



Salado Independent School District

2025-2026

STAFF COMPENSATION GUIDE

PREFACE

The 2025-2026 Staff Compensation Plan addresses each position in a manner comparable to the *Teacher Model* and is based on years of experience and pay steps. Currently Salado Independent School District expands years of experience for teachers, librarians, registered nurses and counselors to 40 years and then aligns all other salary guides to this model. A “built in” pay increase comes with each additional year of service for all salary guides provided the employees’ years of experience align correctly on the salary guide. For non-teaching professional and administrative staff, the salary guides have a starting point that aligns with zero years of experience in the job and is expanded to a maximum of 40 years or steps. For non-exempt staff, the salary grades have a starting point that aligns with zero years of experience in the job and is expanded to a maximum of 40 years or steps.

The staff compensation goal is to make Salado a district where employees are appreciated for their efforts and paid fairly and accordingly. The salary guides are intended to be informational and not contractual in nature.

Respectfully,

Kelli Rhiddlehoover

Chief Financial Officer

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Section I: ADMINISTRATIVE AND PROFESSIONAL STAFF SALARY GUIDES

NOTES ON ADMINISTRATIVE AND PROFESSIONAL SALARY GUIDES

PURPOSE The pay systems for certified and professional personnel shall be approved by the Board of Trustees and shall comply with all minimum pay entitlements established by state and federal law. In order to pay employees fairly and attract and retain qualified employees, local pay systems shall be based on the assessed worth of jobs and shall be administered to support the following objectives:

- To stay competitive with appropriate labor markets for the various categories of personnel
- To recognize the levels of skill, effort, and responsibility required of different jobs
- To reward continued length of service to the district and
- To be fiscally controlled and cost effective

PAY STRUCTURE The pay structure for all personnel shall be established and maintained by daily or hourly base rates to promote consistent treatment of employees who have different work year periods. The pay structure for each position shall be based on a "Teacher Model" to recognize years of work history and updated based on a thorough review of the job's worth when compared with similar jobs at other school districts within the region. Information provided by an outside agency, personnel staff, and other district officials is carefully reviewed before determining pay structure for positions. The superintendent or designee shall determine job classification or reclassification of positions based on an assessment of job requirements and comparability to other positions within the district and region. The only administrator authorized to make deviations to the Administrative and Professional Staff Salary Guides is the superintendent.

PAY RANGE ADVANCEMENT Pay ranges are established to provide opportunities to increase salaries of employees for continued satisfactory service to the district. Employee salaries shall be reviewed on an annual basis. Employees may advance within the pay range according to the amount of increase established from year to year experience in the same manner of the Teacher Salary Table.

NEW HIRE SALARY PLACEMENT New employees must provide evidence of job-related professional work experience at the time of employment in order to be appropriately placed in a pay range. The salary guides shall determine salary placement based on experience allotted.

PROMOTION Employees within the district may be promoted to a new job position with a higher salary guide. When being placed in a higher salary guide, the salary will be based on the employee's experience in the same or similar job, or years of experience in education.

DEMOTION A voluntary demotion in position will require that the employee earn the salary associated with the salary guide of the new position. When being placed in a lower salary guide, the salary will be based on years of service for that salary guide. An involuntary demotion or reassignment determined by SISD may result in the employee retaining his/her existing salary, but not necessarily. The demotion may cause an employee's salary to be frozen until the salary is within the current salary guide or, more appropriately, to change to the correct amount of days between school years to align with the new position.

RETIRE-REHIRE All retire/rehire employees' salaries will be established and maintained by daily or hourly base rates according to the position and years of work history. ***As of 2022-23 per SB202, the TRS 16% Surcharge and the TRS Care Surcharge of \$535 per month will be paid for by the district.***

HEALTH INSURANCE PAY *SISD pays \$400 per month for Health Insurance.* For those not taking coverage, SISD pays \$75 per month as a benefit spending credit which may be applied toward supplemental insurance or a qualified retirement plan.

NOTES ON TEACHER SALARY GUIDE

EXTRA-DUTY ASSIGNMENTS The salary for teachers with certain extra-duty assignments shall be teacher's annual base salary plus a stipend. The campus principal will assign persons accordingly. Stipends are provided for performing extra duties beyond the regular campus workday schedule. Individuals should not be assigned extra duties that will overlap each other. Exceptions may be made on an individual basis by the Superintendent upon receipt of a written recommendation submitted by the employee's campus principal. When appropriate, and with the approval of the Superintendent, stipends may be shared.

