

Sulphur Springs ISD
2026-2027 New Hire Guide
Teachers & Librarians

Years of Experience	2026-2027 New Hire Salary	2026-2027 Returning
0	\$52,275	
1	\$52,825	\$53,325
2	\$53,325	\$53,825
3	\$54,625	\$55,125
4	\$55,125	\$55,625
5	\$59,525	\$60,025
6	\$59,825	\$60,325
7	\$60,125	\$60,625
8	\$60,425	\$60,925
9	\$60,725	\$61,225
10	\$61,125	\$61,625
11	\$61,625	\$62,125
12	\$62,275	\$62,775
13	\$62,925	\$63,425
14	\$63,525	\$64,025
15	\$64,125	\$64,625
16	\$64,775	\$65,275
17	\$65,525	\$66,025
18	\$66,125	\$66,625
19	\$66,825	\$67,325
20	\$67,625	\$68,125
21	\$68,225	\$68,725
22	\$68,825	\$69,325
23	\$69,425	\$69,925
24	\$69,825	\$70,325
25	\$70,425	\$70,925
26	\$70,925	\$71,425
27	\$71,425	\$71,925
28	\$71,925	\$72,425
29	\$72,425	\$72,925
30+	\$72,925	\$73,425

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 in the annual pay raise budget approved by the Board of Trustees.

\$1,000 Master's Degree - General Stipened

\$2,000 Doctorate - General Stipened

2026-2027 Clerical Paraprofessional Pay Plan Sulphur Springs ISD

*Annual amounts are based on 8 hours per day

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	2.0 GPI	
1			Hourly	\$12.15	\$14.59	\$17.03	\$0.29
	Aide - Office	187	187	\$18,176	\$21,827	\$25,477	\$434
	Educational Aide - DAEP	187					
	Educational Aide - Dual Language	187					
	Educational Aide - Emergent Bilingual	187					
	Educational Aide - General Ed	187					
	Educational Aide - Head Start	187					
	Educational Aide - ISS	187					
	Educational Aide - Library	187					
	Educational Aide - PE	187					
	Educational Aide - Pre K	187					
	Educational Aide - SPED	187					
	Educational Aide - Title 1	187					
2			Hourly	\$13.00	\$15.61	\$18.22	\$0.31
	Educational Aide - SPED Self Contained	187	187	19,448	23,353	27,257	\$464
	Educational Aide - SPED Behavioral	187	197	20,488	24,601	28,715	\$489
	Educational Aide - Health Extender	187	226	23,504	28,223	32,942	\$560
	Educational Aide - Nurse	187					
	Educational Aide - Dual Language	187					
	Admin Asst - Receptionist ES/MS	197					
	Admin Asst - Receptionist Energy Management	226					
3			Hourly	\$14.75	\$17.71	\$20.67	\$0.35
	Admin Asst - Security	192	192	\$22,656	\$27,203	\$31,749	\$538
	Admin Asst - Receptionist HS	192	197	\$23,246	\$27,911	\$32,576	\$552
	Admin Asst - Special Programs	192,207	202	\$23,836	\$28,619	\$33,403	\$566
	Admin Asst - Principal AAC	197	207	\$24,426	\$29,328	\$34,230	\$580
	Admin Asst - Registrar MS	197	212	\$25,016	\$30,036	\$35,056	\$594
	Admin Asst - Attendance MS	197	226	\$26,668	\$32,020	\$37,371	\$633
	Admin Asst - Academic	197,207					
	Admin Asst - Band	202					
	Admin Asst - CTE/Sub Management	202					
	Admin Asst - Athletic	207					
	Admin Asst - Principal ES	207					
	Admin Asst - Principal ECLC	212					
	Admin Asst - Tax Office	226					
4			Hourly	\$17.00	\$20.41	\$23.82	\$0.41
	Admin Asst - Attendance HS	197	197	\$26,792	\$32,166	\$37,540	\$646
	Admin Asst - Registrar HS	212	202	\$27,472	\$32,983	\$38,493	\$663
	Admin Asst - Principal MS	217	217	\$29,512	\$35,432	\$41,352	\$712
	Admin Asst - Maintenance	226	226	\$30,736	\$36,901	\$43,067	\$741
	Admin Asst - Principal HS	226					
	Admin Asst - Food Service	226					
	Admin Asst - Technology/Energy Management	226					
	Admin Asst - Transportation	226					
5			Hourly	\$19.00	\$22.81	\$26.62	\$0.46
	LVN	187,212	187	\$28,424	\$34,124	\$39,824	\$688
	Technology Asst - Campus Tech	187,207	207	\$31,464	\$37,773	\$44,083	\$762
	Admin Asst - Assistant Superintendent	226	212	\$32,224	\$38,686	\$45,148	\$780
	Admin Asst - Deputy Superintendent	226	226	\$34,352	\$41,240	\$48,128	\$832
	Coordinator - Employee Benefits	226					
	Coordinator - Purchasing	226					
	Specialist - Accounts Payable	226					
6			Hourly	\$21.00	\$25.21	\$29.42	\$0.50
	Specialist - Human Resources	226	226	\$37,968	\$45,580	\$53,191	\$904
	Specialist - Budget & Finance	226					
	Coordinator - Payroll	226					
7			Hourly	\$23.52	\$28.24	\$32.96	\$0.56
	Admin Asst - Supt/Coord - PEIMS	226	226	\$42,524	\$51,058	\$59,592	\$1,021
	Specialist - Technology	226					

