

WESLACO

INDEPENDENT SCHOOL DISTRICT



COMPENSATION PLAN

2025-2026 SCHOOL YEAR

Dr. Richard Rivera, Superintendent of Schools

Human Resources Department

319 West Fourth Street Weslaco, TX 78596 Telephone (956) 969-6619 Fax: (956) 969-6932

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JULY 2025						
S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

AUGUST 2025						
S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

SEPTEMBER 2025						
S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

OCTOBER 2025						
S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

NOVEMBER 2025						
S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30						

DECEMBER 2025						
S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

2025 WESLACO 2026

INDEPENDENT SCHOOL DISTRICT

- ♦ First Day of School August 18, 2025
- ♦ Last Day of School May 22, 2026

BELL SCHEDULE

- ♦ Elementary 7:45 am—3:30 pm (465 mins)
- ♦ Middle School 8:00 am—4:05 pm (485 mins)
- ♦ High School 8:15 am—4:15 pm (480 mins)

INSTRUCTIONAL DAYS-168

SEMESTER 1	79 days
1st Six Weeks	Aug. 18—Sept. 25 28 days
2nd Six Weeks	Sept. 29—Nov. 6 27 days
3rd Six Weeks	Nov. 10—Dec. 18 24 days

SEMESTER 2	89 days
4th Six Weeks	Jan. 6—Feb. 20 32 days
5th Six Weeks	Feb. 23—Apr. 10 27 days
6th Six Weeks	Apr. 13—May 22 30 days

TOTAL INSTRUCTIONAL MINUTES

- ♦ Elementary 78,120
- ♦ High School 80,640
- ♦ Middle School 81,480

STUDENT/STAFF HOLIDAYS

- ♦ Labor Day September 1, 2025
- ♦ Weather Day October 10, 2025
- ♦ Indigenous Day October 13, 2025
- ♦ Thanksgiving Break November 24-28, 2025
- ♦ Winter Break December 22, 2025- January 2, 2026
- ♦ Weather Days February 6 & 9, 2026
- ♦ Spring Break March 16-20, 2026
- ♦ Easter Break April 3 & 6, 2026
- ♦ Memorial Day May 25, 2026

PROFESSIONAL DEVELOPMENT

- ♦ July 30, 2025 New Teacher Orientation & Luncheon
- ♦ August 4-7 2025
- ♦ August 5, 2025 -Convocation
- ♦ August 13-15, 2025
- ♦ September 26, 2025
- ♦ November 7, 2025
- ♦ January 5, 2026
- ♦ March 13, 2026
- ♦ May 26 & 27, 2026

STAFF WORK DAYS

- ♦ August 8, 11-12, 2025
- ♦ December 19, 2025
- ♦ May 28 & 29, 2026

GRADUATIONS

- ♦ CCDC May 19, 2026
- ♦ SPGS May 20, 2026
- ♦ WEHS May 21, 2026
- ♦ WHS May 22, 2026

STATE TESTING DAYS

- ♦ December 2-12, 2025
- ♦ February 16—March 27, 2026
- ♦ April 7—May 1, 2026
- ♦ June 16—26, 2026

JANUARY 2026						
S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

FEBRUARY 2026						
S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28

MARCH 2026						
S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

APRIL 2026						
S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

MAY 2026						
S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

JUNE 2026						
S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

Dr. Richard Rivera, Superintendent of Schools

Board Approved
04/14/2025

Weslaco Independent School District

First Day of Work.... August 4, 2025
 First Inst. Day.....August 18, 2025
 Last Day of Work.....May 29, 2026

Weslaco ISD 2025-26 187 Work Day Calendar

 Holiday	 PLC
 Non Work Day	 1st Day Inst.
 Teacher's Work Day	
 First Instructional Day	

July 2025							August 2025							September 2025							
Sun	M	T	W	Th	F	Sat	Sun	M	T	W	Th	F	Sat	Sun	M	T	W	Th	F	Sat	
		1	2	3	4	5						1	2		1	2/21	3/22	4/23	5/24	6	
6	7	8	9	10	11	12	3	4/1	5/2	6/3	7/4	8/5	9	7	8/25	9/26	10/27	11/28	11/29	13	
13	14	15	16	17	18	19	10	11/6	12/7	13/8	14/9	15/10	16	14	15/30	16/31	17/32	18/33	19/34	20	
20	21	22	23	24	25	26	17	18/11	19/12	20/13	21/14	22/15	23	21	22/35	23/36	24/37	25/38	26/39	27	
27	28	29	30	31			24	25/16	26/17	27/18	28/19	29/20	30	28	29/40	30/41					
						0	31							20							21
October 2025							November 2025							December 2025							
Sun	M	T	W	Th	F	Sat	Sun	M	T	W	Th	F	Sat	Sun	M	T	W	Th	F	Sat	
			1/42	2/43	3/44	4							1		1/78	2/79	3/80	4/81	5/82	6	
5	6/45	7/46	8/47	9/48	10	11	2	3/63	4/64	5/65	6/66	7/67	8	7	8/83	9/84	10/85	11/86	12/87	13	
12	13	14/49	15/50	16/51	17/52	18	9	10/68	11/69	12/70	13/71	14/72	15	14	15/88	16/89	17/90	18/91	19/92	20	
19	20/53	21/54	22/55	23/56	24/57	25	16	17/73	18/74	19/75	20/76	21/77	22	21	22	23	24	25	26	27	
26	27/58	28/59	29/60	30/61	31/62		23	24	25	26	27	28	29	28	29	30	31				
						21	30							15							15
January 2026							February 2026							March 2026							
Sun	M	T	W	Th	F	Sat	Sun	M	T	W	Th	F	Sat	Sun	M	T	W	Th	F	Sat	
				1	2	3	1	2/113	3/114	4/115	5/116	6	7	1	2/131	3/132	4/133	5/134	6/135	7	
4	5/93	6/94	7/95	8/96	9/97	10	8	9	10/117	11/118	12/119	13/120	14	8	9/136	10/137	11/138	12/139	13/140	14	
11	12/98	13/99	14/100	15/101	16/102	17	15	16/121	17/122	18/123	19/124	20/125	21	15	16	17	18	19	20	21	
18	19/103	20/104	21/105	22/106	23/107	24	22	23/126	24/127	25/128	26/129	27/130	28	22	23/141	24/142	25/143	26/144	27/145	28	
25	26/108	27/109	28/110	29/111	30/112	31								29	30/146	31/147					
						20							18							17	
April 2026							May 2026							June 2026							
Sun	M	T	W	Th	F	Sat	Sun	M	T	W	Th	F	Sat	Sun	M	T	W	Th	F	Sat	
			1/148	2/149	3	4						1/168	2		1	2	3	4	5	6	
5	6	7/150	8/151	9/152	10/153	11	3	4/169	5/170	6/171	7/172	8/173	9	7	8	9	10	11	12	13	
12	13/154	14/155	15/156	16/157	17/158	18	10	11/174	12/175	13/176	14/177	15/178	16	14	15	16	17	18	19	20	
19	20/159	21/160	22/161	23/162	24/163	25	17	18/179	19/180	20/181	21/182	22/183	23	21	22	23	24	25	26	27	
26	27/164	28/165	29/166	30/167			24	25	26/184	27/185	28/186	29/187	30	28	29	30					
						20	31							20							0
																			Total Days		187

TOTAL WORKDAYS.....187

Weslaco Independent School District
THE RIGHT CHOICE

Weslaco Independent School District

First Day of Work..... August 4, 2025
 First Inst. Day.....August 18, 2025
 Last Day of Work.....May 29, 2026

Weslaco ISD 2025-26 188 Work Day Calendar Parent Specialists

 Holiday	 PLC
 Non Work Day	 Last Workday
 Teacher's Work Day	
 First Instructional Day	

July 2025							August 2025							September 2025								
Sun	M	T	W	Th	F	Sat	Sun	M	T	W	Th	F	Sat	Sun	M	T	W	Th	F	Sat		
		1	2	3	4	5						1	2		1	2/21	3/22	4/23	5/24	6		
6	7	8	9	10	11	12	3	4/1	5/2	6/3	7/4	8/5	9	7	8/25	9/26	10/27	11/28	11/29	13		
13	14	15	16	17	18	19	10	11/6	12/7	13/8	14/9	15/10	16	14	15/30	16/31	17/32	18/33	19/34	20		
20	21	22	23	24	25	26	17	18/11	19/12	20/13	21/14	22/15	23	21	22/35	23/36	24/37	25/38	26/39	27		
27	28	29	30	31			24	25/16	26/17	27/18	28/19	29/20	30	28	29/40	30/41						
						0	31							20							21	
October 2025							November 2025							December 2025								
Sun	M	T	W	Th	F	Sat	Sun	M	T	W	Th	F	Sat	Sun	M	T	W	Th	F	Sat		
			1/42	2/43	3/44	4							1		1/78	2/79	3/80	4/81	5/82	6		
5	6/45	7/46	8/47	9/48	10	11	2	3/63	4/64	5/65	6/66	7/67	8	7	8/83	9/84	10/85	11/86	12/87	13		
12	13	14/49	15/50	16/51	17/52	18	9	10/68	11/69	12/70	13/71	14/72	15	14	15/88	16/89	17/90	18/91	19/92	20		
19	20/53	21/54	22/55	23/56	24/57	25	16	17/73	18/74	19/75	20/76	21/77	22	21	22	23	24	25	26	27		
26	27/58	28/59	29/60	30/61	31/62		23	24	25	26	27	28	29	28	29	30	31					
						21	30							15							15	
January 2026							February 2026							March 2026								
Sun	M	T	W	Th	F	Sat	Sun	M	T	W	Th	F	Sat	Sun	M	T	W	Th	F	Sat		
				1	2	3	1	2/113	3/114	4/115	5/116	6	7	1	2/131	3/132	4/133	5/134	6/135	7		
4	5/93	6/94	7/95	8/96	9/97	10	8	9	10/117	11/118	12/119	13/120	14	8	9/136	10/137	11/138	12/139	13/140	14		
11	12/98	13/99	14/100	15/101	16/102	17	15	16/121	17/122	18/123	19/124	20/125	21	15	16	17	18	19	20	21		
18	19/103	20/104	21/105	22/106	23/107	24	22	23/126	24/127	25/128	26/129	27/130	28	22	23/141	24/142	25/143	26/144	27/145	28		
25	26/108	27/109	28/110	29/111	30/112	31								29	30/146	31/147						
						20							18							17		
April 2026							May 2026							June 2026								
Sun	M	T	W	Th	F	Sat	Sun	M	T	W	Th	F	Sat	Sun	M	T	W	Th	F	Sat		
			1/148	2/149	3	4						1/168	2		1/188	2	3	4	5	6		
5	6	7/150	8/151	9/152	10/153	11	3	4/169	5/170	6/171	7/172	8/173	9	7	8	9	10	11	12	13		
12	13/154	14/155	15/156	16/157	17/158	18	10	11/174	12/175	13/176	14/177	15/178	16	14	15	16	17	18	19	20		
19	20/159	21/160	22/161	23/162	24/163	25	17	18/179	19/180	20/181	21/182	22/183	23	21	22	23	24	25	26	27		
26	27/164	28/165	29/166	30/167			24	25	26/184	27/185	28/186	29/187	30	28	29	30						
						20	31							20							1	
																				Total Days		188

TOTAL WORKDAYS.....188

Weslaco Independent School District
THE RIGHT CHOICE

First Day of Work. August 04, 2025
First Inst. Day.....August 18, 2025
Last Day of Work.....May 29, 2026

Weslaco ISD
2025-26
193 Work Day Calendar
Kitchen Clerks, Head Meat Cook, Head Baker

	Holiday		PLC
	Non Work Day		1st Day Inst.
	Teacher's Work Day		
	First Workday		

July 2025							August 2025							September 2025							
Sun	M	T	W	Th	F	Sat	Sun	M	T	W	Th	F	Sat	Sun	M	T	W	Th	F	Sat	
		1	2	3	4	5						1	2		1/18	2/19	3/20	4/21	5/22	6	
6	7	8	9	10	11	12	3	4/1	5/2	6	7	8	9	7	8/23	9/24	10/25	11/26	12/27	13	
13	14	15	16	17	18	19	10	11/3	12/4	13/5	14/6	15/7	16	14	15/28	16/29	17/30	18/31	19/32	20	
20	21	22	23	24	25	26	17	18/8	19/9	20/10	21/11	22/12	23	21	22/33	23/34	24/35	25/36	26/37	27	
27	28	29	30	31			24	25/13	26/14	27/15	28/16	29/17	30	28	29/38	30/39					
						0	31							17							22
October 2025							November 2025							December 2025							
Sun	M	T	W	Th	F	Sat	Sun	M	T	W	Th	F	Sat	Sun	M	T	W	Th	F	Sat	
			1/40	2/41	3/42	4							1		1/78	2/79	3/80	4/81	5/82	6	
5	6/43	7/44	8/45	9/46	10	11	2	3/61	4/62	5/63	6/64	7/65	8	7	8/83	9/84	10/85	11/86	12/87	13	
12	13	14/47	15/48	16/49	17/50	18	9	10/66	11/67	12/68	13/69	14/70	15	14	15/88	16/89	17/90	18/91	19/92	20	
19	20/51	21/52	22/53	23/54	24/55	25	16	17/71	18/72	19/73	20/74	21/75	22	21	22	23	24	25/93	26/94	27	
26	27/56	28/57	29/58	30/59	31/60		23	24	25	26	27/76	28/77	29	28	29	30	31/95				
						21	30							17							18
January 2026							February 2026							March 2026							
Sun	M	T	W	Th	F	Sat	Sun	M	T	W	Th	F	Sat	Sun	M	T	W	Th	F	Sat	
				1/96	2	3	1	2/117	3/118	4/119	5/120	6	7	1	2/135	3/136	4/137	5/138	6/139	7	
4	5/97	6/98	7/99	8/100	9/101	10	8	9	10/121	11/122	12/123	13/124	14	8	9/140	10/141	11/142	12/143	13/144	14	
11	12/102	13/103	14/104	15/105	16/106	17	15	16/125	17/126	18/127	19/128	20/129	21	15	16	17	18	19	20	21	
18	19/107	20/108	21/109	22/110	23/111	24	22	23/130	24/131	25/132	26/133	27/134	28	22	23/145	24/146	25/147	26/148	27/149	28	
25	26/112	27/113	28/114	29/115	30/116	31								29	30/150	31/151					
						21							18							17	
April 2026							May 2026							June 2026							
Sun	M	T	W	Th	F	Sat	Sun	M	T	W	Th	F	Sat	Sun	M	T	W	Th	F	Sat	
			1/152	2/153	3/154	4						1/174	2		1	2	3	4	5	6	
5	6/155	7/156	8/157	9/158	10/159	11	3	4/175	5/176	6/177	7/178	8/179	9	7	8	9	10	11	12	13	
12	13/160	14/161	15/162	16/163	17/164	18	10	11/180	12/181	13/182	14/183	15/184	16	14	15	16	17	18	19	20	
19	20/165	21/166	22/167	23/168	24/169	25	17	18/185	19/186	20/187	21/188	22/189	23	21	22	23	24	25	26	27	
26	27/170	28/171	29/172	30/173			24	25	26/190	27/191	28/192	29/193	30	28	29	30					
						22	31							20							0
Total Days																			193		

TOTAL WORKDAYS.....193

Weslaco Independent School District
THE RIGHT CHOICE

Weslaco Independent School District

First Day of Work..... August 4, 2025
 First Inst. Day.....August 18, 2025
 Last Workday.....May 29, 2026

Weslaco ISD 2025-26 196 Work Day Calendar Regular and Sp. Ed. Bus Aides

 Holiday	 PLC
 Non Work Day	 1st Day Inst.
 Teacher's Work Day	
 First Instructional Day	