EDUCATION SALARY FOR MASTER'S DEGREE An annual salary stipend \$500 is provided to full-time teaching staff with an earned master's degree from an accredited educational institution in a field related to education or an instructional subject. The stipend is prorated for less than part-time employment. The decision as to whether it is an educational institution that is qualified will be made by the Assistant to the Superintendent. All **new** employees must submit transcripts by September 1, to the Assistant to the Superintendent. Payment will be included in monthly payroll checks. The annual master's degree stipend will be prorated for any transcripts submitted after September 1st.

- Included are teachers, librarians, nurses, and other instructional professional positions closely related to the campuses
- Excluded are principals, counselors, diagnosticians, LSSP's, directors, etc.

CREDITABLE YEARS OF SERVICE Calculated in accordance to rules set by the Commissioner of Education.

TEACHERS SALARY GUIDE

Yrs of Exp	BACHELOR'S DEGREE	DAILY RATE	MASTER'S DEGREE	STATE MINIMUM	TRA	UPDATED TRA SALARY
0	50,000	279.33	50,500	33,960		
1	50,368	281.39	50,868	34,690		
2	50,737	283.45	51,237	35,410		
3	51,106	285.51	51,606	36,150	4,000	55,106
4	51,475	287.57	51,975	37,690	4,000	55,475
5	51,844	289.63	52,344	39,230	8,000	59,844
6	52,386	292.66	52,886	40,770	8,000	60,386
7	52,928	295.69	53,428	42,200	8,000	60,928
8	53,470	298.72	53,970	43,550	8,000	61,470
9	54,012	301.74	54,512	44,840	8,000	62,012
10	54,555	304.78	55,055	46,040	8,000	62,555
11	55,175	308.24	55,675	47,180	8,000	63,175
12	55,795	311.70	56,295	48,280	8,000	63,795
13	56,415	315.17	56,915	49,280	8,000	64,415
14	57,035	318.63	57,535	50,250	8,000	65,035
15	57,655	322.09	58,155	51,160	8,000	65,655
16	58,350	325.98	58,850	52,030	8,000	66,350
17	59,045	329.86	59,545	52,840	8,000	67,045
18	59,740	333.74	60,240	53,610	8,000	67,740
19	60,435	337.63	60,935	54,340	8,000	68,435
20	61,130	341.51	61,630	55,030	8,000	69,130
21	61,393	342.98	61,893		8,000	69,393
22	61,657	344.45	62,157		8,000	69,657
23	61,920	345.92	62,420		8,000	69,920
24	62,184	347.40	62,684		8,000	70,184
25	62,447	348.87	62,947		8,000	70,447
26	62,711	350.34	63,211		8,000	70,711
27	62,974	351.81	63,474		8,000	70,974
28	63,238	353.28	63,738		8,000	71,238
29	63,501	354.75	64,001		8,000	71,501
30	63,765	356.23	64,265		8,000	71,765
31	64,028	357.70	64,528		8,000	72,028
32	64,292	359.17	64,792		8,000	72,292
33	64,555	360.64	65,055		8,000	72,555
34	64,819	362.12	65,319		8,000	72,819
35	65,082	363.59	65,582		8,000	73,082
36	65,346	365.06	65,846		8,000	73,346
37	65,609	366.53	66,109		8,000	73,609
38	65,873	368.01	66,373		8,000	73,873
39	66,136	369.47	66,636		8,000	74,136
Over 39	66,400	370.95	66,900		8,000	74,400

LIBRARIANS SALARY GUIDE

Yrs of Exp	Librarian	
	Daily Rate	179
0	279.33	50,000
1	281.39	50,368
2	283.45	50,737
3	285.51	51,106
4	287.57	51,475
5	289.63	51,844
6	292.66	52,386
7	295.69	52,928
8	298.72	53,470
9	301.74	54,012
10	304.78	54,555
11	308.24	55,175
12	311.70	55,795
13	315.17	56,415
14	318.63	57,035
15	322.09	57,655
16	325.98	58,350
17	329.86	59,045
18	333.74	59,740
19	337.63	60,435
20	341.51	61,130
21	342.98	61,393
22	344.45	61,657
23	345.92	61,920
24	347.40	62,184
25	348.87	62,447
26	350.34	62,711
27	351.81	62,974
28	353.28	63,238
29	354.75	63,501
30	356.23	63,765
31	357.70	64,028
32	359.17	64,292
33	360.64	64,555
34	362.12	64,819
35	363.59	65,082
36	365.06	65,346
37	366.53	65,609
38	368.01	65,873
39	369.47	66,136
Over 39	370.95	66,400

