

MARLIN ISD COMPENSATION PLAN

2026-2027



Shaping Futures Through
Excellence in Education

www.marlinisd.org

The Marlin Independent School District Compensation Program

The Marlin ISD Compensation Program is designed to ensure that each component promotes an atmosphere that attracts, motivates and retains high performing employees, and provides support to the organizational mission of educating all students for success. Marlin ISD seeks to provide compensation that is competitive within the parameters of the Board of Trustees' approved budget and complies with all state and federal regulations governing compensation practices.

2026–2027 Teacher Pay Guide

For the 2026–2027 school year, the District will transition from the traditional annual step-increase compensation structure to a Strategic Compensation Model. Under this new framework, compensation advancement will no longer be based solely on years of service. Instead, salary progression will be determined through a comprehensive evaluation process that emphasizes student academic growth, student achievement outcomes, and performance ratings as measured through the Texas Teacher Evaluation and Support System (T-TESS).

As part of this transition, the District will maintain current base salary levels for returning teachers during the 2026–2027 school year. Adjustments to compensation beyond the established base salary schedule will apply only to educators who have earned a Teacher Incentive Allotment (TIA) designation at the Exemplary or Master level, in accordance with state guidelines and program requirements. Falls Coop special education teachers and registered nurses will follow the traditional teacher pay scale.

Teachers entering the profession with zero years of experience will begin employment at the “Progressing” level within the Strategic Compensation framework. This designation reflects the District’s commitment to supporting early-career educators through professional growth opportunities and performance-based advancement pathways.

Progressing	Proficient I	Proficient II	Exemplary	Master
\$52,000	\$60,000	\$65,000	\$80,000	\$100,000

Experienced Teacher Hires

In an effort to remain competitive within the regional labor market and continue attracting highly qualified instructional staff, the District will honor comparable years of experience for teachers transferring from other school systems. Additionally, the District may adjust compensation offers to align with prevailing market salary averages when such averages exceed the standard placement schedule. This approach is intended to strengthen recruitment efforts, support employee retention, and ensure the District remains competitive with surrounding districts in attracting and retaining effective educators.

2026–2027 Administrative/Professional Pay Plan

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum
101					
	Counselors - ES	192			
	Counselors - MS	197			
	Counselors - HS	207			
	Assistant Principal-ES/MS	207			
	Athletic Trainer	207			
			Daily	\$278.02	\$318.32
			192 Days	53,379	61,117
			197 Days	54,769	62,709
			207 Days	57,550	65,892
102					
	Instructional Coach (Grant Funded)	207			
	Instructional Specialist	207/226			
			Daily	\$304.35	\$357.49
			207 Days	63,000	74,000
			226 Days	68,738	80,792
103					
	Coordinator - Academics	226			
	Coordinator - Assessment	226			
	Director Community Engagement	226			
	Chief of Police	226			
			Daily	\$287.78	\$350.95
			226 Days	65,038	79,315
104					
	Assistant Principal-HS	207			
	Principal-ES/MS	226			
			Daily	\$317.27	\$386.92
			207 Days	65,675	80,092
			226 Days	71,703	87,444
105					
	Principal-HS	226			
			Daily	\$338.75	\$419.25
			226 Days	75,388	94,751
106					
	Business Manager	226			
	Director - School Leadership	226			
	Director - Academics	226			
			Daily	\$350.04	\$435.73
			226 Days	79,109	98,474
107					
	Athletic Director/Head Football	226			
	Executive Director of Operations	226			
	Executive Director of Student Services	226			
			Daily	\$411.14	\$451.32
			226 Days	92,918	102,298
108					
	Chief Academic Officer	226			
	Chief Operating Officer	226			
	Chief Technology Officer	226			
			Daily	\$415.00	\$489.45
			226 Days	93,790	110,616

