

Wimberley Independent School District
Teacher Hiring Schedule
for the Fiscal Year Ending August 31, 2027

26-27 Years Exp (Step)	26-27 Salary Schedule	TRA	26-27 Total Salary
0	\$ 50,000		\$ 50,000
1	\$ 50,371		\$ 50,371
2	\$ 50,898		\$ 50,898
3	\$ 51,119	\$ 4,000	\$ 55,119
4	\$ 51,748	\$ 4,000	\$ 55,748
5	\$ 52,992	\$ 8,000	\$ 60,992
6	\$ 54,166	\$ 8,000	\$ 62,166
7	\$ 55,158	\$ 8,000	\$ 63,158
8	\$ 55,786	\$ 8,000	\$ 63,786
9	\$ 56,326	\$ 8,000	\$ 64,326
10	\$ 56,853	\$ 8,000	\$ 64,853
11	\$ 57,554	\$ 8,000	\$ 65,554
12	\$ 58,428	\$ 8,000	\$ 66,428
13	\$ 59,000	\$ 8,000	\$ 67,000
14	\$ 59,800	\$ 8,000	\$ 67,800
15	\$ 60,716	\$ 8,000	\$ 68,716
16	\$ 61,418	\$ 8,000	\$ 69,418
17	\$ 61,982	\$ 8,000	\$ 69,982
18	\$ 62,342	\$ 8,000	\$ 70,342
19	\$ 62,650	\$ 8,000	\$ 70,650
20	\$ 62,976	\$ 8,000	\$ 70,976
21	\$ 63,298	\$ 8,000	\$ 71,298
22	\$ 63,671	\$ 8,000	\$ 71,671
23	\$ 64,514	\$ 8,000	\$ 72,514
24	\$ 64,980	\$ 8,000	\$ 72,980
25	\$ 66,148	\$ 8,000	\$ 74,148
26	\$ 66,800	\$ 8,000	\$ 74,800
27	\$ 67,376	\$ 8,000	\$ 75,376
28	\$ 68,049	\$ 8,000	\$ 76,049
29	\$ 68,678	\$ 8,000	\$ 76,678
30	\$ 69,338	\$ 8,000	\$ 77,338

The compensation scale above represents annual salaries based on full-time contract arrangements for 10-month employment. Salary levels meet or exceed state minimum salary requirements. Predictions of future salaries are not possible from this pay structure. Salary plans are determined on an annual basis and salary advancement is not guaranteed. Pay increases are based on the annual payroll budget approved by the Board of Trustees.

Wimberley Independent School District
Administrative / Professional Pay Structure
for the Fiscal Year Ending August 31, 2027

Pay Grade 1

Daily	Minimum	Midpoint	Maximum
	\$264.22	\$331.30	\$381.00
187	49,409	61,954	71,246
197	52,051	65,267	75,056
Nurse Speech Language Pathologist Assistant School Psych Intern			

Pay Grade 2

Daily	Minimum	Midpoint	Maximum
	\$287.87	\$359.87	\$415.22
187	53,833	67,295	77,646
197	56,711	70,894	81,798
202	58,151	72,693	83,874
207	59,590	74,492	85,950
212	61,029	76,292	88,027
220	63,332	79,171	91,348
226	65,060	81,330	93,840
Counselor District Wide Librarian Behavior Specialist Alternative Education Director Athletic Trainer Speech Pathologist Occupational Therapist District PEIMS Data Coordinator ARD Facilitator 504 Coordinator Wellness Center Coordinator			

Pay Grade 3

Daily	Minimum	Midpoint	Maximum
	\$316.65	\$395.83	\$456.73
197	62,381	77,979	89,977
207	65,547	81,937	94,544
220	69,664	87,083	100,482
226	71,564	89,458	103,222
240	75,997	95,000	109,616
Assistant Principal (K-8) Director of Child Nutrition Director of Technology Director of Transportation Director of Maintenance/Custodial School Psychologist District Accountant Executive Director of Communications Diagnostician			

Pay Grade 4

Daily	Minimum	Midpoint	Maximum
	\$348.34	\$435.41	\$502.41
207	72,107	90,131	103,999
212	73,849	92,308	106,511
226	78,725	98,404	113,544
Assistant Principal (HS) Director of Special Education Director of Student Support Services Director of Human Resources Director of Teacher Support and Student Growth			

Pay Grade 5

Daily	Minimum	Midpoint	Maximum
	\$383.17	\$478.97	\$552.67
212	81,232	101,541	117,166
220	84,298	105,373	121,587
226	86,597	108,246	124,903
Principal (K-8) Director of Safety and School Initiatives			

Pay Grade 6

Daily	Minimum	Midpoint	Maximum
	\$421.48	\$526.85	\$607.90
220	92,726	115,907	133,739
226	95,255	119,068	137,386
Principal (HS) Athletic Director			

