

WHARTON INDEPENDENT SCHOOL DISTRICT



EMPLOYEE COMPENSATION GUIDE

2026-2027

Updated Board Approval – June 25, 2026

WISD WBVS 2

PREFACE

The 2026-27 Staff Compensation Plan addresses each position in a manner comparable to the *Teacher Model* and is based on years of experience and pay steps. Currently, Wharton Independent School District expands years of experience for teachers, librarians, registered nurses and counselors to 30 years and then aligns all other salary guides to this model. For non-teaching professional and administrative staff, the salary guides have a minimum, mid-point, and maximum daily rate. Based on the number of days assigned, the salary range for each paygrade is determined. Placement is based on experience.

For non-exempt staff, the salary guides have a minimum, mid-point, and maximum hourly rate. Based on the number of days assigned, the salary range for each paygrade is determined. Placement is based on experience.

The Superintendent shall propose a compensation plan for all district personnel. The compensation plan for the upcoming school will be reflected in the budget approved by the Board of Trustees and the administration shall be responsible for developing procedures and guidelines for proper implementation of the Board approved compensation plan.

The staff compensation goal is to make Wharton a district where employees are valued for their efforts and compensated competitively. The salary guides are intended to be informational and not contractual in nature.

Respectfully,

Cheryl Hooper

Business Manager

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Section I: ADMINISTRATIVE AND PROFESSIONAL STAFF SALARY GUIDES

NOTES ON ADMINISTRATIVE AND PROFESSIONAL SALARY GUIDES

PURPOSE The pay systems for certified and professional personnel shall be approved by the Board of Trustees and shall comply with all minimum pay entitlements established by state and federal law. In order to pay employees fairly and attract and retain qualified employees, local pay systems shall be based on the assessed worth of jobs and shall be administered to support the following objectives:

- To stay competitive with appropriate labor markets for the various categories of personnel
- To recognize the levels of skill, effort, and responsibility required of different jobs
- To reward continued length of service to the district and
- To be fiscally controlled and cost effective

PAY STRUCTURE The pay structure for all personnel shall be established and maintained by daily or hourly base rates to promote consistent treatment of employees who have different work year periods. The pay structure for each position shall be based on a "Teacher Model" to recognize years of work history and updated based on a thorough review of the job's worth when compared with similar jobs at other school districts within the region. Information provided by an outside agency, personnel staff, and other district officials is carefully reviewed before determining pay structure for positions. The Superintendent or designee shall determine job classification or reclassification of positions based on an assessment of job requirements and comparability to other positions within the district and region. The only administrator authorized to make deviations to the Administrative and Professional Staff Salary Guides is the Superintendent. Contracted employees' pay will never change until contract is renewed or promotion or demotion.

PAY RANGE ADVANCEMENT Pay ranges are established to provide opportunities to increase salaries of employees for continued satisfactory service to the district. Employee salaries shall be reviewed on an annual basis. Employees may advance within the pay range according to the amount of increase established from year to year by the Board of Trustees.

NEW HIRE SALARY PLACEMENT New employees must provide evidence of job-related professional work experience at the time of employment in order to be appropriately placed in a pay range. The salary guides shall determine salary placement based on experience allotted.

PROMOTION Employees within the district may be promoted to a new job position with a higher salary guide. When being placed in a higher salary guide, the salary will be based on the employee's experience in the same or similar job, or years of experience in education.

DEMOTION A voluntary demotion in position will require that the employee earn the salary associated with the salary guide of the new position. When being placed in a lower salary guide, the salary will be based on years of service for that salary guide. An involuntary demotion or reassignment determined by WISD may result in the employee retaining his/her existing salary, but not necessarily. The demotion may cause an employee's salary to be frozen until the salary is within the current salary guide or, more appropriately, to change to the correct amount or days between school years to align with the new position.

RETIRE-REHIRE All retire/rehire employees' salaries will be established and maintained by daily or hourly base rates according to the position and years of work history.

HEALTH INSURANCE PAY WISD pays \$300 per month for Health Insurance. For those not taking coverage, WISD does not pay an amount to be applied toward a supplemental insurance or a qualified retirement plan.

EXTRA-DUTY ASSIGNMENTS The salary for teachers with certain extra-duty assignments shall be teacher's annual base salary plus a stipend. The campus principal / department director will assign persons accordingly. Stipends are provided for performing extra duties beyond the regular campus workday schedule. Individuals should not be assigned extra duties that will overlap each other. Exceptions may be made on an individual basis by the Superintendent upon receipt of a written recommendation submitted by the employee's campus principal / department director. When appropriate, and with the approval of the Superintendent, stipends may be shared.

CREDITABLE YEARS OF SERVICE Calculated in accordance to rules set by the Commissioner of Education.

DOCUMENTATION OF SERVICE CREDIT FOR EXPERIENCE

To receive service credit for prior work experience, personnel must provide documentation of service to Human Resources Department on an official Texas Education Agency (TEA) approved record and must be validated by the appropriate institutional official. Direct service and related experience for new hires must be documented prior to the determination of salary credit. The following forms of documentation are acceptable for review by the Human Resources Department:

- Service records from previous school employment (required for all service covered by TEA regulations)
- Contracts or Letters of Appointment
- Tax returns (for private practice)
- Completed "Verification of Prior Work Experience" Form, submitted from previous employers specifying position held, dates of employment and hours worked.

It is the responsibility of the employee to provide all official documentation.

CAREER AND TECHNOLOGY EDUCATION (CATE) TEACHERS

For CATE Teachers, prior work experience (not to exceed two years) will be considered in determining initial salary as if it were teaching experience with the following limitations:

- Work experience must have been required for certification;
- The teacher must have been employed in a CATE position within the 1982-1983 school year for at least 50% of the time in an approved CATE position, and thereafter;
- Prior (non-school, professional) work experience is not creditable towards Teacher Retirement System.

CATE teachers without degrees, may be employed if they possess comparable career or technological work, provided they possess an appropriate certificate. In the absence of a bachelor's degree, eight years of specifically related work experience will be credited for compensation determinations. Prior work experience not accredited by TEA should be documented on a statement of qualifications form.

