

**White Settlement ISD  
2025-2026 New Hire Guide for  
Classroom Teachers and Librarians**

<b>Step</b>	<b>Salary</b>
0	\$63,300.00
1	\$63,500.00
2	\$63,650.00
3	\$63,750.00
4	\$63,850.00
5	\$65,900.00
6	\$66,100.00
7	\$66,300.00
8	\$66,500.00
9	\$66,700.00
10	\$66,900.00
11	\$67,350.00
12	\$67,550.00
13	\$67,750.00
14	\$67,950.00
15	\$68,150.00
16	\$68,900.00
17	\$69,300.00
18	\$70,200.00
19	\$71,000.00
20	\$71,850.00
21	\$72,650.00
22	\$73,450.00
23	\$74,050.00
24	\$74,650.00
25	\$75,150.00
26	\$75,450.00
27	\$75,750.00
28	\$76,050.00
29	\$76,350.00
30	\$76,700.00
31	\$77,000.00
32	\$77,800.00
33	\$78,500.00

**Salaries listed above are based on 10-month employment**

**Master's Degree Stipend: \$2,000**

**This salary plan is for the 2024-2025 school year only and is used  
only as a guide for placement of new hires during the year specified.**

**Salary advancement is based on the annual pay raise budget  
approved by the Board of Trustees.**

**Proposed 2025-2026 Administrative/Professional Compensation Plan  
White Settlement ISD**

**Pay Grade**

		Minimum	Midpoint	Maximum
<u>1</u>	Athletics & Facilities Assistant			
	Behavior Interventionist	<b>Daily</b>	<b>\$232.37</b>	<b>\$292.05</b>
	Dietician	<b>170</b>	<b>Days</b>	39,503
	Fine Arts Support	<b>187</b>	<b>Days</b>	43,453
	Operations Assistant	<b>202</b>	<b>Days</b>	46,939
	Systems Administrator	<b>226</b>	<b>Days</b>	52,516
				59,792
				65,772
				71,047
				79,489

		Minimum	Midpoint	Maximum
<u>2</u>	Network Security Administrator			
	Occupational Therapy Assistant	<b>Daily</b>	<b>\$274.79</b>	<b>\$347.30</b>
	Physical Therapy Assistant	<b>187</b>	<b>Days</b>	51,386
	Speech Therapy Assistant	<b>226</b>	<b>Days</b>	62,103
				64,945
				78,504
				94,877

		Minimum	Midpoint	Maximum
<u>3</u>	Asst. Director, Business			
	Athletic Trainer	<b>Daily</b>	<b>\$316.56</b>	<b>\$404.40</b>
	Counselor, Elem	<b>187</b>	<b>Days</b>	59,197
	Counselor, HS & MS	<b>193</b>	<b>Days</b>	61,096
	Counselor, Special Ed	<b>202</b>	<b>Days</b>	63,945
	Counselor, Student Support	<b>217</b>	<b>Days</b>	68,694
	Diagnostician	<b>226</b>	<b>Days</b>	71,543
	Digital Marketing & Comm. Specialist			75,623
	Nurse (RN)			92,049
	Occupational Therapist			95,002
	Physical Therapist			99,432
	Social Worker/Mental Health Counselor			106,816
	Speech Pathologist			111,246
	Student Support Specialist			

		Minimum	Midpoint	Maximum
<u>4</u>	Applications Integration Administrator			
	Asst. Principal, Elem	<b>Daily</b>	<b>\$326.86</b>	<b>\$428.47</b>
	Asst. Principal, MS	<b>193</b>	<b>Days</b>	63,084
	Coord, Advanced Academics	<b>202</b>	<b>Days</b>	66,026
	Coord, At-Risk	<b>207</b>	<b>Days</b>	67,660
	Coord, CTE	<b>217</b>	<b>Days</b>	70,929
	Coord, Dual Language	<b>226</b>	<b>Days</b>	73,870
	Instructional Coach			82,694
	Instructional Technology Specialist			102,304
	LSSP			107,074
	Network/Security Engineer			109,724
	Systems Engineer			115,025
	Transition Specialist			119,796

*Note: The midpoint is only used when calculating annual increases/raises*

5 Asst. Director, Maint. & Operations  
 Asst. Director, Technology  
 Asst. Principal, HS  
 Coord, Student Services  
 Police Chief

