2025 - 2026

Duncanville ISD

COMPENSATION MANUAL

ADMINISTRATIVE MANAGEMENT

PAY SCHEDULE

2025 - 2026 Administrative Management (AM) Compensation Manual

Paygrade	Assignment	Duty Days
AM1		
	Coordinator, Asset Management	226
	Coordinator, Swim Coach	226
	Manager, Fleet	260
	Specialist, Inventory	226
	Specialist, Network	226
	Specialist, Payroll	226
	Supervisor, Nutrition	226

Daily Rate	Minimum	Midpoint	Maximum
	$ 204.09	$ 245.00	$ 285.92
226 Days	$ 46,124.00	$ 55,370.00	$ 64,618.00
260 Days	$ 53,063.00	$ 63,700.00	$ 74,339.00

Paygrade	Assignment	Duty Days
AM2		
	Manager, Operations	226
	Manager, Security Electronics	226
	Specialist, Audio/Visual	226
	Specialist, Data Quality PEIMS	226
	Specialist, Human Resources	226
	Specialist, MAC	226
	Specialist, PEIMS Submission	226
	Specialist, School Attendance	226
	Specialist, Systems	226

Daily Rate	Minimum	Midpoint	Maximum
	$ 234.70	$ 281.75	$ 328.80
226 Days	$ 53,042.00	$ 63,676.00	$ 74,309.00

Paygrade	Assignment	Duty Days
AM3		
	Coordinator, Auxiliary Services	226
	Coordinator, Benefits & Leave	226
	Coordinator, Certification/Personnel Records	226
	Coordinator, Custodial	260
	Coordinator, Multimedia & Graphic Design	226
	Coordinator, Purchasing	226
	Coordinator, Safety	226
	Coordinator, Security	226
	Coordinator, Student Services	226
	Coordinator, Warehouse	226
	Registered Dietician	226

Daily Rate	Minimum	Midpoint	Maximum
	$ 258.17	$ 309.93	$ 361.69
226 Days	$ 58,346.00	$ 70,044.00	$ 81,742.00
260 Days	$ 67,124.00	$ 80,582.00	$ 94,039.00

Paygrade	Assignment	Duty Days
AM4		
	Accountant	226
	Manager, Business Systems	226
	Manager, Grant	226
	Manager, HR Data Systems	226
	Manager, Payroll	226
	Manager, Risk	226

Daily Rate	Minimum	Midpoint	Maximum
	$ 283.99	$ 340.92	$ 397.85
226 Days	$ 64,182.00	$ 77,048.00	$ 89,914.00

2025 - 2026 Administrative Management (AM) Compensation Manual

Paygrade	Assignment	Duty Days	Daily Rate		Minimum	Midpoint	Maximum
AM5					$ 357.82	$ 429.56	$ 501.30
	Director, Information Systems (PEIMS)	226	226	Days	$ 80,867.00	$ 97,081.00	$ 113,294.00
	Deputy, Police Chief	226	260	Days	$ 93,033.00	$ 111,686.00	$ 130,338.00
	Director, Maintenance Services	260					
	Director, Marketing and Communications	226					
	Director, Nutrition Services	226					
	Director, Partnerships & Engagement	226					
	Director, Purchasing	226					
	Director, Technology Operations	226					
	Director, Transportation	226					
	Engineer, Database	226					
	Engineer, Network	226					
	Engineer, Systems	226					

Paygrade	Assignment	Duty Days	Daily Rate		Minimum	Midpoint	Maximum
AM6					$ 419.89	$ 493.99	$ 568.09
	Chief of Police	226	226	Days	$ 94,895.00	$ 111,642.00	$ 128,388.00

ADMINISTRATIVE PROFESSIONAL

PAY SCHEDULE

2025 - 2026 Administrative Professional (AP) Compensation Manual

Paygrade	Assignment	Duty Days	Daily Rate	Minimum	Midpoint	Maximum
AP1				$ 278.05	$ 335.00	$ 391.95
	Athletic Trainer, Assistant	220	192 Days	$ 53,386.00	$ 64,320.00	$ 75,254.00
	Speech Language Pathologist Assistant	192	220 Days	$ 61,171.00	$ 73,700.00	$ 86,229.00

Paygrade	Assignment	Duty Days	Daily Rate	Minimum	Midpoint	Maximum
AP2				$ 305.86	$ 368.50	$ 431.15
	Academic Athletic Advisor	226	187 Days	$ 57,196.00	$ 68,910.00	$ 80,625.00
	Coach, Instructional	217				
	Counselor, Elementary/Middle School	202	192 Days	$ 58,725.00	$ 70,752.00	$ 82,781.00
	Counselor, PACE	207	197 Days	$ 60,254.00	$ 72,595.00	$ 84,937.00
	Counselor, STEAM	202	207 Days	$ 63,313.00	$ 76,280.00	$ 89,248.00
	Counselor, Summit	202	217 Days	$ 66,372.00	$ 79,965.00	$ 93,560.00
	Facilitator, Math	217	202 Days	$ 61,784.00	$ 74,437.00	$ 87,092.00
	Specialist, Academic Career & Technology Education (CTE)	217	226 Days	$ 69,124.00	$ 83,281.00	$ 97,440.00
	Specialist, CTE/Innovation	226				
	Specialist, District Transition (Special Ed)	197				
	Specialist, Dual Language	217				
	Specialist, Early Childhood	217				
	Specialist, ESL/LOTE	217				
	Specialist, GATE	217				
	Specialist, Instructional (Special Ed)	197				
	Specialist, Library Media	187				
	Speech Language Pathologist Assistant Bilingual	192				