Pay Grade 7

Daily	Minimum	Midpoint	Maximum
	\$463.63	\$579.52	\$668.68
226	104,781	130,971	151,121
Assistant Superintendent Chief Financial Officer			

Wimberley Independent School District
ParaProfessional Pay Structure
for the Fiscal Year Ending August 31, 2027

Pay Grade 1

Daily	Hrs	Minimum \$15.53	Midpoint \$20.17	Maximum \$23.86
180	8	22,363	29,045	34,358
187	8	23,233	30,174	35,695
		Instructional Aide	Pre-K Instructional Aide	P.E. Aide

Pay Grade 2

Daily	Hrs	Minimum \$16.31	Midpoint \$20.40	Maximum \$23.53
180	8	23,486	29,376	33,883
187	8	24,400	30,518	35,201
197	8	25,705	32,150	37,083
226	8	29,488	36,883	42,542
		Special Education Aide Receptionist/Security Monitor	Bilingual Aide ISS Aide	Office Assistant

Pay Grade 3

Daily	Hrs	Minimum \$17.09	Midpoint \$21.37	Maximum \$24.65
187	8	25,567	31,970	36,876
197	8	26,934	33,679	38,848
207	8	28,301	35,389	40,820
		Math/Reading Intervention Aide	Bilingual Instruction/Language Assess.	

Pay Grade 4

Daily	Hrs	Minimum \$17.60	Midpoint \$22.01	Maximum \$25.38
187	8	26,330	32,927	37,968
197	8	27,738	34,688	39,999
207	8	29,146	36,449	42,029
220	8	30,976	38,738	44,669
226	8	31,821	39,794	45,887
		JH & HS Attendance Clerk Campus Secretary Aide/Coach Attendance Clerk/Registrar	Special Ed Secretary Lead Instructional Assistant JH Secretary/Registrar Library Aide	LVN Athletic Secretary Deaf Support Specialist

Pay Grade 5

Daily	Hrs	Minimum \$20.11	Midpoint \$25.13	Maximum \$28.97
187	8	30,085	37,594	43,339
197	8	31,693	39,605	45,657
226	8	36,359	45,435	52,378
		HS Registrar Librarian Assistant/Media Specialist	Human Resource Specialist	STEM Lab Specialist

Pay Grade 6

Daily	Hrs	Minimum \$24.11	Midpoint \$30.13	Maximum \$34.80
220	8	42,434	53,029	61,248
226	8	43,591	54,475	62,918
240	8	46,291	57,850	66,816
		HS Campus Coordinator	Payroll Specialist	Finance Specialist

Pay Grade 7

Daily	Hrs	Minimum \$29.63	Midpoint \$34.04	Maximum \$39.69
226	8	53,571	61,544	71,760
Executive Assistant to the Superintendent/Board Secretary				

Wimberley Independent School District
Auxiliary Pay Structure
for the Fiscal Year Ending August 31, 2027

Pay Grade 1

Daily	Hrs	Minimum \$15.53	Midpoint \$18.54	Maximum \$20.64
175	5	13,589	16,223	18,060
175	6	16,307	19,467	21,672
175	7	19,024	22,712	25,284
180	6	16,772	20,023	22,291
240	8	29,818	35,597	39,629
		Bus Monitor	Custodian	Child Nutrition Worker

Pay Grade 2

Daily	Hrs	Minimum \$16.31	Midpoint \$19.50	Maximum \$21.69
240	8	31,315	37,440	41,645
		Night Custodian		

Pay Grade 3

Daily	Hrs	Minimum \$17.09	Midpoint \$19.96	Maximum \$21.82
175	5	14,954	17,465	19,093
180	7	21,533	25,150	27,493
180	8	24,610	28,742	31,421
197	8	26,934	31,457	34,388
226	8	30,899	36,088	39,451
240	8	32,813	38,323	41,894
		Bus Driver Trainee Security	Campus Lead Custodian Child Nutrition Manager	General Maintenance Child Nutrition Clerical/Floater

Pay Grade 4

Daily	Hrs	Minimum \$20.93	Midpoint \$23.30	Maximum \$25.42
175	5	18,314	20,388	22,243
197	8	32,986	36,721	40,062
226	8	37,841	42,126	45,959
240	8	40,186	44,736	48,806
		Bus Drivers	Maintenance Clerical	Lead District Custodian

Pay Grade 5

Daily	Hrs	Minimum \$24.90	Midpoint \$29.11	Maximum \$31.80
207	8	41,234	48,206	52,661
226	8	45,019	52,631	57,494
240	8	47,808	55,891	61,056
		Carpenter Painter	Electrician Transportation Coordinator/Trainer	Plumber Technology Specialist I

