

DUNCANVILLE ISD

COMPENSATION PLAN

2026-2027



TEACHER PAY SCHEDULE

TEACHER 2026-2027 SALARY SCHEDULE

Years of Experience	New Hire DOI Teachers (Non Certified)	Teacher Salary Certified Bachelor's Degree	SPED Self-Contained Teacher (Includes \$4000 stipend)	Bilingual Teacher (Includes \$9000 stipend)
0	\$60,750	\$62,750	\$66,750	\$71,750
1	\$61,050	\$63,050	\$67,050	\$72,050
2	\$61,350	\$63,350	\$67,350	\$72,350
3	\$62,100	\$64,100	\$68,100	\$73,100
4	\$62,800	\$64,800	\$68,800	\$73,800
5	\$65,750	\$67,750	\$71,750	\$76,750
6	\$66,150	\$68,150	\$72,150	\$77,150
7	\$66,550	\$68,550	\$72,550	\$77,550
8	\$66,950	\$68,950	\$72,950	\$77,950
9	\$67,350	\$69,350	\$73,350	\$78,350
10	\$67,750	\$69,750	\$73,750	\$78,750
11	\$68,150	\$70,150	\$74,150	\$79,150
12	\$68,550	\$70,550	\$74,550	\$79,550
13	\$68,950	\$70,950	\$74,950	\$79,950
14	\$69,350	\$71,350	\$75,350	\$80,350
15	\$69,750	\$71,750	\$75,750	\$80,750
16	\$70,150	\$72,150	\$76,150	\$81,150
17	\$70,550	\$72,550	\$76,550	\$81,550
18	\$70,950	\$72,950	\$76,950	\$81,950
19	\$71,350	\$73,350	\$77,350	\$82,350
20	\$71,750	\$73,750	\$77,750	\$82,750
21	\$72,150	\$74,150	\$78,150	\$83,150
22	\$72,550	\$74,550	\$78,550	\$83,550
23	\$72,950	\$74,950	\$78,950	\$83,950
24	\$73,350	\$75,350	\$79,350	\$84,350
25	\$73,750	\$75,750	\$79,750	\$84,750
26	\$74,150	\$76,150	\$80,150	\$85,150
27	\$74,550	\$76,550	\$80,550	\$85,550
28	\$74,950	\$76,950	\$80,950	\$85,950
29	\$75,350	\$77,350	\$81,350	\$86,350
*30+	\$75,750	\$77,750	\$81,750	\$86,750

The salaries listed above are based on 10-month employment (187 days) 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 budget approved by the Board of Trustees.

The salaries include the following:

- New Hire District of Innovation Teacher (uncertified) Pay Scale
- Certified Teacher Pay Scale
- Certified Special Education Self-Contained Teacher Pay Scale (including stipends) Note: You must teach in a self-contained special education classroom to receive the stipend of \$4,000.
- Certified Bilingual Teacher Pay (including stipends). Note: You must teach in a bilingual classroom to receive the stipend of \$9,000.

The salaries above do not include Aspiring Educators (uncertified teachers enrolled in a teacher certification program). Aspiring educators will be paid \$58,500

Master's Degree

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

Doctorate

\$1,000 Doctoral Degree - General Stipend

The doctoral degree (EdD or PhD only) must be from an accredited institution and align with the stipend criteria.



ADMINISTRATIVE MANAGEMENT PAY SCHEDULE

2026-2027 Administrative Management (AM) Compensation Manual

Pay Grade	Assignment	Calendars
AM1	Assignment	Duty Days
	Coordinator, Asset Management	226
	Coordinator, Swim Coach	226
	Manager, Fleet	261

Daily Rate		Minimum	Midpoint	Maximum
		\$210.00	\$250.00	\$290.00
226	Days	\$47,460	\$56,500	\$65,540
261	Days	\$54,810	\$65,250	\$75,690

AM2	Assignment	Duty Days
	Manager, Security Electronics	226
	Specialist, Network	226
	Specialist, Systems	226

Daily Rate		\$237.30	\$282.50	\$327.70
226	Days	\$53,629	\$63,845	\$74,060

AM3	Assignment	Duty Days
	Coordinator, Auxiliary Services	226
	Coordinator, Benefits & Leave	226
	Coordinator, Certification/Personnel Record	226
	Coordinator, Custodial	260
	Coordinator - Investigations & Title IX	226
	Coordinator, Multimedia & Graphic Design	226
	Coordinator, PEIMS	226
	Coordinator, Bond Project	226
	Coordinator, Purchasing	226
	Coordinator, Safety	226
	Coordinator, Security	226
	Coordinator, Student Services	226
	Coordinator, Warehouse	226
	Manager, Transportation Operations	226
	Registered Dietician	226
	Specialist, Audio/Visual	226
	Specialist, Database	226
	Specialist, MAC	226

Daily Rate		\$264.60	\$315.00	\$365.40
226	Days	\$59,800	\$71,190	\$82,580
260	Days	\$68,796	\$81,900	\$95,004

AM4	Assignment	Duty Days
	Accountant	226
	Manager, Business Systems	226
	Manager, Grant	226
	Manager, HR Data Systems	226
	Manager, Payroll	226
	Manager, Risk	226

Daily Rate		\$317.52	\$378.00	\$438.48
226	Days	\$71,760	\$85,428	\$99,096

AM5	Assignment	Duty Days
	Senior Accountant	226

Daily Rate		\$355.62	\$423.36	\$491.10
226	Days	\$80,370	\$95,679	\$110,989

AM6	Assignment	Duty Days
	Deputy Police Chief	226
	Director, Maintenance Services	260
	Director, Marketing & Communication	226
	Director, Nutrition Services	226
	Director, Partnerships & Engagement	226
	Director, Purchasing	226
	Director, Technology Operations	226
	Director, Transportation	226
	Engineer, Database	226
	Engineer, Network	226
	Engineer, Systems	226

