

Westwood

Independent School District

2026-2027 Compensation Plan



Lawrence Coleman, Interim Superintendent

Board of Trustees

Jeff Cooper, President

Jess Huddleston, Vice President

Kay Denison, Secretary

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2026-2027
Westwood ISD
Compensation Plan

Westwood ISD's compensation plan is based on the Texas Association of School Boards pay structure format. Jobs within the district are aligned on individual pay grades based on job responsibility and the district's exposure to risk and/or liability as a result of the actions of the job role.

Pay increases are based on a percentage of the 'mid-point' for each pay grade resulting in equal pay increases across jobs with common levels of responsibility. The individual pay increases are *not* based on a percentage of the employee's total salary, thus providing equity in the compensation plan.

The Superintendent may authorize adjustments within the pay ranges to individual employees based on job responsibility changes, salary surveys, and market studies, job performance, etc.

Included in this compensation plan are the following:

- Job Classifications
- Pay Grades and Ranges for each Job Category
- District Salary Supplements and Stipends
- District Incentive Plan

This compensation plan is in effect for all work schedules beginning on or after July 1, 2026.

****The 2026-2027 WISD Compensation Plan will be amended to meet any compensation requirements set forth by any forthcoming Legislative action****

2026-2027
TEACHERS/LIBRARIANS/R.N.'S
PAY RANGE

ANNUAL SALARY

MINIMUM	MIDPOINT	MAXIMUM
\$41,400	\$51,800	\$62,150

2026-2027

**WESTWOOD INDEPENDENT SCHOOL DISTRICT
ADMINISTRATIVE/PROFESSIONAL
JOB CLASSIFICATIONS**

PAY GRADE 1

DIRECTOR-FOOD SERVICE
DIRECTOR-MAINTENANCE
DIRECTOR-TRANSPORTATION
EA-ADMINISTRATOR

PAY GRADE 2

ASST PRINCIPAL-ES
ASST PRINCIPAL-PRI
COUNSELOR-ES
COUNSELOR-JH
COUNSELOR-PRI
INSTRUCTIONAL TECHNOLOGIST
INSTRUCTIONAL COACHES
REGISTERED NURSE
STUDENT ASSESSMENT SPECIALIST
AP INTERNS
ARD FACILITATOR
Trainer

PAY GRADE 3

COUNSELOR-HS
CTE DIRECTOR
TRUANCY OFFICER
DIAGNOSTICIAN
CAMPUS POLICE OFFICER

PAY GRADE 4

ASST PRINCIPAL-HS
ASST PRINCIPAL-JH

PAY GRADE 5

PRINCIPAL-ES
PRINCIPAL-PRI

PAY GRADE 6

GIRLS ATHLETIC DIRECTOR
ATHLETIC DIRECTOR
DIRECTOR-TECHNOLOGY
DIRECTOR OF SPECIAL PROGRAMS
PRINCIPAL JH
PEIMS DIRECTOR

PAY GRADE 7

PRINCIPAL-HS

PAY GRADE 8

ASST SUP-CURR & INSTR
ASST SUP-FINANCE & OPERATIONS

2026-2027
ADMINISTRATIVE/PROFESSIONAL
PAY RANGE

DAILY RATES

PAY GRADE	MINIMUM	MIDPOINT	MAXIMUM
1	\$194.30	\$236.95	\$279.60
2	\$245.79	\$299.74	\$353.70
3	\$260.54	\$317.73	\$374.92
4	\$276.17	\$336.79	\$397.41
5	\$324.78	\$396.07	\$467.36
6	\$341.01	\$415.87	\$490.73
7	\$358.07	\$436.66	\$515.26
8	\$375.96	\$458.49	\$541.02

2026-2027

**WESTWOOD INDEPENDENT SCHOOL DISTRICT
PARAPROFESSIONAL - SECRETARIAL
JOB CLASSIFICATIONS**

PAY GRADE 1

CLASSROOM INSTRUCTIONAL AIDE

PAY GRADE 2

OFFICE RECEPTIONIST-PRI/ES

OFFICE RECEPTIONIST-HS

OFFICE RECEPTIONIST-JH

PAY GRADE 3

PRINCIPAL SECRETARY-PRI/ES

CAMPUS PEIMS CLERK-JH/ES

TRANSPORTATION SECRETARY

ADMINISTRATIVE RECEPTIONIST

PAY GRADE 4

BOOKKEEPING CLERK

CAMPUS PEIMS CLERK-PRI/HS

PRINCIPAL SECRETARY-JH

PRINCIPAL SECRETARY-HS

PAY GRADE 5

HR/BENEFITS CLERK

LVN

PAY GRADE 6

ACCOUNTS PAYABLE CLERK

HR COORDINATOR

BUSINESS MANAGER

PAYROLL CLERK

PUBLIC RELATIONS COORDINATOR

SUPERINTENDENT SECRETARY

TECHNOLOGY MANAGER

2026-2027
PARAPROFESSIONAL - SECRETARIAL
PAY RANGE

HOURLY RATES

PAY GRADE	MINIMUM	MIDPOINT	MAXIMUM
1	\$10.82	\$13.34	\$15.88
2	\$12.29	\$14.45	\$17.05
3	\$13.24	\$16.14	\$19.04
4	\$14.96	\$18.25	\$21.52
5	\$17.65	\$21.52	\$25.40
6	\$22.58	\$27.54	\$32.50

