



FORT STOCKTON
INDEPENDENT SCHOOL DISTRICT

COMPENSATION PLAN

2026-2027

Approved

06/22/2026

Purpose

This Compensation Manual serves as a guide for administering salaries and wages for all Fort Stockton ISD employees. It outlines salary structures, stipends, and incentives that align with job responsibilities, experience, and budgetary guidelines.

The Board of Trustees shall annually approve the compensation plan.

The Superintendent or designee is responsible for implementing the plan in accordance with established procedures and the adopted budget.

Compensation Policy - DEA (local)

The Superintendent shall recommend an annual compensation plan for all District employees consistent with the budget.

The Superintendent or designee shall classify each job title within the compensation plan based on the qualifications, duties, and market value of the position.

Salary placement of new hires

Teachers: Starting salaries for all newly hired Teachers will be based upon verification of prior experience.

ZONE PAY- An alternative salary schedule (optional to employee and district) is available for fully certified teachers who meet all the criteria established by the district. Details are available upon request.

Non-Certified Teachers – The District of Innovation (DOI) salary schedule will be used to compensate for DOI, Alternative Cert, non-certified teachers, etc.

Other Staff: The starting salary is determined individually based on each person's job-related experience and salaries paid to peer employees in the same position with similar experience.

One-Time Salary Adjustment

The Board of Trustees may consider a Retention Stipend or One-Time Salary Adjustment for district employees as budget funds allow.

Any One-time salary adjustment/stipend will be considered annually at the time of budget adoption.

Disclaimer and Notification

No employee will be placed below the minimum pay range.
(Violations of laws or employee / educator code of conduct excluded)

(Beginning in 2022-2023 the district adopted a state minimum salary schedule)

Starting in 2025-2026, the district increased base salary to comply with HB -2 teacher pay requirements thereby increasing FSISD's base salary by the required amounts and locally determined amount for Steps 0-2.

All Local Allotment Pay (DOI, Certified, Zone schedules) consists of Supplements, Incentives, and Performance above the FSISD Teacher Base Salary for employees compensated under the teacher salary schedules are distributed as annualized supplemental and/or stipend pay.

PAY SYSTEM RULES, UPDATES & CHANGES
2026-2027

At-Will Pay System

Hourly rate is determined via experience and qualifications in accordance with the compensation plan.

Merits will be considered at the requests of the Principal/Supervisor.

Zone Salary Schedule -----

Qualifications/Eligibility

Fully Certified & Teaching specified subject areas (G/T, ESL, or Bilingual if needed) at the needs of the District. An agreement must be signed by both parties.

Zone 1 - all (K-2nd Generalist)
Zone 2- STAAR tested subjects & Sp-Ed Classroom Teachers Skip Zone 1
Zone 3 - same as Zone 2
Zone 4- 20 years prior experience or 5 years in FSISD
Zone 5- 25 years prior experience or 5 years in FSISD
Zone 6 - only STAAR tested subjects & Sp-ED Classroom Teachers
Must have 5 years' experience in the District

Qualified k-2nd teachers
\$5,000 reduction per zone (2-5) max zone.

2026-2027 - Zone Teachers who coach may be limited to one athletic period, based on instructional assignment and campus need.

Zone Teachers that fail to prove competence based on the Region Performance on Accountability or Progress may be placed on probation and have a percentage withheld, and possibly lost, pending results of current years exams. Details will be worked out in the new Zone Contract.

Teachers who worked 20+ years at FSISD may request to be placed on Zone pay for their final 3 or 5 years depending on Tier. Only teachers that do not possess appropriate certifications to qualify for Zone will be considered.

District of Innovation (DOI) - All Non-fully Certified

Non certified teachers will be placed on the DOI non certified salary schedule.

Upon completion of certification - Salary will be prorated up to the 2026-27 certified salary schedule as of the date displayed on SBEC online. This is not retroactive, daily rate will be prorated for the remainder of the year.

Mentor Role

The Department Head/Lead teacher for each campus will serve as the mentor for new staff. An additional mentor is allowed if more than three new teachers are assigned to the designated mentor.