Daily Rate	\$407.40	\$485.00	\$562.60
226 Days	\$92,072	\$109,610	\$127,148
260 Days	\$105,924	\$126,100	\$146,276

AM7	Assignment	Duty Days
	Chief of Police	226
	Director, HR Services	226
	Director, HR Systems	226
	Director, Information Systems (PEIMS)	226

Daily Rate	\$454.34	\$534.52	\$614.70
226 Days	\$102,681	\$120,802	\$138,922

AM8	Assignment	Duty Days
	Director, Business and Finance	226

Daily Rate	\$499.77	\$587.97	\$676.17
226 Days	\$112,948	\$132,881	\$152,814

AM9	Assignment	Duty Days
	Chief Communications Officer	226
	Chief Technology Officer	226

Daily Rate	\$588.34	\$692.16	\$795.98
226 Days	\$132,965	\$156,428	\$179,891

AM10	Assignment	Duty Days
	Chief Human Resources Officer	226
	Chief Operations Officer	226

Daily Rate	\$623.64	\$733.69	\$843.74
226 Days	\$140,943	\$165,814	\$190,685

AM11	Assignment	Duty Days
	Chief Financial Officer	226

Daily Rate	\$661.05	\$806.16	\$951.27
226 Days	\$149,397	\$182,192	\$214,987

ADMINISTRATIVE PROFESSIONAL PAY SCHEDULE

2026-2027 Administrative Professional (AP) Compensation Manual

Pay Grade	Job Title	Calendars
AP1	Assignment	Duty Days
	Assistant Athletic Trainer	220
	Speech Language Pathologist Assistant	192

Daily Rate	Minimum	Midpoint	Maximum
	\$294.00	\$350.00	\$406.00
192 Days	\$56,448	\$67,200	\$77,952
220 Days	\$64,680	\$77,000	\$89,320

AP2	Assignment	Duty Days
	Counselor, Elementary School	202
	Counselor, Middle School	202
	Counselor, PACE	207
	Counselor, STEAM	202
	Counselor, Summit	202
	Facilitator, Math	217
	Instructional Coach	217
	Instructional Coach, ELAR	217
	Instructional Coach, Math	217
	Registered Nurse	192
	Specialist, Academic CTE	217
	Specialist, District Transition	217
	Specialist, Dual Language	217
	Specialist, Early Childhood	217
	Specialist, ESL/LOTE	217
	Specialist, GATE	217
	Specialist, Instructional - SPED	217
	Specialist, Library Media	187, 197

Daily Rate	\$335.16	\$399.00	\$462.84
187 Days	\$62,675	\$74,613	\$86,551
192 Days	\$64,351	\$76,608	\$88,865
197 Days	\$66,027	\$78,603	\$91,179
202 Days	\$67,702	\$80,598	\$93,494
207 Days	\$69,378	\$82,593	\$95,808
217 Days	\$72,730	\$86,583	\$100,436
226 Days	\$75,746	\$90,174	\$104,602

AP3	Assignment	Duty Days
	Assistant Principal, Elementary School	212
	Athletic Trainer, Head	226
	Coordinator, Testing	226
	Counselor, Collegiate	226
	Counselor, High School	207
	Counselor, SEL (Districtwide)	207
	Diagnostician	197
	Coordinator of Library and Media Services	226
	Occupational Therapist	192
	Physical Therapist	192
	School Psychologist/LSSP	197
	Specialist, Campus Interventionist	207
	Specialist, Graduation & Transcript	226
	Specialist, Restorative & Behavior	212
	Specialist, SPED Behavior	197
	Specialist, Transcript	226
	Speech Language Pathologist	192

Daily Rate	\$351.92	\$418.95	\$485.98
192 Days	\$67,569	\$80,438	\$93,308
197 Days	\$69,328	\$82,533	\$95,738
207 Days	\$72,847	\$86,723	\$100,598
212 Days	\$74,607	\$88,817	\$103,028
226 Days	\$79,534	\$94,683	\$109,831

AP4	Assignment	Duty Days
	Assistant Principal, Middle School	217
	Assistant Principal, STEAM	217
	Coordinator, 504	226
	Coordinator, Assessment & Data	226
	Coordinator, College Career Military	226
	Coordinator, Counselors	226
	Coordinator, Dual Language	226
	Coordinator, Early Literacy	226
	Coordinator, ESL & LOTE	226
	Coordinator, Instruction	226
	Coordinator, Instruction (Reading Academy)	226
	Coordinator, Instructional Technology	226
	Coordinator, Intervention	226
	Coordinator, LPAC	226
	Coordinator, SPED	226
	Assignment	Duty Days
	Administrative Intern	217

Daily Rate	\$369.52	\$439.90	\$510.28
217 Days	\$80,186	\$95,458	\$110,731
226 Days	\$83,512	\$99,417	\$115,323

Hourly Rate	\$369.52
217 Days	\$80,186

AP5	Assignment	Duty Days
	Assistant Principal, Collegiate	226
	Assistant Principal, High School	217

Daily Rate	\$388.00	\$461.90	\$535.80
217 Days	\$84,196	\$100,232	\$116,269
226 Days	\$87,688	\$104,389	\$121,091

AP6	Assignment	Duty Days
	Associate Principal, High School	226
	Assistant Director, Athletics	226
	Director, Fine Arts	226
	Director, Nursing	226
	Principal, DAEP/Summit	226

Daily Rate	\$407.40	\$485.00	\$562.60
226 Days	\$92,072	\$109,610	\$127,148

AP7	Assignment	Duty Days
	Principal, Elementary	226

Daily Rate	\$424.62	\$499.55	\$574.48
226 Days	\$95,964	\$112,898	\$129,832

AP8	Assignment	Duty Days
	Director, Assessment & Accountability	226
	Director, Counseling	226
	Director, CTE/College & Career	226
	Director, Early Childhood	226
	Director, Language Acquisition	226
	Director, Professional Dev/Program Eval	226
	Director, SPED	226
	Director, Student Services	226
	Director, Teaching & Learning	226
	Head Boys Basketball	226
	Head Girls Basketball	226
	Principal, Collegiate	226
	Principal, Middle School	226
	Principal, PACE	226