RNs SALARY GUIDE

Yrs of Exp	BACHELOR'S DEGREE	DAILY RATE	MASTER'S DEGREE	STATE MINIMUM
0	50,869	284.18	51,369	33,960
1	51,347	286.85	51,847	34,690
2	51,825	289.53	52,325	35,410
3	52,303	292.20	52,803	36,150
4	52,782	294.87	53,282	37,690
5	53,260	297.54	53,760	39,230
6	53,738	300.21	54,238	40,770
7	54,216	302.88	54,716	42,200
8	54,695	305.56	55,195	43,550
9	55,173	308.23	55,673	44,840
10	55,651	310.90	56,151	46,040
11	56,130	313.58	56,630	47,180
12	56,608	316.25	57,108	48,280
13	57,086	318.92	57,586	49,280
14	57,564	321.59	58,064	50,250
15	58,043	324.26	58,543	51,160
16	58,521	326.93	59,021	52,030
17	58,999	329.60	59,499	52,840
18	59,477	332.27	59,977	53,610
19	59,956	334.95	60,456	54,340
20	60,434	337.62	60,934	55,030
21	60,912	340.29	61,412	
22	61,391	342.97	61,891	
23	61,869	345.64	62,369	
24	62,347	348.31	62,847	
25	62,825	350.98	63,325	
26	63,304	353.65	63,804	
27	63,782	356.32	64,282	
28	64,260	358.99	64,760	
29	64,738	361.66	65,238	
30	65,217	364.34	65,717	
31	65,695	367.01	66,195	
32	66,173	369.68	66,673	
33	66,652	372.36	67,152	
34	67,130	375.03	67,630	
35	67,608	377.70	68,108	
36	68,086	380.37	68,586	
37	68,565	383.04	69,065	
38	69,043	385.72	69,543	
39	69,521	388.39	70,021	
Over 39	70,000	391.06	70,500	

CAMPUS PROFESSIONALS SALARY GUIDE

		Yrs of Exp					
		Minimum		Mid-Point		Maximum	
		Daily Rate	Salary	Daily Rate	Salary	Daily Rate	Salary
Position	Days	Daily Rate	Salary	Daily Rate	Salary	Daily Rate	Salary
HS Counselor	203 Days	298.80	60,656	362.97	73,683	427.14	86,710
MS Counselor	208 Days	286.65	59,624	344.13	71,579	401.61	83,535
ES Counselor	194 Days	284.32	55,158	343.59	66,657	402.87	78,156
Diagnostician	189 Days	299.20	56,549	360.68	68,169	422.17	79,790
School Psychologist	189 Days	306.44	57,917	371.23	70,162	436.02	82,408
Speech Therapist	179 Days	307.63	55,065	373.43	66,844	439.23	78,623
Athletic Trainer	194 Days	292.20	56,686	345.70	67,065	399.20	77,445
IT Coordinator	218 Days	311.64	67,938	382.56	83,399	453.49	98,860
Campus Instructional Coach	189 Days	289.42	54,700	343.63	64,946	397.85	75,193
ARD Facilitator	189 Days	289.42	54,700	343.63	64,946	397.85	75,193
Head Football	218 Days	334.15	72,844	377.97	82,397	421.79	91,950
HS Principal	218 Days	396.67	86,474	476.75	103,931	556.83	121,389
MS Principal	218 Days	365.23	79,620	433.92	94,595	502.61	109,570
ES Principal	218 Days	342.26	74,613	407.41	88,816	472.56	103,018
HS Assistant Principal	218 Days	331.18	72,197	393.27	85,733	455.36	99,268
MS Assistant Principal	203 Days	314.93	63,930	380.66	77,273	446.38	90,616
ES Assistant Principal	203 Days	301.28	61,159	362.71	73,630	424.14	86,100
Dean of Students	218 Days	331.18	72,197	393.27	85,733	455.36	99,268

DISTRICT PROFESSIONALS SALARY GUIDE

		Yrs of Exp					
		Minimum		Mid-Point		Maximum	
Position	Days	Daily Rate	Salary	Daily Rate	Salary	Daily Rate	Salary
Asst. Superintendent	218 Days	468.54	102,141	568.21	123,869	667.88	145,598
Chief Financial Officer	218 Days	435.28	94,891	521.97	113,790	608.67	132,690
Chief Technology Officer	221 Days	375.63	83,014	444.18	98,164	512.73	113,314
Chief Operations Officer	218 Days	389.91	85,000	466.28	101,648	542.64	118,296
Athletic Director	218 Days	390.46	85,120	468.09	102,043	545.72	118,966
Federal Programs Director	218 Days	373.83	81,494	448.93	97,866	524.03	114,238
PEIMS Manager	218 Days	269.35	58,718	326.68	71,217	384.02	83,716
Child Nutrition Supervisor	196 Days	168.01	32,930	203.95	39,974	239.97	47,034
Custodial/Maintenance Supervisor	232 Days	179.86	41,726	224.82	52,159	269.96	62,630
Transportation Supervisor	232 Days	196.60	45,612	242.40	56,236	288.19	66,861
Chief of Police	218 Days	271.83	59,259	339.04	73,911	406.25	88,563
Police Officer	202 Days	247.52	50,000	302.62	61,130	328.71	66,400

