



Salado Independent School District

2026-2027

STAFF COMPENSATION GUIDE

PREFACE

The 2026-2027 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 Salado Independent School District expands years of experience for teachers, librarians, registered nurses and counselors to 40 years and then aligns all other salary guides to this model. A “built in” pay increase comes with each additional year of service for all salary guides provided the employees’ years of experience align correctly on the salary guide. For non-teaching professional and administrative staff, the salary guides have a starting point that aligns with zero years of experience in the job and is expanded to a maximum of 40 years or steps. For non-exempt staff, the salary grades have a starting point that aligns with zero years of experience in the job and is expanded to a maximum of 40 years or steps.

The staff compensation goal is to make Salado a district where employees are appreciated for their efforts and paid fairly and accordingly. The salary guides are intended to be informational and not contractual in nature.

Respectfully,

Kelli Rhiddlehoover

Chief Financial Officer

Table of Contents

Section I: ADMINISTRATIVE AND PROFESSIONAL STAFF SALARY GUIDES	4
NOTES ON ADMINISTRATIVE AND PROFESSIONAL SALARY GUIDES	4
NOTES ON TEACHER SALARY GUIDE	5
TEACHERS SALARY GUIDE	6
LIBRARIAN SALARY GUIDE	7
RN's SALARY GUIDE	8
CAMPUS PROFESSIONALS SALARY GUIDE	9
DISTRICT PROFESSIONALS SALARY GUIDE	10
Section II: NON-EXEMPT STAFF SALARY GUIDES	11
NOTES ON NON-EXEMPT SALARY GUIDES	11
NOTES ON PARAPROFESSIONAL SALARY GUIDE	12
CAMPUS PARAPROFESSIONAL, SECRETARIAL & SUPPORT SALARY GUIDE	13
DISTRICT SUPPORT & OPERATIONS STAFF SALARY GUIDE	14
Section III: SUPPLEMENTAL DUTY STIPENDS	15
ACADEMIC STIPENDS	15
PERFORMING ARTS STIPENDS	16
ATHLETIC STIPENDS	16
Section IV: EXTRA DUTIES	17
ACADEMIC EXTRA DUTIES	17
ATHLETIC GAME WORKER EXTRA DUTIES	17
ATHLETIC SUMMER CAMP EXTRA DUTIES	18
BUS DRIVING EXTRA DUTIES	18
Section V: INCENTIVES AND PERFORMANCE PAY	19
INCENTIVES	19
PERFORMANCE PAY	19
Section VI: CALENDARS	20
Section VII: DAILY WORK SCHEDULES	21
Section VIII: SUBSTITUTE TEACHERS SALARY GUIDE	22
Section IX: HEALTH INSURANCE BENEFITS	23

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.

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 experience in the same manner of the Teacher Salary Table.

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 SISD 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 of 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. ***As of the 2026–2027 school year, in accordance with HB2, the TRS 16.5% surcharge will be split evenly, with 8.25% paid by the employee and 8.25% paid by the district. Additionally, the monthly TRS surcharge of \$535 will be shared, with the district contributing \$425 and the employee contributing \$110, if applicable.***

HEALTH INSURANCE PAY *SISD pays \$425 per month for Health Insurance.* For those not taking coverage, SISD pays \$75 per month as a benefit spending credit which may be applied toward supplemental insurance or a qualified retirement plan.

NOTES ON TEACHER SALARY GUIDE

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 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. When appropriate, and with the approval of the Superintendent, stipends may be shared.

EDUCATION SALARY FOR MASTER'S DEGREE An annual salary stipend \$500 is provided to full-time teaching staff with an earned master's degree from an accredited educational institution in a field related to education or an instructional subject. The stipend is prorated for less than part-time employment. The decision as to whether it is an educational institution that is qualified will be made by the Assistant to the Superintendent. All **new** employees must submit transcripts by September 1, to the Assistant to the Superintendent. Payment will be included in monthly payroll checks. The annual master's degree stipend will be prorated for any transcripts submitted after September 1st.