Daily Rate	\$454.34	\$534.52	\$614.70
226 Days	\$102,681	\$120,802	\$138,922

AP9	Assignment	Duty Days
	Executive Director, Academic Programs and Support	226
	Executive Director, SPED	226
	Executive Director, Teaching & Learning	226
	Head Football Coach	226

Daily Rate	\$499.77	\$587.97	\$676.17
226 Days	112,948	132,881	152,814

AP10	Assignment	Duty Days
	Principal, Executive HS	226

Daily Rate	\$539.76	\$635.01	\$730.26
226 Days	121,986	143,512	165,039

AP11	Assignment	Duty Days
	Deputy Chief of Schools	226
	Chief of Athletic Operations	226
	Chief of Strategic Initiatives and Campus Support	226

Daily Rate	\$588.34	\$692.16	\$795.98
226 Days	132,965	156,428	179,891

AP12	Assignment	Duty Days
	Chief Academic Officer	226
	Chief of Staff	226

Daily Rate	\$661.05	\$777.71	\$894.37
226 Days	149,397	175,762	202,128

ADMINISTRATIVE SUPPORT PAY SCHEDULE

2026-2027 Administrative Support (AS) Compensation Manual

Pay Grade	Job Title	Calendars
AS1	Assignment	Duty Days
	Aide, Copy Center/Mail (East Campus)	207
	Aide, Copy Center/Mail (West Campus)	187
	Clerk, Counselor	202
	Clerk, Office	187
	Clerk, Receptionist HS	226

Hourly Rate	Minimum	Midpoint	Maximum
	\$17.00	\$20.00	\$23.00
187 Days	\$23,843	\$28,050	\$32,258
202 Days	\$25,755	\$30,300	\$34,845
207 Days	\$26,393	\$31,050	\$35,708
226 Days	\$28,815	\$33,900	\$38,985

AS2	Assignment	Duty Days
	Admin Assistant, Assistant Principal MS	197
	Admin Assistant, Counselor	197
	Aide, Health Services	187
	Clerk, Attendance ES	197
	Clerk, Attendance HS	197
	Clerk, Attendance MS	197
	Clerk, LPAC	197
	Clerk, Records	226

Hourly Rate	\$18.00	\$21.18	\$24.36
187 Days	\$25,245	\$29,705	\$34,165
197 Days	\$26,595	\$31,293	\$35,992
226 Days	\$30,510	\$35,900	\$41,290

AS3	Assignment	Duty Days
	Admin Assistant, Assistant Principal HS	197
	Admin Assistant/Receptionist MS	217
	Aide, Professional Library/Media	207
	Clerk, HS Substitutes	187
	Clerk, Meal Benefits	226
	Clerk, Receptionist C&I	226
	Clerk, SEMS/SERS SPED	207
	Clerk, SPED Data Management	226

Hourly Rate	\$19.00	\$22.35	\$25.70
187 Days	\$26,648	\$31,346	\$36,044
197 Days	\$28,073	\$33,022	\$37,972
207 Days	\$29,498	\$34,698	\$39,899
217 Days	\$30,923	\$36,375	\$41,827
226 Days	\$32,205	\$37,883	\$43,562

AS4	Assignment	Duty Days
	Admin Assistant, Associate Principal HS	226
	Admin Assistant, Collegiate	226
	Admin Assistant, Principal ES	217
	Admin Assistant, Principal MS	220
	Admin Assistant, Principal PACE	226
	Admin Assistant, Principal Summit	226
	Clerk, Bookkeeper	226
	Clerk, Enrollment	197
	Clerk, Withdrawal	197
	Receptionist, District	226

Hourly Rate	\$20.25	\$23.82	\$27.39
197 Days	\$29,919	\$35,194	\$40,469
217 Days	\$32,957	\$38,767	\$44,577
220 Days	\$33,413	\$39,303	\$45,194
226 Days	\$34,324	\$40,375	\$46,426

AS5	Assignment	Duty Days
	Admin Assistant, Department	226, 260
	Clerk, Academic Data	226
	Clerk, Accounts Payable	226
	Office Manager	226

Hourly Rate	\$21.50	\$25.29	\$29.08
226 Days	\$36,443	\$42,867	\$49,291
260 Days	\$41,925	\$49,316	\$56,706

AS6	Assignment	Duty Days
	Admin Assistant, Executive	226
	Admin Assistant, Principal HS	226
	Family Engagement Liaison	197
	Parent Community Liaison	226

Hourly Rate	\$26.00	\$30.59	\$35.18
197 Days	\$38,415	\$45,197	\$51,978
226 Days	\$44,070	\$51,850	\$59,630

AS7	Assignment	Duty Days
	Specialist, Payroll	226

Hourly Rate	\$28.00	\$32.94	\$37.88
226 Days	\$47,460	\$55,833	\$64,207

AS8	Assignment	Duty Days
	Specialist, Data Quality PEIMS	226
	Specialist, Human Resources	226
	Specialist, School Attendance	226

Hourly Rate	\$33.50	\$39.41	\$45.32
226 Days	\$56,783	\$66,800	\$76,817

AS9	Assignment	Duty Days
	Executive Assistant, Superintendent	226

Hourly Rate	\$33.60	\$41.00	\$48.40
226 Days	\$56,952	\$69,495	\$82,038

INSTRUCTIONAL SUPPORT PAY SCHEDULE

2026-2027 Instructional Support (IS) Compensation Manual

Pay Grade	Job Title	Calendars
IS1	Assignment	Duty Days
	Aide, ESL	187
	Aide, Instructional	187
	Aide, Instructional CTE	187
	Aide, PE	187
	Aide, PreK	187

