



# Fredericksburg ISD

## *COMPENSATION PLAN* *2026-2027*

Business and Finance

FREDERICKSBURG ISD | 234 FRIENDSHIP LN.

2026-2027 Fredericksburg ISD New Hire Guide for Teachers	
Years of Experience	New Hire Salary
0	\$54,000
1	\$54,500
2	\$55,100
3	\$56,000
4	\$57,500
5	\$61,500
6	\$62,400
7	\$62,800
8	\$63,200
9	\$63,600
10	\$64,200
11	\$64,800
12	\$65,400
13	\$66,000
14	\$66,500
15	\$66,900
16	\$67,700
17	\$68,500
18	\$69,500
19	\$70,550
20	\$71,600
21	\$72,650
22	\$73,650
23	\$74,650
24	\$75,650
25	\$76,650
26	\$77,700
27	\$78,400
28	\$79,100
29	\$79,700
30+	\$80,300

Continuing Teachers above step 30 will receive an increase of

\$500

Uncertified teacher beginning pay: \$45,000

Uncertified teacher with passed content exam: \$50,000

The salaries listed above are based on 10-month employment 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 pay raise budget approved by the Board of Trustees.

**\$1,050 General Master's Degree Stipend**

## 2026-2027 Administrative Professional Pay Plan

Pay Grade	Job Title	Calendars	Daily	Minimum	Midpoint	Maximum
<b>1</b>			<b>Daily</b>	<b>\$288.77</b>	<b>\$346.53</b>	<b>\$404.28</b>
	ARD Facilitator	195	<b>187 Days</b>	54,000	64,801	75,600
	Coordinator, Outreach Liaison	195	<b>195 Days</b>	56,310	67,573	78,835
	Coordinator, Transition/SHARS Specialist	187				
	Speech Pathologist Asst	187				
<b>2</b>			<b>Daily</b>	<b>\$303.21</b>	<b>\$363.85</b>	<b>\$424.49</b>
	Instructional Specialist	202	<b>195 Days</b>	59,126	70,951	82,776
	Instructional Technologist	210	<b>202 Days</b>	61,248	73,498	85,747
	Librarian	195	<b>210 Days</b>	63,674	76,409	89,143
	Nurse (RN)	195				
<b>3</b>			<b>Daily</b>	<b>\$309.27</b>	<b>\$371.13</b>	<b>\$432.98</b>
	Athletics Trainer	210	<b>187 Days</b>	57,833	69,401	80,967
	College & Career Advisor	200	<b>195 Days</b>	60,308	72,370	84,431
	Coordinator, Communications and Community Ed	220	<b>200 Days</b>	61,854	74,226	86,596
	Counselor, ES	187	<b>210 Days</b>	64,947	77,937	90,926
	Counselor, Primary	187	<b>220 Days</b>	68,039	81,649	95,256
	Counselor, MS	210				
	Diagnostician	195				
	Occupational Therapist	195				
	Social Worker	195				
	Special Education Counselor	195				
	Speech Pathologist	195				
<b>4</b>			<b>Daily</b>	<b>\$317.00</b>	<b>\$380.40</b>	<b>\$443.80</b>
	Counselor, HS	210	<b>195 Days</b>	61,815	74,178	86,541
	Counselor, GCHS/AEP/SES/ECHS	210	<b>210 Days</b>	66,570	79,884	93,198
	Social Worker (LMSW)	195				
<b>5</b>			<b>Daily</b>	<b>\$320.17</b>	<b>\$384.21</b>	<b>\$448.24</b>
	Asst Principal, ES	210	<b>195 Days</b>	62,433	74,921	87,407
	Asst Principal, Primary	210	<b>210 Days</b>	67,236	80,684	94,130
	Coordinator, SPED Behavior	210				
	Coordinator, SPED Co-Op	210				
	School Psychologist	195, 210				
<b>6</b>			<b>Daily</b>	<b>\$326.57</b>	<b>\$391.89</b>	<b>\$457.20</b>
	Asst Principal, MS	220	<b>220 Days</b>	71,845	86,216	100,584
	Director, School Nutrition	225	<b>225 Days</b>	73,478	88,175	102,870
	Director, Transportation	225				
	Director, HR	225				