- Included are teachers, librarians, nurses, and other instructional professional positions closely related to the campuses
- Excluded are principals, counselors, diagnosticians, school psychologists, directors, etc.

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

TEACHERS AND LIBRARIAN SALARY GUIDE

Yrs of Exp	BACHELOR'S DEGREE	DAILY RATE	MASTER'S DEGREE	STATE MINIMUM	TRA	UPDATED TRA SALARY
0	51,000	277.17	51,500	33,960		
1	51,402	279.36	51,902	34,690		
2	51,805	281.55	52,305	35,410		
3	52,208	283.74	52,708	36,150	4,000	56,208
4	52,610	285.92	53,110	37,690	4,000	56,610
5	53,013	288.11	53,513	39,230	8,000	61,013
6	53,416	290.30	53,916	40,770	8,000	61,416
7	53,818	292.49	54,318	42,200	8,000	61,818
8	54,221	294.68	54,721	43,550	8,000	62,221
9	54,624	296.87	55,124	44,840	8,000	62,624
10	55,027	299.06	55,527	46,040	8,000	63,027
11	55,674	302.58	56,174	47,180	8,000	63,674
12	56,322	306.10	56,822	48,280	8,000	64,322
13	56,969	309.61	57,469	49,280	8,000	64,969
14	57,617	313.14	58,117	50,250	8,000	65,617
15	58,265	316.66	58,765	51,160	8,000	66,265
16	58,982	320.55	59,482	52,030	8,000	66,982
17	59,699	324.45	60,199	52,840	8,000	67,699
18	60,416	328.35	60,916	53,610	8,000	68,416
19	61,133	332.24	61,633	54,340	8,000	69,133
20	61,850	336.14	62,350	55,030	8,000	69,850
21	62,095	337.47	62,595		8,000	70,095
22	62,341	338.81	62,841		8,000	70,341
23	62,586	340.14	63,086		8,000	70,586
24	62,832	341.48	63,332		8,000	70,832
25	63,078	342.82	63,578		8,000	71,078
26	63,323	344.15	63,823		8,000	71,323
27	63,569	345.48	64,069		8,000	71,569
28	63,814	346.82	64,314		8,000	71,814
29	64,060	348.15	64,560		8,000	72,060
30	64,306	349.49	64,806		8,000	72,306
31	64,551	350.82	65,051		8,000	72,551
32	64,797	352.16	65,297		8,000	72,797
33	65,042	353.49	65,542		8,000	73,042
34	65,288	354.83	65,788		8,000	73,288
35	65,534	356.16	66,034		8,000	73,534
36	65,779	357.49	66,279		8,000	73,779
37	66,025	358.83	66,525		8,000	74,025
38	66,270	360.16	66,770		8,000	74,270
39	66,516	361.50	67,016		8,000	74,516
Over 39	66,762	362.84	67,262		8,000	74,762