Hourly Rate	Minimum	Midpoint	Maximum
	\$16.50	\$19.41	\$22.32
187 Days	\$23,141	\$27,223	\$31,304

IS2	Assignment	Duty Days
	Aide, Bilingual	187
	Aide, Media Tech CTE	187
	Aide, PreK Bilingual	187
	Aide, Special Education (Res/Inc)	187

Hourly Rate	\$17.25	\$20.29	\$23.33
187 Days	\$24,193	\$28,457	\$32,720

IS3	Assignment	Duty Days
	Aide, In School Suspension	187
	Aide, Restorative	187
	Aide, SPED Behavior	187
	Aide, SPED ECSE	187
	Aide, SPED FAST	187
	Aide, SPED SLC	187
	Aide, SPED Specialized Support	187
	Aide, Clerk	187

Hourly Rate	\$18.00	\$21.18	\$24.36
187 Days	\$25,245	\$29,705	\$34,165

IS4	Assignment	Duty Days
	Facilitator, Library	187
	Floater, Special Education	187

Hourly Rate	\$18.75	\$22.06	\$25.37
187 Days	\$26,297	\$30,939	\$35,581

IS5	Assignment	Duty Days
	Facilitator, Digital Classroom	187
	Floater, Substitute	187

Hourly Rate	\$20.50	\$24.12	\$27.74
187 Days	\$28,751	\$33,828	\$38,905

IS6	Assignment	Duty Days
	LVN	187
	LVN (Specialized Support)	187

Hourly Rate	\$27.00	\$31.77	\$36.54
187 Days	\$37,868	\$44,557	\$51,247

IS7	Assignment	Duty Days
	Occupational Therapist Asst	192

Hourly Rate	\$33.00	\$38.82	\$44.64
192 Days	\$47,520	\$55,901	\$64,282

TR	Assignment	Duty Days
	Resident Teacher	187

Hourly Rate	\$18.54
187 Days	\$26,000

AUXILIARY SUPPORT PAY SCHEDULE

2026-2027 Auxiliary Pay (AUX) Compensation Manual

Pay Grade	Job Title	Calendars
AUX1	Assignment	Duty Days
	Custodian	260
	Food Service Assistant	179
	Food Service Assistant	181

Hourly Rate		Minimum	Midpoint	Maximum
		\$15.50	\$18.24	\$20.98
179	Days	\$22,196	\$26,120	\$30,043
181	Days	\$22,444	\$26,412	\$30,379
260	Days	\$32,240	\$37,939	\$43,638

AUX2	Assignment	Duty Days
	Custodian, Floor Technician	260
	Food Service Assistant Lead	186

Hourly Rate		\$16.50	\$19.41	\$22.32
186	Days	\$24,552	\$28,882	\$33,212
260	Days	\$34,320	\$40,373	\$46,426

AUX3	Assignment	Duty Days
	Assistant Lead Custodian, HS	260
	Driver, Central Warehouse	226
	Driver, Nutrition Warehouse	226
	Groundskeeper	260
	Lead Custodian, ES	260
	Lifeguard	260
	Parking Guard	177
	Technician, HVAC Filter	260
	Warehouse Worker, Doc Management	226
	Warehouse Worker, Nutrition	186
	Warehouse Worker, Receiving	226

Hourly Rate		\$17.50	\$20.59	\$23.68
177	Days	\$24,780	\$29,155	\$33,531
186	Days	\$26,040	\$30,638	\$35,236
226	Days	\$31,640	\$37,227	\$42,813
260	Days	\$36,400	\$42,827	\$49,254

AUX4	Assignment	Duty Days
	Grounds Equipment Operator	260
	Head Lifeguard	260
	Lead Custodian, MS	260

Hourly Rate		\$18.75	\$22.06	\$25.37
260	Days	\$39,000	\$45,885	\$52,770

AUX5	Assignment	Duty Days
	Nutrition Manager, ES/MS	186
	Painter, Helper	260
	Security Officer	181
	Technician, Maintenance	260
	Technician, Nutrition	260

Hourly Rate		\$20.25	\$23.82	\$27.39
181	Days	\$29,322	\$34,491	\$39,661
186	Days	\$30,132	\$35,444	\$40,756
260	Days	\$42,120	\$49,546	\$56,971

AUX6	Assignment	Duty Days
	Carpenter	260
	Lead Custodian, HS	260
	Lead Painter	260
	Nutrition Manager, HS	186
	Technician Assistant Lead, Maintenance (HS)	260

Hourly Rate		\$22.20	\$26.12	\$30.04
186	Days	\$33,034	\$38,867	\$44,700
260	Days	\$46,176	\$54,330	\$62,483

AUX7	Assignment	Duty Days
	Dispatcher, Police	226
	Integrated Pest Management	260
	Lead Groundskeeper	260
	Lead Nutrition Warehouse	226
	Lead Security Officer	181
	Lead Technician, HS	260
	Locksmith	260
	Mechanic, Welder Small Machine	260
	Specialist, Security	226
	Specialist, Technology Support	226
	Technician, Level III	260

Hourly Rate	\$24.00	\$28.24	\$32.48
181 Days	\$34,752	\$40,892	\$47,031
226 Days	\$43,392	\$51,058	\$58,724
260 Days	\$49,920	\$58,739	\$67,558

AUX8	Assignment	Duty Days
	Coordinator, Route	226
	Coordinator, Safety/Training	226
	Coordinator, Student Management	226
	Coordinator, SPED Route	226
	District Chef	226
	Electrician, Journeyman	260
	Plumber, Journeyman	260
	Route Coordinator - Special Needs	187
	Security Officer (Armed)	181
	Shop Foreman	260
	Supervisor, Custodial	260
	Supervisor, Dispatch	226
	Supervisor, Natatorium	260
	Supervisor, Nutrition Warehouse	226
	Technician, HVAC	260
	Technician, Technology Help Desk	226