**7**

Asst Principal, HS	220
Director, Bands	225

Daily	\$336.37	\$400.78	\$465.19
<b>220 Days</b>	74,001	88,172	102,342
<b>225 Days</b>	75,683	90,176	104,668

**8**

Principal, ES	202, 220
Principal, Primary	220
Principal, GCHS/AEP & Coordinator, Student Services	210
Director, Operations	238

Daily	\$359.71	\$427.33	\$494.95
<b>202 Days</b>	72,661	86,321	99,980
<b>210 Days</b>	75,539	89,739	103,940
<b>220 Days</b>	79,136	94,013	108,889
<b>225 Days</b>	80,935	96,149	111,364
<b>238 Days</b>	85,611	101,705	117,798

**9**

Director, Athletics	225
Director, SPED Co-Op	225
Principal, MS	225

Daily	\$388.19	\$461.37	\$534.55
<b>225 Days</b>	87,343	103,808	120,274

**10**

Director, Secondary Curriculum & Instruction	225
Director, Elementary Curriculum & Instruction	225
Principal, HS	225

Daily	\$433.60	\$509.52	\$585.43
<b>225 Days</b>	97,560	114,642	131,722

**11**

Asst Superintendent	225
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Daily	\$492.14	\$579.41	\$666.67
<b>225 Days</b>	110,732	130,367	150,000

## 2026-2027 Auxiliary Pay Plan

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
<b>1</b>						
			<b>Hourly</b>	<b>\$15.45</b>	<b>\$18.08</b>	<b>\$20.71</b>
	Custodian	233	<b>233 Days</b>	28,799	33,701	38,603
	Custodian/Mail Clerk	233				
<b>2</b>						
			<b>Hourly</b>	<b>\$16.25</b>	<b>\$18.91</b>	<b>\$21.58</b>
	School Nutrition Worker	178	<b>178 Days</b>	23,140	26,928	30,730
<b>3</b>						
			<b>Hourly</b>	<b>\$16.75</b>	<b>\$19.58</b>	<b>\$22.41</b>
	Asst. Manager, School Nutrition HS	178	<b>178 Days</b>	23,852	27,882	31,912
	Bus Service Technician Fuel	238	<b>233 Days</b>	31,222	36,497	41,772
	Lead Custodian	233	<b>238 Days</b>	31,892	37,280	42,669
	School Nutrition - Cook	178				
<b>4</b>						
			<b>Hourly</b>	<b>\$18.00</b>	<b>\$21.08</b>	<b>\$24.16</b>
	General Maintenance	238	<b>178 Days</b>	25,632	30,018	34,404
	Manager, School Nutrition ES	178	<b>238 Days</b>	34,272	40,136	46,001
	Manager, School Nutrition PS	178				
<b>5</b>						
			<b>Hourly</b>	<b>\$18.94</b>	<b>\$22.17</b>	<b>\$25.40</b>
	Manager, School Nutrition HS	178	<b>178 Days</b>	26,971	31,570	36,170
	Manager, School Nutrition MS	178				
<b>6</b>						
			<b>Hourly</b>	<b>\$19.83</b>	<b>\$23.42</b>	<b>\$27.00</b>
	Electrician, Licensed	238	<b>238 Days</b>	37,756	44,592	51,408
	Mechanic, Helper	238				
	Plumber, Tradesman	238				
<b>7</b>						
			<b>Hourly</b>	<b>\$21.41</b>	<b>\$25.25</b>	<b>\$29.10</b>
	Electrician, Journeyman	238	<b>225 Days</b>	38,538	45,450	52,380
	HVAC Technician, Asst	238	<b>238 Days</b>	40,765	48,076	55,406
	Plumber, Journeyman	238				
	Supervisor, School Nutrition	225				
<b>8</b>						
			<b>Hourly</b>	<b>\$24.67</b>	<b>\$28.87</b>	<b>\$33.06</b>
	Electrician, Master	238	<b>238 Days</b>	46,972	54,968	62,946
	HVAC Technician, Licensed	238				
	Mechanic, Master	238				
	Plumber, Master	238				
	<b>Job Title</b>	<b>Calendar</b>	<b>Hourly Rate</b>			
	Bus Monitor	175	18.25			
	Bus Driver	175	29.35			
	Bus Driver in Training	175	14.00			