Paygrade	Assignment	Duty Days	Daily Rate	Minimum	Midpoint	Maximum
AP3				$ 320.30	$ 390.61	$ 460.92
	Assistant Principal, Elementary	212	192 Days	$ 61,498.00	$ 74,997.00	$ 88,497.00
	Athletic Trainer, Head	226	197 Days	$ 63,099.00	$ 76,950.00	$ 90,801.00
	Coordinator, Testing (High School)	226	207 Days	$ 66,302.00	$ 80,856.00	$ 95,410.00
	Counselor, Collegiate	226	226 Days	$ 72,388.00	$ 88,278.00	$ 104,168.00
	Counselor, High School	207	212 Days	$ 67,904.00	$ 82,809.00	$ 97,715.00
	Counselor, Social Emotional Learners (SEL)	207				
	Diagnostician	197				
	Licensed Specialist School Psychology (LSSP)	197				
	Nurse, Registered	192				
	Social Worker	207				
	Specialist, 504 Campus Interventionist	207				
	Specialist, Behavior (Special Education)	197				
	Specialist, Restorative & Behavior Support	212				
	Specialist, Transcript (High School)	226				
	Specialist, Transcript Support & Graduation	226				
	Speech Language Pathologist	192				
	Therapist, Occupational	192				
	Therapist, Physical	192				

2025 - 2026 Administrative Professional (AP) Compensation Manual

Paygrade	Assignment	Duty Days	Daily Rate	Minimum	Midpoint	Maximum
AP4				$ 335.38	$ 414.05	$ 492.72
	Academic Dean, Collegiate Academy	226	192 Days	$ 64,393.00	$ 79,498.00	$ 94,602.00
	Assistant Principal, Middle School	217	197 Days	$ 66,070.00	$ 81,568.00	$ 97,066.00
	Assistant Principal, STEAM	217	217 Days	$ 72,777.00	$ 89,849.00	$ 106,920.00
	Coordinator, 504	226	226 Days	$ 75,796.00	$ 93,575.00	$ 111,355.00
	Coordinator, Assessment & Data	226				
	Coordinator, Counseling	226				
	Coordinator, CTE College Career & Military Readiness	226				
	Coordinator, Dual Language	226				
	Coordinator, Dyslexia	226				
	Coordinator, ESL/LOTE	226				
	Coordinator, Instruction	226				
	Coordinator, Instructional (Reading Academy)	226				
	Coordinator, Instructional Technology	226				
	Coordinator, Intervention Services	226				
	Coordinator, LPAC	226				
	Coordinator, Special Education	226				
	Diagnostician (Bilingual)	197				
	Speech Language Pathologist (Bilingual)	192				

Paygrade	Assignment	Duty Days	Daily Rate	Minimum	Midpoint	Maximum
AP5				$ 355.50	$ 438.89	$ 522.28
	Assistant Principal, High School	217	217 Days	$ 77,144.00	$ 95,239.00	$ 113,335.00
	Associate Principal, High School	220				

Paygrade	Assignment	Duty Days	Daily Rate	Minimum	Midpoint	Maximum
AP6				$ 381.48	$ 465.22	$ 548.96
	Assistant Athletic Director	226	226 Days	$ 86,214.00	$ 105,140.00	$ 124,065.00
	Associate Principal, High School	226				
	Director, Fine Arts	226				
	Director, Nursing	226				
	Principal, Collegiate Academy	226				
	Principal, Elementary	226				
	Principal, PACE (AEP)	226				
	Principal, Summit (DAEP)	226				

Paygrade	Assignment	Duty Days		Minimum	Midpoint	Maximum
AP7				$ 409.30	$ 493.13	$ 576.96
	Director, Accounting	226	226 Days	$ 92,502.00	$ 111,447.00	$ 130,393.00
	Director, Assessment and Accountability	226				
	Director, Athletics	226				
	Director, Budget & Finance	226				
	Director, Counseling	226				
	Director, CTE/College & Career Readiness	226				
	Director, Human Resources	226				
	Director, Language Acquisition	226				
	Director, Professional Development & Program Evaluation	226				
	Director, Schools	226				
	Director, Special Education	226				
	Director, State & Federal Programs	226				
	Director, Student Services	226				
	Director, Teaching & Learning/Assessment	226				
	Head Basketball Coach	226				
	Head Football Coach	226				

2025 - 2026 Administrative Professional (AP) Compensation Manual

	Principal, Middle School	226

Paygrade	Assignment	Duty Days	Daily Rate	Minimum	Midpoint	Maximum
AP8				$ 462.51	$ 557.24	$ 651.97
	Executive Director, Academic Support Programs	226	226 Days	$ 104,527.00	$ 125,936.00	$ 147,345.00
	Executive Director, Schools	226				
	Executive Director, Special Education	226				
	Executive Director, Student Services and Campus Support	226				
	Executive Director, Teaching & Learning	226				
	Executive Director, Technology	226				
	Executive Principal, High School	226				

Paygrade	Assignment	Duty Days	Daily Rate	Minimum	Midpoint	Maximum
AP9				$ 577.86	$ 679.83	$ 781.80
	Chief Academic Officer	226	226 Days	$ 130,596.00	$ 153,642.00	$ 176,687.00
	Chief Communications Officer	226				
	Chief Human Resources	226				
	Chief of Athletic Operations	226				
	Chief of Schools	226				
	Chief of Staff	226				
	Chief Operations Officer	226				
Chief Financial Officer			226 Days	Negotiated		

ADMINISTRATIVE SUPPORT

PAY SCHEDULE

2025 - 2026 Administrative Support (AS) Compensation Manual

Paygrade	Assignment	Duty Days	Hourly Rate	Minimum	Midpoint	Maximum
AS1				$ 16.00	$ 17.40	$ 18.94
	Aide, Copy Center/Mail (West Campus)	187	187 Days	$ 22,440.00	$ 24,404.00	$ 26,563.00
	Clerk, Counselor	202	202 Days	$ 24,240.00	$ 26,361.00	$ 28,694.00
	Clerk, Special Ed	187				

Paygrade	Assignment	Duty Days	Hourly Rate	Minimum	Midpoint	Maximum
AS2				$ 17.13	$ 18.93	$ 20.91
	Aide, Copy Center/Mail (East Campus)	207	207 Days	$ 26,594.00	$ 29,389.00	$ 32,463.00
	Clerk, Office	187	187 Days	$ 24,025.00	$ 26,549.00	$ 29,326.00
	Clerk, Receptionist (High School)	226	226 Days	$ 29,035.00	$ 32,086.00	$ 35,442.00

