Day	
Required Professional Development*	160.00
*refer to additional details regarding this policy	

Performance Pay

Performance Pay: Teacher Incentive Allotment:

For any funds received by Fredericksburg ISD for a designated teacher under the Teacher Incentive Allotment (TIA), 95 percent will be paid to the designated teacher. The remaining 5 percent will be used for training and support of the system, expansion of the system, administrative expenses, professional development. Should the district receive funding for a designated teacher who has resigned or retired at the end of their contract, the district will forward payment to the resigned or retired teacher as soon as practicable.

FISD District Benefit Information

Health Insurance Premium Benefit – All Participating Employees:

The Fredericksburg ISD contributes \$365.00 per month toward TRS ActiveCare health insurance premiums for participating employees.

2025 – 2026 Substitute Pay Schedule

Regular Substitute Rates	Daily Rate
Teacher, Educational Aide Days 1 – 20	\$120
Teacher, Educational Aide Days 21+	\$140
RN, LVN Certified (subbing nurse role)	\$140
Clerical	\$110

A substitute who worked 20 days or more in the previous school year will start the new school year earning a daily rate of \$140. Substitutes previously employed by FISD as a teacher in the previous school year will also receive the \$140 daily rate.

Long Term Substitute Teacher Rates	Daily Rate	
	20+ Days	40+ Days
Texas SBEC Certified	\$160	\$180

To be eligible for long term sub pay cannot have 2 consecutive absences or 4 total absences in the same long-term sub assignment.

Auxiliary Substitute Rates	Hourly Rate
Food Service	16.00
Custodial	15.23
Bus Driver	29.25
Bus Monitor	18.25

All non-exempt substitutes shall be paid in compliance with the FLSA, including overtime for all hours worked in workweek in excess of 40 hours.