July 2025							August 2025							September 2025							
Sun	M	T	W	Th	F	Sat	Sun	M	T	W	Th	F	Sat	Sun	M	T	W	Th	F	Sat	
		1	2	3	4	5						1	2		1/21	2/22	3/23	4/24	5/25	6	
6	7	8	9	10	11	12	3	4/1	5/2	6/3	7/4	8/5	9	7	8/26	9/27	10/28	11/29	11/30	13	
13	14	15	16	17	18	19	10	11/6	12/7	13/8	14/9	15/10	16	14	15/31	16/32	17/33	18/34	19/35	20	
20	21	22	23	24	25	26	17	18/11	19/12	20/13	21/14	22/15	23	21	22/36	23/37	24/38	25/39	26/40	27	
27	28	29	30	31			24	25/16	26/17	27/18	28/19	29/20	30	28	29/41	30/42					
						0	31							20							22
October 2025							November 2025							December 2025							
Sun	M	T	W	Th	F	Sat	Sun	M	T	W	Th	F	Sat	Sun	M	T	W	Th	F	Sat	
			1/43	2/44	3/45	4							1		1/81	2/82	3/83	4/84	5/85	6	
5	6/46	7/47	8/48	9/49	10	11	2	3/64	4/65	5/66	6/67	7/68	8	7	8/86	9/87	10/88	11/89	12/90	13	
12	13	14/50	15/51	16/52	17/53	18	9	10/69	11/70	12/71	13/72	14/73	15	14	15/91	16/92	17/93	18/94	19/95	20	
19	20/54	21/55	22/56	23/57	24/58	25	16	17/74	18/75	19/76	20/77	21/78	22	21	22	23	24	25/96	26/97	27	
26	27/59	28/60	29/61	30/62	31/63		23	24	25	26	27/79	28/80	29	28	29	30	31				
						21	30							17							17
January 2026							February 2026							March 2026							
Sun	M	T	W	Th	F	Sat	Sun	M	T	W	Th	F	Sat	Sun	M	T	W	Th	F	Sat	
				1/98	2/99	3	1	2/120	3/121	4/122	5/123	6	7	1	2/138	3/139	4/140	5/141	6/142	7	
4	5/100	6/101	7/102	8/103	9/104	10	8	9	10/124	11/125	12/126	13/127	14	8	9/143	10/144	11/145	12/146	13/147	14	
11	12/105	13/106	14/107	15/108	16/109	17	15	16/128	17/129	18/130	19/131	20/132	21	15	16	17	18	19	20	21	
18	19/110	20/111	21/112	22/113	23/114	24	22	23/133	24/134	25/135	26/136	27/137	28	22	23/148	24/149	25/150	26/151	27/152	28	
25	26/115	27/116	28/117	29/118	30/119	31								29	30/153	31/154					
						22							18							17	
April 2026							May 2026							June 2026							
Sun	M	T	W	Th	F	Sat	Sun	M	T	W	Th	F	Sat	Sun	M	T	W	Th	F	Sat	
			1/155	2/156	3/157	4						1/177	2		1	2	3	4	5	6	
5	6/158	7/159	8/160	9/161	10/162	11	3	4/178	5/179	6/180	7/181	8/182	9	7	8	9	10	11	12	13	
12	13/163	14/164	15/165	16/166	17/167	18	10	11/183	12/184	13/185	14/186	15/187	16	14	15	16	17	18	19	20	
19	20/168	21/169	22/170	23/171	24/172	25	17	18/188	19/189	20/190	21/191	22/192	23	21	22	23	24	25	26	27	
26	27/173	28/174	29/175	30/176			24	25	26/193	27/194	28/195	29/196	30	28	29	30					
						22	31							20							0
																			Total Days		1

TOTAL WORKDAYS.....196

Weslaco Independent School District
THE RIGHT CHOICE

Weslaco Independent School District

First Day of Work.....July 31, 2025
 First Inst. Day.....August 18, 2025
 Last Day of Work.....May 29, 2026

Weslaco ISD 2025-26 197 Work Day Calendar

Café: Food Service Attendants, Delivery Drivers,
Kitchen Clerks

	Holiday		PLC
	Non Work Day		First Inst. Day
	Teacher's Work Day		
	First Instructional Day		

July 2025							August 2025							September 2025							
Sun	M	T	W	Th	F	Sat	Sun	M	T	W	Th	F	Sat	Sun	M	T	W	Th	F	Sat	
		1	2	3	4	5						1	2		1/22	2/23	3/24	4/25	5/26	6	
6	7	8	9	10	11	12	3	4/2	5/3	6/4	7/5	8/6	9	7	8/27	9/28	10/29	11/30	12/31	13	
13	14	15	16	17	18	19	10	11/7	12/8	13/9	14/10	15/11	16	14	15/32	16/33	17/34	18/35	19/36	20	
20	21	22	23	24	25	26	17	18/12	19/13	20/14	21/15	22/16	23	21	22/37	23/38	24/39	25/40	26/41	27	
27	28	29	30	31/1			24	25/17	26/18	27/19	28/20	29/21	30	28	29/42	30/43					
						1	31							20							22
October 2025							November 2025							December 2025							
Sun	M	T	W	Th	F	Sat	Sun	M	T	W	Th	F	Sat	Sun	M	T	W	Th	F	Sat	
			1/44	2/45	3/46	4							1		1/82	2/83	3/84	4/85	5/86	6	
5	6/47	7/48	8/49	9/50	10	11	2	3/65	4/66	5/67	6/68	7/69	8	7	8/87	9/88	10/89	11/90	12/91	13	
12	13	14/51	15/52	16/53	17/54	18	9	10/70	11/71	12/72	13/73	14/74	15	14	15/92	16/93	17/94	18/95	19/96	20	
19	20/55	21/56	22/57	23/58	24/59	25	16	17/75	18/76	19/77	20/78	21/79	22	21	22	23	24	25/97	26/98	27	
26	27/60	28/61	29/62	30/63	31/64		23	24	25	26	27/80	28/81	29	28	29	30	31/99				
						21	30							17							18
January 2026							February 2026							March 2026							
Sun	M	T	W	Th	F	Sat	Sun	M	T	W	Th	F	Sat	Sun	M	T	W	Th	F	Sat	
				1/100	2	3	1	2/121	3/122	4/123	5/124	6	7	1	2/139	3/140	4/141	5/142	6/143	7	
4	5/101	6/102	7/103	8/104	9/105	10	8	9	10/125	11/126	12/127	13/128	14	8	9/144	10/145	11/146	12/147	13/148	14	
11	12/106	13/107	14/108	15/109	16/110	17	15	16/129	17/130	18/131	19/132	20/133	21	15	16	17	18	19	20	21	
18	19/111	20/112	21/113	22/114	23/115	24	22	23/134	24/135	25/136	26/137	27/138	28	22	23/149	24/150	25/151	26/152	27/153	28	
25	26/116	27/117	28/118	29/119	30/120	31								29	30/154	31/155					
						21							18							17	
April 2026							May 2026							June 2026							
Sun	M	T	W	Th	F	Sat	Sun	M	T	W	Th	F	Sat	Sun	M	T	W	Th	F	Sat	
			1/156	2/157	3/158	4						1/178	2		1	2	3	4	5	6	
5	6/159	7/160	8/161	9/162	10/163	11	3	4/179	5/180	6/181	7/182	8/183	9	7	8	9	10	11	12	13	
12	13/164	14/165	15/166	16/167	17/168	18	10	11/184	12/185	13/186	14/187	15/188	16	14	15	16	17	18	19	20	
19	20/169	21/170	22/171	23/172	24/173	25	17	18/189	19/190	20/191	21/192	22/193	23	21	22	23	24	25	26	27	
26	27/174	28/175	29/176	30/177			24	25	26/194	27/195	28/196	29/197	30	28	29	30					
						22	31							20							0
																			Total Days		197

TOTAL WORKDAYS.....197

Weslaco Independent School District
THE RIGHT CHOICE

Weslaco Independent School District

First Day of Work..... July 28, 2025
 First Inst. Day.....August 18, 2025
 Last Day of Work.....June 5, 2026

Weslaco ISD 2025-26 197 Work Day Calendar Assistant Occupational Therapist and Licensed Therapists

 Holiday	 PLC
 Non Work Day	 1st Inst. Day
 Teacher's Work Day	
 First Instructional Day	

July 2025							August 2025							September 2025							
Sun	M	T	W	Th	F	Sat	Sun	M	T	W	Th	F	Sat	Sun	M	T	W	Th	F	Sat	
		1	2	3	4	5						1/5	2		1	2/26	3/27	4/28	5/29	6	
6	7	8	9	10	11	12	3	4/6	5/7	6/8	7/9	8/10	9	7	8/30	9/31	10/32	11/33	12/34	13	
13	14	15	16	17	18	19	10	11/11	12/12	13/13	14/14	15/15	16	14	15/35	16/36	17/37	18/38	19/39	20	
20	21	22	23	24	25	26	17	18/16	19/17	20/18	21/19	22/20	23	21	22/40	23/41	24/42	25/43	26/44	27	
27	28/1	29/2	30/2	31/4			24	25/21	26/22	27/23	28/24	29/25	30	28	29/45	30/46					
						4	31							21							21
October 2025							November 2025							December 2025							
Sun	M	T	W	Th	F	Sat	Sun	M	T	W	Th	F	Sat	Sun	M	T	W	Th	F	Sat	
			1/47	2/48	3/49	4							1		1/83	2/84	3/85	4/86	5/87	6	
5	6/50	7/51	8/52	9/53	10	11	2	3/68	4/69	5/70	6/71	7/72	8	7	8/88	9/89	10/90	11/91	12/92	13	
12	13	14/54	15/55	16/56	17/57	18	9	10/73	11/74	12/75	13/76	14/77	15	14	15/93	16/94	17/95	18/96	19/97	20	
19	20/58	21/59	22/60	23/61	24/62	25	16	17/78	18/79	19/80	20/81	21/82	22	21	22	23	24	25	26	27	
26	27/63	28/64	29/65	30/66	31/67		23	24	25	26	27	28	29	28	29	30	31				
						21	30							15							15
January 2026							February 2026							March 2026							
Sun	M	T	W	Th	F	Sat	Sun	M	T	W	Th	F	Sat	Sun	M	T	W	Th	F	Sat	
				1	2	3	1	2/118	3/119	4/120	5/121	6	7	1	2/136	3/137	4/138	5/139	6/140	7	
4	5/98	6/99	7/100	8/101	9/102	10	8	9	10/122	11/123	12/124	13/125	14	8	9/141	10/142	11/143	12/144	13/145	14	
11	12/103	13/104	14/105	15/106	16/107	17	15	16/126	17/127	18/128	19/129	20/130	21	15	16	17	18	19	20	21	
18	19/108	20/109	21/110	22/111	23/112	24	22	23/131	24/132	25/133	26/134	27/135	28	22	23/146	24/147	25/148	26/149	27/150	28	
25	26/113	27/114	28/115	29/116	30/117	31								29	30/151	31/152					
						20							18							17	
April 2026							May 2026							June 2026							
Sun	M	T	W	Th	F	Sat	Sun	M	T	W	Th	F	Sat	Sun	M	T	W	Th	F	Sat	
			1/153	2/154	3	4						1/173	2		1/193	2/194	3/195	4/196	5/197	6	
5	6	7/155	8/156	9/157	10/158	11	3	4/174	5/175	6/176	7/177	8/178	9	7	8	9	10	11	12	13	
12	13/159	14/160	15/161	16/162	17/163	18	10	11/179	12/180	13/181	14/182	15/183	16	14	15	16	17	18	19	20	
19	20/164	21/165	22/166	23/167	24/168	25	17	18/184	19/185	20/186	21/187	22/188	23	21	22	23	24	25	26	27	
26	27/169	28/170	29/171	30/172			24	25	26/189	27/190	28/191	29/192	30	28	29	30					
						20	31							20							5
																			Total Days		197

TOTAL WORKDAYS.....197

Weslaco Independent School District
THE RIGHT CHOICE

Weslaco Independent School District

First Day of Work.....July 30, 2025
 First Inst. Day.....August 18, 2025
 Last Day of Work.....May 29, 2026

Weslaco ISD 2025-26 198 Work Day Calendar Café: Food Service Managers and Assistants

 Holiday	 Staff Dev.
 Non Work Day	 1st Inst. Day
 Staff Work Day	
 First/Last Workday	

July 2025							August 2025							September 2025							
Sun	M	T	W	Th	F	Sat	Sun	M	T	W	Th	F	Sat	Sun	M	T	W	Th	F	Sat	
		1	2	3	4	5						1	2		1/23	2/24	3/25	4/26	5/27	6	
6	7	8	9	10	11	12	3	4/3	5/4	6/5	7/6	8/7	9	7	8/28	9/29	10/30	11/31	12/32	13	
13	14	15	16	17	18	19	10	11/8	12/9	13/10	14/11	15/12	16	14	15/33	16/34	17/35	18/36	19/37	20	
20	21	22	23	24	25	26	17	18/13	19/14	20/15	21/16	22/17	23	21	22/38	23/39	24/40	25/41	26/42	27	
27	28	29	30/1	31/2			24	25/18	26/19	27/20	28/21	29/22	30	28	29/43	30/44					
						2	31							20							22
October 2025							November 2025							December 2025							
Sun	M	T	W	Th	F	Sat	Sun	M	T	W	Th	F	Sat	Sun	M	T	W	Th	F	Sat	
			1/45	2/46	3/47	4							1		1/83	2/84	3/85	4/86	5/87	6	
5	6/48	7/49	8/50	9/51	10	11	2	3/66	4/67	5/68	6/69	7/70	8	7	8/88	9/89	10/90	11/91	12/92	13	
12	13	14/52	15/53	16/54	17/55	18	9	10/71	11/72	12/73	13/74	14/75	15	14	15/93	16/94	17/95	18/96	19/97	20	
19	20/56	21/57	22/58	23/59	24/60	25	16	17/76	18/77	19/78	20/79	21/80	22	21	22	23	24/98	25/99	26	27	
26	27/61	28/62	29/63	30/64	31/65		23	24	25	26	27/81	28/82	29	28	29	30	31/100				
						21	30							17							18
January 2026							February 2026							March 2026							
Sun	M	T	W	Th	F	Sat	Sun	M	T	W	Th	F	Sat	Sun	M	T	W	Th	F	Sat	
				1/101	2	3	1	2/122	3/123	4/124	5/125	6	7	1	2/140	3/141	4/142	5/143	6/144	7	
4	5/102	6/103	7/104	8/105	9/106	10	8	9	10/126	11/127	12/128	13/129	14	8	9/145	10/146	11/147	12/148	13/149	14	
11	12/107	13/108	14/109	15/110	16/111	17	15	16/130	17/131	18/132	19/133	20/134	21	15	16	17	18	19	20	21	
18	19/112	20/113	21/114	22/115	23/116	24	22	23/135	24/136	25/137	26/138	27/139	28	22	23/150	24/151	25/152	26/153	27/154	28	
25	26/117	27/118	28/119	29/120	30/121	31								29	30/155	31/156					
						21							18							17	
April 2026							May 2026							June 2026							
Sun	M	T	W	Th	F	Sat	Sun	M	T	W	Th	F	Sat	Sun	M	T	W	Th	F	Sat	
			1/157	2/158	3/159	4						1/179	2		1	2	3	4	5	6	
5	6/160	7/161	8/162	9/163	10/164	11	3	4/180	5/181	6/182	7/183	8/184	9	7	8	9	10	11	12	13	
12	13/165	14/166	15/167	16/168	17/169	18	10	11/185	12/186	13/187	14/188	15/189	16	14	15	16	17	18	19	20	
19	20/170	21/171	22/172	23/173	24/174	25	17	18/190	19/191	20/192	21/193	22/194	23	21	22	23	24	25	26	27	
26	27/175	28/176	29/177	30/178			24	25	26/195	27/196	28/197	29/198	30	28	29	30					
						22	31							20							0
																			Total Days		198

