SANTA MARIA INDEPENDENT SCHOOL DISTRICT

2026-2027 Compensation Plan

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Our Vision:

Every Student Empowered, Every Voice Valued, Every Future Bright

Our Mission:

Innovate, Inspire, Equip Every Student to Succeed

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Interim Superintendent of Schools

Salvador Acosta
District Operations & Special Programs Director

Amanda L. Najar
Business Manager

Elizabeth A. Stenhouse
Human Resource Specialist

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Compensation Policy

Refer to board policies DEA, DEAA, & DEAB Legal and Local for all district policies and state and federal regulations governing employee pay raises.

The Superintendent of Schools shall recommend an annual compensation plan for all district employees to the board for approval. The employee compensation plan may include wages and salary structures, stipends, benefits, and incentive pay plans.

The Superintendent of Schools and designees shall administer the compensation plans consistent with board policies, the annual budget approved by the board, and these administrative guidelines.

Description of Pay Systems

Employee pay systems are designed and administered for the purpose of attracting and retaining qualified employees to achieve the goals of the district. The Office of Human Resources is responsible for the maintenance and administration of employee pay systems. Teachers and nurses (RN) will be paid according to a salary schedule that correlates salaries to total years of creditable service in education. Other district jobs will be assigned to pay grades based on required job qualifications and skills; job duties and responsibilities defined by the district; and competitive job market rates for comparable jobs.

The district pay plan includes:

- Teachers and Nurses (RN)
- Administrative/Professional Plan
- Clerical & Paraprofessional Pay Plan
- Auxiliary Pay Plan

Pay ranges and salary schedules are reviewed and adjusted periodically. Employee pay is adjusted based on the pay increase budget and guidelines the board approves annually.

Job Documentation (Description)

Job documentation is an essential function in the administration of the compensation system. Accurate and complete job documentation will be collected and maintained by the Office of Human Resources with input from campus and department leaders. Job descriptions will define job qualifications, job purpose, major duties and responsibilities, working conditions, and exemption status. Job titles are assigned by the Office of Human Resources to accurately reflect the level and nature of the work and the district's organizational structure.

Exemption Status

All jobs will be classified as exempt or nonexempt in accordance with the requirements of the federal Fair Labor Standards Act (FLSA) and documented on the job description. The Office of Human Resources will determine the classification of each position based on a description of assigned job duties and weekly pay. To be exempt, the employee's primary duties must meet the requirements defined by federal regulations for the executive, administrative, professional, or computer employee exemption test, or be a teacher, and the employee must meet federal salary requirements. All employees who do not meet the legal requirements for exemption are classified as nonexempt.

Job Classification

Job classification determines the assigned pay range for a job. Job classification is based on job requirements, assigned duties, and market rates. All jobs are classified for pay based on the relative level of knowledge and skill requirements, scope and complexity of assigned duties, job accountability, and working conditions. The Office of Human Resources will collect job information, evaluate jobs for classification purposes, and assign jobs to pay grades.

Classification of New Positions

Prior to posting, new positions must have a written job description created collaboratively by the Office of Human Resources and the campus or department leader. The Office of Human Resources will recommend to the Superintendent of Schools the pay grade classification of new positions based on the job description, qualifications required, and market value. New positions must be classified in the pay system prior to hiring new employees.

Job Reclassification

A job reclassification occurs when a job classification is changed to a higher or lower pay grade. Jobs may be reclassified as a result of a significant change in job duties assigned, a need to improve internal pay equity with similar jobs, or a change in competitive market rates.

Procedures for Job Reclassification

Review of job reclassifications must be initiated by the campus or department leader or by the Office of Human Resources. Reviews will be conducted as follows:

A request for a job classification review must be submitted on a form provided by the Office of Human Resources that describes the rationale for reclassifying the position and provides an explanation of changes in job duties and responsibilities. The request should also include current and proposed job descriptions. The request must be approved by the campus or department leader before being submitted to the Office of Human Resources.

The Office of Human Resources will review the request and obtain additional information if needed. Additional information may be obtained from the campus or department leader and/or employee(s), or by analyzing external job market pay data.