(Reserved for elite teachers that go above and beyond; a privilege not a right)

Pay System Rationale

The FSISD salary schedules were designed to reward our teachers with certifications that have been deemed most valuable based on the state's accountability system. The system rewards non-certified teachers the faster they attain SBEC certification. It also influences teachers certified in non-zone subjects to seek Zone eligible certifications most needed by FSISD and state. We are publicly releasing details with the hope that other districts adopt variations of our system to positively impact education in our State and County.

Fort Stockton Independent School District

2026-2027

ZONE Salary Schedule

Years Exp	State Step	State Base	Zone Salary Schedule	Salary 2026-2027
			Fully Certified & Teaching - specified subject Area 197 Days - 10 month Calendar	
0	0	\$33,960	Zone 1	\$69,378
1	1	\$34,690	* Refer to Pay System Rules Years experience working for FSISD in any capacity can be applied to Zone Salary Schedule	\$69,386
2	2	\$35,410		\$69,394
3	3	\$36,150		\$71,482
4	4	\$37,690		\$72,530
5	5	\$39,230		\$76,705
6	6	\$40,770	Zone 2	\$85,033
7	7	\$42,200	Criteria for Zones is established annually based on the needs of the district.	\$85,039
8	8	\$43,550		\$85,047
9	9	\$44,840		\$85,053
10	10	\$46,040		\$85,069
11	11	\$47,180	Zone 3	\$86,115
12	12	\$48,280	Zone Salary is a privilege not a right. Both the ISD and teach must agree in order to participate.	\$86,121
13	13	\$49,280		\$87,168
14	14	\$50,250		\$87,175
15	15	\$51,160		\$87,183
16	16	\$52,030	Zone 4	\$88,229
17	17	\$52,840	20 years' experience or 5 in FSISD is required to enter Zone 4	\$88,237
18	18	\$53,610		\$88,242
19	19	\$54,340		\$89,287
20	20	\$55,030		\$89,310
21	20	\$55,030	Zone 5	\$91,401
22	20	\$55,030	25 years' experience or 5 in FSISD is required to enter Zone 5	\$91,424
23	20	\$55,030		\$91,440
24	20	\$55,030		\$92,508
25	20	\$55,030		\$92,547
26	20	\$55,030	Zone 6	\$96,724
27	20	\$55,030	Only STAAR tested subjects & Sp-Ed Classroom Teachers are eligible for Zone 6	\$96,746
28	20	\$55,030		\$96,774
29	20	\$55,030		\$96,808
30 +	20	\$55,030		\$98,904