RN AND NON-CERTIFIED TEACHER SALARY GUIDE

Yrs of Exp	Registered Nurse			Non-Certified Teacher	
	Bachelor's Degree	Daily Rate	Master's Degree	State Minimum	Salary
0	51,000	277.17	51,500	33,960	50,000
1	52,755	286.71	53,255	34,690	50,368
2	54,510	296.25	55,010	35,410	50,737
3	56,266	305.79	56,766	36,150	51,106
4	58,021	315.33	58,521	37,690	51,475
5	59,777	324.88	60,277	39,230	51,844
6	60,427	328.41	60,927	40,770	52,386
7	61,077	331.94	61,577	42,200	52,928
8	61,727	335.47	62,227	43,550	53,470
9	62,377	339.01	62,877	44,840	54,012
10	63,027	342.54	63,527	46,040	54,555
11	63,674	346.05	64,174	47,180	55,175
12	64,322	349.58	64,822	48,280	55,795
13	64,969	353.09	65,469	49,280	56,415
14	65,617	356.61	66,117	50,250	57,035
15	66,265	360.14	66,765	51,160	57,655
16	66,982	364.03	67,482	52,030	58,350
17	67,699	367.93	68,199	52,840	59,045
18	68,416	371.83	68,916	53,610	59,740
19	69,133	375.72	69,633	54,340	60,435
20	69,850	379.62	70,350	55,030	61,130
21	70,095	380.95	70,595		61,393
22	70,341	382.29	70,841		61,657
23	70,586	383.62	71,086		61,920
24	70,832	384.96	71,332		62,184
25	71,078	386.29	71,578		62,447
26	71,323	387.63	71,823		62,711
27	71,569	388.96	72,069		62,974
28	71,814	390.29	72,314		63,238
29	72,060	391.63	72,560		63,501
30	72,306	392.97	72,806		63,765
31	72,551	394.30	73,051		64,028
32	72,797	395.64	73,297		64,292
33	73,042	396.97	73,542		64,555
34	73,288	398.30	73,788		64,819
35	73,534	399.64	74,034		65,082
36	73,779	400.97	74,279		65,346
37	74,025	402.31	74,525		65,609
38	74,270	403.64	74,770		65,873
39	74,516	404.98	75,016		66,136
Over 39	74,762	406.32	75,262		66,400

CAMPUS PROFESSIONALS SALARY GUIDE

		Yrs of Exp					
		Minimum		Mid-Point		Maximum	
Position	Days	Daily Rate	Salary	Daily Rate	Salary	Daily Rate	Salary
HS Counselor	208 Days	277.17	57,651	379.62	78,960	406.32	84,514
MS Counselor	208 Days	277.17	57,651	379.62	78,960	406.32	84,514
ES Counselor	199 Days	277.17	55,156	379.62	75,544	406.32	80,857
Diagnostician	194 Days	277.17	53,771	379.62	73,646	406.32	78,826
School Psychologist	194 Days	277.17	53,771	379.62	73,646	406.32	78,826
Speech Therapist	194 Days	277.17	53,771	379.62	73,646	406.32	78,826
Athletic Trainer	194 Days	277.17	53,771	379.62	73,646	406.32	78,826
IT Coordinator	223 Days	328.11	73,168	394.83	88,046	461.55	102,925
ARD Facilitator	194 Days	277.17	53,771	379.62	73,646	406.32	78,826
Head Football	218 Days	302.29	65,900	363.17	79,171	424.05	92,442
HS Principal	223 Days	404.14	90,123	482.10	107,508	560.06	124,894
MS Principal	223 Days	369.61	82,424	443.68	98,941	517.75	115,459
ES Principal	220 Days	346.10	76,143	413.47	90,963	480.83	105,783
HS Assistant Principal	218 Days	327.09	71,306	390.87	85,209	454.64	99,112
MS Assistant Principal	208 Days	320.66	66,697	387.01	80,499	453.37	94,301
ES Assistant Principal	207 Days	304.69	63,071	366.47	75,860	428.26	88,650
Dean of Students	218 Days	327.09	71,306	390.87	85,209	454.64	99,112

DISTRICT PROFESSIONALS SALARY GUIDE

		Yrs of Exp					
		Minimum		Mid-Point		Maximum	
Position	Days	Daily Rate	Salary	Daily Rate	Salary	Daily Rate	Salary
Asst. Superintendent	218 Days	468.54	102,141	568.21	123,869	667.88	145,598
Chief Financial Officer	218 Days	435.28	94,891	521.97	113,790	608.67	132,690
Chief Technology Officer	221 Days	375.63	83,014	444.18	98,164	512.73	113,314
Chief Operations Officer	218 Days	389.91	85,000	466.28	101,648	542.64	118,296
Athletic Director	218 Days	390.46	85,120	468.09	102,043	545.72	118,966
Federal Programs Director	218 Days	373.83	81,494	448.93	97,866	524.03	114,238
PEIMS Manager	218 Days	269.35	58,718	326.68	71,217	384.02	83,716
Child Nutrition Supervisor	196 Days	168.01	32,930	203.95	39,974	239.97	47,034
Custodial/Maintenance Supervisor	232 Days	179.86	41,726	224.82	52,159	269.96	62,630
Transportation Supervisor	232 Days	196.60	45,612	242.40	56,236	288.19	66,861
Chief of Police	218 Days	271.83	59,259	339.04	73,911	406.25	88,563
Police Officer	202 Days	260.40	52,600	311.24	62,870	362.08	73,140

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 experience in the same manner of the Teacher Salary Table.

