Mount Calm ISD Pay Scales

2026-2027

Teacher	26-27
Exp/Step	District Salary
0	$44,572
1	$45,400
2	$46,205
3	$50,033
4	$51,757
5	$57,040
6	$57,855
7	$59,421
8	$60,898
9	$62,298
10	$63,352
11	$64,407
12	$65,462
13	$66,517
14	$67,572
15	$68,627
16	$69,682
17	$70,737
18	$71,792
19	$72,847
20	$73,902
21	$74,402
22	$74,902
23	$75,402
24	$75,902
25	$76,402
26	$76,902
27	$77,402
28	$77,902
29	$78,402
30	$78,902

Para	26-27
Exp/Step	District Salary
0	$21,286
1	$22,055
2	$22,823
3	$23,593
4	$24,362
5	$22,846
6	$25,901
7	$26,670
8	$27,438
9	$28,207
10	$28,974
11	$29,484
12	$30,247
13	$31,009
14	$31,770
15	$32,533
16	$33,295
17	$34,056
18	$34,818
19	$35,581
20	$36,341
21	$36,946
22	$37,551
23	$38,156
24	$38,761
25	$39,366
26	$39,971
27	$40,576
28	$41,181
29	$41,786
30	$42,391

Administrative Pay Scales	Min	Midpoint	Max		Calendar
Dist. Secretary/ Office Mgr.	$43,075	$49,690	$56,305		11 month
Food Service Director	$42,491	$52,366	$61,792		11 month
Chief of Police/ Security	$42,216	$50,659	$59,102		10 month
District Counselor	$63,141	$75,967	$85,502		11 month
Maint./Transport Director	$45,500	$52,880	$60,250		12 month
PEIMS/ HR Coordinator	$49,837	$60,754	$71,672		12 month
Director of Finance/ Bus. Mgr.	$64,894	$71,384	$77,880		12 month
Principal/ Tech. Director	$69,000	$77,000	$85,000		12 month

Sports Stipends	High School	Junior High/Elem
Athletic Director	$4,500	N/A
Assistant AD	$2,250	N/A
Head Coach- Football	$3,500	$1,500
Assistant-Football	$1,750	$1,000
Head Coach-VB	$2,500	$1,250
Assistant- VB	$1,250	$750
Head Coach-BskB	$2,500	$1,250
Assistant-BskB	$1,250	$750
Head Coach-Baseball / Softball	$2,500	$1,250
Assistant Baseball / Softball	$1,250	$750
Head Coach-Cheer	$2,000	$1,250
Assistant-Cheer	$500	$500
Head Coach-Track	$1,500	$1,000
Assistant Track	$1,000	$750
Head Coach-Tennis	$1,500	N/A
Assistant Tennis Coach	$750	
Head Cross Country	$1,000	$750
Head Power Lifting	$1,500	

Bus Driver Stipends		
Each Bus Route	Bus	$ 30.00
Each Van Route	Van	$ 15.00

Academic Stipends	High School	Junior High/Elem
UIL-Coordinator	$750	$750
UIL- Assistant Coord	$500	$500
UIL- Coach	$250	$250
ESL-Dist Coordinator	$2,150	Combined
ESL-Certified Teacher	$1,000	Combined
Dyslexia/Dysgr-Dist Coord	$2,150	Combined
Parental Involvement	$500	Combined
Math Teacher(Full Day)	$2,500	$1,500
Science Teacher(Full)	$2,500	$1,500
English Stipend(Full)	$2,500	$1,500
Masters Degree	$1,000	Combined
Ag Teacher	$3,500	N/A
GT-Coordinator	$2,500	Combined
Yearbook	$1,000	N/A
Consumer Science	$1,500	N/A
Mentor Stipend	$1,000	$1,000
Special Ed-Dist Coord	$6,000	Combined
Spec Ed-Teacher Certified	$1,500	Combined
One Act Play	$1,000	N/A
One Act Play-Asst	$500	N/A