## 2026-2027 Clerical Technical Pay Plan

Pay Grade	Job Title	Calendars	Hourly	Minimum	Midpoint	Maximum
<b>1</b>			<b>Hourly</b>	<b>\$15.70</b>	<b>\$18.54</b>	<b>\$21.38</b>
	Educational Aide*	180	<b>180 Days</b>	22,608	26,698	30,787
	Clerk/Receptionist	180, 187, 225	<b>187 Days</b>	23,487	27,736	31,984
			<b>225 Days</b>	28,260	33,372	38,484
<b>2</b>			<b>Hourly</b>	<b>\$16.50</b>	<b>\$19.48</b>	<b>\$22.46</b>
	Educational Aide, Bilingual	180	<b>180 Days</b>	23,760	28,051	32,342
	Educational Aide, ISS	180				
	Educational Aide, Lab*	180				
	Educational Aide, Library Technician*	180				
	Educational Aide, Sped	180				
<b>3</b>			<b>Hourly</b>	<b>\$17.00</b>	<b>\$20.20</b>	<b>\$23.40</b>
	Certified Nursing Assistant	187	<b>180 Days</b>	24,480	29,088	33,696
	Educational Aide, Sped Severe Need (Lifeskills, ECSE, Autistic, BAP/FOCUS, 1:1)	180	<b>187 Days</b>	25,432	30,219	35,006
<b>4</b>			<b>Hourly</b>	<b>\$18.45</b>	<b>\$21.77</b>	<b>\$25.08</b>
	Admin Asst, Fine Arts Department	220	<b>180 Days</b>	26,568	31,349	36,115
	Clerk, Attendance HS	180	<b>195 Days</b>	28,782	33,961	39,125
	Educational Aide, Secondary Library Technician	180	<b>200 Days</b>	29,520	34,832	40,128
	Secretary, Attendance MS	195	<b>220 Days</b>	32,472	38,315	44,141
	Secretary, Counselor HS	200	<b>225 Days</b>	33,210	39,186	45,144
<b>5</b>			<b>Hourly</b>	<b>\$19.15</b>	<b>\$22.65</b>	<b>\$26.15</b>
	Secretary, Counselor/PEIMS MS	210	<b>195 Days</b>	29,874	35,334	40,794
	Secretary, PEIMS Prim	210	<b>210 Days</b>	32,172	38,052	43,932
	Secretary, PEIMS ES	210	<b>220 Days</b>	33,704	39,864	46,024
	Secretary, Principal ES	195, 210	<b>225 Days</b>	34,470	40,770	47,070
	Secretary, Principal MS	220				
	Secretary, Principal Primary	210				
<b>6</b>			<b>Hourly</b>	<b>\$20.00</b>	<b>\$23.61</b>	<b>\$27.22</b>
	Admin Asst, Athletics	225	<b>195 Days</b>	31,200	36,832	42,463
	Bookkeeper, HS	210	<b>200 Days</b>	32,000	37,776	43,552
	Registrar, HS	220	<b>210 Days</b>	33,600	39,665	45,730
	Secretary, Principal HS	210	<b>220 Days</b>	35,200	41,554	47,907
	Secretary, School Nutrition	225	<b>225 Days</b>	36,000	42,498	48,996
	Secretary, SEMS (Sped Records)	195				

\*\$1.25/hr increase to minimum rate of pay for curriculum planning and implementation duties

7	
Admin Asst, Curriculum & Instruction	225
Admin Asst, Special Education Director	225
Admin Asst, Transportation & Operations	225
Computer Technician I	225
Specialist, HR	225
Specialist, PEIMS	225
Interpreter, Deaf Education	180
LVN	195

Hourly	\$22.15	\$26.15	\$30.15
<b>180 Days</b>	31,896	37,656	43,416
<b>195 Days</b>	34,554	40,794	47,034
<b>225 Days</b>	39,870	47,070	54,270
<b>238 Days</b>	42,174	49,790	57,406

8	
Admin Asst, Business Finance/Purchasing Specialist	225
Computer Technician II	225
Coordinator, PEIMS	225
Financial Assistant	225
Coordinator, Human Resources	225
Payroll Specialist	225