Daily		\$337.16	\$441.57	\$545.97
202	Days	68,106	89,196	110,286
217	Days	73,164	95,820	118,475
226	Days	76,198	99,794	123,389

6 Associate Principal  
 Asst. Director, Special Programs  
 Director, Child Nutrition

		Minimum	Midpoint	Maximum
Daily		\$347.46	\$448.23	\$548.99
217	Days	75,399	97,265	119,131
226	Days	78,526	101,299	124,072

7 Asst. Director, Athletics  
 Director, Early Childhood Education  
 Director, Federal Programs  
 Director, Maintenance & Operations  
 Director, Special Education  
 Director, Technology  
 Principal, Alternative  
 Principal, Elem

		Minimum	Midpoint	Maximum
Daily		\$357.94	\$504.57	\$651.19
187	Days	66,935	94,354	121,773
217	Days	77,673	109,491	141,308
226	Days	80,894	114,032	147,169

8 Director, Counseling  
 Director, CTE  
 Director, Elem Education  
 Director, Multilingual Programs  
 Director, Safety, Security, & Emergency Mgmt.  
 Director, Secondary Education  
 Director, Testing & Program Evaluation  
 Principal, Intermediate  
 Principal, MS

		Minimum	Midpoint	Maximum
Daily		\$370.62	\$515.50	\$660.38
226	Days	83,760	116,503	149,246

9 Asst. Director, Human Resources  
 Director, Athletics  
 Director, Fine Arts  
 Principal, HS

		Minimum	Midpoint	Maximum
Daily		\$421.08	\$576.48	\$731.87
226	Days	95,164	130,283	165,403

10 Director, Bonds & Financial Transparency  
 Director, Business  
 Director, Communications  
 Director, HR & Community Relations

		Minimum	Midpoint	Maximum
Daily		\$546.91	\$677.56	\$808.21
226	Days	123,602	153,129	182,655

11 Asst. Supt, Curriculum/Inst./Admin Services  
 Asst. Supt, Finance & Operations

		Minimum	Midpoint	Maximum
Daily		\$683.63	\$889.04	\$1,094.45
226	Days	154,500	200,923	247,346

12 Superintendent

		Minimum	Midpoint	Maximum
Daily		\$888.73	\$1,154.37	\$1,420.00
226	Days	200,853	260,886	320,920

Note: The midpoint is only used when calculating annual increases/raises

**Proposed 2025-2026 Nonexempt - Clerical/Paraprofessional Compensation Plan  
White Settlement ISD**

**Pay Grade**

1

Aide  
Aide, Classroom  
Aide, Library  
Courier  
Day Care Worker  
Paraprofessional (ESL)  
Secretary

		Minimum	Midpoint	Maximum
Hourly		<b>\$15.33</b>	<b>\$18.97</b>	<b>\$22.61</b>
<b>183</b>	<b>Days</b>	22,443	27,772	33,101
<b>202</b>	<b>Days</b>	24,773	30,656	36,538
<b>226</b>	<b>Days</b>	27,717	34,298	40,879

2

Registrar, MS  
Secretary, Asst. Principal HS  
Secretary, Attendance Elem  
Secretary, Attendance HS  
Secretary, Attendance MS  
Secretary, Band  
Secretary, Campus Special Ed  
Secretary, Counselor  
Secretary, Elem  
Secretary, HS  
Secretary, PEIMS

		Minimum	Midpoint	Maximum
Hourly		<b>\$15.45</b>	<b>\$19.08</b>	<b>\$22.71</b>
<b>187</b>	<b>Days</b>	23,113	28,544	33,974
<b>202</b>	<b>Days</b>	24,967	30,833	36,699
<b>207</b>	<b>Days</b>	25,585	31,596	37,608
<b>226</b>	<b>Days</b>	27,934	34,497	41,060

3

Daycare Coordinator  
Secretary, Director  
Secretary, Police  
Secretary, Principal Alternative HS  
Secretary, Principal Elem  
Secretary, Principal Fine Arts  
Secretary, Principal MS  
Secretary, Technology Director

