Falls City ISD
2026–2027 Compensation Plan



HR Services

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Table of Content

Pay Structures

2026–2027 New Hire Guide for (*Teachers, Teacher Nurses*)

2026–2027 New Hire Guide for (*Non Teaching Nurses*)

2026–2027 New Hire Guide for (*203 Contracts Band Director*)

2026–2027 New Hire Guide for (*214 Contracts Counselor/Teacher*)

2026–2027 New Hire Guide for (*226 Contracts Ag Teacher*)

2026–2027 Administrative Professional Pay Plan

2026–2027 Clerical Paraprofessional Pay Plan

2026–2027 Auxiliary Pay Plan

Stipends and Extracurricular Duty Pay

2026–2027 Stipends/Extracurricular Duty Pay Plan

Substitute Rates

2026–2027 Pay Dates

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Pay Structures

The following pay structures were approved by the Board of Trustees of Falls City ISD on August 26, 2026 and are effective for the 2026–2027 school year.

Purpose

This is a guide for administering salaries and wages for Teachers, Administrators, Paraprofessionals (instructional support and clerical,) and manual trade for Falls City ISD

Job Classification

District jobs are assigned to pay ranges based upon compensable factors and grouped with jobs for similar value. On a periodic basis, selected jobs from each job family will be reviewed to ensure that conditions in the district, such as organizational structure, major programs, or significant responsibilities in a particular job have not changed to a degree warranting a change in pay range classification.

Pay Ranges

Pay ranges represent the internal job classification as well as external job market pay levels. The greater the level of compensable factors present in a job, the higher the placement in the pay range structure.

Employee Benefits

Falls City ISD offers employee health insurance through TRS Active Care. Employees can choose from three different medical plans. Falls City ISD contributes $225.00 towards these premiums per month. The district offers supplemental benefits which consist of dental, vision, cancer, life insurance and disability which can be purchased during the enrollment period. Questions regarding employee benefits and pay can be sent to the Human Resources Department.

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2026–2027 New Hire Guide for *Teachers, Teacher Nurses*

Years of Experience	Falls City ISD Salary
0 Non certified	$42,034
0 Certified	$42,848
1	$43,662
2	$44,393
3	$48,393
4	$49,145
5	$54,711
6	$56,286
7	$57,862
8	$59,325
9	$60,705
10	$62,013
11	$63,239
12	$64,413
13	$65,526
14	$66,556
15	$67,544
16	$68,471
17	$69,357
18	$70,181
19	$70,974
20	$71,716
21	$73,961
22	$74,476
23	$74,991
24	$75,506
25	$76,021
26	$76,536
27	$77,051
28	$77,566
29	$78,081
30+	$78,596

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2026–2027 New Hire Guide *NonTeaching Nurses*

Years of Experience	Falls City ISD Salary
0	$42,848
1	$43,662
2	$44,393
3	$45,145
4	$46,711
5	$48,286
6	$49,862
7	$51,325
8	$52,705
9	$54,013
10	$55,239
11	$56,413
12	$57,526
13	$58,556
14	$59,544
15	$60,471
16	$61,357
17	$62,181
18	$62,974
19	$63,716
20	$65,961
21	$66,476
22	$66,991
23	$67,506
24	$68,021
25	$68,536
26	$69,051
27	$69,566
28	$70,081
29	$70,596
30+	$71,111

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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.

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2026–2027 New Hire Guide for *203 Contracts (Band Director)*

Years of Experience	Falls City ISD Salary
0 non certified	$51,630
0 Certified	$52,514
1	$53,398
2	$54,191
3	$58,191
4	$59,008
5	$64,708
6	$66,417
7	$68,128
8	$69,716
9	$71,215
10	$72,634
11	$73,965
12	$75,240
13	$76,448
14	$77,566
15	$78,639
16	$79,645
17	$80,607
18	$81,501
19	$82,362
20	$83,168
21	$85,605
22	$86,164
23	$86,723
24	$87,282
25	$87,841
26	$88,400
27	$88,959
28	$89,518
29	$90,077
30+	$90,636

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2026–2027 New Hire Guide for *214 Contracts (Counselor/Teacher)*

Years of Experience	Falls City ISD Salary
0	$53,034
1	$53,966
2	$54,802
3	$58,802
4	$59,663
5	$65,455
6	$67,257
7	$69,061
8	$70,735
9	$72,314
10	$73,811
11	$75,214
12	$76,558
13	$77,831
14	$79,010
15	$80,141
16	$81,202
17	$82,216
18	$83,159
19	$84,066
20	$84,915
21	$87,484
22	$88,074
23	$88,663
24	$89,252
25	$89,842
26	$90,431
27	$91,020
28	$91,610
29	$92,199
30+	$92,789

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2026–2027 New Hire Guide for *226 Contracts (Ag Teacher)*

Years of Experience	Falls City ISD Salary
0 non-certified	$56,300
0 certified	$57,284
1	$58,267
2	$59,151
3	$63,151
4	$64,060
5	$69,952
6	$71,856
7	$73,761
8	$75,529
9	$77,196
10	$78,777
11	$80,259
12	$81,678
13	$83,023
14	$84,268
15	$85,462
16	$86,582
17	$87,653
18	$88,649
19	$89,607
20	$90,504
21	$93,217
22	$93,839
23	$94,462
24	$95,084
25	$95,707
26	$96,329
27	$96,952
28	$97,574
29	$98,196
30+	$98,819

