Cleburne ISD

2025-2026 New Hire Guide for Teachers

HB2 - $62,000 starting

Years of Experience	New Hire Salary
0	$62,000
1	$62,500
2	$62,975
3	$65,075
4	$65,475
5	$68,375
6	$68,675
7	$69,075
8	$69,611
9	$69,911
10	$70,211
11	$70,511
12	$70,811
13	$71,111
14	$71,411
15	$71,711
16	$72,111
17	$72,611
18	$73,211
19	$73,711
20	$74,111
21	$74,911
22	$75,411
23	$75,811
24	$76,111
25	$76,411
26	$76,872
27	$77,472
28	$78,072
29	$78,847
30+	$79,624

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 Approved Administrative Professional Pay Plan

Cleburne ISD

Pay Grade	Job Title	Calendars		Minimum	Midpoint	Maximum
1			**Daily**	**$271.63**	**$331.25**	**$390.88**
	Accountant	226	**187 Days**	50,795	61,944	73,095
	Assistant Speech Pathologist	187	**226 Days**	61,388	74,863	88,339
	Asst Director - Food Service	226				
	Coordinator - Transportation	226				
	Parent/Family Liaison	187				
2			**Daily**	**$335.57**	**$399.49**	**$463.41**
	Asst Principal - ES	207	**187 Days**	62,752	74,705	86,658
	Athletic Trainer	187, 226	**197 Days**	66,107	78,700	91,292
	Coordinator - Dyslexia	226	**207 Days**	69,463	82,694	95,926
	Coordinator - Marketing, Multimedia, & Web	226	**221 Days**	74,161	88,287	102,414
	COTA	187	**226 Days**	75,839	90,285	104,731
	Counselor - Alt HS	207				
	Counselor - DAEP	207				
	Counselor - ES	197				
	Counselor - HS	207				
	Counselor - IS	207				
	Counselor - MS	207				
	Counselor - Student Support	187				
	Diagnostician	197				
	Lead Counselor - HS	226				
	Lead Diagnostician	207				
	Lead Speech Pathologist	207				
	Librarian	187				
	Nurse	187				
	Nurse	207, 226				
	Specialist - Bilingual Instruction	221				
	Specialist - ESL Instruction	221				
	Speech Pathologist	197				
3			**Daily**	**$347.24**	**$423.46**	**$499.68**
	Asst Principal - DAEP	207	**187 Days**	64,934	79,187	93,440
	Asst Principal - IS	207	**207 Days**	71,879	87,656	103,434
	Asst Principal - MS	207	**226 Days**	78,476	95,702	112,928
	Coordinator - Assessment	226				
	Coordinator- Community Relations	226				
	Coordinator- Marketing, Multimedia, & Web	226				
	Coordinator - Curriculum	226				
	Coordinator - Literacy	226				
	Coordinator - Professional Development	226				

Coordinator - Sp Ed	226
Occupational Therapist	187

4	
Asst Principal - HS	207, 226
Business Manager	226
Director - Auxiliary Operations	226
Director - Energy/Custodial Services	226
Director - Food Service	226
Director - Information Security	226
Director - Purchasing	226

Daily	$368.07	$448.87	$529.67
207 Days	76,190	92,916	109,642
226 Days	83,184	101,445	119,705

5	
Director - Innovative Learning	226
Director - Instructional Technology	226
Director - Transportation	226
Director - World Languages	226
Head Coach - Football	226
Principal - DAEP	221
Principal - ES	221

Daily	$395.29	$476.25	$557.21
221 Days	87,359	105,251	123,143
226 Days	89,336	107,633	125,929

6	
Director - Alternative Learning	226
Director - College/Career Readiness & Adv Academics	226
Director - Community Relations	226
Director - CTE	226
Director - Guidance & Counseling	226
Director - Sp Ed	226
Principal - IS	226
Principal - MS	226

Daily	$428.06	$509.59	$591.12
226 Days	96,742	115,167	133,593

7	
Director - Athletics	226
Director - Fine Arts	226
Exec Director - Auxiliary Operations	226
Exec Director - Safety & Security	226
Exec Director - Technology	226
Executive Director - Human Capital	226
Principal - HS	226