Hourly Rate	\$26.00	\$30.59	\$35.18
181 Days	\$37,648	\$44,294	\$50,941
226 Days	\$47,008	\$55,307	\$63,605
260 Days	\$54,080	\$63,627	\$73,174

AUX9	Assignment	Duty Days
	Technician Assistant Lead, HVAC	260
	Technician, Technology	226

Hourly Rate	\$28.00	\$32.94	\$37.88
226 Days	\$50,624	\$59,556	\$68,487
260 Days	\$58,240	\$68,515	\$78,790

AUX10	Assignment	Duty Days
	Electrician, Master	260
	Lead Technician, HVAC	260
	Police Officer	226
	Plumber, Master	260
	Supervisor, Maintenance	260
	Supervisor, Nutrition	226

Hourly Rate	\$31.50	\$37.06	\$42.62
226 Days	\$56,952	\$67,004	\$77,057
260 Days	\$65,520	\$77,085	\$88,650

AUX10	Police	Minimum
	Police Officer Temp	\$31.50
	Police Officer Basic	\$33.08
	Police Officer Intermediate	\$34.73
	Police Officer Advanced	\$36.47
	Police Officer Master	\$38.29

Hourly Rate	\$31.50	\$37.06	\$42.62
	\$56,952	\$67,004	\$77,057

AUX11	Assignment	Duty Days
	Police Sergeant	226

Hourly Rate	\$38.50	\$45.29	\$52.08
226 Days	\$69,608	\$81,884	\$94,161

BM	Assignment	Duty Days
	Bus Monitor	181

Hourly Rate	\$15.50	\$17.61	\$19.72
181 Days	\$22,444	\$25,499	\$28,555

BD1	Assignment	Duty Days
	Driver Apprentice	181

Hourly Rate	\$20.00	\$20.00	\$20.00
181 Days	\$28,960	\$28,960	\$28,960

BD2	Assignment	Duty Days
	Bus Driver	181

Hourly Rate	\$25.00	\$28.41	\$31.82
181 Days	\$36,200	\$41,138	\$46,075

BD3	Assignment	Duty Days
	Bus Driver, Floater	181
	Dispatcher/Bus Driver	226

Hourly Rate	\$26.00	\$29.54	\$33.08
181 Days	\$37,648	\$42,774	\$47,900
226 Days	\$47,008	\$53,408	\$59,809

SUBSTITUTE PAY

Substitute Pay			
Assignment	Assignment Description	Amount	
Substitute	Secretary Department	\$20.76	Per Hour
Substitute	Secretary Executive	\$22.97	Per Hour
Substitute	Secretary Principal	\$19.50	Per Hour
Substitute Administrator	Principal (All Levels)	\$300.00	Per Day
Substitute Administrator	Assistant Principal (All Levels)	\$250.00	Per Day
Substitute Counselor	Counselor (All Levels)	\$200.00	Per Day
Substitute Coverage	Paraprofessional	\$18.00	Per Day
Substitute Coverage	Professional	\$30.00	Per Day
Substitute LVN	LVN (1 To 10 Days)	\$105.00	Per Day
Substitute LVN	LVN (11+ Same Assignment)	\$115.00	Per Day
Substitute LVN	LVN (Monday & Friday)	\$120.00	Per Day
Substitute Paraprofessional	Special Education Aide - IS3 Assignment (1 To 10 Days)	\$90.00	Per Day
Substitute Paraprofessional	Special Education Aide - IS3 Assignment (11+ Same Assignment)	\$100.00	Per Day
Substitute Paraprofessional	Special Education Aide - IS3 Assignment (Monday & Friday)	\$105.00	Per Day
Substitute Paraprofessional	Instructional Aide/Clerical Assignment (1 To 10 Days)	\$85.00	Per Day
Substitute Paraprofessional	Instructional Aide/Clerical Assignment (11+ Same Assignment)	\$95.00	Per Day
Substitute Paraprofessional	Instructional Aide/Clerical Assignment (Monday & Friday)	\$100.00	Per Day
Substitute RN	Registered Nurse	\$175.00	Per Day
Substitute Teacher	Less Than 60 Credit Hours - Upon Approval (1 To 10 Days)	\$95.00	Per Day
Substitute Teacher	Less Than 60 Credit Hours - Upon Approval (11+ Same Assignment)	\$105.00	Per Day
Substitute Teacher	Less Than 60 Credit Hours - Upon Approval (Monday & Friday)	\$110.00	Per Day
Substitute Teacher	Minimum 60 Credit Hours - Upon Approval (1 To 10 Days)	\$115.00	Per Day
Substitute Teacher	Minimum 60 Credit Hours - Upon Approval (11+ Same Assignment)	\$125.00	Per Day
Substitute Teacher	Minimum 60 Credit Hours - Upon Approval (Monday & Friday)	\$130.00	Per Day
Substitute Teacher	Degreed (1 To 10 Days)	\$125.00	Per Day
Substitute Teacher	Degreed (11+ Same Assignment)	\$135.00	Per Day
Substitute Teacher	Degreed (Monday & Friday)	\$140.00	Per Day
Substitute Teacher	Certified (1 To 10 Days)	\$135.00	Per Day
Substitute Teacher	Certified (11+ Same Assignment)	\$145.00	Per Day
Substitute Teacher	Certified (Monday & Friday)	\$165.00	Per Day

Substitute Attendance Incentive		AMOUNT	
At Least 50% Attendance For The Semester	At Least 50% Attendance for the Semester	\$250.00	Per Semester
At Least 75% Attendance For The Semester	At Least 75% Attendance for the Semester	\$375.00	Per Semester
At Least 90% Attendance For The Semester	At Least 90% Attendance for the Semester	\$500.00	Per Semester