Paygrade	Assignment	Duty Days	Hourly Rate	Minimum	Midpoint	Maximum
AS3				$ 17.73	$ 19.93	$ 22.35
	Aide, Health Services	187	187 Days	$ 24,866.00	$ 27,952.00	$ 31,346.00
	Clerk, Attendance	197	197 Days	$ 26,196.00	$ 29,447.00	$ 33,022.00
	Clerk, LPAC	197	226 Days	$ 30,052.00	$ 33,781.00	$ 37,883.00
	Clerk, Records (High School)	226				
	Secretary, Assistant Principal (Middle School)	197				
	Secretary, Counselor	197				

Paygrade	Assignment	Duty Days	Hourly Rate	Minimum	Midpoint	Maximum
AS4				$ 18.47	$ 20.67	$ 23.09
	Aide, Professional Library/Media Center	207	187 Days	$ 25,904.00	$ 28,990.00	$ 32,384.00
	Clerk, Data Management (Special Ed)	226	197 Days	$ 27,289.00	$ 30,540.00	$ 34,115.00
	Clerk, Enrollment	197	207 Days	$ 28,675.00	$ 32,090.00	$ 35,847.00
	Clerk, Free & Reduced	207	217 Days	$ 30,060.00	$ 33,640.00	$ 37,579.00
	Clerk, SEMS/SERS (Special Ed)	207	226 Days	$ 31,307.00	$ 35,036.00	$ 39,138.00
	Clerk, Substitutes (High School)	187				
	Clerk, Withdrawal	197				
	Secretary, Assistant Principal (High School)	197				
	Secretary/Receptionist (STEAM)	217				
	Secretary/Receptionist (TLC)	226				

Paygrade	Assignment	Duty Days	Hourly Rate	Minimum	Midpoint	Maximum
AS5				$ 19.50	$ 22.30	$ 25.38
	Clerk, Bookkeeper (High School)	226	217 Days	$ 31,736.00	$ 36,293.00	$ 41,306.00
	Receptionist, District	226	220 Days	$ 32,175.00	$ 36,795.00	$ 41,877.00
	Secretary, Associate Principal	226	226 Days	$ 33,053.00	$ 37,799.00	$ 43,019.00
	Secretary, Collegiate	226	260 Days	$ 38,025.00	$ 43,485.00	$ 49,491.00
	Secretary, Principal (Elementary)	217				
	Secretary, Principal (Middle School)	220				
	Secretary, Principal (PACE)	226				
	Secretary, Principal (Summit)	226				

2025 - 2026 Administrative Support (AS) Compensation Manual

Paygrade	Assignment	Duty Days	Hourly Rate	Minimum	Midpoint	Maximum
AS6				$ 20.76	$ 23.76	$ 27.06
	Clerk, Academic Data	226	226 Days	$ 35,188.00	$ 40,273.00	$ 45,867.00
	Clerk, Accounts Payable	226				
	Office Manager (Athletics)	226				
	Secretary, Department	226				
	Secretary, Executive Principal (High School)	226				

Paygrade	Assignment	Duty Days	Hourly Rate	Minimum	Midpoint	Maximum
AS7				$ 22.97	$ 26.37	$ 30.11
	Family Engagement Liaison	197	197 Days	$ 33,938.00	$ 38,962.00	$ 44,488.00
	Secretary, Executive	226	226 Days	$ 38,934.00	$ 44,697.00	$ 51,036.00

Paygrade	Assignment	Duty Days	Hourly Rate	Minimum	Midpoint	Maximum
AS8				$ 32.33	$ 40.88	$ 47.51
	Secretary, Superintendent	226	226 Days	$ 54,791.00	$ 69,292.00	$ 80,529.00

INSTRUCTIONAL SUPPORT

PAY SCHEDULE

2025 - 2026 Instructional Support (IS) Compensation Manual

Paygrade	Assignment	Duty Days	Hourly Rate	Minimum	Midpoint	Maximum
IS1				$ 16.50	$18.30	$ 20.28
	Aide, Bilingual	187	187 Days	$ 23,141.00	$ 25,666.00	$ 28,443.00
	Aide, ESL	187				
	Aide, Instructional	187				
	Aide, Instructional CTE	187				
	Aide, Physical Education	187				
	Aide, Pre-Kindergarten	187				
	Resident Teacher	187				

Paygrade	Assignment	Duty Days	Hourly Rate	Minimum	Midpoint	Maximum
IS2				$ 16.97	$19.17	$ 21.59
	Aide, Media Tech (CTE)	187	187 Days	$ 23,800.00	$ 26,886.00	$ 30,280.00
	Aide, Special Education (Resource/Inclusion)	187				

Paygrade	Assignment	Duty Days	Hourly Rate	Minimum	Midpoint	Maximum
IS3				$ 17.47	$19.67	$ 22.09
	Aide/Clerk	187	187 Days	$ 24,502.00	$ 27,587.00	$ 30,981.00
	Aide, In School Suspension	187				
	Aide, Restorative	187				
	Aide, Special Education (Behavior)	187				
	Aide, Special Education (Co Teach Kinder)	187				
	Aide, Special Education (ECSE)	187				
	Aide, Special Education (FAST)	187				
	Aide, Special Education (SLC)	187				
	Aide, Special Education (Specialized Support)	187				

Paygrade	Assignment	Duty Days	Hourly Rate	Minimum	Midpoint	Maximum
IS4				$ 18.09	$20.29	$ 22.71
	Facilitator, Digital Classroom	187	187 Days	$ 25,371.00	$ 28,457.00	$ 31,851.00
	Facilitator, Library	187				
	Floater, Special Education	187				

Paygrade	Assignment	Duty Days	Hourly Rate	Minimum	Midpoint	Maximum
IS5				$ 32.31	$38.95	$ 45.59
	Teacher Apprentice	187	187 Days	$ 45,315.00	$ 54,627.00	$ 63,940.00
	Therapist, Occupational Assistant	192	192 Days	$ 46,526.00	$ 56,088.00	$ 65,650.00