Fort Stockton Independent School District

2026-2027

CERTIFIED TEACHERS (NON - DOI) SALARY SCHEDULE

Bachelor's Degree

Years Exp	State Step	State Base	10 Month Contract # Days Employed			11 Month Contract # Days Employed				12 Month Contract # Days Employed
			187	190	197	202	207	210	220	234
0	0	\$33,960	\$64,178	\$65,168	\$67,478	\$69,128	\$70,778	\$71,768	\$75,068	\$79,688
1	1	\$34,690	\$64,446	\$65,440	\$67,760	\$69,417	\$71,074	\$72,068	\$75,382	\$80,021
2	2	\$35,410	\$64,714	\$65,712	\$68,042	\$69,705	\$71,369	\$72,367	\$75,695	\$80,353
3	3	\$36,150	\$66,022	\$67,040	\$69,417	\$71,114	\$72,811	\$73,830	\$77,225	\$81,977
4	4	\$37,690	\$66,290	\$67,312	\$69,698	\$71,402	\$73,107	\$74,129	\$77,538	\$82,310
5	5	\$39,230	\$70,985	\$72,080	\$74,635	\$76,460	\$78,285	\$79,380	\$83,030	\$88,140
6	6	\$40,770	\$71,253	\$72,352	\$74,917	\$76,749	\$78,581	\$79,680	\$83,343	\$88,473
7	7	\$42,200	\$71,467	\$72,570	\$75,142	\$76,979	\$78,817	\$79,919	\$83,594	\$88,739
8	8	\$43,550	\$71,735	\$72,842	\$75,424	\$77,268	\$79,112	\$80,219	\$83,907	\$89,071
9	9	\$44,840	\$71,949	\$73,059	\$75,649	\$77,499	\$79,348	\$80,458	\$84,158	\$89,337
10	10	\$46,040	\$72,485	\$73,603	\$76,212	\$78,076	\$79,939	\$81,057	\$84,784	\$90,002
11	11	\$47,180	\$72,699	\$73,821	\$76,437	\$78,306	\$80,175	\$81,297	\$85,035	\$90,268
12	12	\$48,280	\$72,913	\$74,038	\$76,663	\$78,537	\$80,412	\$81,536	\$85,286	\$90,534
13	13	\$49,280	\$73,128	\$74,256	\$76,888	\$78,768	\$80,648	\$81,776	\$85,536	\$90,800
14	14	\$50,250	\$73,395	\$74,528	\$77,169	\$79,056	\$80,943	\$82,075	\$85,849	\$91,133
15	15	\$51,160	\$73,663	\$74,800	\$77,451	\$79,345	\$81,239	\$82,375	\$86,163	\$91,465
16	16	\$52,030	\$73,877	\$75,017	\$77,676	\$79,576	\$81,475	\$82,614	\$86,413	\$91,731
17	17	\$52,840	\$74,145	\$75,289	\$77,958	\$79,864	\$81,770	\$82,914	\$86,726	\$92,064
18	18	\$53,610	\$74,306	\$75,452	\$78,127	\$80,037	\$81,947	\$83,094	\$86,914	\$92,263
19	19	\$54,340	\$74,467	\$75,615	\$78,296	\$80,210	\$82,125	\$83,273	\$87,102	\$92,463
20	20	\$55,030	\$75,270	\$76,431	\$79,140	\$81,075	\$83,011	\$84,172	\$88,042	\$93,461
21	20	\$55,030	\$75,645	\$76,812	\$79,535	\$81,479	\$83,424	\$84,591	\$88,481	\$93,926
22	20	\$55,030	\$76,448	\$77,628	\$80,379	\$82,345	\$84,310	\$85,489	\$89,420	\$94,924
23	20	\$55,030	\$76,984	\$78,171	\$80,942	\$82,922	\$84,901	\$86,088	\$90,047	\$95,589
24	20	\$55,030	\$77,948	\$79,150	\$81,956	\$83,960	\$85,964	\$87,166	\$91,174	\$96,786
25	20	\$55,030	\$79,287	\$80,510	\$83,364	\$85,402	\$87,441	\$88,664	\$92,741	\$98,448
26	20	\$55,030	\$79,876	\$81,108	\$83,983	\$86,037	\$88,090	\$89,323	\$93,430	\$99,180
27	20	\$55,030	\$80,626	\$81,870	\$84,772	\$86,845	\$88,917	\$90,161	\$94,307	\$100,111
28	20	\$55,030	\$81,590	\$82,849	\$85,785	\$87,883	\$89,981	\$91,239	\$95,435	\$101,308
29	20	\$55,030	\$82,768	\$84,045	\$87,024	\$89,152	\$91,280	\$92,557	\$96,813	\$102,771
30 +	20	\$55,030	\$83,304	\$84,589	\$87,587	\$89,729	\$91,871	\$93,156	\$97,439	\$103,436

Fort Stockton Independent School District

2026-2027

District of Innovation - Non Certified Salary Schedule

DOI - NON CERTIFIED			
Years Experience	State Step	State Base	2026-2027
0	0	\$33,960	\$51,000
1	1	\$34,690	\$51,765
2	2	\$35,410	\$52,785
3	3	\$36,150	\$53,295
4	4	\$37,690	\$54,315
5+	5	\$39,230	\$57,630

Employees who achieve full certification during the school year will have their daily rate adjusted to FSISD Fully Certified Salary Schedule beginning on date set by SBEC Certif Certificate Lookup.

Non-Certified years of services do not count towards probationary years required to earn a Term Contract in accordance with the DOI plan.

Refer to page 3, Pay System, Updates & Changes for more details.

