

ELGIN ISD
Compensation Plan
2026-2027



Stipends subject to change due to programmatic need.
Approved by the Elgin ISD School Board on June 15, 2026

Elgin ISD

Compensation Plan 2026 - 2027

Teachers and Media Specialists

Years of Experience	Daily Rate	New Hire Salary
0	\$303.48	\$56,750
1	\$307.13	\$57,433
2	\$314.08	\$58,733
3	\$320.13	\$59,865
4	\$321.76	\$60,170
5	\$336.52	\$62,930
6	\$337.86	\$63,180
7	\$339.20	\$63,430
8	\$340.53	\$63,680
9	\$343.21	\$64,180
10	\$348.56	\$65,180
11	\$351.23	\$65,680
12	\$353.90	\$66,180
13	\$356.58	\$66,680
14	\$359.25	\$67,180
15	\$361.93	\$67,680
16	\$364.60	\$68,180
17	\$367.27	\$68,680
18	\$369.95	\$69,180
19	\$372.62	\$69,680
20	\$375.29	\$70,180
21	\$377.97	\$70,680
22	\$380.64	\$71,180
23	\$383.32	\$71,680
24	\$385.99	\$72,180
25+	\$391.34	\$73,180

Continuing Teachers and Media Specialists
(beyond step 25) will receive an increase of \$1,300

Uncertified Teachers

Years of Experience	Daily Rate	New Hire Salary
0	\$298	\$55,760

Classroom Instructors

Years of Experience	Daily Rate	New Hire Salary
0	\$225	\$42,024

Preservice Residents

Years of Experience	Daily Rate	New Hire Salary
0	\$107	\$20,000

Clinical Teachers

Years of Experience	Daily Rate	New Hire Salary
0	\$105	Varies by program requirement

Advanced Degree Stipends

Years of Experience	Stipend	New Hire Salary
Master's Degree	General Stipend	\$1,500
Doctorate Degree	General Stipend	\$2,000

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.

Strength and Conditioning Coaches and Athletic Trainers are included in the Teacher/Media Specialist Pay Scale.

2026-2027 Administrative & Professional Pay Plan

Elgin ISD

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
1			Daily	\$237.80	\$290.00	\$342.20
	Coordinator, Custodial Services	260	187 Days	44,469	54,230	63,991
	Coordinator, Food Service Operations	226	226 Days	53,743	65,540	77,337
	Manager Trainer, Food Service	226	260 Days	61,828	75,400	88,972
	Specialist, CC & MR	226				
	Speech Language Pathologist Asst	187				
	Supervisor, Grounds	260				
	Supervisor, Maintenance	260				
	Transportation Routing Coordinator	217				
2			Daily	\$258.00	\$314.64	\$371.28
	Coordinator, ACE Site	197	197 Days	50,826	61,984	73,142
	Executive Asst, Superintendent & School Board	226	226 Days	58,308	71,109	83,909
	Family and Community Engagement Specialist	197				
	Academic Engagement Specialist	197				
	Network Technician	226				
3			Daily	\$304.32	\$371.12	\$437.92
	Accountant, Special Revenue	226	187 Days	56,908	69,399	81,891
	Administrator Intern, ES	217	197 Days	59,951	73,111	86,270
	ARD Facilitator	197	207 Days	62,994	76,822	90,649
	College/Career Advisor	217	217 Days	66,037	80,533	95,029
	Coordinator, Compensation & Certification	226	226 Days	68,776	83,873	98,970
	Coordinator, Payroll	226				
	Instructional Coach, Bilingual/ESL	226				
	Counselor Intern, ES	197				
	Counselor Intern, INT	207				
	Counselor Intern, PHS	226				
	Instructional Coach, ES	207				
	Instructional Coach, HS	226				
	Instructional Coach, INT/MS	217				
	Instructional Coach, MS	217				
	Intern, EDU Diagnostician	207				
	Nurse (RN)	187				
	ROTC Instructor	226				
	Specialist, Dyslexia	217				
	Specialist, Instructional Technology	226				
	Specialist, Special Education	217				
	Specialist, Student Support ES	197				