AUXILIARY SUPPORT

PAY SCHEDULE

2025 - 2026 Auxiliary Support (AUX) Compensation Manual

Paygrade	Assignment	Duty Days	Hourly Rate	Minimum	Midpoint	Maximum
AUX1				$ 15.00	$ 16.60	$ 18.20
	Bus Attendant	181	179 Days	$ 21,480.00	$ 23,771.00	$ 26,062.00
	Custodian	260	181 Days	$ 21,720.00	$ 24,037.00	$ 26,354.00
	Food Service Assistant	179	184 Days	$ 22,080.00	$ 24,435.00	$ 26,790.00
	Food Service Assistant (Production)	181	187 Days	$ 22,440.00	$ 24,834.00	$ 27,227.00
	Food Service Assistant (Substitute)	179	260 Days	$ 31,200.00	$ 34,528.00	$ 37,856.00

Paygrade	Assignment	Duty Days	Hourly Rate	Minimum	Midpoint	Maximum
AUX2				$ 15.99	$ 17.79	$ 19.59
	Custodian Floor Technician	260	186 Days	$ 23,793.00	$ 26,472.00	$ 29,150.00
	Custodian Lead (Elementary)	260	260 Days	$ 33,259.00	$ 37,003.00	$ 40,747.00
	Food Service Assistant Lead	186				

Paygrade	Assignment	Duty Days	Hourly Rate	Minimum	Midpoint	Maximum
AUX3				$ 17.27	$ 18.87	$ 20.47
	Custodian Lead	260	177 Days	$ 24,454.00	$ 26,720.00	$ 28,986.00
	Custodian Lead Asst (High School)	260	181 Days	$ 25,007.00	$ 27,324.00	$ 29,641.00
	Driver, Central Warehouse	226	184 Days	$ 25,421.00	$ 27,777.00	$ 30,132.00
	Driver, Nutrition Warehouse	226	187 Days	$ 25,836.00	$ 28,230.00	$ 30,623.00
	Groundskeeper	260	226 Days	$ 31,224.00	$ 34,117.00	$ 37,010.00
	HVAC Filter Technician	260	260 Days	$ 35,922.00	$ 39,250.00	$ 42,578.00
	Painter Helper	260				
	Parking Guard	177				
	Warehouse Worker (Document Management)	226				
	Warehouse Worker (Nutrition)	181				
	Warehouse Worker (Receiving)	226				

Paygrade	Assignment	Duty Days	Hourly Rate	Minimum	Midpoint	Maximum
AUX4				$ 18.33	$ 20.73	$ 23.13
	Driver Apprentice	181	181 Days	$ 26,542.00	$ 30,017.00	$ 33,492.00
	Grounds Equipment Operator	260	260 Days	$ 38,126.00	$ 43,118.00	$ 48,110.00

Paygrade	Assignment	Duty Days	Hourly Rate	Minimum	Midpoint	Maximum
AUX5				$ 19.78	$ 21.58	$ 23.38
	Carpenter	260	181 Days	$ 28,641.00	$ 31,248.00	$ 33,854.00
	Lifeguard, Deep Water	260	186 Days	$ 29,433.00	$ 32,111.00	$ 34,789.00
	Nutrition Services Manager (Elem/MS)	186	192 Days	$ 30,382.00	$ 33,147.00	$ 35,912.00
	Security Dispatcher	226	226 Days	$ 35,762.00	$ 39,017.00	$ 42,271.00
	Security Officer	181	260 Days	$ 41,142.00	$ 44,886.00	$ 48,630.00
	Technician, Maintenance	260				

2025 - 2026 Auxiliary Support (AUX) Compensation Manual

Paygrade	Assignment	Duty Days
AUX6		
	Custodian Lead (High School)	260
	Lifeguard, Head Deep Water	260
	Maintenance Technician Asst Lead (High School)	260
	Nutrition Services Manager (High School)	186
	Painter Lead	260

Hourly Rate	Minimum	Midpoint	Maximum
	$ 22.11	$ 25.11	$ 28.11
186 Days	$ 32,900.00	$ 37,364.00	$ 41,828.00
260 Days	$ 45,989.00	$ 52,229.00	$ 58,469.00

Paygrade	Assignment	Duty Days
AUX7		
	Coordinator Safety & Training (Transportation)	226
	Coordinator Student Mgmt (Transportation)	226
	Dispatcher (Police)	226
	Electrician Journeyman	260
	Groundskeeper Lead	260
	Integrated Pest Management	260
	Lead, Security Officer	181
	Locksmith	260
	Mechanic, Welder Small Engine	260
	Plumber Journeyman	260
	Route Coordinator (Transportation)	226
	Route Supervisor (Special Ed)	226
	Specialist, Technology Support	226
	Technician Lead (High School), Maintenance	260
	Technician Level III	260
	Technician, HVAC	260

Hourly Rate	Minimum	Midpoint	Maximum
	$ 23.88	$ 26.88	$ 29.88
181 Days	$ 34,578.00	$ 38,922.00	$ 43,266.00
226 Days	$ 43,175.00	$ 48,599.00	$ 54,023.00
260 Days	$ 49,670.00	$ 55,910.00	$ 62,150.00

Paygrade	Assignment	Duty Days
AUX8		
	District Chef	212
	Shop Foreman	260
	Supervisor, Custodial	260
	Supervisor, Dispatcher	226
	Supervisor, Maintenance	260
	Supervisor, Natatorium	260
	Supervisor, Nutrition Warehouse	226
	Technician Asst Lead, HVAC	260
	Technician, Technology Help Desk Tech	226

Hourly Rate	Minimum	Midpoint	Maximum
	$ 25.17	$ 26.97	$ 28.77
212 Days	$ 42,688.00	$ 45,741.00	$ 48,794.00
226 Days	$ 45,507.00	$ 48,762.00	$ 52,016.00
260 Days	$ 52,354.00	$ 56,098.00	$ 59,842.00

Paygrade	Assignment	Duty Days
AUX9		
	Master Electrician	260
	Licensed Vocational Nurse (LVN-7.5 Hour)	187
	Licensed Vocational Nurse (Specialized Support)	187
	Master Plumber Responsible	260
	Technician Lead, HVAC	260
	Technician, Technology	226

Hourly Rate	Minimum	Midpoint	Maximum
	$ 26.98	$ 28.78	$ 30.58
187 Days (LVN)	$ 37,839.00	$ 40,364.00	$ 42,888.00
226 Days	$ 48,780.00	$ 52,034.00	$ 55,289.00
260 Days	$ 56,118.00	$ 59,862.00	$ 63,606.00

