

Coldspring-Oakhurst Consolidated Independent School District

2026–2027 STIPEND SCHEDULE

Positions marked **NEW** are added for the 2026–2027 school year.

INSTRUCTIONAL STIPENDS

Position / Role	Amount
High Needs & Tested (Algebra I, Biology, 8th Grade Math/Science)	\$6,000
Tested Subjects (6–8 Core, ELA I & II, US History)	\$4,000
LJH Tested-Subject Retention Stipend (per core tested-subject teacher; may be prorated) NEW	\$2,000
High Need Areas (SpEd ABU, Spanish, HS Science/Math)	\$4,000
Tested Subjects (Grades 3–5)	\$1,000
Teacher Mentor	\$1,000
Instructional Coaching Facilitator (ICF) / Department Head	\$2,000
Program Coordinator	\$1,000
COMPASS Program Coordinator NEW	\$2,500
Dyslexia Coordinator NEW	\$5,000
Special Education Teacher (Full-Time)	\$750
Auditory Impairment (AI) Stipend NEW	\$3,000
Evaluation Coordinator (Special Education) NEW	\$1,000
Special Education Transition Coordinator NEW	\$1,000
Lead Speech-Language Pathologist (SLP) NEW	\$10,000
Master's Degree (Teachers Only)	\$1,000

LJH Tested-Subject Retention Stipend: \$2,000 per core tested-subject teacher.

SUPPORT STIPENDS

Position / Role	Amount
Paraprofessional Mentor	\$500
Parent & Family Engagement Liaison	\$500
Volunteer Coordinator (increased from \$250)	\$500

GT & ACADEMIC ROLES

Position / Role	Amount
Secondary GT Advisor (per grade level)	\$500
JSE GT Advisor	\$750
CIS GT Advisor	\$750
District 504 Coordinator	\$1,500

STUDENT ORGANIZATIONS & ACTIVITIES

Position / Role	Amount
Cheer / Drill / Color Guard — Junior High & Senior High (each)	\$1,500
Fishing Team Stipend NEW	\$1,500
Honor Society / Student Council / Webmaster (each)	\$500
Yearbook — High School	\$1,000
Yearbook — Elementary / Junior High	\$250

FINE ARTS

Position / Role	Amount
High School Band Director	\$8,500

SPECIALIZED PROGRAMS

Position / Role	Amount
Audio/Visual Gameboard	\$6,000
Agriculture Teacher (each)	\$3,000
Ag Mechanics Competition Stipend NEW	\$1,500

UIL STIPENDS

Position / Role	Amount
Campus Coordinator	\$500
Hosting Campus Coordinator	\$500
UIL Sponsor — Elementary / Intermediate	\$300/event
UIL Sponsor — Junior High	\$400/event
UIL Sponsor — High School	\$500/event
One Act Play — Junior High / High School (each)	\$1,000

ESL

Position / Role	Amount
ESL Coordinator	\$1,200
ESL Teacher	\$800

SUBSTITUTE TEACHER PAY

Position / Role	Amount
Certified / Degreed — Whole Day	\$120
Certified / Degreed — Half Day	\$60
Certified / Degreed — Long-Term	\$135
Non-Degreed / Uncertified — Whole Day	\$100
Non-Degreed / Uncertified — Half Day	\$50
Non-Degreed / Uncertified — Long-Term	\$110
Nurse Substitute	\$110/day
Auxiliary Substitute	\$10/hr.
Professional	\$30/hr.
Paraprofessional	\$15/hr.
Homebound / Extended	\$30/hr.
Tutor (Degreed)	\$30/hr.
Tutor (Non-Degreed)	\$15/hr.
Summer School (Degreed)	\$40/hr.
Summer School (Non-Degreed)	\$20/hr.

TRANSPORTATION

Position / Role	Amount
CDL Bus Driver (Substitute)	\$17/hr. (1.5-hr minimum)
Non-CDL Driver	\$12/hr.
Bus Monitor (Substitute)	\$10/hr.
Extra Trips (In-District)	\$15/hr.
All Other Trips (Field)	Standard hourly rate

SECURITY

Position / Role	Amount
Extra School Security (Non-TCOLE)	\$25/hr.
Security for Events (TCOLE)	\$50/hr.

ATHLETIC EVENT PAY

Position / Role	Amount
Varsity Football	\$14/hr.
JV / 9th Grade / 7th & 8th Grade Football	\$12.50/hr.
Volleyball / Basketball	\$12.50/hr.
Game Coordinator	\$6,000
Game Announcer NEW	\$1,500