The Office of Human Resources will evaluate the job classification and prepare a recommendation for review by the Superintendent of Schools.

Salary Adjustments for Job Reclassification

A change in job classification will result in a greater or lesser potential for long-term pay advancement. Salary adjustments cannot be made for contract employees after the beginning of the contract term unless the job responsibilities have increased. Aside from prohibited salary changes for contract employees during the contract term, salary adjustments for job reclassification may be approved in the following circumstances:

- If the job is reclassified upward due to an increase in responsibilities, the procedure for promotion increases may be applied.
- If the job is reclassified due to organizational changes, there may be no immediate pay increase.
- If the job is reclassified due to a change in the competitive job market for hard-to-fill positions, equity adjustments may be made at the direction of the Superintendent of Schools, subject to contractual pay change restrictions.
- If the job is reclassified to a lower pay range based on a reduction in assigned responsibilities, the employee's pay may be reduced at the direction of the Superintendent of Schools for the following school year. Refer to procedures on pay adjustments for reassignment to a lower pay grade

General Pay Increases & Eligibility

Employee pay will be reviewed annually for adjustment. The general pay increase (GPI) will be recommended to the board by the Superintendent of Schools each year. General pay increases are based on the annual amount budgeted for pay raises and approved by the board. General pay increases are equal pay increases to employees at the same job level. Pay increases that will exceed the maximum rate of the pay range must be specifically authorized by the board each year.

To receive a general pay increase, an employee must be in paid status or on an approved leave of absence at the time of the first pay cycle reflecting the pay increase.

Employees on Salary Schedules

Teacher pay increases are calculated by applying the percent or specific amount increase approved by the board each year.

Employees on Pay Ranges

General pay increases for employees on pay ranges are calculated by applying the percent increase approved by the board each year to the midpoint of the pay range. Employees in the same pay grade will receive the same rate of increase unless the employee's pay is close to or exceeds the maximum of the pay range. Pay increases that will exceed the maximum range must be specifically authorized by the board each year.

Example: Range midpoint x Percent Increase = Pay Increase Secretary - Pay Grade 9

Rate Increase	
Range Midpoint	$22.15
% Increase	x .02
Hourly Increase	$ 0.44

Annual Increase	
Hourly Increase	$0.44
Duty Hours	x 8
Duty Days	x 226
Annual Increase	$800.94

Salary Placement of New Hires

Salary Schedules - Teachers and Nurses (RN)

Salaries for teachers and nurses who are new to the district will be determined by total creditable years of service in education and the district's salary schedule for the current year.

Creditable years of service will be determined by the Office of Human Resources as defined by state regulation at the time of employment (TAC Title 19, Part II, Chapter 153.1021). New hires will receive salary credit for service up to a maximum of 23 years.

Salary Range Placement - Exempt and Nonexempt Staff

Starting pay for a new hire in a pay range plan will be determined individually based on each person's job-related experience and salaries paid to peer employees in the same position with similar experience.

The guidelines for placement are as follows:

a) Peer equity

In multi-incumbent positions (e.g., classroom instructional aide), starting pay for a new hire should not exceed the rates being paid to other employees in the same job with similar experience and qualifications.

b) Midpoint limit

Starting salary may be set up to the midpoint of the pay range based on job-related prior experience and the salary of peer employees. With approval from the Superintendent of Schools, a starting salary may exceed the midpoint of the pay range and/or that of peer employees for a hard-to-fill key position.

c) Placement credit for prior experience

i. Exempt: 1 percent above the minimum for each year of job experience directly related to job duties.
ii. Nonexempt: 1 percent above minimum for each year of job experience directly related to job duties.

Note: Placement credit for prior experience cannot be applied retroactively

Promotion Increase

A promotion occurs when an employee is moved to a different job in a higher pay grade.

Salary placement for an employee who is promoted to a job in a higher pay range will follow the guidelines for placement of a new hire, with additional adjustments made as needed to achieve pay equity among peer employees. Employees promoted internally will not be paid less than a new hire with similar experience.