*Counselor apprentice is included in Pay Grade 101

2026-2027 Clerical/Campus Based/Paraprofessional Pay Plan

Pay Grade	Job Title	Calendars		Minimum	Midpoint	Maximum
201			Hourly	\$12.25	\$16.62	\$19.75
	Classroom Aide/ISS	187	187 Days	18,326	24,875	29,550
	Special Ed Aide - General/Resource	187				
202			Hourly	\$15.75	\$19.75	\$22.87
	Receptionist - Campus	187	187 Days	23,572	29,549	34,225
	Receptionist - Central Admin	226	226 Days	28,487	35,712	41,362
203			Hourly	\$17.63	\$20.83	\$25.83
	Campus Secretary/PEIMS	226	226 Days	31,886	37,660	46,700
204			Hourly	\$22.75	\$26.00	\$34.75
	LVN	187	187 Days	34,034	38,900	51,990
	Daycare Director	187				
	Degreed Assistant					
205			Hourly	\$21.25	\$25.83	\$32.08
	Network Specialist	226	226 Days	38,420	46,700	58,000
	Accounts Payable Clerk	226				
	Coordinator - District PEIMS	226				
	Police Officer	226				
	District Secretary	226				
	Child Nutrition-Director	226				
	Admin Assistant-Central Admin	226				

2026–2027 Auxiliary Pay Plan

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum
301					
	Custodian	250	Hourly \$13.11	\$16.90	\$18.69
			250 Days	26,220	33,800
302					
	Child Nutrition Worker	180	Hourly \$12.54	\$19.56	\$23.57
			180 Days	18,057	28,166
303					
	Maintenance/Grounds Workers	250	Hourly \$14.02	\$18.31	\$21.96
	Mechanic		250 Days	28,040	36,620
4					
	Maintenance/Custodial Supervisor	226	Hourly \$23.40	\$29.35	\$33.25
	Transportation Supervisor	226	250 Days	42,307	53,064

2026-2027 STIPENDS AND EXTRACURRICULAR PAY

Stipend Description	Stipend Amount
High School - Content	
Algebra I High School Stipend	Up to \$2,000
Biology High School Stipend	Up to \$2,000
English I and II High School Stipend	Up to \$2,000
U.S. History High School Stipend	Up to \$2,000
High School - Fine Arts	
High School Band Director	\$4,000
High School Assistant Band Director	\$3,000
High School Extracurricular, UIL & Other Academic Activities/Programs	
Varsity Cheerleader Coach	\$4,000
Head Drill Team/Dance Coach	\$4,000
High School Yearbook Sponsor	\$1,000
High School Student Council Sponsor	\$1,000
National Honor Society Sponsor	\$1,000
FFA Sponsor	\$3,500
Bilingual/Translator	\$500
Middle School - Content	
6 th Grade English Language Arts Middle School Stipend	Up to \$2,000
7 th Grade English Language Arts Middle School Stipend	Up to \$2,000
8 th Grade English Language Arts Middle School Stipend	Up to \$2,000
6 th Grade Math Stipend Middle School Stipend	Up to \$2,000
7 th Grade Math Stipend Middle School Stipend	Up to \$2,000
8 th Grade Math Stipend Middle School Stipend	Up to \$2,000
8 th Grade Science Middle School Stipend	Up to \$2,000
8 th Grade Social Studies Middle School Stipend	Up to \$2,000
Middle School Extracurricular & Other Academic Activities/Programs	
Middle School Cheerleader Coach	\$1,000
Middle School Student Council Sponsor	\$1,000
National Junior Honor Society Sponsor	\$1,000
Bilingual/Translator	\$500
Elementary - Content/ Special Programs & Other Academics	
3 rd Grade English Language Arts Elementary School Stipend	Up to \$2,000
4 th Grade English Language Arts Elementary School Stipend	Up to \$2,000
5 th Grade English Language Arts Elementary School Stipend	Up to \$2,000
3 rd Grade Math Elementary School Stipend	Up to \$2,000
4 th Grade Math Elementary School Stipend	Up to \$2,000
5 th Grade Math Elementary School Stipend	Up to \$2,000
5 th Grade Science Elementary School Stipend	Up to \$2,000
Elementary Student Council Sponsor	\$1,000
National Elementary Honor Society Sponsor	\$1,000
Bilingual/Translator	\$500

