

Cleburne ISD
2026-2027 New Hire Guide for
Teachers

Years of Completed Experience	New Hire Salary	187	192	197	207	226
0	\$62,000	\$62,000.00	\$63,657.75	\$65,315.51	\$68,631.02	\$74,930.48
1	\$62,663	\$62,663.00	\$64,338.48	\$66,013.96	\$69,364.93	\$75,731.75
2	\$63,163	\$63,163.00	\$64,851.85	\$66,540.70	\$69,918.40	\$76,336.03
3	\$63,638	\$63,638.00	\$65,339.55	\$67,041.10	\$70,444.20	\$76,910.10
4	\$65,738	\$65,738.00	\$67,495.70	\$69,253.40	\$72,768.80	\$79,448.06
5	\$68,375	\$68,375.00	\$70,203.21	\$72,031.42	\$75,687.83	\$82,635.03
6	\$69,038	\$69,038.00	\$70,883.94	\$72,729.87	\$76,421.74	\$83,436.30
7	\$69,338	\$69,338.00	\$71,191.96	\$73,045.91	\$76,753.83	\$83,798.87
8	\$69,738	\$69,738.00	\$71,602.65	\$73,467.30	\$77,196.61	\$84,282.29
9	\$70,274	\$70,274.00	\$72,152.98	\$74,031.97	\$77,789.94	\$84,930.07
10	\$70,574	\$70,574.00	\$72,461.01	\$74,348.01	\$78,122.02	\$85,292.64
11	\$70,874	\$70,874.00	\$72,769.03	\$74,664.05	\$78,454.11	\$85,655.21
12	\$71,174	\$71,174.00	\$73,077.05	\$74,980.10	\$78,786.19	\$86,017.78
13	\$71,474	\$71,474.00	\$73,385.07	\$75,296.14	\$79,118.28	\$86,380.34
14	\$71,774	\$71,774.00	\$73,693.09	\$75,612.18	\$79,450.36	\$86,742.91
15	\$72,074	\$72,074.00	\$74,001.11	\$75,928.22	\$79,782.45	\$87,105.48
16	\$72,374	\$72,374.00	\$74,309.13	\$76,244.27	\$80,114.53	\$87,468.04
17	\$72,774	\$72,774.00	\$74,719.83	\$76,665.66	\$80,557.32	\$87,951.47
18	\$73,274	\$73,274.00	\$75,233.20	\$77,192.40	\$81,110.79	\$88,555.74
19	\$73,874	\$73,874.00	\$75,849.24	\$77,824.48	\$81,774.96	\$89,280.88
20	\$74,374	\$74,374.00	\$76,362.61	\$78,351.22	\$82,328.44	\$89,885.16
21	\$74,774	\$74,774.00	\$76,773.30	\$78,772.61	\$82,771.22	\$90,368.58
22	\$75,574	\$75,574.00	\$77,594.70	\$79,615.39	\$83,656.78	\$91,335.42
23	\$76,074	\$76,074.00	\$78,108.06	\$80,142.13	\$84,210.26	\$91,939.70
24	\$76,474	\$76,474.00	\$78,518.76	\$80,563.52	\$84,653.04	\$92,423.12
25	\$76,774	\$76,774.00	\$78,826.78	\$80,879.56	\$84,985.12	\$92,785.69
26	\$77,074	\$77,074.00	\$79,134.80	\$81,195.60	\$85,317.21	\$93,148.26
27	\$77,535	\$77,535.00	\$79,608.13	\$81,681.26	\$85,827.51	\$93,705.40
28	\$78,135	\$78,135.00	\$80,224.17	\$82,313.34	\$86,491.68	\$94,430.53
29	\$78,735	\$78,735.00	\$80,840.21	\$82,945.43	\$87,155.86	\$95,155.67
30	\$79,510	\$79,510.00	\$81,635.94	\$83,761.87	\$88,013.74	\$96,092.30
31	\$80,287	\$80,287.00	\$82,433.71	\$84,580.42	\$88,873.84	\$97,031.35
32	\$81,274	\$81,274.00	\$83,447.10	\$85,620.20	\$89,966.41	\$98,224.19
33	\$82,023	\$82,023.00	\$84,216.13	\$86,409.26	\$90,795.51	\$99,129.40
34	\$82,790	\$82,790.00	\$85,003.64	\$87,217.27	\$91,644.55	\$100,056.36
35	\$83,520	\$83,520.00	\$85,753.16	\$87,986.31	\$92,452.62	\$100,938.61
36	\$83,734	\$83,734.00	\$85,972.88	\$88,211.75	\$92,689.51	\$101,197.24
37	\$84,860	\$84,860.00	\$87,128.98	\$89,397.97	\$93,935.94	\$102,558.07
38	\$85,484	\$85,484.00	\$87,769.67	\$90,055.34	\$94,626.67	\$103,312.21