Base pay for teachers includes incentives paid for the teaching assignment, such as an advanced degree, certification field, career ladder, etc., only when teachers are being promoted to another certified educator position.

Reassignments

Pay adjustments for Reassignment to a Lower Pay Grade

A reassignment to a different job in a lower pay range is considered a demotion, and a corresponding reduction in pay may result if approved by the Superintendent of Schools.

Contract
Employees Policy
DEA

A reduction in pay as a result of a demotion will not be made during the current contract year, unless mutually agreed to by the employee and the district in writing. Demotions that become effective during the contract term may result in a pay reduction for the following school year, provided notice of the reduction is given to the employee before the penalty-free resignation date (i.e., 45 days before the first day of instruction for the next school year). Pay reductions for contract employees are made at the direction of the Superintendent of Schools and may follow the same guidelines as pay reductions for noncontract employees.

Noncontract employees

Subject to approval by the Superintendent of Schools, a reduction in pay for a demotion will be made effective with the new assignment to a lower pay grade. The employee's base rate of pay (hourly or daily) may be reduced to the same percent of the midpoint (rate divided by midpoint) in the lower pay range or by 2 percent per pay grade, whichever is less.

Example of position in range reduction to a lower pay grade:

Higher Pay Grade	
Employee Rate	$14.50
Midpoint Rate	÷ $15.87
Percent of Midpoint	.91

Lower Pay Grade	
Midpoint Rate	$13.60
Percent of Midpoint	x .91
Employee New Rate	$12.38

Pay adjustments may also be made for a longer or shorter work year associated with the change in duty assignment. In the case of a demotion from a pay range structure to an experience-based placement scale, salary placement will be made according to years of experience.

Review and Adjustment of Pay Ranges

The Office of Human Resources will review pay structures annually and recommend adjustments as needed to maintain competitive alignment of career pathways. Adjustments to pay ranges are made before the calculation of pay increases.

If no pay raise is approved by the board, no pay range adjustments will be made. Salary schedules will be adjusted only to update the years of service.

Reinstatement Following Break in Service

An employee who is rehired for the same position following a break-in-service that is less than 12 months shall be reinstated at the same pay rate previously held prior to the break-in-service, or according to the procedures for placement of new hires, whichever is greater.

If rehired at a different pay grade level or rehired following a break in service that is longer than 12 months, the employee’s pay will be placed according to the procedures for placement of new hires.

Teachers' Salary Schedule - Business Office

SANTA MARIA INDEPENDENT SCHOOL DISTRICT

2026-2027 SALARY SCHEDULE

Teachers

PENDING BOARD APPROVAL - JUNE 2026

Years of Experience	2026-2027 Salary	HB 2	Annual Salary
0	$ 50,000.00		$ 50,000.00
1	$ 50,250.00		$ 50,250.00
2	$ 50,500.00		$ 50,500.00
3	$ 50,750.00	$ 4,000.00	$ 54,750.00
4	$ 51,000.00	$ 4,000.00	$ 55,000.00
5	$ 51,250.00	$ 8,000.00	$ 59,250.00
6	$ 51,500.00	$ 8,000.00	$ 59,500.00
7	$ 51,750.00	$ 8,000.00	$ 59,750.00
8	$ 52,000.00	$ 8,000.00	$ 60,000.00
9	$ 52,250.00	$ 8,000.00	$ 60,250.00
10	$ 53,050.00	$ 8,000.00	$ 61,050.00
11	$ 53,870.00	$ 8,000.00	$ 61,870.00
12	$ 55,390.00	$ 8,000.00	$ 63,390.00
13	$ 55,890.00	$ 8,000.00	$ 63,890.00
14	$ 56,880.00	$ 8,000.00	$ 64,880.00
15	$ 57,770.00	$ 8,000.00	$ 65,770.00
16	$ 58,620.00	$ 8,000.00	$ 66,620.00
17	$ 59,370.00	$ 8,000.00	$ 67,370.00
18	$ 59,970.00	$ 8,000.00	$ 67,970.00
19	$ 60,570.00	$ 8,000.00	$ 68,570.00
20	$ 61,070.00	$ 8,000.00	$ 69,070.00
21	$ 61,580.00	$ 8,000.00	$ 69,580.00
22	$ 62,180.00	$ 8,000.00	$ 70,180.00
23	$ 62,680.00	$ 8,000.00	$ 70,680.00
24	$ 63,180.00	$ 8,000.00	$ 71,180.00
25	$ 64,000.00	$ 8,000.00	$ 72,000.00
26	$ 64,500.00	$ 8,000.00	$ 72,500.00
27+			
$500 for year 27 with no salary advancement to exceed the hiring rate of 27 years			

