

Santa Fe Independent School District

2026-2027 Pay Ranges

Administration/Professional Pay Grades

District Wide

Pay Grade	Days	Min	Mid	Max
DW-1	210	55,232	66,490	77,748
DW-2	187	60,066	73,702	87,338
DW-3	187	64,964	79,711	94,457
DW-4	192	66,701	81,842	96,983
DW-5	187	65,353	80,187	95,022
DW-6	197	70,833	86,912	102,991
DW-7	197	71,125	87,269	103,413

Campus

Pay Grade	Days	Min	Mid	Max
CAMPUS-1	187	60,066	73,702	87,338
CAMPUS-2	194	64,839	79,557	94,276
CAMPUS-2	205	68,515	84,068	99,622
CAMPUS-3	197	68,438	83,973	99,509
CAMPUS-4	192	68,609	84,182	99,756
CAMPUS-4	205	73,255	89,882	106,510
CAMPUS-5	210	75,596	92,755	109,914
CAMPUS-6	226	82,440	101,153	119,866
CAMPUS-7	212	80,327	98,559	116,791
CAMPUS-8	212	84,009	103,077	122,144
CAMPUS-9	220	90,332	110,834	131,336
CAMPUS-10	226	99,284	121,825	144,367
CAMPUS-11	226	104,254	127,918	151,583

Central Administration

Pay Grade	Days	Min	Mid	Max
ADMIN/PG-1	220	57,862	69,656	81,451
ADMIN/PG-1	226	59,440	71,556	83,672
ADMIN/PG-2	226	63,126	77,455	91,783
ADMIN/PG-3	197	63,278	77,644	92,009
ADMIN/PG-3	220	70,666	86,709	102,751
ADMIN/PG-3	226	72,593	89,073	105,553
ADMIN/PG-5	205	74,780	91,754	108,728
ADMIN/PG-5	226	82,440	101,153	119,866
ADMIN/PG-6	226	86,562	106,209	128,115
ADMIN/PG-7	226	92,796	113,857	134,917
ADMIN/PG-9	226	104,254	127,918	151,583
ADMIN/PG-10	226	111,653	136,999	162,345
ADMIN/PG-11	226	120,530	144,346	168,162

Clerical/Aide Pay Grades				
Educational Aide				
Pay Grade	Days	Min	Mid	Max
EA-1	187	18,820	23,098	27,377
EA-2	187	20,286	24,893	29,501
Creative Explorers				
Pay Grade	Days	Min	Mid	Max
*CE-1 Based on 6 hour workday	184	13,910	16,560	19,210
*CE-2 Based on 6 hour workday	184	15,997	19,629	23,261
Clerical/Technical				
Pay Grade	Days	Min	Mid	Max
CT-3	194	21,045	25,825	30,605
CT-3	197	21,371	26,225	31,079
CT-4	194	23,932	29,364	34,796
CT-4	197	24,302	29,818	35,334
CT-4	226	27,879	34,207	40,535
CT-5	226	31,947	39,197	46,448
CT-6	205	31,898	39,114	46,330
CT-6	212	32,987	40,450	47,912
CT-6	220	34,232	41,976	49,720
CT-6	226	35,166	43,121	51,076
CT-7	226	39,957	49,033	58,109
CT-8	226	44,115	54,150	64,184
CT-9	226	51,673	62,756	73,839
CT-10	226	56,392	68,776	81,161
Auxiliary Pay Grades				
Transportation				
Pay Grade	Days	Min	Mid	Max
AUX-T1	175	16,702	19,320	21,938
AUX-T2	175	28,784	32,382	35,980
AUX-T2	220	36,186	40,709	45,232
AUX-T2	260	42,765	48,110	53,456
AUX-T3	175	31,654	35,644	39,634
AUX-T3	260	47,029	52,957	58,885
AUX-T4	220	47,450	54,947	62,445
AUX-T4	260	56,077	64,938	73,798
AUX-T5	260	67,122	80,850	94,578
Custodial				
Pay Grade	Days	Min	Mid	Max
CUS-1	260	25,605	30,805	36,005
CUS-2	171	17,551	21,423	25,294
CUS-3	260	30,222	36,878	43,534

CUS-4	260	35,818	43,680	51,542
CUS-5	260	42,994	52,395	61,797
Maintenance & Operations				
Pay Grade	Days	Min	Mid	Max
MNT-1	260	30,222	36,878	43,534
MNT-2	260	35,818	43,680	51,542
MNT-3	260	42,994	52,395	61,797
MNT-4	260	50,461	61,526	72,592
MNT-5	260	58,365	70,283	82,202
Police <i>*May work less than 8 hours a day</i>				
Pay Grade	Days	Min	Mid	Max
*POL-1	171	17,387	21,204	25,021
POL-2	187	21,737	26,524	31,311
POL-3	205	39,786	48,511	57,236
POL-4	187	47,019	56,624	66,228
POL-4	220	55,317	66,616	77,915
POL-5	220	63,624	76,630	89,637
** Part time Officers - \$30/hour P/T Call In				
YUM! Nutrition <i>*May work less than 8 hours a day</i>				
Pay Grade	Days	Min	Mid	Max
*CAF-1	171	17,551	21,423	25,294
*CAF-1	172	17,654	21,548	25,442
*CAF-1	174	17,859	21,799	25,738
CAF-2	171	23,557	28,728	33,899
CAF-2	174	23,970	29,232	34,494
CAF-3	174	28,773	35,064	41,356
CAF-4	174	33,770	41,175	48,581
CAF-5	226	59,440	71,556	83,672