2025 - 2026 Auxiliary Support (AUX) Compensation Manual

Paygrade	Assignment	Duty Days
AUX10		
	Police Officer Temp	$28.06
	Police Officer Advanced	$35.58
	Police Officer Basic	$30.60
	Police Officer Intermediate	$33.07
	Police Officer Master	$38.08
	Police Officer Sergeant	$44.68

Hourly Rate	Minimum	Midpoint	Maximum
	$ 28.06	$ 35.24	$ 44.68
226 Days	$ 50,732.48	$ 63,714.00	$ 80,781.00

Paygrade	Assignment	Duty Days
BD1		
	Driver	181
	Driver (Gen Ed Collegiate 8HR)	181

Hourly Rate	Minimum	Midpoint	Maximum
	$ 22.00	$ 26.79	$ 31.58
181 Days	$ 31,856.00	$ 38,792.00	$ 45,728.00

Paygrade	Assignment	Duty Days
BD2		
	Dispatcher/Driver	226
	Clerk, Special Needs	226
	Clerk, Transportations Shop Floater	260
	Driver Floater	181

Hourly Rate	Minimum	Midpoint	Maximum
	$ 22.99	$ 28.36	$ 33.72
181 Days	$ 33,290.00	$ 41,065.00	$ 48,827.00
226 Days	$ 41,566.00	$ 51,275.00	$ 60,966.00
260 Days	$ 47,819.00	$ 58,989.00	$ 70,138.00

OTHER

PAY SCHEDULE

2025 - 2026 Other Pay Compensation Manual	
ASSIGNMENT	**AMOUNT**
Aspiring Educator	$58,500
Intern Counselor	TEACHER PAY SCALE
Permanent Substitute	$58,500
UNT-Dallas Resident Teacher	$26000 per school year
Seasonal Worker	Pay Commensurate with Compensation Manual
Athletics Event Manager	$100 per event
Athletics Gate Worker	$50 per event
Athletics Ticket Scanner	$50 per event

TEACHER

PAY SCHEDULE

Duncanville Independent School District
2025-2026 Teacher Salary Schedule

Years of Experience	Bachelor's Degree	Master's Degree
0	$ 62,250.00	$ 63,250.00
1	$ 62,450.00	$ 63,450.00
2	$ 62,650.00	$ 63,650.00
3	$ 64,100.00	$ 65,100.00
4	$ 64,300.00	$ 65,300.00
5	$ 67,000.00	$ 68,000.00
6	$ 67,200.00	$ 68,200.00
7	$ 67,400.00	$ 68,400.00
8	$ 67,600.00	$ 68,600.00
9	$ 67,900.00	$ 68,900.00
10	$ 68,200.00	$ 69,200.00
11	$ 68,500.00	$ 69,500.00
12	$ 68,800.00	$ 69,800.00
13	$ 69,100.00	$ 70,100.00
14	$ 69,400.00	$ 70,400.00
15	$ 69,700.00	$ 70,700.00
16	$ 70,100.00	$ 71,100.00
17	$ 70,500.00	$ 71,500.00
18	$ 70,800.00	$ 71,800.00
19	$ 71,200.00	$ 72,200.00
20	$ 71,700.00	$ 72,700.00
21	$ 72,200.00	$ 73,200.00
22	$ 72,800.00	$ 73,800.00
23	$ 73,400.00	$ 74,400.00
24	$ 74,000.00	$ 75,000.00
25	$ 74,600.00	$ 75,600.00
26	$ 74,800.00	$ 75,800.00
27	$ 75,400.00	$ 76,400.00
28	$ 76,000.00	$ 77,000.00
29	$ 76,600.00	$ 77,600.00
*30+	$ 77,200.00	$ 78,200.00

The salaries listed above are based on 10-month employment (187 days) 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 budget approved by the Board of Trustees.

The salaries above are for teachers that have an SBEC Teaching Certification or are exempted through the District of Innovation. The salaries above do not include full-time substitutes or aspiring educators.

Master's Degree must have been awarded prior to September 1st of the current school year in order to qualify for the additional Master's supplement.

Teachers with a doctoral degree (EdD or PhD only) from an accredited institution in alignment with the stipend criteria will receive a $1,000 stipend.

New Teachers with more than 30 years' experience will be paid $77,200 (Bachelor's Degree) or $78,200 (Master's Degree).

BILINGUAL/SPED SELF-CONTAINED

TEACHER

PAY SCHEDULE

Duncanville Independent School District
2025-2026 Teacher Salary Schedule
(Fully Certified Bilingual & Special Education Self-Contained)

Years of Experience	Bachelor's Degree	Master's Degree
0	$ 66,250.00	$ 67,250.00
1	$ 66,450.00	$ 67,450.00
2	$ 66,650.00	$ 67,650.00
3	$ 68,100.00	$ 69,100.00
4	$ 68,300.00	$ 69,300.00
5	$ 71,000.00	$ 72,000.00
6	$ 71,200.00	$ 72,200.00
7	$ 71,400.00	$ 72,400.00
8	$ 71,600.00	$ 72,600.00
9	$ 71,900.00	$ 72,900.00
10	$ 72,200.00	$ 73,200.00
11	$ 72,500.00	$ 73,500.00
12	$ 72,800.00	$ 73,800.00
13	$ 73,100.00	$ 74,100.00
14	$ 73,400.00	$ 74,400.00
15	$ 73,700.00	$ 74,700.00
16	$ 74,100.00	$ 75,100.00
17	$ 74,500.00	$ 75,500.00
18	$ 74,800.00	$ 75,800.00
19	$ 75,200.00	$ 76,200.00
20	$ 75,700.00	$ 76,700.00
21	$ 76,200.00	$ 77,200.00
22	$ 76,800.00	$ 77,800.00
23	$ 77,400.00	$ 78,400.00
24	$ 78,000.00	$ 79,000.00
25	$ 78,600.00	$ 79,600.00
26	$ 78,800.00	$ 79,800.00
27	$ 79,400.00	$ 80,400.00
28	$ 80,000.00	$ 81,000.00
29	$ 80,600.00	$ 81,600.00
*30+	$ 81,200.00	$ 82,200.00

The salaries listed above are based on 10-month employment (187 days) 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 budget approved by the Board of Trustees.