Section II: NON-EXEMPT STAFF SALARY GUIDES

NOTES ON NON-EXEMPT SALARY GUIDES

PURPOSE The pay systems for non-exempt staff shall be approved by the Board of Trustees and shall comply with all minimum pay entitlements established by state and federal law. In order to pay employees fairly and attract and retain qualified employees, local pay systems shall be based on the assessed worth of jobs and shall be administered to support the following objectives:

- To stay competitive with appropriate labor markets for the various categories of personnel
- To recognize the levels of skill, effort, and responsibility required of different jobs
- To reward continued length of service to the district and
- To be fiscally controlled and cost effective

PAY STATUS All non-teaching support employees are considered non-exempt employees, and therefore, eligible for compensation of overtime at time and a half for all work performed in excess of 40 hours in a work week. **All overtime requires the campus principal or supervisor's prior approval.** Disciplinary action may be taken against employees who claim overtime without the supervisor's prior approval.

PAY STRUCTURE The pay structure for all personnel shall be established and maintained by daily or hourly base rates to promote consistent treatment of employees who have different work year periods. The pay structure for each position shall be based on a "Teacher Model" to recognize years of work history and updated based on a thorough review of the job's worth when compared with similar jobs at other school districts within the region. Information provided by an outside agency, personnel staff, and other district officials is carefully reviewed before determining pay structure for positions. The superintendent or designee shall determine job classification or reclassification of positions based on an assessment of job requirements and comparability to other positions within the district and region. The only administrator authorized to make deviations to the Non-Exempt Salary Guides is the superintendent.

PAY RANGE ADVANCEMENT Pay ranges are established to provide opportunities to increase salaries of employees for continued satisfactory service to the district. Employee salaries shall be reviewed on an annual basis. Employees may advance within the pay range according to the amount of increase established from year to year experience in the same manner of the Teacher Salary Table.

NEW HIRE SALARY PLACEMENT New employees must provide evidence of job-related professional work experience at the time of employment in order to be appropriately placed in a pay range. The salary guides shall determine salary placement based on experience allotted.

PROMOTION Employees within the district may be promoted to a new job position with a higher salary guide. When being placed in a higher salary guide, the salary will be based on the employee's experience in the same or similar job, or years of experience in education.

DEMOTION A voluntary demotion in position will require that the employee earn the salary associated with the salary guide of the new position. When being placed in a lower salary guide, the salary will be based on years of service for that salary guide. An involuntary demotion or reassignment determined by SISD may result in the employee retaining his/her existing salary, but not necessarily. The demotion may cause an employee's salary to be frozen until the salary is within the current salary guide or, more appropriately, to change to the correct amount of days between school years to align with the new position.

RETIRE-REHIRE

All retire/rehire employees' salaries will be established and maintained by daily or hourly base rates according to the position and years of work history. ***As of 2022-23 per SB202, the TRS 16% Surcharge and the TRS Care Surcharge of \$535 per month will be paid for by the district.***

HEALTH INSURANCE PAY: *SISD pays \$400 per month for Health Insurance.* For those not taking coverage, SISD pays \$75 per month as a benefit spending credit which may be applied toward supplemental insurance or a qualified retirement plan.

NOTES ON PARAPROFESSIONAL SALARY GUIDE

EXTRA-DUTY ASSIGNMENTS The pay for paraprofessionals with certain extra-duty assignments shall be based on hourly rate plus a stipend. The campus principal will assign persons accordingly, however this is only under extenuating circumstances. Stipends are provided for performing extra duties beyond the regular campus workday schedule. Individuals should not be assigned extra duties that will overlap each other. All time spent working must be recorded using SISD's timekeeping system. Any work in excess of 40 hours during a work week will be accrued as overtime at time and a half and tracked. If compensation earned exceeds the stipend amount then the non-exempt paraprofessional will be paid the difference at the end of the school year. When appropriate, and with the approval of the Superintendent, stipends may be shared.

