2025 – 2026
San Elizario ISD
Compensation Plan

San Elizario Independent School District does not discriminate on the basis of race, color, religion, sex, national origin age, or disability in its programs, activities, or employment.
El Distrito escolar de San Elizario no discrimina en base a raza, color, religion, sexo, nacionalidad, edad, y/o discapacidad en sus programas, actividades, o empleo.

Board Approved
UPDATED
08/13/2025

SAN ELIZARIO INDEPENDENT SCHOOL DISTRICT

A Proud Community of Champions – Soaring to Excellence

Human Resources Department

2025-2026 New Hire Guide Teacher

Payment will be made for all years of creditable service as prescribed by the Texas Education Agency. It is the employee's responsibility to provide Service Records from previous education institutions to verify creditable years of Service. (These salaries do not include consideration of other stipends and/or payment for extra duty assignments.) The schedule assumes 155 days of work. Daily amounts are calculated based off of 155 days of work for positions that fall under a different calendar.

Years of Experience	Salary	Teacher Retention Allotment Eligibility	Notes
0	**$59,000.00**	$61,000.00	+ $2,000
1	$59,049.05	$61,049.05	+ $2,000
2	$59,100.20	$61,100.20	+ $2,000
3	$59,231.95	$63,100.20	Prior Year 2 Salary + $4,000
4	$59,483.05	$63,231.95	Prior Year 3 Salary + $4,000
5	$59,731.05	$67,483.05	Prior Year 4 Salary + $8,000
6	$59,982.15	$67,731.05	Prior Year 5 Salary + $8,000
7	$60,281.30	$67,982.15	Prior Year 6 Salary + $8,000
8	$61,048.55	$68,281.30	Prior Year 7 Salary + $8,000
9	$61,250.05	$69,048.55	Prior Year 8 Salary + $8,000
10	$61,501.15	$69,250.05	Prior Year 9 Salary + $8,000
11	$61,901.05	$69,501.15	Prior Year 10 Salary + $8,000
12	$62,200.20	$69,901.05	Prior Year 11 Salary + $8,000
13	$62,362.95	$70,200.20	Prior Year 12 Salary + $8,000
14	$62,786.10	$70,362.95	Prior Year 13 Salary + $8,000
15	$63,207.70	$70,786.10	Prior Year 14 Salary + $8,000
16	$63,630.85	$71,207.70	Prior Year 15 Salary + $8,000
17	$64,055.55	$71,630.85	Prior Year 16 Salary + $8,000
18	$64,548.45	$72,055.55	Prior Year 17 Salary + $8,000
19	$65,053.75	$72,548.45	Prior Year 18 Salary + $8,000
20	$65,562.15	$73,053.75	Prior Year 19 Salary + $8,000
21	$66,078.30	$73,562.15	Prior Year 20 Salary + $8,000
22	$66,698.30	$74,078.30	Prior Year 21 Salary + $8,000
23	$67,140.05	$74,698.30	Prior Year 22 Salary + $8,000
24	$67,831.35	$75,140.05	Prior Year 23 Salary + $8,000
25	$68,442.05	$75,831.35	Prior Year 24 Salary + $8,000
Over 25	$69,096.15	$76,442.05	Prior Year 25 Salary + $8,000

NOTE: This schedule is for salary placement for the 2025-2026 school year. Some employees are paid more than the amounts shown here due to stipends or extended work years. This salary schedule applies to the 2025-2026 school year only. Future salaries cannot be predicted from this schedule. New salary schedules are developing each year.
Salary advancement is based on the annual pay raise budget approved by the Board of Trustees.
Step 0-2: Contingent upon Support Staff Retention Allotment (SSRA)
Step 3-over 25: Contingent upon Teacher Retention Allotment (TRA)

San Elizario Independent School District does not discriminate on the basis of race, color, religion, sex, national origin age, or disability in its programs, activities, or employment.
El Distrito escolar de San Elizario no discrimina en base a raza, color, religion, sexo, nacionalidad, edad, y/o discapacidad en sus programas, actividades, o empleo.

