Poteet Independent School District

2026-2027

Salary Scales

Board Approved July 27, 2026

Note: Salary and Stipend Schedules are determined on an annual basis.
Pay increases are determined by the annual budget and approved by the Board of Trustees

Poteet ISD

2026-2027

Teacher Pay Scale

Years of Experience	Total Salary
0	$50,000
1	$50,750
2	$51,500
3	$55,500
4	$56,250
5	$61,000
6	$61,750
7	$62,750
8	$63,750
9	$64,750
10	$65,750
11	$66,750
12	$67,750
13	$68,750
14	$69,750
15	$70,750
16	$71,750
17	$72,250
18	$72,750
19	$73,250
20	$73,750
21	$74,250
22	$74,750
23	$75,250
24	$75,750
25	$76,250
26	$76,750
27	$77,250
28	$77,750
29	$78,250
30+	$78,750

The salaries listed above are based on
10-month / 187 day employment
for the 2026-2027 school year.

Board Approved July 27, 2026

Poteet ISD
2026-2027 Auxiliary Pay Scale

Pay Grade	Minimum Rate	Midpoint Rate	Maximum Rate	Job Classification
801	$12	$18	$24	Custodian, Food Service, Bus Monitor, Maintenance
802	$16	$24	$32	Food Service Manager
803	$20	$30	$40	Assistant Food Service Director, Licensed Staff, Bus Drivers

Poteet ISD
2026-2027 Clerical / Technical Pay Scale

Pay Grade	Minimum Rate	Midpoint Rate	Maximum Rate	Job Classification
901	$12	$18	$24	Aides - Classroom, Special Education, Computer Lab, Library, ISS, Nurse
902	$14	$21	$28	Attendance Clerk, Receptionist, Registrar, Office Clerk
903	$16	$24	$32	Campus Secretary, Director's Secretary, Payroll Clerk
904	$18	$27	$36	Licensed Vocational Nurse, Technology Technician, Instructional Media Specialist

Poteet ISD
2026-2027 Administrative / Professional Pay Scale

Pay Grade	Minimum Rate	Midpoint Rate	Maximum Rate	Job Classification
101	$188	$235	$282	Superintendent Secretary, Webmaster, Accounting Supervisor, Network Administrator, Parent Liaison, Custodial Coordinator
102	$235	$317	$399	Counselors, Student Success Advisor, Auxilary Directors, Police Officers, Safety & Security Coordinator
103	$276	$363	$450	Assistant Principals, Instructional Specialist, Campus Program Coordinators, Athletic Trainer
104	$300	$400	$500	Registered Nurse, Athletic Director, Director of Student Services, Technology Director, Campus Program Director, Director of Counseling & Mental Health Services
105	$324	$437	$550	Principals, Executive Directors
106	$437	$550	$665	Assistant Superintendent

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Atascosa McMullen Cooperative 2026-2027 Pay Scale				
Pay Grade	**Minimum Rate**	**Midpoint Rate**	**Maximum Rate**	**Job Classification**
0	**$218**	**$265**	**$320**	**LSSP Intern**
1	**$250**	**$307**	**$368**	**Special Education Counselors**
2	**$300**	**$354**	**$430**	**Speech Language Pathology Asstistant, ARD Facilitators, Educational Diagnosticians, Transition Coordinator**
3	**$315**	**$375**	**$450**	**LSSP, Speech Language Pathologist, Social Worker, VI Teacher, AI Teacher, O&M Specialist, Licensed Professional Counselor**
4	**$325**	**$425**	**$500**	**Occupational Therapist, Physical Therapist**
5	**$350**	**$425**	**$525**	**Director**

Bilingual Stipend	**$4,000**
Supervisor for LSSP, OT, PT, & SLP	**$2,400**

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POTEET INDEPENDENT SCHOOL DISTRICT
2026-2027 EXTRA DUTY / SUPPLEMENTAL PAY SCALE

