



2026-27 Compensation Plan

**College Station ISD
Compensation Plan 2026-27**

Teacher New Hire Pay Scale

Years of Exp	2026-2027 Base Salary
0	\$53,250
1	\$54,150
2	\$56,150
3	\$56,600
4	\$56,850
5	\$57,700
6	\$59,850
7	\$60,100
8	\$60,350
9	\$60,600
10	\$60,850
11	\$61,100
12	\$61,350
13	\$61,600
14	\$61,890
15	\$62,214
16	\$62,538
17	\$62,850
18	\$63,504
19	\$64,209
20	\$64,629
21	\$65,530
22	\$66,405
23	\$67,332
24	\$68,233
25	\$68,869
26	\$69,781
27	\$70,698
28	\$71,604
29	\$72,600
30	\$73,459
31	\$73,867
32	\$74,400
33	\$74,910
34	\$75,420
35	\$75,930

*Teachers hired in with 35 or more years of service will be compensated according to their total years of experience

\$2,000 Master's Degree - General Stipend for Teachers

The rates listed above are based on 10-month employment for the 2026-2027 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.

Performance Pay

For any funds received by College Station ISD for a designated teacher under the Teacher Incentive Allotment (TIA), 90 percent will be paid to the designated teacher. The remaining 10 percent will be used for training and support of the system, expansion of the system, administrative expenses, and/or professional development. Should the district receive funding for a designated teacher who has resigned or retired, the district will forward payment to the resigned or retired teacher as soon as practicable.

Legislative Session Implications

Compensation increases outlined in this Compensation Plan are proposed for approval on a contingent basis and may be modified as necessary to align with legislation enacted by the Texas Legislature subsequent to Board adoption of this Compensation Plan. To the extent the Texas Legislature creates legal requirements for school district employee compensation, an amended Plan will be presented to the Board for adoption. Any additional compensation increases required by the Legislature will supersede or replace those proposed herein, such increases will not be considered an addition to those reflected in this Compensation Plan.

College Station Independent School District
Proposed Compensation Plan 2026-2027

Administrative Professional Pay Plan						
Pay Grade	Job Title	Calendars	Calendar Days	Min	Mid	Max
1	Position	Days	Days	\$222.27	\$267.80	\$313.33
	Supervisor - Student Transportation Management	220	220	48,899	58,916	68,933
	Computer Technology Lead	240	240	53,345	64,272	75,199
	Office Manager - Education Foundation	240	261	58,012	69,896	81,779
	Specialist - Communications	240				
	Specialist - Multi-Media	240				
	Specialist - Textbook	240				
	Supervisor - Child Nutrition	240				
	Supervisor - Transportation Drivers	240				
	Supervisor - Custodial	261				
2	Position	Days	Days	\$251.95	\$299.94	\$347.92
	Coordinator - Child Nutrition	240	240	60,468	71,986	83,501
	Applications Support Administrative Technology	240				
	Jr. System Administrator	240				
3	Position	Days	Days	\$295.14	\$359.93	\$424.72
	Speech Language Pathologist Assistant	187	187	55,191	67,307	79,423
	ARD Facilitator	197	197	58,143	70,906	83,670
	Counselor - Elementary School	197	207	61,094	74,506	87,917
	Specialist - Head Start Behavior Disability	197	240	70,834	86,383	101,933
	Specialist - SpED Instructional Behavior Support	197	261	77,032	93,942	110,852
	Counselor - Intermediate School	207				
	Counselor - Middle School	207				
	Specialist - Digital Learning	207				
	Specialist - Early Education Instructional	207				
	Specialist - Head Start Health/Nutrition	207				
	Counselor - High School	207,240				
	Coordinator - Computer Technician	240				
	Senior Accountant - Grants and Accounts Payable	240				
	Senior Accountant - Revenue	240				
	Specialist - Early Head Start Health & Nutr. Safety	240				
	Specialist - Family Engagement	240				
	Specialist - Head Start Compliance/Data	240				
	Specialist - Parent Trainer	240				
	Supervisor - Community Education	240				
	Supervisor - Grounds	261				
	Supervisor - Maintenance	261				
	Position	Days	Days	\$312.85	\$381.53	\$450.21
	Physical Therapist Assistant	187	187	58,503	71,346	84,189
	Coordinator - Mental Health & Crisis Intervention	192	192	60,067	73,254	86,440
	Coordinator - SPED Transition	197	197	61,631	75,161	88,691
	Assistant Principal - Elementary School	220	220	68,827	83,937	99,046
	Assistant Principal - Intermediate School	220	240	75,084	91,567	108,050