STIPENDS

Special Education Stipends	Stipend Amount	
Bilingual Diagnostician	\$5,000.00	Per School Year
Bilingual Speech Language Pathologist Assistant	\$5,000.00	Per School Year
Bilingual Speech Language Pathologist	\$5,000.00	Per School Year
Dyslexia Teacher - Certified Academic Language Therapist	\$4,000.00	Per School Year
Lead Diagnostician (Elementary)	\$4,000.00	Per School Year
Lead Diagnostician (Secondary)	\$4,000.00	Per School Year
Lead LSSP	\$4,000.00	Per School Year
Lead Speech/Language Pathologist	\$4,000.00	Per School Year
LSSP (Critical Shortage)	\$10,000.00	Per School Year
Special Olympics	\$4,300.00	Per School Year
Sped Mentor (Teacher Apprentice Program)	\$5,000.00	Per School Year
SPED Self- Contained Stipend	\$4,000.00	Per School Year
Vision Impairment	\$5,000.00	Per School Year
Fine Arts Stipends	Stipend Amount	
Art Lead (District)	\$2,000.00	Per School Year
Art Lead (High School)	\$1,250.00	Per School Year
Band Asst High School	\$11,500.00	Per School Year
Band Asst Middle School	\$8,500.00	Per School Year
Band Director Associate	\$13,500.00	Per School Year
Band Head Middle School	\$10,500.00	Per School Year
Band Mariachi	\$6,000.00	Per School Year
Choir Assistant	\$5,000.00	Per School Year
Choir Head	\$10,000.00	Per School Year
Drill Team Assistant	\$5,500.00	Per School Year
Drill Team Head	\$12,000.00	Per School Year
Marching Band	\$2,000.00	Per School Year
Fine Arts Program Stipend	\$2,000.00	Per School Year
Music Lead (Elementary)	\$1,250.00	Per School Year
Show Stoppers	\$1,500.00	Per School Year
Theatre Arts Assistant	\$1,250.00	Per School Year
Academic Stipends	Stipend Amount	
Computer Science Standard Certified	\$3,500.00	Per School Year
CTE Health Science Standard Certified	\$3,500.00	Per School Year
EOC Subjects (English I, II & US History) - Standard Certified in Content	\$3,500.00	Per School Year
EOC Subjects (English I, II & US History) - Standard Certified	\$1,750.00	Per School Year
Foreign Language (French, Spanish, Latin) - Standard Certified in Content	\$4,000.00	Per School Year
Foreign Language (French, Spanish, Latin) - Standard Certified	\$2,000.00	Per School Year
Foreign Language (Spanish) - Certified Administrator	\$4,000.00	Per School Year
ESL Stipend	\$1,000.00	

Math (6-12) - Standard Certified in Content	\$5,000.00	Per School Year
Math (6-12) - Standard Certified Teacher	\$2,500.00	Per School Year
Science (6-12) - Standard Certified in Content	\$3,500.00	Per School Year
Science (6-12) - Standard Certified Teacher	\$1,750.00	Per School Year
Teacher Bilingual	\$9,000.00	Per School Year
UIL Coach	\$750.00	Per Event
UIL Coordinator	\$2,250.00	
Certified Bilingual Campus Administrator	\$5,000.00	Per School Year
Virtual School Success Coach	\$5,000.00	Per School Year

Other Stipends	Stipend Amount	
Doctorate	\$1,000.00	Per School Year
Leadership Expansion Stipend	up to \$10,000.00	Per School Year
Impact Learning Lead	\$4,000.00	Per School Year
Impact Learning Lead (PACE/Summit)	\$2,000.00	Per School Year
Lead Accountant	\$5,000.00	Per School Year
Lead Nurse	\$2,500.00	Per School Year
Lead Specialist Restorative Practice Program	\$4,000.00	Per School Year
Translation (Department)	\$2,000.00	Per School Year/Per Team
Translation (Elementary/Middle School)	\$2,000.00	Per School Year/Per Team
Translation (High School)	\$10,000.00	Per School Year/Per Team
Loyalty Stipend (15+ consecutive years)	\$2,000.00	Per school Year
Mentor Teacher Stipend Instructional Support	\$7,500.00	Per School Year
New Teacher Mentor (Rise Academy)	\$300.00	Per Semester
New Teacher Mentor LASO Cycle 4	\$1,000.00	Per School Year
Host Teacher for Resident Teacher LASO Cycle 4	\$2,000.00	Per School Year

Allowances		
Allowance Type	Annual Minimum	Annual Maximum
Allowance (Phone)	\$600.00	\$720.00
Allowance (Travel)	\$600.00	\$2,400.00

Athletic Stipends

High School (Head Coach)	Stipend Amount
Head Baseball	\$11,000.00
Head Cross Country	\$11,000.00
Head Golf	\$11,000.00
Head Soccer	\$11,000.00
Head Softball	\$11,000.00
Head Tennis	\$11,000.00
Head Track	\$11,000.00
Head Volleyball	\$11,000.00

1st Assistant (High School)	Stipend Amount
1st Asst Baseball	\$7,400.00
1st Asst Basketball	\$9,000.00
1st Asst Football	\$8,000.00
1st Asst Golf	\$7,400.00
1st Asst Soccer	\$7,400.00
1st Asst Softball	\$7,400.00
1st Asst Tennis	\$7,400.00
1st Asst Track	\$7,400.00
1st Asst Volleyball	\$7,400.00

Other Coach (High School)	Stipend Amount
Varsity/JV (Basketball)	\$4,400.00
Assistant Basketball	\$4,400.00
Assistant Cross Country	\$4,400.00
Assistant Football	\$4,400.00
Assistant Baseball	\$4,400.00
Assistant Soccer	\$4,400.00
Assistant Softball	\$4,400.00
Assistant Swimming	\$4,400.00
Assistant Track	\$4,400.00
Assistant Volleyball	\$4,500.00
Varsity/JV (Baseball)	\$4,400.00
Assistant Football (9/JV)	\$6,500.00
Varsity/JV (Football)	\$7,000.00