Fort Stockton Independent School District

2026-2027 Salary Schedule

Non - Teachers - Non Administrative Professional Staff

NON TEACHER SALARY SCHEDULE - BASE PAY								
Years Exp	State Step	10 Month Contract # days Employed			11 Month Contract # days Employed			12 Month # days Employed
		187	192	200	202	210	220	234
0	0	\$62,244	\$63,908	\$66,571	\$67,237	\$69,900	\$73,228	\$77,888
1	1	\$62,517	\$64,189	\$66,863	\$67,532	\$70,206	\$73,549	\$78,230
2	2	\$62,790	\$64,469	\$67,155	\$67,827	\$70,513	\$73,871	\$78,571
3	3	\$63,063	\$64,749	\$67,447	\$68,122	\$70,819	\$74,192	\$78,913
4	4	\$63,336	\$65,029	\$67,739	\$68,416	\$71,126	\$74,513	\$79,255
5	5	\$63,882	\$65,590	\$68,323	\$69,006	\$71,739	\$75,155	\$79,938
6	6	\$64,155	\$65,870	\$68,615	\$69,301	\$72,046	\$75,476	\$80,280
7	7	\$64,373	\$66,095	\$68,849	\$69,537	\$72,291	\$75,733	\$80,553
8	8	\$64,646	\$66,375	\$69,141	\$69,832	\$72,598	\$76,055	\$80,894
9	9	\$64,865	\$66,599	\$69,374	\$70,068	\$72,843	\$76,312	\$81,168
10	10	\$65,411	\$67,160	\$69,958	\$70,658	\$73,456	\$76,954	\$81,851
11	11	\$65,629	\$67,384	\$70,192	\$70,894	\$73,701	\$77,211	\$82,124
12	12	\$65,848	\$67,608	\$70,425	\$71,129	\$73,947	\$77,468	\$82,398
13	13	\$66,066	\$67,832	\$70,659	\$71,365	\$74,192	\$77,725	\$82,671
14	14	\$66,339	\$68,113	\$70,951	\$71,660	\$74,498	\$78,046	\$83,012
15	15	\$66,612	\$68,393	\$71,243	\$71,955	\$74,805	\$78,367	\$83,354
16	16	\$66,830	\$68,617	\$71,476	\$72,191	\$75,050	\$78,624	\$83,627
17	17	\$67,103	\$68,898	\$71,768	\$72,486	\$75,357	\$78,945	\$83,969
18	18	\$67,267	\$69,066	\$71,944	\$72,663	\$75,541	\$79,138	\$84,174
19	19	\$67,431	\$69,234	\$72,119	\$72,840	\$75,725	\$79,331	\$84,379
20	20	\$68,250	\$70,075	\$72,995	\$73,725	\$76,644	\$80,294	\$85,404
21	20	\$68,632	\$70,467	\$73,403	\$74,137	\$77,074	\$80,744	\$85,882
22	20	\$69,451	\$71,308	\$74,279	\$75,022	\$77,993	\$81,707	\$86,907
23	20	\$69,997	\$71,869	\$74,863	\$75,612	\$78,606	\$82,350	\$87,590
24	20	\$70,980	\$72,878	\$75,914	\$76,674	\$79,710	\$83,506	\$88,820
25	20	\$72,345	\$74,279	\$77,374	\$78,148	\$81,243	\$85,112	\$90,528
26	20	\$72,946	\$74,896	\$78,017	\$78,797	\$81,918	\$85,818	\$91,280
27	20	\$73,710	\$75,681	\$78,834	\$79,623	\$82,776	\$86,718	\$92,236
28	20	\$74,693	\$76,690	\$79,885	\$80,684	\$83,880	\$87,874	\$93,466
29	20	\$75,894	\$77,923	\$81,170	\$81,982	\$85,229	\$89,287	\$94,969
30 +	20	\$76,440	\$78,484	\$81,754	\$82,572	\$85,842	\$89,929	\$95,652

Fort Stockton Independent School District

Compensation Plan 2026-27

Teacher Incentive Allotment (TIA)

What is TIA?

Teacher Incentive Allotment (TIA) was established with the goal of providing teachers with an accessible pathway to a six-figure salary. Unlike previous education programs, the TIA is not a grant. Through approved local designation systems, the district can identify and designate outstanding teachers based on student growth and classroom observation.

The funding for the district designation is listed below. The exact dollar amount a district will receive for a designated teacher depends on the level of designation, whether the school at which the teacher works is rural, and the level of socio-economic need at the school.

