



**Gonzales ISD**  
**2026-27 SY**  
**Compensation Plan**

*Board Adopted 8/10/2026*

Table of Contents

| Item                                    | Page Number |
|-----------------------------------------|-------------|
| Table of Contents                       | 1           |
| Teacher Pay Scale                       | 2           |
| Administrative/Professional Pay Plan    | 3-4         |
| Clerical/Paraprofessional Pay Plan      | 5           |
| Auxiliary Pay Plan                      | 6           |
| Supplemental Pay                        | 7           |
| Stipends                                | 8           |
| Substitute Rates (Teacher, Nurse, Aide) | 9           |
| Temporary Employee Pay Scale            | 10          |

**Gonzales ISD****2026-2027 New Hire Guide for  
Teachers****\$52,900 starting, 2.0% GPI**

| <b>Years of Experience</b> | <b>Base Salary</b> | <b>Teacher Local Retention Allotment</b> | <b>Teacher Retention Allotment</b> | <b>New Hire Salary</b> |
|----------------------------|--------------------|------------------------------------------|------------------------------------|------------------------|
| 0                          | \$ 51,200.00       | \$ 1,700                                 |                                    | \$52,900               |
| 1                          | \$ 51,600.00       | \$ 1,700                                 |                                    | \$53,300               |
| 2                          | \$ 52,000.00       | \$ 1,700                                 |                                    | \$53,700               |
| 3                          | \$ 51,538.00       |                                          | \$ 4,000                           | \$55,538               |
| 4                          | \$ 52,788.00       |                                          | \$ 4,000                           | \$56,788               |
| 5                          | \$ 52,354.00       |                                          | \$ 8,000                           | \$60,354               |
| 6                          | \$ 53,604.00       |                                          | \$ 8,000                           | \$61,604               |
| 7                          | \$ 54,012.00       |                                          | \$ 8,000                           | \$62,012               |
| 8                          | \$ 54,675.00       |                                          | \$ 8,000                           | \$62,675               |
| 9                          | \$ 55,287.00       |                                          | \$ 8,000                           | \$63,287               |
| 10                         | \$ 55,899.00       |                                          | \$ 8,000                           | \$63,899               |
| 11                         | \$ 56,817.00       |                                          | \$ 8,000                           | \$64,817               |
| 12                         | \$ 57,123.00       |                                          | \$ 8,000                           | \$65,123               |
| 13                         | \$ 57,735.00       |                                          | \$ 8,000                           | \$65,735               |
| 14                         | \$ 58,245.00       |                                          | \$ 8,000                           | \$66,245               |
| 15                         | \$ 58,755.00       |                                          | \$ 8,000                           | \$66,755               |
| 16                         | \$ 59,315.00       |                                          | \$ 8,000                           | \$67,315               |
| 17                         | \$ 59,875.00       |                                          | \$ 8,000                           | \$67,875               |
| 18                         | \$ 60,385.00       |                                          | \$ 8,000                           | \$68,385               |
| 19                         | \$ 60,896.00       |                                          | \$ 8,000                           | \$68,896               |
| 20                         | \$ 61,407.00       |                                          | \$ 8,000                           | \$69,407               |
| 21                         | \$ 61,693.00       |                                          | \$ 8,000                           | \$69,693               |
| 22                         | \$ 62,254.00       |                                          | \$ 8,000                           | \$70,254               |
| 23                         | \$ 63,090.00       |                                          | \$ 8,000                           | \$71,090               |
| 24                         | \$ 63,702.00       |                                          | \$ 8,000                           | \$71,702               |
| 25                         | \$ 64,314.00       |                                          | \$ 8,000                           | \$72,314               |
| 26                         | \$ 64,926.00       |                                          | \$ 8,000                           | \$72,926               |
| 27                         | \$ 64,950.00       |                                          | \$ 8,000                           | \$72,950               |
| 28                         | \$ 66,150.00       |                                          | \$ 8,000                           | \$74,150               |
| 29                         | \$ 66,660.00       |                                          | \$ 8,000                           | \$74,660               |
| 30+                        | \$ 67,170.00       |                                          | \$ 8,000                           | \$75,170               |

Continuing Teachers will receive an increase of  
\$1,250

The salaries listed above are based on 10-month employment for the 2026-2027 school year. Salary plans are determined on an annual basis and salary advancement is not guaranteed. Pay increases are based on the annual pay raise budget approved by the Board of Trustees.