CREDIT FOR TEACHERS WITH PRIOR TEACHER ASSISTANT EXPERIENCE

Effective May 5, 2005, a teacher assistant receiving a standard Texas teaching certificate during the 2004-2005 academic year, or any subsequent year, will be credited with up to two years of full-time student instruction equivalency for salary increment purposes when employed as a teacher (experience must be verified on the teacher service record (Amendment 19 TAC §153.1021m)). One year of teacher salary credit will be given for each creditable year of teacher assistant experience. A maximum of two years will be credited.

Section II: NON-EXEMPT STAFF SALARY GUIDES

NOTES ON NON-EXEMPT SALARY GUIDES

PURPOSE The pay systems for non-exempt staff shall be approved by the Board of Trustees and shall comply with all minimum pay entitlements established by state and federal law. In order to pay employees fairly and attract and retain qualified employees, local pay systems shall be based on the assessed worth of jobs and shall be administered to support the following objectives:

- To stay competitive with appropriate labor markets for the various categories of personnel
- To recognize the levels of skill, effort, and responsibility required of different jobs
- To reward continued length of service to the district and
- To be fiscally controlled and cost effective

PAY STATUS All non-teaching support employees are considered non-exempt employees, and therefore, eligible for compensation of overtime at time and a half for all work performed in excess of 40 hours in a work week. **All overtime requires the campus principal or supervisor's prior approval.** Disciplinary action may be taken against employees who claim overtime without the supervisor's prior approval.

PAY STRUCTURE The pay structure for all personnel shall be established and maintained by daily or hourly base rates to promote consistent treatment of employees who have different work year periods. The pay structure for each position shall be based on a "Teacher Model" to recognize years of work history and updated based on a thorough review of the job's worth when compared with similar jobs at other school districts within the region. Information provided by an outside agency, personnel staff, and other district officials is carefully reviewed before determining pay structure for positions. The Superintendent or designee shall determine job classification or reclassification of positions based on an assessment of job requirements and comparability to other positions within the district and region. The only administrator authorized to make deviations to the Non- Exempt Salary Guides is the Superintendent.

PAY RANGE ADVANCEMENT Pay ranges are established to provide opportunities to increase salaries of employees for continued satisfactory service to the district. Employee salaries shall be reviewed on an annual basis. Employees may advance within the pay range according to the amount of increase established from year to year by the Board of Trustees.

NEW HIRE SALARY PLACEMENT New employees must provide evidence of job-related professional work experience at the time of employment in order to be appropriately placed in a pay range. The salary guides shall determine salary placement based on experience allotted.

PROMOTION Employees within the district may be promoted to a new job position with a higher salary guide. When being placed in a higher salary guide, the salary will be based on the employee's experience in the same or similar job, or years of experience in education.

DEMOTION A voluntary demotion in position will require that the employee earn the salary associated with the salary guide of the new position. When being placed in a lower salary guide, the salary will be based on years of service for that salary guide. An involuntary demotion or reassignment determined by Wharton ISD may result in the employee retaining his/her existing salary, but not necessarily. The demotion may cause an employee's salary to be frozen until the salary is within the current salary guide or, more appropriately, to change to the correct amount or days between school years to align with the new position.

RETIRE-REHIRE All retire/rehire employees' salaries will be established and maintained by daily or hourly base rates according to the position and years of work history minus.

HEALTH INSURANCE PAY WISD pays \$300 per month for Health Insurance. For those not taking coverage, WISD does not pay an amount to be applied toward a supplemental insurance or a qualified retirement plan.

EXTRA-DUTY ASSIGNMENTS The pay for paraprofessionals with certain extra-duty assignments shall be based on the hourly rate not to exceed the allocated stipend. Stipends are provided for performing extra duties beyond the regular campus workday schedule. Individuals should not be assigned extra duties that will overlap each other. All time spent working must be recorded using WISD's timekeeping system. Any work in excess of 40 physically worked hours during a work week will be accrued as overtime at time and a half and tracked. If compensation earned exceeds the stipend amount, then the non-exempt paraprofessional will be paid the difference at the end of the school year. Written prior approval must be obtained by the campus principal / department director and authorized by the Superintendent for a stipend amount to be increased in order to cover anticipated overtime. When appropriate, and with the approval of the Superintendent, stipends may be shared.

OVERTIME PAY

- Exemption status is a legal determination based on a comparison of job duties to a series of Fair Labor Standards Act (FLSA) tests and the applicable case law. An "exempt" or "nonexempt" designation is then assigned to the job and applies to all employees who perform that job. The Legal department has final determination of a job's FLSA status. FLSA status is a legal compliance decision, not a measure of job worth.
- In addition to these federal and local laws, WISD has District and department requirements for advanced approval of overtime hours; regardless of approvals, if a job has been determined to be nonexempt and an employee in that job works overtime, the employee must be compensated or receive compensatory time.
- The general rule under the Fair Labor Standards Act is that all covered employees must be paid at least 1.5 times their regular rate of pay, which may be a blended rate, for all hours physically worked over forty in a workweek. A nonexempt employee must receive an overtime premium of one-half their regular rate of pay for all overtime hours worked. Paid time off (sick, personal leave, paid holiday, and vacation) does not count towards the 40 hour calculation with the exception of jury duty. Nonexempt employees and hourly nonexempt employees may be given 1.5 hours of paid compensatory time off for each hour of overtime worked rather than paying a premium rate for the overtime.
- Principals/Managers are responsible for documentation of approval to work overtime and the number of hours each employee worked.
- Earning of either compensatory time or overtime must be approved in advance by the supervisor or designee. All of the above compensatory time must be properly reported. Nonexempt employees are compensated for all hours worked.
- Exempt employees are ineligible for overtime pay. Administrators and exempt administrative support employees are often expected to work beyond a "typical" forty (40) hour workweek. Exempt employees are compensated with a salary versus an hourly wage. For exempt staff, completion of work assignments is the emphasis.
- Overtime will be monitored.