Specialist, Student Support INT	207
Specialist, Student Support MS	207
Dean of Students	217

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Administrator Intern, MS	217
Administrator Intern, HS	226
Coordinator, Bond/Construction Purchasing	226
Coordinator, PEIMS	226
Coordinator, Purchasing	226
Counselor, ES	197
Counselor, INT/MS	207
Counselor, Phoenix HS	226
Counselor Intern, HS	217
Diagnostician	207
Head Football Coach	226
Occupational Therapist	187
School Psychologist (LSSP)	207
Social Worker	226
Specialist, Behavior	217
Specialist, Behavior MTSS	217
Specialist, Mental & Behavioral Health	226
Specialist, Student Support HS	207
Speech Language Pathologist	197

Daily	\$319.54	\$389.68	\$459.82
197 Days	62,949	76,767	90,585
207 Days	66,145	80,664	95,183
217 Days	69,340	84,561	99,781
226 Days	72,216	88,068	103,919

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Asst Principal, ES	207
Asst Principal Intern, HS	226
Asst Principal Intern, INT	217
Asst Principal Intern, MS	217
Coordinator, Bilingual/ESL	226
Coordinator, Communications	226
Coordinator, Curriculum	226
Coordinator, Digital Learning	226
Coordinator, Dual Credit	226
Coordinator, Dyslexia/504/RTI	226
Coordinator, Family Support	217
Coordinator, MTSS	226
Coordinator, Safety & Security	217
Coordinator, Special Education	226
Coordinator, Student Wellness	217
Counselor, HS	217
Project Specialist, Construction	260

Daily	\$335.51	\$409.16	\$482.81
207 Days	69,451	84,696	99,942
217 Days	72,806	88,788	104,770
226 Days	75,825	92,470	109,115
260 Days	87,233	106,382	125,531

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Asst Principal, HS	226
Asst Principal, MS	217
Asst Principal, Phoenix HS	207
Coordinator, Campus Testing HS	226
Coordinator, State & Federal Programs	226
Director, ACE Project	226
Director, Early Childhood	226
Director, Food Service	226
Director, Maintenance	226
Director, Transportation	226

Daily	\$355.64	\$433.71	\$511.78
217 Days	77,174	94,115	111,056
226 Days	80,375	98,018	115,662

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Associate Principal, HS	226
Principal, ES	226
Systems Engineer	226

Daily	\$373.78	\$455.83	\$537.88
226 Days	84,474	103,018	121,561

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Director, Assessment & Accountability	226
Director, Athletics	226
Director, Bilingual/ESL	226
Director, CCMR/CTE/P-Tech	226
Director, Curriculum & Instruction	226
Director, Finance	226
Director, Fine Arts & Academics	226
Director, Human Resources	226
Director, Security	226
Director, Special Education	226
Director, Student Wellness	226
Principal, INT	226
Principal, MS	226
Principal, Phoenix HS	226

Daily	\$403.69	\$492.30	\$580.91
226 Days	91,234	111,260	131,286

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Exec Director, Bond Projects	226
Exec Director, Communications	226
Exec Director, Human Resources	226
Exec Director, School Leadership & Campus Support	226
Exec Director, Technology	226
Principal, HS	226

Daily	\$447.69	\$545.96	\$644.23
226 Days	101,178	123,387	145,596

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Daily	\$510.36	\$622.39	\$734.42
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Asst Superintendent	226
Chief Financial Officer	226