Pay Grade 6

Daily	Hrs	Minimum \$31.13	Midpoint \$36.39	Maximum \$39.74
226	8	56,283	65,793	71,850
240	8	59,770	69,869	76,301
		District Security/Technology Tech HVAC/Refrigeration Technician	Technology Specialist II	Mechanic

Wimberley Independent School District
Substitute Pay Struture
for the Fiscal Year Ending August 31, 2027

Substitute Pay Rates	Amount	Method
Substitute - Texas Certified and Degreed	\$125	Day
Substitute - Non-Degreed	\$100	Day
Certified RN/LVN Substitute	\$125	Day
Principal/Director Substitute	\$300	Day
Assistant Principal Substitute	\$200	Day
Counselor Substitute	\$200	Day
Transportation Substitute (Bus Driver)	\$15	Hour
Transportation Substitute (Bus Monitor)	\$12	Hour
Child Nutrition Substitute	\$15	Hour
Substitute Pay Rates Extended 21+ Consecutive Days in the Same Assignment		
Substitute - Texas Certified and Degreed	\$140	Day
Substitute - Non-Degreed	\$115	Day

Wimberley Independent School District
Stipend Pay Structure
for the Fiscal Year Ending August 31, 2027

Department	Description	Amount
Districtwide:	Website Coordinator	\$2,500
Campus Admin:	BHP Registrar	\$3,500
	JWE Registrar	\$3,500
	JH Registrar	\$3,500
	HS Registrar	\$3,500
Curriculum:	504 Coordinator (starts at \$1,500, increases \$100/year up to \$3,000)	\$1,500 to \$3,000
	After School Director(Enterprise Fund)	\$5,000
	Agriculture FFA Advisor	\$3,000
	AP Academic Coach	\$2,000
	AP/UT OnRamps Courses (Tier I)	\$1,000
	AP/UT OnRamps Courses (Tier II)	\$1,500
	Bilingual (PK-5)	\$1,500
	Bilingual (District)	\$1,500.00
	Choir	\$3,000
	Class Sponsor(Junior/Senior)	\$500
	Department Head	\$1,200
	Drama-One Act Play	\$2,500
	District Transition and Employment Designee (Sped)	\$2,500
	ESL Coordinator-Campus	\$500
	ESL Coordinator-District	\$2,500
	Facility Use Management	\$5,000
	Grade Level Chairs(PK-8)	\$500
	High School Band Asst Director	\$4,500
	High School Band Director	\$8,000
	Leo Club Sponsor	\$1,000
	Librarian(Tech/IPADS)	\$2,500
	Master	\$1,500
	Math/Science (6-12) (Starts at \$1,000 increases \$200/year up to \$4,000 at step 10)	\$1,000 to \$4,000
	National Honor Society	\$1,000
	National Junior Honor Society	\$500
	National Technical Honor Society	\$1,000
	Robotics	\$2,000
	School Psychologist/Diagnostician Stipend	\$1,000
	Special Olympics - Head of Delegation	\$1,500
	Special Education Inclusion/Resource	\$1,000
	Speech/Debate - HS	\$3,500
	Student Council(2-8)	\$500
	Student Council(9-12)	\$1,000
	Theater- HS	\$4,500
	UIL Coordinator-District/HS	\$3,500
	UIL Coordinator-JH	\$1,200
	Yearbook - JH/HS	\$1,000
Athletics:	Baseball - Assistant Coach	\$4,000
	Baseball - Head Coach	\$5,000
	Basketball - Assistant Coach	\$4,000
	Basketball - Head Coach	\$5,000
	Cross Country - Assistant Coach	\$4,000
	Cross Country - Head Coach	\$5,000
	Filming/Video/Scouting	\$1,500

Wimberley Independent School District
Stipend Pay Structure
for the Fiscal Year Ending August 31, 2027