**\$1,224 Master's Degree - General Stipend**

# 2026-2027 Proposed Administrative/Professional Pay Plan

Gonzales ISD

Board Adopted 8/10/2026

| Pay Grade | Job Title                                                    | Calendars | Minimum Midpoint Maximum |          |          | 2.0% GPI |        |
|-----------|--------------------------------------------------------------|-----------|--------------------------|----------|----------|----------|--------|
| 1         |                                                              |           | Daily                    | \$216.71 | \$262.68 | \$308.65 | \$5.25 |
|           | Police Officer                                               | 223       | 223 Days                 | 48,326   | 58,578   | 68,829   | 1,172  |
| 2         |                                                              |           | Daily                    | \$253.56 | \$307.34 | \$361.12 | \$6.15 |
|           | Coordinator, ACE                                             | 215       | 193 Days                 | 48,937   | 59,317   | 69,696   | 1,186  |
|           | Coordinator, Instruction Secondary                           | 223       | 207 Days                 | 52,487   | 63,619   | 74,752   | 1,272  |
|           | Coordinator, Transportation                                  | 223       | 215 Days                 | 54,515   | 66,078   | 77,641   | 1,322  |
|           | Diagnostician - Intern                                       | 193       | 223 Days                 | 56,544   | 68,537   | 80,530   | 1,371  |
|           | Specialist, Communications/Community Engagement              | 207       |                          |          |          |          |        |
|           | Specialist, Mental Health                                    | 193       |                          |          |          |          |        |
|           | Speech Language Pathologist- Assistant                       | 193       |                          |          |          |          |        |
|           | Truancy Officer                                              | 207       |                          |          |          |          |        |
| 3         |                                                              |           | Daily                    | \$297.42 | \$360.51 | \$423.60 | \$7.21 |
|           | Asst Principal, ES                                           | 207       | 183 Days                 | 54,428   | 65,973   | 77,519   | 1,319  |
|           | Athletic Trainer                                             | 187       | 187 Days                 | 55,618   | 67,415   | 79,213   | 1,348  |
|           | Coordinator, CTE                                             | 207       | 193 Days                 | 57,402   | 69,578   | 81,755   | 1,392  |
|           | Coordinator, Instruction Elem                                | 193       | 207 Days                 | 61,566   | 74,626   | 87,685   | 1,493  |
|           | Coordinator, Instruction Sec                                 | 223       | 223 Days                 | 66,325   | 80,394   | 94,463   | 1,608  |
|           | Counselors                                                   | 207       |                          |          |          |          |        |
|           | Coordinator, Behavior                                        | 223       |                          |          |          |          |        |
|           | Counselor, Lead                                              | 223       |                          |          |          |          |        |
|           | Counselor, Mental Health                                     | 193       |                          |          |          |          |        |
|           | Diagnostician                                                | 193       |                          |          |          |          |        |
|           | Instructional Coach                                          | 193       |                          |          |          |          |        |
|           | Librarian                                                    | 187       |                          |          |          |          |        |
|           | Network Administrator                                        | 223       |                          |          |          |          |        |
|           | Nurse (RN)                                                   | 183       |                          |          |          |          |        |
|           | Occupational Therapist                                       | 187       |                          |          |          |          |        |
|           | School Psychologist                                          | 193       |                          |          |          |          |        |
|           | Specialist, Deaf/Hard of Hearing                             | 187       |                          |          |          |          |        |
|           | Specialist, Dyslexia                                         | 187       |                          |          |          |          |        |
|           | Specialist, Gifted/Talented                                  | 187       |                          |          |          |          |        |
|           | Specialist, RTN/Sfty                                         | 223       |                          |          |          |          |        |
|           | Specialist, Technology Integration                           | 207       |                          |          |          |          |        |
|           | Speech Language Pathologist                                  | 193       |                          |          |          |          |        |
|           | Systems Administrator                                        | 223       |                          |          |          |          |        |
|           | Lieutenant Police                                            | 223       |                          |          |          |          |        |
| 4         |                                                              |           | Daily                    | \$312.30 | \$378.54 | \$444.78 | \$7.57 |
|           | Academic Dean                                                | 207       | 207 Days                 | 64,646   | 78,358   | 92,069   | 1,567  |
|           | Asst Principal, HS                                           | 207       | 222 Days                 | 69,331   | 84,036   | 98,741   | 1,681  |
|           | Asst Principal, JH                                           | 207       | 223 Days                 | 69,643   | 84,414   | 99,186   | 1,688  |
|           | Chief of Police                                              | 223       |                          |          |          |          |        |
|           | Coordinator, Bilingual/Early Childhood                       | 223       |                          |          |          |          |        |
|           | Coordinator, HR                                              | 223       |                          |          |          |          |        |
|           | Coordinator, PEIMS                                           | 223       |                          |          |          |          |        |
|           | Coordinator, Testing/Accountability                          | 223       |                          |          |          |          |        |
|           | Director, Band                                               | 223       |                          |          |          |          |        |
|           | Coordinator, Special Education Intstruction                  | 223       |                          |          |          |          |        |
|           | Coordinator, Special Education Identification and Assessment | 223       |                          |          |          |          |        |

