



Rockdale ISD

2026-27 Compensation Plan

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TEACHER SALARY SCHEDULE 2026-27

Years of Experience	2024-25 Annual Salary	RISD Allotment	State Teacher Retention Allotment (TRA)	2026-27 Annual Salary
0	\$50,277	\$2,000	\$0	\$52,277
1	\$50,577	\$2,000	\$0	\$52,577
2	\$50,877	\$2,000	\$0	\$52,877
3	\$51,177	\$0	\$4,000	\$55,177
4	\$51,477	\$0	\$4,000	\$55,477
5	\$51,777	\$0	\$8,000	\$59,777
6	\$52,077	\$0	\$8,000	\$60,077
7	\$52,377	\$0	\$8,000	\$60,377
8	\$52,677	\$0	\$8,000	\$60,677
9	\$53,477	\$0	\$8,000	\$61,477
10	\$54,277	\$0	\$8,000	\$62,277
11	\$55,077	\$0	\$8,000	\$63,077
12	\$55,877	\$0	\$8,000	\$63,877
13	\$56,677	\$0	\$8,000	\$64,677
14	\$57,477	\$0	\$8,000	\$65,477
15	\$58,277	\$0	\$8,000	\$66,277
16	\$59,077	\$0	\$8,000	\$67,077
17	\$59,877	\$0	\$8,000	\$67,877
18	\$60,677	\$0	\$8,000	\$68,677
19	\$61,477	\$0	\$8,000	\$69,477
20	\$62,277	\$0	\$8,000	\$70,277
21	\$63,077	\$0	\$8,000	\$71,077
22	\$63,877	\$0	\$8,000	\$71,877
23	\$64,177	\$0	\$8,000	\$72,177
24	\$64,477	\$0	\$8,000	\$72,477
25	\$64,777	\$0	\$8,000	\$72,777

\$1000 General Master's Degree Stipend

\$7000 Bilingual Teacher (Certified and assigned) | \$4000 Bilingual Teacher (Non certified and assigned)

The salaries listed above are based on 10-month (187 day) employment for the 2026-27 school year. Salary plans are determined on an annual basis and salary advancement is not guaranteed. Pay increases and stipends are based on the annual budget approved by the Rockdale ISD Board of Trustees.

ADMINISTRATIVE PROFESSIONAL PAY PLAN 2026-27

Pay Grade	Job Title	Calendars		Minimum	Midpoint	Maximum
1			Daily	\$180.40	\$220.00	\$259.60
	Child Care, Director	212	212 Days	38,245	46,640	55,035
2			Daily	\$198.44	\$242.00	\$285.56
	Communication Specialist	226	226 Days	44,847	54,692	64,537
	Human Resources Coordinator	226				
	Network Specialist	226				
	PEIMS Coordinator	226				
3			Daily	\$252.02	\$322.71	\$380.79
	Maintenance, Director	226	226 Days	56,957	72,932	86,059
	Safety, Director	226				
	Transportation, Director	226				
4			Daily	\$272.18	\$331.93	\$391.68
	Assistant Principal, ES	217	217 Days	59,063	72,029	84,995
	Assistant Principal, IS	217				
	Multilingual Coordinator	217				
	Special Programs Coordinator	217				
5			Daily	\$293.95	\$358.48	\$423.01
	Assistant Principal, HS	217	217 Days	63,787	77,790	91,793
	Assistant Principal, JH	217	226 Days	66,433	81,016	95,600
	Band, Director	226				
	Technology, Director	226				
6			Daily	\$320.41	\$390.74	\$461.07
	Career & Technology, Director	226	226 Days	72,413	88,307	104,202
	Principal, ES	226				
	Principal, IS	226				
7			Daily	\$346.04	\$422.00	\$497.96
	Athletics, Director	226	226 Days	78,205	95,372	112,539
	Business Manager	226				
	Principal, JH	226				
8			Daily	\$373.72	\$455.76	\$537.80
	Principal, HS	226	226 Days	84,461	103,002	121,543
9			Daily	\$403.62	\$492.22	\$580.82
	Assistant Superintendent	226	226 Days	91,218	111,242	131,265