CAMPUS PARAPROFESSIONAL, SECRETARIAL & SUPPORT SALARY GUIDE

		Yrs of Exp					
		Minimum		Mid-Point		Maximum	
		Hourly Rate	Salary	Hourly Rate	Salary	Hourly Rate	Salary
Position	Days	Hourly Rate	Salary	Hourly Rate	Salary	Hourly Rate	Salary
Educational Aides	179 Days	12.96	18,558	16.49	23,613	20.02	28,668
Library Aides	179 Days	13.79	19,747	17.22	24,659	20.64	29,556
Special Ed Self-Contained Aides	179 Days	13.82	19,790	17.17	24,587	20.51	29,370
GCS Aides	179 Days	13.80	19,761	17.02	24,372	20.23	28,969
CMA	179 Days	17.22	24,659	21.16	30,301	25.11	35,957
LVN	179 Days	20.60	29,499	25.15	36,014	29.70	42,530
Campus Receptionist	194 Days	14.90	23,124	18.59	28,851	22.27	34,563
HS Registrar	213 Days	17.04	29,036	20.95	35,698	24.84	42,327
HS Extra-Curricular Secretary	179 Days	18.06	25,861	22.39	32,062	26.72	38,263
HS Secretary	203 Days	18.12	29,426	22.38	36,345	26.62	43,230
MS Secretary	194 Days	16.97	27,559	20.81	33,795	24.65	40,031
ES Secretary	194 Days	16.93	26,275	20.65	32,048	24.38	37,837
HS PEIMS	218 Days	15.96	27,834	19.68	34,321	23.39	40,792
MS PEIMS	208 Days	15.50	25,792	19.41	32,298	23.33	38,821
ES PEIMS	194 Days	15.22	23,621	19.11	29,658	23.01	35,711

DISTRICT SUPPORT & OPERATIONS STAFF SALARY GUIDE

		Yrs of Exp					
		Minimum		Mid-Point		Maximum	
Position	Days	Hourly Rate	Salary	Hourly Rate	Salary	Hourly Rate	Salary
Accounts Payable Specialist	218 Days	20.44	35,647	24.98	43,565	29.54	51,517
Payroll Specialist	218 Days	22.06	38,472	27.30	47,611	32.53	56,732
HR Specialist	218 Days	22.77	39,710	28.30	49,355	33.83	58,999
Secretary to Executive	208 Days	20.62	34,311	25.59	42,581	30.56	50,851
Superintendent Secretary	218 Days	25.24	44,018	31.27	54,534	37.29	65,033
Secretary to Director	189 Days	18.70	28,274	23.14	34,987	27.58	41,700
Computer Technician	221 Days	21.08	37,269	25.80	45,614	30.52	53,959
Network Technician	221 Days	23.87	42,202	29.12	51,484	34.38	60,783
Custodian	232 Days	12.73	23,626	15.15	28,118	17.58	32,628
Lead Custodian	232 Days	14.97	27,784	18.36	34,076	21.75	40,368
Child Nutrition	177 Days	12.73	varies	15.23	varies	17.73	varies
Child Nutrition Lead	177 Days	15.48	varies	18.87	varies	22.27	varies
Mechanic	232 Days	20.17	37,435	25.12	46,622	30.06	55,791
Transportation Secretary	204 Days	17.88	29,180	22.04	35,969	26.21	42,774
Bus Monitor	173 Days	12.73	varies	15.31	varies	17.91	varies
Bus Driver	175 Days	19.42	varies	22.94	varies	26.48	varies
Parking Lot Attendant	179 Days	14.69	21,041	17.82	25,522	20.95	30,004

Section III: SUPPLEMENTAL DUTY STIPENDS

ACADEMIC STIPENDS

Position	Stipend	Position	Stipend
High Demand Teaching Field (per section)	\$500	District Translator [2]	\$1,000
HS Agriculture Science [3]	\$3,000	Special Ed Evaluation Lead [1]	\$1,000
FCCLA [1]	\$1,000	Special Olympics [1]	\$1,610
HOSA Stipend [1]	\$1,000	G/T [3]	\$1,000
HS Yearbook Sponsor [1]	\$3,250	Robotics [1]	\$2,000
MS Yearbook Sponsor [1]	\$1,500	HS UIL Coordinator [2]	\$2,500
ES Yearbook Sponsor [1]	\$1,500	MS UIL Coordinator [2]	\$500
ES Video Announcements [2]	\$1,500	ES UIL Coordinator [1]	\$500
HS Student Council Sponsor [2]	\$1,000	Debate/Speech Coach [1]	\$3,000
MS Student Council Sponsor [2]	\$750	OAP Director [1]	\$7,000
National Honor Society Sponsor [1]	\$1,500	OAP Asst. Director (per semester) [1]	\$2,000
National Junior Honor Society Sponsor [1]	\$750	OAP Asst. (per semester) [1]	\$1,500
HS Salado Youth Leadership Sponsor [1]	\$1,000	MS OAP Director (per semester) [1]	\$1,000
HS Mu Alpha Theta Sponsor [1]	\$600	HS UIL Coach (per event)	\$600
Prom Sponsor [1]	\$500	HS UIL Coach - no student travel (per event)	\$300
HS ESL/Telpas [1]	\$1,000	MS UIL Coach (per event)	\$500
MS ESL/Telpas [1]	\$1,000	ES UIL Coach (per event)	\$500
ES ESL/Telpas [1]	\$1,000	*UIL Coach/Paraprofessionals - hourly rate, subject to overtime when applicable	