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2026-2027 Administrative Professional Pay Plan

Job Title	Calendars		Minimum	Midpoint	Maximum
		Daily	**$313.48**	**$375.34**	**$437.22**
Technology Director	226	**226 Days**	$70,848	$84,829	$98,813
		Daily	**$320.50**	**$391.64**	**$462.77**
Administrator	226	**226 Days**	$72,434	$88,511	$104,588
		Daily	**$366.54**	**$406.60**	**$446.65**
Athletic Director	226	**226 Days**	$82,840	$91,892	$100,945
		Daily	**$359.27**	**$439.14**	**$519.00**
Principal	226	**226 Days**	$81,196	$99,246	$117,295

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2026–2027 Clerical/Paraprofessional Pay Plan

Pay Grade	Job Title	Calendars		Minimum	Midpoint	Maximum
1			**Hourly**	**$13.41**	**$16.90**	**$20.39**
	Classroom Aide/Paraprofessional	187	**187 Days**	$20,072	$25,294	$30,516
2			**Hourly**	**$16.47**	**$20.40**	**$24.34**
	Business Clerk	207	**207 Days**	$27,287	$33,798	$40,312
	HS Secretary/Elementary Secretary Receptionist	226	**226 Days**	$29,792	$36,901	$44,013
3			**Daily**	**$161.82**	**$194.70**	**$227.58**
	District Technician	226	**226 Days**	$36,572	$44,003	$51,434
4			**Daily**	**$147.71**	**179.83**	**$211.95**
	Food Service Director	207	**207 Days**	$30,577	$37,225	$43,875
5			**Daily**	**$252.64**	**$310.28**	**$367.92**
	Maintenance/Transportation Director	207	**207 Days**	$52,298	$64,229	$76,160
6			**Daily**	**$283.73**	**$348.51**	**$422.96**
	Business Manager	226	**226 Days**	$64,124	$78,765	$95,591

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2026–2027 Auxiliary Pay Plan

Pay Grade	Job Title	Calendars		Minimum	Midpoint	Maximum
1			**Hourly**	**$11.62**	**$13.72**	**$15.81**
	Cafeteria Worker	189	**189 Days**	$17,583	$20,749	$23,915
2			**Hourly**	**$12.52**	**$14.71**	**$16.90**
	Custodian	236	**236 Days**	$23,649	$27,783	$31,914
3			**Hourly**	**$13.59**	**$15.77**	**$17.97**
	Lead Custodian	236	**236 Days**	$25,665	$29,787	$33,929
4			**Hourly**	**$14.92**	**$18.8**	**$21.24**
	Maintenance Worker	236	**236 Days**	$28,184	$34,151	$40,118

HR Services

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2026–2027 Stipends/Extracurricular Duty Pay Plan

Category	Assignment	Level	Stipend
Stipends			
	High School Cheer	HS	2,000
	Jr High Cheer	JH	500
	Dance	HS	1,000
	Flags	HS	1,000
	UIL Coordinator	District	1,250
	OAP Coordinator	District	1,250
	Assistant UIL	District	500
	National Honor Society	HS	500
	Yearbook	HS	2,000
	Student Council	HS/Elem	500
	Spanish	HS	1,500
	Lead Ag Teacher	HS	500
	Concession Stand	District	500
	Coaching Stipend	HS	5,800
	Head Coaching Stipend (Volleyball, Basketball, Track, Baseball, softball)	HS	2,000
	Head Golf	HS	1,000
	Head Cross Country	HS	1,000
	Coordinator	HS	2,000
	Special Teams, Hudl Coordinator	HS	500
	Girls Coordinator	HS	3,500

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Substitute Pay Rates

Status	Rate
Non-Degree	$100
Degree	$130
Degree with Teaching Certificate	$150

Supplemental Pay Rates

Route Bus Driver	$35/route
Coaching/Field Trip Bus Driver	$15/2 hour round trip $30/over 2 hour round trip
UIL Coach	$100/event
Gate Worker	$15/hour
Clock/bookkeeper	$10/game
Payment for Accumulated Leave Upon Retirement	current years adopted compensation plan substitute rate

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2026-2027 Pay Dates

Pay Period	Pay Day
August 4, 2026 - September 18, 2026	September 25, 2026
September 19 - October 16, 2026	October 23, 2026
October 17, 2026 - November 13, 2026	November 20, 2026
November 14, 2026 - December 11, 2026	December 18, 2026
December 12, 2026 - January 15, 2027	January 25, 2027
January 16, 2027 - February 19, 2027	February 25, 2027
February 20, 2027 - March 12, 2027	March 24, 2027
March 13, 2027 - April 16, 2027	April 23, 2027
April 17, 2027 - May 14, 2027	May 21, 2027
May 15, 2027 - June 18, 2027	June 25, 2027
June 19, 2027 - July 16, 2027	July 23, 2027
July 17, 2027 - August 20, 2027	August 25, 2027

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