		Minimum	Midpoint	Maximum
Hourly		<b>\$15.75</b>	<b>\$21.26</b>	<b>\$26.77</b>
<b>202</b>	<b>Days</b>	25,452	34,356	43,260
<b>207</b>	<b>Days</b>	26,082	35,207	44,331
<b>217</b>	<b>Days</b>	27,342	36,907	46,473
<b>226</b>	<b>Days</b>	28,476	38,438	48,400

4

Braille Transcriptionist  
Campus Bookkeeper, HS  
Nurse (LVN)  
Registrar, HS  
Secretary, Athletic Director  
Secretary, Child Nutrition  
Secretary, Principal HS

		Minimum	Midpoint	Maximum
Hourly		<b>\$16.76</b>	<b>\$22.12</b>	<b>\$27.48</b>
<b>187</b>	<b>Days</b>	25,073	33,092	41,110
<b>207</b>	<b>Days</b>	27,755	36,631	45,507
<b>217</b>	<b>Days</b>	29,095	38,400	47,705
<b>226</b>	<b>Days</b>	30,302	39,993	49,684

5

Behavior Interventionist  
PEIMS/Business Office Clerk  
Receptionist, HR  
Secretary, Director HR

		Minimum	Midpoint	Maximum
Hourly		<b>\$18.29</b>	<b>\$23.89</b>	<b>\$29.49</b>
<b>187</b>	<b>Days</b>	27,362	35,739	44,117
<b>202</b>	<b>Days</b>	29,557	38,606	47,656
<b>226</b>	<b>Days</b>	33,068	43,193	53,318

**6** Benefits Coordinator  
Secretary, Asst. Superintendent

		Minimum	Midpoint	Maximum
<b>Hourly</b>		<b>\$20.54</b>	<b>\$28.09</b>	<b>\$35.64</b>
<b>226</b>	<b>Days</b>	37,136	50,787	64,437

**7** Accountant  
Activity Accountant  
Payroll Coordinator  
Secretary, Asst. Superintendent/Accts. Payable  
Secretary, Dir. Bus./Purchasing Coord.

		Minimum	Midpoint	Maximum
<b>Hourly</b>		<b>\$23.12</b>	<b>\$31.07</b>	<b>\$39.01</b>
<b>226</b>	<b>Days</b>	41,801	56,166	70,530

**8** PEIMS Coordinator  
Secretary, Supt./Certification Officer

		Minimum	Midpoint	Maximum
<b>Hourly</b>		<b>\$26.32</b>	<b>\$37.32</b>	<b>\$48.31</b>
<b>226</b>	<b>Days</b>	47,587	67,466	87,344

**2025-2026 Auxiliary Compensation Plan  
White Settlement ISD**

**Pay Grade**

1 Custodian

		Minimum	Midpoint	Maximum
<b>Hourly</b>		<b>\$11.85</b>	<b>\$13.35</b>	<b>\$14.84</b>
<b>179</b>	<b>Days</b>	16,969	19,110	21,251
<b>240</b>	<b>Days</b>	22,752	25,622	28,493

2 \*Reserved for Future Positions

		Minimum	Midpoint	Maximum
<b>Hourly</b>		<b>\$13.39</b>	<b>\$15.91</b>	<b>\$18.43</b>
<b>240</b>	<b>Days</b>	25,709	30,547	35,386

3 General Maintenance  
Grounds  
HVAC Technician, Apprentice  
Locksmith, Apprentice  
Plumber, Apprentice  
Security Guard  
Warehouse

		Minimum	Midpoint	Maximum
<b>Hourly</b>		<b>\$14.94</b>	<b>\$18.47</b>	<b>\$22.00</b>
<b>240</b>	<b>Days</b>	28,685	35,462	42,240

4 Irrigator

		Minimum	Midpoint	Maximum
<b>Hourly</b>		<b>\$16.47</b>	<b>\$20.57</b>	<b>\$24.66</b>
<b>240</b>	<b>Days</b>	31,622	39,485	47,347

5 Carpenter  
Electrician, Apprentice  
HVAC Technician  
Locksmith  
Painter  
Pest Control  
Plumber, Journeyman

		Minimum	Midpoint	Maximum
<b>Hourly</b>		<b>\$19.31</b>	<b>\$28.43</b>	<b>\$37.55</b>
<b>240</b>	<b>Days</b>	37,075	54,586	72,096