$1,000 Master's Degree Stipend

This salary plan is for the 2026-2027 school year only. It does not represent salaries for future years. Salary advancement is based on the annual pay raise approved by the Board of Trustees each year.

It is the policy of Santa Maria ISD not to discriminate on the basis of race, color, national origin, sex or handicap in its vocational programs, services or activities as required by Title VI of the Civil Rights Act of 1964, as amended; Title IX of the Education Amendments of 1972; and Section 504 of the Rehabilitation Act of 1973, as amended.

Administrative Professional Pay Plan

2026-2027 Administrative Professional Pay Plan

Santa Maria ISD

Pay Grade	Job Title	Calendars		Minimum	Midpoint	Maximum
1			**Daily**	**$215.39**	**$259.50**	**$303.62**
	Coordinator - ACE HS	212	**212 Days**	45,663	55,014	64,367
	Coordinator - ACE MS	212	**226 Days**	48,678	58,647	68,618
	Director - Child Nutrition	226				
	Specialist - Business Office	226				
	Specialist - Family Engagement	212				
2			**Daily**	**$256.76**	**$309.35**	**$361.94**
	Chief of Police	226	**192 Days**	49,298	59,395	69,492
	Coordinator - Technology	226	**212 Days**	54,433	65,582	76,731
	Counselor - ES	212	**226 Days**	58,028	69,913	81,798
	Counselor - HS	212				
	Counselor – MS	212				
	Specialist - Human Resources	226				
	Registered Nurse	192				
	Supervisor - ACE TGE	212				
3			**Daily**	**$299.14**	**$360.41**	**$421.68**
	Assistant Principal	212	**187 Days**	55,939	67,396	78,854
	Athletic Trainer	187	**212 Days**	63,418	76,407	89,396
4			**Daily**	**$322.90**	**$389.03**	**$455.17**
	Business Manager	226	**226 Days**	72,975	87,921	102,868
	Principal - ES	226				
	Principal - MS	226				
5			**Daily**	**$369.72**	**$445.44**	**$521.16**
	Director - District Operations & Special Programs	226	**226 Days**	83,557	100,669	117,782
	Principal – HS	226				
	Principal – ES/MS	226				

Clerical Paraprofessional Pay Plan

2026-2027 Clerical Paraprofessional Pay Plan

Santa Maria ISD

Pay Grade	Job Title	Calendars		Minimum	Midpoint	Maximum
1			**Hourly**	**$13.13**	**$15.71**	**$18.30**
	Aide - Classroom	187	**187 Days**	19,642	23,502	27,377
	Aide - PE	187	**192 Days**	20,168	24,131	28,109
	Certified Nurse Asst	192	**226 Days**	23,739	28,404	33,086
	Clerical Asst - Attendance HS/CCMR Clerk	226				
	Clerical Asst - Attendance MS/Community Liaison	226				
	Clerical Asst – Attendance ES/Migrant Clerk	226				
	Clerical Asst - Child Nutrition	226				
2			**Hourly**	**$13.88**	**$16.62**	**$19.36**
	Aide - Library	187, 226	**187 Days**	20,764	24,863	28,963
	Aide - SPED Life Skills	187	**226 Days**	25,095	30,049	35,003
	Aide - SPED Resource	187				
3			**Hourly**	**$15.38**	**$18.43**	**$21.48**
	Admin Asst - Principal ES	226	**226 Days**	27,807	33,321	38,835
	Admin Asst- Principal MS	226				
	Computer/Social Media Technician	226				
4			**Hourly**	**$16.88**	**$20.23**	**$23.58**
	Admin Asst - ACE Program	212	**212 Days**	28,628	34,310	39,992
	Admin Asst - Operations	226	**226 Days**	30,519	36,576	42,633
	Admin Asst - Principal HS	226				
5			**Hourly**	**$19.61**	**$23.53**	**$27.44**
	Specialist - Payroll	226	**226 Days**	35,455	42,542	49,612
	Specialist - PEIMS	226				
6			**Hourly**	**$24.46**	**$29.36**	**$34.27**
	Executive Asst - Superintendent	226	**226 Days**	44,224	53,083	61,960