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 SISD 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 of 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. ***As of the 2026–2027 school year, in accordance with HB 2, the TRS 16.5% surcharge will be split evenly, with 8.25% paid by the employee and 8.25% paid by the district. Additionally, the monthly TRS surcharge of \$535 will be shared, with the district contributing \$425 and the employee contributing \$110, if applicable.***

HEALTH INSURANCE PAY: *SISD pays \$425 per month for Health Insurance.* For those not taking coverage, SISD pays \$75 per month as a benefit spending credit which may be applied toward supplemental insurance or a qualified retirement plan.

NOTES ON PARAPROFESSIONAL SALARY GUIDE

EXTRA-DUTY ASSIGNMENTS The pay for paraprofessionals with certain extra-duty assignments shall be based on hourly rate plus a stipend. The campus principal will assign persons accordingly, however this is only under extenuating circumstances. 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 SISD's timekeeping system. Any work in excess of 40 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. When appropriate, and with the approval of the Superintendent, stipends may be shared.

CAMPUS PARAPROFESSIONAL, SECRETARIAL & SUPPORT SALARY GUIDE

		Yrs of Exp					
		Minimum		Mid-Point		Maximum	
Position	Days	Hourly Rate	Salary	Hourly Rate	Salary	Hourly Rate	Salary
Educational Aides	179 Days	13.35	19,117	16.98	24,315	20.62	29,527
Library Aides	179 Days	14.20	20,334	17.73	25,389	21.26	30,444
Special Ed Self-Contained Aides	179 Days	14.23	20,377	17.69	25,332	21.13	30,258
GCS Aides	179 Days	14.21	20,348	17.53	25,102	20.84	29,842
CMA	179 Days	17.74	25,403	21.65	31,002	25.56	36,601
LVN	179 Days	21.22	30,387	25.90	37,088	30.59	43,804
Campus Receptionist	194 Days	15.35	23,823	19.14	29,705	22.94	35,602
HS Registrar	213 Days	17.55	29,905	21.57	36,755	25.59	43,605
HS Extra-Curricular Secretary	179 Days	18.60	26,635	23.06	33,021	27.52	39,408
HS Secretary	203 Days	18.66	30,303	23.04	37,416	27.42	44,530
MS Secretary	194 Days	17.48	27,128	21.43	33,259	25.39	39,405
ES Secretary	194 Days	17.44	27,066	21.27	33,011	25.11	38,970
HS PEIMS	218 Days	16.44	28,671	20.27	35,350	24.09	42,012
MS PEIMS	208 Days	15.97	26,574	20.00	33,280	24.03	39,985
ES PEIMS	194 Days	15.68	24,335	19.69	30,558	23.70	36,782