6 Electrician, Master  
Grounds Supervisor  
HVAC Supervisor  
Plumber, Master

		Minimum	Midpoint	Maximum
<b>Hourly</b>		<b>\$24.14</b>	<b>\$32.19</b>	<b>\$40.24</b>
<b>240</b>	<b>Days</b>	46,349	61,805	77,261

7 Police Officers

		Minimum	Midpoint	Maximum
<b>Hourly</b>		<b>\$35.55</b>	<b>\$43.19</b>	<b>\$50.83</b>
<b>207</b>	<b>Days</b>	58,871	71,523	84,174

*Note: The midpoint is only used when calculating annual increases/raises*

**2025-2026 CAFÉ Compensation Plan  
White Settlement ISD**

**Pay Grade**

<u>1</u>	Cafeteria Worker	<b>Minimum    Midpoint    Maximum</b>			
		<b>Hourly</b>	<b>\$12.92</b>	<b>\$14.55</b>	<b>\$16.18</b>
		<b>179      Days</b>	18,501	20,836	23,170

<u>2</u>	Cafeteria Manager, Elem	<b>Minimum    Midpoint    Maximum</b>			
		<b>Hourly</b>	<b>\$15.45</b>	<b>\$18.47</b>	<b>\$21.49</b>
		<b>179      Days</b>	22,124	26,449	30,774

<u>3</u>	Cafeteria Manager, MS Inventory & Warehouse Specialist	<b>Minimum    Midpoint    Maximum</b>			
		<b>Hourly</b>	<b>\$16.28</b>	<b>\$19.14</b>	<b>\$22.00</b>
		<b>179      Days</b>	23,313	27,408	31,504
<b>226      Days</b>	29,434	34,605	39,776		

<u>4</u>	Cafeteria Manager, HS	<b>Minimum    Midpoint    Maximum</b>			
		<b>Hourly</b>	<b>\$17.95</b>	<b>\$22.46</b>	<b>\$26.96</b>
		<b>179      Days</b>	25,704	32,156	38,607

<u>5</u>	*Reserved for Future Positions	<b>Minimum    Midpoint    Maximum</b>			
		<b>Hourly</b>	<b>\$19.72</b>	<b>\$24.92</b>	<b>\$30.11</b>
		<b>226      Days</b>	35,654	45,046	54,439

<u>6</u>	Cafeteria Supervisor	<b>Minimum    Midpoint    Maximum</b>			
		<b>Hourly</b>	<b>\$22.32</b>	<b>\$29.23</b>	<b>\$36.14</b>
		<b>226      Days</b>	40,355	52,848	65,341

+ Supper Feeding Supplemental Pay \$15 per night

+ Summer school \$15/hour

*Note: The midpoint is only used when calculating annual increases/raises*

**WHITE SETTLEMENT ISD**  
**Stipend & Extra Duty Pay Schedule 2025-2026**

<b>Elementary, Intermediate, Middle, &amp; High School</b>	
<b>Stipends - Assigned</b>	
<b>Description</b>	<b>Amount</b>
AG Science	\$ 9,500.00
Annual - (Yearbook) ++	\$ -
Assistant Band ++	\$ -
Associate Band	\$ 12,000.00
Band Coordinator - Middle School	\$ 10,000.00
BIC Class – <i>paraprofessionals only</i>	\$ 500.00
Bilingual Diagnostician	\$ 5,500.00
Campus Substitute Coordinator	\$ 1,500.00
Cheerleader - High School	\$ 6,000.00
Cheerleader - High School Assistant	\$ 3,000.00
Cheerleader - Middle School	\$ 4,000.00
Choir Director - District	\$ 8,000.00
Club/Organization ++	\$ -
CTSO	\$ 1,200.00
Degreed Aide (Bachelor's Degree) – <i>paraprofessionals only</i>	\$ 500.00
Department Chair - District PE	\$ 1,000.00
Department Lead	\$ 500.00
Drama - High School	\$ 3,000.00
Drama - Middle School	\$ 1,500.00
Drill Team	\$ 8,000.00
Drill Team Assistant	\$ 7,000.00
Dual Language - Classroom Teacher*	\$ 4,000.00
Dual Language - District Specialist	\$ 2,000.00
ECSE Class - <i>paraprofessionals only</i>	\$ 500.00
Experience Supplement	\$ 1,200.00
Fine Arts - Elementary FAA Showcase	\$ 1,500.00
Fine Arts - High School	\$ 2,000.00
Fine Arts - Middle School	\$ 1,000.00
Interpreter/Translator	\$ 1,500.00
Intramural PE/Outdoor Ed. - Elementary	\$ 500.00
Intramural PE/Outdoor Ed. - Intermediate Para	\$ 750.00
Intramural PE/Outdoor Ed. - Intermediate Teacher	\$ 1,500.00
Life Skills Class – <i>paraprofessionals only</i>	\$ 500.00
Master's Degree (Teachers only)	\$ 2,000.00
Musical Production	\$ 1,000.00
PEIMS	\$ 2,000.00
PLC Lead	\$ 600.00
Senior Celebration/Prom Coordinator	\$ 1,500.00
Tech Production	\$ 8,000.00
Technology - Middle School	\$ 1,500.00