TOTAL WORKDAYS.....198

Weslaco Independent School District
THE RIGHT CHOICE

Weslaco Independent School District

First Workday..... July 21, 2025
 Last Workday for 203.. June 08, 2026
 Last Workday for 207.. June 12, 2026
 Last Workday for 212 June 19, 2026
 Last Workday for 215....June 24, 2026

Weslaco ISD 2025-26 203, 207, 212, and 215 Word Day Calendar

	Holidays		PLC
	Non Work Day		
	Dist. Work Day		
	First/Last Day		

July 2025							August 2025							September 2025							
Sun	M	T	W	Th	F	Sat	Sun	M	T	W	Th	F	Sat	Sun	M	T	W	Th	F	Sat	
		1	2	3	4	5						1/10	2		1	2/31	3/32	4/33	5/34	6	
6	7	8	9	10	11	12	3	4/11	5/12	6/13	7/14	8/15	9	7	8/35	9/36	10/37	11/38	12/39	13	
13	14	15	16	17	18	19	10	11/16	12/17	13/18	14/19	15/20	16	14	15/40	16/41	17/42	18/43	19/44	20	
20	21/1	22/2	23/3	24/4	25/5	26	17	18/21	19/22	20/23	21/24	22/25	23	21	22/45	23/46	24/47	25/48	26/49	27	
27	28/6	29/7	30/8	31/9			24	25/26	26/27	27/28	28/29	29/30	30	28	29/50	30/51					
						9	31						21							21	
October 2025							November 2025							December 2025							
Sun	M	T	W	Th	F	Sat	Sun	M	T	W	Th	F	Sat	Sun	M	T	W	Th	F	Sat	
			1/52	2/53	3/54	4							1		1/88	2/89	3/90	4/91	5/92	6	
5	6/55	7/56	8/57	9/58	10	11	2	3/73	4/74	5/75	6/76	7/77	8	7	8/93	9/94	10/95	11/96	12/97	13	
12	13	14/59	15/60	16/61	17/62	18	9	10/78	11/79	12/80	13/81	14/82	15	14	15/98	16/99	17/100	18/101	19/102	20	
19	20/63	21/64	22/65	23/66	24/67	25	16	17/83	18/84	19/85	20/86	21/87	22	21	22	23	24	25	26	27	
26	27/68	28/69	29/70	30/71	31/72		23	24	25	26	27	28	29	28	29	30	31				
						21	30						15							15	
January 2026							February 2026							March 2026							
Sun	M	T	W	Th	F	Sat	Sun	M	T	W	Th	F	Sat	Sun	M	T	W	Th	F	Sat	
				1	2	3	1	2/123	3/124	4/125	5/126	6	7	1	2/141	3/142	4/143	5/144	6/145	7	
4	5/103	6/104	7/105	8/106	9/107	10	8	9	10/127	11/128	12/129	13/130	14	8	9/146	10/147	11/148	12/149	13/150	14	
11	12/108	13/109	14/110	15/111	16/112	17	15	16/131	17/132	18/133	19/134	20/135	21	15	16	17	18	19	20	21	
18	19/113	20/114	21/115	22/116	23/117	24	22	23/136	24/137	25/138	26/139	27/140	28	22	23/151	24/152	25/153	26/154	27/155	28	
25	26/118	27/119	28/120	29/121	30/122	31								29	30/156	31/157					
						20						18							17		
April 2026							May 2026							June 2026							
Sun	M	T	W	Th	F	Sat	Sun	M	T	W	Th	F	Sat	Sun	M	T	W	Th	F	Sat	
			1/158	2/159	3	4						1/178	2		1/198	2/199	3/200	4/201	5/202	6	
5	6	7/160	8/161	9/162	10/163	11	3	4/179	5/180	6/181	7/182	8/183	9	7	8/203	9/204	10/205	11/206	12/207	13	
12	13/164	14/165	15/166	16/167	17/168	18	10	11/184	12/185	13/186	14/187	15/188	16	14	15/208	16/209	17/210	18/211	19/212	20	
19	20/169	21/170	22/171	23/172	24/173	25	17	18/189	19/190	20/191	21/192	22/193	23	21	22/213	23/214	24/215	25	26	27	
26	27/174	28/175	29/176	30/177			24	25	26/194	27/195	28/196	29/197	30	28	29	30					
						20	31						20							18	
																			Total Days		215

203, 207, 212, 215 Workday Calendar

Weslaco Independent School District
THE RIGHT CHOICE

Weslaco Independent School District

First Day of Work July 18, 2025

Last Day of Work. June 30, 2026

Weslaco ISD 2025-26 220 Work Day Calendar

	Holidays		PLC
	Non Work Day		
	Dist. Work Day		
	First/Last Day		

July 2025							August 2025							September 2025							
Sun	M	T	W	Th	F	Sat	Sun	M	T	W	Th	F	Sat	Sun	M	T	W	Th	F	Sat	
		1	2	3	4	5						1/11	2		1	2/32	3/33	4/34	5/35	6	
6	7	8	9	10	11	12	3	4/12	5/13	6/14	7/15	8/16	9	7	8/36	9/37	10/38	11/39	12/40	13	
13	14	15	16	17	18/1	19	10	11/17	12/18	13/19	14/20	15/21	16	14	15/41	16/42	17/43	18/44	19/45	20	
20	21/2	22/3	23/4	24/5	25/6	26	17	18/22	19/23	20/24	21/25	22/26	23	21	22/46	23/47	24/48	25/49	26/50	27	
27	28/7	29/8	30/9	31/10			24	25/27	26/28	27/29	28/30	29/31	30	28	29/51	30/52					
						10	31							21							21
October 2025							November 2025							December 2025							
Sun	M	T	W	Th	F	Sat	Sun	M	T	W	Th	F	Sat	Sun	M	T	W	Th	F	Sat	
			1/53	2/54	3/55	4							1		1/89	2/90	3/91	4/92	5/93	6	
5	6/56	7/57	8/58	9/59	10	11	2	3/74	4/75	5/76	6/77	7/78	8	7	8/94	9/95	10/96	11/97	12/98	13	
12	13	14/60	15/61	16/62	17/63	18	9	10/79	11/80	12/81	13/82	14/83	15	14	15/99	16/100	17/101	18/102	19/103	20	
19	20/64	21/65	22/66	23/67	24/68	25	16	17/84	18/85	19/86	20/87	21/88	22	21	22	23	24	25	26	27	
26	27/69	28/70	29/71	30/72	31/73		23	24	25	26	27	28	29	28	29	30	31				
						21	30							15							15
January 2026							February 2026							March 2026							
Sun	M	T	W	Th	F	Sat	Sun	M	T	W	Th	F	Sat	Sun	M	T	W	Th	F	Sat	
				1	2	3	1	2/124	3/125	4/126	5/127	6	7	1	2/142	3/143	4/144	5/145	6/146	7	
4	5/104	6/105	7/106	8/107	9/108	10	8	9	10/128	11/129	12/130	13/131	14	8	9/147	10/148	11/149	12/150	13/151	14	
11	12/109	13/110	14/111	15/112	16/113	17	15	16/132	17/133	18/134	19/135	20/136	21	15	16	17	18	19	20	21	
18	19/114	20/115	21/116	22/117	23/118	24	22	23/137	24/138	25/139	26/140	27/141	28	22	23/152	24/153	25/154	26/155	27/156	28	
25	26/119	27/120	28/121	29/122	30/123	31								29	30/157	31/158					
						20							18							17	
April 2026							May 2026							June 2026							
Sun	M	T	W	Th	F	Sat	Sun	M	T	W	Th	F	Sat	Sun	M	T	W	Th	F	Sat	
			1/159	2/160	3	4						1/179	2		1/199	2/200	3/201	4/202	5/203	6	
5	6	7/161	8/162	9/163	10/164	11	3	4/180	5/181	6/182	7/183	8/184	9	7	8/204	9/205	10/206	11/207	12/208	13	
12	13/165	14/166	15/167	16/168	17/169	18	10	11/185	12/186	13/187	14/188	15/189	16	14	15/209	16/210	17/2011	18/212	19/213	20	
19	20/170	21/171	22/172	23/173	24/174	25	17	18/190	19/191	20/192	21/193	22/194	23	21	22/214	23/215	24/216	25/217	26/218	27	
26	27/175	28/176	29/177	30/178			24	25	26/195	27/196	28/197	29/198	30	28	29/219	30/220					
						20	31							20							22
																Total Days					220

TOTAL WORKDAYS.....220

Weslaco Independent School District
THE RIGHT CHOICE

Weslaco Independent School District

First Day of Work July 07, 2025

Last Day of Work June 25, 2026

Weslaco ISD 2025-26 226 Work Day Calendar Band Directors

 Holidays	 PLC
 Non Work Day	 Work Day
 First / Last Day	
 Teacher Work Day	

July 2025							August 2025							September 2025							
Sun	M	T	W	Th	F	Sat	Sun	M	T	W	Th	F	Sat	Sun	M	T	W	Th	F	Sat	
		1	2	3	4	5						1/20	2		1	2/41	3/42	4/43	5/44	6	
6	7/1	8/2	9/3	10/4	11/5	12	3	4/21	5/22	6/23	7/24	8/25	9	7	8/45	9/46	10/47	11/48	12/49	13	
13	14/6	15/7	16/8	17/9	18/10	19	10	11/26	12/27	13/28	14/29	15/30	16	14	15/50	16/51	17/52	18/53	19/54	20	
20	21/11	22/12	23/13	24/14	25/15	26	17	18/31	19/32	20/33	21/34	22/35	23	21	22/55	23/56	24/57	25/58	26/59	27	
27	28/16	29/17	30/18	31/19			24	25/36	26/37	27/38	28/39	29/40	30	28	29/60	30/61					
						19	31						21							21	
October 2025							November 2025							December 2025							
Sun	M	T	W	Th	F	Sat	Sun	M	T	W	Th	F	Sat	Sun	M	T	W	Th	F	Sat	
			1/62	2/63	3/64	4							1		1/98	2/99	3/100	4/101	5/102	6	
5	6/65	7/66	8/67	9/68	10	11	2	3/83	4/84	5/85	6/86	7/87	8	7	8/103	9/104	10/105	11/106	12/107	13	
12	13	14/69	15/70	16/71	17/72	18	9	10/88	11/89	12/90	13/91	14/92	15	14	15/108	16/109	17/110	18/111	19/112	20	
19	20/73	21/74	22/75	23/76	24/77	25	16	17/93	18/94	19/95	20/96	21/97	22	21	22	23	24	25	26	27	
26	27/78	28/79	29/80	30/81	31/82		23	24	25	26	27	28	29	28	29	30	31				
						21	30						15							15	
January 2026							February 2026							March 2026							
Sun	M	T	W	Th	F	Sat	Sun	M	T	W	Th	F	Sat	Sun	M	T	W	Th	F	Sat	
				1	2	3	1	2/133	3/134	4/135	5/136	6	7	1	2/151	3/152	4/153	5/154	6/155	7	
4	5/113	6/114	7/115	8/116	9/117	10	8	9	10/137	11/138	12/139	13/140	14	8	9/156	10/157	11/158	12/159	13/160	14	
11	12/118	13/119	14/120	15/121	16/122	17	15	16/141	17/142	18/143	19/144	20/145	21	15	16	17	18	19	20	21	
18	19/123	20/124	21/125	22/126	23/127	24	22	23/146	24/147	25/148	26/149	27/150	28	22	23/161	24/162	25/163	26/164	27/165	28	
25	26/128	27/129	28/130	29/131	30/132	31								29	30/166	31/167					
						20						18							17		
April 2026							May 2026							June 2026							
Sun	M	T	W	Th	F	Sat	Sun	M	T	W	Th	F	Sat	Sun	M	T	W	Th	F	Sat	
			1/168	2/169	3	4						1/188	2		1/208	2/209	3/210	4/211	5/212	6	
5	6	7/170	8/171	9/172	10/173	11	3	4/189	5/190	6/191	7/192	8/193	9	7	8/213	9/214	10/215	11/216	12/217	13	
12	13/174	14/175	15/176	16/177	17/178	18	10	11/194	12/195	13/196	14/197	15/198	16	14	15/218	16/219	17/220	18/221	19/222	20	
19	20/179	21/180	22/181	23/182	24/183	25	17	18/199	19/200	20/201	21/202	22/203	23	21	22/223	23/224	24/225	25/226	26	27	
26	27/184	28/185	29/186	30/187			24	25	26/204	27/205	28/206	29/207	30	28	29	30					
						20	31						20							19	
																			Total Days		226

TOTAL WORKDAYS.....226

Weslaco Independent School District
THE RIGHT CHOICE

Weslaco Independent School District

First Day of Work July 10, 2025

Last Day of Work. June 30, 2026

Weslaco ISD 2025-26 226 Work Day Calendar

 Holidays	 PLC
 Non Work Day	 Work Day
 First Work Day	
 District Work Day	

July 2025							August 2025							September 2025							
Sun	M	T	W	Th	F	Sat	Sun	M	T	W	Th	F	Sat	Sun	M	T	W	Th	F	Sat	
		1	2	3	4	5						1/17	2		1	2/38	3/39	4/40	5/41	6	
6	7	8	9	10/1	11/2	12	3	4/18	5/19	6/20	7/21	8/22	9	7	8/42	9/43	10/44	11/45	12/46	13	
13	14/3	15/4	16/5	17/6	18/7	19	10	11/23	12/24	13/25	14/26	15/27	16	14	15/47	16/48	17/49	18/50	19/51	20	
20	21/8	22/9	23/10	24/11	25/12	26	17	18/28	19/29	20/30	21/31	22/32	23	21	22/52	23/53	24/54	25/55	26/56	27	
27	28/13	29/14	30/15	31/16			24	25/33	26/34	27/35	28/36	29/37	30	28	29/57	30/58					
						16	31							21							21
October 2025							November 2025							December 2025							
Sun	M	T	W	Th	F	Sat	Sun	M	T	W	Th	F	Sat	Sun	M	T	W	Th	F	Sat	
			1/59	2/60	3/61	4							1		1/95	2/96	3/97	4/98	5/99	6	
5	6/62	7/63	8/64	9/65	10	11	2	3/80	4/81	5/82	6/83	7/84	8	7	8/100	9/101	10/102	11/103	12/104	13	
12	13	14/66	15/67	16/68	17/69	18	9	10/85	11/86	12/87	13/88	14/89	15	14	15/105	16/106	17/107	18/108	19/109	20	
19	20/70	21/71	22/72	23/73	24/74	25	16	17/90	18/91	19/92	20/93	21/94	22	21	22	23	24	25	26	27	
26	27/75	28/76	29/77	30/78	31/79		23	24	25	26	27	28	29	28	29	30	31				
						21	30							15							15
January 2026							February 2026							March 2026							
Sun	M	T	W	Th	F	Sat	Sun	M	T	W	Th	F	Sat	Sun	M	T	W	Th	F	Sat	
				1	2	3	1	2/130	3/131	4/132	5/133	6	7	1	2/148	3/149	4/150	5/151	6/152	7	
4	5/110	6/111	7/112	8/113	9/114	10	8	9	10/134	11/135	12/136	13/137	14	8	9/153	10/154	11/155	12/156	13/157	14	
11	12/115	13/116	14/117	15/118	16/119	17	15	16/138	17/139	18/140	19/141	20/142	21	15	16	17	18	19	20	21	
18	19/120	20/121	21/122	22/123	23/124	24	22	23/143	24/144	25/145	26/146	27/147	28	22	23/158	24/159	25/160	26/161	27/162	28	
25	26/125	27/126	28/127	29/128	30/129	31								29	30/163	31/164					
						20							18							17	
April 2026							May 2026							June 2026							
Sun	M	T	W	Th	F	Sat	Sun	M	T	W	Th	F	Sat	Sun	M	T	W	Th	F	Sat	
			1/165	2/166	3	4						1/185	2		1/205	2/206	3/207	4/208	5/209	6	
5	6	7/167	8/168	9/169	10/170	11	3	4/186	5/187	6/188	7/189	8/190	9	7	8/210	9/211	10/212	11/213	12/214	13	
12	13/171	14/172	15/173	16/174	17/175	18	10	11/191	12/192	13/193	14/194	15/195	16	14	15/215	16/216	17/217	18/218	19/219	20	
19	20/176	21/177	22/178	23/179	24/180	25	17	18/196	19/197	20/198	21/199	22/200	23	21	22/220	23/221	24/222	25/223	26/224	27	
26	27/181	28/182	29/183	30/184			24	25	26/201	27/202	28/203	29/204	30	28	29/225	30/226					
						20	31							20							22
																			Total Days		226