Auxiliary Pay Plan

2026-2027 Auxiliary Pay Plan

Santa Maria ISD

Pay Grade	Job Title	Calendars		Minimum	Midpoint	Maximum
1			**Hourly**	**$11.75**	**$14.06**	**$16.36**
	Custodian	260	**196 Days**	18,424	22,046	25,652
	Food Service Worker	196	**260 Days**	24,440	29,245	34,029
	Cafeteria Custodian/Maintenance	260				
	Food Service Worker/Maintenance	260				
2			**Hourly**	**$14.75**	**$17.67**	**$20.59**
	General Maintenance Worker	260	**260 Days**	30,680	36,754	42,827
3			**Hourly**	**$16.50**	**$19.78**	**$23.05**
	Maintenance/Bus Driver	260	**226 Days**	29,832	35,762	41,674
	Security Guard - Armed	226	**260 Days**	34,320	41,142	47,944
4			**Hourly**	**$18.86**	**$22.63**	**$26.39**
	HVAC Technician	260	**226 Days**	34,099	40,915	47,713
	Police Officer	226	**260 Days**	39,229	47,070	54,891
5			**Hourly**	**$24.84**	**$29.93**	**$35.01**
	Supervisor - Operations	260	**260 Days**	51,667	62,254	72,821

2026-2027 Work Schedule

Santa Maria Independent School District 2026-2027 Work Schedule						
Assigned Days	Assigned Months	Employee Assignments	2025-2026 Start Date	2025-2026 End Date	2026-2027 Start Date	2026-2027 End Date
187	10	Teachers Athletic Trainer Instructional & Special Education Aides High School Library Clerk	8/4/2025	5/30/2026	8/3/2026	5/29/2027
192	10	Registered Nurse Certified Nurse Assistant	7/28/2025	5/30/2026	7/27/2026	5/29/2027
196	10	Child Nutrition Department	8/4/2025	6/3/2026	8/3/2026	6/4/2027
197	10	GEAR UP Facilitator	8/4/2025	6/5/2026	8/3/2026	6/14/2027
207	11	Band Director	7/21/2025	6/12/2026	7/20/2026	6/11/2027
212	11	District Family Engagement Specialist	7/21/2025	6/19/2026	7/20/2026	6/17/2027
212	11	ACE Program	8/4/2025	7/3/2026	8/3/2026	7/2/2027
212	11	Assistant Principal Elementary Counselor Middle School Counselor High School Counselor	7/21/2025	6/19/2026	7/20/2026	6/17/2027
226	12	Elementary Principal Middle School Principal High School Principal Elementary/Middle School Principal Elementary Campus Secretary Middle School Campus Secretary High School Campus Secretary Elementary Campus Library Clerk Campus Attendance/Truancy Officers * * Migrant Clerk (Elementary) * Community Liaison (Middle School) * CCMR Clerk (College, Career, or Military Readiness-HS)	7/15/2025	7/3/2026	7/13/2026	6/30/2027
226	12	District Operations & Special Programs Director Project Manager Chief of Police Police Officers Security Guards Child Nutrition Director Business Manager Business Office Specialist Human Resource Specialist/Title IX Coordinator Technology Coordinator Technology Technician/Webmaster District Receptionist Payroll/Accounts Payable/Purchasing Clerk Administrative Assistant to the Superintendent Operations (Maintenance & Transportation) Secretary PEIMS Clerk Food Service Clerk	7/15/2025	7/3/2026	7/13/2026	6/30/2027
260	12	Operations (Maintenance & Transportation) Supervisor Maintenance/Bus Drivers/Custodians Food Service Worker/Maintenance Cafeteria Custodian/Maintenance	9/1/2025	8/28/2026	9/1/2026	8/30/2027

