

Sherman ISD Compensation Plan

2026-2027



SHERMAN

INDEPENDENT SCHOOL DISTRICT

An Equal Opportunity Employer

It is the policy of Sherman Independent School District not to discriminate on the basis of race, color, national origin, sex, handicap, or age in its employment practices as required by the Title VI of the Civil Rights Act 1964, as amended; Title IX of the Education Amendments of 1972; the Age Discrimination Act of 1975, as amended; and Section 504 of the Rehabilitation Act of 1973, as amended.

Statement of Nondiscrimination

In its efforts to promote nondiscrimination, Sherman ISD does not discriminate on the basis of race, religion, color, national origin, gender, or disability in providing education services, activities, and programs, including vocational programs, in accordance with Title VI of the Civil Rights Act of 1964, as amended; Title IX of the Educational Amendments of 1972; and Section 504 of the Rehabilitation Act of 1973, as amended.

SHERMAN INDEPENDENT SCHOOL DISTRICT

The mission of Sherman ISD is to inspire and challenge all students to reach their full potential.

THIS PAY PLAN IS FOR THE 2026-2027 SCHOOL YEAR ONLY

Only compensation for the 2026-2027 school year may be determined from this publication. Neither past nor future compensation can be accurately calculated or predicted from this information.

For questions or clarifications, please contact the Human Resources Department at 903-891-6410 or the Payroll Department at 903-891-6415.

Administrative/Professional Pay Grades

Pay Grade 1

ARD Committee Facilitator
Campus Testing Coordinator
Communications Specialist
Instructional Tech Specialist
LSSP Assistant
Professional Interpreter for the Deaf
Speech-Language Pathologist Assistant
Teacher (use Teacher Hiring Schedule)
Webpage and Social Media Coordinator

Pay Grade 2

Behavior Specialist
Communications/ Media Systems Administrator
Coordinator of District Attendance & Truancy
Instructional Coach
Librarian
Licensed Social Worker
RN Nurse
Secondary Campus 504 Coordinator

Pay Grade 3

Assistant Principal - Elementary
Assistant Principal - Alternate Campuses
Coordinator Career and College Readiness
Compliance Officer – Special Education
Coord. of Behavior Interventions and Support
Coordinator of Bilingual Education & Second Language Services
Coordinator of Data Analysis
Director of Marketing
Director of Partners in Education
District PEIMS Coordinator
High School Band Director
Network Administrator
School Counselor
Special Education Counselor
Student Support Counselor

Pay Grade 4

Assistant Principal - High School
Assistant Principal - Middle School
Coordinator of 504, Dyslexia and Interventions
Coord. of Behavior and Specialized Programs
Coord. of Counseling, Student Support, and PEIMS
Coordinator of Career/ Military Workforce Dev.
Coordinator of Special Programs and Assessment
Coordinator of STEM and Federal Programs
Diagnostician
Director of Education Foundation

Pay Grade 4 (continued)

Elementary Curriculum Coordinator
Information Security Analyst
LSSP
Occupational Therapist
Physical Therapist
Secondary Curriculum Coordinator
Speech-Language Pathologist
Systems Analyst

Pay Grade 5

Associate Principal
Coord. of Human Resources
Director of Finance
Director of PEIMS and State Reporting

Pay Grade 6

Athletic Coordinator and Head Football Coach
Chief of Police
Director of Capital Projects
Director of Maintenance and Operations
Director of Transportation
Principal - Elementary

Pay Grade 7

Chief Communications Officer
Director of Bilingual Education and Language Services
Director of Elementary Education
Director of Instructional Technology
Director of Secondary Education
Director of Student Support Services
Director of Technology Services
Principal - Middle School
Principal - Special Programs

Pay Grade 8

Director of Athletics, Health & Physical Education
Director of Special Populations
Principal - High School