226 Days	115,341	140,660	165,979
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Deputy Superintendent	226

Daily	\$602.22	\$734.42	\$866.62
226 Days	136,102	165,979	195,856

2026-2027 Clerical & Paraprofessional Pay Plan

Elgin ISD

Pay Grade	Job Title	Calendars		Minimum	Midpoint	Maximum
1			Hourly	\$15.60	\$19.02	\$22.44
	Aide, Child Care	192	176 Days	21,965	26,780	31,596
	Certified Nurse Asst	187	187 Days	23,338	28,454	33,570
	Classroom Aide, DAEP, PK, PE, INT, MTSS	187	192 Days	23,962	29,215	34,468
	Classroom Aide, SPED Inclusion	187				
	Library Aide	197				
	Parking Lot Monitor	176				
2			Hourly	\$16.65	\$20.30	\$23.95
	Aide, Dual Credit Program	197	187 Days	24,908	30,369	35,829
	Attendance Clerk, HS	217	197 Days	26,240	31,993	37,745
	Attendance Clerk, INT	207	207 Days	27,572	33,617	39,661
	Attendance Clerk, MS	207	217 Days	28,904	35,241	41,577
	Classroom Aide, SPED High Needs	187				
	Coordinator, CDC	217				
	Hall Monitor	187				
	Receptionist	217				
3			Hourly	\$18.00	\$21.95	\$25.90
	Specialist, Early Literacy	187	187 Days	26,928	32,837	38,746
	Student Support Liaison	207	207 Days	29,808	36,349	42,890
	Payroll & Benefits Clerk	226				
4			Hourly	\$19.00	\$23.17	\$27.34
	Administrative Asst, AP MS	217	207 Days	31,464	38,370	45,275
	Administrative Asst, AP HS	226	217 Days	32,984	40,223	47,462
	Administrative Asst, AP INT	217	226 Days	34,352	41,891	49,431
	Administrative Asst, Athletics HS	226				
	Administrative Asst, Counselor HS	217				
	Administrative Asst, CTC HS	226				
	Administrative Asst, CTC MS	217				
	Administrative Asst, Principal Phoenix HS	226				
	Receptionist, District	226				
	Registrar, ES	226				
	Registrar, INT	226				
	Registrar, MS	226				
5			Hourly	\$20.00	\$24.39	\$28.78
	Administrative Asst, ACE	226	226 Days	36,160	44,097	52,034

Administrative Asst, Child Nutrition	226
Administrative Asst, Fine Arts/Athletics	226
Administrative Asst, Principal ES	226
Administrative Asst, Principal INT	226
Administrative Asst, Principal MS	226
Administrative Asst, SPED	226
Bookkeeper	226
Registrar, HS	226
Specialist, CTE	226

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Administrative Asst, Business	226
Administrative Asst, Capital Projects	226
Administrative Asst, Human Resources	226
Administrative Asst, Maintenance	260
Administrative Asst, Principal HS	226
Administrative Asst, Student Services	226
Administrative Asst, Teaching & Learning	226
Administrative Asst, Technology	226
Administrative Asst, Transportation	226
Specialist, Federal & State Programs	226
Specialist, Records and Inventory Management	226

Hourly	\$21.75	\$26.53	\$31.31
226 Days	39,324	47,966	56,608
260 Days	45,240	55,182	65,125

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Computer Technician	226
LVN	187
Specialist, Accounts Payable	226
Specialist, Benefits	226
Specialist, Human Resources	226
Specialist, Payroll	226
Specialist, Position Management	226

Hourly	\$24.00	\$29.27	\$34.54
187 Days	35,904	43,788	51,672
226 Days	43,392	52,920	62,448

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Specialist, Technology Inventory & Computer Technician	226
Specialist, Information System	226

Hourly	\$28.25	\$34.45	\$40.65
226 Days	51,076	62,286	73,495

2026-2027 Transportation Pay Plan

Elgin ISD

*Annual amounts are based on 6.5 hours per day.

