



Gonzales ISD
2025-26 SY
Compensation Plan

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Gonzales ISD
2025-2026 New Hire Guide for
Teachers
HB2 - \$52,050 starting

Years of Experience	Base Salary	Teacher Local Retention Allotment	Teacher Retention Allotment	New Hire Salary
0	\$ 50,350.00	\$ 1,700		\$52,050
1	\$ 50,750.00	\$ 1,700		\$52,450
2	\$ 51,150.00	\$ 1,700		\$52,850
3	\$ 51,538.00		\$ 4,000	\$55,538
4	\$ 51,946.00		\$ 4,000	\$55,946
5	\$ 52,354.00		\$ 8,000	\$60,354
6	\$ 52,762.00		\$ 8,000	\$60,762
7	\$ 53,425.00		\$ 8,000	\$61,425
8	\$ 54,037.00		\$ 8,000	\$62,037
9	\$ 54,649.00		\$ 8,000	\$62,649
10	\$ 55,567.00		\$ 8,000	\$63,567
11	\$ 55,873.00		\$ 8,000	\$63,873
12	\$ 56,485.00		\$ 8,000	\$64,485
13	\$ 56,995.00		\$ 8,000	\$64,995
14	\$ 57,505.00		\$ 8,000	\$65,505
15	\$ 58,065.00		\$ 8,000	\$66,065
16	\$ 58,625.00		\$ 8,000	\$66,625
17	\$ 59,135.00		\$ 8,000	\$67,135
18	\$ 59,646.00		\$ 8,000	\$67,646
19	\$ 60,157.00		\$ 8,000	\$68,157
20	\$ 60,443.00		\$ 8,000	\$68,443
21	\$ 61,004.00		\$ 8,000	\$69,004
22	\$ 61,840.00		\$ 8,000	\$69,840
23	\$ 62,452.00		\$ 8,000	\$70,452
24	\$ 63,064.00		\$ 8,000	\$71,064
25	\$ 63,676.00		\$ 8,000	\$71,676
26	\$ 63,700.00		\$ 8,000	\$71,700
27	\$ 64,900.00		\$ 8,000	\$72,900
28	\$ 65,410.00		\$ 8,000	\$73,410
29	\$ 65,920.00		\$ 8,000	\$73,920
30+	\$ 66,430.00		\$ 8,000	\$74,430

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.

\$1,224 Master's Degree - General Stipend

Gonzales ISD
2025-2026 Salary Range for
Teachers
HB2 - \$52,050 starting

Hiring Salary Range	
10-Month Hiring Range Minimum:	\$52,050
10-Month Hiring Range Maximum:	\$74,430

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.

Salaries are determined individually with consideration for job-related experience and credentials.

\$1,224 Master's Degree - General Stipend

2025-2026 Administrative/Professional Pay Plan

Gonzales ISD

Board Adopted 8.25.25

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	2.0% GPI	
1			Daily	\$214.57	\$260.08	\$305.59	\$5.20
	Police Officer	223	223 Days	47,849	57,998	68,147	1,160
2			Daily	\$251.04	\$304.29	\$357.54	\$6.09
	Coordinator, ACE	215	193 Days	48,451	58,728	69,005	1,175
	Coordinator, Transportation	223	207 Days	51,965	62,988	74,011	1,260
	Diagnostician - Intern	193	215 Days	53,974	65,422	76,871	1,308
	Specialist, Mental Health	193	223 Days	55,982	67,857	79,731	1,357
	Specialist, Communications/Community Engagement	223					
	Truancy Officer	207					
	School Psychologist - Intern	193					
3			Daily	\$294.47	\$356.93	\$419.39	\$7.14
	Asst Principal, ES	207	187 Days	55,066	66,746	78,426	1,335
	Asst Principal, JH	207	193 Days	56,833	68,887	80,942	1,378
	Athletic Trainer	187	207 Days	60,955	73,885	86,814	1,478
	Coordinator, CTE	207	223 Days	65,667	79,595	93,524	1,592
	Coordinator, Instructional ES	193					
	Coordinator, Instructional Sec	193					
	Coordinator, Talent Advisor	223					
	Counselor, ES	207					
	Counselor, HS	207					
	Counselor, JH	207					
	Counselor, Lead JH	223					
	Counselor, Mental Health	193					
	Diagnostician	193					
	Specialist, Dyslexia	187					
	Specialist, Gifted/Talented	187					
	Specialist, Deaf/Hard of Hearing	187					
	Instructional Coach	193					
	Librarian	187					
	School Psychologist	193					
	Network Admin	223					
	Nurse (RN)	187					
	Occupational Therapist	187					
	Specialist, Technology Integration	207					
	Speech Language Pathologist	193					
	Systems Admin	223					
4			Daily	\$309.19	\$374.78	\$440.37	\$7.50
	Asst Principal, HS	207	207 Days	64,002	77,579	91,157	1,552
	Academic Dean, HS	207	223 Days	68,949	83,576	98,203	1,672
	Chief of Police	223					
	Director, Band	223					
	Director, PEIMS	223					
	Coordinator, Bilingual/Early Childhood	223					
	Coordinator, Testing/Accountability	223					