Board Approved
UPDATED
08/13/2025

SAN ELIZARIO INDEPENDENT SCHOOL DISTRICT

A Proud Community of Champions – Soaring to Excellence

Human Resources Department

2025-2026 New Hire Guide Teacher

Extra Compensation & Benefits			
*Bilingual/ESL	*$4,000/YR	Visually Impaired	$4,000/YR
*Dual Language	*$4,500/YR	Special Education	$2,500/YR
**Math	**$3,000/YR	Behavioral Unit	$1,000/YR
**Science	**$6,000/YR		
**English	**$3,000/YR		

*Stipends will be prorated based on classes taught for which requirements are met. A pro-rated stipend will be paid if teaching part of the day in the assignment stipend area.

**Math, Science, and English stipends will only be paid to secondary (7-12) teachers teaching in their certification area and be fully certified in those specialized areas.

$1,200 stipend paid for Master's/Doctorate Degree.
Note: Degree MUST be in subject area of assignment. Degree must be conferred on an official college/university transcript and will be paid in full only if received prior to beginning of school year.

Stipends are paid for a wide variety of extra/co-curricular activities and district-sponsored staff development and may be viewed at www.seisd.net under the Human Resources tab.

San Elizario Independent School District does not discriminate on the basis of race, color, religion, sex, national origin age, or disability in its programs, activities, or employment.
El Distrito escolar de San Elizario no discrimina en base a raza, color, religion, sexo, nacionalidad, edad, y/o discapacidad en sus programas, actividades, o empleo.

Board Approved
UPDATED
08/13/2025

SAN ELIZARIO INDEPENDENT SCHOOL DISTRICT

A Proud Community of Champions – Soaring to Excellence

Human Resources Department

2025-2026 New Hire Guide Classroom Teachers, Librarians, and Nurses

Payment will be made for all years of creditable service as prescribed by the Texas Education Agency. It is the employee's responsibility to provide Service Records from previous education institutions to verify creditable years of Service. (These salaries do not include consideration of other stipends and/or payment for extra duty assignments.) The schedule assumes 155 days of work. Daily amounts are calculated based off of 155 days of work for positions that fall under a different calendar.

Years of Experience	Salary
0	**$59,000.00**
1	$59,049.05
2	$59,100.20
3	$59,231.95
4	$59,483.05
5	$59,731.05
6	$59,982.15
7	$60,281.30
8	$61,048.55
9	$61,250.05
10	$61,501.15
11	$61,901.05
12	$62,200.20
13	$62,362.95
14	$62,786.10
15	$63,207.70
16	$63,630.85
17	$64,055.55
18	$64,548.45
19	$65,053.75
20	$65,562.15
21	$66,078.30
22	$66,698.30
23	$67,140.05
24	$67,831.35
25	$68,442.05
Over 25	$69,096.15

Extra Compensation & Benefits	
*Bilingual/ESL	*$4,000/YR
*Dual Language	*$4,500/YR
Special Education	$2,500/YR
Visually Impaired	$4,000/YR
**Math	**$3,000/YR
Librarian	$2,000/YR
Behavioral Unit	$1,000/YR
**Science	**$6,000/YR
**English	**$3,000/YR
Registered Nurse	$1,200/YR

*Stipends will be prorated based on classes taught for which requirements are met. A pro-rated stipend will be paid if teaching part of the day in the assignment stipend area.

**Math, Science, and English stipends will only be paid to secondary (7-12) teachers teaching in their certification area and be fully certified in those specialized areas.

$1,200 stipend paid for Master's/Doctorate Degree.
Note: Degree MUST be in subject area of assignment. Degree must be conferred on an official college/university transcript and will be paid in full only if received prior to beginning of school year.

Stipends are paid for a wide variety of extra/co-curricular activities and district-sponsored staff development and may be viewed at www.seisd.net under the HR tab.

NOTE: This schedule is for salary placement for the 2025-2026 school year. Some employees are paid more than the amounts shown here due to stipends or extended work years. This salary schedule applies to the 2025-2026 school year only. Future salaries cannot be predicted from this schedule. New salary schedules are developing each year.
Salary advancement is based on the annual pay raise budget approved by the Board of Trustees.

San Elizario Independent School District does not discriminate on the basis of race, color, religion, sex, national origin age, or disability in its programs, activities, or employment.
El Distrito escolar de San Elizario no discrimina en base a raza, color, religion, sexo, nacionalidad, edad, y/o discapacidad en sus programas, actividades, o empleo.