Pay Grade	Job Title	Calendars		Minimum	Midpoint	Maximum
1			Hourly	\$16.25	\$19.81	\$23.37
	Bus Monitor	176	176 Days	18,590	22,663	26,735
2			Hourly	\$17.50	\$21.34	\$25.18
	Utility Driver	176	176 Days	20,020	24,413	28,806
3			Hourly	\$21.00	\$25.61	\$30.22
	Data Clerk, Transportation	187	187 Days	25,526	31,129	36,732
	Specialist, Student Management	187				
	Bus Washer	176				
	Bus Fueler	176				
4			Hourly	\$23.00	\$28.05	\$33.10
	Bus Driver	176	176 Days	26,312	32,089	37,866
5			Hourly	\$24.50	\$29.88	\$35.26
	Bus Driver, Lead	197	187 Days	29,780	36,319	42,859
	Dispatcher	187	197 Days	31,372	38,261	45,150
	Mechanic	260	260 Days	41,405	50,497	59,589
6			Hourly	\$27.75	\$33.85	\$39.95
	Mechanic, Senior	260	260 Days	57,720	70,408	83,096

2026-2027 Child Nutrition Pay Plan
Elgin ISD

*Annual amounts are based on 7.5 hours per day.

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum
1					
	Food Service	179	Hourly \$16.00	\$19.51	\$23.02
			179 Days	21,480	26,192 30,904
2					
	Asst Manager, Food Service	182	Hourly \$17.00	\$20.73	\$24.46
			182 Days	23,205	28,296 33,388
3					
	Food Service/Warehouse	226	Hourly \$19.00	\$23.17	\$27.34
	Manager, Food Service ES	182	182 Days	25,935	31,627 37,319
			226 Days	32,205	39,273 46,341
4					
	Manager, Food Service INT	182	Hourly \$21.00	\$25.61	\$30.22
	Manager, Food Service MS	182	182 Days	28,665	34,958 41,250
5					
	Manager, Food Service HS	182	Hourly \$22.25	\$27.13	\$32.01
	Supervisor, Warehouse	226	182 Days	30,371	37,032 43,694

2026-2027 Maintenance & Operations Pay Plan
Elgin ISD

*Annual amounts are based on 8 hours per day.

Pay Grade	Job Title	Calendars		Minimum	Midpoint	Maximum
1			Hourly	\$16.00	\$19.51	\$23.02
	Crossing Guard	176	176 Days	22,528	27,470	32,412
	Custodian	260	260 Days	33,280	40,581	47,882
2			Hourly	\$17.50	\$21.35	\$25.20
	Groundskeeper	260	260 Days	36,400	44,408	52,416
3			Hourly	\$19.00	\$23.16	\$27.32
	General Maintenance Worker	260	260 Days	39,520	48,173	56,826
	Lead Custodian, ES	260				
	Lead Custodian, INT	260				
	Lead Custodian, MS	260				
	Warehouseman	260				
4			Hourly	\$21.00	\$25.61	\$30.22
	Apprentice, MEP Trades	260	260 Days	43,680	53,269	62,858
	Lead Custodian, HS	260				
5			Hourly	\$25.25	\$30.79	\$36.33
	HVAC	260	260 Days	52,520	64,043	75,566
	IPM & GM Worker	260				
	Skilled Tradesworker, Carpenter (unlicensed)	260				
	Skilled Tradesworker, Electrician	260				
	Skilled Tradesworker, Plumber	260				
6			Hourly	\$27.50	\$33.54	\$39.58
	Supervisor, Warehouse	260	260 Days	57,200	69,763	82,326