The salaries above are for teachers that have an SBEC Teaching Certification or are exempted through the District of Innovation. The salaries above do not include full-time substitutes or aspiring educators.

Master's Degree must have been awarded prior to September 1st of the current school year in order to qualify for the additional Master's supplement.

Teachers with a doctoral degree (EdD or PhD only) from an accredited institution in alignment with the stipend criteria will receive a $1,000 stipend.

New Teachers with more than 30 years' experience will be paid $81,200 (Bachelor's Degree) or $82,200 (Master's Degree).

SUBSTITUTE

PAY SCHEDULE

Substitute Pay			
Assignment	**Assignment Description**	**Amount**	
Substitute	Secretary Department	$20.76	Per Hour
Substitute	Secretary Executive	$22.97	Per Hour
Substitute	Secretary Principal	$19.50	Per Hour
Substitute Administrator	Principal (All Levels)	$300.00	Per Day
Substitute Administrator	Assistant Principal (All Levels)	$250.00	Per Day
Substitute Counselor	Counselor (All Levels)	$200.00	Per Day
Substitute Coverage	Paraprofessional	$18.00	Per Day
Substitute Coverage	Professional	$30.00	Per Day
Substitute LVN	LVN (1 To 10 Days)	$105.00	Per Day
Substitute LVN	LVN (11+ Same Assignment)	$115.00	Per Day
Substitute LVN	LVN (Monday & Friday)	$120.00	Per Day
Substitute Paraprofessional	Special Education Aide - IS3 Assignment (1 To 10 Days)	$90.00	Per Day
Substitute Paraprofessional	Special Education Aide - IS3 Assignment (11+ Same Assignment)	$100.00	Per Day
Substitute Paraprofessional	Special Education Aide - IS3 Assignment (Monday & Friday)	$105.00	Per Day
Substitute Paraprofessional	Instructional Aide/Clerical Assignment (1 To 10 Days)	$85.00	Per Day
Substitute Paraprofessional	Instructional Aide/Clerical Assignment (11+ Same Assignment)	$95.00	Per Day
Substitute Paraprofessional	Instructional Aide/Clerical Assignment (Monday & Friday)	$100.00	Per Day
Substitute RN	Registered Nurse	$175.00	Per Day
Substitute Teacher	Less Than 60 Credit Hours - Upon Approval (1 To 10 Days)	$95.00	Per Day
Substitute Teacher	Less Than 60 Credit Hours - Upon Approval (11+ Same Assignment)	$105.00	Per Day
Substitute Teacher	Less Than 60 Credit Hours - Upon Approval (Monday & Friday)	$110.00	Per Day
Substitute Teacher	Minimum 60 Credit Hours - Upon Approval (1 To 10 Days)	$115.00	Per Day
Substitute Teacher	Minimum 60 Credit Hours - Upon Approval (11+ Same Assignment)	$125.00	Per Day
Substitute Teacher	Minimum 60 Credit Hours - Upon Approval (Monday & Friday)	$130.00	Per Day
Substitute Teacher	Degreed (1 To 10 Days)	$125.00	Per Day
Substitute Teacher	Degreed (11+ Same Assignment)	$135.00	Per Day
Substitute Teacher	Degreed (Monday & Friday)	$140.00	Per Day
Substitute Teacher	Certified (1 To 10 Days)	$135.00	Per Day
Substitute Teacher	Certified (11+ Same Assignment)	$145.00	Per Day
Substitute Teacher	Certified (Monday & Friday)	$165.00	Per Day

Substitute Attendance Incentive		AMOUNT	
At Least 50% Attendance For The Semester	At Least 50% Attendance for the Semester	$250.00	Per Semester
At Least 75% Attendance For The Semester	At Least 75% Attendance for the Semester	$375.00	Per Semester
At Least 90% Attendance For The Semester	At Least 90% Attendance for the Semester	$500.00	Per Semester

STIPENDS

Special Education Stipends	Stipend Amount	
Diagnostician	$5,000.00	Per School Year
Dyslexia Teacher	$4,000.00	Per School Year
Lead Diagnostician (Elementary)	$4,000.00	Per School Year
Lead Diagnostician (Secondary)	$4,000.00	Per School Year
Lead LSSP	$4,000.00	Per School Year
Lead Speech/Language Pathologist	$4,000.00	Per School Year
LSSP (Critical Shortage)	$10,000.00	Per School Year
Special Olympics	$4,300.00	Per School Year
Sped Mentor (Teacher Apprentice Program)	$5,000.00	Per School Year
Speech Language Pathologist Assistant	$1,250.00	Per School Year
Speech Language Pathologist	$2,500.00	Per School Year
Vision Impairment	$5,000.00	Per School Year

Fine Arts Stipends	Stipend Amount	
Art Lead (District)	$2,000.00	Per School Year
Art Lead (High School)	$1,250.00	Per School Year
Auditorium/Performance Hall	$15,000.00	Per School Year
Band Asst High School	$11,500.00	Per School Year
Band Asst Middle School	$8,500.00	Per School Year
Band Director Associate	$13,500.00	Per School Year
Band Director Head	$17,000.00	Per School Year
Band Head Middle School	$10,500.00	Per School Year
Choir Assistant	$5,000.00	Per School Year
Choir Head	$10,000.00	Per School Year
Drill Team Assistant	$5,500.00	Per School Year
Drill Team Head	$12,000.00	Per School Year
Marching Band	$2,000.00	Per School Year
Music (Choir)	$2,000.00	Per School Year
Music Lead (Elementary)	$1,250.00	Per School Year
Show Stoppers	$1,500.00	Per School Year
Theatre Arts Assistant	$1,250.00	Per School Year
Theatre Arts Lead	$5,000.00	Per School Year

Academic Stipends	Stipend Amount	
Aide Bilingual	$1,000.00	Per School Year
Computer Science & Health Science	$3,500.00	Per School Year
EOC Subjects (English I, II & US History) - Standard Certified in Content	$3,500.00	Per School Year
EOC Subjects (English I, II & US History) - Standard Certified	$1,750.00	Per School Year
Foreign Language (French, Spanish, Latin) - Standard Certified in Content	$3,500.00	Per School Year
Foreign Language (French, Spanish, Latin) - Standard Certified	$1,750.00	
Lead Librarian	$5,000.00	Per School Year