***If the salary for any employees in the following positions is less than the employee would earn on the teacher salary scale based on their years of experience and number of assigned work days, then the employee will receive a stipend for the 2025-2026 school year to match the teacher salary scale.**

ARD Facilitator, Athletic Trainer, Campus Instructional Coach, Counselor, Diagnostician, Librarian, LSSP, School Nurse (RN), Speech Language Pathologist.

PERFORMING ARTS STIPENDS

Position	Stipend
HS Head Band Director [1]	\$8,000
HS Assistant Band Director [1]	\$4,000
MS Band Director [2]	\$4,000
Color Guard [1]	\$2,000
Choir [1]	\$3,975
Twirling Sponsor [1]	\$300
HS Drill Team Sponsor [1]	\$3,000
MS Drill Team Sponsor [1]	\$1,000

ATHLETIC STIPENDS

Coaching Assignment	Stipend
Baseball	
Head [1]	\$5,626
Assistant [3]	\$3,078
Softball	
Head [1]	\$5,626
Assistant [2]	\$3,078
Basketball	
Head [2]	\$5,889
Assistant [4]	\$3,250
Middle School [8]	\$2,470
Cheerleading	
Varsity [1]	\$3,100
Junior Varsity [1]	\$2,099
Middle School [1]	\$2,000
Cross Country	
Head [2]	\$4,880
Assistant [2]	\$2,959
Middle School [2]	\$2,188
Football	
Head [1]	\$11,500
Offensive Coordinator [1]	\$7,376
Defensive Coordinator [1]	\$7,376
Assistant [9]	\$5,312
Middle School [4]	\$3,098
Golf	
Head [1]	\$6,000
Middle School [4]	\$1,250

Coaching Assignment	Stipend
Powerlifting	
Head [2]	\$4,000
Soccer	
Head [2]	\$5,147
Assistant [4]	\$3,050
Middle School [4]	\$2,926
Swimming	
Head [1]	\$5,385
Tennis	
Head [1]	\$5,006
Assistant [1]	\$2,925
Middle School [1]	\$2,000
Track	
Head [2]	\$4,611
Assistant [7]	\$2,959
Middle School [9]	\$2,188
Volleyball	
Head [1]	\$6,154
Assistant [3]	\$3,895
Middle School [4]	\$2,771
Wrestling	
Head [1]	\$6,630
Assistant (1)	\$3,500
Middle School	
Middle School Coordinator [2]	\$1,170

➤ **\$1,000 of each coaching stipend is contingent on the coach having or obtaining a CDL.**

Section IV: EXTRA DUTIES

ACADEMIC EXTRA DUTIES

Extra Duty	Hourly Rate	Extra Duty	Hourly Rate
Tutorials (Professionals)	\$18	After School Care Administrator	\$35
Homebound (Certified Teacher)	\$18	After School Care (Professionals)	\$25
Summer School (Professionals)	\$25	Facility Administrator on Duty (Per Hour)	\$35
Summer School (Paraprofessionals)	\$18	After School Care (Paraprofessionals)- hourly rate, subject to overtime when applicable	

ATHLETIC GAME WORKER EXTRA DUTIES

Gameworker Assignment	Pay Amount
Volleyball & Basketball:	
Gate	\$20 first game, \$10 for each additional game
Clock - JV & MS	\$20 first game, \$10 for each additional game
Clock - Varsity	\$25 first game, \$10 for each additional game
Scorebook - JV & MS	\$20 first game, \$10 for each additional game
Scorebook - Varsity	\$25 first game, \$10 for each additional game
Libero Tracker - JV & MS	\$20 first game, \$10 for each additional game
Libero Tracker - Varsity	\$25 first game, \$10 for each additional game
Football:	
Gate	\$30 first game, \$10 for each additional game
Clock	\$30 first game, \$10 for each additional game
Announcer	\$30 first game, \$10 for each additional game
Stadium Management	hourly rate, subject to overtime when applicable
Film	\$50 per night (non-coaches only)
Soccer, Baseball & Softball:	
Gate	\$30 first game, \$10 for each additional game
Pitch Counter	\$30 first game, \$10 for each additional game
Clock/Scorekeeper	\$30 first game, \$10 for each additional game
Announcer	\$30 first game, \$10 for each additional game
Concession Stand:	
Head Concession Worker	\$20 per hour
General Concession Worker	\$10 per hour