**2026-2027 Auxillary Pay Plan Sulphur
Springs ISD**

*Annual amounts are based on 8 hours per day

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	2.0 GPI	
1			Hourly	\$11.00	\$13.21	\$15.42	\$0.26
	Food Service Worker	182	182	\$16,016	\$19,234	\$22,452	\$379
	Custodian	260	260	\$22,880	\$27,477	\$32,074	\$541
2			Hourly	\$13.50	\$16.21	\$18.92	\$0.32
	Maintenance - Grounds	260	260	\$28,080	\$33,717	\$39,354	\$666
	Maintenance - P/U & Delivery	260					
	Transportation - Tool Hand	260					
3			Hourly	\$16.00	\$19.21	\$22.42	\$0.38
	Manager - Food Service AAC	182	182	\$23,296	\$27,970	\$32,644	\$553
	Manager - Food Service ECLC	182	260	\$33,280	\$39,957	\$46,634	\$790
	Maintenance - HVAC Filter	260					
4			Hourly	\$18.00	\$21.61	\$25.22	\$0.43
	Manager - Food Service ES	182	182	\$26,208	\$31,464	\$36,720	\$626
	Manager - Food Service MS	182	260	\$37,440	\$44,949	\$52,458	\$894
	Manager - Food Service HS	182					
	Maintenance - Concrete	260					
	Maintenance - General	260					
	Painter	260					
	Plumber - Apprentice	260					
	Supervisor - Grounds	260					
5			Hourly	\$21.15	\$25.39	\$29.63	\$0.51
	Carpenter/Welder	260	260	\$43,992	\$52,811	\$61,630	\$1,061
	Locksmith	260					
	Mechanic - Non-certified	260					
6			Hourly	\$25.00	\$30.01	\$35.02	\$0.60
	Electrician - Journeyman	260	260	\$52,000	\$62,421	\$72,842	\$1,248
	HVAC Technician	260					
	Mechanic - Licensed	260					
	Plumber	260					
7			Hourly	\$27.00	\$32.41	\$37.82	\$0.65
	Master Electrician	260	260	\$56,160	\$67,413	\$78,666	\$1,352
8			Hourly	\$30.75	\$36.91	\$43.07	\$0.74
	Police Officer	187	187	\$46,002	\$55,217	\$6,433	\$1,107
BD			Hourly	\$17.00	\$19.54	\$22.08	\$0.39
	Bus Driver	181	181	\$24,616	\$28,294	\$31,972	\$565