TOTAL WORKDAYS.....226

Weslaco Independent School District
THE RIGHT CHOICE

Weslaco Independent School District

First Day of Work July 01, 2025

Last Day of Work. June 30, 2026

Weslaco ISD 2025-26 260 Work Day Calendar

Holidays
 Non Paid Day
 First/Last Day

**PANTHERS
WILDCATS**

July 2025							August 2025							September 2025								
Sun	M	T	W	Th	F	Sat	Sun	M	T	W	Th	F	Sat	Sun	M	T	W	Th	F	Sat		
		1/1	2/2	3/3	4/4	5						1/24	2		1/45	2/46	3/47	4/48	5/49	6		
6	7/5	8/6	9/7	10/8	11/9	12	3	4/25	5/26	6/27	7/28	8/29	9	7	8/50	9/51	10/52	11/53	12/54	13		
13	14/10	15/11	16/12	17/13	18/14	19	10	11/30	12/31	13/32	14/33	15/34	16	14	15/55	16/56	17/57	18/58	19/59	20		
20	21/15	22/16	23/17	24/18	25/19	26	17	18/35	19/36	20/37	21/38	22/39	23	21	22/60	23/61	24/62	25/63	26/64	27		
27	28/20	29/21	30/22	31/23			24	25/40	26/41	27/42	28/43	29/44	30	28	29/65	30/66						
						23	31							21							22	
October 2025							November 2025							December 2025								
Sun	M	T	W	Th	F	Sat	Sun	M	T	W	Th	F	Sat	Sun	M	T	W	Th	F	Sat		
			1/67	2/68	3/69	4							1		1/110	2/111	3/112	4/113	5/114	6		
5	6/70	7/71	8/72	9/73	10/74	11	2	3/90	4/91	5/92	6/93	7/94	8	7	8/115	9/116	10/117	11/118	12/119	13		
12	13/75	14/76	15/77	16/78	17/79	18	9	10/95	11/96	12/97	13/98	14/99	15	14	15/120	16/121	17/122	18/123	19/124	20		
19	20/80	21/81	22/82	23/83	24/84	25	16	17/100	18/101	19/102	20/103	21/104	22	21	22/125	23/126	24/127	25/128	26/129	27		
26	27/85	28/86	29/87	30/88	31/89		23	24/105	25/106	26/107	27/108	28/109	29	28	29/130	30/131	31/132					
						23	30							20							23	
January 2026							February 2026							March 2026								
Sun	M	T	W	Th	F	Sat	Sun	M	T	W	Th	F	Sat	Sun	M	T	W	Th	F	Sat		
				1/133	2/134	3	1	2/155	3/156	4/157	5/158	6/159	7	1	2/174	3/175	4/176	5/177	6/178	7		
4	5/135	6/136	7/137	8/138	9/139	10	8	9	10/160	11/161	12/162	13/163	14	8	9/179	10/180	11/181	12/182	13/183	14		
11	12/140	13/141	14/142	15/143	16/144	17	15	16/164	17/165	18/166	19/167	20/168	21	15	16/184	17/185	18/186	19/187	20/188	21		
18	19/145	20/146	21/147	22/148	23/149	24	22	23/169	24/170	25/171	26/172	27/173	28	22	23/189	24/190	25/191	26/192	27/193	28		
25	26/150	27/151	28/152	29/153	30/154	31								29	30/194	31/195						
						22							19									22
April 2026							May 2026							June 2026								
Sun	M	T	W	Th	F	Sat	Sun	M	T	W	Th	F	Sat	Sun	M	T	W	Th	F	Sat		
			1/196	2/197	3/198	4						1/218	2		1/239	2/240	3/241	4/242	5/243	6		
5	6/199	7/200	8/201	9/202	10/203	11	3	4/219	5/220	6/221	7/222	8/223	9	7	8/244	9/245	10/246	11/247	12/248	13		
12	13/204	14/205	15/206	16/207	17/208	18	10	11/224	12/225	13/226	14/227	15/228	16	14	15/249	16/250	17/251	18/252	19/253	20		
19	20/209	21/210	22/211	23/212	24/213	25	17	18/229	19/230	20/231	21/232	22/233	23	21	22/254	23/255	24/256	25/257	26/258	27		
26	27/214	28/215	29/216	30/217			24	25/234	26/235	27/236	28/237	29/238	30	28	29/259	30/260						
						22	31							21							22	
																			Total Days		260	

PAID NON-WORKING DAYS

JULY 4th	SEPT. 1st	NOV. 27TH, 28TH
DEC. 25th, 26th	JAN. 1st, 2nd	APR. 3rd, 6th

Weslaco Independent School District
THE RIGHT CHOICE

Compensation Policy

Refer to Weslaco ISD Board Policies DEA, DEAA, and DEAB (Legal) and (Local) for all district policies, state and federal regulations governing employee pay practices

DEA (Local) – Compensation and Benefits

The Superintendent shall recommend an annual compensation plan for all District employees. The compensation plan may include wage and salary structures, stipends, benefits, and incentives. [See also DEAA] The recommended plan shall support District goals for hiring and retaining highly qualified employees. The Board shall review and approve the compensation plan to be used by the District. The Board shall also determine the total compensation package for the Superintendent. [See BJ series]

Pay Administration

The Superintendent shall implement the compensation plan and establish procedures for plan administration consistent with the budget. The Superintendent or designee shall classify each job title within the compensation plan based on the qualifications, duties, and market value of the position.

Annualized Salary

The District shall pay all salaried employees over 12 months in equal monthly or bimonthly installments, regardless of the number of months employed during the school year. Salaried employees hired during the school year shall be paid in accordance with administrative regulations.

Pay Increases

The Superintendent shall recommend to the Board an amount for employee pay increases as part of the annual budget. The Superintendent or designee shall determine pay adjustments for individual employees, within the approved budget following established procedures.

Midyear Pay Increases

A contract employee's pay may be increased after performance on the contract has begun only if authorized by the compensation plan of the District or there is a change in the employee's job assignment or duties during the term of the contract that warrants additional compensation.

Contract Employees

Any such changes in pay that do not conform with the compensation plan shall require Board approval. [See DEA(LEGAL) for provisions on pay increases and public hearing requirements.]

Noncontract Employees

The Superintendent may grant a pay increase to a noncontract employee after duties have begun because of a change in the employee's job assignment or to address pay equity. The Superintendent shall report any such pay increases to the Board at the next regular meeting.

Pay During Closing

If the Board chooses to pay employees during an emergency closure for which the workdays are not scheduled to be made up at a later date, then that authorization shall be by resolution or other Board action and shall reflect the purpose served by the expenditure. [See EB for the authority to close schools.]

DEAA (Local) – Incentives and Stipends

Stipend

The Superintendent shall recommend a stipend pay schedule as part of the annual compensation plan of the District. [See DEA]

Supplemental Duties

The Superintendent or designee may assign noncontractual supplemental duties to personnel exempt under the Fair Labor Standards Act (FLSA), as needed. [See DK(LOCAL)] The employee shall be compensated for these assignments according to the compensation plan of the District.

Incentive and Innovation Programs

The Superintendent shall have authority to submit plans and grant applications for incentive and innovation programs to TEA or other granting organizations on behalf of the Board. Incentive plans shall address teacher eligibility, including any exclusions.

Locally developed incentive programs, if any, shall be addressed in the compensation plan of the District.

DEAB (Local) – Wage and Hour Laws

Classification of Positions	The Superintendent or designee shall determine the classification of positions or employees as “exempt” or “nonexempt” for purposes of payment of overtime in compliance with the Fair Labor Standards Act (FLSA).
Exempt	The District shall pay employees who are exempt from the overtime pay requirements of the FLSA on a salary basis. The salaries of these employees are intended to cover all hours worked, and the District shall not make deductions that are prohibited under the FLSA. An employee who believes deductions have been made from his or her salary in violation of this policy should bring the matter to the District’s attention, through the District’s complaint policy. [See DGBA] If improper deductions are confirmed, the District will reimburse the employee and take steps to ensure future compliance with the FLSA.
Nonexempt	Nonexempt employees may be compensated on an hourly basis or on a salary basis. Employees who are paid on an hourly basis shall be compensated for all hours worked. Employees who are paid on a salary basis are paid for up to and including a 40-hour workweek. A nonexempt employee shall have the approval of his or her supervisor before working overtime. An employee who works overtime without prior approval is subject to discipline but shall be compensated in accordance with the FLSA.
Workweek Defined	For purposes of FLSA compliance, the workweek for District employees shall begin at 12:00 a.m. Sunday and end at 11:59p.m. Saturday.
Compensatory Time	At the District’s option, nonexempt employees may receive compensatory time off, rather than overtime pay, for overtime work. The employee shall be informed in advance if overtime hours will accrue compensatory time rather than pay.
<i>Accrual</i>	Compensatory time earned by nonexempt employees may not accrue beyond a maximum of 60 hours. If an employee has a balance of more than 60 hours of compensatory time, the District shall require the employee to use the compensatory time, or at the District’s option, the District shall pay the employee for the compensatory time.
<i>Use</i>	An employee shall use compensatory time within the duty year in which it is earned. If an employee has any unused compensatory time remaining at the end of a duty year, the District shall pay the employee for the compensatory time.

Pay Systems Administrative Regulations

1.0 Description of Pay Systems

1.1 Purpose and Authority

Employee pay systems are designed and administered for the purpose of attracting and retaining qualified employees to achieve the goals of the district. The Superintendent is responsible for the development, maintenance, and administration of employee pay systems in accordance with board policies and administrative regulations.

1.2 Descriptions of Systems

Certified classroom teachers, librarians, nurses (RN), will be paid no less than the state minimum salary schedule based on years of experience. The local salary schedule for teachers, librarians, nurses, will be determined annually after board approval of the pay increase budget.

For all other district positions, the superintendent will assign positions to pay range structures that set the minimum, midpoint, and maximum base pay for the position. Jobs are classified for pay purposes on the basis of required job qualifications and skill; duties and responsibilities as defined by the district; and market surveys of competitive pay rates.

Weslaco ISD pay structures are organized as follows:

- Teacher Salary Schedule – Teachers, Librarians, Nurses (RN)
- Education Administrative – Professional Staff
- Business Administrative – Professional Staff
- Clerical / Technical – Nonexempt Staff
- Auxiliary – Nonexempt Staff
- Paraprofessional – Nonexempt Staff

Pay ranges are reviewed annually and adjusted as needed. Employees will advance through the pay range according to the annual pay increase budget approved by the board.

1.3 Pay Periods

Employees will receive bank deposits according to the district's payroll schedule distributed on a monthly or biweekly basis. Annual salaries for ten, eleven, and twelve-month employees will be prorated over a twelve month pay period.

2.0 Job Classification – Process and Authority

2.1 Job Documentation (Job Description)

Job documentation is an essential function in the administration of the compensation system. Accurate and complete job documentation will be collected and maintained by the Human Resources Department with input from job supervisors. Job descriptions will define common factors that assess the level of skills, effort, job qualifications, primary purpose, major duties and responsibilities, working conditions, and exemption status.

Job titles are assigned by Human Resources to accurately reflect the level and nature of work and the organizational structure of the district.

2.2 Exemption Status

All jobs will be classified as exempt or nonexempt in accordance with the requirements of the Federal Fair Labor Standards Act (FLSA) and documented on the job description. The Human Resources Department will determine the classification of each position based on a description of assigned job duties. In order to be considered exempt, the employee's primary duties must meet the requirements defined by federal regulations for the Executive, Administrative, or Professional exemption test or be a teacher. In these cases, the employee must be compensated on a salary basis. All employees who do not meet the legal requirements for exemption are classified as nonexempt.

2.3 Job Classification

Job classification determines the assigned pay range for a position and is based on an assessment of job qualifications and assigned duties (Job Descriptions). The Human Resources Department will evaluate jobs for classification purposes, and recommend pay-grade assignments. The Superintendent has final authority concerning job classifications.

2.4 Reclassification of Current Position

Pay-grade assignments may be changed based on changes in the job duties assigned (increased or reduced) or changes in the competitive job market.

A job reclassification occurs when the same position is moved to a higher or lower pay grade or to a different job group. A job reclassification is not the same as an employee promotion to a new job.

Normally, no immediate pay change will result from a job reclassification if the employee(s) are already paid within the new pay range. There are conditions which merit prospective adjustment and are identified in section 2.3 of these guidelines and regulations.

No employee will be paid less than the minimum of the new pay range. An upward or downward job reclassification will result in greater or lesser potential for pay advancement over time.

2.5 Salary Adjustments for Job Reclassification

A change in job classification will result in a greater or lesser potential for long-term pay advancement. Salary adjustments cannot be made for contract employees after the beginning of the contract term. Aside from the restriction of contractual salary changes during the contract term, salary adjustments for job reclassification may be approved in the following circumstances:

- (a) If the job is reclassified upward due to a significant and sustained increase in assigned job duties and responsibilities, the reclassification will be treated as a promotion. Refer to procedures on promotion increases (Section 6.0, page 26).
- (b) If the job is reclassified due to organizational changes and the employee is being paid within the assigned pay range, there will be no immediate pay increase.
- (c) If the job is reclassified due to a change in the competitive job market for hard-to-fill positions, special equity adjustments may be made at the direction of the Superintendent subject to contractual restrictions. Refer to procedures on individual equity adjustments (Section 5.4, page 25).
- (d) If the job is reclassified downward to a lower pay range based on a change in duties assigned, the employee's pay may be reduced at the direction of the Superintendent for the following school year. In this case, the reclassification will be treated as a demotion. Refer to procedures on pay adjustments for demotion (Section 7.0, page 27).

2.6 Procedures for Job Classification Review

Review of a job's classification must be initiated by the job supervisor. A job review initiated by a supervisor can be considered for review only once in 24 months. Reviews will be conducted as follows:

- (1) The supervisor of a position may request a classification review during the time period designated by the Human Resources Department.
- (2) The supervisor must submit a completed Job Reclassification Review (Page 65) and a new job analysis questionnaire to the Human Resources Department. The request must include a current or proposed job description and explanation of changes in job duties and responsibilities and the rationale for reclassifying the position. The request must be approved by the leadership level supervisor before submitting to the Human Resources Department for review.
- (3) The Human Resources Department is responsible for reviewing the questionnaire, obtaining additional job information if needed, evaluating the compensable job factors, and analyzing external job market pay data.
- (4) The Human Resources Department will prepare a recommendation for final approval by the Superintendent. The Human Resources Department will notify the supervisor and employee(s) of any action taken and the effective date.

2.7 Classification of New Positions

New positions must be classified in the pay system prior to hiring new employees. New positions must have a written job description. Job titles should align with the scheme outlined in the pay guidelines reference section. The Human Resources Department will recommend to the superintendent the pay-grade classification of new positions based on the job description and consultation with the job supervisor. Newly classified jobs will not be reviewed for at least 24 calendar months after first new job employee is assigned.

3.0 Base Pay for Exempt/Nonexempt Employees

3.1 Classification of Positions

All jobs will be classified as exempt or nonexempt in accordance with the requirements of the Federal Fair Labor Standards Act. The Human Resources Department will determine the classification of each position based on a description of assigned job duties and the method of compensation. Generally, an employee is exempt if the employee's primary duties are executive, administrative, or professional in nature, as defined in the Federal Fair Labor Standards Act, and the employee is compensated on a salary basis.