2026 - 2027 Stipend Structure

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Our Vision:

Every Student Empowered, Every Voice Valued, Every Future Bright

Our Mission:

Innovate, Inspire, Equip Every Student to Succeed

Stipend Protocol & Policy DEA

Stipends are provided to employees who accept supplemental duty assignments and/or are utilized by the Office of Human Resources to recruit and retain hard-to-fill teaching assignments. When an employee is assigned and accepts an additional duty at will, the supplemental duty is not part of a contract, and neither is the associate's pay. Supplemental duty assignments are at-will and do not provide property rights to continuation. At any time, the employee may resign if the District may terminate the supplemental duty and the pay associated with the supplemental duty. Pay will be prorated if an employee does not complete the assignment.

Classroom teacher recruitment incentives and/or assignment incentives will be paid as a stipend based on semiannual payments.

Employees shall be compensated for these assignments according to the compensation plan of the District. In the event the employee does not perform the duties assigned, the supplemental pay will be forfeited by the employee.

Board Policy DEAA (Local) Compensation Plan: Incentives and Stipends

Stipend

The Superintendent shall recommend a stipend pay schedule as part of the annual compensation plan of the District. [See DEA]

Supplemental Duties

The Superintendent or designee may assign non-contractual supplemental duties to personnel exempt under the Fair Labor Standards Act (FLSA), as needed. [See DK(Local)] The employee shall be compensated for these assignments according to the compensation plan of the District.

Incentive and Innovation Programs

The Superintendent shall have authority to submit plans and grant applications for incentive and innovation programs to TEA or other granting organizations on behalf of the Board. Incentive plans shall address teacher eligibility, including any exclusions.

Locally developed incentive programs, if any, shall be addressed in the compensation plan of the District.

Grant fund stipends are contingent upon grant funding availability.

Retention Stipends

Retention Stipend: Staff will receive the following stipend amount using the distribution and criteria below.

$500	November 2026	Must be employed with SMISD by September 1, 2026 If the employee resigns before August 31, 2027, the stipend will be deducted from the employee's final payroll check.

Extra Duty Stipends

After School/Saturday Teacher Tutoring	Must keep record of attendance through timesheet	$28.00 - Hourly
Summer School Professional	Must keep record of attendance through timesheet	$28.00 - Hourly
Summer School Paraprofessional	Must keep record of attendance through timesheet	$12.00 - Hourly
Game Ticket Workers	Must keep record of attendance through timesheet	$25-30 per game
ACE Department	Must keep record of attendance through timesheet	Time and ½ hourly rate - Clerical & Paraprofessionals $25.00 - Professionals

Perfect Attendance Stipends - Work Schedule Eligibility

The Perfect Attendance Stipends are designated for instructional staff. This includes Teachers, Instructional Aides, the Child Nutrition Department, Custodial and Operations Department.

Must have zero absences for Perfect Attendance	First Day of Fall Eligibility	Last Day of Fall Eligibility	First Day of Spring/Summer Eligibility	Last Day of Spring/Summer Eligibility
Teachers & Instructional Aides 187 days	08/03/2026	12/18/2026	01/04/2027	05/28/2027
Child Nutrition Department 196 days	08/03/2026	12/18/2026	01/04/2027	06/04/2027
Custodial & Operations Department 260 days	09/01/2026	12/24/2026	01/04/2027	08/30/2027