Pay Grade 9

Executive Director of Human Resources

Pay Grade 10

Chief Financial Officer
Assistant Superintendent

Clerical/Paraprofessional Pay Grades

Pay Grade 1

Classroom Assistant –
Special Education
Regular Education
Alternative Education
BLOOM
English as a Second Language
Library

Pay Grade 2

Receptionist –
Elementary School
Middle School

Pay Grade 3

Clerk - Campus
Attendance - Elementary
Attendance – High School
Attendance – Middle School
Attendance – Special Programs
Clinic Assistant
Language Facilitator
Library Associate
Office/Clinic Assistant
Receptionist – High School
Secretary –
Assistant Principal
Campus

Pay Grade 4

Bookkeeper/Records Coordinator,
High School
PEIMS Clerk / ARD Scheduler
Registrar – High School
Secretary –
Associate Principal
Elementary Principal
Middle School Principal
Special Programs Principal

Pay Grade 5

Interpreter for the Deaf I
Secretary –
Athletics
Business Office
Curriculum and Instruction
Communication
Food Services
High School Principal
Human Resources
Maintenance and Operations
Special Education
Technology
Transportation

Pay Grade 6

PC Technician

Pay Grade 7

Clerk –
District Business
Payroll
Network Technician
Specialist –
Accounting
Human Resources

Pay Grade 8

Interpreter for the Deaf II
Licensed Vocational Nurse
Secretary – Superintendent

Auxiliary Pay Grades

Pay Grade 1

Cafeteria Monitor
Crossing Guard
Cook
Custodian
Grounds Technician I

Pay Grade 2

Bus Assistant
Food Service, Assistant Manager

Pay Grade 3

Food Service, Elementary School Manager
Grounds Technician II
Lead Custodian
Plumber Assistant
Print Shop Technician
Warehouse Assistant

Pay Grade 4

Campus Security Monitor
Custodial Specialist
Food Service, Middle School Manager
Lead Grounds Technician
Maintenance Specialist

Pay Grade 5

Food Service, High School Manager
Food Service District Technician
Landscape / Turf Specialist
Maintenance Specialist - IPM
Maintenance Specialist - Locksmith
Mechanic Assistant
Painter

Pay Grade 6

Carpenter
Electrician
Irrigation Specialist
Journeyman Plumber
Maintenance Specialist – Building Operator
Mechanic
Transportation Specialist - Router

Pay Grade 7

HVAC Specialist
Lead Mechanic
Master Electrician
Master Plumber
Transportation Coordinator

Pay Grade 7 Supervisor

Custodial Supervisor
Food Service Supervisor
Landscape and Grounds Supervisor

Pay Grade 8

Maintenance Supervisor
Warehouse and Purchasing Supervisor

Bus Driver

Bus Driver
Bus Driver/Transportation Assistant

Police Officer

Resource Officer

Sherman ISD Pay Rates

Teacher Hiring Schedule/Pay Rates

Years Experience	New Hire Salary (annual)
0-1	\$60,000
2	\$60,300
3	\$60,600
4	\$60,900
5	\$61,200
6	\$63,700
7	\$64,000
8	\$64,300
9	\$64,600
10	\$65,000
11	\$65,450
12	\$66,050
13	\$66,650
14	\$67,250
15	\$67,950
16	\$68,650
17	\$69,250
18	\$69,850
19	\$70,450
20	\$71,050
21	\$71,550
22	\$72,100
23	\$72,600
24	\$73,100
25	\$73,600
26	\$74,100
27	\$74,550
28	\$75,050
29	\$75,600
30	\$76,100

The Texas Education Code §21.402 requires all districts to pay a certified classroom teacher with zero years of experience a minimum salary greater than a non-certified teacher with zero years of experience. Below is the starting salary for a **non-certified classroom teacher**:

Years Experience	New Hire Salary (annual)
0	\$59,500

This Hiring Schedule is for the 2026-2027 school year only. No increases are granted automatically each year; therefore, neither past nor future salaries can be calculated, assumed, or predicted on the basis of this schedule. Continuing teachers will not be paid less than these amounts for specific, qualified years of service. Not all prior service counts toward years of service for every role or position. All prior service must be verified and qualified by SISD Human Resources. Some continuing teachers are paid more than these amounts for specific years of credited service. Some employees are paid more than these amounts for additional duty days and or stipends.