DISTRICT SUPPORT & OPERATIONS STAFF SALARY GUIDE

		Yrs of Exp					
		Minimum		Mid-Point		Maximum	
		Hourly Rate	Salary	Hourly Rate	Salary	Hourly Rate	Salary
Position	Days	Hourly Rate	Salary	Hourly Rate	Salary	Hourly Rate	Salary
Accounts Payable Specialist	223 Days	21.05	37,553	25.74	45,920	30.43	54,287
Payroll Specialist	223 Days	22.72	40,532	28.12	50,166	33.51	59,781
HR Specialist	223 Days	23.45	41,834	29.15	52,003	34.84	62,154
Secretary to Executive	208 Days	21.23	35,326	26.35	43,846	31.47	52,366
Superintendent Secretary	223 Days	25.99	46,366	32.20	57,444	38.41	68,523
Secretary to Director	189 Days	19.26	29,121	23.83	36,030	28.40	42,940
Computer Technician	221 Days	21.71	38,383	26.57	46,975	31.43	55,568
Network Technician	221 Days	24.58	43,457	29.99	53,022	35.41	62,604
Custodian	232 Days	13.11	24,332	15.60	28,953	18.10	33,593
Lead Custodian	232 Days	15.41	28,600	18.91	35,096	22.40	41,574
Child Nutrition	177 Days	13.11	varies	15.68	varies	18.26	varies
Child Nutrition Lead	177 Days	15.94	varies	19.43	varies	22.93	varies
Mechanic	232 Days	20.77	38,549	25.87	48,014	30.96	57,461
Transportation Secretary	204 Days	18.41	30,045	22.70	37,046	26.99	44,047
Bus Monitor	173 Days	13.11	varies	15.76	varies	18.44	varies
Bus Driver	175 Days	20.00	varies	23.62	varies	27.27	varies
Parking Lot Attendant	179 Days	15.13	21,666	18.35	26,277	21.57	30,888

Section III: SUPPLEMENTAL DUTY STIPENDS

ACADEMIC STIPENDS

Position	Stipend	Position	Stipend
High Demand Teaching Field (per section)	\$500	District Translator [2]	\$1,000
HS Agriculture Science [4]	\$3,000	Special Ed Evaluation Lead [1]	\$1,000
FCCLA [1]	\$1,000	Special Olympics [1]	\$1,610
HOSA Stipend [1]	\$1,000	G/T [3]	\$1,000
HS Yearbook Sponsor [1]	\$3,250	Robotics [1]	\$2,000
MS Yearbook Sponsor [1]	\$1,500	HS UIL Coordinator [2]	\$2,500
ES Yearbook Sponsor [1]	\$1,500	MS UIL Coordinator [2]	\$500
ES Video Announcements [2]	\$1,500	ES UIL Coordinator [1]	\$1,000
HS Student Council Sponsor [2]	\$1,000	Debate/Speech Coach [1]	\$3,000
MS Student Council Sponsor [2]	\$750	OAP Director [1]	\$7,000
National Honor Society Sponsor [1]	\$1,500	OAP Asst. Director (per semester) [1]	\$2,000
National Junior Honor Society Sponsor [1]	\$750	MS OAP Director (per semester) [1]	\$1,000
HS Salado Youth Leadership Sponsor [1]	\$1,000	HS UIL Coach (per event)	\$600
HS Mu Alpha Theta Sponsor [1]	\$600	HS UIL Coach - no student travel (per event)	\$300
Prom Sponsor [1]	\$500	MS UIL Coach (per event)	\$500
HS ESL/Telpas [1]	\$1,000	ES UIL Coach (per grade/per event)	\$300
MS ESL/Telpas [1]	\$1,000		
ES ESL/Telpas [1]	\$1,000	*UIL Coach/Paraprofessionals - hourly rate, subject to overtime when applicable	

***If the salary for any employees in the following positions is less than the employee would earn on the teacher salary scale based on their years of experience and number of assigned work days, then the employee will match the teacher salary scale for 2026-2027.**

ARD Facilitator, Athletic Trainer, Campus Instructional Coach, Counselor, Diagnostician, Librarian, School Psychologist, School Nurse (RN), Speech Language Pathologist.