Hourly	\$27.70	\$32.70	\$37.70
<b>225 Days</b>	49,860	58,860	67,860

9	
Admin Asst, Executive	225

Hourly	\$28.40	\$33.80	\$39.20
<b>225 Days</b>	51,120	60,840	70,560

## 2026-2027 Extra Duty Stipend

Category	Assignment	Level	Stipend
<b>Academics</b>			
	Grade Level Chair	PS	1,100
	Yearbook	PS	300
	Grade Level Chair	ES	1,100
	Science Fair Sponsor	ES	550
	Student Council	ES	500
	UIL Academic Coach, 1 event	ES	357
	UIL Academic Coach, 2 events	ES	676
	UIL Academic Coach, 3 or more events	ES	955
	UIL Coordinator ES	ES	1,350
	Yearbook	ES	450
	Bilingual Dual Language Teacher (Bilingual Certified)	PS, ES	6,000
	Bilingual Dual Language Teacher - Retention/Returning	PS, ES	1,200
	ESL Dual Language Teacher	PS, ES	1,375
	Department Head	MS	1,100
	National Junior Honor Society	MS	500
	Student Council	MS	1,000
	UIL Academic Coach, 1 event	MS	550
	UIL Academic Coach, 2 events	MS	1,040
	UIL Academic Coach, 3 or more events	MS	1,465
	UIL Coordinator MS	MS	1,500
	Yearbook	MS	1,200
	Ag Science Teacher	HS	2,500
	Bass Fishing Team Sponsor	HS	1,500
	CTE Coordinator	HS	6,000
	Career & Technical Student Organization	HS	2,500
	CTE, Summer	HS	2,500
	CTE, Instructor (per CTE class period taught)	HS	450
	CPI Trainer	HS	875
	Department Head	HS	2,000
	ESL Records Tracker	HS	1,375
	FFA Director	HS	6,000
	Lead Counselor	HS	2,000
	Math – Hiring Incentive (Certified)	HS	3,000
	Math – Full Time High Need (Certified)	HS	2,000
	National Honor Society	HS	1,000
	Student Council, Asst	HS	500
	Student Council	HS	1,500
	UIL Academic Coach, 1 event	HS	815
	UIL Academic Coach, 2 events	HS	1,545
	UIL Academic Coach, 3 or more events	HS	2,180
	UIL Coordinator	HS	2,000
	UT On-Ramps	HS	1,000
	Yearbook/Newspaper	HS	3,500
	Bilingual - SPED Support	ALL	3,000
	District Library Coordinator	ALL	3,000
	Fitnessgram Facilitator - PE/Health K-12	ALL	1,000

Mentor Beginning Teacher (entire year)	ALL	1,000
Mentor Student Teacher (per semester)	ALL	520
Special Education Teacher - Severe Needs	ALL	4,000
Deaf/Hard of Hearing, Visually Impaired Teacher	ALL	7,000
Deaf/Hard of Hearing, Visually Impaired – Retention/Returning	ALL	1,200
Certified Orientation & Mobility	ALL	2,000
Lead Speech Pathologist/School Psychologist	ALL	2,000
Speech Pathologist Stipend (High Need)	ALL	2,000
Speech Pathologist/LSSP Intern Supervisor	ALL	3% of annual pay
Speech Pathologist Assistant Stipend (High Need)	ALL	1,000
School Psychologist Stipend (High Need)	ALL	2,000
Translator (added to hourly rate)	ALL	900