Board Approved
06/18/2025

SAN ELIZARIO INDEPENDENT SCHOOL DISTRICT

A Proud Community of Champions – Soaring to Excellence

Human Resources Department

2025-2026 Administrative Professional Pay Scale

2		Daily	$278.54	$335.60	$392.65
Social Worker	170	170	Days	$47,351.80	$57,052.00	$66,750.50
Speech Language Pathologist - Licensed Assistant	163	163	Days	$45,402.02	$54,702.80	$64,001.95

2-A		Daily	$279.81	$336.81	$392.81
Specialist-Business	190	190	Days	$53,164.00	$63,994.00	$74,633.90
Supervisor-Warehouse/Grounds/ Custodial Support	190					
Certification/Data Management Analyst-HR	190					
Supervisor-Compliance	190					

3		Daily	$304.62	$367.01	$429.40
Accountant	190	190	Days	$57,878.60	$69,732.30	$81,586.00
Supervisor-Support Services/ Transportation	190					

4		Daily	$345.58	$411.40	$477.23
Counselor-Elementary School	168	168	Days	$58,058.00	$69,116.00	$80,174.00
Counselor-Special Education	168	184	Days	$63,587.33	$75,698.48	$87,809.62
Counselor-Middle School	184					
Counselor-High School	184					

5		Daily	$361.21	$430.02	$498.82
Assistant Principal-Elementary	184	184	Days	$66,463.20	$79,122.96	$91,782.72

5-A		Daily	$366.00	$435.72	$505.43
Administrator-Database/Systems	190	190	Days	$69,540.20	$82,786.06	$96,031.92
Administrator-Network	190					
Coordinator-PEIMS	190					
Coordinator-Human Resources	190					
Officer-Instructional	190					

San Elizario Independent School District does not discriminate on the basis of race, color, religion, sex, national origin age, or disability in its programs, activities, or employment.
El Distrito escolar de San Elizario no discrimina en base a raza, color, religion, sexo, nacionalidad, edad, y/o discapacidad en sus programas, actividades, o empleo.

Board Approved
06/18/2025

SAN ELIZARIO INDEPENDENT SCHOOL DISTRICT

A Proud Community of Champions – Soaring to Excellence

Human Resources Department

2025-2026 Administrative Professional Pay Scale

Pay Grade 6	Job Title	Calendar	Daily		Minimum $392.03	Midpoint $466.71	Maximum $541.38
	Speech Language Pathologist	163, 173	163	Days	$63,901.50	$76,073.40	$88,245.30
	Educational Diagnostician	168	173	Days	$67,821.84	$80,740.48	$93,659.12
	Coordinator-State & Federal Programs	190	168	Days	$65,861.67	$78,406.94	$90,952.21
	Assistant Principal-Middle School	190	190	Days	$74,486.41	$88,674.52	$102,862.62
	Assistant Principal-High School	190					
7			**Daily**		**$415.13**	**$494.20**	**$573.28**
	Administrator-CTE	190	190	Days	$78,874.00	$93,898.00	$108,923.00
	Administrator-Instructional Programs	190					
	Administrator-Research & Evaluation	190					
	Principal-Elementary	190					
8			**Daily**		**$440.03**	**$523.86**	**$607.68**
	Licensed School Psychology	173	173	Days	$76,125.19	$90,627.78	$105,128.64
	Principal-Middle School	190	190	Days	$83,606.00	$99,533.00	$115,459.00
9			**Daily**		**$472.00**	**$555.28**	**$638.57**
	Principal-High School	190	190	Days	$89,679.00	$105,504.00	$121,328.00
	Director-Special Education	190					
10			**Daily**		**$497.20**	**$584.47**	**$670.99**
	Executive Director-Athletics	190	190	Days	$94,468.00	$111,050.00	$127,489.00
	Executive Director-Food Service	190					
	Executive Director-Human Resources	190					
	Executive Director-Support Services	190					
	Executive Director-Technology	190					
11			**Daily**		**$523.90**	**$616.36**	**$708.82**
	Associate Superintendent	190	190	Days	$99,542.00	$117,109.00	$134,676.00
	Chief Financial Officer	190					

This salary plan is for the 2025-2026 school year only. Future salaries cannot be predicted from this schedule.

San Elizario Independent School District does not discriminate on the basis of race, color, religion, sex, national origin age, or disability in its programs, activities, or employment.
El Distrito escolar de San Elizario no discrimina en base a raza, color, religion, sexo, nacionalidad, edad, y/o discapacidad en sus programas, actividades, o empleo.