\$1,500 Master's Degree - General Stipend

2026-2027 Para scale

Cleburne ISD

*Annual amounts are based on 8 hours per day.

Grade	Job Title	Days			Min	Mid	Max
1				Hourly	\$14.75	\$17.77	\$20.79
	Clerk - Attendance HS	197	187	Days	22,066	26,584	31,102
	Para - Bilingual	187	197	Days	23,246	28,006	32,765
	Para - Bilingual Pre-K	187	226	Days	26,668	32,128	37,588
	Para - Bilingual RTI	187					
	Para - DAEP	187					
	Para - Emergent Bilingual	187					
	Para - Inclusion	187					
	Para - ISS (Smith)	187					
	Para - PE	187					
	Para - Pre-K	187					
	Para - Electives (DAEP)	187					
	Para - EB Parent and Family Liaison	197					
	Receptionist - ES	187					
	Receptionist - HS	187					
	Receptionist - IS	187					
	Receptionist - MS	187					
	Receptionist - Transportation	226					
2				Hourly	\$15.50	\$18.68	\$21.86
	Admin Asst - Asst Principal HS	207	187	Days	23,188	27,945	32,703
	Admin Asst - Asst Principal MS	187	207	Days	25,668	30,934	36,200
	Admin Asst - Counselor HS	207	226	Days	28,024	33,773	39,523
	Clerk - Attendance MS	207					
	Clerk - PEIMS IS	207					
	Clerk - PEIMS MS	207					
	Para - Blended	187					
	Para - Library	187					
	Para - Sensory Integration	187					
	Secretary - Sp Ed (187 207 226)	187					
	Para - ECSE	187					
	Para - TAP (SPED)	187					
3				Hourly	\$17.25	\$20.80	\$24.35
	Attendant - Parking Lot	187	187	Days	25,806	31,117	36,428
	Monitor - Safety	187	197	Days	27,186	32,781	38,376
	Para - Visually Impaired	187	226	Days	31,188	37,606	44,025
	Receptionist - Central Office	226					
	Para - EB Liaison	197					
	Para - ISS (WMS)	187					
	Para - Lifeskills	187					

4			Hourly	\$18.25	\$21.98	\$25.71
Admin Asst - Asst Principal HS (Facilities)	226	187	Days	27,302	32,882	38,462
Admin Asst - Principal ES	207	197	Days	28,762	34,640	40,519
Bookkeeper - HS	207	207	Days	30,222	36,399	42,576
Clerk - Attendance HS Head	207	226	Days	32,996	39,740	46,484
Registrar - HS	226					
Para - SAS	187					
Para -Bridges	187,					
Admin Asst - DAEP/TEAM	226					
Behavior Interventionist	187					

5			Hourly	\$20.50	\$24.68	\$28.86
Admin Asst - Director Athletics	226	226	Days	37,064	44,621	52,179
Admin Asst - Director Child Nutrition	226					
Admin Asst - Director CTE	226					
Admin Asst - Director Sp Ed	226					
Admin Asst - Director Transportation	226					
Admin Asst - Principal IS	226					
Admin Asst - Principal MS	226					
Clerk - Accounts Payable	226					
Clerk - PEIMS	226					
Coordinator - Textbooks and Fixed Assets	226					
Manager - Student Records Data	226					

6			Hourly	\$22.00	\$26.50	\$31.00
Admin Asst - Exec Director Operations	226	187	Days	32,912	39,644	46,376
Admin Asst - Exec Director Technology	226	226	Days	39,776	47,912	56,048
Admin Asst - Principal HS	226					
LVN	187					
Specialist - Benefits	226					
Specialist - Transportation Routing	226					