Recognized: \$3,000 - \$9,000

Exemplary: \$6,000 - \$18,000

Master: \$12,000-\$32,000

The Teacher Incentive Allotment Funds (TIA) must be paid out to teachers by August 31, 2027.

Fort Stockton ISD will pay out the TIA funds in the June 2027 payroll.

Fort Stockton ISD will allocate at least 90% of TIA funds to designated teacher(s) at each campus. For teachers in STAAR-tested subjects with available STAAR Progress Measures (Category 8), 100% of their allotment will be awarded directly to the designated teacher. The district will retain 0% of TIA funds for district-level use.

Up to 10% will be distributed to non-designated, student-facing teachers and classroom instructional aides on the same campus, based on campus-established criteria. Payouts to non-designated teachers and paraprofessionals will not exceed \$ 1,000, and any remaining funds will be redistributed to the designated teachers.

Apache

Apache Elementary (Grades EE-1) will distribute up to 10% of TIA Allotment Funds equally to all non-designated student-facing teachers and classroom instructional aides, regardless of subject taught or grade level. The Pre-Kindergarten and Special Education teachers on this campus are student-facing teachers. Campus Administrators, Counselors, Curriculum Directors, Instructional Coaches, office staff, substitutes, nurses, and other hourly employees will not be counted as student-facing teachers on this campus.

Alamo

Alamo Elementary (Grades 2-3) will distribute up to 10% of TIA Allotment Funds equally to all non-designated student-facing teachers and classroom instructional aides, regardless of subject taught or grade level. The Special Education teachers on this campus are student-facing teachers. Campus Administrators, Counselors, Curriculum Directors, Instructional Coaches, office staff, substitutes, nurses, and other hourly employees will not be counted as student-facing teachers on this campus.

Intermediate

Intermediate School (Grades 4-5) will distribute up to 10% of TIA Allotment Funds equally to all non-designated student-facing teachers and classroom instructional aides, regardless of subject taught or grade level. The Special Education teachers on this campus are student-facing teachers. Campus Administrators, Counselors, Curriculum Directors, Instructional Coaches, office staff, substitutes, nurses, and other hourly employees will not be counted as student-facing teachers on this campus.

Middle School

Middle School (Grades 6-8) will distribute up to 10% of TIA Allotment Funds equally to all non-designated student-facing teachers and classroom instructional aides, regardless of subject taught or grade level. The Special Education teachers on this campus are student-facing teachers. Campus Administrators, Counselors, Curriculum Directors, Instructional Coaches, office staff, substitutes, nurses, and other hourly employees will not be counted as student-facing teachers on this campus.

High School

High School (Grades 9-12) will distribute up to 10% of TIA Allotment Funds equally to all non-designated student-facing teachers and classroom instructional aides, regardless of subject taught or grade level. The Special Education teachers on this campus are student-facing teachers. Campus Administrators, Counselors, Curriculum Directors, Instructional Coaches, office staff, substitutes, nurses, and other hourly employees will not be counted as student-facing teachers on this campus.

**Academic / UIL Stipends
2026-2027**

Activity/Event	Amount
High School	
Academic UIL Events	
UIL Coordinator	\$3,000
Based on number of hours per event	
19 hours or less	\$475
20-29 hours	\$600
over 30 hours	\$800
Travel - per out of town trip	\$100
Head E- Sports	\$3,000
Assistants will follow UIL pay	
Other	
Cheerleading - Head	\$5,500
Cheerleading - Assistant	\$3,000
HS Counselor - College registrar	\$3,000
Media & Auditorium	\$8,000
Media & Auditorium - Assistant	\$4,000
National Honor Society	\$1,500
Student Council	\$2,500
Theatre Arts/One Act play	\$3,000
Yearbook	\$2,500
Instruction	
Assistant Band Director	\$5,000
Secondary Choir Director	\$6,000
Color Guard Instructor	\$3,000
Department Heads	
Core Subjects	
Math, ELA, Science, Social Studies	\$3,500
Career & Technology - CATE	\$2,500
Foreign Language	\$1,500
LSSP-Licensed Specialist in School Psychology	\$9,000
Speech Therapist/Pathologist	\$9,000
Diagnostician	\$9,000
Assistant Speech Therapist/Pathologist	\$5,000
SBEC Certified Counselor	\$4,000
District	
Master Degree	\$2,000
Doctorate Degree	\$3,000