Department	Description	Amount
	Football - Assistant Coach	\$5,000
	Football - Varsity Defensive Coordinator	\$6,000
	Football - Varsity Offensive Coordinator	\$6,000
	Girls Athletic Coordinator	\$5,000
	Golf - Head Coach	\$5,000
	Offseason Coordinator	\$2,500
	Scoreboard	\$1,000
	Soccer - Assistant Coach	\$4,000
	Soccer - Head Coach	\$5,000
	Softball - Assistant Coach	\$4,000
	Softball - Head Coach	\$5,000
	Swimming - Assistant Coach	\$4,000
	Swimming - Head Coach	\$5,000
	Tennis(Spring) - Assistant Coach	\$4,000
	Tennis(Spring) - Head Coach	\$5,000
	Tennis(Fall) - Head Coach	\$5,000
	Tennis(Fall) - Assistant Coach	\$4,000
	Track - Assistant Coach	\$4,000
	Track - Head Coach	\$5,000
	Volleyball - Assistant Coach	\$4,000
	Volleyball - Head Coach	\$5,000
	JH - Basketball	\$2,800
	JH - Cross Country	\$2,500
	JH - Football	\$2,800
	JH - Golf	\$2,500
	JH - Soccer	\$2,800
	JH - Sports Coordinator (per sport)	\$1,000
	JH - Tennis	\$2,500
	JH - Track	\$2,800
	JH - Volleyball	\$2,800
Cheerleading/Dance:	Cheerleading-HS	\$4,500
	Cheerleading-HS Assistant	\$3,500
	Cheerleading-JH	\$2,300
	Cheerleading-JH Assistant	\$1,800
	Dance-HS	\$3,500
	Dance-HS Assistant	\$2,500
	Dance - JH	\$2,300
One time Stipends:	Reading Academy	\$1,000
	(a) UIL Academic Coach (HS)	\$500
	(a) UIL Academic Coach (JH)	\$300
	(a) Special Olympics Coach (HS)-per sport	\$400
	(a) Destination Imagination/Science Fair Sponsor (JWE/JH)	\$150
"Event/Meet" is defined below	Destination Imagination/Science Fair Sponsors (Not Riding Bus/Attending Event)-JWE/JH per Event	\$75
"Event/Meet" is defined below	Destination Imagination/Science Fair Sponsors (Overnight stay)-JWE/JH per Event	\$125
"Event/Meet" is defined below	Destination Imagination/Science Fair Sponsors (Riding bus/attending Event)-JWE/JH per Event	\$100
"Event/Meet" is defined below	(a) UIL Academic Meet (Not Riding Bus/Attending Meet)-JH/HS per Meet	\$100
"Event/Meet" is defined below	(a) UIL Academic Meet (Overnight stay)-JH/HS per Meet	\$200

**Wimberley Independent School District
Stipend Pay Structure
for the Fiscal Year Ending August 31, 2027**

Department		Description	Amount
"Event/Meet" is defined below	(a)	UIL Academic Meet (Riding bus/attending Meet)-JH/HS per Meet	\$100
	(a)	Paid upon completion of duties.	
NOTE: The term "event/meet" is understood to mean to be in attendance from the START until the END of the event being compensated. Coaches will receive an extra 10 days. Any days in excess of this must be approved by the superintendent. Any extra amount paid not listed above must have approval from the superintendent.			

Wimberley Independent School District
Supplemental Pay Structure
for the Fiscal Year Ending August 31, 2027

Description	Amount		Amount	Method
Certified teacher instructing/tutoring a group of students (off contract)			\$35.00	Hourly
Non-certified staff instructing/tutoring a group of students (after hours)	\$15.00	to	\$20.00	Hourly
Non-certified student coach coaching athletes during athletic events (Grad Assist)	\$10.00	to	\$14.00	Hourly
Teacher/professional performing clerical duties (off contract)-TAKS monitoring			\$18.00	Hourly
Homebound/In-Home/Parent Training Services (certified teacher)			\$40.00	Hourly
Homebound/In-Home/Parent Training Services (non-certified staff)			\$15.00	Hourly
Licensed Special Ed Professional Staff (LSSP/OT/SLP) Extra Duty			\$50.00	Hourly
Summer Child Nutrition Worker (PT/FT)			\$15.00	Hourly
Summer Child Nutrition Manager (PT/FT)			\$20.00	Hourly
Summer Part-Time Help	\$12.00	to	\$16.00	Hourly
Summer Camp Coordinator/Worker (tuition/fee based)	\$12.00	to	\$30.00	Hourly
Summer School Bus Driver			\$19.73	Hourly
Summer School Bus Monitor			\$15.00	Hourly
Athletic Bus Driver (coach driving a bus for an athletic event)			\$12.00	Hourly
Athletic Event Ticket Taker			\$12.25	Hourly
Athletic Gate Coordinator (Varsity football)			\$15.25	Hourly
Athletic Event Announcer			\$12.00	Hourly
Athletic Event Clock Keeper			\$10.00	Hourly
Athletic Event Book Keeper			\$10.00	Hourly
Scouting (excluding drive time)			\$10.00	Hourly
Afterschool Program (tuition based)			\$20.00	Hourly
Lunch Monitor (part time/hourly)			\$15.00	Hourly
Friday Night Live			\$25.00	Hourly
Detention			\$25.00	Hourly
Part-time Bus Driver			\$15.00	Hourly
Part-time Bus Monitor			\$12.00	Hourly
Emergency Bus Driver Route Rate			\$40.00	p/Route
Transportation, Custodial, & Child Nutrition Attendance Incentive			\$100.00	p/Month
Other Duties (Not Defined Above)	\$10.00	to	\$20.00	Hourly