**2026-2027 Administrative Professional Pay Plan Sulphur
Springs ISD**

*Annual amounts are based on 8 hours per day

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	2.0 GPI	
1			Daily	\$258.23	\$310.00	\$361.77	\$6.20
	RN	187	187	\$48,289	\$57,970	\$67,651	\$1,159
	Speech Language Pathologist Asst	187	197	\$50,871	\$61,070	\$71,269	\$1,221
	Asst Director - Head Start	207	207	\$53,454	\$64,170	\$74,886	\$1,283
	Tax Collector	226	226	\$58,360	\$70,060	\$81,760	\$1,401
2			Daily	\$273.72	\$328.60	\$383.48	\$6.57
	Specialist - Vision	187	187	\$51,186	\$61,448	\$71,711	\$1,229
	Counselor - ES	192	192	\$52,554	\$63,091	\$73,628	\$1,261
	Counselor - MS	202	197	\$53,923	\$64,734	\$75,546	\$1,294
	Academic Specialist - ES	207	202	\$55,291	\$66,377	\$77,463	\$1,327
	Academic Specialist - Special Programs	207	207	\$56,660	\$68,020	\$79,380	\$1,360
	Lieutenant - Police	207	217	\$59,397	\$71,306	\$83,215	\$1,426
	Academic Specialist - MS/HS	226	226	\$61,861	\$74,264	\$86,666	\$1,485
	System Engineer	226					
3			Daily	\$290.15	\$348.32	\$406.49	\$6.97
	Speech Language Pathologist	187	187	\$54,258	\$65,136	\$76,014	\$1,303
	Behavior Specialist (BCBA)	192	192	\$55,709	\$66,877	\$78,046	\$1,338
	Counselor - SPED	192	197	\$57,160	\$68,619	\$80,079	\$1,373
	LSSP	192	207	\$60,061	\$72,102	\$84,143	\$1,443
	Diagnostician	192,197	217	\$62,963	\$75,585	\$88,208	\$1,512
	Asst Principal - AAC/Elementary	207	226	\$65,574	\$78,720	\$91,867	\$1,575
	Counselor - HS	217,226					
4			Daily	\$307.56	\$369.22	\$430.88	\$7.38
	Asst Principal - MS	207	207	\$63,665	\$76,429	\$89,192	\$1,528
	Coordinator - Academic	226	226	\$69,509	\$83,444	\$97,379	\$1,668
	Coordinator - Communications	226					
	Director - Food Service	226					
	Network Manager - Technology	226					
5			Daily	\$326.01	\$391.37	\$456.73	\$7.83
	Principal - ECLC	207	207	\$67,484	\$80,014	\$94,543	\$1,621
	Principal - AAC	207	217	\$70,744	\$84,927	\$99,110	\$1,699
	Asst Principal - HS	207,217	226	\$73,678	\$88,450	\$103,221	\$1,770
	Director - CTE	217					
	Director - Maintenance & Facilities	226					
	Director - Technology	226					
	Director - Transportation	226					
	Chief of Police	226					
5			Daily	\$345.57	\$414.85	\$484.13	\$8.30
	Principal - ES	207	207	\$71,533	\$85,874	\$100,215	\$1,718
6			Daily	\$366.30	\$439.74	\$513.18	\$8.79
	Director - Special Programs	226	226	\$82,784	\$99,381	\$115,979	\$1,987
	Principal - ES	226					
7			Daily	\$410.26	\$492.51	\$574.76	\$9.85
	Director - Athletics	226	226	\$92,719	\$111,307	\$129,896	\$2,226
	Principal - HS	226					
7			Daily	\$434.88	\$522.06	\$609.24	\$10.44
	Asst Superintendent - Elementary Education	226	226	\$98,283	\$117,986	\$137,688	\$2,359
	Asst Superintendent - Curriculum & Instruction	226					
	Deputy Superintendent - Secondary Ed & HR	226					
	Chief Financial Officer	226					