Month District Administration	Duty Days	Starting
Superintendent of Schools	226	July
Deputy Superintendent	226	July
Assistant Superintendent	226	July
Executive Director of Curriculum & Instruction	226	July
Executive Director of Technology	226	July
Executive Director of Special Education	226	July
Director of Student Services, Accountability & Professional Development	226	July
Coordinator District Librarian	215	September
Coordinator, Student and Staff Programs	226	July
Coordinator, Federal Programs	226	July

Campuses	Duty Days	Starting
Campus Principals	226	July
Associate Principals	226	July
Assistant Principals Sivells, WES, WJH, WHS	215 / 226	July
Instructional Facilitator / Coach	192	July
Campus Receptionist / Attendance -Sivells, WES, WJH, WHS	197	September
Sivells, WES & WJH PEIMS	197	September
WHS Registrar	215	September
Campus Secretary	226	September
Counselor	215	September
Classroom Teachers	187	September
Instructional Aides	187	September
Librarian	190	September
District Nurse RN	202	September
LVN	187	September
Nurse's Aide	187	September

Athletic Department	Duty Days	Starting
Athletic Director	226	July
Athletic Trainer	202	September
Athletic Secretary	226	September

Business Department	Duty Days	Starting
Chief Financial Officer	226	July
Business Manager	226	July
PEIMS Coordinator	226	July
Accounts Payable / Bookkeeper	226	September
Payroll Specialist	226	September
Payroll Clerk	226	September

Human Resources Department	Duty Days	Starting
HR Director	226	July
HR Coordinator	226	July
Human Resources Department	Duty Days	Starting
HR Benefits / Payroll Specialist	226	September
HR Clerk	226	September
District Security	Duty Days	Starting
Chief of Police	226	September
School Police Officer	173 / 202	September
Security /Truancy Secretary	226	September
Wellness / Truancy Officer	193	September
Technology Department	Duty Days	Starting
Executive Director of Technology	226	July
Director of Technology	226	July
Assistant Director of Technology	226	July
Senior User Device Administrator	226	July
Technology Integration Specialist	226	July
Technology Support	226	September
Education Support Center	Duty Days	Starting
Director of Professional Development	226	July
Secretary to Superintendent	226	July
ESC Secretary	226	September
Special Education Department	Duty Days	Starting
Director of Special Education	226	July
Secretary	226	September
Receptionist / Secretary	197	September
Lead Diagnostician	202	September
Diagnostician	193	September
School Psychologist (LSSP)	193	September
Speech Pathologist	193	September
ARD Facilitator	193	September
Assistant Speech Therapist	193	September

Food Service Department	Duty Days	Starting
Director of Food Services	226	September
Assistant Director of Food Service	226	September
Food Service Secretary	196	September
Food Service Delivery Driver	192	September
Food Service Managers	185	September
Food Service Workers	180	September
Maintenance & Operations Department	Duty Days	Starting
Executive Director, Maintenance & Transportation	226	July
Maintenance & Operations Supervisor	260	September
Maintenance Staff	260	September
Custodial Staff	260	September
Custodial Services Supervisor	260	September
Maintenance Secretary	226	September
Transportation Department	Duty Days	Starting
Transportation Director / Supervisor	260	July
Transportation Secretary	226	September
Bus Drivers	173	September
Bus Riders / Monitors	173	September
Dawson Bus Ramp Monitor	173	September
Transportation Shop Helper	230	July
Mechanic	260	September

Section IV: TEACHER HIRING SCHEDULE

Wharton ISD 2026-2027	
Teachers, Librarians & Nurses Pay Structure	
Salary Guide fro New Teachers 187 Days	
Completed Years of Experience	New Hire Annual Salary
0	\$55,000
1	\$55,510
2	\$56,020
3	\$59,530
4	\$60,040
5	\$64,550
6	\$65,060
7	\$65,570
8	\$66,080
9	\$66,590
10	\$67,100
11	\$67,610
12	\$68,120
13	\$68,630
14	\$69,140
15	\$69,650
16	\$70,160
17	\$70,670
18	\$71,180
19	\$71,690
20	\$72,200
21	\$72,710
22	\$73,220
23	\$73,730
24	\$74,240
25	\$74,750
26	\$75,260
27	\$75,770
28	\$76,280
29	\$76,790
30	\$77,300
31	\$77,810
32	\$78,320
33	\$78,830
34	\$79,340
35+	\$79,850

The salaries listed above are based on 10-month employment for the 2026-2027 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.

Section V: ADMINISTRATIVE PROFESSIONAL PAY PLAN

Pay Grade	Job Title	Calendars	Daily	Minimum	Midpoint	Maxium
1	Position	# Days	Daily	\$258,97	\$298.50	\$338.03
1	Speech Language Pathologist Assistant	193	Days	\$49,981.00	\$57,611.00	\$65,240.00
1	Athletic Trainer	202	Days	\$52,312.00	\$60,297.00	\$68,282.00
1	Coordinator – Public Relations	226	Days	\$58,527.00	\$67,461.00	\$76,397.00
1	Director – Food Service	226	Days	\$0.00	\$0.00	\$0.00
1	Senior User Device Administrator	226	Days	\$0.00	\$0.00	\$0.00
1A	Position	# Days	Daily	\$258,97	\$298.50	\$338.03
1A	School Police Officer	169	Days	\$44,270.00	\$50,951.00	\$57,632.00
1A	School Police Officer	202	Days	\$52,915.00	\$60,900.00	\$68,885.00
2	Position	# Days	Daily	\$283.50	\$335.08	\$386.66
2	Instructional Specialist, K-8	200	Days	\$56,700.00	\$67,016.00	\$77,332.00
2	Coordinator - Human Resources	226	Days	\$64,071.00	\$75,728.00	\$87,385.00
2	Coordinator - Student and Staff	226	Days	\$0.00	\$0.00	\$0.00
2	Programs	#Days	Days	\$0.00	\$0.00	\$0.00
2	Coordinator - SPED Assessment	226	Days	\$0.00	\$0.00	\$0.00
2	Coordinator - Federal Programs	226	Days	\$0.00	\$0.00	\$0.00
2	Coordinator - PEIMS	226	Days	\$0.00	\$0.00	\$0.00
2	Chief of Police	226	Days	\$0.00	\$0.00	\$0.00
2A	Position	# Days	Daily	\$283.50	\$335.08	\$386.66
2A	Social Worker	192	Days	\$55,427.00	\$65,330.00	\$75,233.00
2A	ARD Facilitator	193	Days	\$55,719.00	\$65,670.00	\$75,625.00
2A	Diagnostician	193	Days	\$57,267.00	\$68,733.00	\$79,152.00
2A	Licensed Specialist in School Psychology	193	Days	\$61,953.00	\$73,042.00	\$84,132.00
2A	Speech Language Pathologist	193	Days	\$0.00	\$0.00	\$0.00
2A	Lead Diagnostician	202	Days	\$0.00	\$0.00	\$0.00
2A	Counselor - Elementary	215	Days	\$0.00	\$0.00	\$0.00
2A	Counselor – Secondary	215	Days	\$0.00	\$0.00	\$0.00
2A	District Librarian - Coordinator	215	Days	\$0.00	\$0.00	\$0.00
2B	Position	# Days	Daily	\$302,24	\$354.25	\$405.76