Board Approved
06/18/2025

SAN ELIZARIO INDEPENDENT SCHOOL DISTRICT

A Proud Community of Champions – Soaring to Excellence

Human Resources Department

2025-2026 Administrative Technical Pay Scale

Pay Grade	Job Title	Calendar	HOURLY Minimum	Midpoint	Maximum
1			$12.00	$14.79	$17.47
	Clerk-General Office	190			
2			$13.89	$17.16	$20.27
	Caseworker-Special Education	168			
	Clerk-Attendance ES	163			
	Clerk-Attendance MS	163			
	Clerk-Attendance HS	163			
	Clerk-Campus Clerk	190			
	Clerk-Special Education Campus	190			
3			$15.00	$18.53	$21.89
	Clerk II-Attendance/PEIMS ES	184			
	Registrar MS	184			
	Registrar PS	184			
4			$16.30	$20.01	$23.54
	Clerk-Student Services	190			
	Registrar HS	190			
	Secretary-Campus ES	184			
	Secretary-Campus MS	184			
	Secretary-Campus PS	184			
5			$17.78	$21.82	$25.67
	Secretary-Department	190			
	Secretary-High School	190			
6			$19.67	$24.00	$28.12
	Specialist-HR	190			
	Specialist-Payroll	190			
	Specialist-Nutrition Services Support	190			
7			$23.23	$28.33	$33.19
	Specialist-IT Field	190			
8			$24.78	$30.03	$35.03
	Secretary-Superintendent	190			
	Specialist-IT Support	190			
	Specialist-IT Systems	190			

This salary plan is for the 2025-2026 school year only. Future salaries cannot be predicted from this schedule.

San Elizario Independent School District does not discriminate on the basis of race, color, religion, sex, national origin age, or disability in its programs, activities, or employment.
El Distrito escolar de San Elizario no discrimina en base a raza, color, religion, sexo, nacionalidad, edad, y/o discapacidad en sus programas, actividades, o empleo.

Board Approved
06/18/2025

SAN ELIZARIO INDEPENDENT SCHOOL DISTRICT

A Proud Community of Champions – Soaring to Excellence

Human Resources Department

2025-2026 Food Service Pay Scale

Pay Grade	Job Title	Calendar	HOURLY Minimum	Midpoint	Maximum
1F			$12.11	$14.44	$16.60
	Food Service-Worker/Custodian	154			
2F			$12.98	$15.63	$18.09
	Food Service-Cashier	154			
3F			$13.85	$16.71	$19.39
	Food Service-Cook	154			
5F			$17.29	$20.98	$24.45
	Manager-Food Service Elementary	166			
	Manager-Food Service Middle School	166			
6F			$19.09	$22.97	$26.58
	Manager-Food Service High School	166			

This salary plan is for the 2025-2026 school year only. Future salaries cannot be predicted from this schedule.

San Elizario Independent School District does not discriminate on the basis of race, color, religion, sex, national origin age, or disability in its programs, activities, or employment.
El Distrito escolar de San Elizario no discrimina en base a raza, color, religion, sexo, nacionalidad, edad, y/o discapacidad en sus programas, actividades, o empleo.

Board Approved
06/18/2025

SAN ELIZARIO INDEPENDENT SCHOOL DISTRICT

A Proud Community of Champions – Soaring to Excellence

Human Resources Department

2025-2026 Instructional Support Pay Scale

Pay Grade	Job Title	Calendar	HOURLY Minimum	HOURLY Midpoint	HOURLY Maximum
2			**$14.00**	**$16.40**	**$18.70**
	Aide-Classroom	155			
	Aide-Classroom-Language Development	155			
	Aide-Classroom-Math & Science	155			
	Aide-Classroom-Pre-K, ESL, PE	155			
	Aide-Computer Lab	155			
	Aide-Computer Lab (w/o teacher)	155			
	Aide-ISS	155			
	Aide-Nurse	155			
	Aide-Library	158			
	Aide-DAEP	155			
	Aide-Title I	155			
	Aide-Math & Reading				
3			**$15.65**	**$18.25**	**$20.89**
	Aide-Special Ed II	155			
	Parent Liaison	158			
	Special Education Job Coach	155			
	Aide-Graphic Design & Illustration	155			
4			**$17.65**	**$20.69**	**$23.73**
	Officer-Attendance	184			
5			**$20.88**	**$24.55**	**$28.23**
	Nurse-Licensed Vocational	155			
	Parent Liaison-District	168			

This salary plan is for the 2025-2026 school year only. Future salaries cannot be predicted from this schedule.