Local Allotment: Supplement, Incentive Performance
Stipend is all salary above the FSISD Base determined
by the appropriate salary schedule

Activity/Event	Amount
Middle School	
Academic UIL Events	
UIL Coordinator	\$2,000
Each Event	\$425
Travel - per out of town trip	\$75
Head E- Sports	\$2,000
Assistants will follow UIL pay	
Other	
Cheerleading - per sponsor (2 limit)	\$2,000
Choir Accompanist	\$2,000
National Junior Honor Society	\$1,000
One Act Play	\$1,500
Robotics	\$2,500
Student Council	\$1,250
Yearbook	\$1,000
Instruction	
Band Director	\$8,000
Assistant Band Director	\$4,000
Choir Assistant	\$2,000
Department Heads	
Core Subjects	\$3,000
Other	\$1,000
Intermediate	
Department Heads	
Core Subjects	\$2,000
Elementary	
Department Heads	
Lead Teacher/Mentor (per grade level)	\$1,500
UIL Coaches	\$500
SPED (Certified full-time SPED only)	
Secondary Self-Contained	\$3,000
Elementary Self-Contained	\$4,000

**Teacher Tested Area Stipends if
STAAR scores beat the Region 18**

Approaches or Higher	Meets or higher	Masters
\$3,000	\$5,000	\$10,000

**Team effort at the grade & subject level for STAAR teachers;
cannot be earned alone. Stipend maybe prorated if not full-time.**

**** The district will make every effort to include these stipends in the annual salary to everyone that is applicable.
If the stipend is not known before September payroll, the stipend will be paid in May.
If a stipend is paid out and it is determined by the Principal or appropriate leader that the employee is not earning/fulfilling
responsibilities a payroll adjustment can and will be made immediately prorating pay for the balance of year.**

Athletic Stipends 2026-2027

SPORT		SPORT	
Football		Powerlifting	
Defensive Coordinator	\$5,000	Head - Boys	\$4,000
Offensive Coordinator	\$5,000	Head - Girls	\$4,000
HS Assistants	\$4,000	HS Assistants	\$3,000
MS Football	\$3,000	Track	
Volleyball		Head Coach - Boys	\$5,000
Head Coach	\$5,000	Head Coach - Girls	\$5,000
HS Assistants	\$3,500	HS Assistants	\$3,500
MS Volleyball	\$2,750	MS Track	\$2,750
Basketball		Swimming	
Head Coach	\$5,000	Head Coach	\$5,000
HS Assistants	\$3,500	HS Assistant	\$3,500
MS Basketball	\$2,750	MS Swimming	\$2,750
Baseball		Golf	
Head Coach	\$5,000	Head - Girls	\$4,000
HS Assistants	\$3,500	Head - Boys	\$4,000
MS Baseball	\$2,000	HS Assistant	\$2,500
Softball		MS Golf	\$2,500
Head Softball	\$5,000	Tennis	
HS Assistants	\$3,500	Head Tennis	\$6,500
MS Softball	\$2,000	HS Assistants	\$3,000
Soccer - new 26-27		MS Tennis	\$2,750
Head - Boys	\$5,000	Cross Country	
Head - Girls	\$5,000	Head Coach (B & G)	\$3,500
Assistant - Boys	\$3,500	HS Assistants	\$2,500
Assistant - Girls	\$3,500	MS Cross Country	\$2,000
Athletic Department			
District Girls Coordinator	\$6,000	Head Athletic Trainer	\$6,000
MS Coordinator - Boys	\$2,500	Assistant Athletic Trainer	\$3,000
MS Coordinator - Girls	\$2,500		
Strength & Condition	\$4,500	CDL license - Annual	\$1,000

Coaches may be paid up to 20 additional contract days per year
Additional days are determined by the Athletic Director

