

Wink-Loving ISD

2026-27 New Hire Guide for Teachers and Librarians

Adopted: May 19, 2026

Years of Experience	New Hire Salary
0	\$52,000
1	\$52,500
2	\$53,000
3	\$53,500
4	\$54,000
5	\$54,500
6	\$55,000
7	\$55,500
8	\$56,000
9	\$56,500
10	\$57,000
11	\$58,000
12	\$59,000
13	\$60,000
14	\$61,000
15	\$62,000
16	\$63,000
17	\$64,000
18	\$65,000
19	\$66,000
20	\$67,000
21	\$68,000
22	\$69,000
23	\$70,000
24	\$71,000
25+	\$72,000

\$1,200 Master's Degree Stipend

The salaries listed above are based on 10-month employment for the 2025-26 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. Salaries are determined individually with consideration for job-related experience and credentials.

2026-27 Exempt Pay Plan

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Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum
1			Daily	\$250.00	\$300.00
	Nurse	187	187 Days	46,750	56,100
	Technology Specialist	217	217 Days	54,250	65,100
	Tax Assessor & Business Manager	241	241 Days	60,250	72,300
	Director of Technology	241			84,350
2			Daily	\$265.00	\$332.00
	Counselor/Dean of Students	217	217 Days	57,505	72,044
	Director of Operations	241	241 Days	63,865	80,012
	Maintenance/Transportation Director	250	250 Days	66,250	83,000
3			Daily	\$295.00	\$372.00
	Director of Athletics/Head Football Coach	241	241 Days	71,095	89,652
	Director of Safety & Security	217	217 Days	64,015	80,724
	Speech Pathologist (Masters Degree)	197	197 Days	58,099	72,624
4			Daily	\$335.00	\$415.00
	Elementary Principal	217	217 Days	72,695	90,055
	Director of Special Ed./Special Programs	217			107,415
5			Daily	\$345.00	\$425.00
	JH/HS Principal/Director of Instruction	241	241 Days	83,145	102,425
					121,705

2026-27 Nonexempt Pay Plan

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Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
1			Hourly	\$14.25	\$17.75	\$21.25
	Cafetera Worker (7 hours)	183	183 Days	20,862	25,986	31,110
2			Hourly	\$15.25	\$18.75	\$22.25
	Assistant Cafeteria Manager (7 hours)	183	183 Days	22,326	27,450	32,574
	Aide	187	187 Days	22,814	28,050	32,752
	Custodian	250	250 Days	30,500	37,500	44,500
3			Hourly	\$18.25	\$23.10	\$28.00
	Cafeteria Manager (8 hours)	183	183 Days	26,718	33,818	40,992
	Secretary, Elementary	202	202 Days	29,492	37,329	45,248
4			Hourly	\$20.00	\$27.75	\$35.25
	Secretary, Jr High & High School	202	202 Days	32,320	44,844	56,964
	Business Office Clerk	241	241 Days	38,560	53,502	67,962
	PFC Manager	250	250 Days	37,080	46,340	55,600
5			Hourly	\$23.00	\$30.25	\$37.50
	Secretary, Superintendent	241	241 Days	44,344	58,322	72,300
	Maintenance/Groundskeeper	250	250 Days	46,000	60,500	75,000
6			Hourly	\$24.00	\$34.50	\$45.00
	HVAC Technician/Electrician	250	250 Days	48,000	69,000	90,000

2026-27 Extra Duty Stipends

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Category	Assignment	Level	Stipend
Academics			
	C/X Debate	HS	1,500
	LD Debate	HS	1,125
	ESL Coordinator	JH/HS	500
	GT Coordinator	Dist	1,000
	National Honor Society	JH/HS	500
	One-Act Play Sponsor (HS)	HS	2,500
	One-Act Play Sponsor (JH)	JH	500
	Robotics	HS	2,000
	Student Council	JH/HS	2,500
	UIL Competition	JH/HS	150
	UIL Coordinator	JH/HS	2,500
	UIL Coordinator	Elem.	500
	UIL Subject Area Coach - Elem.	Elem.	300
	UIL Subject Area Coach - HS	HS	450
	UIL Subject Area Coach - JH	JH	300
	Year Book Sponsor/School Photographer/ Social Media Liaison	JH/HS	7,500
Athletics			
	Head Basketball	JH/HS	5,000
	Head Cross Country	JH/HS	5,000
	Head Golf	JH/HS	5,000
	Head Powerlifting	JH/HS	5,000
	Head Tennis	JH/HS	5,000
	Head Track	JH/HS	5,000
	Head Volleyball	JH/HS	5,000
	Head Baseball	JH/HS	5,000
	Head Softball	JH/HS	5,000
	Cheer Sponsor	JH/HS	3,000
	Football, Assistant	JH/HS	4,250
	Softball Assistant	JH/HS	2,900
	Tennis Assistant	JH/HS	2,900
	Track Assistant	JH/HS	2,900
	Volleyball Assistant	JH/HS	2,900
	Basketball Assistant	JH/HS	2,900
	Baseball Assistant	JH/HS	2,900
	Cross Country Assistant	JH/HS	2,900
	Golf Assistant	JH/HS	2,900
	Powerlifting Assistant	JH/HS	2,900
	Cheer Assistant	JH/HS	1,000
	Strength and Conditioning Coordinator	JH/HS	1,500
	Training Room Coordinator	JH/HS	1,500
	5 Extra Days (Athletic Director will get list to Admin. Office by July 15th)	JH/HS	Varies
Other			
	Textbook Coordinator	JH/HS	2,500
	District Testing Coordinator	Dist	3,000
	Election Coordinator	Dist	1,500
	Insurance Benefits Coordinator	Dist	1,500
	District Coordinator of School Improvement (DCSI) - if needed (Pay in August)	Dist	1,500
	Special Education Transition Coordinator	Dist	1,500
	Reading Academy Teachers (Paid Once - Must Complete at WLISD and Stay in District)	Elem.	1,500
	School Guardians + DPS Firearm Certification (Pay in June after school year)	Dist	1,000 + 500
	Texas Math and Science Coaches Association (TMSCA)	JH	1,000
	Texas Math and Science Coaches Association (TMSCA) Assistant	JH	500
	Special Education Aide Severe Support Stipend	Dist.	2,000
	Bus Driving Stipend (6-13 trips)	Dist.	750
	Bus Driving Stipend (14 - 20 trips)	Dist.	1,500
	Bus Driving Stipend (21 + trips)	Dist.	2,000
Performing Arts and Ag			
	Band Director (217 Contract Days)	JH/HS	9,500
	Lead Ag Teacher / FFA Sponsor (217 Contract Days)	JH/HS	9,500
	Ag Mechanics / FFA Sponsor (217 Contract Days)	JH/HS	9,500