

Santa Rosa ISD

2025-2026 New Hire Guide for Teachers

Model 1: HB2 - \$51,650 starting

Years of Experience	New Hire Salary
0	\$51,650
1	\$51,950
2	\$52,250
3	\$54,850
4	\$55,200
5	\$60,250
6	\$60,650
7	\$61,050
8	\$61,450
9	\$61,850
10	\$62,250
11	\$62,650
12	\$63,050
13	\$63,450
14	\$63,850
15	\$64,250
16	\$64,650
17	\$65,050
18	\$65,450
19	\$65,850
20+	\$66,250

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.

\$1,500 Master's Degree - General Stipend

2025-2026 Proposed Administrative Professional Pay Plan

Santa Rosa ISD

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	3.0% GPI	
1			Monthly	\$4,160	\$5,073	\$5,986	\$152.20
	Campus Coordinator, ACE	11	11 Months	45,761	55,806	65,851	1,674
	Chief of Police	11	12 Months	49,921	60,879	71,837	1,826
	Director, Child Nutrition	12					
	Specialist, Family Engagement	11					
	Specialist, Instructional Technology	12					
	Specialist, Network	12					
	Specialist, Program ACE	11					
2			Monthly	\$5,011	\$6,038	\$7,064	\$181.13
	Coordinator, Gear Up	11	11 Months	55,124	66,414	77,705	1,992
	Nurse (RN)	11					
3			Monthly	\$5,311	\$6,399	\$7,487	\$191.98
	Athletic Trainer	11	11 Months	58,426	70,392	82,359	2,112
	Counselor, ES	11					
	Counselor, MS	11					
	Counselor, SEL	11					
	Dean of Instruction, ES	11					
	Dean of Instruction, HS	11					
	Dean of Instruction, MS	11					
	Diagnostician	11					
	District Nurse	11					
	Literacy Coach	11					
4			Monthly	\$5,631	\$6,784	\$7,937	\$203.52
	Chief Facilities & Operations Officer	12	11 Months	61,945	74,623	87,302	2,239
	Coordinator, PEIMS	12	12 Months	67,576	81,407	95,238	2,442
	Coordinator, Student Services	11					
	Counselor, HS	11					
	Director, ACE	11					
5			Monthly	\$6,193	\$7,462	\$8,730	\$223.85
	vacant	12	12 Months	74,318	89,539	104,761	2,686
6			Monthly	\$6,644	\$7,909	\$9,175	\$237.28
	Director, Athletics	12	12 Months	79,726	94,912	110,098	2,847
	Principal, ES	12					
	Principal, MS	12					
7			Monthly	\$7,483	\$8,701	\$9,919	\$261.03
	Chief Financial Officer	12	12 Months	89,795	104,412	119,030	3,132
	Director, C&I	12					
	Principal, HS	12					

2025-2026 Proposed Clerical Paraprofessional Pay Plan

Santa Rosa ISD

*Annual amounts are based on 8 hours per day.

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	5.0% GPI	
1			Hourly	\$12.24	\$14.58	\$16.92	\$0.73
	Aide, Nurse	185, 197	185 Days	18,115	21,578	25,042	1,080
	Clerk, ES	202	197 Days	19,290	22,978	26,666	1,150
	Clerk, HS	202	202 Days	19,780	23,561	27,343	1,180
	Clerk, MS	202					
2			Hourly	\$12.75	\$15.18	\$17.61	\$0.76
	Clerk, Business Office	226	185 Days	18,870	22,466	26,063	1,125
	Instructional Aide, Classroom	185	226 Days	23,052	27,445	31,839	1,374
	Instructional Aide, Inclusion	185					
	Instructional Aide, Library	185					
	Instructional Aide, Sped General	185					
	Instructional Aide, Sped Self-Contained	185					
3			Hourly	\$14.28	\$17.41	\$20.54	\$0.87
	Clerk, Data Entry	207	185 Days	21,134	25,767	30,399	1,288
	Clerk, PEIMS ES	210	207 Days	23,648	28,831	34,014	1,441
	Clerk, PEIMS HS	210	210 Days	23,990	29,249	34,507	1,462
	Clerk, PEIMS MS	226	212 Days	24,219	29,527	34,836	1,476
	Clerk, Special Ed	207	226 Days	25,818	31,477	37,136	1,573
	Instructional Aide, Classroom (Degreed)	185					
	Instructional Aide, Sped General (Degreed)	185					
	Secretary, ACE Program	212					
	Specialist, Behavioral & Truancy	185					
4			Hourly	\$15.40	\$18.79	\$22.18	\$0.94
	Clerk, Fixed Assets/Central Office	226	210 Days	25,872	31,567	37,262	1,579
	Secretary, Principal ES	217	217 Days	26,734	32,619	38,504	1,632
	Secretary, Principal MS	217	226 Days	27,843	33,972	40,101	1,700
	Specialist, PEIMS	210					
5			Hourly	\$17.18	\$20.68	\$24.18	\$1.03
	LVN	197	197 Days	27,076	32,592	38,108	1,623
	Secretary, Athl/Maint/Transp	226	226 Days	31,061	37,389	43,717	1,862
	Secretary, Principal HS	226					
6			Hourly	\$18.55	\$22.33	\$26.11	\$1.12
	Clerk, Accounts Payable	226	226 Days	33,538	40,373	47,207	2,025
	Clerk, Payroll	226					
	Computer Technician	226					
7			Hourly	\$24.00	\$28.58	\$33.16	\$1.43
	Coordinator, Federal Programs	226	226 Days	43,392	51,673	59,953	2,585
	Secretary, Superintendent & HR	226					

2025-2026 Proposed Auxiliary Pay Plan

Santa Rosa ISD

*Annual amounts are based on 8 hours per day.

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	5.0% GPI	
1			Hourly	\$12.24	\$14.58	\$16.92	\$0.73
	Custodian	261	185 Days	18,115	21,578	25,042	1,080
	Driver/Monitor	185	261 Days	25,557	30,443	35,329	1,524
	Food Service Worker	185					
2			Hourly	\$12.75	\$15.18	\$17.61	\$0.76
	Security Officer (Unarmed)	185	185 Days	18,870	22,466	26,063	1,125
3			Hourly	\$13.26	\$15.79	\$18.32	\$0.79
	Maintenance Worker	261	185 Days	19,625	23,369	27,114	1,169
	Supervisor, Food Service	185	261 Days	27,687	32,970	38,252	1,650
5			Hourly	\$17.96	\$21.37	\$24.78	\$1.07
	Coordinator, Food Service	202	202 Days	29,023	34,534	40,044	1,729
	HVAC Technician	261	261 Days	37,500	44,621	51,741	2,234
	Supervisor, Maintenance	261					
6			Hourly	\$20.35	\$23.94	\$27.53	\$1.20
	Police Officer	185, 202	185 Days	30,118	35,431	40,744	1,776
			202 Days	32,886	38,687	44,488	1,939
BD			Hourly	\$16.87	\$19.89	\$22.91	\$0.99
	Bus Driver	185	185 Days	24,968	29,437	33,907	1,465
	Bus Driver, Lead/Maintenance Worker	261	261 Days	35,225	41,530	47,836	2,067
	Bus Driver/Maintenance Worker	261					