## Athletics

Athletic Coordinator, MS	MS	3,500
Basketball	MS	3,000
Cheerleading, Asst Coach	MS	1,250
Cheerleading, Head Coach	MS	2,750
Cross Country, Head Coach	MS	2,500
Football	MS	3,500
Golf	MS	1,500
Soccer, Head Coach	MS	2,500
Soccer, Asst Coach	MS	1,250
Tennis	MS	3,000
Track	MS	2,500
Volleyball	MS	3,000
Athletic Coordinator	HS	5,800
Baseball, Asst Coach	HS	4,500
Baseball, Head Coach	HS	7,500
Basketball, Asst Coach	HS	4,500
Basketball, Head Coach	HS	7,500
Cheerleading, Asst Coach	HS	4,500
Cheerleading, Head Coach	HS	7,500
Cross Country, Asst Coach	HS	4,500
Cross Country, Head Coach	HS	7,500
Football, Head Coach	HS	7,500
Football, Asst Coach	HS	6,000
Football, Defensive Coordinator	HS	1,000
Football, Offensive Coordinator	HS	1,000
Football, Special Teams Coordinator	HS	1,000
Football, Video Coordinator	HS	1,000
Golf, Asst Coach (Fall)	HS	2,500
Golf, Asst Coach (Spring)	HS	2,500
Golf, Head Coach (Fall)	HS	3,750
Golf, Head Coach (Spring)	HS	3,750
Powerlifting	HS	3,600
Soccer, Asst Coach	HS	4,500
Soccer, Head Coach	HS	7,500
Softball, Asst Coach	HS	4,500

Softball, Head Coach	HS	7,500
Strength & Conditioning	HS	5,500
Swim, Head Coach	HS	6,000
Swim Sponsor	HS	3,000
Tennis, Asst Coach (Fall)	HS	3,500
Tennis, Asst Coach (Spring)	HS	3,500
Tennis, Head Coach (Fall)	HS	5,500
Tennis, Head Coach (Spring)	HS	5,500
Track, Asst Coach	HS	4,500
Track, Head Coach Boys	HS	7,500
Track, Head Coach Girls	HS	7,500
Volleyball, Asst Coach	HS	4,500
Volleyball, Head Coach	HS	7,500

### Performing Arts

Pep Squad	MS	1,000
Theatre, One Act Play	MS	1,000
Band, Head Director	MS	7,800
Band, Asst Director HS & MS	MS/HS	7,500
Choir, Director HS & MS Club	HS	6,000
Color Guard	HS	2,000
Dance Teams, Red-Hotts	HS	4,000
Fine Arts Coordinator	HS	3,000
Theatre, Curator	HS	6,000
Theatre, One Act Play	HS	2,500
Video Board Coordinator	HS	2,500

## 2026 – 27 Extra Duty Pay

Description	Hourly Rate
Summer School Teacher	40.00
Summer School Paraprofessional	17.50
Summer Planning Facilitator	30.00
Summer Planning Teacher	25.00
Non-CDL Required Student Transportation Driving	18.00
Description	Daily Rate
<b>Non-Contract Day</b>	
Required Professional Development*	160.00
*refer to additional details regarding this policy	

### Performance Pay

#### Performance Pay: Teacher Incentive Allotment:

For any funds received by Fredericksburg ISD for a designated teacher under the Teacher Incentive Allotment (TIA), 95 percent will be paid to the designated teacher. The remaining 5 percent will be used for training and support of the system, expansion of the system, administrative expenses, professional development. Should the district receive funding for a designated teacher who has resigned or retired at the end of their contract, the district will forward payment to the resigned or retired teacher as soon as practicable.

**FISD District Benefit Information**

Health Insurance Premium Benefit – All Participating Employees:

The Fredericksburg ISD contributes \$365.00 per month toward TRS ActiveCare health insurance premiums for participating employees.

**2026 – 2027 Substitute Pay Schedule**

<b>Regular Substitute Rates</b>	<b>Daily Rate</b>
Teacher, Educational Aide Days 1 – 20	\$120
Teacher, Educational Aide Days 21+	\$140
RN, LVN Certified (subbing nurse role)	\$140
Clerical	\$110

A substitute who worked 20 days or more in the previous school year will start the new school year earning a daily rate of \$140. Substitutes previously employed by FISD as a teacher in the previous school year will also receive the \$140 daily rate.

<b>Long Term Substitute Teacher Rates</b>	<b>Daily Rate</b>	
	<b>20+ Days</b>	<b>40+ Days</b>
Texas SBEC Certified	\$160	\$180

To be eligible for long term sub pay cannot have 2 consecutive absences or 4 total absences in the same long-term sub assignment.

<b>Auxiliary Substitute Rates</b>	<b>Hourly Rate</b>
Food Service	16.00
Custodial	15.23
Bus Driver	29.25
Bus Monitor	18.25

All non-exempt substitutes shall be paid in compliance with the FLSA, including overtime for all hours worked in workweek in excess of 40 hours.