Daily	$498.25	$593.16	$688.07
226 Days	112,605	134,054	155,504

8	
Asst Superintendent - Curriculum & Instruction	226
Asst Superintendent - Student Services	226
CFO	226
Deputy Superintendent	226

Daily	$582.96	$694.00	$805.04
226 Days	131,749	156,844	181,939

2025-2026 Approved Clerical Paraprofessional Pay Plan

Cleburne ISD

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum
1					
	Clerk - Attendance HS	197			
	Para - Bilingual	187			
	Para - Bilingual Pre-K	187			
	Para - Bilingual RTI	187			
	Para - Computer Lab	187			
	Para - DAEP	187			
	Para - Emergent Bilingual	187			
	Para - Inclusion	187			
	Para - ISS	187			
	Para - PE	187			
	Para - Pre-K	187			
	Receptionist - ES	187			
	Receptionist - HS	187			
	Receptionist - IS	187			
	Receptionist - MS	187			
	Receptionist - Transportation	226			
	Hourly		**$14.75**	**$17.77**	**$20.79**
	187 Days		22,066	26,584	31,102
	197 Days		23,246	28,006	32,765
	226 Days		26,668	32,128	37,588
2					
	Admin Asst - Asst Principal HS	207			
	Admin Asst - Asst Principal MS	187			
	Admin Asst - Counselor HS	207			
	Clerk - Attendance MS	207			
	Clerk - PEIMS IS	207			
	Clerk - PEIMS MS	207			
	Para - Blended	187			
	Para - Bridges	187			
	Para - ECSE	187			
	Para - Library	187			
	Para - Life Skills	187			
	Para - Sensory Integration	187			
	Secretary - Sp Ed	187, 207, 226			
	Hourly		**$15.50**	**$18.68**	**$21.86**
	187 Days		23,188	27,945	32,703
	207 Days		25,668	30,934	36,200
	226 Days		28,024	33,773	39,523
3					
	Attendant - Parking Lot	187			
	Behavior Interventionist	187			
	Behavior Interventionist - Sp Ed	197			
	Monitor - Safety	187			
	Para - SAS	187			
	Para - Visually Impaired	187			
	Receptionist - Central Office	226			
	Hourly		**$17.25**	**$20.80**	**$24.35**
	187 Days		25,806	31,117	36,428
	197 Days		27,186	32,781	38,376
	226 Days		31,188	37,606	44,025

4	
Admin Asst - Asst Principal HS (Facilities)	226
Admin Asst - Principal ES	207
Bookkeeper - HS (Finance)	207
Bookkeeper - HS (Requisitions)	226
Clerk - Attendance HS Head	207
Registrar - HS	226

Hourly	$18.25	$21.98	$25.71
207 Days	30,222	36,399	42,576
226 Days	32,996	39,740	46,484

5	
Admin Asst - Director Alt Ed	226
Admin Asst - Director Athletics	226
Admin Asst - Director Child Nutrition	226
Admin Asst - Director CTE	226
Admin Asst - Director Maintenance	226
Admin Asst - Director Sp Ed	226
Admin Asst - Director Transportation	226
Admin Asst - Principal IS	226
Admin Asst - Principal MS	226
Clerk - Accounts Payable	226
Clerk - PEIMS	226
Coordinator - Textbooks and Fixed Assets	226
Manager - Student Records Data	226

Hourly	$20.50	$24.68	$28.86
226 Days	37,064	44,621	52,179

6	
Admin Asst - Exec Director Operations	226
Admin Asst - Exec Director Technology	226
Admin Asst - Principal HS	226
LVN	187
Specialist - Benefits	226
Specialist - Transportation Routing	226

Hourly	$22.00	$26.50	$31.00
187 Days	32,912	39,644	46,376
226 Days	39,776	47,912	56,048

7	
Admin Asst - Asst Supt C&I	226
Admin Asst - Asst Supt HR	226
Admin Asst - Asst Supt Student Services	226
Admin Asst - Director Fine Arts	226