| 5                                          |     |  |
|--------------------------------------------|-----|--|
| Associate Principal                        | 207 |  |
| Director, Educational Services             | 223 |  |
| Director, Food Service                     | 223 |  |
| Director, Special Education & 504 Services | 223 |  |
| Principal, ES                              | 223 |  |
| Principal, ALC                             | 223 |  |

| Daily    | \$329.16 | \$398.98 | \$468.80 | \$7.98 |
|----------|----------|----------|----------|--------|
| 207 Days | 68,136   | 82,589   | 97,042   | 1,652  |
| 223 Days | 73,403   | 88,973   | 104,542  | 1,779  |

| 6                         |     |  |
|---------------------------|-----|--|
| Director, Human Resources | 223 |  |
| Director, Technology      | 223 |  |
| Principal, JH             | 223 |  |

| Daily    | \$370.30 | \$448.85 | \$527.40 | \$8.98 |
|----------|----------|----------|----------|--------|
| 223 Days | 82,577   | 100,094  | 117,610  | 2,002  |

| 7                                            |     |  |
|----------------------------------------------|-----|--|
| Director, Athletics                          | 223 |  |
| Exec Director, Operations                    | 223 |  |
| Exec Director, School Leadership             | 223 |  |
| Exec Director, Technology, Safety & Security | 223 |  |
| Principal, HS                                | 223 |  |

| Daily    | \$414.74 | \$502.71 | \$590.68 | \$10.05 |
|----------|----------|----------|----------|---------|
| 223 Days | 92,487   | 112,104  | 131,722  | 2,242   |

| 8                       |     |  |
|-------------------------|-----|--|
| Chief Academic Officer  | 223 |  |
| Chief Financial Officer | 223 |  |

| Daily    | \$439.62 | \$532.87 | \$626.12 | \$10.66 |
|----------|----------|----------|----------|---------|
| 223 Days | 98,035   | 118,830  | 139,625  | 2,377   |

| 9                     |     |  |
|-----------------------|-----|--|
| Deputy Superintendent | 223 |  |

| Daily    | \$508.44 | \$605.29 | \$702.14 | \$12.11 |
|----------|----------|----------|----------|---------|
| 223 Days | 113,382  | 134,980  | 156,577  | 2,700   |