2026-2027
WESTWOOD INDEPENDENT SCHOOL DISTRICT
AUXILIARY SERVICES
JOB CLASSIFICATIONS

PAY GRADE 1

BUS MONITOR
CAFETERIA STAFF
CUSTODIAN
HELP DESK ASSISTANT

PAY GRADE 2

BUILDING MAINTENANCE WORKER
GROUNDSKEEPER

PAY GRADE 3

BUILDING MAINT WORKER 2
CAFETERIA MANAGER-PRI/ES
CAFETERIA MANAGER-JH
BUS DRIVER

PAY GRADE 4

CAFETERIA MANAGER-HS

PAY GRADE 5

TECHNOLOGY ASSISTANT
TRANSPORTATION MECHANIC

2026-2027
AUXILIARY SERVICES
PAY RANGE

HOURLY RATES

PAY GRADE	MINIMUM	MIDPOINT	MAXIMUM
1	\$13.28	\$15.34	\$17.39
2	\$14.65	\$16.06	\$17.46
3	\$15.45	\$17.77	\$20.61
4	\$17.17	\$20.44	\$23.71
5	\$21.11	\$25.14	\$29.17

2026-2027

**WESTWOOD INDEPENDENT SCHOOL DISTRICT
SALARY SUPPLEMENTS AND STIPENDS**

<u>ASSIGNMENT</u>	<u>AMOUNT</u>	<u>ASSIGNMENT</u>	<u>AMOUNT</u>
AD SECRETARY	\$ 3,000.00	HEAD VOLLEYBALL	\$ 8,000.00
AG MECH	\$ 3,000.00	HS CHEER SPONSOR	\$ 4,500.00
AP INTERN	\$ 1,000.00	INSTRUCTIONAL COACH LEAD	\$ 4,000.00
ASST BAND DIRECTOR	\$ 9,000.00	JH BASKETBALL	\$ 2,000.00
ASST BASEBALL/SOFTBALL	\$ 2,500.00	JH CHEER SPONSOR	\$ 1,500.00
ASST FOOTBALL	\$ 7,275.00	JH TRACK	\$ 2,275.00
ASST TENNIS	\$ 2,500.00	JH VOLLEYBALL	\$ 3,875.00
ASST TRACK	\$ 2,500.00	POWERLIFT/CROSS COUNTRY	\$ 4,000.00
ASST/JV BASKETBALL	\$ 2,500.00	SOCIAL MEDIA	\$ 1,500.00
ATHLETIC TRAINER	\$ 9,500.00	SPANISH	\$ 3,000.00
ATHLETICS - LEVEL UP	\$ 5,000.00	Special Education	\$ 4,000.00
BAND DIRECTOR	\$ 15,000.00	STUDENT COUNCIL	\$ 1,075.00
BOYS/GIRLS SOCCER	\$ 5,000.00	SUMMER S & C	\$ 4,000.00
CHOIR DIRECTOR	\$ 1,225.00	TRANSLATOR	\$ 2,000.00
DEPT CHAIR	\$ 1,000.00	YEARBOOK	\$ 1,750.00
DRILL TEAM ASST	\$ 1,500.00	G/T SPONSOR	\$ 1,000.00
DRILL TEAM DIRECTOR	\$ 3,000.00	THE FOLLOWING WILL BE PAID UPON COMPLETION	
*ESL CERTIFIED TEACHERS	\$ 1,000.00		
ESL COORDINATOR	\$ 300.00	BPA	\$ 1,000.00
FB OFFENSE/DEFENSE COORD	\$ 9,000.00	E-SPORTS	\$ 1,500.00
FFA	\$ 5,000.00	HS UIL	\$ 3,275.00
FR VOLLEYBALL	\$ 5,875.00	JH/ES UIL	\$ 800.00
GIRLS ATHLETIC COORD	\$ 8,000.00	MATH/SCIENCE	\$ 2,000.00
GROW YOUR OWN	\$ 2,500.00	NATL HONOR SOCIETY	\$ 650.00
HD SFTB, BBALL, BASEBALL	\$ 5,000.00	ONE ACT PLAY	\$ 1,850.00
HEAD GOLF	\$ 3,250.00	SFA RESIDENT HOST TEACHER	\$ 8,000.00
HEAD TENNIS	\$ 4,000.00	VIDEO/EQUIPMENT COORD	\$ 2,000.00
HEAD TRACK	\$ 4,000.00	*HOST MENTOR TEACHER	\$ 2,000.00

*DENOTES STIPENDS PAID FOR BY FEDERAL OR SPECIAL FUNDING.