<b>Athletics</b>	
<b>Stipends - Assigned</b>	
<b>Description</b>	<b>Amount</b>
Athletic Events Coordinator	\$ 5,000.00
Baseball - Assistant	\$ 3,000.00
Baseball - Associate	\$ 6,000.00
Baseball - Head Coach	\$ 15,000.00
Basketball - Assistant	\$ 3,000.00
Basketball - Associate	\$ 6,000.00
Basketball - Head Coach	\$ 15,000.00
College Recruiting	\$ 4,000.00
Concussion Oversight Coordinator	\$ 2,500.00
Coordinator	\$ 15,000.00
Cross Country - Assistant	\$ 3,000.00
Cross Country - Head Coach	\$ 6,000.00
Drug Coordinator ++	\$ -
Equipment Manager	\$ 7,000.00
Football - Assistant	\$ 3,000.00
Football - Associate	\$ 13,000.00
Football - Coordinator/Assistant Head	\$ 12,000.00
Golf - Assistant (2 Seasons)	\$ 6,000.00
Golf - Head Coach (2 Seasons)	\$ 9,000.00
Middle School - Coach	\$ 6,000.00
Middle School - Coordinator	\$ 4,500.00
Middle School - One Sport	\$ 4,000.00
Powerlifting - Assistant	\$ 3,000.00
Powerlifting - Head Coach	\$ 6,000.00
Soccer - Assistant	\$ 3,000.00
Soccer - Head Coach	\$ 12,000.00
Softball - Assistant	\$ 3,000.00
Softball - Associate	\$ 6,000.00
Softball - Head Coach	\$ 15,000.00
Strength & Conditioning - Coordinator	\$ 12,000.00
Summer Pride ++	\$ -
Tennis - Assistant	\$ 6,000.00
Tennis - Head Coach	\$ 12,000.00
Track - Assistant	\$ 3,000.00
Track - Head Coach	\$ 6,000.00
Volleyball - Assistant	\$ 3,000.00
Volleyball - Associate	\$ 6,000.00
Volleyball - Head Coach	\$ 15,000.00
Wrestling - Assistant	\$ 3,000.00
Wrestling - Head Coach	\$ 6,000.00

<b>District Wide - Administration</b>	
<b>Stipends - Assigned</b>	
<b>Description</b>	<b>Amount</b>
504 Coordinator	\$ 2,500.00
Advanced Academics Assistant	\$ 1,350.00
District G/T	\$ 2,000.00
Dyslexia Coordinator	\$ 2,500.00
Extra Duty ++	\$ -
Head Librarian	\$ 2,000.00
Head Nurse	\$ 5,000.00
Interim	\$ 5,000.00
Orientation & Mobility ++	\$ -
Records	\$ 2,500.00
SHARS	\$ 1,000.00
Special Olympics Coach	\$ 2,000.00
Special Programs Parent Liaison	\$ 3,000.00
Speech Path Supervisor ++	\$ -
Stadium Production ++	\$ -
Textbook Custodian	\$ 3,000.00
Transition Center Driver	\$ 1,000.00
TRS Stipend ++ - <i>Requires Board Approval</i>	\$ -
Video Production ++	\$ -

<b>District Wide - Operations</b>	
<b>Stipends - Assigned</b>	
<b>Description</b>	<b>Amount</b>
Emergency Response	\$ 5,000.00
Pest Control	\$ 1,000.00
Phone	\$ 480.00