San Elizario Independent School District does not discriminate on the basis of race, color, religion, sex, national origin age, or disability in its programs, activities, or employment.
El Distrito escolar de San Elizario no discrimina en base a raza, color, religion, sexo, nacionalidad, edad, y/o discapacidad en sus programas, actividades, o empleo.

Board Approved
06/18/2025

SAN ELIZARIO INDEPENDENT SCHOOL DISTRICT

A Proud Community of Champions – Soaring to Excellence

Human Resources Department

2025-2026 Operations Support Pay Scale

Pay Grade	Job Title	Calendar	HOURLY Minimum	Midpoint	Maximum
1			**$12.00**	**$14.16**	**$16.32**
	Custodian	190			
	Monitor-Bus	151			
	Monitor-Crossguard	151			
2			**$13.38**	**$15.84**	**$18.30**
	Groundskeeper	190			
3			**$14.39**	**$17.07**	**$19.75**
	Security-Campus	173			
	Warehouse Worker	190			
3B			**$14.89**	**$17.57**	**$20.25**
	Security-District	210			
4			**$15.49**	**$18.40**	**$21.33**
	Clerk-Inventory/Commodities Delivery	190			
	Head Custodian ES	190			
	Head Custodian MS	190			
	Maintenance Worker	190			
4B			**$16.68**	**$19.86**	**$23.05**
	Groundskeeper/Applicator	190			
5			**$17.99**	**$21.46**	**$24.92**
	Head Custodian HS	190			
	Irrigator	190			
	Maintenance-Plumber Assistant	190			
6			**$19.78**	**$23.38**	**$26.98**
	IPM Applicator/Utility Worker	190			
6B			**$20.00**	**$23.20**	**$26.39**
	Bus Driver	155, 184			
6C			**$21.45**	**$25.07**	**$28.68**
	Bus Driver-Lead	190			
	Dispatcher-Transportation	184			
7			**$22.60**	**$26.78**	**$30.97**
	Maintenance-Electrician	190			
	Maintenance-HVAC Technician	190			
	Maintenance-Plumber	190			
8			**$24.50**	**$28.75**	**$33.01**
	Supervisor-Security	190			

This salary plan is for the 2025-2026 school year only. Future salaries cannot be predicted from this schedule.

San Elizario Independent School District does not discriminate on the basis of race, color, religion, sex, national origin age, or disability in its programs, activities, or employment.
El Distrito escolar de San Elizario no discrimina en base a raza, color, religion, sexo, nacionalidad, edad, y/o discapacidad en sus programas, actividades, o empleo.

Board Approved
06/18/2025

SAN ELIZARIO INDEPENDENT SCHOOL DISTRICT

A Proud Community of Champions – Soaring to Excellence

Human Resources Department

2025-2026 Food Service Summer School/Intersession Pay Rates

Listed below are the approved miscellaneous pay rates to be used for child nutrition employees who work during the **summer** or **during school breaks** outside of their regular duty hours. Miscellaneous pay rates are not determined by funding sources or the amount of available funding. Pay rates are consistent with the duties performed and are to be applied consistently to all employees.

Position	Hourly
Food Service Worker/Custodian and Food Service Clerk	$16.50
Food Service Cashier	$17.50
Food Service Cook	$20.00
Food Service Manager	$3.00 / hour above their regular rate of pay

NOTE: Employee's hourly rate applies if greater than established rate.

This salary plan is for the 2025-2026 school year only. Future salaries cannot be predicted from this schedule.

San Elizario Independent School District does not discriminate on the basis of race, color, religion, sex, national origin age, or disability in its programs, activities, or employment.
El Distrito escolar de San Elizario no discrimina en base a raza, color, religion, sexo, nacionalidad, edad, y/o discapacidad en sus programas, actividades, o empleo.

Board Approved
06/18/2025

SAN ELIZARIO INDEPENDENT SCHOOL DISTRICT

A Proud Community of Champions – Soaring to Excellence

Human Resources Department

2025-2026 Mindful Monday's Support Services Pay Rates

Listed below are the approved miscellaneous pay rates to be used for Support Services employees who work during a mindful Monday outside of their regular duty hours due to emergencies or instructional needs. Miscellaneous pay rates are not determined by funding sources or the amount of available funding. Pay rates are consistent with the duties performed and are to be applied consistently to all eligible employees as determined by Superintendent.