ASSIGNMENT	2026-27 ANNUAL STIPEND (Unless Noted Otherwise)	Funding Sources	2025-26 STIPENDS
Master's Degree (Teachers and Librarians)**	$1,000	Various	$1,000
Band Director	$6,000	199	$6,000
Assistant Band Director	$3,250	199	$3,250
Head Dance Team	$6,000	199	$6,000
Head Cheerleader	$6,000	199	$6,000
Junior High Cheerleader	$2,000	199	$2,000
Junior High Dance	$2,000	199	$0
Yearbook (High School)	$1,800	199	$1,800
Interact / NHS (High School)	$500	199	$500
Ag Science	$3,000	199	$3,000
Cosmetology	$3,000	199	$3,000
Auto Tech	$3,000	199	$3,000
Health Science	$3,000	199	$3,000
Teacher Mentor	$500	Various	$500
Translation	$1,000	255	$1,000
GT Campus Coordinator Stipend	$3,000	199	$3,000
Dyslexia Teacher Stipend (Endorsed)	$3,000	199	$3,000
UIL Academic Coach - 1 Event	$500	199	$500
UIL Academic Coach - 2 Events	$700	199	$700
UIL Academic Coach - 3 Events or more	$900	199	$900
UIL Academic Campus Coordinator	$1,500	199	$1,500
Integrated Pest Management Coordinator	$700	199	$700
Dual Language Certified Teacher	$4,000	199/255	$4,000
Intermediate School RLA / Math STAAR Content Teacher	$4,000	199/255	$0
Intermediate School Science STAAR Content Teacher	$2,500	199/255	$0
Junior High School Science	$2,500	199/255	$2,500
Junior High School Math	$4,000	199/255	$4,000
Junior High School English	$4,000	199/255	$4,000
Junior High School Social Studies	$2,500	199/255	$2,500
High School Science	$4,000	199/255	$4,000
High School Math	$6,000	199/255	$6,000
High School English	$4,000	199/255	$4,000
High School Social Studies	$4,000	199/255	$4,000
Life Skills / Behavior Unit Teacher	$4,000	199	$4,000
Special Education Teacher	$3,000	199	$3,000
Grade Level Chair	$500	199	$500
Department Chair (JH / HS Only)	$500	199	$500
Class Sponsor (HS Only)	$500	199	$500
CDL License (Non Regular Bus Driver)***	$1,000	199	$1,000
Bus Driver Retention Stipend***	$3,000	199	$3,000
After Hours Security Stipend	$11,000	199	$11,000
Homebound Teaching	$25.00 per hour	199	$25.00 per hour
Tutoring - Certfied Teacher (Non Contract)****	$20.00 per hour	Various	$20.00 per hour
Tutoring - Non Certified (Non Contract)****	$10.00 per hour	Various	$10.00 per hour
Summer School - Administrator****	$3,000	Various	$3,000.00
Summer School - Certified Teacher****	$30.00 per hour	Various	$30.00 per hour
Summer School - Non Certified****	$15.00 per hour	Various	$15.00 per hour
Summer EOC / STAAR Testing Stipend****	$500.00	Various	$500.00
Substitute - Teacher	$100.00 per day. 21st day of same assignment $267.38 per day.		
Substitute - Custodial, Food Service, Bus Aide	$10.00 per hour	199	$10.00 per hour
Substitute - Bus Driver, Nurse, Technology	$15.00 per hour	199	$15.00 per hour
Field Trips - Bus drivers only	Hourly Rate	199	Hourly Rate
Athletic Game Helpers*****	$15 per hour	199	$15 per hour
Crosswalk	$10 per shift	199	$10 per shift

*Stipend hourly rate for paraprofessional staff is $10.00 per hour.
** Effective May 17, 2021, Master's Degree Stipends shall only be awarded to teachers and librarians who are employed in the content area of their master's degree.
***Shall be awarded June of each year and requires participation as determinded by Assistant Superintendent of Business and Administration.
****Tutoring and Summer School Rates may vary depending on available funding.
*****Time not to exceed 3 hours without business office approval

Board Approved July 27, 2026

POTEET INDEPENDENT SCHOOL DISTRICT
2026-2027 ATHLETIC COACHING STIPENDS

ASSIGNMENT	2024-25 STIPENDS	#
Girls Athletic Coordinator	$6,000	1
JH Athletic Coordinator	$6,000	1
Recruiting Coordinator	$3,500	1
Offensive Coordinator	$7,000	1
Defensive Coordinator	$7,000	1
Assistant Football	$4,500	9
Head Volleyball	$8,000	1
Assistant Volleyball	$4,500	4
Head Cross Country	$6,500	1
Assistant Cross Country	$4,500	1
Head Boys Basketball	$6,000	1
Assistant Boys Basketball	$2,500	4
Head Girls Basketball	$6,000	1
Assistant Girls Basketball	$2,500	4
Head Soccer	$4,500	2
Assistant Soccer	$2,500	2
Head Powerlifting	$4,500	1
Assistant Powerlifting	$2,500	1
Head Track	$4,500	2
Assistant Track	$2,500	6
Head Tennis	$4,500	2
Head Baseball	$6,000	1
Assistant Baseball	$2,500	3
Head Softball	$6,000	1
Assistant Softball	$2,500	3
Head Golf	$4,500	1

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