Section V: ADMINISTRATIVE PROFESSIONAL PAY PLAN

Pay Grade	Job Title	Calendars	Daily	Minimum	Midpoint	Maxium
2B	Assistant Principal – Elem	215	Days	\$65,089.00	76,164.00	87,238.00
2B	Director - Transportation	260	Days	\$68,419.00	\$80,061.00	\$91,702.00
2B	Director - Maintenance	260	Days	\$78,712.00	\$92,105.00	\$105,498.00
2B	Director - Professional Dev	226	Days	\$0.00	\$0.00	\$0.00
3	Position	# Days	Daily	\$305.05	\$361.87	\$418.69
3	Assistant Principal - JH	215	Days	\$65,586.00	\$77,802.00	\$90,018.00
3	Assistant Principal - HS	215	Days	\$68,940.00	\$81,782.00	\$94,624.00
3	Director Accountability & Student	226	Days	\$0.00	\$0.00	\$0.00
3	Services & Professional Development	0	Days	\$0.00	\$0.00	\$0.00
3	Associate Prin. – HS (Dean of Instruction)	226	Days	\$0.00	\$0.00	\$0.00
4	Position	# Days	Daily	\$319.09	379,94	\$439.60
4	Principal - Elememtary	226	Days	\$72,114.00	\$85,866.00	\$99,620.00
5	Position	# Days	Daily	\$349.12	\$414.76	\$479.17
5	Business Manager	226	Days	\$78,901.00	\$93,736.00	\$108,292.00
5	Director - Special Education	226	Days	\$0.00	\$0.00	\$0.00
5	Director - Technology	226	Days	\$0.00	\$0.00	\$0.00
5	Principal – JH 226	226	Days	\$0.00	\$0.00	\$0.00
5	Director – Human Resources	226	Days	\$0.00	\$0.00	\$0.00
5	Principal – JH	226	Days	\$0.00	\$0.00	\$0.00
5	Director – Human Resources	226	Days	\$0.00	\$0.00	\$0.00
6	Position	# Days	Daily	\$384.02	\$455.56	\$527.09
6	Director - Athletics	226	Days	\$86,789.00	\$102,957.00	\$119,123.00
6	Principal – HS	226	Days	\$0.00	\$0.00	\$0.00
6	Ex Director - Curr/Inst & Accountability	226	Days	\$0.00	\$0.00	\$0.00
6	Executive Director - Human Resources	226	Days	\$0.00	\$0.00	\$0.00
6	Executive Director - Professional Dev	226	Days	\$0.00	\$0.00	\$0.00
6	Executive Director –Maint, Ops, Trans	226	Days	\$0.00	\$0.00	\$0.00
6	Executive Director – Special Education	226	Days	\$0.00	\$0.00	\$0.00
6	Executive Director-Technology	226	Days	\$0.00	\$0.00	\$0.00
6	Chief Financial Officer	226	Days	\$0.00	\$0.00	\$0.00

Section V: ADMINISTRATIVE PROFESSIONAL PAY PLAN

Pay Grade	Job Title	Calendars	Daily	Minimum	Midpoint	Maxium
7	Position	# Days	Daily	\$462.71	\$501.11	\$579.80
7	Assistant Superintendent	226	Days	\$95,468.00	\$113,250.00	\$131,034.00
8	Position	# Days	Daily	462,61	\$546.91	\$631.10
8	Deputy Superintendent	226	Days	\$104,573.00	\$123,603.00	\$142,629.00