Position	Hourly
Support Service Employee	$3.00 / hour above their regular rate of pay

NOTE: Employee's hourly rate applies if greater than established rate.

This salary plan is for the 2025-2026 school year only. Future salaries cannot be predicted from this schedule.

San Elizario Independent School District does not discriminate on the basis of race, color, religion, sex, national origin age, or disability in its programs, activities, or employment.
El Distrito escolar de San Elizario no discrimina en base a raza, color, religion, sexo, nacionalidad, edad, y/o discapacidad en sus programas, actividades, o empleo.

Board Approved
06/18/2025

SAN ELIZARIO INDEPENDENT SCHOOL DISTRICT

A Proud Community of Champions – Soaring to Excellence

Human Resources Department

2025-2026 Guest Teacher/Substitute Pay Rates

Guest Teacher *(Daily Rate)*	
SEISD Guest Teacher Training	$100.00
30+ College Hours	$110.00
Associate Degree	$115.00
Bachelor's Degree	$130.00
Teacher Certified -State of Texas	$155.00
Long Term Assignment *(assigned by campus and/or HR)*	
Teacher Certified -State of Texas	$160.00
Non-Certified	Additional $10.00

Additional Pay for assignment days (Above Daily Rates)

- $5.00/day after 30 assignment days
- $10.00/day after 50 assignment days

Note: Additional pay for assignments does not apply to long term assignments. Assignments days do not have to be consecutive days and half day assignments counts as ONE assignment day. The additional pay for assignments is reset back to zero at the beginning of each school year.

Substitutes *(Daily Rate)*	
Registered Nurse *(Assigned by HR)*	$150.00
Licensed Cosmetology Teacher *(Assigned by HR)*	$150.00

Substitutes *(Hourly Rate)*	
Custodian and/or Food Service Worker	$10.00
Health Aide	$12.00
Note: All Custodian, Food Service and Health Aide Substitutes are required to clock-in and clock-out daily.	

San Elizario Independent School District does not discriminate on the basis of race, color, religion, sex, national origin age, or disability in its programs, activities, or employment.
El Distrito escolar de San Elizario no discrimina en base a raza, color, religion, sexo, nacionalidad, edad, y/o discapacidad en sus programas, actividades, o empleo.

Board Approved
06/18/2025

SAN ELIZARIO INDEPENDENT SCHOOL DISTRICT

A Proud Community of Champions – Soaring to Excellence

Human Resources Department

2025-2026 Academic Stipends

Stipends Paid over 12 months	
*Bilingual/ESL	$4,000
*Bilingual/ESL Serving in Dual Language Setting	$4,500
Librarian	$2,000
Librarian-Supervising more than one campus (per supervised campus	$1,000
Master's Degree	$1,200
☆Special Education	$2,500
**Math	$3,000
**Science	$6,000
**English	$3,000
Yearbook CLASSROOM TEACHERS ONLY	
Elementary	$300
Middle School	$600
High School	$2,000
Mentor Teachers	
Elem., MS, HS	$600
Career & Technical Student Organization	
BPA	Up to $1,500
HOSA	Up to $1,500
NTHS	Up to $1,500
SkillsUSA	Up to $1,500
TAFE	Up to $1,500
TSA	Up to $1,500
Vex Robotics (TSA Support) (x1)	Up to $1,500

Stipends will be prorated based on the classes being taught for which the requirements are.

Additional Certification One-Time Incentive CLASSROOM TEACHERS ONLY	
Special Education	$500
Bilingual/ESL	$500
Content Certification-Secondary (for Special Education Teachers)	$500
Generalist Certification (for Special Education Teachers)	$1,000

Stipends paid in June-Upon completion of Assignment *Paid each semester (December/June) CLASSROOM TEACHERS ONLY	
Department Head 3-5 Teachers (MS, HS)	$600
Department Head 6-9 Teachers (MS, HS)	$900
Department Head 10+ Teachers (MS, HS)	$1,200
*Dual Credit-Per class, per semester (HS)	$285
Advanced Placement-Per class, per semester (HS)	$200
Gifted and Talented -Elem, MS, HS	
GT Coordinator	$1,000
Special Education Stipends	
Visually Impaired	$4,000
Behavioral Unit	$1,000
Registered Nurse	$1,200
SLP Supervising SLPA	$1,200
Teacher with Diagnostic Evaluation Duties	$2,500
University Interscholastic League (UIL) CLASSROOM TEACHERS ONLY	
UIL Event Sponsor – HS, MS	$500
UIL Coordinator – HS	$1,200
UIL Coordinator – MS	$750
UIL Science Coordinator – Elem., MS, HS	$500
Other: Extra Curricular Activities CLASSROOM TEACHERS ONLY	
National Honor Society – MS, HS	$500
Science Fair Coordinator – MS, HS	$500
One Act Play – HS	$1,350
Pep Squad – Elem.	$300
Student Council – MS	$600
Student Council – HS	$1,200
Robotics	$1,350
Literary Anthology Campus Coordinator (6)	$500
Speech and Debate	$1,500
STEM Coordinator	$500