WESTWOOD INDEPENDENT SCHOOL DISTRICT
SUBSTITUTE PAY SCALE
2026-2027

NON-HIGHER ED DEGREE	ASSOCIATES DEGREE	DEGREE/ CERTIFICATION
\$90/DAY	\$95/DAY	\$110/DAY

To incentivize instructional continuity, substitute teachers who serve twenty (20) consecutive days in a single, unvaried assignment will qualify for a long-term rate adjustment beginning on the 21st day. The tiered daily rate increases are structured as follows:

- **Non-Degreed / Associate Degree Personnel:** An incremental increase of \$20.00 per day.
- **Degreed / Certified Personnel:** An incremental increase of \$25.00 per day.

2026-2027

WESTWOOD INDEPENDENT SCHOOL DISTRICT

BUS DRIVER TRIP PAY

Driver Classification	Compensation Rate	Applicable Conditions / Rules
District Bus Drivers <i>(Transportation Staff Only)</i>	\$15.00 / hour	Compensated for the entirety of the trip duration.
Coaches	\$15.00 / hour	Non-Coached Sports: Compensated for the entirety of the trip duration. Coached Sports: Compensated for active drive time only (to and from the event).
Dual-Employed Personnel	\$15.00 / hour	Eligible only if: The trip is outside their primary area of study AND the employee has utilized a personal day on their primary contract. Ineligible for compensation if: Driving for their own area of study, or if a personal day has not been utilized on their primary contract.

Extended & Overnight Travel Regulations

For travel requiring overnight accommodation, the following auxiliary guidelines apply:

- **Active Service Hours:** Drivers are compensated at a rate of **\$15.00/hour** strictly during windows where active driving or supervisor services are required.
- **Travel and Subsistence:** Lodging and meal expenses will be fully covered by the sponsoring department or traveling entity, aligned symmetrically with standard district per diem rates for all professional staff.
- **Sponsor Exclusion:** No additional driver compensation will be disbursed if the employee is already traveling in the capacity of primary sponsor, coach, or chaperone for their own assigned student group.

2026-2027

WESTWOOD INDEPENDENT SCHOOL DISTRICT
Teacher Pay Scale

25-26 WISD Classroom Teacher Hire-In Scale			
Pay Step	Bachelor's Degree	Min. with Increase	Inc. over PY Salary
0	\$ 42,910.00	\$ 42,910.00	\$ -
1	\$ 43,410.00	\$ 44,910.00	\$ 2,000.00
2	\$ 43,910.00	\$ 45,910.00	\$ 2,000.00
3	\$ 44,510.00	\$ 48,510.00	\$ 4,000.00
4	\$ 45,310.00	\$ 49,310.00	\$ 4,000.00
5	\$ 46,210.00	\$ 54,210.00	\$ 8,000.00
6	\$ 47,510.00	\$ 55,510.00	\$ 8,000.00
7	\$ 48,810.00	\$ 56,810.00	\$ 8,000.00
8	\$ 50,210.00	\$ 58,210.00	\$ 8,000.00
9	\$ 51,610.00	\$ 59,610.00	\$ 8,000.00
10	\$ 53,310.00	\$ 61,310.00	\$ 8,000.00
11	\$ 54,910.00	\$ 62,910.00	\$ 8,000.00
12	\$ 56,410.00	\$ 64,410.00	\$ 8,000.00
13	\$ 57,910.00	\$ 65,910.00	\$ 8,000.00
14	\$ 58,910.00	\$ 66,910.00	\$ 8,000.00
15	\$ 59,910.00	\$ 67,910.00	\$ 8,000.00
16	\$ 60,810.00	\$ 68,810.00	\$ 8,000.00
17	\$ 61,710.00	\$ 69,710.00	\$ 8,000.00
18	\$ 62,510.00	\$ 70,510.00	\$ 8,000.00
19	\$ 63,110.00	\$ 71,110.00	\$ 8,000.00
20	\$ 63,410.00	\$ 71,410.00	\$ 8,000.00
Retired	\$ 63,610.00		

2026-2027
WESTWOOD INDEPENDENT SCHOOL DISTRICT
Resident Teacher

In partnership with SFA, the Resident Teacher Program establishes five student residency pathways. Selected participants will be employed by WISD with an annual compensation of \$28,000.

2026-2027
WESTWOOD INDEPENDENT SCHOOL DISTRICT
Extra Duty Pay

- **GAME WORKERS**

- **STAFF: \$10/HR**
- **POLICE OFFICERS: \$45/GAME**

- **SATURDAY SCHOOL: \$250/DAY**

- **AFTER SCHOOL TUTORIALS**

- **TEACHERS: \$50/DAY**
- **PARAPROFESSIONALS: \$25/DAY**
- **BUS DRIVERS: \$25**

- **SUMMER LEARNING**

- **TEACHERS: \$200/DAY**
- **PARAPROFESSIONALS: \$100/DAY**
- **BUS DRIVERS: \$100/DAY**
 - **MORNING ROUTE = \$50**
 - **AFTERNOON ROUTE = \$50**