Pay Ranges by Pay Grade

Pay ranges change annually so the below ranges are used for the current year hiring, NOT for pay changes for existing employees.

Administrative / Professional Pay Rates

Pay Grade	Minimum	Midpoint	Maximum
1	\$285.55	\$345.28	\$405.01
2	\$319.50	\$386.37	\$453.24
3	\$334.73	\$405.61	\$476.49
4	\$354.81	\$429.95	\$505.09
5	\$384.12	\$460.05	\$535.98
6	\$411.01	\$492.26	\$573.51
7	\$440.74	\$521.80	\$602.86
8	\$487.05	\$573.98	\$660.91
9	\$554.14	\$648.59	\$743.05
10	\$587.38	\$687.50	\$787.62
11	\$657.87	\$770.01	\$882.15

Clerical / Paraprofessional Pay Rates

Pay Grade	Minimum	Midpoint	Maximum
1	\$16.62	\$19.80	\$23.17
2	\$17.69	\$21.07	\$24.66
3	\$19.57	\$23.31	\$27.27
4	\$21.07	\$25.10	\$29.37
5	\$22.98	\$27.37	\$32.02
6	\$24.36	\$29.65	\$33.94
7	\$26.11	\$31.10	\$36.39
8	\$32.60	\$38.40	\$44.56

Manual Trades (Auxiliary) Pay Rates

Pay Grade	Minimum	Midpoint	Maximum
1	\$16.62	\$19.80	\$23.17
2	\$17.69	\$21.07	\$24.66
3	\$19.57	\$23.31	\$27.27
4	\$21.07	\$25.10	\$29.37
5	\$22.98	\$27.37	\$31.76
6	\$26.29	\$30.81	\$35.33
7	\$31.06	\$36.40	\$41.74
7--Supervisor	\$235.98 (daily)	\$295.58	\$325.52
8	\$36.17	\$42.39	\$48.61
Bus Driver	\$22.50	\$27.10	\$30.17

Substitute Pay Rates

Substitute Teachers	Daily Rate	Long Term Rate
High School Diploma	\$85	\$100
Non-Degree with 60+ Hours of College Credits	\$95	\$120
Bachelor's Degree with NO Teaching Certification	\$95	\$120
Certified Teacher	\$105	\$190
Retired Certified Teacher	\$115	\$200

A \$10.00 differential is added to the substitute teacher pay rate for jobs worked on Friday. Additionally, the following will be added after the number of days listed:

Days Worked	Amount
11-30	\$20.00 per day
31-50	\$25.00 per day
51+	\$30.00 per day

**Preference for long term sub placements of 30 days or more will be given to Certified Teachers*

Paraprofessional Personnel	Daily Rate	Long Term Rate
Clerical / Paraprofessional	\$85.00	\$90.00
Retired Clerical / Paraprofessional	\$95.00	\$100.00

A \$10.00 differential is added to the substitute pay rate for jobs worked on Friday. Additionally, the following will be added after the number of days listed:

Days Worked	Amount
11-30	\$15.00 per day
31-50	\$20.00 per day
51+	\$25.00 per day

Trades / Auxiliary Personnel	Hourly Rate
Food Service / Child Nutrition	\$15.00
Custodial / Maintenance Positions	\$15.00
Bus Driver (current CDL)	\$20.50

Additionally, the following will be added after the number of days listed:

Days Worked	Amount
11-30	\$1.00 per hour
31-50	\$1.50 per hour
51+	\$2.00 per hour

Professional Support Staff

Pay rates for these substitutes will be determined by the Superintendent or designee as needed