CLERICAL PARAPROFESSIONAL PAY PLAN 2026-27

Pay Grade	Job Title	Calendars	Minimum Midpoint Maximum			
* Annual amounts are based on 8 hours per day.						
1			Hourly	\$15.00	\$17.52	\$20.04
	Child Care	202	202 Days	24,240	28,312	32,385
2			Hourly	\$15.00	\$17.69	\$20.38
	Aide, Instructional	182	182 Days	21,840	25,757	29,673
	Aide, Library	182				
	Aide, SPED	182				
	Aide, SPED Self-Contained	182				
3			Hourly	\$15.00	\$18.08	\$21.16
	Attendance Clerk, ES	202	197 Days	23,640	28,494	33,348
	Attendance Clerk, IS	202	202 Days	24,240	29,217	34,195
	Attendance Clerk, JH	202				
	Attendance Clerk, HS	202				
	Food Service Office Manager	197				
	PEIMS Secretary	202				
4			Hourly	\$16.08	\$19.83	\$23.57
	Computer Technician	217	217 Days	27,915	34,416	40,918
	Principal's Secretary, ES	221	221 Days	28,429	35,051	41,672
	Principal's Secretary, IS	221				
5			Hourly	\$17.92	\$21.71	\$25.50
	Maintenance Secretary	226	217 Days	31,109	37,689	44,268
	Principal's Secretary, JH	221	221 Days	31,683	38,383	45,084
	Principal's Secretary/Registrar, HS	221	226 Days	32,399	39,252	46,104
	Receptionist/Business Office	226				
	School Safety Specialist					
6			Hourly	\$19.35	\$23.45	\$27.55
	LVN	187	187 Days	28,948	35,081	41,215
	School Safety Specialist	187				
7			Hourly	\$21.29	\$25.80	\$30.31
	School Safety Specialist	207	207 Days	35,256	42,728	50,200
	Payroll and Benefits Specialist	226	226 Days	38,492	46,650	54,808
8				\$25.98	\$31.48	\$36.98
	Superintendent Admin Assistant	226	226 Days	46,972	56,916	66,860

AUXILIARY PAY PLAN 2026-27

Pay Grade	Job Title	Calendars			Minimum	Midpoint	Maximum
<i>*Annual amounts are based on 8 hours per day.</i>							
1			Hourly		\$12.90	\$15.35	\$17.80
	Bus Monitor	166	166	Days	17,131	20,385	23,638
	Cafeteria	167	167	Days	17,234	20,508	23,781
2			Hourly		\$15.00	\$17.45	\$19.90
	Custodial	241	241	Days	24,871	29,595	34,318
3			Hourly		\$15.00	\$17.77	\$20.54
	Grounds	241	241	Days	28,920	34,261	39,601
4			Hourly		\$15.00	\$18.02	\$21.04
	Manager, Cafeteria ES	167	167	Days	20,040	24,075	28,109
	Manager, Cafeteria HS	167					
	Manager, Cafeteria IS	167					
	Manager, Cafeteria JH	167					
5			Hourly		\$16.68	\$20.21	\$23.74
	General Maintenance	241	241	Days	32,159	38,965	45,771
	Mechanic Apprentice	241					
6			Hourly		\$21.34	\$25.83	\$30.38
	Mechanic	241	241	Days	41,144	49,800	58,573
BD			Hourly		\$18.64	\$21.82	\$25.00
	Bus Driver	166	166	Days	24,754	28,977	33,200

STIPENDS AND EXTRACURRICULAR DUTY PAY PLAN 2026-27

Category	Assignment	Level	Proposed Stipend
Academics			
	Advanced Degree	all	1,000
	Bilingual Teacher (Certified & assigned)	ES	7,000
	Bilingual Teacher (Non certified & assigned)	ES	4,000
	Critical Needs, Behavior	all	1,500
	Department Chair	HS	750
	Department Chair	JH	750
	Grade Level Lead	IS	750
	Grade Level Lead	ES	750
	HOSA - Future Health Professionals	HS	800
	FFA, Junior	JH	500
	LEO Club	JH	500
	Mentor	all	1,000
	National Honor Society (NHS)	HS	800
	National Junior Honor Society (NJHS)	JH	500
	National Technical Honor Society (NTHS)	HS	800
	Rotary Interact	HS	500
	Skills USA Coordinator	HS	1,000
	Spanish National Honor Society (SNHS)	HS	800
	Spanish Teacher	HS	3,000
	Special Education Self-contained, Teacher	all	1,500
	Special Education, Aide	IS	1,000
	Special Education, Teacher	all	1,000
	Student Council	IS	800
	Student Council	JH	500
	Student Council	HS	800
	Temple College/Dual Credit Teacher	HS	2,000
	UIL Coordinator	HS	1,000
	UIL Coordinator	JH	1,000
	UIL Coordinator	ES/IS	750
	UIL Sponsor	HS	250
	UIL Sponsor	JH	100
	UIL Sponsor	ES/IS	100
	Yearbook	HS	2,000
Athletics			
	Athletic Trainer	HS	10,000
	Baseball, Head	HS	6,000
	Baseball, Assistant	HS	3,500
	Baseball, JH	JH	1,000

Basketball, Head	HS	6,000
Basketball, Assistant	HS	3,500
Basketball, JH	JH	2,000
Coordinator, Girls	HS	5,000
Coordinator, JH	JH	1,500
Cross Country, Head	HS	4,000
Cross Country, Assistant	HS	2,000
Football, Asst Head Coach/Defensive Coordinator	HS	10,000
Football, Offensive Coordinator	HS	8,500
Football, Assistant	HS	6,000
Golf, Head	HS	4,500
Golf, JH	JH	1,500
Powerlifting, Head	HS	4,000
Powerlifting, Assistant	HS	2,000
Soccer, Head	HS	6,000
Soccer, Assistant	HS	3,500
Softball, Head	HS	6,000
Softball, Assistant	HS	3,500
Softball, JH	JH	1,000
Special Olympics, Coach	all	1,000
Special Olympics, Coordinator	HS	1,500
Tennis, Head	HS	4,500
Tennis, JH	JH	1,500
Track, Head	HS	6,000
Track, Assistant	HS	3,500
Track, JH	JH	2,000
Volleyball, Head	HS	6,000
Volleyball, Assistant	HS	3,500
Volleyball, JH	JH	3,200