5			Daily	\$325.89	\$395.02	\$464.15	\$7.90
Associate Principal, ES	207		207 Days	67,459	81,769	96,079	1,635
Associate Principal, HS	223		223 Days	72,673	88,089	103,505	1,762
Director, Food Service	223						
Director, Educational Services	223						
Principal, ES	223						
6			Daily	\$366.63	\$444.40	\$522.17	\$8.89
Director, HR	223		223 Days	81,758	99,101	116,444	1,982
Director, Special Pops & Student Services	223						
Director, Technology	223						
Principal, JH	223						
7			Daily	\$410.63	\$497.73	\$584.83	\$9.95
Director, Athletics	223		223 Days	91,570	110,994	130,417	2,220
Exec Director, Operations, Safety & Security	223						
Exec Director, School Leadership	223						
Exec Director, Special Programs	223						
Principal, HS	223						
8			Daily	\$435.26	\$527.59	\$619.92	\$10.55
Chief Academic Officer	223		223 Days	97,063	117,653	138,242	2,353
Chief Financial Officer	223						
9			Daily	\$503.40	\$599.29	\$695.18	\$11.99
Deputy Superintendent	223		223 Days	112,258	133,642	155,025	2,673

2025-2026 Clerical/Paraprofessional Pay Plan

Gonzales ISD

*Annual amounts are based on 7.6 hours per day.

Board Adopted 8.25.25

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	2.0% GPI	
1			Hourly	\$13.64	\$16.84	\$20.04	\$0.34
	Aide, Bilingual	183	183 Days	18,971	23,421	27,872	473
	Aide, ESL	183					
	Aide, Focus Redirector	183					
	Aide, General Educations	183					
	Aide, PE	183					
	Aide, SPED 1:1	183					
	Aide, SPED Resource/Inclusion	183					
	Aide, Tech/Library	183					
2			Hourly	\$15.66	\$19.34	\$23.02	\$0.39
	Aide, Electives	183	183 Days	21,780	26,898	32,016	542
	Aide, Fine Arts	183					
	Aide, ISS	183					
	Aide, Library	183					
	Aide, SPED Life Skills	183					
	Aide, SPED Life Skills 18+	183					
	Aide, SPED Life Skills/FA	183					
3			Hourly	\$16.67	\$20.33	\$23.99	\$0.41
	Clerk, Attendance HS	207	183 Days	23,185	28,275	33,365	570
	Clerk, Attendance HS	207	207 Days	26,225	31,983	37,741	645
	Nurse Asst	183					
	Receptionist, Campus	183					
4			Hourly	\$17.68	\$21.56	\$25.44	\$0.43
	Behavior Support Para	183	183 Days	24,589	29,986	35,382	598
	Registrar, ES	231	207 Days	27,814	33,918	40,022	676
	Registrar, JH	231	231 Days	31,039	37,851	44,662	755
	Specialist, Career Center	207					
5			Hourly	\$18.69	\$22.79	\$26.89	\$0.46
	Secretary, Financial HS	231	121 Days	17,187	20,958	24,728	423
	Secretary, Food Service	194	193 Days	27,414	33,428	39,442	675
	Secretary, PEIMS	231	194 Days	27,557	33,602	39,647	678
	Secretary, Transportation	231	231 Days	32,812	40,010	47,208	808
	Secretary, Athletics	231					
	Registrar, HS	231					
	Secretary, HR/Admin Office	231					
	Specialist, ARD	193					
	Specialist, ARD Transition	193					