Miscellaneous Pay Rates

Extra Duty Assignments	
After School Detention (Certified Teacher)	\$25.00 per hour
After School Detention (Non-certified Role)	\$16.62 per hour
Saturday School (Certified Teacher)	\$25.00 per hour

Homebound Instruction	
Regular Education Teacher	\$35.00 per hour
Special Education Teacher	\$35.00 per hour

When a Sub is Not Available	
Subbing During Conference Period	\$25.00 or \$50.00 for block
Teachers who split a class for the entire day	\$105/number of teachers who split the class
Staff members with work assignment change for the day due to a lack of a substitute AND teacher so employee acts as a substitute teacher	\$25.00 per day

Transportation	
Extracurricular Trips Regular Bus Driver Coach who is not a regular driver	Regular Driver - Driver's Hourly Rate Coach - \$22.50 per hour
Sponsor Driving	Sponsor: \$50.00 per round trip

Tutoring	
Certified Teacher and current SISD employee	\$35.00 per hour
Certified teacher - Not an SISD Employee	\$20.00 per hour
Non-Certified Employee	\$16.62 per hour
Saturday School	\$50.00 per hour

- 1. No SISD employee may be paid for tutoring during the assigned work day.
- 2. There is a maximum limit of 6 hours for tutoring per day for non-employee tutors.
- 3. The required number of students for tutoring groups is 8-10 students.
- 4. Tutors are only paid for documented time for direct contact working with students.
- 5. Campuses can only use non-employees for tutors who have applied with Human Resources and have been hired as temporary employees.

Security Rates	
Off Duty Law Enforcement Officer	\$40.00 per hour

2026-2027 District Level Salary Supplements / Stipends

District

Administrative Intern	\$1,000
BCBA	\$5,000
Classroom Assistant - Special Ed Self Contained	\$1,000
+Doctorate Degree	\$3,500
Instructional Technology Specialist	\$1,800
Lead Deaf Education Teacher	\$10,000
Lead Nurse	\$2,500
Lead Speech Language Pathologist	\$1,000
Lead TRS Reporting	\$4,000
*Master's Degree	\$1,500
PC Tech I	\$2,000
PC Tech II	\$4,000
Special Olympics Organizer	\$1,500
SISD Police Sergeant	\$5,000
SISD Police Lieutenant	\$8,000
SISD Police - Administration	\$10,000

Teacher Stipend +Professional Stipend (Below Director) if Degree related to Position

Critical Shortage Fields

BCBA -Board Certified Behavior Analyst	
working as a Behavior Specialist	\$5,000
Behavior Specialist (SPED)	\$3,000
Bilingual Teacher	\$5,000
CALT Certification	\$5,000
Diagnostician	\$5,000
Foreign Language Teacher	\$5,000
High School Engineering & Robotics Teacher	\$5,000

High School Health Science Teacher	\$5,000
High School Mathematics Teacher	\$5,000
High School Science Teacher	\$5,000
Middle School Mathematics Teacher	\$3,000
Occupational or Physical Therapist	\$5,000
RBT- Registered Behavior Technician	\$3,000
Special Education – Adaptive PE	\$5,000
Special Education – LSSP	\$5,000
Special Education – SLP	\$5,000
Special Education – SLP Assistant	\$2,500
Special Education Teacher -	
Emotionally Disturbed Self Contained	\$5,000
Special Education Teacher -	
Autism Self Contained	\$5,000
Special Education Teacher - Deaf Education	\$5,000
Special Education Teacher -	
Life Skills Self Contained	\$5,000
Special Education Teacher -	
Visually Impaired/Orientation Mobility	\$5,000

2026-2027 High School Salary Supplements / Stipends

Academic UIL Coordinator	\$2,000
Academic Department Chair	\$1,500
Academic UIL Coaches 1 Event \$750 • 2 Events \$950 (\$200 per additional event)	
Accounting	Mathematics (2)
Calculator Applications	Number Sense
Computer Applications	Ready Writing
Computer Science	Science
Current Events	Social Studies
Literary Criticism	Spelling
Advanced Placement Coordinator	\$1,500
Agriculture Teacher	\$4,500
AV/Production	\$1,800
Boot Camp Lead Teacher	\$1,500
Classroom Assistant - Self Contained Special Education	\$1,000