	Coordinator - Community Engagement	240	261	81,654	99,579	117,505
	Coordinator - Natatorium	220				
	Analyst - Financial Programmer	240				
	Analyst - Student Data Systems	240				
	Analyst - Telecom	240				
	Assistant Director - Child Nutrition	240				
	Coordinator - Community Education	240				
	Coordinator - Instructional Technology	240				
	Coordinator - PEIMS	240				
	Network Administrator I	240				
	Payroll Manager	240				
	System Administrator I	240				
	Coordinator - Custodial Services	261				
	Coordinator - High School Testing	220,240				
5	Position	Days	Days	\$331.62	\$404.42	\$477.22
	Coordinator - TIA and Professional Learning	187	187	62,013	75,627	89,240
	Occupational Therapist	187	192	63,671	77,649	91,626
	Physical Therapist	187	202	66,987	81,693	96,398
	Speech Pathologist	192	207	68,645	83,715	98,785
	Speech Pathologist CFY	192	220	72,956	88,972	104,988
	Diagnostician	202	240	79,589	97,061	114,533
	Lead Speech Pathologist	202	261	86,553	105,554	124,554
	School Psychologist	202				
	Athletic Trainer	207				
	Assistant Principal - Middle School	220				
	Coordinator - School Improvement	220				
	Dean of Students	220				
	Assistant Director - Transportation	240				
	Coordinator - Advanced Academics	240				
	Coordinator - Construction	240				
	Coordinator - Early Education Services	240				
	Coordinator - ELAR Instructional	240				
	Coordinator - Language Acquisition Instructional	240				
	Coordinator - Math Instructional	240				
	Coordinator - Network	240				
	Coordinator - Science Instructional	240				
	Coordinator - Social Studies Instructional	240				
	Coordinator - Special Education Instructional	240				
	Coordinator - SPED Assessment & Related SVS	240				
	Systems Administrator II	240				
	Inspector - Construction	261				
6	Position	Days	Days	\$354.84	\$432.73	\$510.62
	Assistant Principal - High School	220	220	78,065	95,201	112,336
	Assistant Director - Athletics	240	240	85,162	103,855	122,549
	Assistant Director - Business Services	240				
	Assistant Director - CTE	240				
	Assistant Director - Human Resources	240				
	Assistant Director - Special Services	240				
7	Position	Days	Days	\$379.68	\$463.02	\$546.36

	Director - Child Nutrition	240	220	83,530	101,864	120,199
	Director - Community Education	240	240	91,123	111,125	131,126
	Director - Data Services	240				
	Director - Early Education	240				
	Director - Education Foundation	240				
	Director - Purchasing	240				
	Director - Safety and Risk Management	240				
	Director - Student Services	240				
	Director - Transportation	240				
	Principal - Choice High School	240				
	Principal - Elementary School	220,240				
	Principal - Intermediate School	240				
8	Position	Days	Days	\$406.25	\$495.43	\$584.60
	Athletic Coordinator/Football Coach	240	240	97,500	118,903	140,304
	Director - Assessment	240				
	Director - Business Services	240				
	Director - Communications	240				
	Director - CTE	240				
	Director - Digital Learning	240				
	Director - Fine Arts	240				
	Director - Human Resources	240				
	Director - School Improvement	240				
	Director - Federal & State Programs	240				
	Director - Technology	240				
	Principal - Middle School	240				
9	Position	Days	Days	\$460.55	\$554.88	\$649.21
	Director - Athletics	240	240	110,532	133,171	155,810
	Principal - High School	240				
10	Position	Days	Days	\$512.71	\$610.37	\$708.03
	Executive Director - Facilities	240	240	123,050	146,489	169,927
	Executive Director - Elementary Education	240				
	Executive Director - Secondary Education	240				
	Executive Director - Special Services	240				
11	Position	Days	Days	\$563.98	\$671.41	\$778.84
	Chief of Staff	240	240	135,355	161,138	186,922
	Chief Financial Officer	240				
	Assistant Superintendent - Teaching & Learning	240				
	Assistant Superintendent - Operations	240				