Other Athletic Stipends	Stipend Amount
Athletic Mentor Coach	\$10,000.00
Athletic Leadership Stipend	\$10,000.00
Athletic Media Stipend	\$8,500.00
Basketball (Skills)	\$4,400.00
Equipment (Per Sport)	\$1,000.00
Football Analyst	\$2,500.00
Football Defensive Coordinator	\$16,500.00
Football Defensive Quality Control	\$1,500.00
Football Equipment	\$2,500.00
Football Equipment Assistant Freshmen	\$1,000.00
Football Offensive Coordinator	\$16,500.00
Football Offensive Quality Control	\$1,500.00
Football Operations	\$6,800.00
Football Recruitment	\$2,500.00
Football Special Teams	\$11,500.00
Football Special Teams Analyst	\$2,500.00
Football Strength & Conditioning	\$2,500.00
Football Video	\$2,500.00
Football Video Assistant	\$2,500.00
Powerlifting, Head	\$3,000.00
Powerlifting, Assistant	\$2,500.00
Strength & Conditioning	\$1,000.00
Football Defensive Scheme	\$4,000.00
Middle School Stipends	Stipend Amount
Athletic Coordinator	\$3,000.00
Basketball	\$3,000.00
Football	\$3,000.00
Volleyball	\$3,000.00
Soccer	\$3,000.00
Track	\$3,000.00
Yellow Bus Driver	
Athletics Driver	\$100 Per Trip
Type of Trip Clarification	\$100.00 Per Round Trip
More than 50 Miles	\$100.00 Per One-Way Trip
Activity Bus Driver	
Athletics Driver	\$125 Per Trip
Type of Trip Clarification	\$125.00 Per Round Trip
More Than 50 Miles	\$125.00 Per One-Way Trip

Coach Driving Another Sport On Campus	
Athletics Driver	\$50.00 1/2 Day; \$100.00 Full Day
Type of Trip Clarification	\$50.00 Per One Way Trip
More Than 50 Miles	\$100.00 Per One Way Trip
Coach Transporting Own Team	
Athletics Driver	\$50.00 Per Trip
Type of Trip Clarification	\$50.00 Per Round Trip
More Than 50 Miles	\$50.00 Per One-Way Trip
Trip Within A Trip	Rate (See Above)
Trip Within A Trip (Bus Driver)	Yellow Bus Or Activity Bus Per Trip
Type of Trip Clarification	Per Trip Pay from Location
More Than 50 Miles	Not Applicable

Elementary School Stipends	Stipend Amount	
LPAC CHAIR	\$25.00	Per Student/Per School Year
Ratio Stipend (Beginning at 24:1)	\$1,000.00	Per Student/Per School Year/Per Grade Level Team
Team Leader	\$1,000.00	Per School Year
Lead Counselor	\$2,500.00	Per School Year
Middle School Stipends	Stipend Amount	
Department Chair/Team Lead	\$1,050.00	Per School Year
Lead Counselor	\$2,500.00	Per School Year
Sponsor, Cheerleading	\$2,000.00	Per School Year
Sponsor, National Honor Society	\$600.00	Per School Year
Sponsor, Other Club (Upon Approval)	\$500.00	Per School Year
Sponsor, Step Team	\$1,000.00	Per School Year
Sponsor, Student Council	\$750.00	Per School Year
Sponsor, Yearbook	\$500.00	Per School Year
Sponsor, Youth & Government	\$1,000.00	Per School Year
Stipend LPAC Chair	\$25.00	Per Student/Per School Year
Take 2 Class	\$3,000.00	Per Section/Per School Year
High School Stipends	Stipend Amount	
Cheerleading JV	\$3,500.00	Per School Year
Cheerleading Varsity	\$6,000.00	Per School Year
Cheerleading Varsity Assistant	\$3,500.00	Per School Year
CTE Health Science	\$3,500.00	Per School Year
CTE Science	\$3,500.00	Per School Year
Debate	\$2,000.00	Per School Year
Department Chair	\$2,300.00	Per School Year
Lead Counselor	\$5,000.00	Per School Year
Master Schedule	\$2,500.00	Per School Year
Media Tech Scoreboard	\$10,000.00	Per School Year
Media Tech Scoreboard Assistant	\$5,000.00	Per School Year
Newspaper Assistant	\$2,187.50	Per School Year
Newspaper Head	\$3,375.00	Per School Year
Spirit Facilitator	\$4,400.00	Per School Year
Sponsor, Chess Club	\$500.00	Per School Year
Sponsor, National Honor Society	\$1,000.00	Per School Year
Sponsor, Senior Activities	\$2,000.00	Per School Year
Sponsor, Senior All Night Party	\$300.00	Per School Year
Sponsor, Senior Powder Puff Football	\$300.00	Per School Year
Sponsor, Senior Prom	\$750.00	Per School Year
Sponsor, Youth & Government	\$6,000.00	Per School Year
LPAC Chair	\$25.00	Per Student/Per School Year
Student Council Assistant	\$2,500.00	Per School Year
Student Council Head	\$5,000.00	Per School Year

Take 2 Class	\$3,000.00	Per Section/Per School Year
Team Leader	\$1,000.00	Per School Year
Team Leader (Collegiate)	\$2,500.00	Per School Year
Textbook Coordinator	\$5,000.00	Per School Year
Yearbook	\$6,000.00	Per School Year
PACE Stipends	Stipend Amount	
Media Assistant	\$2,500.00	Per School Year
Team Leader	\$2,500.00	Per School Year
Yearbook	\$500.00	Per School Year
Student Council	\$1,000.00	Per School Year
Sponsor, Senior	\$1,500.00	Per School Year