- Head Concession Worker is responsible for stocking concessions, obtaining general workers and handling all money through the business office.

ATHLETIC SUMMER CAMP EXTRA DUTIES

Summer Camp Coach Pay	\$20/hour		
Summer Camp Assignment	Staff Allotment	Coordinator Stipend	Total Budgeted Expense
Boys Strength & Conditioning	4 coaches x 2 hours per day x 24 days (192 total hours)	\$750	\$4,590
Girls Strength & Conditioning	4 coaches x 2 hours per day x 24 days (192 total hours)	\$750	\$4,590
Football Skills	4 coaches x 1 hour per day x 24 days (96 total hours)		\$1,920
Football	13 coaches x 3 hour per day x 4 days (156 total hours)	\$500	\$3,620
Volleyball	7 coaches x 2 hour per day x 3 days (42 total hours)	\$500	\$1,340
Baseball	4 coaches x 4 hour per day x 3 days (48 total hours)	\$500	\$1,460
Softball	3 coaches x 4 hour per day x 3 days (36 total hours)	\$500	\$1,220
Boys Basketball	7 coaches x 4 hour per day x 3 days (84 total hours)	\$500	\$2,180
Girls Basketball	7 coaches x 4 hour per day x 4 days (112 total hours)	\$500	\$2,740
Boys Soccer	3 coaches x 3 hour per day x 5 days (45 total hours)	\$500	\$1,400
Girls Soccer	3 coaches x 3 hour per day x 4 days (36 total hours)	\$500	\$1,220

BUS DRIVING EXTRA DUTIES

Sponsor/Coach	Less than 100 miles round trip; \$38.84 per trip
Sponsor/Coach	More than 100 miles round trip; \$19.42 per hour of drive time (drive time = total round trip miles ÷ 55).
Non-Sponsor/Coach	\$19.42 per hour of drive time + \$7.50 per hour wait time. (Non-exempt personnel may be subject to blended OT)

Section V: INCENTIVES AND PERFORMANCE PAY

INCENTIVES

BUS DRIVER RECRUITMENT Salado ISD seeks to recruit CDL bus drivers with recruitment payments during the first year of employment. The district has seen a significant decrease in qualified applicants for bus drivers leaving multiple unfilled positions and ultimately a lack in continuity for student operations. The ability to recruit quality employees is clearly in the best interest of the District.

Up to two one-time payments to all new bus drivers hired for the 2025-2026 school year will be paid as a recruitment incentive above and beyond their regular salary and benefits in exchange for continued service to the district.

- Up to \$500 will be paid to new bus drivers that are employed for the entire fall semester. Up to \$500 will be paid to new bus drivers that are employed for the entire spring semester.
- The one-time payments will be paid in December 2025 (if applicable) and May 2026 (if applicable) to be included in the regular payroll earnings.
- Prorations will be made for different duty schedules less than full-time or to account for late/mid-year employment.

PERFORMANCE PAY

TEACHER INCENTIVE ALLOTMENT FOR NATIONAL BOARD CERTIFIED TEACHERS (NBCT) For any funds received by Salado ISD for a designated National Board Certified Teacher under the Teacher Incentive Allotment (TIA), 100% will be paid to the designated teacher. Should the district receive funding for a designated teacher who has resigned or retired, the district will forward payment to the resigned or retired teacher as soon as practicable.