Critical Shortage Teaching Fields (amounts prorated if not teaching a full schedule in field)

Culinary Arts Teacher	\$1,500
DAEP Lead Teacher	\$1,500
Grade Level Lead Teacher (PLC Lead)	\$500
Graphic Design	\$1,800
Journalism/Yearbook	\$1,500
National Honor Society	\$1,500
JLC (Jefferson Learning Center) Lead Teacher	\$1,500
Skills USA	\$750
(\$200 per additional event)	
Speech/Debate	\$2,500
Texas Junior Classical League	\$1,200
Theater Arts	\$5,000
Theater Arts Assistant Director	\$2,000

Athletics

Athletic Coordinator	\$10,000
Athletic Trainer	\$9,750
Baseball Assistant	\$4,000
Baseball Head Coach	\$8,000
Basketball Assistant	\$4,000
Basketball Head Coach	\$8,000
Character Education	\$6,000
Cross Country Assistant Coach	\$3,000
Cross Country Head Coach	\$5,000
Football Assistant Coach	\$6,000
Football Defensive Coordinator	\$8,000
Football Offensive Coordinator	\$8,000
Golf Head Coach	\$8,000
Power Lifting Assistant	\$4,000
Power Lifting Head Coach	\$6,000
Soccer Assistant Coach	\$4,000
Soccer Head Coach	\$8,000
Softball Assistant	\$4,000
Softball Head Coach	\$8,000
Strength and Conditioning -	
Fall	\$5,000
Spring	\$5,000
Summer	\$4,000
Swimming Head Coach	\$8,500
Tennis Assistant Coach	\$4,000
Tennis Head Coach	\$8,500

Track Assistant Coach	\$4,000
Track Head Coach	\$8,000
Volleyball Assistant Coach	\$4,000
Volleyball Head Coach	\$8,000

Extracurricular

Cheerleading	\$6,000
Cheerleading Assistant	\$2,000
Drill Team	\$6,000
Spirit Committee	\$1,000
Student Council	\$2,000

Music

Auditorium Manager	\$1,500
Assistant Band Director	\$10,000
Choir Director	\$7,000
Choir Assistant Director	\$3,000
Orchestra Director	\$5,000

2026-2027 Middle School Salary Supplements / Stipends

Academic Department Chair	\$750
Classroom Assistant - Self Contained Special Education	\$1,000
Critical Shortage Teaching Fields (amounts prorated if not teaching a full schedule in field)	
Subject Grade Level Leader	\$500
English, Reading, Math, Science, Social Studies for STAAR tested grades 6-8	

Athletics

Athletic Coordinator	\$3,000
Basketball	\$3,000
Football	\$3,000
Soccer	\$3,000
Tennis	\$3,000
Track	\$3,000
Volleyball	\$3,000

Extracurricular

Cheerleading (1)	\$1,500
CTE Instruction (selected courses)	\$1,500
Drill Team (1)	\$1,000
National Junior Honor Society	\$1,000
Student Council (1)	\$2,000
Yearbook	\$500
UIL	\$250

Music

Assistant Band Director	\$6,000
Auditorium Manager	\$1,000
Band Director	\$7,500
Choir Director	\$3,500
Orchestra Director	\$3,500

2026-2027 Elementary School Salary Supplements / Stipends

Critical Shortage Teaching Fields

Bilingual Teacher	\$5,000
Dyslexia Program Facilitator	\$1,000
Lead Gifted and Talented Teacher	\$1,000
Lead Grade Level Teacher	\$600
PE Facilitator	\$500
REACH Facilitator/Lead	\$1,000
Student Council	\$500
UIL Sponsor	\$250
Yearbook	\$250