# 2026-2027 Proposed Clerical/Paraprofessional Pay Plan

Gonzales ISD

Board Adopted 8/10/2026

\*Annual amounts are based on 7.6 hours per day

| Pay Grade | Job Title                                   | Calendars     | Minimum Midpoint Maximum |         |         |         | 2.0% GPI |
|-----------|---------------------------------------------|---------------|--------------------------|---------|---------|---------|----------|
| 1         |                                             |               | Hourly                   | \$13.78 | \$17.01 | \$20.24 | \$0.34   |
|           | Aide I                                      | 183           | 183 Days                 | 19,165  | 23,658  | 28,150  | 473      |
| 2         |                                             |               | Hourly                   | \$15.82 | \$19.54 | \$23.26 | \$0.39   |
|           | Aide II                                     | 183           | 183 Days                 | 22,002  | 27,176  | 32,350  | 542      |
| 3         |                                             |               | Hourly                   | \$16.84 | \$20.54 | \$24.24 | \$0.41   |
|           | Nurse Asst                                  | 183           | 183 Days                 | 23,421  | 28,567  | 33,713  | 570      |
|           | Administrative Asst I                       | 183, 194, 231 | 194 Days                 | 24,829  | 30,284  | 35,739  | 605      |
|           |                                             |               | 231 Days                 | 29,564  | 36,060  | 42,556  | 645      |
| 4         |                                             |               | Hourly                   | \$17.86 | \$21.78 | \$25.70 | \$0.44   |
|           | Administrative Assist II - Attendance Clerk | 207           | 207 Days                 | 28,097  | 34,264  | 40,431  | 692      |
|           | Specialist, Career Center                   | 207           |                          |         |         |         |          |
| 5         |                                             |               | Hourly                   | \$18.88 | \$23.02 | \$27.16 | \$0.46   |
|           | Administrative Assist III - Registrar, HS   | 231           | 193 Days                 | 27,693  | 33,766  | 39,838  | 675      |
|           | Specialist, ARD Transition                  | 193           | 231 Days                 | 33,146  | 40,414  | 47,682  | 808      |
| 6         |                                             |               | Hourly                   | \$21.94 | \$26.77 | \$31.60 | \$0.54   |
|           | Campus Technician                           | 231           | 231 Days                 | 38,518  | 46,997  | 55,477  | 948      |
|           | Clerk, HR                                   | 231           |                          |         |         |         |          |
| 7         |                                             |               | Hourly                   | \$23.73 | \$28.93 | \$34.13 | \$0.58   |
|           | Associate Systems Admin                     | 231           | 231 Days                 | 41,660  | 50,790  | 59,919  | 1,018    |
|           | Specialist I                                | 231           |                          |         |         |         |          |
| 8         |                                             |               | Hourly                   | \$25.00 | \$30.50 | \$36.00 | \$0.61   |
|           | Exec Admin Asst, Superintendent             | 231           | 231 Days                 | 43,890  | 53,546  | 63,202  | 1,071    |
|           | Specialist II                               | 231           |                          |         |         |         |          |