7			Hourly	\$24.75	\$29.83	\$34.91
Admin Asst - Asst Supt C&I	226	226	Days	44,748	53,933	63,117
Admin Asst - Asst Supt HR	226					
Admin Asst - Asst Supt Student Services	226					
Admin Asst - Director Fine Arts	226					
Admin Asst - Maintenance Speicalist	226					

8			Hourly	\$26.00	\$31.32	\$36.64
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Specialist - HR	226	226	Days	47,008	56,627	66,245
Specialist - Payroll	226					

9		Hourly	\$32.50	\$38.68	\$44.86	
Admin Asst - Superintendent	226	226	Days	58,760	69,933	81,107

Cleburne ISD

Pay Grade	Job Title	Calendars			Minimum	Midpoint	Maximum	1.0% GPI
1			Hourly		\$23.25	\$28.01	\$32.77	\$0.28
	Specialist - Technology Support	226	226	Days	42,036	50,642	59,248	506
2			Hourly		\$25.75	\$31.02	\$36.29	\$0.31
	Specialist - Help Desk Lead	226	226	Days	46,556	56,084	65,612	560
3			Daily		\$288.36	\$347.42	\$406.48	\$3.47
	Manager - Technology Support	226	226	Days	65,169	78,517	91,864	784
4			Daily		\$320.94	\$386.68	\$452.42	\$3.87
	Administrator - Technology Systems	226	226	Days	72,532	87,390	102,247	875
5			Daily		\$372.62	\$448.94	\$525.26	\$4.49
	Coordinator - Technology Operations	226	226	Days	84,212	101,460	118,709	1,014

2026-2027 Auxiliary

Cleburne ISD

*Annual amounts are based on 8 hours per day.

Grade	Job Title	Days		Minimum	Midpoint	Maximum
1			Hourly	\$14.00	\$16.87	\$19.74
	Cafeteria Worker	179	179 Days	20,048	24,158	28,268
2			Hourly	\$14.75	\$17.78	\$20.81
	Custodian	260	260 Days	30,680	36,982	43,285
3			Hourly	\$15.50	\$18.67	\$21.84
	Groundskeeper 1	260	260 Days	32,240	38,834	45,427
4			Hourly	\$16.50	\$19.88	\$23.26
	Bus Aide	178	178 Days	23,496	28,309	33,122
	Groundskeeper 2	260	260 Days	34,320	41,350	48,381
5			Hourly	\$17.50	\$21.09	\$24.68
	Crew Lead - Grounds	260	185 Days	25,900	31,213	36,526
	Lead - Custodian ES	260	260 Days	36,400	43,867	51,334
	Lead - Custodian HS	260				
	Lead - Custodian IS	260				
	Lead - Custodian MS	260				
	Manager - Cafeteria ES	185				
6			Hourly	\$18.50	\$22.29	\$26.08
	Manager - Cafeteria IS	185	185 Days	27,380	32,989	38,598
	Manager - Cafeteria MS	185				
7			Hourly	\$20.00	\$24.08	\$28.16
	Maintenance Worker - General	260	185 Days	29,600	35,638	41,677
	Manager - Cafeteria HS	185	260 Days	41,600	50,086	58,573
	Small Engine Technician	260				
8			Hourly	\$22.75	\$27.39	\$32.03
	Bus Mechanic	260	260 Days	47,320	56,971	66,622
	Electrician	260				
	HVAC Technician	260				
	Irrigation Technician	260				
	Lead - Grounds	260				

Locksmith	260
Maintenance Worker - Food	260

9		Hourly	\$25.00	\$30.12	\$35.24
Coordinator - Transportation	260	260 Days	52,000	62,650	73,299
Lead - Bus Mechanic	260				
Lead - Electrician	260				
Lead - HVAC Technician	260				
Plumber	260				

10		Hourly	\$29.50	\$35.54	\$41.58
Security Officer	187	187 Days	44,132	53,168	62,204
Supervisor - Custodial	260	260 Days	61,360	73,923	86,486
Supervisor - Maintenance	260				