DISTRICT STIPENDS

Assignment	Requirement	Amount
Master's Degree for Educator	Conferred Master's Degree in Any Content	$1,000.00
Dual Enrollment Teaching	High School Only - Master's Degree Required	$2,000.00
Bilingual Assignment	PreK - 5th Grade - Bilingual Certification Required	$1,200.00
ESL Assignment	6th - 12th Grade - ESL Certification Required	$750.00
Special Education	PreK - 12th Grade - SPED EC - 12th Certification Required	$1,500.00
Gifted and Talented (GT) Assignment	GT Certification Required	$300.00
Interactive Online Learning Teacher Stipend	Middle and High School Only (Grant-Funded)	$2,500.00
Secondary Math / Content Degree	6th - 12th Grade - Math Major on Degree	$2,000.00
Secondary Science / Content Degree	6th - 12th Grade - Science Major on Degree	$2,000.00
Secondary Social Studies / Content Degree	6th - 12th Grade - Social Studies Major on Degree	$2,000.00
Secondary English Language Arts (ELA)/ Content Degree	6th - 12th Grade - English Language Arts (ELA) Major on Degree	$2,000.00
District Testing Coordinator	Lead and implement the district testing program; train campus testing coordinators, principals, and District Administration. Prepare and present to the school board on campus accountability (September) and TAPR (February)	$2,000.00
District Textbook Coordinator	Oversee the acquisition, distribution, tracking, and maintenance of textbooks and instructional materials	$1,000.00
Teacher Incentive Allotment Specialist	Manage the Teacher Incentive Allotment Program by the Texas Education Agency	$5,000.00
Special Education Life Skills Stipend - Paraprofessional	Life Skills Instructional Aides are eligible, not Resource/Inclusion	$1,000.00

Mentor Teacher	Mentor New Educators 0-2 years of experience	$750.00

TONY GONZALEZ ELEMENTARY STIPENDS - UIL

Assignment	Requirement	Amount
UIL Coordinator	Must coordinate and attend all meetings; organize student & employee attendance rosters; submit requisitions and coordinate purchase orders & checks issued	$800.00
UIL Creative Writing - Coach	Must attend one (1) invitational meet and the District meet; at minimum, five (5) practices must be held and individual practice logs must be submitted (see UIL Manual)	$600.00
UIL Chess - Coach	Must attend one (1) invitational meet and the District meet; at minimum, five (5) practices must be held and individual practice logs must be submitted (see UIL Manual)	$600.00
UIL Dictionary - Coach	Must attend one (1) invitational meet and the District meet; at minimum, five (5) practices must be held and individual practice logs must be submitted (see UIL Manual)	$600.00
UIL Listening Skills - Coach	Must attend one (1) invitational meet and the District meet; at minimum, five (5) practices must be held and individual practice logs must be submitted (see UIL Manual)	$600.00
UIL Ready Writing - Coach	Must attend one (1) invitational meet and the District meet; at minimum, five (5) practices must be held and individual practice logs must be submitted (see UIL Manual)	$600.00

UIL Storytelling- Coach	Must attend one (1) invitational meet and the District meet; at minimum, five (5) practices must be held and individual practice logs must be submitted (see UIL Manual)	$600.00
UIL Spelling - Coach	Must attend one (1) invitational meet and the District meet; at minimum, five (5) practices must be held and individual practice logs must be submitted (see UIL Manual)	$600.00
UIL Social Studies - Coach	Must attend one (1) invitational meet and the District meet; at minimum, five (5) practices must be held and individual practice logs must be submitted (see UIL Manual)	$600.00
UIL Color Art - Coach	Must attend one (1) invitational meet and the District meet; at minimum, five (5) practices must be held and individual practice logs must be submitted (see UIL Manual)	$600.00
UIL Maps, Charts, & Graphs - Coach	Must attend one (1) invitational meet and the District meet; at minimum, five (5) practices must be held and individual practice logs must be submitted (see UIL Manual)	$600.00
UIL Music Memory - Coach	Must attend one (1) invitational meet and the District meet; at minimum, five (5) practices must be held and individual practice logs must be submitted (see UIL Manual)	$600.00