Additional certification one-time incentive applies to Classroom Teachers who challenge AND pass an additional certification. The exam fee will also be reimbursed upon passing the exam. Incentive paid per each area

**Math, Science and English stipends will only be paid to secondary teachers (7-12) teaching in the certification area. Teachers must be fully certified in the specialty area.

☆May be combined with Bilingual/ESL or Dual Language stipend, if serving in a bilingual or dual setting.

San Elizario Independent School District does not discriminate on the basis of race, color, religion, sex, national origin age, or disability in its programs, activities, or employment.
El Distrito escolar de San Elizario no discrimina en base a raza, color, religion, sexo, nacionalidad, edad, y/o discapacidad en sus programas, actividades, o empleo.

Board Approved
UPDATED
01/14/2026

SAN ELIZARIO INDEPENDENT SCHOOL DISTRICT

A Proud Community of Champions – Soaring to Excellence

Human Resources Department

2025-2026 Non-Academic Stipends

Basketball	
Varsity Coach (x2)	$8,500
JR Varsity (x2)	$3,650
9th (x2)	$3,650
Middle School – 7th (x2)	$2,000
Middle School – 8th (x2)	$2,000
Cheerleading/Dance	
Varsity Coach	$4,500
JR Varsity	$2,500
Dance – HS	$4,000
Folklorico – HS	$1,500
Middle School – 7th	$1,875
Middle School – 8th	$1,875
Cross Country	
Varsity Coach (Boys & Girls)	$7,500
Assistant – HS	$3,600
Middle School (x2)	$1,800
Music	
Band Director – HS w/MS Assist. Duty	$10,000
Band Assistant (2)	$5,850
Band Director – MS	$5,000
Mariachi Group Sponsor	$4,500
Mariachi Group Assistant (x1)	$1,500
Color Guard Sponsor – HS	$2,250
Color Guard Assistant – HS	$1,000
Football	
Head Coach – HS	$16,000
Coordinator (x2)	$9,000
Assistant (x5)	$7,200
Assistant -9th (x2)	$7,000
Head Coach – MS	$3,200
Middle School – 7th (x2)	$2,700
Middle School – 8th (x2)	$2,700
Soccer	
Head Coach (Boys)	$7,500
Head Coach (Girls)	$7,500
Assistant (x2)	$3,900
JR Varsity (x2)	$3,500
Middle School – 7th (x2)	$1,800
Middle School – 8th (x2)	$1,800
Special Olympics	
Coach (x3)	$750
Additional Trades Certification One Time Incentive	
Plumber	$500
Electrician	$500
Irrigator	$500
Applicator	$500

Summer UIL Conditioning	
2 Sessions	$325
Tennis	
Head Coach – HS	$7,500
Assistant – HS	$3,900
Middle School – 7th	$1,800
Middle School – 8th	$1,800
Trainer	
Athletic Trainer	$18,000
Single Athletic Trainer (in-district *prorated until vacancy is filled*	$9,000
Volleyball	
Varsity Coach	$6,500
JR Varsity	$3,510
9th	$3,510
Middle School – 7th	$2,160
Middle School – 8th	$2,160
Middle School – 8th (B Team)	$2,160
Wrestling	
Head Coach (Boys & Girls)	$6,500
Wrestling Coach – HS	$3,500
Middle School	$1,800
***Baseball**	
Head Coach – HS	$6,500
Assistant – HS	$3,900
JR Varsity	$3,500
Middle School – 7th	$1,800
Middle School – 8th	$1,800
***Softball**	
Varsity Coach	$6,500
Assistant	$3,900
JR Varsity	$3,500
Middle School – 7th	$1,800
Middle School – 8th	$1,800
Track	
Head Coach (Boys)	$6,000
Head Coach (Girls)	$6,000
Assistant (x3)	$3,900
Middle School – 7th (x2)	$1,800
Middle School – 8th (x2)	$1,800
Golf	
Head Coach (Boys & Girls)	$4,750
Assistant – HS	$2,625
Head Coach – MS (Boys & Girls)	$1,000

**Spring Sports -First stipend payments begin with January Check.*

Additional Certification one-time incentive applies to support services employees who challenge AND pass an additional certification. The exam fee will also be reimbursed upon passing of exam. Incentive paid per each area.