PERFORMING ARTS STIPENDS

Position	Stipend
HS Head Band Director [1]	\$8,000
HS Assistant Band Director [2]	\$4,000
MS Band Director [1]	\$4,000
Color Guard [1]	\$2,000
Choir [1]	\$3,975
Twirling Sponsor [1]	\$300
HS Drill Team Sponsor [1]	\$3,000
MS Drill Team Sponsor [1]	\$1,000

ATHLETIC STIPENDS

Coaching Assignment	Stipend
Baseball	
Head [1]	\$5,626
Assistant [3]	\$3,078
Softball	
Head [1]	\$5,626
Assistant [2]	\$3,078
Basketball	
Head [2]	\$5,889
Assistant [4]	\$3,250
Middle School [8]	\$2,470
Cheerleading	
Varsity [1]	\$3,100
Junior Varsity [1]	\$2,099
Middle School [1]	\$2,000
Cross Country	
Head [2]	\$4,880
Middle School [2]	\$2,188
Football	
Head [1]	\$11,500
Offensive Coordinator [1]	\$7,376
Defensive Coordinator [1]	\$7,376
Assistant [9]	\$5,312
Middle School [4]	\$3,098
Golf	
Head [1]	\$6,000
Middle School [1]	\$1,250

Coaching Assignment	Stipend
Powerlifting	
Head [2]	\$4,000
Assistant [2]	\$2,500
Soccer	
Head [2]	\$5,147
Assistant [4]	\$3,050
Middle School [4]	\$2,926
Swimming	
Head [1]	\$5,385
Tennis	
Head [1]	\$5,006
Assistant [1]	\$2,925
Middle School [1]	\$2,000
Track	
Head [2]	\$4,611
Assistant [7]	\$2,959
Middle School [9]	\$2,188
Volleyball	
Head [1]	\$6,154
Assistant [3]	\$3,895
Middle School [4]	\$2,771
Wrestling	
Head [1]	\$6,630
Assistant (1)	\$3,500
Middle School	
Middle School Coordinator [2]	\$1,170

➤ **\$1,000 of each coaching stipend is contingent on the coach having or obtaining a CDL.**

Section IV: EXTRA DUTIES

ACADEMIC EXTRA DUTIES

Extra Duty	Hourly Rate	Extra Duty	Hourly Rate
Tutorials (Professionals)	\$18	After School Care Administrator	\$35
Homebound (Certified Teacher)	\$18	After School Care (Professionals)	\$25
Summer School (Professionals)	\$25	Facility Administrator on Duty (Per Hour)	\$35
Summer School (Paraprofessionals)	\$18	After School Care (Paraprofessionals)- hourly rate, subject to overtime when applicable	

ATHLETIC GAME WORKER EXTRA DUTIES

Gameworker Assignment	Pay Amount
Volleyball & Basketball:	
Gate	\$20 first game, \$10 for each additional game
Clock-JV & MS	\$20 first game, \$10 for each additional game
Clock-Varsity	\$25 first game, \$10 for each additional game
Scorebook-JV & MS	\$20 first game, \$10 for each additional game
Scorebook-Varsity	\$25 first game, \$10 for each additional game
Libero Tracker-JV & MS	\$20 first game, \$10 for each additional game
Libero Tracker-Varsity	\$25 first game, \$10 for each additional game
Football:	
Gate-JV & MS	\$30 first game, \$10 for each additional game
Gate-Varsity	Non-Exempt \$20/hour, Exempt \$100 per game
Clock	\$30 first game, \$10 for each additional game
Announcer	\$30 first game, \$10 for each additional game
Film	\$50 per night (non-coaches only)
Soccer, Baseball & Softball:	
Gate	\$30 first game, \$10 for each additional game
Pitch Counter	\$30 first game, \$10 for each additional game
Clock/Scorekeeper	\$30 first game, \$10 for each additional game
Announcer	\$30 first game, \$10 for each additional game
Concession Stand:	
Head Concession Worker	\$25 per hour
General Concession Worker	\$20 per hour

- Head Concession Worker is responsible for stocking concessions, obtaining general workers and handling all money through the business office.