# 2026-2027 Proposed Auxiliary Pay Plan

Gonzales ISD

Board Adopted 8/10/2026

\*Annual amounts are based on 8 hours per day

| Pay Grade                   |  |  | Job Title | Calendars | Minimum Midpoint Maximum |          |         |         | 2.0% GPI |       |
|-----------------------------|--|--|-----------|-----------|--------------------------|----------|---------|---------|----------|-------|
| 1                           |  |  |           |           | Hourly                   | \$12.24  | \$14.68 | \$17.12 | \$0.29   |       |
| Food Service Custodian      |  |  |           |           | 176                      | 176 Days | 17,234  | 20,669  | 24,105   | 408   |
| 2                           |  |  |           |           | Hourly                   | \$14.54  | \$17.44 | \$20.34 | \$0.35   |       |
| Custodian                   |  |  |           |           | 239                      | 175 Days | 20,356  | 24,416  | 28,476   | 490   |
| Food Service Worker         |  |  |           |           | 175                      | 239 Days | 27,800  | 33,345  | 38,890   | 669   |
| 3                           |  |  |           |           | Hourly                   | \$15.31  | \$18.35 | \$21.39 | \$0.37   |       |
| Bus Aide                    |  |  |           |           | 177                      | 175 Days | 21,434  | 25,690  | 29,946   | 518   |
| Groundskeeper               |  |  |           |           | 239                      | 177 Days | 21,679  | 25,984  | 30,288   | 524   |
| Food Service Lead           |  |  |           |           | 175                      | 239 Days | 29,273  | 35,085  | 40,898   | 707   |
| 4                           |  |  |           |           | Hourly                   | \$16.59  | \$19.90 | \$23.21 | \$0.40   |       |
| Head Custodian              |  |  |           |           | 239                      | 177 Days | 23,491  | 28,178  | 32,865   | 566   |
| Maintenance                 |  |  |           |           | 239                      | 239 Days | 31,720  | 38,049  | 44,378   | 765   |
| Manager, Food Service ES/MS |  |  |           |           | 177                      |          |         |         |          |       |
| 5                           |  |  |           |           | Hourly                   | \$20.68  | \$24.79 | \$28.90 | \$0.50   |       |
| Bus Driver                  |  |  |           |           | 177                      | 177 Days | 29,283  | 35,103  | 40,922   | 708   |
| Maintenance Tech/Grounds    |  |  |           |           | 239                      | 239 Days | 39,540  | 47,398  | 55,257   | 956   |
| Manager, Food Service HS    |  |  |           |           | 177                      |          |         |         |          |       |
| 6                           |  |  |           |           | Hourly                   | \$22.72  | \$27.24 | \$31.76 | \$0.54   |       |
| Carpenter                   |  |  |           |           | 239                      | 239 Days | 43,441  | 52,083  | 60,725   | 1,032 |
| HVAC Apprentice             |  |  |           |           | 239                      |          |         |         |          |       |
| 7                           |  |  |           |           | Hourly                   | \$23.99  | \$28.77 | \$33.55 | \$0.58   |       |
| Carpenter/Locksmith         |  |  |           |           | 239                      | 239 Days | 45,869  | 55,008  | 64,148   | 1,109 |
| Electrician                 |  |  |           |           | 239                      |          |         |         |          |       |
| Mechanic                    |  |  |           |           | 239                      |          |         |         |          |       |
| Supervisor, Custodial       |  |  |           |           | 239                      |          |         |         |          |       |
| HVAC Lead                   |  |  |           |           | 239                      |          |         |         |          |       |
| 8                           |  |  |           |           | Hourly                   | \$29.10  | \$34.89 | \$40.68 | \$0.70   |       |
| Supervisor, Maintenance     |  |  |           |           | 239                      | 239 Days | 55,639  | 66,710  | 77,780   | 1,338 |