Math (6-12) - Standard Certified in Content	$3,500.00	Per School Year
Math (6-12) - Standard Certified Teacher	$1,750.00	Per School Year
Mentor Teacher Stipend Instructional Support	$7,500.00	Per School Year
New Teacher Mentor	$300.00	Per Semester
Science (6-12) - Standard Certified in Content	$3,500.00	Per School Year
Science (6-12) - Standard Certified Teacher	$1,750.00	Per School Year
Teacher Bilingual	$5,000.00	Per School Year
Certified Bilingual Campus Administrator	$5,000.00	Per School Year

Other Stipends	Stipend Amount	
Doctorate	$1,000.00	Per School Year
Executive Role Expansion Stipend	$10,000.00	Per School Year
Impact Learning Lead	$4,000.00	Per School Year
Impact Learning Lead (PACE/Summit)	$2,000.00	Per School Year
Lead Accountant	$5,000.00	Per School Year
Lead Nurse	$2,500.00	Per School Year
Lead Specialist Restorative Practice Program	$4,000.00	Per School Year
Translation (Department)	$2,000.00	Per School Year/Per Team
Translation (Elementary/Middle School)	$2,000.00	Per School Year/Per Team
Translation (High School)	$10,000.00	Per School Year/Per Team
Loyalty Stipend (15+ consecutive years)	$2,000.00	Per school Year

Allowances		
Allowance Type	Annual Minimum	Annual Maximum
Allowance (Phone)	$600.00	$720.00
Allowance (Travel)	$600.00	$2,400.00

Athletic Stipends

High School (Head Coach)	Stipend Amount
Head Baseball	$11,000.00
Head Cross Country	$11,000.00
Head Golf	$11,000.00
Head Soccer	$11,000.00
Head Softball	$11,000.00
Head Tennis	$11,000.00
Head Track (Boys)	$11,000.00
Head Track (Girls)	$11,000.00
Head Volleyball	$11,000.00

1st Assistant (High School)	Stipend Amount
1st Asst Baseball	$7,400.00
1st Asst Basketball	$9,000.00
1st Asst Football	$7,000.00
1st Asst Golf	$7,400.00
1st Asst Soccer	$7,400.00
1st Asst Softball	$7,400.00
1st Asst Tennis	$7,400.00
1st Asst Track	$7,400.00
1st Asst Volleyball	$7,400.00

Other Coach (High School)	Stipend Amount
Varsity/JV (Basketball)	$4,400.00
Assistant Basketball	$4,400.00
Assistant Cross Country	$4,400.00
Assistant Football	$4,400.00
Assistant Soccer	$4,400.00
Assistant Softball	$4,400.00
Assistant Swimming	$4,400.00
Assistant Track	$4,400.00
Assistant Volleyball	$4,400.00
Varsity/JV (Baseball)	$4,400.00
Varsity/JV (Football)	$7,000.00

Other Athletic Stipends	Stipend Amount
Flag Football	$2,500.00
Athletic Mentor Coach	$10,000.00
Basketball (Skills)	$4,400.00
Equipment (Per Sport)	$1,000.00
Football Analyst	$2,500.00
Football Defensive Coordinator	$16,500.00

Football Defensive Quality Control	$1,500.00
Football Equipment	$2,500.00
Football Equipment Assistant	$2,500.00
Football Offensive Coordinator	$16,500.00
Football Offensive Quality Control	$1,500.00
Football Recruitment	$2,500.00
Football Special Teams	$11,500.00
Football Strength & Conditioning	$2,500.00
Football Video	$2,500.00
Football Video Assistant	$2,500.00
Powerlifting	$2,500.00
Strength & Conditioning	$1,000.00
Middle School Stipends	**Stipend Amount**
Athletic Coordinator	$2,500.00
One Sport	$2,800.00
Two Sports	$5,600.00
Yellow Bus Driver	
Athletics Driver	$100 Per Trip
Type of Trip Clarification	$100.00 Per Round Trip
More than 50 Miles	$100.00 Per One-Way Trip
Activity Bus Driver	
Athletics Driver	$125 Per Trip
Type of Trip Clarification	$125.00 Per Round Trip
More Than 50 Miles	$125.00 Per One-Way Trip
Coach Driving Another Sport	
Athletics Driver	$50.00 1/2 Day; $100.00 Full Day
Type of Trip Clarification	$50.00 Per One Way Trip
More Than 50 Miles	$100.00 Per One Way Trip
Coach Transporting Own Team	
Athletics Driver	$25.00 Per Trip
Type of Trip Clarification	$25.00 Per One Way Trip
More Than 50 Miles	$50.00 Per One-Way Trip
Trip Within A Trip	**Rate (See Above)**
Trip Within A Trip (Bus Driver)	Yellow Bus Or Activity Bus Per Trip
Type of Trip Clarification	Per One Way Trip Pay from Location
More Than 50 Miles	Not Applicable

Elementary School Stipends	Stipend Amount	
Stipend ESL	$1,000.00	Per School Year
LPAC CHAIR	$25.00	Per Student/Per School Year
Ratio Stipend (Over 22:1)	$1,000.00	Per Student/Per School Year/Per Grade Level Team
Team Leader	$1,000.00	Per School Year

Middle School Stipends	Stipend Amount	
Department Chair	$1,000.00	Per School Year
Sponsor, Cheerleading	$1,000.00	Per School Year
Sponsor, National Honor Society	$500.00	Per School Year
Sponsor, Other Club (Upon Approval)	$500.00	Per School Year
Sponsor, Step Team	$1,000.00	Per School Year
Sponsor, Student Council	$500.00	Per School Year
Sponsor, Yearbook	$500.00	Per School Year
Sponsor, Youth & Government	$1,000.00	Per School Year
Stipend ESL	$1,000.00	Per School Year
Stipend LPAC Chair	$25.00	Per Student/Per School Year
Take 2 Class	$3,000.00	Per Section/Per School Year