Elgin ISD
2026-2027 Campus Stipend Scale

Elementary Schools	# per campus	Rate
Grade Level Chair (PK, K, 1, 2, 3, 4, 5)	5/6	\$1,000
Department Chair - Special Education	1	\$1,000
Department Chair - Specials	1	\$1,000
Lego Robotics Sponsor	1	\$750
Science Fair Coordinator	1	\$750
Spelling Bee	1	\$250
Student Council Sponsor	1	\$250
Translator	1	\$1,000
UIL Coach	21	\$250
UIL Coordinator	1	\$1,500
Yearbook Sponsor	1	\$250
Intermediate School		
Department Chair (M, S, SS, ELA)	4	\$1,000
Department Chair - Special Education	1	\$1,000
Department Chair - Electives	1	\$1,000
ESL/LPAC Coordinator - Teacher	1	\$1,000
Science Fair Coordinator	1	\$750
Student Council Sponsor	1	\$800
Translator	1	\$1,000
UIL Coach	14	\$250
UIL Coordinator	1	\$1,500
Gifted & Talented	1	\$1,500
Yearbook Sponsor	1	\$1,000
Middle School		
Assistant Band Director	1	\$7,000
Band Director	1	\$8,000
Choir Director	1	\$3,500
Dance	1	\$3,500
Department Chair - Electives	1	\$1,000
Department Chair - Special Education	1	\$1,000
Department Chair (M, S, SS, ELA)	4	\$1,000
ESL/LPAC Coordinator - Teacher	1	\$1,000
History Fair Coordinator	1	\$250
Mariachi (MS, HS)	1	\$3,500
NJHS Sponsor	2	\$400
Science Fair Coordinator	2	\$750
Student Council Sponsor	1	\$800
Theater Arts Director	1	\$3,500
Translator	1	\$1,000
UIL Coach	20	\$250
UIL Coordinator	1	\$1,500
Yearbook Sponsor	1	\$1,000

High School		
Art Club Sponsor	1	\$500
Asst. Band Director	2	\$7,000
Band Director (226 days)	1	\$10,000
Choir Director	1	\$5,000
Dance Director	1	\$7,000
DECA Sponsor	1	\$500
Department Chair - CTE	2	\$1,500
Department Chair - Fine Arts	1	\$1,500
Department Chair - Spanish	1	\$1,500
Department Chair - Special Education	1	\$1,500
Department Chair (M, S, SS, ELA)	4	\$1,500
Drill Assistant	1	\$7,000
Drill Director	1	\$7,000
Dual Credit (per semester)	10	\$500
ESL/LPAC Coordinator - Teacher	1	\$1,000
FCCLA	1	\$500
FFA Sponsor	5	\$1,500
HOSA Sponsor	2	\$500
IMA Coordinator	1	\$3,000
Key Club Sponsor	1	\$500
NHS Sponsor	1	\$1,500
Lead Counselor	1	\$5,000
Performing Arts Center / Tech Theater Teacher	1	\$10,000
Theater Director	1	\$5,000
R.E.A.L. Club Sponsor	1	\$500
Skills USA / FIRST Robotics	4	\$500
Spanish Club Sponsor	1	\$500
Student Council Sponsor	1	\$1,500
T.A.F.E. Club Sponsor	2	\$500
TPSA (Law Club)	1	\$500
Translator	2	\$1,000
TSA (A/V Club)	1	\$500
TXHSBBQ	1	\$500
TXHSWS (Welding Club)	3	\$500
UIL Coach - Teacher	15	\$500
UIL Coordinator - Teacher	1	\$1,500
Yearbook Sponsor	1	\$2,000

Elgin ISD
2026-2027 District Stipend Scale

District Stipends	#	Rate
CDL (Coach)	1 per	\$500
Child Development Educational Advancement	10	\$500
Cooperating Teacher	TBD	\$2,000
Diagnostician - Supervision	1	\$750
Diagnostician - Bilingual	1	\$6,000
Dual Language Program (Bilingual Certified)	30	\$7,000
Dual Language Program (ESL Certified)	15	\$3,500
Dyslexia Teacher (Bilingual Certified)	1	\$3,500
Dyslexia - Level 1 Practicum	3	\$1,000
Dyslexia - Level 2 Practicum	1	\$2,000
Lead Librarian	1	\$1,200
Licensed Pest Control <i>(Only if required per Job Description)</i>	1	\$1,500
LSSP - Supervision	1	\$750
LSSP - Bilingual	1	\$6,000
LSSP - Lead	1	\$750
LSSP / SLP	3	\$3,000
SLP - Bilingual	1	\$5,000
6th-12th Grade Math Teacher (SBEC Certified - Not DOI)	1 per	\$1,500
6th-12th Grade Science Teacher (SBEC Certified - Not DOI)	1 per	\$1,500
Special Education Teacher	22	\$2,000
Special Education Teacher, 18+, ECSE, Solid Roots, LS	8	\$5,000
Mentor Teacher	TBD	\$1,000/ Mentee
Lead Nurse	1	\$1,200
SAMA Facilitator	1	\$375 / semester
SLPA Supervisor	1	\$750 / semester
SLP- Lead	1	\$750
Special Olympics Head of Delegation	1	\$500
Technology Technician Travel	5	\$1,500