**2026-2027 Supplemental Pay**

Gonzales ISD

Board Adopted 8/10/2026

| Position                 | Assignment                                                         | Rate of Pay | Frequency |
|--------------------------|--------------------------------------------------------------------|-------------|-----------|
| <b>Administrators</b>    |                                                                    |             |           |
|                          | UIL Meet Administrator (GISD Sponsored Event)                      | \$ 400.00   | Peer Meet |
|                          | Summer School Administrator                                        | \$ 45.00    | Per Hour  |
| <b>Teachers</b>          |                                                                    |             |           |
|                          | ACE or After School Detention                                      | \$ 35.00    | Per Hour  |
|                          | Saturday School                                                    | \$ 35.00    | Per Hour  |
|                          | Homebound                                                          | \$ 35.00    | Per Hour  |
|                          | UIL Event Coach- HS Only                                           | \$ 300.00   | Per Event |
|                          | UIL Event Coach                                                    | \$ 200.00   | Per Event |
|                          | UIL Campus Coordinator- HS Only                                    | \$ 325.00   | Per Event |
|                          | UIL Campus Coordinator                                             | \$ 250.00   | Per Event |
|                          | Summer School (Gen Ed, Bil, Sped, ESY)                             | \$ 35.00    | Per Hour  |
|                          | After School Tutoring                                              | \$ 35.00    | Per Hour  |
|                          | Teacher Sub Bus Driver/Trips - <i>\$1.00 Below the Minimum Pay</i> | \$ 19.68    | Per Hour  |
|                          | Saturday School                                                    | \$ 200.00   | Per Day   |
| <b>Paraprofessionals</b> |                                                                    |             |           |
|                          | Saturday School                                                    | \$ 17.00    | Per Hour  |
|                          | Tabulation                                                         | \$ 17.00    | Per Hour  |
|                          | ACE or After School Program                                        | \$ 17.00    | Per Hour  |
|                          | Summer School (Gen Ed, Bil, Sped, ESY)                             | \$ 17.00    | Per Hour  |
| <b>Coaches</b>           |                                                                    |             |           |
|                          | Coach Bus Driver (In Sport) - Flat Rate                            | \$ 50.00    | Per Trip  |
|                          | Coach Bus Driver (Out of Sport) <i>\$1.00 Below the Minimum</i>    | \$ 19.68    | Per Hour  |
|                          | Summer Coaching                                                    | \$ 20.00    | Per Hour  |
| <b>Auxiliary Staff</b>   |                                                                    |             |           |
|                          | Food Service-Facility Use                                          | \$ 20.00    | Per Hour  |
|                          | Custodian-Facility Use                                             | \$ 20.00    | Per Hour  |
|                          | Graduation Event Support                                           | \$ 15.00    | Per Hour  |
|                          | Summer Maintenance Temp Worker                                     | \$ 20.00    | Per Hour  |
|                          | Maintenance Support at Athletic Events                             | Hourly Rate | Per Hour  |
|                          | Food Service- Worker Summer School                                 | \$ 17.00    | Per Hour  |
|                          | Food Service -Manager Summer School                                | \$ 20.00    | Per Hour  |
| <b>Transportation</b>    |                                                                    |             |           |
|                          | Interoffice Mail Delivery                                          | \$ 15.00    | Per Hour  |
|                          | Fueling/Cleaning Assignment                                        | \$ 15.00    | Per Hour  |
|                          | Extra Duty - Bus Driver (Non Route Driving/Summer School)          | Hourly Rate | Per Hour  |
|                          | Extra Duty Non-Driving (Academic, Athletics, Graduation etc.)      | \$ 15.00    | Per Hour  |
|                          | Bus Monitor-Summer School                                          | \$ 15.00    | Per Hour  |
| <b>GISD Staff</b>        |                                                                    |             |           |
|                          | Athletic/Gate Worker - Gate A                                      | \$ 15.00    | Per Hour  |
|                          | Athletic/Gate Worker - Gate P                                      | \$ 15.00    | Per Hour  |
|                          | GISD Police - Event Worker                                         | \$ 50.00    | Per Hour  |