Career & Technology Education (CTE) Club Stipends		
Business Professionals of America (BPA)	\$1,500.00	Per School Year
Distributive Education Clubs of American (DECA)	\$1,500.00	Per School Year
Family, Career & Community Leaders Of America (FCCLA)	\$1,500.00	Per School Year
Texas Association of Future Educators (FCCLA)	\$1,500.00	Per School Year
Health Occupations Students of America (HOSA)	\$1,500.00	Per School Year
National Future Farmers of America (FA)	\$1,500.00	Per School Year
Skills USA	\$1,500.00	Per School Year
Technology Student Association (TSA)	\$1,500.00	Per School Year

Career & Technology Education (CTE) Other Stipends		
CTE Action Team	\$1,500.00	Per School Year
Career & Technical Education State Conference Contest	\$250.00	Per School Year
Career & Technical National Contestant Participation	\$500.00	Per School Year
National Technical Honor Society Sponsor	\$1,000.00	Per School Year

TRANSPORTATION ATTENDANCE INCENTIVE

Transportation Incentive Program		
Calendar Opportunity	# of days absent	Incentive
August - October	0 days	\$300
	1/2 days	\$100
	1 Full Day	\$50
November - December	0 days	\$150
	1/2 days	\$75
	1 Full Day	\$50
January - February	0 days	\$150
	1/2 days	\$75
	1 Full Day	\$50
March - May	0 days	\$300
	1/2 days	\$100
	1 Full Day	\$50

EXTRA DUTY PAY

Extra Duty Pay	
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Assignment (Supplemental Pay - Non Transportation Staff)	Amount
Bus Attendant	\$15.00 Per Hour
Exempt Staff - Bus Driver	\$26.79 Per Hour
Non-Exempt Staff - Bus Driver	\$22.00 Per Hour
Other Duty Pay	Amount
Custodian (Non-Custodian Staff)	\$15.00 Per Hour
Exempt Staff	\$30.00 Per Hour
Non-Exempt Staff	Current Hourly Rate
Parking Guard	\$ 17.50 Per Hour
Security Guard	\$ 20.00 Per Hour
Summer School Paraprofessional	Current Hourly Rate
Summer School Teacher Aide	\$16.00 Per Hour
Summer School Teacher	\$30.00 Per Hour
Athletics	Amount
Event Manager	\$100.00 Per Event
Event Manager - Tournament	\$150 Per Day
Event Worker	\$50.00 Per Event
Event Worker - Tournament	\$15.00 Per Hour
Concession	\$16.00 Per Hour
Clock - FB Varsity	\$50.00 Per Game
Clock - BB Varsity	\$25.00 Per Game
Clock - BB Sub Varsity	\$20.00 Per Game
Books - BB/VB Varsity	\$25.00 Per Game
Books - VB Sub Varsity	\$20.00 Per Game
Libero VB Varsity	\$25.00 Per Game
Libero VB Sub Varsity	\$20.00 Per Game
Announcer - Football	\$150 Per Game
Announcer - Volleyball	\$50.00 Per Game
Announcer - BB/SB/BB	\$100.00 Per Game
Panther Tunnel	\$100.00 Per Game
Panther Tunnel - Away Game	\$200.00 Per Game

SIGN ON BONUSES

Sign On Bonuses	
Content Area	Signing Bonus
Bilingual Education	\$7,000.00
Special Education	\$2,000.00
Mathematics (Grades 6-12)	\$2,000.00
Foreign Language (Grades 6-12)	\$2,000.00
Science (Grades 6-12)	\$2,000.00
CTE (6-12)	\$2,000.00
English I/II & US History	\$2,000.00

Bilingual: Half the payment made during the first year of employment. The second half of the payment is made during the second year of employment.

Generalist/Core Subjects Certifications are not eligible.

Sign on bonuses and stipends are contingent upon verification of sections taught (75% required).

Sign on bonuses will be paid contingent upon verification of full standard SBEC certification. If the new hire who received a sign on bonus fails to complete the school year for the district, then the sign on bonus shall be fully refunded to the district.

Previous employees are ineligible to receive a sign on for the same certification area upon rehire.



Duncanville ISD

Principal Performance Incentive Plan for 26-27 Accountability and Evaluation Data

Purpose

Campus principals play a vital role in advancing student achievement and sustaining excellence across Duncanville ISD. To recognize and incentivize this critical responsibility, the district has established the Principal Performance Incentive Plan, which is aligned with the Texas A–F Accountability System and the Texas Principal Evaluation and Support System (T-PESS).

The plan provides performance-based stipends designed to:

- Recognize measurable improvements in campus performance outcomes.
- Recruit, reward, and retain effective principals.
- Reinforce the connection between leadership practices and student achievement.

Incentive Structure

- \$1,000 for each point of growth in the campus's overall accountability score
- \$5,000 for one letter grade improvement
- \$10,000 for A-rated campuses
- \$5,000 for B-rated campuses
- **Maximum Payout: Not to exceed \$10,000 per principal per accountability cycle**

Eligibility Criteria

- Only campuses with an official TEA A–F Accountability Rating are included (DHS and Collegiate are combined for accountability purposes).
- Campuses receiving an overall rating of “D” or “F” **are not eligible for incentives.**
- Principals must have an overall evaluation rating of Proficient, Accomplished, or Distinguished.
- Principals must be in attendance and in the role for a minimum of 75% of instructional days.
- To be eligible for compensation, a principal must be returning to Duncanville ISD for the next school year. Retirees are the only exception and will continue to be eligible to receive the stipend.

Conditions

- Incentives are determined annually following the release of TEA accountability ratings.
- Incentive stipends will be issued as a one-time payment upon official confirmation of TEA Accountability data.
- Incentives will be paid out in the 2027-2028 School Year based on 2026-2027 Accountability and Performance Data.
- No stipend will be awarded if campus performance or principal evaluation requirements are not met.