**Other Stipends/Employee allowance
2026-2027**

Activity/Event	Amount
Mentor/Supervising Teacher (as needed to assist department head)	\$800
<i>Secretaries/Aides</i>	
Continuing Education College hours	Per year
15- 29 hours	\$600
30 - 44 hours	\$750
45 - 59 hours	\$800
60 + hours	\$1,000
Degree - Associates	\$1,500
Degree - Bachelor's	\$2,000
Election Clerk	\$1,000
Food Service	
Annual Uniform Allowance <i>after 3 months of employment</i>	\$300
Cell phone Allowance \$50 monthly	\$600
Automobile Allowance - In District travel \$200 per Semester	\$400
Manual Trades	
Other Certifications applicable to job responsibility HVAC, electrical, plumbing, etc....	\$1,000 - \$4,000

Extra Duty Pay 2026-2027

Teacher	Hourly rate
Instructional	\$40
Core Tutorials, Other	
Other noninstructional duties	\$30
Staff Development presenters	\$30
Security officers	\$60
Daily Rate	\$160
Teachers & exempt staff: Summer School, & other specialized duties/training	
Aides & Clerks	their normal
Summer School, etc....	Hourly rate
days over their normal employment	
Extra & Summer Help	\$15
maintenance, transportation, technology & other departments as approved	
Athletic Workers	
Gate workers	\$30 per event
HS clock/book keeper	\$20 per game
MS clock/book keeper	\$15 per game
Staff - Out of Town Student Trips	
Regular Buses	
mileage radius	\$ 100 per trip w/CDL
up to 130	\$ 150 per trip w/CDL
over 130	
Charter Buses	
mileage radius	
up to 130	\$175 per trip
over 130	\$225 per trip

**TRANSPORTATION
2026-2027**

Bus Drivers with Class A or B CDL license	hourly rate
Starting pay	\$25
Extracurricular trips or bus driver current hourly rate	\$25
Extracurricular waiting time rate (non - charter)	\$15
Charter Buses waiting time	\$25
Other Vehicle Drivers without Class A or B CDL license including Micro Birds	hourly rate
Starting pay or driver current hourly rate	\$15
Extracurricular trips or driver current hourly rate	\$15
Extracurricular waiting time rate	\$10
OTHER	hourly rate
Bus Drivers - training non-bus driving duties	\$15

Substitute Pay 2026-2027

Classroom Teacher	Daily Rate
Non - Certified Teacher	\$110
Certified Teacher	\$130

LONG TERM TEACHER SUBSTITUTE	
15 or more consecutive days	
<i>for same teacher</i>	daily rate
long term - non degree	\$110
long term - degree	\$120
long term certified teacher	\$145

Vacant Position - Long Term	
non degree	\$110
Degree	\$160
Certified Teacher	\$210

Instructional aides/clerical (typically absorbed)	Hourly Rate
Regular - \$15 per hour	
Long Term - \$15 per hour	
15 or more consecutive days for same person	

Food Service	\$15
Custodian	\$15
Route Drivers	\$25

Licensed Vocation Nurse - LVN
Pay Grade

2026-2027

Minimum hourly	Mid-point hourly	Maximum hourly
\$22.00	\$23.00	\$26.00

**Support Staff
Clerical/Support
Job Classifications
2026 - 2027**

	# days employed
Pay Grade 1	
Instructional Aides	
Classroom/computer lab /library child care	
Early childhood/life skills	
Certified child care aides - mid-point	187-200
Office Clerks	197-210
Attendance Clerks	200-210

Pay Grade 2	
Directors Secretaries	
Athletic, Food Service, Special Services	
Bilingual/testing, Counselors	210-220

Pay Grade 3	
Secretaries & Other 12 month staff	
High School, Middle school, Intermediate, Alamo & Apache	
High School Registrar, Operations Secretary	
Superintendent & Assistant Superintendent Secretary, Accounts payable	
Finance assistant/benefits coordinator & Payroll Coordinator	220-250

Clerical / Support Staff Pay Ranges

2026-2027

Pay	Minimum	Mid-point	Maximum
Grade	hourly	hourly	hourly
1	\$16.50	\$16.75	\$18.00

2	\$16.75	\$18.00	\$19.00
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3	\$18.00	\$19.00	\$21.00
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**Manual Trades
Job Classifications
2026 - 2027**