3.2 Base Pay for Exempt Employees

Exempt employees are paid on a monthly salary basis for the number of months in their annual employment period. Exempt employees are not entitled to overtime compensation.

3.3 Base Pay for Nonexempt Employees

Nonexempt employees are paid on an hourly wage basis for all hours worked each week and are entitled to overtime compensation.

4.0 Overtime Compensation

4.1 Overtime Compensation

Nonexempt employees who work more than 40 hours (43 hours for certified police officers) in any workweek will receive overtime compensation at time-and-a-half rates in compensatory time off or pay. Nonexempt employees shall not be allowed to work beyond their regular schedule without prior authorization from their supervisor.

Required overtime will be compensated with compensatory time off whenever possible.

An employee's regular work schedule may be adjusted during the week to prevent overtime. The district's workweek begins at 12:00 a.m. on Sunday and ends at 11:59 p.m. on Saturday. Official time records of all hours worked, including overtime, and all compensatory time earned and used each week shall be maintained in the payroll office for all nonexempt employees.

4.2 Use of Compensatory Time

Compensatory time may be accumulated up to a maximum limit of 60 hours at time-and-a-half rates. Compensatory time accrued should be used or paid before the end of the fiscal year.

4.3 Authorization of Overtime

All overtime worked must be approved by a supervisor in advance. Supervisors are responsible for preventing unauthorized overtime. Supervisors of nonexempt employees must ensure an agreement or understanding with the employees regarding the form of compensation for overtime (compensatory time off or overtime pay) prior to the employee working overtime hours. Compensatory time off is to be taken responsibly with prior approval by the Supervisor. Compensatory overtime pay is paid monthly.

4.4 Weekly Time Records

Time records will be maintained for all nonexempt personnel on the district electronic time tracking system (TimeClock Plus) and/or forms approved by the district.

Records will indicate all hours worked each week, including compensatory time earned and used. Failure to maintain accurate records of hours worked may result in disciplinary actions.

It is the job requirement of all employees to accurately record, track, and report time worked. Weekly time records must be verified by the supervisor. Official weekly time records shall be maintained in the central payroll office for all nonexempt personnel.

5.0 General Pay Increase and Eligibility

5.1 Eligibility for General Pay Increase

Employee salaries and wages will be reviewed annually for adjustment. General pay increases are based upon the annual budget approved by the Board and intended to reward employees' continued service to the district.

To receive a general pay increase, an employee must be in a paid status or an approved leave of absence at the time of the first pay cycle reflecting the pay increase and must not be paid above the maximum of the assigned pay range.

An employee's performance must be satisfactory to receive a pay increase. Employees must have worked for the district for at least 90 days the previous year to be eligible for a general pay increase.

New hires who have worked less than 90 days will have their cases evaluated on an individual basis for eligibility and must have the Superintendent approval to receive a raise.

5.2 Pay Increase Budget

The Superintendent will recommend an amount for general pay increases, expressed as a set amount or as a percent of salary cost, as part of the annual budget process.

Budget recommendations for general pay increases will be based on available revenue, changes in minimum pay laws, competitive job markets, and district compensation objectives.

Employee pay increases will be based on the budget approved by the board.

5.3 General Pay Increase Calculations

Employees on Pay Range Plans - The general pay increase will be calculated for each employee by applying the percent increase approved by the board to the midpoint of each employee's pay range.

Employees at the maximum of their pay range may qualify and will receive the approved pay increase unless otherwise approved by the board.

Pay ranges will be adjusted by the Human Resources Department on a regular basis to accommodate inflationary change in market competitive pay.

Example: Range Mid-point (hourly rate) x Percent Increase = Pay Increase

Midpoint (\$14.87) x Percent Increase (4%) = Pay Increase (\$0.59)

Pay Increase (\$0.59) x Duty Hours (7.5) x Duty Days (226) = Annual Increase (\$1,000.05)

Employees on Step Schedules - Pay increases for classroom teachers, librarians, nurses (RN), will be recommended to the Board by the Superintendent each year. The approved pay raise will be reflected in the salary schedule for years of experience in the subsequent school year.

5.4 Equity Adjustments

With board approval, the superintendent may make special adjustments to individual employee's compensation to correct identified pay equity problems. Equity adjustments may be made to retain

incumbent(s) in jobs at risk due to dramatic market shifts or remedy internal pay alignment based on relevant compensable factors.

6.0 Promotion Increases

6.1 Promotion Defined

A promotion occurs when an employee is selected for a different job in a higher pay grade. Pay adjustments for promotions will begin with the effective date of the new assignment.

Reclassification of an existing job does not constitute a promotion unless significant job responsibilities have been added to the position.

6.2 Promotion Increase for the Exempt Pay Structures

A promotion increase is based on an employee's current base rate (hourly or daily rate) less any stipends paid for supplemental duties. Base pay for teachers will include incentives paid for the teaching assignment such as advanced degree, certification field, career ladder, etc., only when teachers are being promoted to another certified educator position. Stipends paid for extra duties are not included in a promotion increase.

Promotion increases will be based on rates of pay for the assigned duty calendar and will be determined by these guidelines:

- (1) A pay increase for a promotion to a job in a higher pay range may be up to 5 percent of the new range midpoint, subject to pay equity with peer employees who have similar experience, when the incumbent total base salary is below the annual salary of the new midpoint.
- (2) A minimum pay increase for a promotion will be 2 percent of the new range midpoint salary.
- (3) Employees promoted internally will not be paid less than a new hire with similar experience and will not be paid more than other job incumbents with similar experience.

The following limits apply to the promotion increase amount:

- (1) The general pay increase approved by the board is added to the employee's base pay prior to determining a promotion increase that is effective at the beginning of a new school year.
- (2) Consideration will be given to maintaining internal equity with other employees in the same position. Promotion increases may be modified if another employee with more experience in the same job title is paid less.
- (3) No employee will be paid below the minimum or more than the maximum of the new pay range.
- (4) The promotion increases for a teacher promoted to an administrative / professional position will be added to the base salary plus stipends for teaching assignments such as advanced degree, certification field, career ladder, etc. Stipends for extra-duty assignments will not be included.

6.3 Promotional Increase for Non-Exempt pay structures

A promotion increase is based on an employee's current hourly rate of pay and will be determined by these guidelines:

- (1) A pay increase for a promotion may be up to 8 percent of the new range midpoint when incumbent total base salary is below the annual salary of the new midpoint.

- (2) A pay increase for a promotion may be up to 4 percent of the new range midpoint when incumbent total base salary is above the annual salary of the new midpoint.
- (3) A minimum pay increase for a promotion may be up to 2 percent of the new range midpoint salary.
- (4) The general pay increase approved by the board is added to the employee's base pay prior to determining a promotion increase that is effective at the beginning of a new school year.
- (5) Consideration will be given to maintaining internal equity with other employees in the same position. Promotion increases may be modified if another employee with more experience in the same job title is paid less.
- (6) No employee will be paid below the minimum or more than the maximum of the new pay range.

7.0 Reassignments to a Lower Pay Grade – Demotion

7.1 Demotion Defined

A demotion occurs when an employee is reassigned to a different job with a reduction in their base pay. Demotions may be voluntary or involuntary. Position reclassification or general salary structure changes that do not result in reassignment to a new position or reduction of pay are not considered demotions.

7.2 Pay Adjustments for Demotions

A. Reorganization

An employee who is reassigned to a lower pay grade as a result of reorganization and through no fault of their own may retain the salary paid in their last position for one year and be reevaluated at the beginning of the next school year. Although they may retain the salary, their reassignment will reflect the lower pay grade assigned.

The following guidelines will apply:

- (1) If the employee is being paid above the maximum rate of the lower pay grade to where they have been reassigned, no further pay increases (raises) will be given.
- (2) If the employee is being paid within the pay ranges of the lower pay grade, future pay increases will be calculated based on the midpoint of the lower pay grade assignment.

B. Poor Performance

An employee who is reassigned to a lower pay grade for performance reasons will have a corresponding reduction in pay as follows:

- (1) The pay reduction may take effect during this year or the following school year for a contract employee.
- (2) The pay reduction will take effect with the effective date of the reassignment for non- contract (MT) employees.
- (3) An employee reassigned to a lower pay grade will be placed at the same position in range (daily or hourly rate divided by range midpoint) plus annual pay adjustments for any change in duty days.

Example of position in range reduction:

Higher pay grade midpoint = \$15.87

Employee rate = \$14.50

Employee position = 0.91 (\$14.50/\$15.87)
Lower pay grade midpoint = \$13.60
Employee's new rate = \$12.38 (\$13.60 x 0.91)

8.0 Hiring New Employees – Salary Placement

8.1 Teachers / Librarian / Nurse (RN)

Salaries for teacher, librarian, nurse (RN), who are new to the district will be determined by the Human Resources Department according to the district's step placement schedule (New Hire Guide) for the current year. Salary step schedules are adjusted annually based on pay raises approved by the Board and should not be used to predict future salaries. Salary schedules are used only for pay determination for new employees and will designate a maximum year of new-hire placement.

Salaries for new employees on salary step schedules will be determined by their total years of creditable experience as defined by state regulation at the time of employment.
(TAC Title 19, part II, 153.1021)

8.2 Exempt Pay Structures (Pay Grades 100 – 200 Series)

Placement of new hires in the exempt pay structure will be determined by Human Resources on an individual basis according to each person's job-related experience, qualifications, and salaries paid to peer employees in the same position with similar experience.

In multi-incumbent positions (e.g. principals), salary for a new hire should not exceed rates being paid to other employees in the same position with similar experience and qualifications.

The general guidelines for placement in the exempt pay structure are as follows:

1. Recommended placement in pay grades for new hires will be estimated by the Human Resources Department as follows stated below:
 - a. Half of one percent above minimum for each year of creditable teaching experience up to 10 years.
 - b. Two percent above minimum for each year of administrative or job-specific experience up to the midpoint of the pay range.
2. Placement of a new hire may not exceed pay rates of other employees in the same job with more experience in the position.
3. A starting salary for a new hire may exceed these guidelines at the direction of the superintendent for a hard-to-fill key staff position.
4. No employee will be placed below the minimum rate of the pay range.

8.3 Nonexempt Structures (Pay Grades 300, 400, 500 Series)

Placement of new hires will be determined by the minimum requirements of the job and pay rates of other employees in the same job title with similar experience.

The guidelines for placement, subject to peer equity limits, are as follows:

1. One percent above the minimum rate for each year of verified job experience up to the range midpoint
2. A starting salary for a new hire may exceed these guidelines at the direction of the Superintendent for a hard-to-fill key staff position.

3. Placement of a new hire may not exceed pay rates of other employees in the same job title with similar experience.
4. No employee will be placed below the minimum rate of the pay range.

8.4 Bus Drivers

Placement of new hires will be determined by the minimum requirements of the job and pay rates of other employees in the same job title with similar experience.

The guidelines for placement, subject to peer equity limits, are as follows:

1. A starting salary for a new hire may exceed these guidelines at the direction of the Superintendent for a hard-to-fill key staff position.
2. Placement of a new hire may not exceed pay rates of other employees in the same job title with similar experience.
3. No employee may will be placed below the minimum rate of the pay range.
4. A new hire will be placed at a % of the minimum based on number of years related work experience as stipulated below:
 - a. 1 to 3 years: 0 – 4%
 - b. 4 to 6 years: 4 – 8%
 - c. 7 to 10 years: 8 – 12%
 - d. 12+ years: Midpoint

8.5 Credit for Job-Related Experience – Nurse (RN)

Verifiable experience in a nursing assignment requiring a Registered Nurse license will be allowed on a one-for-one full time basis based on the current teacher salary schedule. Note that this prior experience is not credited for Teacher Retirement System purposes, according to Commissioner's Rules on Creditable Service (TAC 153.1021).

8.6 Hard-to-Fill Position Placement

New hire placement may be adjusted from these guidelines as deemed necessary and as recommended by the Human Resources Department for hard-to-fill positions (advertised positions vacant more than 30 days) with the Superintendent's approval.

9.0 Adjusting Pay – Range Structures

9.1 Structure Reviews

The Human Resources Department will review pay ranges annually and recommend adjustments as needed to maintain competitive alignment with external job markets.

Pay ranges should be adjusted by a percent factor that is less than the percent of salary costs budgeted for pay raises. To prevent salary compression problems between new employees and experienced employees, employees must advance in pay within the range faster than the range itself is being adjusted. After the pay increase budget is established, the Superintendent will determine the appropriate adjustment factor for pay-range structures in the district.

To adjust a pay-range structure, the adjustment factor will be applied to the midpoint of each pay range. The minimum and maximum rates of each range will then be recalculated off of the adjusted midpoint to preserve the structure. Adjustments to pay ranges should be made prior to the calculation of general pay increases.

Example based on a 2% proposed pay increase and 80/120% Structure adjustment established by the Superintendent:

Unadjusted Minimum (80% of midpoint) \$2,400.00	Unadjusted Midpoint \$3,000.00	Unadjusted Maximum (120% of midpoint) \$3,600.00
Adjusted Minimum (80% of midpoint) \$2,448.00	Adjusted Midpoint \$3,060.00	Adjusted Maximum (120% of midpoint) \$3,672.00

10.0 Supplemental Duty Pay – Stipends and Incentives

10.1 Exempt Personnel

The Board will approve a schedule of salary stipends for extra duties. Exempt employees who are assigned supplemental duties that accrue extra pay will be compensated according to the district's schedule for extra duty stipends. Exempt employees will not be compensated if the extra duty assignment falls within their regular work schedule.

10.2 Nonexempt Personnel

Nonexempt employees will not be assigned supplemental duties for extra duty pay.

10.3 Method of payment

Salary stipends will be paid as follows:

- Athletics, Fine Arts, ROTC, and some CTE and Special Education stipends shall be distributed in the employee's regular monthly payroll check throughout the year.
- Club stipends will be paid in a lump sum in the June scheduled payroll distribution.
- Elementary UIL stipends will be paid in a lump sum in the December scheduled payroll distribution.
- Secondary UIL stipends will be paid in a lump sum in the June scheduled payroll distribution.
- All other stipends will be paid in two lump sums: one in the December scheduled payroll distribution and the other in June. (Elem. Cheer Sponsor).

11.0 Retiree/Rehire Personnel

11.1 Procedures for Placement

A retired employee who is rehired will be placed according to the procedures for all new hires in the same job category.

12.0 Substitute Teacher Pay

12.1 Category I – Substitute Pay

A substitute teacher who works in place of a teacher on an as-needed basis:

Non-degreed (59 or less College hours)	Non-degreed (60+ College hours)	Degreed	Certified
\$105.00	\$120.00	\$150.00	\$180.00

➤ Above rates are on a per day basis

12.2 Category II – Substitute Pay

1. Filling in for a Teacher Vacancy

A substitute teacher who fills **a vacant teaching position** on a long-term basis until such time as the vacancy is filled is considered a Category II Substitute.

In this category, the substitute teacher performs all tasks and assumes all the responsibilities of a teacher including, but not limited to, writing lesson plans, performing all assigned duties, grading papers, attending faculty meetings, parent meetings, and training sessions and any other activity deemed necessary by the principal.

2. Filling in for a Teacher on Approved Leave

A substitute teacher who fills in for a teacher on approved leave is also considered a Category II Substitute.

In this case, the substitute teacher is required to perform all the duties and tasks of the teacher on leave pending the teacher's return to duty and assumes all the responsibilities of a teacher including, but not limited to, writing lesson plans, performing all assigned duties, grading papers, attending faculty meetings, parent meetings, and training sessions and any other activity deemed necessary by the principal.

Non-degreed (59 or less College hours)	Non-degreed (60+ College hours)	Degreed	Certified
\$135.00	\$150.00	\$180.00	\$210.00

➤ Above rates are on a per day basis

➤ Above rates are effective **after** the 34th consecutive workday in the same assignment.