High School Stipends	Stipend Amount	
Cheerleading JV	$3,500.00	Per School Year
Cheerleading Varsity	$5,000.00	Per School Year
Cheerleading Varsity Assistant	$3,500.00	Per School Year
CTE Health Science	$3,500.00	Per School Year
CTE Science	$3,500.00	Per School Year
Debate	$2,000.00	Per School Year
Department Chair	$2,300.00	Per School Year
Extra Period	$5,000.00	Per School Year/Per Period
Lead Counselor	$5,000.00	Per School Year
Lead Library Media Specialist	$5,000.00	Per School Year
Master Schedule	$2,500.00	Per School Year
Media Tech Scoreboard	$10,000.00	Per School Year
Media Tech Scoreboard Assistant	$5,000.00	Per School Year
Newspaper Assistant	$2,187.50	Per School Year
Newspaper Head	$3,375.00	Per School Year
Spirit Facilitator	$4,400.00	Per School Year
Sponsor, Chess Club	$500.00	Per School Year
Sponsor, National Honor Society	$750.00	Per School Year

Sponsor, Senior Activities	$2,000.00	Per School Year
Sponsor, Senior All Night Party	$300.00	Per School Year
Sponsor, Senior Powder Puff Football	$300.00	Per School Year
Sponsor, Senior Prom	$750.00	Per School Year
Sponsor, Youth & Government	$6,000.00	Per School Year
LPAC Chair	$25.00	Per Student/Per School Year
Student Council Assistant	$2,500.00	Per School Year
Student Council Head	$5,000.00	Per School Year
Take 2 Class	$3,000.00	Per Section/Per School Year
Team Leader	$1,000.00	Per School Year
Team Leader (Collegiate)	$2,500.00	Per School Year
Textbook Coordinator	$5,000.00	Per School Year
Yearbook	$6,000.00	Per School Year

PACE Stipends	Stipend Amount	
Media Assistant	$2,500.00	Per School Year
Team Leader	$1,250.00	Per School Year
Yearbook	$500.00	Per School Year
Student Council	$1,000.00	Per School Year
Sponsor, Senior	$1,500.00	Per School Year

Career & Technology Education (CTE) Club Stipends		
Business Professionals of America (BPA)	$1,500.00	Per School Year
Distributive Education Clubs of American (DECA)	$1,500.00	Per School Year
Family, Career & Community Leaders Of America (FCCLA)	$1,500.00	Per School Year
Texas Association of Future Educators (FCCLA)	$1,500.00	Per School Year
Health Occupations Students of America (HOSA)	$1,500.00	Per School Year
National Future Farmers of America (FA)	$1,500.00	Per School Year
Skills USA	$1,500.00	Per School Year
Technology Student Association (TSA)	$1,500.00	Per School Year

Career & Technology Education (CTE) Other Stipends		
CTE Action Team	$1,500.00	Per School Year
Career & Technical Education State Conference Contest	$250.00	Per School Year
Career & Technical National Contestant Participation	$500.00	Per School Year
National Technical Honor Society Sponsor	$1,000.00	Per School Year

TRANSPORTATION ATTENDANCE INCENTIVE

Transportation Incentive Program		
Calendar Opportunity	**# of days absent**	**Incentive**
August - October	0 days	$300
	1/2 days	$100
	1 Full Day	$50
November - December	0 days	$150
	1/2 days	$75
	1 Full Day	$50
January - February	0 days	$150
	1/2 days	$75
	1 Full Day	$50
March - May	0 days	$300
	1/2 days	$100
	1 Full Day	$50

EXTRA

DUTY PAY

Extra Duty Pay	
Assignment (Supplemental Pay - Non Transportation Staff)	**AMOUNT**
Bus Attendant	$15.00 Per Hour
Exempt Staff - Bus Driver	$26.79 Per Hour
Non-Exempt Staff - Bus Driver	$22.00 Per Hour
Other Duty Pay	
Custodian (Non-Custodian Staff)	$15.00 Per Hour
Exempt Staff	$30.00 Per Hour
Non-Exempt Staff	Currently Hourly Rate
Parking Guard	$ 17.50 Per Hour
Security Guard	$ 20.00 Per Hour
Summer School Paraprofessional	Current Hourly Rate
Summer School Teacher Aide	$16.00 Per Hour
Summer School Teacher	$30.00 Per Hour

SIGN ON BONUSES

Sign On Bonuses	
Content Area	**Signing Bonus**
Bilingual Education	$7,000.00
Special Education	$2,000.00
Mathematics (Grades 6-12)	$2,000.00
Foreign Language (Grades 6-12)	$2,000.00
Science (Grades 6-12)	$2,000.00
CTE (6-12)	$2,000.00
English I/II & US History	$2,000.00

Bilingual: Half the payment made during the first year of employment. The second half of the payment is made during the second year of employment.

Generalist/Core Subjects Certifications are not eligible.

Sign on bonuses and stipends are contingent upon verification of sections taught (75% required).

Sign on bonuses will be paid contingent upon verification of full standard SBEC certification. If the new hire who received a sign on bonus fails to complete the school year for the district, then the sign on bonus shall be fully refunded to the district.
Previous employees are ineligible to receive a sign on for the same certification area upon rehire.

	in an eligible assignment when the original teacher earned the allotment. The funds will be distributed by Aug. 31.
Teacher Resigns Before the End of the School Year	• The funds will be divided among other teachers on the same campus who have also earned a TIA designation. If there are no other designated teachers at that school, the funds will be divided among other teachers at the same campus who hold a standard teaching certificate, meet the state criteria of being coded 087 and teaching at least 90 days, and **were not** in an eligible assignment when the original teacher earned the allotment. The funds will be distributed by Aug. 31.
Teacher Finishes the Year and Gets Promoted in the District	• Teachers who move to a non-teaching position prior to formally earning a designation relinquish eligibility per TEA guidelines. • Teachers who are promoted, but generated an allotment from the previous data capture year, will receive the payments in June and August.
Teacher Moves to Another Grade, Subject, or Campus	• Designated teachers who are moved or reassigned by the district to another campus, grade, or subject level will still be eligible to receive their allotment, as long as they remain in an 087 role and meet service requirements.