Section VI: CLERICAL PARAPROFESSIONAL PAY PLAN

Pay Grade	Job Title	Calendars	Hourly	Minimum	Midpoint	Maxium
1	Position	# Days	Hourly	\$ 11.73	\$ 13.77	\$ 15.81
1	Educational Aide I - General Support*	187	Days	\$ 17,543.00	\$ 20,594.00	\$ 23,646.00
2	Position	# Days	Hourly	\$ 12.67	\$ 14.87	\$ 17.07
2	Educational Aide II - Specialized Support**(Inclusion, Music, Art)	187	Days	\$ 18,950.00	\$ 22,241.00	\$ 25,533.00
2	Secretary I (Receptionist/Attendance/ File Clerk/Gradebook)	197	Days	\$ 19,964.00	\$ 23,431.00	\$ 26,898.00
3	Position	#Days	Hourly	\$ 14.51	\$ 17.03	\$ 19.57
3	Educational Aide III - Differential Support*** (Bilingual, ISS, Lifeskills, Librarian)	187	Days	\$ 21,705.00	\$ 25,475.00	\$ 29,275.00
3	Nurse Aide	187	Days	\$ 21,705.00	\$ 25,475.00	\$ 29,275.00
3	Truancy Wellness Officer	193	Days	\$ 22,401.00	\$ 26,292.00	\$ 30,214.00
3	Secretary II (PEIMS- SIV, WES, WJH, WHS, SPED/Bilingual, Food Service, Trans, Maint., & Attendance WHS)	197	Days	\$ 22,866.00	\$ 26,837.00	\$ 30,840.00
3	Secretary II (ESC)	226	Days	\$ 26,234.00	\$ 30,790.00	\$ 34,383.00
4	Position	#Days	Hourly	\$ 16.04	\$ 18.83	\$ 21.62
4	School Nurse - LVN	187	Days	\$ 23,990.00	\$ 28,164.00	\$ 32,338.00
4	Secretary III (<i>Campus Secretary</i>)	226	Days	\$ 28,994.00	\$ 34,038.00	\$ 39,082.00
5	Position	#Days	Hourly	\$ 17.21	\$ 20.30	\$ 23.39
5	Secretary IV (<i>Athletic, C&I, SPED, Security/Truancy, HS Registrar</i>)	226	Days	\$ 31,117.00	\$ 36,704.00	\$ 42,291.00
5	Technology Support Technician	226	Days	\$ -	\$ -	\$ -
6	Position	#Days	Hourly	\$ 18.76	\$ 22.12	\$ 25.56
6	Accounts Payable / Purchasing Specialist	226	Days	\$ 33,925.00	\$ 40,000.00	\$ 46,219.00
6	HR Specialist	226	Days	\$ -	\$ -	\$ -
7	Position	#Days	Hourly	\$ 20.64	\$ 24.39	\$ 28.14

Section VI: CLERICAL PARAPROFESSIONAL PAY PLAN

Pay Grade	Job Title	Calendars	Hourly	Minimum	Midpoint	Maxium
7	Accountant/Bookkeeper	226	Days	\$ 37,314.00	\$ 44,094.00	\$ 50,874.00
7	District PEIMS/Student Data Specialist	226	Days	\$ 42,927.00	\$ 50,727.00	\$ 58,527.00
7	Payroll Specialist	226	Days	\$ -	\$ -	\$ -
8	Position	#Days	Hourly	\$ 23.88	\$ 24.63	\$ 28.38
8	Custodial Services Supervisor	260	Days	\$ 43,439.00	\$ 51,239.00	\$ 59,039.00
9	Position	#Days	Hourly	\$ 23.31	\$ 27.71	\$ 32.07
9	Secretary V - Superintendent	226	Days	\$ 42,152.00	\$ 50,108.00	\$ 57,991.00
9	*General Support	0	Days	\$ -	\$ -	\$ -
9	**Specialized Support	0	Days	\$ -	\$ -	\$ -
9	***Differential Support	0	Days	\$ -	\$ -	\$ -

Section VII: AUXILIARY PAY PLAN

Pay Grade	Job Title	Calendars	Hourly	Minimum	Midpoint	Maxium
1	Position	# Days	Hourly	\$ 10.26	\$ 12.07	\$ 13.88
1	Food Service Worker	180	Days	\$ 14,774.00	\$ 17,380.00	\$ 19,986.00
1	Food Service Support / Driver	192	Days	\$ 15,759.00	\$ 18,539.00	\$ 21,319.00
1	Custodian	215	Days	\$ 17,646.00	\$ 20,760.00	\$ 23,873.00
1	Custodian	260	Days	\$ 21,340.00	\$ 25,105.00	\$ 38,869.00
1	Groundskeeper I	0	Days	\$ -	\$ -	\$ -
2	Position	# Days	Hourly	\$ 12.34	\$ 14.48	\$ 16.82
2	Food Service Manager	185	Days	\$ 18,268.00	\$ 21,435.00	\$ 24,603.00
2	General Maintenance Worker I	260	Days	\$ 25,674.00	\$ 30,125.00	\$ 34,577.00
2	Groundskeeper II	260	Days	\$ -	\$ -	\$ -
3	Position	# Days	Hourly	\$ 14.28	\$ 16.77	\$ 19.26
3	General Maintenance Worker II	260	Days	\$ 29,694.00	\$ 34,873.00	\$ 40,052.00
3	GM Worker - Electrical	260	Days	\$ -	\$ -	\$ -
3	GM Worker - HVAC	260	Days	\$ -	\$ -	\$ -
3	GM Worker - Plumbing	260	Days	\$ -	\$ -	\$ -
4	Position	# Days	Hourly	\$ 15.91	\$ 18.78	\$ 21.64
4	Transportation Support Helper / Mechanic	230	Days	\$ 29,267.00	\$ 34,548.00	\$ 38,810.00
4	HVAC - Controls	260	Days	\$ 33,084.00	\$ 39,054.00	\$ 45,003.00
5	Position	# Days	Hourly	\$ 15.91	\$ 18.78	\$ 21.64
5	HVAC - Licensed Technician	260	Days	\$ 40,387.00	\$ 47,507.00	\$ 54,614.00
BD	Position	# Days	Hourly	\$ 15.91	\$ 18.78	\$ 21.64
BD	CDL Bus Driver - \$22.54/ hour	173	Days	\$ -	\$ -	\$ -
BD	White Fleet Van-No CDL -17.87/hour	0	Days	\$ -	\$ -	\$ -
BD	Sub CDL Bus Driver - \$22.54 / hour	0	Days	\$ -	\$ -	\$ -
BM	Position	# Days	Hourly	\$ 15.91	\$ 18.78	\$ 21.64
BM	Bus Monitor - \$13.94/ hour	173	Days	\$ -	\$ -	\$ -
BM	Sub Bus Monitor - \$13.94/ hour	0	Days	\$ -	\$ -	\$ -
BMS	Position	# Days	Hourly	\$ 15.91	\$ 18.78	\$ 21.64
BMS	Bus Monitor - Specialized Route - \$15.54/hour	229	Days	\$ -	\$ -	\$ -
BMS	Sub Bus Monitor - Specialized Route - \$ 15.54/ hour	0	Days	\$ -	\$ -	\$ -