Example of a Non-degreed sub working in the same assignment for 34 Days over a 2-month period:

Month 1: \$1,785.00
(17 Days @ \$105.00)

Month 2: \$2,295.00
(17 Days @ \$135.00)

13.0 Reinstatement Following Break-in-Service

An employee who is rehired following a break-in-service that is less than 12 months shall be reinstated at the same pay rate previously held prior to the break-in-service if rehired for the same position.

If rehired at a different pay grade level or rehired following a break-in-service greater than 12 months, the employee will be placed according to the procedures for placement of new hires.



Weslaco ISD

2025-2026 New Hire Guide for Teachers, Librarian, and Nurses (RN)

Years of Experience	New Hire Salary
0	\$58,000.00
1	\$59,500.00
2	\$60,000.00
3	\$60,500.00
4	\$61,280.00
5	\$64,810.00
6	\$65,210.00
7	\$65,610.00
8	\$66,010.00
9	\$66,410.00
10	\$67,175.00
11	\$67,790.00
12	\$68,620.00
13	\$69,235.00
14	\$69,850.00
15	\$70,470.00
16	\$71,190.00
17	\$71,810.00
18	\$72,425.00
19	\$73,250.00
20+	\$73,660.00

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.

This schedule is only utilized for hiring purposes for new teachers coming into the district.

Future salaries cannot be predicted from this schedule.

\$1,000 Master's Degree- General Stipend
\$2,000 Master's Degree -Subject - Area Stipend
\$2,000 National Board Certified

Master's Degree Stipend apply only to Classroom Teachers.

JROTC Teacher Pay Scale

Weslaco ISD's Share

1. Base Salary from Teacher Base Salary Schedule divided by 187 Days equals Daily Rate
2. Daily Rate times 207 Days equals annual salary per Weslaco ISD

$$\begin{aligned}\text{Teacher Base Salary} / 187 &= \text{Daily Rate} \\ \text{Daily Rate} \times 207 &= \text{Weslaco ISD's Share}\end{aligned}$$

- JROTC Stipend \$2,200.00

Department of Defense's (DOD) Share of Minimum Instructor Pay (MIP)

1. 50% of the MIP stated on the acceptance letter from the DOD
2. Multiply the 50% of the MIP by 12 equals annual salary per DOD

$$\begin{aligned}\text{MIP Amount} / 2 &= \text{Monthly DOD Share} \\ \text{Monthly DOD Share} \times 12 &= \text{DOD Annual Share}\end{aligned}$$

Formula

$$\begin{aligned}&\text{Weslaco ISD's Share} \\ &+ \text{DOD's Annual Salary (50\% of MIP)} \\ &\hline &\text{Total Annual Salary}\end{aligned}$$

$$\text{Total Annual Salary} / 12 \text{ months} = \text{Monthly Gross Income}$$

Example:

Weslaco ISD Base Salary Schedule: \$52,800.00

MIP acceptance letter: \$4,000.00/Month

Weslaco ISD Share:

$$\$52,800 / 187 = \$282.35$$

$$\$282.35 \times 207 = \$58,446.45$$

DOD Share:

$$\$4,000.00 / 2 = \$2,000.00$$

$$\$2,000.00 \times 12 = \$24,000.00$$

Total Annual Salary:

$$\$58,446.45 + \$24,000.00 = \$82,446.45$$

Total Monthly:

$$\$82,446.45 / 12 = \$6,870.54$$

Adjunct Teacher Pay

Provide students with appropriate learning activities and experiences designed to fulfill their potential for intellectual, emotional, physical, and social growth. Enable students to develop competencies and skills to function successfully in society. Prepare students to meet and succeed in district curriculum and all assessments. Collaborate with other teachers in all aspects of guided materials and instruction. The position is based on need and will be structured on a course-by-course basis. The position term is contingent upon the annual life of the course and the identified need at the campus, as determined by the Superintendent.

Rate:	\$26.25/Hour
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Notes:

- Effective: 2025 – 2026 School Year
- This salary schedule applies to the 2025 – 2026 school year only. Future salaries cannot be predicted from this schedule. New salary schedules are developed each year
- This position is considered a Part-Time position on an as-needed basis

Education Administrative/Professional Salary Schedule

Pay Grade	Minimum	Midpoint	Maximum
101	\$263.25	\$325.00	\$386.75
102	\$295.28	\$360.10	\$424.92
103	\$310.05	\$378.11	\$446.17
104	\$325.56	\$397.02	\$468.48
105	\$341.83	\$416.87	\$491.91
106	\$365.76	\$446.05	\$526.34
107	\$385.88	\$470.58	\$555.28
108	\$405.17	\$494.11	\$583.05
109	\$425.43	\$518.82	\$612.21
110	\$467.55	\$570.18	\$672.81
111	\$612.64	\$730.46	\$848.28
112	\$677.16	\$806.14	\$935.12

Notes:

- Effective: 2025 – 2026 school year
- This salary schedule applies to the 2025 – 2026 school year only. Future salaries cannot be predicted from this schedule. New salary schedules are developed each year.

Pay Grade 101

Assistant, Speech Language Pathologist – 187 Days
 Coordinator, ACE Site – 220 Days
 Coordinator, Accelerated Learning Campus – 220 Days
 Specialist, ACE Program – 220 Days

Pay Grade 102

Bilingual Instructional Coach – 207 Days
 College, Career & Military Readiness Specialist– 212 Days
 Coordinator, ACE District – 226 Days
 Coordinator, Campus Technology – 207 Days
 Counselor, Career & College Development Center– 212 Days
 Counselor, Elementary – 203 Days
 Counselor, SPED – 207 Days
 Counselor/Social Worker, SPED – 207 Days
 Dean of Instruction CTE– 226 Days
 Dean of Instruction – 207 Days
 Coordinator, Gear Up – 212 Days
 Instructional Coach– 207 Days
 Specialist, Student Attendance Intervention – 212 Days
 Speech Language Pathologist Intern – 187 Days

Pay Grade 103

Athletic Trainer – 207 Days
 Advisor, Career Development – 220 Days
 Advisor, Career & Military Readiness College – 212 Days
 Coordinator, Stronger Connections Grant– 212 Days
 Counselor, High School – 212 Days
 Counselor, Middle School – 207 Days
 Educational Diagnostician – 207 Days
 Licensed Professional Counselor – 212 Days
 Occupational Therapist – 197 Days
 School Psychologist – 207 Days
 Speech Language Pathologist Licensed – 187 Days
 Specialist, College Readiness – 212 Days
 Supervisor, Career/Technology Education – 226 Days

Pay Grade 104

Assistant Principal, ES – 215 Days
Assistant Principal, HS – 226 Days
Assistant Principal, MS – 220 Days
Director of Bands, HS – 226 Days
Testing Coordinator – 226 Days

Pay Grade 105 (226 Days)

Coordinator, Data Analytics
Coordinator, Early Childhood
Coordinator, Emergent Bilingual
Coordinator, Instructional Technology
Coordinator, Math
Coordinator, Migrant
Coordinator, Reading Language Arts
Coordinator, Science
Coordinator, Social Studies
Coordinator, Student Recruitment & Marketing
Coordinator, Student Support Services
Lead Librarian

Pay Grade 106 (226 Days)

Manager , SPED Program
CTE Administrator

Pay Grade 107 (226 Days)

Director, Assessment & Accountability
Director, Career & Technology
Director, Drop Out Recovery Program/Staff Development
Director, Instructional Technology
Director, Special Education
Director, Special Populations
Director, Student Support Services

Pay Grade 108 (226 Days)

Head Football Coach/Athletic Coordinator
Director, Fine Arts

Pay Grade 109

Academic Officer, Elementary / Secondary – 226 Days
Principal, Elementary – 220 Days
Principal, CAEP– 220 Days
Principal, Middle School – 226 Days

Pay Grade 110 (226 Days)

Director, Athletics
Principal, High School
Principal, SPGHS

Pay Grade 111 (226 Days)

Assistant Superintendent, School Leadership
Assistant Superintendent, Human Resources

Pay Grade 112 (226 Days)

Deputy Superintendent

Business Administrative/Professional Salary Schedule

Pay Grade	Minimum	Midpoint	Maximum
201	\$244.36	\$298.00	\$351.64
202	\$261.47	\$318.86	\$376.25
203	\$311.14	\$379.44	\$447.74
204	\$349.25	\$425.92	\$502.59
205	\$381.04	\$464.68	\$548.32
206	\$480.30	\$600.37	\$720.44
207	\$580.92	\$708.44	\$835.96

Notes:

- Effective: 2025 – 2026 school year
- This salary schedule applies to the 2025 – 2026 school year only. Future salaries cannot be predicted from this schedule. New salary schedules are developed each year.

Pay Grade 201

Graphic Artist – 226 Days
 HR Data Analyst – 226 Days
 HR Compensation Specialist – 226 Days
 Parent Specialist – 188 Days
 KWES Reporter/Producer/Writer – 226 Days

Pay Grade 202

Accountant – 226 Days
 Registered Dietician – 226 Days
 Intervention Specialist – 207/220 Days
 Programmer Analyst – 226 Days
 Social Worker – 207 Days

Pay Grade 203

Assistant Director, Food Service – 226 Days
 Coordinator, District Health Services – 220 Days
 Coordinator, ESSER Funded Programs – 226 Days
 Coordinator, External Funding– 226 Days
 Coordinator, Parent & Family Engagement – 226 Days
 Coordinator, PEIMS – 226 Days
 Internal Auditor – 226 Days
 Public Information Officer– 226 Days
 Teacher Incentive Allotment Coordinator– 226 Days

Pay Grade 204 (226 Days)

Director, Budget
 Director, Internet Systems
 Director, Federal Programs
 Director, Finance for Maintenance and Operations
 Director, Payroll, Business Operations
 Director, Purchasing
 Director, Technology Information
 Director, Technology Systems
 Manager, Employee Benefits/Risk
 Manager, Transportation

Pay Grade 205 (226 Days)

Director, Food & Nutrition Services
Director, Human Resources
Director, Information Technology Systems
Director, Maintenance
Director, Operations

Pay Grade 206 (226 Days)

Executive Director, Bond Construction Management and School Design
Executive Director, District Communication
Executive Director, Maintenance & Operations
Executive Director, Payroll, Bond Management
Executive Director, Safe and Supportive Schools & Admin
Executive Director, Technology

Pay Grade 207 (226 Days)

Chief Financial Officer

Clerical/Technical Salary Schedule

Pay Grade	Minimum	Midpoint	Maximum
301	\$15.25	\$18.60	\$21.95
302	\$16.75	\$20.42	\$24.09
303	\$18.25	\$22.26	\$26.27
304	\$19.75	\$24.09	\$28.43
305	\$20.75	\$25.31	\$29.87
306	\$22.25	\$27.13	\$32.01
307	\$24.75	\$30.19	\$35.63
308	\$26.75	\$32.62	\$38.49
309	\$28.75	\$35.07	\$41.39
310	\$30.75	\$37.49	\$44.23

Notes:

- Effective: 2025 – 2026 school year
- This salary schedule applies to the 2025 – 2026 school year only. Future salaries cannot be predicted from this schedule. New salary schedules are developed each year.

Pay Grade 301

Accountability Clerk, Food Service – 207 Days
 Accountability Clerk, High School – 226 Days
 Asst, Band – 226 Days
 Asst, Technical – 187 Days
 Attendance/At-Risk Clerk ES/MS– 187 Days
 Attendance/At-Risk Clerk, High School – 203 Days
 Case Management Clerk – 187 Days
 Clerk, Print Shop – 226 Days
 Clerk, SEMS – 226 Days
 Clerk, SHARS – 226 Days
 Counselor Clerk, Elementary – 203 Days
 Counselor Clerk, High School – 212 Days
 Counselor Clerk, Middle School – 207 Days
 Health Records Clerk – 187 Days
 Kitchen Clerk, Elementary/Middle School (7.5 Hours)– 197 Days
 Kitchen Clerk, WHS/WEHS – 197 Days
 Media Clerk – 187 Days
 Office Clerk, ES – 187 Days
 Office Clerk MS – 187/220 Days
 Office Clerk HS – 220/226 Days
 Office Clerk, CAEP – 220 Days
 Office Clerk, Athletic Office (WHS, WEHS, Athletic Office) – 226 Days
 Office Clerk, Central Office – 226 Days
 Office Clerk, Central Office (CTE, Special Education)– 226 Days
 Office Clerk, CTE– 226 Days
 Office Clerk, Energy Management – 226 Days
 Office Clerk, Maintenance – 226 Days
 Office Clerk, Stronger Connections Grant – 212 Days
 Office Clerk, Transportation – 226 Days
 Speech Clerk, Special Education – 187 Days
 Switchboard Operator, High School – 220 Days
 Technology Assistant, Secondary – 187 Days
 Utilities Clerk – 226 Days

Pay Grade 302

Administrative Assistant, Athletics HS – 226 Days
Clerk, Purchasing – 226 Days
Clerk, Staff Development – 226 Days
Data Entry Clerk, Campus – 203 Days
Data Entry Clerk, Career and College Development center – 226 Days
Data Entry Clerk, CTE – 226 Days
Data Entry Clerk, TIR/Local – 226 Days
Data Entry Clerk, WHS/WEHS – 226 Days
NGS Clerk/Migrant Recruiter – 226 Days
Receptionist, Business Office – 226 Days
Receptionist, Central Office – 226 Days
Records Clerk, Human Resources – 226 Days

Pay Grade 303

Bookkeeper, Department – 226 Days
Bookkeeper, HS – 226 Days
Data Entry Clerk, Transportation– 226 Days
Specialist, Warehouse Maintenance & Inventory – 226 Days
Registrar, HS – 226 Days

Pay Grade 304

Administrative Assistant, ES– 220 Days
Administrative Assistant, MS– 226 Days
Administrative Assistant, Coordinator – 226 Days
Administrative Assistant, Dropout Recovery Program– 220 Days
Administrative Assistant, Parent & Family Engagement – 226 Days
Bookkeeper, Business Office – 226 Days
Computer Information Specialist, HS – 226 Days
Computer Information Specialist, Transportation – 226 Days
Human Resources Assistant– 226 Days
Public School Transportation Assistant –226 Days

Pay Grade 305

Administrative Assistant, Academic Officer – 226 Days
Administrative Assistant, Athletic Director – 226 Days
Administrative Assistant, Band – 226 Days
Administrative Assistant, Bond Construction Management – 226 Days
Administrative Assistant, HS – 226 Days
Administrative Assistant, CATE Complex – 226 Days
Administrative Assistant, Construction – 226 Days
Administrative Assistant, Custodial – 226 Days
Administrative Assistant, Energy Management– 226 Days
Administrative Assistant, ESSER– 226 Days
Administrative Assistant, Fine Arts – 226 Days
Administrative Assistant, Food Service – 226 Days
Administrative Assistant, KWES – 226 Days
Administrative Assistant, Maintenance – 226 Days
Administrative Assistant, Personnel – 226 Days
Administrative Assistant, Operations – 226 Days

Pay Grade 305 Continued

Administrative Assistant, Public Information – 226 Days
Administrative Assistant, Safety & Security – 226 Days
Administrative Assistant, SPED – 226 Days
Administrative Assistant, Staff Development – 226 Days
Administrative Assistant, State Assessment – 226 Days
Administrative Assistant, State Compensatory ED – 226 Days
Administrative Assistant, Student Support Services – 226 Days
Administrative Assistant, Technology – 226 Days
Administrative Assistant, Title 1– 226 Days
Administrative Assistant, Transportation – 226 Days
Specialist, Computer Help Desk – 226 Days

Pay Grade 306 (226 Days)

Bookkeeper, Head Payroll
Specialist, Budget
Specialist, Computer Information II
Specialist, Employee Benefits
Specialist, Human Resources
Specialist, Insurance
Specialist, Leave
Specialist, PEIMS
Specialist, Theater Production
Specialist, Workers Compensation
Technician, Hardware

Pay Grade 307 (226 Days)

Associate Programmer
Specialist, Internet Systems
Specialist, Payroll
Specialist, Purchasing
Supervisor, Network & Computer Maintenance
Technician, Telecommunications

Pay Grade 308

Administrative Assistant, Asst. Superintendent – 226 Days
Administrative Assistant, CFO – 226 Days
Specialist, Head Payroll – 226 Days
Specialist, Network Security – 226 Days
Technician, Television – 226 Days

Pay Grade 309

Assistant, Occupational Therapist – 197 Days
Specialist, Television Production – 226 Days

Pay Grade 310 (226 Days)

Executive Administrative Assistant, Deputy Superintendent
Executive Administrative Assistant, School Board
Executive Administrative Assistant, Superintendent

Auxiliary Salary Schedule

Pay Grade	Minimum	Midpoint	Maximum
401	\$14.25	\$16.97	\$19.69
402	\$15.00	\$17.86	\$20.72
403	\$15.75	\$18.75	\$21.75
404	\$16.75	\$19.94	\$23.13
405	\$17.75	\$21.13	\$24.51
406	\$18.75	\$22.59	\$26.43
407	\$20.25	\$24.40	\$28.55
408	\$21.75	\$26.20	\$30.65
409	\$28.25	\$34.03	\$39.81

Notes:

- Effective: 2025 – 2026 school year
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- If no hours are noted directly next to position, it is understood to be an 8-hour position.