BD		Hourly	\$22.00	\$23.91	\$25.82
Bus Driver	178	178 Days	31,328	34,048	36,768

2026-2027 Admin / Professional
Cleburne ISD

Grade	Job Title	Calendars			Min	Mid	Max
NCI			Daily		\$192.20	\$203.53	\$214.85
	Instructor, Non-Certified	187 / 207	187	Days	\$35,941	\$38,060	\$40,176
	Instructor, Degreed / Non-Certified	187 / 207	207	Days	\$39,785	\$42,130	\$44,473
1			Daily		\$271.63	\$331.25	\$390.88
	Accountant	226	187	Days	50,795	61,944	73,095
	Asst Director - Food Service	226	226	Days	61,388	74,863	88,339
	Asst. Director - Transportation	226					
	Parent/Family Liaison	187					
2			Daily		\$335.57	\$399.49	\$463.41
	Asst Principal - ES	207	187	Days	62,752	74,705	86,658
	Coordinator - Dyslexia	226	192	Days	64,429	76,702	88,974
	COTA	187	197	Days	66,107	78,700	91,292
	Counselor - Alt HS	207	207	Days	69,463	82,694	95,926
	Counselor - DAEP	207	221	Days	74,161	88,287	102,414
	Counselor - ES	197	226	Days	75,839	90,285	104,731
	Counselor - HS	207					
	Counselor - IS	207					
	Counselor - MS	207					
	Counselor - Student Support	187					
	Diagnostician	197					
	Lead Counselor - HS	226					
	Lead Diagnostician	207					
	Lead Speech Pathologist	207					
	Specialist - Bilingual Instruction	221					
	Specialist - ESL Instruction	221					
	Speech Pathologist	197					
	Nurse	187, 207, 226					
	Athletic Trainer	187, 226					
	Librarian	187					
	Lift Grant	192					
	Asst Principal - MS Level 1	207					
	PEIMS Coordinator	226					
3			Daily		\$347.24	\$423.46	\$499.68
	Asst Principal - DAEP	207	187	Days	64,934	79,187	93,440
	Asst Principal - IS	207	207	Days	71,879	87,656	103,434
	Asst Principal - MS Level 2	207	226	Days	78,476	95,702	112,928
	Coordinator - Assessment	226					
	Coordinator - Curriculum	226					
	Coordinator - Professional Development	226					

Coordinator - Literacy	226
Coordinator - Sp Ed	226
Occupational Therapist	187
Coordinator - Counseling Services	226
Director - Guidance & Counseling	226
Coordinator -Marketing, Multimedia & Web	226

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Asst Principal - HS	207, 226
Business Manager	226
Director - Auxiliary Operations	226
Director - Energy/Custodial Services	226
Director - Food Service	226
Director - Information Security	226
Director - Purchasing	226

Daily		\$368.07	\$448.87	\$529.67	\$4.49
207	Days	76,190	92,916	109,642	929
226	Days	83,184	101,445	119,705	1,015

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Director - Innovative Learning	226
Director - Instructional Technology	226
Director - Transportation	226
Director - World Languages	226
Head Sports Coordinator	226
Head Coach - Football	226
Principal - DAEP/TEAM	221
Principal - ES	221

Daily		\$395.29	\$476.25	\$557.21	\$4.76
221	Days	87,359	105,251	123,143	1,052
226	Days	89,336	107,633	125,929	1,076

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Director - College/Career Readiness & Adv Acad	226
Director - CTE	226
Director - Sp Ed	226
Principal - IS	226
Principal - MS	226

Daily		\$428.06	\$509.59	\$591.12	\$5.10
226	Days	96,742	115,167	133,593	1,152

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Director - Athletics	226
Director - Fine Arts	226
Exec Director - Auxiliary Operations	226
Exec Director - Safety & Security	226
Exec Director - Technology	226
Exec Dirctor - Human Capital	226
Principal - HS	226
Senior Director - Communication	226
Senior Director - Campus Leadership	226

Daily		\$498.25	\$593.16	\$688.07	\$5.93
226	Days	112,605	134,054	155,504	1,340

8	
Asst Superintendent - Curriculum & Instruction	226
Asst Superintendent - Student Services	226
CFO	226
Deputy Superintendent	226

Daily		\$582.96	\$694.00	\$805.04	\$6.94
226	Days	131,749	156,844	181,939	1,568