6	
Campus Technician	231
Clerk, HR	231
Executive Administrative Asst, CAO	231
Administrative Asst, Operations	231
Administrative Asst, Special Services	231

Hourly	\$21.72	\$26.50	\$31.28
231 Days	38,132	46,523	54,915

\$0.53
930

7	
Specialist, Accounting	231
Specialist, Accts Payable	231
Specialist, Digital	231
Specialist, Financial Ops	231
Specialist, HR	231
Specialist, Payroll	231
Associate Systems Admin	231

Hourly	\$23.49	\$28.64	\$33.79
231 Days	41,239	50,280	59,322

\$0.57
1,001

8	
Executive Administrative Asst, Superintendent	231

Hourly	\$24.75	\$30.19	\$35.63
231 Days	43,451	53,002	62,552

\$0.60
1,053

2025-2026 Auxiliary Pay Plan

Gonzales ISD

Board Adopted 8.25.25

*Annual amounts are based on 8 hours per day.

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	2.0% GPI	
1			Hourly	\$12.12	\$14.53	\$16.94	\$0.29
	Bus Aide	177	175 Days	16,968	20,342	23,716	406
	Food Service Custodian	175	177 Days	17,162	20,574	23,987	411
	Food Service Worker	175					
2			Hourly	\$14.39	\$17.26	\$20.13	\$0.35
	Custodian	239	175 Days	20,146	24,164	28,182	490
	Food Service Lead	175	239 Days	27,514	33,001	38,489	669
3			Hourly	\$15.15	\$18.16	\$21.17	\$0.36
	Groundskeeper	239	177 Days	21,452	25,715	29,977	510
	Manager, Food Service ES	177	239 Days	28,967	34,722	40,477	688
	Manager, Food Service JH	177					
4			Hourly	\$16.42	\$19.69	\$22.96	\$0.39
	Custodian, Head Campus	239	177 Days	23,251	27,881	32,511	552
	Custodian, Head District	239	239 Days	31,395	37,647	43,900	746
	Maintenance	239					
	Manager, Food Service HS	177					
5			Hourly	\$20.46	\$24.53	\$28.60	\$0.49
	Bus Driver	177	177 Days	28,971	34,734	40,498	694
	Maintenance/Grounds	239					
6			Hourly	\$22.48	\$26.95	\$31.42	\$0.54
	Carpenter	239	239 Days	42,982	51,528	60,075	1,032
	HVAC Apprentice	239					
7			Hourly	\$23.73	\$28.46	\$33.19	\$0.57
	Carpenter/Locksmith	239	239 Days	45,372	54,416	63,459	1,090
	Electrician	239					
	Mechanic	239					
	Mechanic, Lead	239					
	Supervisor, Custodial	239					
8			Hourly	\$28.78	\$34.51	\$40.24	\$0.69
	Supervisor, Maintenance	239	239 Days	55,027	65,983	76,939	1,319