Pay Grade 401

Bus Aide – 196 Days – 6 Hours
 Bus Aide, Special Education – 196 Days
 Cook – 193 Days – 5.5 Hours
 Cook – 193 Days – 6.5 Hours
 Custodian – 260 Days
 Food Service Attendant – 197 Days
 Substitute Cook – As Needed
 Substitute Custodian – As Needed
 Substitute Yard Crew – As Needed

Pay Grade 402

Delivery Driver, Food Service – 197 Days
 Delivery Driver, Warehouse – 260 Days
 Head Baker – 193 Days – 7 Hours
 Head Meat Cook – 193 Days – 7 Hours
 HVAC Night Crew – 260 Days
 Night Security Guard – 260 Days
 Non CDL – 196 Days
 Security Guard – 260 Days
 Yard Crew – 260 Days

Pay Grade 403

Assistant Manager, Food Service – 198 Days
 Assistant, Carpenter – 260 Days
 Assistant, Electrician – 260 Days
 Assistant, HVAC – 260 Days
 Assistant, Painter – 260 Days
 Assistant, Plumber – 260 Days

Pay Grade 403 (Continued)

Assistant, Welder – 260 Days
Clerk, Maintenance Inventory – 260 Days
Clerk, Warehouse – 226 Days
Head Custodian Elementary – 260 Days
Yard Crew Leader – 260 Days

Pay Grade 404

Assistant Manager, Parts – 260 Days
Assistant Mechanic – 260 Days
Armed Security Guard - 260 Days
Food Service Manager, Elementary – 198 Days
Head Custodian Middle School – 260 Days
Parts Manger, Transportation – 260 Days

Pay Grade 405

Assistant Route Supervisor, Transportation – 260 Days
Food Service Manager, MS – 198 Days
Head Custodian HS – 260 Days
Head Security Guard – 260 Days
Security Guard/K9 Handler – 260 Days
Skilled, Painter – 260 Days
Supervisor, Fix Asset – 226 Days

Pay Grade 406

Certified Welder – 260 Days
Food Service Manager, High School – 198 Days
Route Supervisor, Transportation – 260 Days
Skilled, Carpenter – 260 Days

Pay Grade 407 (260 Days)

Assistant Manager, Transportation
Certified Public Safety Officer
Skilled, Electrician
Skilled, Plumber
Skilled, HVAC

Pay Grade 408

Carpentry, Foreman – 260 Days
Electrician, Foreman – 260 Days
HVAC, Foreman – 260 Days
Mechanic, Transportation – 260 Days
Paint, Foreman – 260 Days
Plumber, Foreman– 260 Days
Supervisor, Warehouse – 226 Days
Yard Crew, Foreman – 260 Days

Pay Grade 409

Field Supervisor, Food Service– 226 Days
Supervisor, Custodial – 260 Days
Supervisor, Maintenance– 260 Days
Supervisor, Food & Nutrition Services Purchasing– 226 Days

Bus Driver Salary Schedule

Pay Grade	Minimum	Midpoint	Maximum
Trainee	\$10.00 (Flat Rate)		
404 - BD	\$20.25	\$25.31	\$30.37

Notes:

- Effective: 2025 – 2026 school year
- This salary schedule applies to the 2025 – 2026 school year only. Future salaries cannot be predicted from this schedule. New salary schedules are developed each year.
- If no hours are noted directly next to position, it is understood to be an 8–hour position.

Pay Grade 404 – BD

6 Hour Bus Driver – 196 Days

8 Hour Bus Driver – 260 Days

Trainee

Bus Driver (Hours TBD based on need)

Instructional Support Salary Schedule

Pay Grade	Minimum	Midpoint	Maximum
501	\$15.25	\$18.16	\$21.07
502	\$16.00	\$19.05	\$22.10
503	\$16.75	\$19.94	\$23.13
504	\$18.75	\$22.59	\$26.43

Notes:

- Effective: 2025 – 2026 school year
- This salary schedule applies to the 2025 – 2026 school year only. Future salaries cannot be predicted from this schedule. New salary schedules are developed each year.

Pay Grade 501

Aide, Accelerated Learning – 187 Days
Aide, Instructional – 187/226 Days
Aide, Nurse – 187 Days (CNA)
Aide, Special Education Resource Inclusion – 187 Days
Instructional Assistant, CTE – 187 Days
Instructional Assistant, ISS – 187 Days

Pay Grade 502

Aide, Parent & Family Engagement Community – 187 Days
Aide, Library – 203 Days
Aide, Special Education Self Contained – 187 Days

Pay Grade 503 (187 Days)

Medical Assistant

Pay Grade 504 (187 Days)

Licensed Vocational Nurse

Substitute Rates

Category I: Regular Assignment Daily Rate: All substitute teachers who work in place of a teacher on an as-needed basis are set at the Category I daily rate.

Non-Degreed (59 or less College Hours)	Non-Degreed (60+ College Hours)	Degreed	Certified
\$105.00	\$120.00	\$150.00	\$180.00

Category II: Long-Term Daily Rate:

Any one of the following criteria will qualify a substitute for the Category II daily rate:

- long-term assignments that meet or exceed 34 consecutive work days or more in the same assignment
- an assignment for a vacant teaching position on a long-term basis until such time as the vacancy is filled
- an assignment for a teacher on approved leave on a long-term basis until such time as the teacher returns or the vacancy is filled

Non-Degreed (59 or less College Hours)	Non-Degreed (60+ College Hours)	Degreed	Certified
\$135.00	\$150.00	\$180.00	\$210.00

Notes:

- Effective: 2025-2026 School Year
- This salary schedule applies to the 2025-2026 school year only. Future salaries cannot be predicted from this schedule. New salary schedules are developed each year.

Substitute Assistant Principal

Assistant Principal	Assistant Principal / Long-Term
\$325.00	\$360.00

Substitute Social Worker:

Degreed	Certified
\$150.00	\$180.00

Substitute LVN/RN:

LVN	RN
\$150.00	\$180.00

Instructional Mentor

INSTRUCTIONAL MENTOR
\$360.00

STAAR Mentor

STAAR MENTOR
\$150.00

Part-Time Employee Salary Schedule

Certified Lifeguard

- \$13.00 per hour

High School Student: Hourly Rate

Must be currently classified as a Junior or Senior in High School.

Classroom Tutor	Part-Time Office Help	Summer Recreation Program
\$12.00	\$12.00	\$12.00

College Student: Hourly Rate

Must be currently enrolled in a College or University and provide a detailed student schedule.

Classroom Tutor	Part-Time Office Help	Summer Recreation Program
\$13.00	\$13.00	\$13.00

Notes:

- Effective: 2025 – 2026 School Year
- This salary schedule applies to the 2025 – 2026 school year only. Future salaries cannot be predicted from this schedule. New salary schedules are developed each year.
- Seasonal Part-Time Employees are allowed to work up to 29 hours a week, only.
- Long Term Part-Time Employees are allowed to work up to 14.5 hours a week, only.

Summer School Pay Per Hour

- Summer School Administrators \$40 per hour
- Summer School Professionals \$35 per hour
- Summer School Paraprofessionals/Non-Professionals \$20 per hour
- Summer Recreation Program Coordinator Summer \$40 per hour
- Recreation Program Professionals \$35 per hour
- Curriculum Writers \$35 per hour

Extra Duty Pay Per Hour

➤ School Professionals

\$35 per hour

Staff Development

Program	Description	Rate
Beginning of the year New Teacher Training	Professional-off calendar	\$150 flat rate

Mentor Teacher Stipend

Amount
\$400.00

Teacher Incentive Allotment (TIA)

Teachers who have earned a designation through their National Board Certification are eligible for the Teacher Incentive Allotment (TIA).

<i>Campus</i>	<i>Recognized</i>	<i>Exemplary</i>	<i>Master</i>
A.N. Tony Rico Elementary	\$6,282.90	\$12,565.80	\$22,742.10
Airport Elementary	\$5,631.30	\$11,262.60	\$20,570.40
Dr. Armando Cuellar Middle School	\$5,853.60	\$11,707.20	\$21,312.90
Beatriz G Garza Middle School	\$4,827.60	\$9,655.20	\$17,892.00
Central Middle School	\$5,024.70	\$10,049.40	\$18,549.00
Cleckler Heald Elementary	\$5,442.30	\$10,883.70	\$19,939.50
Dr. R. E. Margo Elementary	\$5,740.20	\$11,481.30	\$20,934.90
Mary Hoge Middle School	\$6,364.80	\$12,729.60	\$23,016.60
Memorial Elementary	\$4,669.20	\$9,339.30	\$17,365.50
North Bridge Elementary	\$6,888.60	\$13,778.10	\$24,763.50
PFC Mario Ybarra Elementary	\$6,007.50	\$12,015.90	\$21,825.90
Raul A Gonzalez Elementary	\$4,697.10	\$9,394.20	\$17,456.40
Rodolfo “Rudy” Silva Elementary	\$4,908.60	\$9,816.30	\$18,161.10
Sam Houston Elementary	\$5,877.90	\$11,755.80	\$21,393.90
South Palm Gardens High School	\$5,895.90	\$11,792.70	\$21,454.20
Weslaco East High School	\$5,754.60	\$11,508.30	\$20,980.80
Weslaco High School	\$4,908.60	\$9,818.10	\$18,162.90

Note: TIA will be funded by the Texas Education Agency (TEA).

Local Incentive Stipend

Full-time employees to be considered:

- \$2,000.00 per staff member (\$1,000 per semester)

This stipend will be paid in two payments with the first \$1,000 payment in December 2025 and the second \$1,000 payment in May 2026. Eligibility for the first payment will be determined by those employees working full-time on or before September 30, 2025 and through December 6, 2025. Eligibility for the second payment will be determined by those employees working full-time on or before January 30, 2025 and through May 01, 2026.

Part-time employees to be considered for a maximum of \$1,000 for the school year or a maximum of \$500 per semester:

- \$165 for part-time employees who work 10-22 days per semester
- \$335 for part-time employees who work 23-44 days per semester
- \$500 for part-time employees who work 45+ days per semester

This stipend will be paid in two payments with the first payment in December 2025 or January 2026 and the second payment in June 2026. Eligibility for the first payment will be determined by those employees working part-time on or before September 30, 2025 and through December 6, 2025. Eligibility for the second payment will be determined by those employees working part-time on or before January 30, 2026 and through May 22, 2026.

College & Career Development Center Stipend

The stipend will be paid monthly as part of the employee's salary.

Amount
\$10,000.00

Student Support Services Stipend

The stipend will be added to employee's salary.

Amount
\$6,000.00

Academic Stipend Schedule

Group	Amount
1	\$250.00
2	\$350.00
3	\$450.00
4	\$500.00
5	\$700.00
6	\$800.00
7	\$900.00
8	\$1,000.00
9	\$1,200.00
10	\$1,500.00
11	\$1,610.00
12	\$2,200.00
13	\$3,000.00
14	\$4,900.00

- Effective: 2025-2026 School Year
- This stipend schedule applies to the 2025–2026 school year only. Future stipend amounts cannot be predicted this schedule. New stipend schedules are developed each year.
- Academic/Club sponsor amounts are based on a full year term and completion of all applicable duties. Should duties not be fulfilled, the stipend will be prorated accordingly.

Group 1

STC Concurrent Class (per section/per semester)

Group 2

On Ramps/Dual Enrollment (per section/per semester)

Group 3

Agriculture Science Lead Teacher

Group 4

Academic Team Leader (Middle School)

Club Sponsor

D.I. Coach (State Competition)

D.I. Coach (World Competition)

Destination Imagination (D.I. Coach)

Future Problem Solving

HS Science Fair Coordinator (International Competition)

MS/HS Science Fair Coordinator (State Competition)

MS/HS Science Fair Coordinator (Regional Competition)

Robotics (Advance to Internationals)

Robotics (Advance to Nationals)

Robotics (Advance to State)

Spelling Bee

TMSCA

TMSCA (Advance to State)

National Junior Honor Society

Group 5

Advance Placement (per section/per semester)
Student Council (MS)

Group 6

Campus Communications Coordinator
Certified Nurse Aide Program
Class Sponsor (Freshman/Sophomore)
CTE Co-Club Sponsor
Destination Imagination Coordinator PK-8
Drill Team MS
Elementary Cheer Sponsor (Year-Round)
Gifted Talented Specialist (Elementary & Middle School)
Robotics Coach
Science Fair Coordinator

Group 7

CTE Training Plans
UIL Coordinator TMSCA
Vocational Education Coordinator

Group 8

CTE Continuing Education Stipend
Tech Ed (CTE Market Demand)
UIL Coach (Elementary)

Group 9

Yearbook Sponsor
Student Council (High School)
UIL Campus Coordinator PK-8

Group 10

UIL HS/MS Coach

Group 11

Class Sponsor (Junior/Senior)
CTE Club Sponsor HS
Registered Dietician
Skills USA
FFCLA
FFA

Group 12

Clay Shooting
ROTC
UIL Campus Coordinator HS
Agriculture FFA Farm & Livestock Show Competitions

Group 13

Health Science (CTE Market Demand)

Group 14

Special Olympics Coordinator
KPAN HS

Department Head/Grade Level Chair Stipend Schedule

- Effective: 2025-2026 School Year
- This salary schedule applies to the 2025-2026 school year only. Future salaries be predicted from the schedule.
- New salary schedules are developed each year.
- Bilingual
- Advanced Academics

Campus Level	Amount
Elementary	\$2,000.00
Middle School	
High School	

Emergent Bilingual Education Stipend Schedule

- Effective: 2025 – 2026 School Year
- This stipend schedule applies to the 2025 – 2026 school year only. Future stipend amounts cannot be predicted from this schedule. New stipend schedules are developed each year.
- Based on Emergent Bilingual (EB) Student Enrollment by the fall PEIMS snapshot date on 10/31/2025 in core classes required for graduation. EB student enrollment is determined through class rosters of EB teachers of record. No exceptions.
- Verified by Principal, Bilingual/ESL Chair, & Bilingual/ESL Department
- Bilingual/ESL amounts are based on a full year term and completion of all applicable duties. Stipend amounts will be prorated for late hires and those who obtain Bilingual/ESL certification throughout the 2025-2026 school year. For stipend eligibility, Bilingual/ESL certification should be obtained on or before March 1, 2026.