Hourly	$24.75	$29.83	$34.91
226 Days	44,748	53,933	63,117

8	
Coordinator - PEIMS	226
Specialist - HR	226
Specialist - Payroll	226

Hourly	$26.00	$31.32	$36.64
226 Days	47,008	56,627	66,245

9	
Admin Asst - Superintendent	226

Hourly	$32.50	$38.68	$44.86
226 Days	58,760	69,933	81,107

2025-2026 Approved Technology Pay Plan

Cleburne ISD

Pay Grade	Job Title	Calendars		Minimum	Midpoint	Maximum
1			**Hourly**	**$23.25**	**$28.01**	**$32.77**
	Specialist - Technology Support	226	**226 Days**	42,036	50,642	59,248
2			**Hourly**	**$25.75**	**$31.02**	**$36.29**
	Specialist - Help Desk Lead	226	**226 Days**	46,556	56,084	65,612
3			**Daily**	**$288.36**	**$347.42**	**$406.48**
	Manager - Technology Support	226	**226 Days**	65,169	78,517	91,864
4			**Daily**	**$320.94**	**$386.68**	**$452.42**
	Administrator - Technology Systems	226	**226 Days**	72,532	87,390	102,247
5			**Daily**	**$372.62**	**$448.94**	**$525.26**
	Coordinator - Technology Operations	226	**226 Days**	84,212	101,460	118,709

2025-2026 Approved Auxiliary Pay Plan

Cleburne ISD

*Annual amounts below are based on 8 hours per day.

Pay Grade	Job Title	Calendars		Minimum	Midpoint	Maximum
1			**Hourly**	**$14.00**	**$16.87**	**$19.74**
	Cafeteria Worker	179, 185	**179 Days**	20,048	24,158	28,268
			185 Days	20,720	24,968	29,215
2			**Hourly**	**$14.75**	**$17.78**	**$20.81**
	Custodian	260	**260 Days**	30,680	36,982	43,285
3			**Hourly**	**$15.50**	**$18.67**	**$21.84**
	Groundskeeper 1	260	**260 Days**	32,240	38,834	45,427
4			**Hourly**	**$16.50**	**$19.88**	**$23.26**
	Bus Aide	178	**178 Days**	23,496	28,309	33,122
	Groundskeeper 2	260	**260 Days**	34,320	41,350	48,381
5			**Hourly**	**$17.50**	**$21.09**	**$24.68**
	Crew Lead - Grounds	260	**185 Days**	25,900	31,213	36,526
	Lead - Custodian ES	260	**260 Days**	36,400	43,867	51,334
	Lead - Custodian HS	260				
	Lead - Custodian IS	260				
	Lead - Custodian MS	260				
	Manager - Cafeteria ES	185				
6			**Hourly**	**$18.50**	**$22.29**	**$26.08**
	Manager - Cafeteria IS	185	**185 Days**	27,380	32,989	38,598
	Manager - Cafeteria MS	185				
7			**Hourly**	**$20.00**	**$24.08**	**$28.16**
	Maintenance Worker - General	260	**185 Days**	29,600	35,638	41,677
	Manager - Cafeteria HS	185	**260 Days**	41,600	50,086	58,573
	Small Engine Technician	260				
8			**Hourly**	**$22.75**	**$27.39**	**$32.03**
	Bus Mechanic	260	**260 Days**	47,320	56,971	66,622
	Electrician	260				
	HVAC Technician	260				
	Irrigation Technician	260				
	Lead - Grounds	260				
	Locksmith	260				
	Maintenance Worker - Food Service	260				

9				
Coordinator - Transportation Training	260	Hourly	$25.00	$30.12	$35.24
Lead - Bus Mechanic	260	260 Days	52,000	62,650	73,299
Lead - Electrician	260				
Lead - HVAC Technician	260				
Plumber	260				

10				
Security Officer	187	Hourly	$29.50	$35.54	$41.58
Supervisor - Custodial	260	187 Days	44,132	53,168	62,204
Supervisor - Maintenance	260	260 Days	61,360	73,923	86,486

BD				
Bus Driver	178	Hourly	$22.00	$23.91	$25.82
		178 Days	31,328	34,048	36,768