Performing Arts

Band Director, Assistant	JH	7,000
One Act Play (OAP)	HS	4,000
One Act Play (OAP) Assistant	HS	1,000
Cheerleaders, JH	JH	1,500
Cheerleaders, Junior Varsity	HS	2,000
Cheerleaders, Varsity	HS	3,000
Drill Team	HS	3,000

SUMMER SCHOOL AND SUPPLEMENTAL PAY

POSITION	MINIMUM REQUIREMENT	HOURLY RATE
<i>Interventions¹</i>		
Intervention Assistant - instructional	High School Diploma	\$15 or x1.5/hr ³
Intervention Teacher - instructional	Bachelor's Degree	\$20
Intervention Teacher - instructional	Bachelor's Degree + Field Experience	\$25
Interventionist	Certification	\$25
<i>Tutorials²</i>		
Tutor - instructional	High School Diploma	\$15 or x1.5/hr ³
Tutor	Bachelor's Degree	\$20
Tutor	Bachelor's Degree + Field Experience	\$25
Tutor	Certification	\$25
<i>Saturday School</i>		
Saturday School Staff	Teacher/Instructional Aide	\$25/hour
<i>Summer</i>		
Summer Help, Student	High School Student	\$10
Summer School Paraprofessional	High School Diploma	\$15
Summer Program Teacher	High School Diploma	\$15
Summer Program Teacher	Bachelor's Degree	\$20
Summer Program Teacher	Bachelor's Degree + Field Experience	\$25
Summer School Teacher	Certification	\$30

¹*Interventions are prescribed, intensive, targeted instruction developed as a result of the diagnosis of individual student needs. Generally interventions are offered during the regular school day.*

²*Tutorials are usually of shorter duration than interventions and are focused on a particular topic or skill. Tutorials are typically offered outside of regular school hours.*

³*Paraprofessionals receive overtime pay when the 40 hour work week is exceeded and the extra-duty services provided are of the same type as regular paid services. Overtime is calculated at 1.5 times the paraprofessional's hourly rate.*

PERFORMANCE PAY: TEACHER INCENTIVE ALLOTMENT

In Rockdale ISD, **90%** of TIA funds will be distributed, minus the payroll burden and TRS.

Districts are required to spend at least 90% of their allotment funds on teacher compensation on the campus where the designated teachers works. Districts may use up to 10% for costs associated with implementing a local designation system or supporting teachers in earning a designation.

Rockdale ISD will retain **10%** of the total allotment to support the district oversight of the implementation of TIA and the ongoing development of TIA resources and professional development.

PAY DATES 2026-27

ALL TIMESHEETS NEED TO BE SUBMITTED AND APPROVED ON MONDAYS EACH WEEK.

Pay Period Dates*	Last day to submit information to Payroll	Pay Date
06/06-06/19	06/24/2026	07/10/2026
06/20-07/03	07/08/2026	07/24/2026
07/04-07/17	07/22/2026	08/10/2026
07/18-07/31	08/05/2026	08/25/2026
08/01-08/14	08/19/2026	09/10/2026
08/15-08/28	09/02/2026	09/25/2026
08/29-09/11	09/16/2026	10/9/2026
09/12-09/25	09/30/2026	10/23/2026
09/26-10/09	10/14/2026	11/10/2026
10/10-10/23	10/28/2026	11/19/2026
10/24-11/06	11/11/2026	12/10/2026
11/07-11/20	11/25/2026	12/18/2026
11/21-12/11	12/16/2026	01/8/2027
12/12-01/08	01/13/2027	01/25/2027
01/09-01/22	01/27/2027	02/10/2027
01/23-02/05	02/10/2027	02/25/2027
02/06-02/19	02/24/2027	03/10/2027
02/20-03/05	03/10/2027	03/25/2027
03/06-03/26	03/31/2027	04/9/2027
03/27-04/09	04/14/2027	04/23/2027
04/10-04/23	04/28/2027	05/10/2027
04/24-05/07	05/12/2027	05/25/2027
05/08-05/21	05/26/2027	06/10/2027
05/22-06/04	06/09/2027	06/25/2027

NOTE: Pay period dates are used to pay the Maintenance Department, Substitutes, Extra-Duty, Game Help, Extra-duty Bus Trips, process leave requests, and/or anything outside an employee's normal salary or stipends. Salary and stipends that are annualized are paid in equal payments during the school year.