**2026-2027 Supplemental Pay**

Gonzales ISD

*Board Adopted 8/10/2026*

| Position                 | Assignment                                                         | Rate of Pay | Frequency        |
|--------------------------|--------------------------------------------------------------------|-------------|------------------|
| <b>Employee Stipends</b> |                                                                    |             |                  |
|                          | 21st Century Grant                                                 | \$ 6,000.00 | Per Year         |
|                          | AVID Teacher (Grade Level Certified)                               | \$ 3,000.00 | Per Year         |
|                          | Band Asst                                                          | \$ 1,500.00 | Per Year         |
|                          | Band Director                                                      | \$ 3,000.00 | Per Year         |
|                          | Bilingual Certified Teachers (PK-5th)                              | \$ 6,500.00 | Per Year         |
|                          | Car Allowance                                                      | \$ 2,400.00 | Per Year         |
|                          | Career Technology Student Organizations, CTSO (1 Per organization) | \$ 2,500.00 | Per Year         |
|                          | Cheerleader Asst Sponsor (GHS)                                     | \$ 2,000.00 | Per Year         |
|                          | Cheerleader Lead Sponsor (GHS)                                     | \$ 4,000.00 | Per Year         |
|                          | Cheerleader Sponsor (GJHS)                                         | \$ 2,000.00 | Per Year         |
|                          | CTE - Automobile I Program                                         | \$ 900.00   | Per Year         |
|                          | CTE - Automobile II Program                                        | \$ 2,400.00 | Per Year         |
|                          | CTE - Cosmetology Program                                          | \$ 2,000.00 | Per Year         |
|                          | Department Head (9th - 12th)                                       | \$ 1,000.00 | Per Year         |
|                          | Department Head (PK - 8th)                                         | \$ 500.00   | Per Year         |
|                          | Drill Team Asst Sponsor (GHS)                                      | \$ 2,000.00 | Per Year         |
|                          | Drill Team Lead Sponsor (GHS)                                      | \$ 4,000.00 | Per Year         |
|                          | Educational Support                                                | \$ 2,000.00 | Per Year         |
|                          | ESL                                                                | \$ 1,200.00 | Per Year         |
|                          | Foreign Language Department Head                                   | \$ 1,000.00 | Per Year         |
|                          | GCT Instructor Stipend                                             | \$ 1,500.00 | Per Course/Per   |
|                          | Graduation Asst (GHS)                                              | \$ 750.00   | Per Year         |
|                          | Graduation Sponsor (GHS)                                           | \$ 1,000.00 | Per Year         |
|                          | GT Specialist                                                      | \$ 500.00   | Per Year         |
|                          | Guardian Program                                                   | \$ 1,800.00 | Per Year         |
|                          | Guardian Program- Start Up Stipend                                 | \$ 1,000.00 | One - Time Only  |
|                          | Journalism                                                         | \$ 1,350.00 | Per Year         |
|                          | Lead Counselor                                                     | \$ 1,000.00 | Per Year         |
|                          | Lead Nurse                                                         | \$ 1,000.00 | Per Year         |
|                          | Librarian                                                          | \$ 1,000.00 | Per Year         |
|                          | LPAC Chair                                                         | \$ 1,500.00 | Per Year         |
|                          | LSSP Lead                                                          | \$ 3,000.00 | Per Year         |
|                          | Math, Science US History or ELAR Certified Teachers - (Grades      | \$ 3,000.00 | Per Year         |
|                          | Mentor (1 per campus)                                              | \$ 2,500.00 | Per Year         |
|                          | One Act Play Asst Sponsor                                          | \$ 500.00   | Per Year         |
|                          | One Act Play Lead Sponsor                                          | \$ 1,500.00 | Per Year         |
|                          | Signing Bonus Bilingual Teacher- 2 Year Min                        | \$ 6,000.00 | Split/2 Payments |
|                          | Signing Bonus Speech Therapist - 2 Year Min                        | \$ 4,000.00 | Split/2 Payments |
|                          | Special Education Certified Teachers: Life Skills/Functional       | \$ 3,000.00 | Per Year         |
|                          | Special Education Certified Teachers: Resource/Inclusion           | \$ 2,000.00 | Per Year         |
|                          | Special Olympics Coordinator                                       | \$ 2,000.00 | Per Year         |
|                          | Specialty                                                          | \$ 5,000.00 | Per Year         |
|                          | Vocational - Agri/CTE Teacher                                      | \$ 2,500.00 | Per Year         |
|                          | Website Maintenance (1 Per Campus Only: Total 6)                   | \$ 500.00   | 2x Per Year      |
|                          | Yearbook                                                           | \$ 500.00   | Per Year         |