2025-2026 Supplemental Pay

Gonzales ISD

Board Adopted 8.25.25

Position	Assignment	Rate of Pay	Frequency
Administrators			
	UIL Meet Administrator (GISD Sponsored Event)	\$ 400.00	Peer Meet
	Summer School Administrator	\$ 45.00	Per Hour
Teachers			
	ACE or After School Detention	\$ 35.00	Per Hour
	Saturday School	\$ 35.00	Per Hour
	Homebound	\$ 35.00	Per Hour
	UIL Event Coach- HS Only	\$ 300.00	Per Event
	UIL Event Coach	\$ 200.00	Per Event
	UIL Campus Coordinator- HS Only	\$ 325.00	Per Event
	UIL Campus Coordinator	\$ 250.00	Per Event
	Summer School	\$ 35.00	Per Hour
	After School Tutoring	\$ 50.00	Per Hour
	Teacher Sub Bus Driver/Trips - <i>\$1.00 Below the Minimum Pay for Full-time Bus Driver</i>	\$ 19.46	Per Hour
	Saturday School	\$ 200.00	Per Day
Paraprofessionals			
	Extra-Curricular Sponsors	\$ 10.00	Per Hour
	Saturday School	\$ 17.00	Per Hour
	Tabulation	\$ 17.00	Per Hour
	ACE or After School Program	\$ 17.00	Per Hour
	Summer School	\$ 17.00	Per Hour
Coaches			
	Coach Bus Driver (In Sport) - Flat Rate	\$ 50.00	Per Trip
	Coach Bus Driver (Out of Sport) <i>\$1.00 Below the Minimum Pay for Full-time Bus Driver</i>	\$ 19.46	per hour
	Summer Coaching	\$ 20.00	Per Hour
Auxiliary Staff			
	Food Service-Facility Use	\$ 20.00	Per Hour
	Custodian-Facility Use	\$ 20.00	Per Hour
	Graduation Event Support	\$ 15.00	Per Hour
	Maintenance Support at Athletic Events	Hourly Rate	Per Hour
	Food Service- Worker Summer School	\$ 17.00	Per Hour
	Food Service -Manager Summer School	\$ 20.00	Per Hour
Transportation			
	Interoffice Mail Delivery	\$ 11.50	Per Hour
	Fueling/Cleaning Assignment	\$ 11.50	Per Hour
	Extra Duty - Bus Driver (Non Route Driving/Summer School)	Hourly Rate	Per Hour
	Extra Duty Non-Driving (Academic, Athletics, Graduation etc.)	\$ 11.50	Per Hour
	Bus Monitor-Summer School	\$ 11.50	Per Hour
GISD Staff			
	Athletic/Gate Worker - Gate A	\$ 12.50	Per Hour
	Athletic/Gate Worker - Gate P	\$ 12.50	Per Hour
	GISD Police - Event Worker	\$ 35.00	Per Hour

2025-2026 Employee Stipends

Gonzales ISD

Board Adopted 8.25.25

Position	Assignment	Rate of Pay	Frequency
Employee Stipends			
	Bilingual Certified Teachers	\$ 6,500.00	Per Year
	One Act Play Lead Sponsor	\$ 1,500.00	Per Year
	One Act Play Sponsor	\$ 500.00	Per Year
	Drill Team Sponsor	\$ 4,000.00	Per Year
	Drill Team Asst	\$ 2,000.00	Per Year
	Band Director	\$ 3,000.00	Per Year
	Band Asst	\$ 1,500.00	Per Year
	Cheerleader Sponsor	\$ 4,000.00	Per Year
	Cheerleader Asst	\$ 2,000.00	Per Year
	Cheerleader Junior High	\$ 1,500.00	Per Year
	Foreign Language Department Head	\$ 1,000.00	Per Year
	LPAC Chair	\$ 1,500.00	Per Year
	Journalism	\$ 1,350.00	Per Year
	Librarian	\$ 1,000.00	Per Year
	Department Head (PK - 8th)	\$ 500.00	Per Year
	Department Head (9th - 12th)	\$ 1,000.00	Per Year
	Mentor	\$ 500.00	2 X Year
	21st Century Grant	\$ 6,000.00	Per Year
	Yearbook	\$ 500.00	Per Year
	Graduation Sponsor	\$ 1,000.00	Per Year
	Graduation Asst	\$ 750.00	Per Year
	Vocational - Agri Events	\$ 2,500.00	Per Year
	Vocational - CTE Events	\$ 2,500.00	Per Year
	Shooting Team	\$ 2,000.00	Per Year
	Cosmetology	\$ 2,000.00	Per Year
	FCCLA Sponsor Asst	\$ 500.00	Per Year
	Automobile 1	\$ 900.00	Per Year
	Automobile 2	\$ 2,400.00	Per Year
	LSSP Lead	\$ 3,000.00	Per Year
	Math, Science US History or ELAR Certified Teachers - (Grades 9-12th)	\$ 3,000.00	Per Year
	Life Skills - Special Education Certified Teachers	\$ 2,500.00	Per Year
	Resource/Self Contained - Special Education Certified Teachers	\$ 1,500.00	Per Year
	Signing Bonus Bilingual Teacher- 2 Year Min	\$ 6,000.00	Split/2 Payments
	Signing Bonus Speech Therapist - 2 Year Min	\$ 4,000.00	Split/2 Payments
	GCT Instructor Stipend	\$ 3,000.00	Per Course/Per
	Guardian Program	\$ 1,800.00	Per Year
	Lead Counselor	\$ 1,000.00	Per Year
	Special Olympics Coordinator	\$ 2,000.00	Per Year
	Lead Nurse	\$ 1,000.00	Per Year
	GT Specialist	\$ 500.00	Per Year
	AVID Teacher	\$ 3,000.00	Per Year
	Educational Support	\$ 2,000.00	Per Year
	Specialty	\$ 5,000.00	Per Year
	ESL	\$ 1,200.00	Per Year