College Station Independent School District
Proposed Compensation Plan 2026-2027

Paraprofessional Pay Plan						
Pay Grade	Job Title	Calendars	Calendar Days	Min	Mid	Max
1	Position	Days	Days	\$11.80	\$14.74	\$17.69
	Clerk - Athletics	220	220	19,470	24,321	29,189
2	Position	Days	Days	\$12.75	\$15.92	\$19.10
	Instructional Assistant - Credit Recovery	187	187	17,882	22,328	26,788
	Instructional Assistant - Computer Lab	187				
	Instructional Assistant - Dual Language	187				
	Instructional Assistant - ESL	187				
	Instructional Assistant - General Education	187				
	Instructional Assistant - Head Start	187				
	Instructional Assistant - Head Start, BI	187				
	Instructional Assistant - ISS	187				
	Instructional Assistant - Library	187				
	Instructional Assistant - PE	187				
	Instructional Assistant - Pre-K	187				
	Instructional Assistant - Pre-K, BI	187				
	Instructional Assistant - Sped Resource	187				
	Instructional Assistant - Title I	187				
	Receptionist, Elementary	187				
	Receptionist, Intermediate	187				
3	Position	Days	Days	\$13.85	\$16.88	\$19.92
	Family Advocate Head Start	187	187	19,425	23,674	27,938
	Instructional Assistant - Bridges	187	197	20,463	24,940	29,432
	Instructional Assistant - CASL	187	207	21,502	26,206	30,926
	Instructional Assistant - Life Skills	187	220	22,853	27,852	32,868
	Instructional Assistant - Sped AB	187	240	24,930	30,384	35,856
	Instructional Assistant - Sped ECSE	187				
	Instructional Assistant - Sped ECSE, BI	187				
	Secretary - Counselor	187				
	Clerk - SpED Department	197				
	Instructional Assistant Support Head Start	197				
	Receptionist - Middle School	197				
	Support Services Provider Early Education Services	197				
	Clerk - Textbooks High School	207				
	Clerk - SpED Campus	220				
	Secretary - Office High School	220				
	Administrative Assistant - Child Nutrition	240				
	Catering Manager	240				
	Clerk - Data Input	240				
	Parent Educator Early Head Start	240				
	Program Assistant - Pre K Head Start	240				
	Receptionist - High School	240				
	Secretary - Counselor High School	220,240				