Section VIII: SUPPLEMENTAL DUTY STIPENDS

The following information provides the framework for Wharton ISD Supplemental Compensation:

1. Supplemental compensation is not guaranteed wages and may be amended or eliminated at any time.
2. Supplemental compensation is not included in individual base salaries quoted by the Human Resources Department.
3. Authorization to pay approved supplemental compensation requires permission from the Assistant Superintendent of the Campus/Department prior to actual work being performed.
4. The Superintendent of Schools has the authority to authorize ad hoc stipends.
5. Supplemental pay duties **may not** be conducted from home and will be ended until employee resumes the duties (FML, Medical leave, Workers Comp, extended leave).
6. It is the responsibility of the campus or department to notify the Human Resources Department when all extra duties have been performed and to ensure overtime guidelines for non-exempt employees have been followed.
7. An employee who has separated from the district (or is no longer active) is not eligible to accrue additional earnings past their effective separation date. A new employee is not eligible to earn supplemental pay prior to their effective start date.
8. Long-term Substitute Teachers that remain in the same classroom, with the same students, and have no break in service are eligible to receive supplemental pay for before, after, and Saturday school tutoring only, not to exceed 10 hours per week. Additionally, long-term substitute teachers are eligible to maintain long-term status following an absence for personal/family illness or bereavement, not to exceed three-days.
9. Supplemental duties should take place outside of an employee's normal work hours or calendar days and should be considered voluntary, infrequent and distinctly different from the employee's normal job description. Nonexempt employees should not receive supplemental pay outside of the exceptions outlined in this guide.
10. All supplemental earnings are subject to the employee and employer's statutory deductions. Earnings may qualify for Teachers Retirement System (TRS) eligibility.
11. Any recurring stipend allotted to an active employee will be paid on a prorated basis if the employee does not work the complete work days for their respective contract.

NOTE: Item 4 in the Educator's Term Contract states, "Supplemental duties, as defined by the District, and any payment and/or stipend that may be paid for such duties and/or assignments are not covered by this contract. Any such payments are not included as part of the annual salary under this contract. This contract does not create a property interest or right under this contract to the assignment of any such supplemental duties or any stipend or payment for such supplemental duties. No property right to continued employment exists in such supplemental duties."

ACADEMIC		
DESCRIPTION	AMOUNT	PAYMENT FREQUENCY
Academic Rodeo Sponsor – WJHS, WHS	\$200	Annually
Academic UIL Campus Coordinator - WES	\$1,000	Annually
Academic UIL Campus Coordinator - WHS	\$1,000	Annually
Academic UIL Campus Coordinator - WJH	\$1,000	Annually
Academic UIL District Coordinator	\$1,000	Annually
CTE Health Science	\$5,000/12	Monthly
FFA Lead Sponsor (1)	\$11,000/12	Monthly
FFA Sponsor (2)	\$7,500/12	Monthly
Rodeo Art Coordinator - District	\$1000	Annually
WCYF Spelling Bee – WES, WJH	\$200	Annually
ROTC CO or Lead JROTC	\$10,000/12	Monthly
Speech <i>[Includes Speech/Debate/UIL Events]</i>	\$2,500/12	Monthly
Theatre Arts <i>[Includes One Act Play/Fall Play]</i>	\$4,000/12	Monthly
Theatre Arts Assist <i>[Includes all Productions]</i>	\$1,000/12	Monthly
Dance Coordinator	\$10,000/12	Monthly
UIL Academic Event <i>(pd per event/not grade/up to 5 events)</i>	\$200	Annually
Anchor Club Sponsor	\$300	Annually
Freshman Class Sponsor	\$250	Annually
Sophomore Class Sponsor	\$250	Annually
Junior Class Sponsor	\$500	Annually
Senior Class Sponsor	\$750	Annually
Power Set Sponsor <i>(Nuclear Power Institute)</i>	Paid by A&M	Annually
Wit Sponsor <i>(Nuclear Power Institute)</i>	Paid by A&M	Annually
Spanish Club	\$350	Annually
NJHS, NHS Sponsor	\$700	Annually
Student Council (WHS) Sponsor	\$700	Annually
Student Council (WJHS) Sponsor	\$700	Annually
Student Council (WES) Sponsor	\$500	Annually
Interact Sponsor	\$350	Annually
Yearbook (WHS) Sponsor	\$1,500	Annually

Yearbook (WJHS) Sponsor	\$800	Annually
Yearbook (WES) Sponsor	\$800	Annually
Yearbook (Sivells) Sponsor	\$800	Annually
ROAR Academy Coordinator	\$5000/12	Monthly
ROAR Academy Assistant	\$3000/12	Monthly
WES Clubs Sponsors (Up to 3 clubs)	\$500	Annually

ATHLETICS			
DESCRIPTION	AMOUNT WITH CDL	AMOUNT WITHOUT CDL	PAYMENT FREQUENCY
Athletic Coordinator (HS)	\$4,000/12	\$2,000/12	Monthly
Athletic Coordinator (MS)	\$2,000/12	\$1,000/12	Monthly
Athletic Academic Coordinator	\$2,000/12		Monthly
Athletic Trainer	\$10,000/12		Monthly
BASEBALL			
Baseball - Head	\$6,000/12	\$3,000/12	Monthly
Baseball - Assistant (2)	\$3,000/12	\$1,500/12	Monthly
BASKETBALL			
Basketball - Head - Boys	\$6,000/12	\$3,000/12	Monthly
Basketball - Head - Girls	\$6,000/12	\$3,000/12	Monthly
Basketball - Assistant (4)	\$3,000/12	\$1,500/12	Monthly
CROSS COUNTRY			
Cross Country - Head	\$4,000/12	\$2,000/12	Monthly
Cross Country - Assistant (1)	\$2,000/12	\$1,000/12	Monthly
CHEERLEADING			
Cheerleading – Head (HS)	\$6,000/12	\$3,000/12	Monthly
Cheerleading – Head (MS)	\$4,000/12	\$2,000/12	Monthly
FOOTBALL			
Football - First Assistant	\$2,000/12	\$1,000/12	Monthly
Football - Assistant	\$5,000/12	\$2,500/12	Monthly
Football - Defensive Coordinator	\$7,500/12	\$3,750/12	Monthly
Football - Offensive Coordinator	\$7,500/12	\$3,750/12	Monthly
Football - Special Teams Coordinator	\$500/12	\$250/12	Monthly
Football - Strength & Conditioning	\$4,000/12	\$2,000/12	Monthly
Football – Asst. Strength & Conditioning	\$2,000/12	\$1,000/12	Monthly