	# days employed
Pay Grade 1	
Food Service worker	
Food Service Campus Manager - max pay grade	178
Pay Grade 2	
Campus Custodian	
Food Service Operations Assistant	
Transportation worker	250
Pay Grade 3	
Building Maintenance & Grounds worker	
Mechanical Maintenance worker	
Transportation - mechanic assistant	250
Pay Grade 4	
Mechanic	250

Manual Trades Staff Pay Ranges

2026-2027

Pay Grade	Minimum hourly	Mid-point hourly	Maximum hourly
1	\$16.50	\$17.75	\$20.00

2	\$16.75	\$18.00	\$21.00
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3	\$18.00	\$19.00	\$22.00
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4	\$19.00	\$20.00	\$23.00
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Fort Stockton ISD

Technology Staff

Position	# Days contract	# months employed
Webmaster	234	12
Network Analyst	250	12
System Analyst	250	12
Field technicians	250	12
Secretary	234	12

**Technology - Pay Grade
2026-2027**

Position	Qualifications	Hourly Rate	# days employed	Amount
Field Tech 1 years' experience 0-3	no training no degree no certifications	\$18	250	\$36,000
Field Tech 2 years' experience 4-6	degree or no degree with training experience and/or certifications	\$20	250	\$40,000
Field Tech 3 Tech/network Assistant	degree or no degree with training experience and/or certifications	\$23	250	\$46,000
Systems Analyst	degree or no degree with training experience and/or certifications	exempt position	250	\$58,700
Network Analyst	degree or no degree with training experience and/or certifications	exempt position	250	\$61,100
Office Secretary/inventory Part time Tech	no training no degree no certifications	\$17.00	234	\$32,000
Web Master Technology Coordinator	degree or no degree with training experience and/or certifications	exempt Position	234	\$54,150

Other:

\$300 per required Certification - up to four (Criteria set by Technology Director)

Fort Stockton ISD

District Administration & Directors

Position	# Days contract	# months employed
Superintendent	234	12
Assistant Superintendents	234	12
Business Manager	234	12
Principals		
High School & Middle School	234	12
Associate Principal - High School	234	12
Elementary Principals		
Alamo, Apache, Intermediate, Butz Preparatory	220	11
Assistant Principals	220	11
High School, Middle School		
Intermediate, Alamo, Apache		
Directors		
Safe & Security (Master Peace Officer)	187	10
Day Care	210	11
Food Service	220	11
Special - ED, Athletics, & PEIMS	234	12
Maintenance & Transportation	250	12
Campus Curriculum Directors	202	11

Fort Stockton ISD

Professional Staff - Campus

Position	# Days contract	# months employed
High School Counselor	234	12
High School AG teacher	234	12
Head Athletic Trainer	234	12
High School Band Director	234	12
HS Assistant Band Teacher - Director	220	11
MS Band Teacher - Director	220	11
MS Asst Band Teacher - Director	220	11
HS Counselor	220	11
MS Counselor	220	11
Assistant Athletic Trainer	220	11
HS/MS Choir Teacher - Director	210	11
Assistant Choir Teacher - Director	187	10
Athletic Coaches - HS & MS	197-207	11
Elementary Counselor	200	10
Diagnostician/LSSP	200	10
Speech Pathologist	192	10
ESL Campus Teacher	197	10
Teachers	187	10
Teachers - Zone	197	10
Nurses (RN & LVN's)	187	10

Fort Stockton ISD

Support Staff

Position	# Days employed	# months employed
Instructional Aides classroom, computer, library, day care	187	10
HS Library Aide	200	10
Office Clerks		
Middle School	187	10
Intermediate, Alamo, Apache	197	10
HS Attendance Clerk	200	10
MS Attendance Clerk	210	11
HS Office Clerk	210	11
Secretaries - Directors		
Athletics, Food Service, Bilingual/Testing	210	11
HS - Student Services/Counselor Secretary	220	11
MS - Counselor Secretary	220	11
Special Services	220	11
Secretaries - Campus		
High School	234	12
High School - Registrar	234	12
Middle School, Intermediate, Alamo, Apache	220	11
Central Office	234	12
Operations Secretary	250	12
Bus Drivers	178	10
Food Service Staff	179	10
Campus Custodians	250	12
District Maintenance Staff	250	12
Transportation Staff	250	12