San Elizario Independent School District does not discriminate on the basis of race, color, religion, sex, national origin age, or disability in its programs, activities, or employment.
El Distrito escolar de San Elizario no discrimina en base a raza, color, religion, sexo, nacionalidad, edad, y/o discapacidad en sus programas, actividades, o empleo.

Board Approved
06/18/2025

SAN ELIZARIO INDEPENDENT SCHOOL DISTRICT

A Proud Community of Champions – Soaring to Excellence

Human Resources Department

2025-2026 Miscellaneous Pay Rates

Professional Development	
Summer Professional Development *(3-hour session)*	$75.00
Summer Professional Development *(6-hour session)*	$150.00
After School Professional Development *(attending 2-3 hour session)*	$75.00
Saturday Professional Development *(3-hour session)*	$75.00
Saturday Professional Development *(6-hour session)*	$150.00

Extra Duty Pay-Teachers	
Tutor-Certified *(per hour)*	$50.00
Summer School Assignment *(per hour)*	$50.00
After School Activities/Intermural *(per hour)*	$50.00
Literacy Instructor	$40.00
Special Assignment *(professional employees) (per day)*	$30.00

Hourly Pay	
Coach-COOP *(per hour)*	$8.50
High School Student-COOP *(per hour)*	$7.25
Student Intern *(per hour)*	$30.00
Tutors-Non-Certified *(per hour)*	$15.00
Professional Skills Services *(per hour)*	$30.00
Speech Language Pathologist *(per hour)*	$55.00
Campus Instructional Specialist qualify to tutor as long as it is after their scheduled hours or on a Saturday.	

Extra Duty Pay-Special Education	
Diagnostician *(per hour)*	$50.00
LSSP *(per hour)*	$50.00

All District hourly employees will be paid at their hourly rate for additional duties. Overtime will be paid, if applicable. District Teacher and Employee of the Year Incentive is a one-time payment for the contract year for district winners.

Athletics	
Ticket Sellers *(professional-per event)*	$30.00
Clock/Timekeeper *(professional-per event)*	$25.00
Official Books Keeper *Varsity Games ONLY *(professional-per event)*	$25.00
Announcer *Football games ONLY *(professional-per event)*	$25.00
Pitch Counter *(professional-per event)*	$25.00
County Sheriff's Services *Football games ONLY *(professional-per event)*	$25.00
Non-District Employee *(per hour)*	$10.00
Hy-Tk Computer Data Operator *(Depending on the size of track or Cross Country meet and how many divisions)*	$150 - $180
Finish-Lynx Camera Operator *(Depending on the size of track or Cross Country meet and how many divisions)*	$150 - $180
Law Enforcement Services	$60.00/hr

Special Education-Contracted Services	
Occupational Therapist *(per hour)*	$70.00
Physical Therapist *(per hour)*	$70.00
Speech Language Pathologist, CCC *(per hour)*	$55.00
Licensed Specialist in Schools Psychology *(per evaluation) Note: 1st year LSSP $375, Supervisor $100*	$475.00
Itinerant Teacher for Auditory Impaired *(per hour)*	$55.00
Transition Specialist *(per hour)*	$50.00
Orientation & Mobility Specialist *(per hour)*	$50.00
Doctor of Medicine *(per prescription)*	$15.00
Diagnostician *(per hour)*	$55.00
Homebound Services *(per hour)*	$50.00

District Teacher & Employee of the Year -One Time	
District Teacher of the Year (3)	$1,000
District Employee of the Year (3)	$1,000

San Elizario Independent School District does not discriminate on the basis of race, color, religion, sex, national origin age, or disability in its programs, activities, or employment.
El Distrito escolar de San Elizario no discrimina en base a raza, color, religion, sexo, nacionalidad, edad, y/o discapacidad en sus programas, actividades, o empleo.

Board Approved
01/14/2026