GOLF			
Golf - Head [Fall & Spring]	\$4,000/12	\$2,000/12	Monthly

JUNIOR HIGH SCHOOL			
Jr High Coach 1 Sport	\$1,700/12	\$850/12	Monthly
Jr High Coach 2 Sports	\$3,300/12	\$1,650/12	Monthly
Jr High Coach 3 Sports	\$5,000/12	\$2,500/12	Monthly
SOCCER			
Soccer - Boys - Head	\$6,000/12	\$3,000/12	Monthly
Soccer - Girls - Head	\$6,000/12	\$3,000/12	Monthly
Soccer - Assistant (2)	\$3,000/12	\$1,500/12	Monthly

SOFTBALL			
Softball - Head	\$6,000/12	\$3,000/12	Monthly
Softball - Assistant (2)	\$3,000/12	\$1,500/12	Monthly
SWIMMING			
Swim Team - Head	\$4,000/12	\$2,000/12	Monthly
TENNIS			
Tennis - Head (Fall and Spring)	\$7,000/12	\$3,500/12	Monthly
Tennis - Assistant (1)	\$2,500/12	\$1,250/12	Monthly
TRACK			
Track - Boys - Head	\$6,000/12	\$3,000/12	Monthly
Track - Girls - Head	\$6,000/12	\$3,000/12	Monthly
Track - Assistant (4)	\$3,000/12	\$1,500/12	Monthly
VOLLEYBALL			
Volleyball - Head	\$6,000/12	\$3,000/12	Monthly
Volleyball - Assistant (2)	\$3,000/12	\$1,500/12	Monthly
WEIGHT PROGRAM			
Power Lifting - Head	\$4,000/12	\$2,000/12	Monthly
Power Lifting – Assistant	\$2,000/12	\$1,000/12	Monthly

DISTRICT		
DESCRIPTION	AMOUNT	PAYMENT FREQUENCY
ARD Facilitator	\$4,000/12	Monthly
Bilingual Certification (Teaching bilingual students)	\$5,000/12	Monthly
Counselor, District Coordinator	\$5,000/12	Monthly
Department Head (HS) (ELAR/Math/Sci/SS/SpEd/CTE)	\$1,500/12	Monthly
Department Head (JH) (ELAR/Math/Sci/SS /SPED)	\$900/12	Monthly
Diagnostician/LSSP/Speech Pathologist/Special Education Counselor	\$4,000/12	Monthly
Diagnostician Lead	\$2,500/12	Monthly
ESL Certified - Assigned to ESL Students	\$500	Annually
Fitness Gram District Coordinator	\$400	Annually
Fitness Gram Campus Level Coordinator	\$400	Annually
G/T Coordinator (District)	\$4,000/12	Monthly
Grade Level Chair Elem (Pre-K)	\$300/12	Monthly
Grade Level Chair Elem (K-5)	\$700/12	Monthly
High Demand-Junior High (Math Only)	\$5,000/12	Monthly
High Demand – High School: <i>Math, Science, Sign-Language, Spanish</i>	\$5,000/12	Monthly
High Demand(HS ELAR)	\$3,000/12	Monthly
High Demand (<i>Life Skills, ECSE</i>)	\$4,000/12	Monthly
High Demand(<i>Behavior</i>)	\$1,500/12	Monthly
Instructional Coach	\$4,000/12	Monthly
Master's Degree	\$1,000/12	Monthly
Doctorate's Degree	\$2,000/12	Monthly
New Teacher Mentor	\$1,000	Annually
Nurse, District Coordinator	\$5,000/12	Monthly
SHAC Coordinator	\$600	Annually
Speech Therapy Lead	\$4,000/12	Monthly
Speech Therapy Assistant	\$1,250/12	Monthly
Testing Coordinator Stipend (JH)	\$2,000/12	Monthly
Testing Coordinator Stipend (WES)	\$2,000/12	Monthly
Testing Coordinator Stipend (HS)	\$2,250/12	Monthly
Webmaster, District	\$2,000/12	Monthly

FINE ARTS		
DESCRIPTION	AMOUNT	PAYMENT FREQUENCY
Band Director - Head	\$12,000/12	Monthly
Band Director - Assist / Head JH Band Director	\$6,000/12	Monthly
Band - Color Guard	\$1,200/12	Monthly
Choir Director - JH	\$3,500/12	Monthly
Fine Arts Coordinator - District	\$1,000/12	Monthly

Section IX: EXTRA DUTIES

OTHER SUPPLEMENTAL PAY	
DESCRIPTION	AMOUNT
Summer School Instructional Aides/Clerks/Receptionist	\$15/Hour
Summer School Nurse Aides	\$15/Hour
Summer School Teacher	\$30/Hour
Summer School Bus Rider	Position Rate
Summer School Bus Driver	Position Rate
Summer School Counselor	\$30/Hour
Summer School Food Service	Position Rate
Summer School Nurse	\$30/Hour
Summer School Principal/Coordinator	\$2,500
Summer School Assistant Principal	\$1,000
Summer School Police Officer	\$25/Hour
Homebound	\$25/Hour
Tutorials (Professionals)	\$25/Hour
Strengthening & Conditioning	\$20/Hour
Graduation Worker	\$15/Hour