ATHLETIC SUMMER CAMP EXTRA DUTIES

Summer Camp Assignment	Staff Allotment	Coordinator Stipend	Total Budgeted Expense
Boys Strength & Conditioning	4 coaches x 2 hours per day x 24 days (192 total hours)	\$750	\$4,590
Girls Strength & Conditioning	4 coaches x 2 hours per day x 24 days (192 total hours)	\$750	\$4,590
Football Skills	4 coaches x 1 hour per day x 24 days (96 total hours)	-	\$1,920
Football	13 coaches x 3 hour per day x 4 days (156 total hours)	\$500	\$3,620
Volleyball	7 coaches x 2 hour per day x 3 days (42 total hours)	\$500	\$1,340
Baseball	4 coaches x 4 hour per day x 3 days (48 total hours)	\$500	\$1,460
Softball	3 coaches x 4 hour per day x 3 days (36 total hours)	\$500	\$1,220
Boys Basketball	7 coaches x 4 hour per day x 3 days (84 total hours)	\$500	\$2,180
Girls Basketball	7 coaches x 4 hour per day x 4 days (112 total hours)	\$500	\$2,740
Boys Soccer	3 coaches x 3 hour per day x 5 days (45 total hours)	\$500	\$1,400
Girls Soccer	3 coaches x 3 hour per day x 4 days (36 total hours)	\$500	\$1,220
Summer Camp Coach Pay	\$20/hour		

BUS DRIVING EXTRA DUTIES

Sponsor/Coach	Less than 100 miles round trip; \$40 per trip
Sponsor/Coach	More than 100 miles round trip; \$20 per hour of drive time (drive time = total round trip miles ÷ 55).
Non-Sponsor/Coach	\$20 per hour of drive time + \$7.50 per hour wait time. (Non-exempt personnel may be subject to blended OT)

Section V: INCENTIVES AND PERFORMANCE PAY

INCENTIVES

BUS DRIVER RECRUITMENT Salado ISD seeks to recruit CDL bus drivers with recruitment payments during the first year of employment. The district has seen a significant decrease in qualified applicants for bus drivers leaving multiple unfilled positions and ultimately a lack in continuity for student operations. The ability to recruit quality employees is clearly in the best interest of the District.

Up to two one-time payments to all new bus drivers hired for the 2026-2027 school year will be paid as a recruitment incentive above and beyond their regular salary and benefits in exchange for continued service to the district.

- Up to \$500 will be paid to new bus drivers that are employed for the entire fall semester. Up to \$500 will be paid to new bus drivers that are employed for the entire spring semester.
- The one-time payments will be paid in December 2026 (if applicable) and May 2027 (if applicable) to be included in the regular payroll earnings.
- Prorations will be made for different duty schedules less than full-time or to account for late/mid-year employment.

PERFORMANCE PAY

TEACHER INCENTIVE ALLOTMENT FOR NATIONAL BOARD CERTIFIED TEACHERS (NBCT) For any funds received by Salado ISD for a designated National Board Certified Teacher under the Teacher Incentive Allotment (TIA), 90% will be paid to the designated teacher. Should the district receive funding for a designated teacher who has retired, the district will forward payment to the retired teacher as soon as practicable. Should the district receive funding for a designated teacher who has resigned, the district will distribute funding amongst their fellow designated teachers

Section VI: CALENDARS

Number of Days	Start Date	End Date
173-Bus Monitors	8/13/2026	5/27/2027
175-Bus Drivers	8/11/2026	5/27/2027
177-Child Nutrition	8/10/2026	5/27/2027
179-Para	8/07/2026	5/28/2027
184-Teachers	7/31/2026	5/28/2027
189	7/27/2026	5/28/2027
194	7/20/2026	5/28/2027
196-CN Supervisor	7/20/2026	6/03/2027
199-Band Director	7/10/2026	5/28/2027
202-Police Officers	7/20/2026	6/11/2027
203	7/13/2026	6/07/2027
204	7/13/2026	6/08/2027
207-ES Asst Principal	7/13/2026	6/11/2027
208-HS/MS Counselors	7/13/2026	6/14/2027
213	7/06/2026	6/14/2027
218	7/06/2025	6/21/2027
221-Tech	7/01/2026	6/30/2027
223-Admin	7/01/2026	6/30/2027
232-M&O	7/01/2026	6/30/2027

***Teachers will need to earn Exchange Days during the summer if they wish to be off July 31st & August 7th. All campus related personnel MUST follow the Professional Calendar (above) unless they receive prior, written permission from the Superintendent.**

12-month employee non-contract days will be determined by the Superintendent and/or Director of Finance. The standard expectation is that work calendars for all support staff shall be similar to that of their immediate supervisor unless prior arrangements are made through the immediate supervisor; e.g. clerical and office staff have the same work calendar as their principal/supervisor.