2025-2026 Substitute Pay

Gonzales ISD

Board Adopted 8.25.25

Substitute Type	Highest Level of Education (Minimum: HS Diploma/GED)	Day Count	Campuses	Rate of Pay	Frequency
Teacher Substitute-Non-Degreed					
Teacher Substitute	Non-Degreed	Day 1-10	Elementary: GPA/GE/NA	\$85.00	Per Day
Teacher Substitute	Non-Degreed	Day 11 +	Elementary: GPA/GE/NA	\$95.00	Per Day
Teacher Substitute	Non-Degreed	Day 1-10	Secondary: HS/JH	\$95.00	Per Day
Teacher Substitute	Non-Degreed	Day 11 +	Secondary: HS/JH	\$105.00	Per Day
Teacher Substitute-Degreed					
Teacher Substitute	Degreed	Day 1-10	Elementary: GPA/GE/NA	\$95.00	Per Day
Teacher Substitute	Degreed	Day 11 +	Elementary: GPA/GE/NA	\$105.00	Per Day
Teacher Substitute	Degreed	Day 1-10	Secondary: HS/JH	\$105.00	Per Day
Teacher Substitute	Degreed	Day 11 +	Secondary: HS/JH	\$115.00	Per Day
Teacher Substitute-Certified					
Teacher Substitute	Certified Teacher	Day 1-10	Elementary: GPA/GE/NA	\$100.00	Per Day
Teacher Substitute	Certified Teacher	Day 11 +	Elementary: GPA/GE/NA	\$130.00	Per Day
Teacher Substitute	Certified Teacher	Day 1-10	Secondary: HS/JH	\$115.00	Per Day
Teacher Substitute	Certified Teacher	Day 11 +	Secondary: HS/JH	\$130.00	Per Day
Teacher Substitute-Certified Retired					
Teacher Substitute	Certified Retired Teacher	Day 1 +	Elementary: GPA/GE/NA	\$130.00	Per Day
Teacher Substitute	Certified Retired Teacher	Day 1 +	Secondary: HS/JH	\$130.00	Per Day
Teacher Aide Substitute					
Teacher Aide Substitute	Non-Degreed/Degreed/Certified	Day 1 +	Elementary: GPA/GE/NA	\$75.00	Per Day
Teacher Aide Substitute	Non-Degreed/Degreed/Certified	Day 1 +	Secondary: HS/JH	\$90.00	Per Day
Nurse Substitute					
Nurse Substitute	RN	Day 1 +	Elementary: GPA/GE/NA	\$95.00	Per Day
Nurse Substitute	RN	Day 1 +	Secondary: HS/JH	\$105.00	Per Day
Nurse Substitute	CNA/LVN	Day 1 +	Elementary: GPA/GE/NA	\$85.00	Per Day
Nurse Substitute	CNA/LVN	Day 1 +	Secondary: HS/JH	\$95.00	Per Day

Campus Codes	
Elementary	
Gonzales Primary Academy	GPA
Gonzales Elementary	GE
Gonzales North Avenue	NA
Secondary	
Gonzales High	HS
Gonzales Junior High	JH

2025-2026 Temporary Employee Pay

Gonzales ISD

Board Adopted 8.25.25

Position	Assignment	Rate of Pay	Frequency
Temporary Employee Positions			
	Bus Driver- In Training	\$ 11.50	Per Hour
	Student Temps	\$ 11.00	Per Hour
	Temporary Para-Professionals	\$ 12.20	Per Hour
	Temporary Professionals	\$ 35.00	Per Hour
	Bus Driver Substitute (<i>\$1.00 Below the Minimum Pay for Full-time Bus Driver</i>)	\$ 19.46	Per Hour
	Bus Aide/Monitor Substitute (<i>\$.50 Below the Minimum Pay for Full-time Bus Aide/Monitor</i>)	\$ 11.62	Per Hour
	Custodial-Substitutes	\$ 12.00	Per Hour
	Food Service-Substitutes	\$ 11.00	Per Hour
	Athletic Event Worker	\$ 12.50	Per Hour