ATHLETIC EVENTS			
FOOTBALL	Varsity	SUB Varsity	PLAY-OFF/UIL EVENTS
Clock/Scoreboard Keeper	\$40	\$15/Game	\$45
Home Tickets	\$50	\$20/Game	\$55
Visitor Tickets	\$50		\$55
Visitor Band Gate	\$50		\$55
Home Pass Gate	\$50		\$55

Volleyball	Varsity	SUB Varsity	
Clock/Scoreboard Keeper	\$10/Match	\$10/Match	\$15/Match
Gate Worker	\$20/Match	\$20/Match	\$25/Match

BASKETBALL	VARSITY	SUB VARSITY	
Clock/Scoreboard Keeper	\$15/Game	\$15/Game	
Gate Worker	\$20/Game	\$20/Game	

SOCCER	VARSITY	SUB VARSITY	
Clock/Scoreboard Keeper	\$10/Game	\$10/Game	
Gate Worker	\$20/Game	\$20/Game	

BASEBALL/SOFTBALL	1 GAME	2 GAMES	3 GAMES	4 GAMES
Clock/Scoreboard Keeper	\$15	\$30	\$40	\$50
Gate Worker	\$25/Game	\$40	\$50	\$60

JUNIOR HIGH FOOTBALL	1 GAME	2 GAMES	
Clock/Scoreboard Keeper	\$15	\$30	
Gate Worker	\$20	\$35	

JUNIOR HIGH VOLLEYBALL	1 GAME	2 GAMES	3 GAMES	4 GAMES
Clock/Scoreboard Keeper	\$10	\$20		
Gate Worker	\$15	\$25		

JUNIOR HIGH BASKETBALL	1 GAME	2 GAMES	3 GAMES	4 GAMES
Clock/Scoreboard Keeper	\$15	\$25	\$35	
Gate Worker	\$15	\$25	\$35	

Track	JV/VARSITY		
Gate Worker	\$40		

Section X: DAILY WORK SCHEDULES

The following policies pertain to daily work schedules in WISD:

- All WISD contract and regular personnel in the following categories and jobs are required to work an eight (8) hour day, exclusive of the lunch period, unless assigned to a position established for a different number of hours. Applicable categories and jobs include the following: administrators, counselors, specialists, non-instructional, and administrative support (including, but not limited to instructional aides, clerks, school secretaries, custodians, maintenance, instructional coaches, and coordinators).
- The Superintendent of Schools has the authority to change the length of the duty day and/or the work schedule for various summer programs as needed and as long as it is consistent with state law.

Campus / Department	Campus/Office Hours	Support Staff Non-Exempt	Professional Staff Exempt
WISD Education Support Center	8:00 am - 4:30 pm	8:00 am - 4:30 pm	8:00 am - 4:30 pm
Sivells Elementary	7:50 am - 3:30 pm	7:30 am – 4:15 pm	7:15 am – 4:15 pm
Wharton Elementary	7:50 am - 3:30 pm	7:30 am – 4:15 pm	7:15 am – 4:15 pm
Wharton Junior High School	8:00 am - 3:40 pm	7:30 am - 4:15 pm	7:15 am - 4:15 pm
Wharton High School	8:00 am - 3:40 pm	7: 30 am - 4:15 pm	7:15 am - 4:15 pm
Child Nutrition Staff	7:30 am – 3:30 pm	Varies	Varies
Custodial	8:00 am – 4:00 pm	Varies	Varies
Maintenance	8:00 am – 4:30 pm	7:00 am - 4:00 pm	7:00 am – 4:00 pm
Transportation	7:00 am – 5:00 pm	Varies	Varies

Campuses will “flex” start and stop times to cover arrival and dismissal while creating an 8- hour workday.** Administration shall determine the distribution of work among members of the staff. The Superintendent and principals shall require each staff member to be on duty before and after regular school hours long enough to plan and carry out individual professional responsibilities. These responsibilities shall include planning, supervision, guidance, instruction, and other routine duties or assignments made by the Superintendent or the principal, such as work related to extracurricular activities, car duty, and cafeteria duty. All full-time non-exempt employees will be on a 40-hour workweek. All non-exempt employees will document time worked through the ***Time and Attendance software program.

Section XI: SUBSTITUTE WORKERS SALARY GUIDE

SUBSTITUTE TEACHER			
NUMBER OF DAYS	CERTIFIED	DEGREED RATE	NON-DEGREED RATE
1-7 DAYS	\$100	\$90	\$80
LONG TERM	\$110	\$100	\$90

SUBSTITUTE TEACHER AIDE	
NUMBER OF DAYS	DEGREED/NON-DEGREED
1-7 DAYS	\$70
LONG TERM	\$80
LIFE SKILLS (AUTHORIZED BY SPED DIRECTOR)	\$90

SUBSTITUTE TRANSPORTATION	
BUS DRIVER	CURRENT RATE
BUS RIDER	CURRENT RATE

SUBSTITUTE FOOD SERVICE/CUSTODIAN	
FOOD SERVICE WORKER/CUSTODIAN	\$10/Hour

SUBSTITUTE NURSE	
LVN	\$95/DAY
RN	\$100/DAY
AIDE	\$65/DAY

Note:

- ** All eligible substitute workers must attend an annual Substitute Worker orientation and meet all District required compliance-training updates.
- * Paychecks are through Direct Deposit.

Section XII: HEALTH INSURANCE BENEFITS

Wharton ISD participates in TRS-Active Care Health Insurance. See the TRS-Active Care Enrollment Guide or HMO Evidence of Coverage for more details.

District Contribution Full-time employees participating in-group health insurance will receive \$300 per month toward their cost of health insurance.

Section XIII: BENEFITS

The Wharton Independent School District provides a \$10,000 life insurance policy for all current full-time employees. Other benefit options are available for employees through US Employee Benefits.

Section XIV: OTHER IMPORTANT INFORMATION

Please see Wharton Independent School District Employee Handbook for Payroll cut-off dates and paydays for 2026-27.

Please see Wharton Independent School District Financial Procedures Manual for other information pertaining to compensation.

Appendix A: DUTY CALENDARS

<https://www.whartonisd.net/departments/human-resources/2026-2027-work-calendars>