Section VI: CALENDARS

Number of Days	Start Date	End Date
173-Bus Monitors	8/07/2025	5/21/2026
175-Bus Drivers	8/05/2025	5/21/2026
177-Child Nutrition	8/01/2025	5/21/2026
179	8/01/2025	5/22/2026
189	7/28/2025	6/02/2026
194	7/15/2025	5/27/2026
194-Asst. Band Director	7/15/2025	5/27/2026
196-CN Supervisor	7/21/2025	6/03/2026
199-Band Director	7/08/2025	5/27/2026
202-Police Officers	7/21/2025	6/11/2026
203	7/16/2025	6/09/2026
204	7/14/2025	6/09/2026
208	7/10/2025	6/10/2026
213	7/07/2025	6/12/2026
218	7/01/2025	6/30/2026
221-Tech	7/01/2025	6/30/2026
232 Maint & Operations	7/01/2025	6/30/2026

***Teachers will need to earn Exchange Days during the summer if they wish to be off August 1st & 8th. All campus related personnel MUST follow the Professional Calendar (above) unless they receive prior, written permission from the Superintendent.**

12-month employee non-contract days will be determined by the Superintendent and/or Director of Finance. The standard expectation is that work calendars for all support staff shall be similar to that of their immediate supervisor unless prior arrangements are made through the immediate supervisor; e.g. clerical and office staff have the same work calendar as their principal/supervisor.

Non-contract days will not carry from year to year without prior approval from the Superintendent.

For all employees, Absence Management should be used to request and document absences.

Section VII: DAILY WORK SCHEDULES

Campus / Department	Office Hours	Support Staff Non-Exempt	Professional Staff Exempt	Beginning / Dismissal Times
Thomas Arnold Elementary	7:15 am - 3:45 pm	7:15 am - 3:45 pm	7:15 am - 3:45 pm	7:30 am - 3:15 pm
Salado Middle School	7:45 am - 4:15 pm	7:45 am - 4:15 pm	7:45 am - 4:15 pm	8:15 am - 4:00 pm
Salado High School	7:45 am - 4:15 pm	7:45 am - 4:15 pm	7:45 am - 4:15 pm	8:15 am - 4:00 pm
Civic Center - Admin	7:30 am - 4:30 pm	7:30 am - 4:30 pm	7:30 am - 4:30 pm	
Civic Center - Business Office	7:30 am - 4:30 pm	7:30 am - 4:30 pm	7:30 am - 4:30 pm	
Child Nutrition Staff	7:00 am - 2:00 pm	Varies		
Custodial	7:00 am - 4:00 pm	Varies		
Maintenance	7:00 am - 4:00 pm	Varies		
Transportation / Grounds	7:00 am - 5:00 pm	Varies		

***Campuses will “flex” start and stop times to cover arrival and dismissal while creating an 8-hour workday.**

Administration shall determine the distribution of work among members of the staff. The superintendent and principals shall require each staff member to be on duty before and after regular school hours long enough to plan and carry out individual professional responsibilities. These responsibilities shall include planning, supervision, guidance, instruction, and other routine duties or assignments made by the superintendent or the principal, such as work related to extracurricular activities, car duty, and cafeteria duty. All full time non-exempt employees will be on a 40-hour work week. All non-exempt employees will document time worked through the ***Time and Attendance*** software program.

Section VIII: SUBSTITUTE TEACHERS SALARY GUIDE

Classification	Daily Rate
Non-Degreed	\$90
Degreed	\$95
Degreed, Certified	\$105
Long-term Non-Degreed (See below)	\$95
Long-term Degreed (See below)	\$110
Long-term Degreed, Certified (See below)	\$134

- Long-term sub pay is earned after 20 or more consecutive days subbing for the same teacher. A half-day only counts as a half-day.
- Substitute jobs are assigned through the **Absence Management** software program.
- Substitutes will document days worked through the **Time and Attendance** software program.
- Paychecks are through Direct Deposit or mailed monthly to the home address.
- All substitutes must attend a substitute orientation meeting.

Section IX: HEALTH INSURANCE BENEFITS

	TRS-ActiveCare Primary		TRS-ActiveCare Primary +		TRS-ActiveCare HD	
	Total Cost	*Maximum Employee Cost	Total Cost	*Maximum Employee Cost	Total Cost	*Maximum Employee Cost
Employee Only	\$509.00	\$109.00	\$598.00	\$198.00	\$521.00	\$121.00
Employee & Spouse	\$1,375.00	\$975.00	\$1,555.00	\$1,155.00	\$1,407.00	\$1,007.00
Employee & Children	\$866.00	\$466.00	\$1,017.00	\$617.00	\$886.00	\$486.00
Employee & Family	\$1,731.00	\$1,331.00	\$1,974.00	\$1,574.00	\$1,772.00	\$1,372.00

This is a brief outline of benefits offered as we understand them and does not guarantee coverage. See the TRS-Active Care Enrollment Guide or HMO Evidence of Coverage for more details.

District Contribution ***Full-time employees participating in group health insurance will receive \$400 per month toward their cost of health insurance.*** Employees not participating in group health insurance will receive \$75 per month toward supplemental insurance or a qualified retirement plan.

Note: 2025-26 will be a passive enrollment year.