Emergent Bilingual

Number of EB Students Served	Stipend
1-4	\$500.00
5-15	\$1,000.00
16-30	\$1,500.00
31-40	\$2,000.00
41 and Up	\$2,400.00

Special Education Stipend Schedule

- Effective: 2025– 2026 School Year
- This stipend schedule applies to the 2025 – 2026 school year only. Future stipend amounts cannot be predicted from this schedule. New stipend schedules are developed each year.
- Verified by Principal & Special Education Department.
- Special Education Stipend amounts are based on a full year term and completion of all applicable duties. Should duties not be fulfilled, the stipend will be prorated accordingly.
- Stipends for the following teaching position: Special Education homebound, visually impaired, adaptive PE, Dyslexia teacher are based on stipend amount for Resource/Mainstream.

Classroom Setting Type	Amount
Resource/Mainstream	\$2,000.00
Self-Contained	\$5,000.00

Special Olympics	
Head Coach	\$800.00
Coach	\$600.00

Board Certified Behavior Analyst	\$2,500.00
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- Applicable for Licensed Specialists in School Psychology (School Psychologists) and Special Education Counselors.

Performing Arts Stipend Schedule

Band

Head MS Director/Assistant HS Director	\$12,000.00
Assistant HS/MS Director	\$8,500.00

Choir

Head HS Director	\$7,000.00
Assistant HS Director	\$3,000.00
Head MS Director	\$3,000.00

Orchestra

Head HS Director	\$7,000.00
Assistant HS Director	\$3,000.00
Head MS Director	\$3,000.00

Mariachi

Head HS/MS Director	\$7,500.00
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Theater Arts

Head HS Director	\$7,000.00
MS Director	\$3,000.00

Dance

Head MS Director	\$3,000.00
Head HS Director	\$7,000.00

Drill Team/Color Guard/Conjunto Band/District Accompanist

Head HS Director	\$5,200.00
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Drill Team/Color Guard/Conjunto Band/Theatre

HS Assistant Director (Full Year)	\$2,400.00
HS Assistant Director (Half Year)	\$1,610.00
MS Assistant Director	\$800.00

Visual Arts Stipend Schedule

POSITION	STIPEND
HS Visual Arts Teacher (VASE)	\$2,700.00
MS Visual Arts Teacher (Jr VASE)	\$500.00

Athletic Stipend Schedule

- All assistant coaching positions are contingent upon athletic enrollment numbers for each respective program.

Middle School Sport

Sport	Amount
Head Football Coach	\$4,500.00
Football Assistant	\$3,500.00
All Other MS Sports	\$3,000.00
MS Campus Coordinator	\$4,500.00

High School Football

Position	Amount
Varsity 1 st Assistant	\$16,700.00
Defensive Coordinator	\$13,700.00
Offensive Coordinator	\$13,700.00
Special Teams Coordinator	\$13,700.00
Varsity Assistant	\$10,000.00
Assistant Freshman Coach	\$3,700.00
Freshman Football	\$6,100.00
Co-Defensive Coordinator	\$13,700.00
Co-Offensive Coordinator	\$13,700.00

Basketball

Position	Amount
Head Coach	\$10,000.00
Varsity 1 st Assistant	\$6,100.00
JV Assistant	\$5,400.00
Freshman	\$4,400.00
Freshman Light	\$3,300.00

Soccer

Position	Amount
Head Coach	\$10,000.00
Varsity 1 st Assistant	\$6,100.00
JV Assistant	\$5,400.00
Freshman	\$4,400.00
Freshman Light	\$3,300.00

Baseball/Softball

Position	Amount
Head Coach	\$10,000.00
Varsity 1 st Assistant	\$6,100.00
JV Assistant	\$5,400.00
Freshman	\$4,400.00
Freshman Light	\$3,300.00

Cross-Country/Track

Position	Amount
Head Coach	\$10,000.00
Varsity 1 st Assistant	\$6,100.00
JV Assistant	\$5,400.00
Freshman	\$4,400.00
Freshman Light	\$3,300.00

Volleyball

Position	Amount
Head Coach	\$10,000.00
Varsity 1 st Assistant	\$6,100.00
JV Assistant	\$5,400.00
Freshman	\$4,400.00
Freshman Light	\$3,300.00

Powerlifting

Position	Amount
Head Coach	\$10,000.00
Varsity 1 st Assistant	\$6,100.00
Freshman	\$4,400.00
JV	\$5,000.00

Wrestling

Position	Amount
Head Coach	\$10,000.00
Varsity 1 st Assistant	\$6,100.00
JV Assistant	\$5,400.00
Freshman Light	\$3,300.00

Golf (Year-Round)

Position	Amount
Head Coach	\$11,700.00
Varsity 1 st Assistant	\$7,100.00

Tennis (Year-Round)

Position	Amount
Head Coach	\$11,700.00
Varsity 1 st Assistant	\$7,100.00
Freshman Assistant	\$5,400.00

Swimming (Year-Round)

Position	Amount
Head Coach	\$11,700.00
Varsity 1 st Assistant	\$7,100.00

Water Polo

Position	Amount
Head Coach	\$8,000.00/ \$10,000.00
Assistant JV	\$5,400.00

PE Coordinator

Position	Amount
Elementary	\$2,000.00
Secondary	\$2,000.00

Cheerleading

Position	Amount
Head Sponsor	\$10,000.00
Varsity Assistant Sponsor	\$5,700.00
M.S. Sponsor	\$3,000.00

Coordinators

Position	Amount
Assistant Athletic Coordinator: MS	\$5,100.00
Assistant Athletic Coordinator: HS	\$8,900.00
Track Coordinator*	\$4,100.00

*Stipend for FY 2025-2026 only.

Athletic Game Workers Pay Schedule

- \$10.00 more for playoff games, unless otherwise indicated on contract
- Paraprofessional game workers will receive:
 - a minimum payment of two hours per game for sports other than varsity football
 - a minimum payment of four hours per game for varsity football

Varsity – Volleyball/Basketball

Position	Professional	Paraprofessional
Gatekeeper	\$20.00/Game	\$10.00/Hour
Clock Keeper	\$30.00/Game	\$15.00/Hour
Bookkeeper	\$30.00/Game	\$15.00/Hour
Libero	\$25.00/Game	\$13.00/Hour
Announcer/Music/Graphics	\$50.00/Game	\$25.00/Hour

Tournaments

Position	Professional	Paraprofessional
Gatekeeper	\$9.00/Hour	\$9.00/Hour
Clock Keeper	\$25.00/Game	\$13.00/Hour
Bookkeeper	\$25.00/Game	\$13.00/Hour
Libero	\$20.00/Game	\$10.00/Hour
Announcer/Music/Graphics	\$25.00/Game	\$13.00/Hour

Varsity – Softball/Baseball

Position	Professional	Paraprofessional
Gatekeeper	\$20.00/Game	\$10.00/Hour
Clock Keeper	\$30.00/Game	\$15.00/Hour
Bookkeeper	\$30.00/Game	\$15.00/Hour
Announcer/Music/Graphics	\$30.00/Game	\$15.00/Hour

Tournaments

Position	Professional	Paraprofessional
Gatekeeper	\$9.00/Hour	\$9.00/Hour
Clock Keeper	\$25.00/Game	\$13.00/Hour
Bookkeeper	\$25.00/Game	\$13.00/Hour
Announcer/Music/Graphics	\$25.00/Game	\$13.00/Hour

Varsity – Soccer

Position	Professional	Paraprofessional
Gatekeeper	\$20.00/Game	\$10.00/Hour
Clock Keeper	\$30.00/Game	\$15.00/Hour
Announcer/Music/Graphics	\$30.00/Game	\$15.00/Hour

Tournaments

Position	Professional	Paraprofessional
Gatekeeper	\$9.00/Hour	\$9.00/Hour
Clock Keeper	\$25.00/Game	\$13.00/Hour
Announcer/Music/Graphics	\$25.00/Game	\$13.00/Hour

Varsity – Wrestling

Position	Professional	Paraprofessional
Gatekeeper	\$9.00/Hour	\$9.00/Hour

Tournaments

Position	Professional	Paraprofessional
Gatekeeper	\$9.00/Hour	\$9.00/Hour

Varsity – Powerlifting

Position	Professional/Paraprofessional
Gatekeeper	\$9.00/Hour
Judges	\$100.00/Meet
Judges: Regional Meet	\$150.00/Meet

Tournaments

Position	Varsity
Gatekeeper	\$9.00/Hour
Judges	\$100.00/Meet

Varsity – Track

Position	Professional / Paraprofessional
Gatekeeper	\$9.00/Hour
Announcer	\$30.00/Hour
Meet Referee	\$250.00/Meet
Starter	\$200.00/Meet
Backup Starter	\$150.00/Meet
Hy-Tek Manager	\$250.00/Meet
Assistant Hy-Tek Manager	\$200.00/Meet
F.A.T. Technician	\$200.00/Meet
F.A.T. Field Events	\$100.00/Meet

Varsity – Swimming

Position	Professional/Paraprofessional
Gatekeeper	\$9.00/Hour
Hy-Tek Operator	\$150.00/Meet

Cheerleading

Judge	\$100.00 (Per Tryout)
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JV/Freshman - Volleyball/Basketball

Position	Professional	Paraprofessional
Gatekeeper	\$20.00/Game	\$10.00/Hour
Clock Keeper	\$25.00/Game	\$13.00/Hour
Bookkeeper	\$25.00/Game	\$13.00/Hour
Libero	\$25.00/Game	\$13.00/Hour

Tournaments

Position	Professional	Paraprofessional
Gatekeeper	\$9.00/Hour	\$9.00/Hour

Clock Keeper	\$20.00/Game	\$10.00/Hour
Bookkeeper	\$20.00/Game	\$10.00/Hour
Libero	\$20.00/Game	\$10.00/Hour

JV/Freshman - Softball/Baseball

Position	Professional	Paraprofessional
Gatekeeper	\$20.00/Game	\$10.00/Hour
Clock Keeper	\$25.00/Game	\$13.00/Hour
Bookkeeper	\$25.00/Game	\$13.00/Hour

Tournaments

Position	Professional	Paraprofessional
Gatekeeper	\$9.00/Hour	\$9.00/Hour
Clock Keeper	\$20.00/Game	\$10.00/Hour
Bookkeeper	\$20.00/Game	\$10.00/Hour

JV/Freshman – Football

Position	Professional	Paraprofessional
Gatekeeper	\$20.00/Game	\$10.00/Hour
Clock Keeper	\$20.00/Game	\$10.00/Hour

JV/Freshman – Soccer

Position	Professional	Paraprofessional
Gatekeeper	\$20.00/Game	\$10.00/Hour
Clock Keeper	\$25.00/Game	\$13.00/Hour

Tournaments

Position	Professional	Paraprofessional
Gatekeeper	\$9.00/Hour	\$9.00/Hour
Clock Keeper	\$20.00/Game	\$10.00/Hour

JV/Freshman – Wrestling

Position	Professional	Paraprofessional
Gatekeeper	\$9.00/Hour	\$9.00/Hour

JV/Freshman – Track

Position	Professional/Paraprofessional
Gatekeeper	\$9.00/Hour

JV/Freshman – Track

Position	Professional/Paraprofessional
Gatekeeper	\$9.00/Hour

JV/Freshman - Swimming

Position	Professional/Paraprofessional
Gatekeeper	\$9.00/Hour
Hy-Tek Operator	\$150.00/Meet

Middle School – Volleyball/Basketball

Position	Professional	Paraprofessional
Gatekeeper	\$15.00/Game	\$10.00/Hour
Clock Keeper	\$20.00/Game	\$10.00/Hour
Bookkeeper	\$20.00/Game	\$10.00/Hour

Tournaments

Position	Professional	Paraprofessional
Gatekeeper	\$9.00/Hour	\$9.00/Hour
Clock Keeper	\$15.00/Game	\$15.00/Hour
Bookkeeper	\$15.00/Game	\$15.00/Hour

Middle School – Softball/Baseball

Position	Professional	Paraprofessional
Gatekeeper	\$15.00/Game	\$10.00/Hour
Clock Keeper	\$20.00/Game	\$10.00/Hour
Bookkeeper	\$20.00/Game	\$10.00/Hour

Tournaments

Position	Professional	Paraprofessional
Gatekeeper	\$9.00/Hour	\$9.00/Hour
Clock Keeper	\$15.00/Game	\$10.00/Hour
Bookkeeper	\$15.00/Game	\$10.00/Hour

Middle School – Football

Position	Professional	Paraprofessional
Gatekeeper	\$15.00/Game	\$10.00/Hour
Clock Keeper	\$20.00/Game	\$10.00/Hour

Middle School – Soccer

Position	Professional	Paraprofessional
Gatekeeper	\$15.00/Game	\$13.00/Hour
Clock Keeper	\$20.00/Game	\$10.00/Hour

Tournaments

Position	Professional	Paraprofessional
Gatekeeper	\$9.00/Hour	\$9.00/Hour
Clock Keeper	\$15.00/Game	\$10.00/Hour

Middle School – Track/Cross-Country

Position	Professional/Paraprofessional
Gatekeeper	\$9.00/Hour

Middle School – Swimming

Position	Professional/Paraprofessional
Gatekeeper	\$9.00/HR
Hy-Tek Operator	\$150.00/Meet

Athletic Game Worker Pay Schedule – Bobby Lackey Stadium

- Non-District sponsored events
- Future rates cannot be determined from these schedules
- Paraprofessional game workers will receive:
 - a minimum payment of two hours per game for sports other than varsity football
 - a minimum payment of four hours per game for varsity football

	Professional Employee	Paraprofessional Employee
Chain Crew – (3) people	\$40.00/ Game	\$10.00/Hour
Announcer	\$100.00/ Game	\$25.00/Hour
Spotter	\$30.00 / Game	\$12.00/Hour
:25/:40 Clock	\$45.00 / Game	\$12.00/Hour
Computer Tech.	\$45.00 / Game	\$12.00/Hour
Clock Monitor	\$40.00 / Game	\$10.00/Hour
Scorekeeper	\$35.00 / Game	\$9.00/Hour
Auxiliary Clock	\$35.00 / Game	\$9.00/Hour
Media Clerk	\$45.00 /Game	\$12.00 /Hour
Ticket Sellers	\$60.00/ Game	\$15.00/Hour
Ticker Takers	\$50.00 / Game	\$13.00/Hour
Ushers	\$40.00/ Game	\$10.00/Hour
Play-off game	+\$10.00 /Game	+\$2.50/Hour
Score Board Operator	\$100.00 /Game	

Teacher of the Year

Teacher of the Year:

- Payable to employees who are named Teacher of the Year at the campus level or district level
- Distributed to awarded employees in June of award year
- District-level winners will receive district award amount in lieu of campus award amount

Award Level	Teacher of the Year
Campus Level - Elementary	\$1,000
Campus Level - Secondary	\$1,000
District Level - Elementary	\$2,500
District Level - Secondary	\$2,500



Telephone (956) 969-6619
Fax (956) 969-6932

Weslaco Independent School District

Human Resources Department

319 West 4th Street
P.O. Box 266
Weslaco, TX 78599-0266



Dr. Richard Rivera
Superintendent of Schools

Job Reclassification Review Request Form

Request Date:	Job Title to Review:
Current Pay Grade:	Requesting Supervisor:
Requested Pay Grade:	Supervisor Job Title:

The purpose of job classification is to group jobs of similar value into pay grades and pay ranges based on the requirements of the job considering the following factors:

- Knowledge (education and specialized experience)
- Effort (decision-making, complexity, level of communication)
- Responsibility (scope of impact, financial accountability, supervisory role)
- Environment (exposure to hazardous working conditions)
- External Job Market Value

Requests should include a copy of the current job description and organizational chart.

1. Why do you feel that this job is assigned to the wrong pay grade level?

2. How has the job changed? What led to the change in job duties and responsibilities?

3. List core job responsibilities and percent time required for each (use additional pages if needed).

%
time:

%
time:

%
time:

%
time:

%
time:

Signature of Supervisor

Date

Signature of Leadership-Level
Supervisor

Date