Athletic Stipends	
All assistant coaches will be required to coach middle school and high school teams.	
<i>Head Varsity Coach</i>	
Volleyball	\$5,000
Basketball	\$5,500
Baseball	\$4,000
Soccer	\$4,000
Track	\$4,000
<i>Assistant Coach (High School & Middle School)</i>	
Football Offensive/Defensive Coordinator	\$4,000
Assistant Football	\$3,500
Volleyball	\$3,000
Basketball	\$3,500
Baseball	\$3,000
Soccer	\$3,000
Track	\$3,000
Athletic Trainer	\$6,000
Athletic Director	\$6,000
Assistant Athletic Director	\$5,000
District Stipends	
District Coordinator of School Improvement	\$3,000
District Testing Coordinator	\$3,000
District ESL Coordinator	\$3,000
District Fine Arts Coordinator	\$3,000
Master's Degree (Eligible Teachers)	\$2,000
Doctorate Degree (Eligible Teachers)	\$4,000
Early Commitment	\$2,000
ESL Certification	\$1,000
Hard to Staff	Up to \$5,000
Commute Assistance	\$1,500
Wellness Supplement	Up to \$600
School Action Fund (SAF)	Up to \$12,000
Payroll Specialist	Up to \$6,000
DAEP/MOC Coordinator	\$3,000
Professional Development (Title Funds)	Up to \$12,000
Social Media Coordinator	\$1,500
Special Education (Teacher)	\$3,000
Special Education (Aide)	\$1,500
All Academic Stipends will be paid in up to two installments: Half after the MOY or TEA Fall Interim assessments and half after the EOY or TEA Spring Interim assessments. Attendance requirement to be eligible to receive Academic Stipends.	
All Athletic Stipends will be paid in two installments. CDL is required to be eligible to receive Athletics & Fine Arts Stipends.	

SALARY SCHEDULE

TEACHER INCENTIVE ALLOTMENT

The Teacher Incentive Allotment (TIA) was created by the Texas Legislature as part of House Bill 3 to provide a realistic pathway for top teachers to earn six-figure salaries and to help attract and retain highly effective teachers. For any funds received by Marlin ISD for a designated teacher under TIA, a determined percentage will be paid to the designated teacher and/or teachers and staff employed at campuses with TIA-designated teachers. Payment amounts may be up to \$32,000.

The remaining funds will be used for training and support of the system, expansion of the system, administrative expenses and professional development. Eligibility for TIA designated teachers (PEIMS code 087) requires a TEA Standard, Professional, Provisional, One-year certificate, or District of Innovation.

For more information visit the following link: <https://tiatexas.org/>

TIA DESIGNATIONS



SUMMER SCHOOL PAY

Assignment	Amount
Assistant Principal/Administrator	\$3,000 stipend
Certified Teacher	\$35 per hour
Un-Certified Teacher	\$30 per hour
Counselor - Elementary	\$1,250 stipend
Counselor - Middle/High School	\$2,000 stipend
Paraprofessional/Non-Exempt	\$25 per hour
Nurse	\$30 per hour

Note: Summer school earnings are designed to compensate classroom Teachers, Administrative and Support staff. The Summer School Principal and Counselors will be paid a flat stipend amount for non-contract days. Summer school payments for summer school assignments are paid the month after duties are performed.

SUBSTITUTE PAY

General Rate	Long Term Rate
\$110.00 PER DAY	\$125.00 PER DAY

To qualify as a long-term substitute, you must have the same assignment at the same campus for 30 consecutive days. Substitute teaching is part-time and work hours are not guaranteed in advance since it is based on campus need.

It is also important to understand that substitutes are not eligible for unemployment compensation benefits during any scheduled school breaks, including summer break, as designated on the school calendar.

Substitutes have no employment contract with Marlin ISD, and may be dismissed at any time for any reason not prohibited by law or without cause, as determined by the needs of the District. At-will employees who are dismissed shall receive pay through the end of the last day worked.

General Notes

Salary Proration

Marlin ISD will compensate employees for each day worked within a particular position. Salaried employees who start an assignment after the determined calendar start date may receive a prorated salary for the remaining calendar days within the position. In these instances, employees will receive the appropriate daily rate as calculated by the salary offer and/or assignment letter for each day worked. Marlin ISD calendar start and end dates can be found on the Marlin ISD website.