<b>Extra Duty Pay</b>		
<b>Unassigned</b>		
<b>Description</b>		<b>Amount</b>
Child Care - Family Resource Center	<i>(Hourly Rate)</i>	\$ 15.00
Curriculum Writer		\$ 400.00
Detention/Saturday School	<i>(Hourly Rate)</i>	\$ 25.00
Early Morning Duty	<i>(Daily Rate)</i>	\$ 15.00
Focus Group		\$ 2,000.00
Homebound Teacher	<i>(Hourly Rate)</i>	\$ 50.00
Professional Development - Admin only ++		\$ -
Sound Technician (Auditorium and Stadium)	<i>(Hourly Rate)</i>	\$ 25.00
Student Workers	<i>(Hourly Rate)</i>	\$ 10.00
Summer School & Super Saturday Paraprofessional	<i>(Hourly Rate)</i>	\$ 30.00
Summer School & Super Saturday Professional	<i>(Hourly Rate)</i>	\$ 40.00
TASN Certification - Child Nutrition only	<i>(Per TASN Level)</i>	\$ 100.00
Testing Proctor - Summer	<i>(Hourly Rate)</i>	\$ 40.00
Tutoring Paraprofessional	<i>(Hourly Rate)</i>	\$ 15.00
Tutoring Teacher**	<i>(Hourly Rate)</i>	\$ 25.00
UIL Coaching	<i>(Per Event)</i>	\$ 200.00
UIL Coordinator - Elementary		\$ 500.00
UIL Coordinator - MS		\$ 500.00
UIL Coordinator - HS		\$ 1,500.00

<b>Athletics Extra Duty Pay ***</b>		
<b>Unassigned</b>		
<b>Description</b>		<b>Amount</b>
Administrator for Hosting Games	<i>(Hourly Rate)</i>	\$ 25.00
Announcer	<i>(Hourly Rate)</i>	\$ 20.00
Bus Parking	<i>(Hourly Rate)</i>	\$ 20.00
Clock	<i>(Hourly Rate)</i>	\$ 20.00
Elevator	<i>(Hourly Rate)</i>	\$ 15.00
Floor workers (3rd, 4th, 5th)	<i>(Hourly Rate)</i>	\$ 20.00
Gate Manager	<i>(Hourly Rate)</i>	\$ 20.00
Gate Worker	<i>(Hourly Rate)</i>	\$ 15.00
Lead Parking Lot Monitor	<i>(Hourly Rate)</i>	\$ 20.00
Monitor for Gates	<i>(Hourly Rate)</i>	\$ 15.00
Parking Lot Monitor	<i>(Hourly Rate)</i>	\$ 15.00
Reserve Seating	<i>(Hourly Rate)</i>	\$ 15.00
Score Keeper	<i>(Hourly Rate)</i>	\$ 15.00
Security (non-officers)	<i>(Hourly Rate)</i>	\$ 24.00
Ticket Seller	<i>(Hourly Rate)</i>	\$ 15.00

\* Dual Language stipend pays \$1,000 in September, \$1,000 in June, and \$2,000 annualized over 12-months.

\*\* Tutoring is paid hourly, up to \$150 per day.

\*\*\* Hosted playoff games/facilities rentals pay an additional \$5 per hour.

++ This stipend amount is based on the level of responsibilities.

Terms:

*Assigned* - assigned stipends are annualized over 12-months.

*Unassigned* - unassigned stipends are not annualized and are paid as worked/earned, following the Payroll Start/Stop dates for each pay period

Note:

Some stipends currently being paid are not part of the current stipend schedule but we continue to pay previously assigned amount.

These employees are grandfathered. (Example: Experience stipend and Career Ladder)

## 2025-2026 Substitute Pay Schedule

<b>Substitute Daily Pay Rates</b>	
Sixty (60) or more college hours	\$95
Registered Nurse	\$150
All other approved substitutes	\$85

<b>Substitute Long-Term* Daily Pay Rates</b>	
Sixty (60) or more college hours	\$120
All other approved substitutes	\$90

<b>Campus Guest Teacher Daily Pay Rate</b>	
All Campus Guest Teachers	\$120

<b>Substitute Hourly Rate for Child Nutrition</b>	
Hourly rate of pay	\$11.00

\*Long-Term Substitute pay starts on the 11th consecutive day, substituting in the same assignment.