Non-contract days will not carry from year to year without prior approval from the Superintendent.

For all employees, Absence Management should be used to request and document absences.

Section VII: DAILY WORK SCHEDULES

Campus / Department	Office Hours	Support Staff Non-Exempt	Professional Staff Exempt	Beginning / Dismissal Times
Thomas Arnold Elementary	7:15 am - 3:45 pm	7:15 am - 3:45 pm	7:15 am - 3:45 pm	7:30 am - 3:05 pm
Salado Creek Elementary	7:15 am - 3:45 pm	7:15 am - 3:45 pm	7:15 am - 3:45 pm	7:30 am - 3:05 pm
Salado Middle School	8:00 am - 4:30 pm	8:00 am - 4:30 pm	8:00 am - 4:30 pm	8:25 am - 4:00 pm
Salado High School	8:00 am - 4:30 pm	8:00 am - 4:30 pm	8:00 am - 4:30 pm	8:25 am - 4:00 pm
Civic Center - Admin	7:30 am - 4:30 pm	7:30 am - 4:30 pm	7:30 am - 4:30 pm	
Civic Center - Business Office	7:30 am - 4:30 pm	7:30 am - 4:30 pm	7:30 am - 4:30 pm	
Child Nutrition Staff	7:00 am - 2:00 pm	Varies		
Custodial	7:00 am - 4:00 pm	Varies		
Maintenance	7:00 am - 4:00 pm	Varies		
Transportation / Grounds	7:00 am - 5:00 pm	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 work week. All non-exempt employees will document time worked through the ***Time and Attendance*** software program.

Section VIII: SUBSTITUTE TEACHERS SALARY GUIDE

Classification	Daily Rate
Non-Degreed	\$90
Degreed	\$95
Degreed, Certified	\$105
Long-term Non-Degreed (See below)	\$95
Long-term Degreed (See below)	\$110
Long-term Degreed, Certified (See below)	\$134

- Long-term sub pay is earned after 20 or more consecutive days subbing for the same teacher. A half-day only counts as a half-day.
- Substitute jobs are assigned through the ***Absence Management*** software program.
- Substitutes will document days worked through the ***Time and Attendance*** software program.
- Paychecks are through Direct Deposit or mailed monthly to the home address.
- All substitutes must attend a substitute orientation meeting.

Section IX: HEALTH INSURANCE BENEFITS

	TRS-ActiveCare Primary		TRS-ActiveCare Primary +		TRS-ActiveCare HD	
	Total Cost	*Maximum Employee Cost	Total Cost	*Maximum Employee Cost	Total Cost	*Maximum Employee Cost
Employee Only	\$555.00	\$130.00	\$654.00	\$229.00	\$570.00	\$145.00
Employee & Spouse	\$1,499.00	\$1,074.00	\$1,701.00	\$1,276.00	\$1,539.00	\$1,114.00
Employee & Children	\$944.00	\$519.00	\$1,112.00	\$687.00	\$969.00	\$544.00
Employee & Family	\$1,887.00	\$1,462.00	\$2,159.00	\$1,734.00	\$1,938.00	\$1,513.00

This is a brief outline of benefits offered as we understand them and does not guarantee coverage. 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 \$425 per month toward their cost of health insurance.*** Employees not participating in group health insurance will receive \$75 per month toward supplemental insurance or a qualified retirement plan.

Note: 2026-27 will be a passive enrollment year.