**2025-2026 Substitute Pay**

Gonzales ISD

Board Adopted 8/10/2026

| Substitute Type                             | Highest Level of Education<br>(Minimum: HS Diploma/GED) | Day Count | Campuses              | Rate of Pay | Frequency |
|---------------------------------------------|---------------------------------------------------------|-----------|-----------------------|-------------|-----------|
| <b>Teacher Substitute-Non-Degreed</b>       |                                                         |           |                       |             |           |
| Teacher Substitute                          | Non-Degreed                                             | Day 1-10  | Elementary: GPA/GE/NA | \$85.00     | Per Day   |
| Teacher Substitute                          | Non-Degreed                                             | Day 11 +  | Elementary: GPA/GE/NA | \$95.00     | Per Day   |
| Teacher Substitute                          | Non-Degreed                                             | Day 1-10  | Secondary: HS/JH      | \$95.00     | Per Day   |
| Teacher Substitute                          | Non-Degreed                                             | Day 11 +  | Secondary: HS/JH      | \$105.00    | Per Day   |
| <b>Teacher Substitute-Degreed</b>           |                                                         |           |                       |             |           |
| Teacher Substitute                          | Degreed                                                 | Day 1-10  | Elementary: GPA/GE/NA | \$95.00     | Per Day   |
| Teacher Substitute                          | Degreed                                                 | Day 11 +  | Elementary: GPA/GE/NA | \$105.00    | Per Day   |
| Teacher Substitute                          | Degreed                                                 | Day 1-10  | Secondary: HS/JH      | \$105.00    | Per Day   |
| Teacher Substitute                          | Degreed                                                 | Day 11 +  | Secondary: HS/JH      | \$115.00    | Per Day   |
| <b>Teacher Substitute-Certified</b>         |                                                         |           |                       |             |           |
| Teacher Substitute                          | Certified Teacher                                       | Day 1-10  | Elementary: GPA/GE/NA | \$100.00    | Per Day   |
| Teacher Substitute                          | Certified Teacher                                       | Day 11 +  | Elementary: GPA/GE/NA | \$130.00    | Per Day   |
| Teacher Substitute                          | Certified Teacher                                       | Day 1-10  | Secondary: HS/JH      | \$115.00    | Per Day   |
| Teacher Substitute                          | Certified Teacher                                       | Day 11 +  | Secondary: HS/JH      | \$130.00    | Per Day   |
| <b>Teacher Substitute-Certified Retired</b> |                                                         |           |                       |             |           |
| Teacher Substitute                          | Certified Retired Teacher                               | Day 1 +   | Elementary: GPA/GE/NA | \$130.00    | Per Day   |
| Teacher Substitute                          | Certified Retired Teacher                               | Day 1 +   | Secondary: HS/JH      | \$130.00    | Per Day   |
| <b>Teacher Aide Substitute</b>              |                                                         |           |                       |             |           |
| Teacher Aide Substitute                     | Non-Degreed/Degreed/Certified                           | Day 1 +   | Elementary: GPA/GE/NA | \$75.00     | Per Day   |
| Teacher Aide Substitute                     | Non-Degreed/Degreed/Certified                           | Day 1 +   | Secondary: HS/JH      | \$90.00     | Per Day   |
| <b>Nurse Substitute</b>                     |                                                         |           |                       |             |           |
| Nurse Substitute                            | RN                                                      | Day 1 +   | Elementary: GPA/GE/NA | \$95.00     | Per Day   |
| Nurse Substitute                            | RN                                                      | Day 1 +   | Secondary: HS/JH      | \$105.00    | Per Day   |
| Nurse Substitute                            | CNA/LVN                                                 | Day 1 +   | Elementary: GPA/GE/NA | \$85.00     | Per Day   |
| Nurse Substitute                            | CNA/LVN                                                 | Day 1 +   | Secondary: HS/JH      | \$95.00     | Per Day   |

| <b>Campus Codes</b>      |     |
|--------------------------|-----|
| <b>Elementary</b>        |     |
| Gonzales Primary Academy | GPA |
| Gonzales Elementary      | GE  |
| Gonzales North Avenue    | NA  |
| <b>Secondary</b>         |     |
| Gonzales High            | HS  |
| Gonzales Junior High     | JH  |

**2025-2026 Temporary Employee Pay**

Gonzales ISD

*Board Adopted 8/10/2026*

| Position                            | Assignment                                                                                        | Rate of Pay | Frequency |
|-------------------------------------|---------------------------------------------------------------------------------------------------|-------------|-----------|
| <b>Temporary Employee Positions</b> |                                                                                                   |             |           |
|                                     | Bus Driver- In Training                                                                           | \$ 15.00    | Per Hour  |
|                                     | Student Temps                                                                                     | \$ 15.00    | Per Hour  |
|                                     | Temporary Para-Professionals                                                                      | \$ 15.00    | Per Hour  |
|                                     | Temporary Professionals                                                                           | \$ 35.00    | Per Hour  |
|                                     | Bus Driver Substitute ( <i>\$1.00 Below the Minimum Pay for Full-time Bus Driver</i> )            | \$ 19.68    | Per Hour  |
|                                     | Bus Aide/Monitor Substitute ( <i>\$.50 Below the Minimum Pay for Full-time Bus Aide/Monitor</i> ) | \$ 14.81    | Per Hour  |
|                                     | Custodial-Substitutes                                                                             | \$ 13.00    | Per Hour  |
|                                     | Food Service-Substitutes                                                                          | \$ 13.00    | Per Hour  |
|                                     | Athletic Event Worker                                                                             | \$ 15.00    | Per Hour  |
|                                     | Summer support                                                                                    | \$ 15.00    | Per Hour  |