Elgin ISD
2026-2027 Athletic Stipend Scale

Middle School	#	Rate
Athletic Coordinator - Boys	1	\$2,500
Athletic Coordinator - Girls	1	\$2,500
Athletic Trainer	1	\$12,000
Stadium Manager	1	\$1,000
Football Head Coach	1	\$3,500
Football Assistant Coach	5	\$3,000
Cheer Sponsor	1	\$2,250
Cross Country Coach - Boys	1	\$2,250
Cross Country Coach - Girls	1	\$2,250
Soccer Coach - Boys	2	\$2,250
Soccer Coach - Girls	2	\$2,250
Tennis Coach - Boys & Girls	2	\$2,250
Basketball Coach - Boys	4	\$2,250
Basketball Coach - Girls	4	\$2,250
Track Coach - Girls	4	\$2,250
Track Coach - Boys	4	\$2,250
Volleyball Coach	4	\$2,250
High School		
Athletic Coordinator - Boys	1	\$6,500
Athletic Coordinator - Girls	1	\$6,500
Athletic Trainer	2	\$12,000
Athletic Website/Media Coordinator	1	\$2,000
Baseball Head Coach	1	\$6,000
Baseball Assistant Coach	3	\$3,500
Basketball Head Coach - Boys	1	\$6,000
Basketball Assistant Coach - Boys	3	\$3,500
Basketball Head Coach - Girls	1	\$6,000
Basketball Assistant Coach - Girls	3	\$3,500
Cheerleading Head Coach	1	\$4,000
Cheerleading Assistant Coach	1	\$3,000
Cross Country Head Coach - Boys	1	\$4,200
Cross Country Head Coach - Girls	1	\$4,200
Golf Head Coach (Year Round) - Boys	1	\$2,500
Golf Head Coach (Year Round) - Girls	1	\$2,500
Football Head Coach	1	\$13,500
Football Cord/First Assistant Coach	2	\$9,000
Football Assistant Coach	8	\$6,000
Football Special Teams Coordinator	1	\$8,000
Football JV Coach	1	\$6,000
Football 9th Grade Coach	1	\$6,000
Maintenance & Operations Coordinator	1	\$3,000
Powerlifting Head Coach - Boys	1	\$4,000

Powerlifting Assistant Coach - Boys	1	\$2,000
Powerlifting Head Coach - Girls	1	\$4,000
Powerlifting Assistant Coach - Girls	1	\$2,000
Soccer Head Coach - Boys	1	\$6,000
Soccer Assistant Coach - Boys	1	\$3,500
Soccer Head Coach - Girls	1	\$6,000
Soccer Assistant Coach - Girls	1	\$3,500
Strength & Conditioning Coach	1	\$9,000
Recruiting Coordinator	1	\$2,000
Softball Head Coach	1	\$6,000
Softball Assistant Coach	3	\$3,500
Tennis Head Coach (Year Round) - Boys & Girls	1	\$4,200
Track Head Coach - Boys	1	\$6,000
Track Assistant Coach - Boys	3	\$3,500
Track Head Coach - Girls	1	\$6,000
Track Assistant Coach - Girls	3	\$3,500
Video/Film Coordinator	1	\$2,000
Volleyball Head Coach	1	\$6,000
Volleyball Assistant Coach	3	\$3,500