4	Position	Days	Days	\$14.80	\$18.06	\$21.31
	Attendance Clerk - Elementary School	202	202	22,422	27,361	32,285
	Attendance Clerk - High School	202	220	24,420	29,799	35,162
	Attendance Clerk - Intermediate School	202	240	26,640	32,508	38,358
	Attendance Clerk - Middle School	202				
	Clerk - SHARS/Early Childhood	220				
	Secretary - Principal, Elementary School	220				
	Secretary - Principal, Intermediate School	220				
	Warehouse - Central Receiving	240				
	Bookkeeper - Athletics	240				
	Bookkeeper - High School	240				
	Receptionist - Communications	240				
	Registrar - Middle School	240				
	Secretary - Community Education	240				
	Secretary - Principal, Choice High School	240				
	Secretary - Principal, Middle School	240				
	Secretary - Special Services	240				
5	Position	Days	Days	\$17.50	\$21.31	\$25.15
	Administrative Assistant - Athletics	240	240	31,500	38,358	45,270
	Administrative Assistant - CTE	240	240	33,600	40,915	48,288
	Administrative Assistant - Fine Arts	240				
	Administrative Assistant - Head Start	240				
	Administrative Assistant - Operations	240				
	Administrative Assistant - Principal High School	240				
	Administrative Assistant - Special Programs	240				
	Administrative Assistant - Technology	240				
	Administrative Assistant - Transportation	240				
	Administrative Assistant - Teaching and Learning	240				
	Associate Clerk - Sped	240				
	Clerk - Accounts Payable	240				
	Clerk - PEIMS/Records, Sped	240				
	Registrar - High School	240				
6	Position	Days	Days	\$19.75	\$24.08	\$28.41
	Communication Technician	240	240	35,550	43,344	51,138
	Computer Tech I	240	240	37,920	46,234	54,547
	Coordinator - Facility Use	240				
	Financial Assistant - Early Education	240				
	Specialist - Human Resources	240				
	Specialist - Payroll	240				
	Specialist - Position Management	240				
	Specialist - Purchasing	240				
	Specialist - Revenue	240				
7	Position	Days	Days	\$21.75	\$26.49	\$31.26
	Administrative Associate - Administrative Services	240	240	39,150	47,682	56,268
	Administrative Associate - Business Services	240	240	41,760	50,861	60,019
	Administrative Associate - Facilities	240				
	Administrative Associate - Human Resources	240				
	Administrative Associate - Special Services	240				
	Administrative Associate - Teaching and Learning	240				

Coordinator - Benefits	240
Specialist - Child Nutrition	240
Specialist - Lead Position Manager	240

8	Position	Days	Days	\$25.95	\$31.26	\$36.57
	LVN	187	187	36,395	43,842	51,289
	LVN, Choice High School	192	192	37,368	45,014	52,661
	Executive Assistant - Superintendent	240	240	46,710	56,268	65,826

College Station Independent School District
Proposed Compensation Plan 2026-2027

Auxiliary Pay Plan						
Pay Grade	Job Title	Calendars		Min	Mid	Max
1	Position	Days	Hourly	\$12.00	\$14.45	\$16.90
	Child Nutrition Assistant	170				
	Parking Attendant	170				
	Bus Driver Trainee	179				
	Bus Monitor	179				
	Child Nutrition Cashier	179				
	Custodian	261				
2	Position	Days	Hourly	\$12.75	\$15.64	\$18.28
	Child Nutrition - Assistant Manager	179				
	Head Custodian - Elementary School	261				
	Head Custodian - Intermediate School	261				
3	Position	Days	Hourly	\$14.00	\$16.51	\$19.02
	Child Nutrition Manager - Elementary School	186				
	Child Nutrition Manager - Intermediate School	186				
	Child Nutrition Manager - Middle School	186				
	Head Custodian - CTE	261				
	Head Custodian - High School	261				
	Head Custodian - Middle School	261				
	Warehouse/Courier	261				
4	Position	Days	Hourly	\$16.00	\$19.28	\$22.56
	Child Nutrition Manager - High School	186				
	Custodial Warehouse Manager	261				
	Grounds Sprayer Technician	261				
	Grounds Worker	261				
	Lead Courier	261				
	Maintenance Fleet Mechanic	261				
	Mechanic Helper	261				
	Parts Clerk - Transportation	261				
	Specialist - Preventative	261				
5	Position	Days	Hourly	\$18.90	\$22.84	\$26.78
	Coordinator Field Trip	240				
	Routing Clerk	240				
	Routing Clerk, Sped	240				
	Dispatcher	261				
	Lead Trainer, Transportation	240				
	Mechanic	261				
	Position	Days	Hourly	\$22.75	\$27.24	\$31.72
	Carpenter	261				
	Locksmith/Carpenter	261				

	Painter	261				
	Specialist - Irrigation	261				
	Specialist - Pest Control	261				
7	Position	Days	Hourly	\$24.35	\$29.34	\$34.33
	Foreman - Fleet/Shop	261				
	Supervisor - Warehouse	261				
	Electrician	261				
	HVAC - Refrigeration Technician	261				
	HVAC - Technician	261				
	Plumber (Licensed)	261				
	Security Alarm Technician	261				
BD	Position	Days	Hourly	\$18.50	\$22.50	\$26.50
	Bus Driver	179				