UIL Black & White Art	Must attend one (1) invitational meet and the District meet; at minimum, five (5) practices must be held and individual practice logs must be submitted (see UIL Manual)	$600.00
UIL Number Sense - Coach	Must attend one (1) invitational meet and the District meet; at minimum, five (5) practices must be held and individual practice logs must be submitted (see UIL Manual)	$600.00
UIL Oral Reading - Coach	Must attend one (1) invitational meet and the District meet; at minimum, five (5) practices must be held and individual practice logs must be submitted (see UIL Manual)	$600.00
UIL Meet Travel	Must attend one (1) invitational meet and the District meet; at minimum	$75.00 per tournament
Student Council	Meet at least five (5) times a year, submit student attendance Rosters, and hold one community service event	$300.00
Newsletter	Coordinate the weekly newsletter	$500.00
Yearbook	Coordinate the campus yearbook	$500.00

Stipends in this category will be paid in full after the end of the academic year. Sponsors will be responsible for coordinating and planning all activities under class/club organization.
All planning/meetings for each organization must be done after school in order to qualify for the stipend.
If more than one sponsor, the stipend will be divided equally.

MIDDLE SCHOOL STIPENDS - UIL

Assignment	Requirement	Amount
UIL Coordinator	Must attend one (1) invitational meet and the District meet; at minimum, five (5) practices must be held and individual practice logs must be submitted (see UIL Manual)	$800.00
UIL Art - Coach	Must attend one (1) invitational meet and the District meet; at minimum, five (5) practices must be held and individual practice logs must be submitted (see UIL Manual)	$600.00
UIL Chess - Coach	Must attend one (1) invitational meet and the District meet; at minimum, five (5) practices must be held and individual practice logs must be submitted (see UIL Manual)	$600.00
UIL Dictionary - Coach	Must attend one (1) invitational meet and the District meet; at minimum, five (5) practices must be held and individual practice logs must be submitted (see UIL Manual)	$600.00
UIL Editorial Writing - Coach	Must attend one (1) invitational meet and the District meet; at minimum, five (5) practices must be held and individual practice logs must be submitted (see UIL Manual)	$600.00
UIL Impromptu Speaking - Coach	Must attend one (1) invitational meet and the District meet; at minimum, five (5) practices must be held and individual practice logs must be submitted (see UIL Manual)	$600.00
UIL Listening Skills - Coach	Must attend one (1) invitational meet and the District meet; at minimum, five (5) practices must be held and individual practice logs must be submitted (see UIL Manual)	$600.00

UIL Maps, Charts, and Graphs - Coach	Must attend one (1) invitational meet and the District meet; at minimum, five (5) practices must be held and individual practice logs must be submitted (see UIL Manual)	$600.00
UIL Mathematics - Coach	Must attend one (1) invitational meet and the District meet; at minimum, five (5) practices must be held and individual practice logs must be submitted (see UIL Manual)	$600.00
UIL Calculator - Coach	Must attend one (1) invitational meet and the District meet; at minimum, five (5) practices must be held and individual practice logs must be submitted (see UIL Manual)	$600.00
UIL Music Memory - Coach	Must attend one (1) invitational meet and the District meet; at minimum, five (5) practices must be held and individual practice logs must be submitted (see UIL Manual)	$600.00
UIL Number Sense - Coach	Must attend one (1) invitational meet and the District meet; at minimum, five (5) practices must be held and individual practice logs must be submitted (see UIL Manual)	$600.00
UIL Oral Reading - Coach	Must attend one (1) invitational meet and the District meet; at minimum, five (5) practices must be held and individual practice logs must be submitted (see UIL Manual)	$600.00
UIL Ready Writing - Coach	Must attend one (1) invitational meet and the District meet; at minimum, five (5) practices must be held and individual practice logs must be submitted (see UIL Manual)	$600.00
UIL Science - Coach	Must attend one (1) invitational meet and the District meet; at minimum, five (5) practices must be held and individual practice logs must be submitted (see UIL Manual)	$600.00

UIL Social Studies - Coach	Must attend one (1) invitational meet and the District meet; at minimum, five (5) practices must be held and individual practice logs must be submitted (see UIL Manual)	$600.00
UIL Spelling - Coach	Must attend one (1) invitational meet and the District meet; at minimum, five (5) practices must be held and individual practice logs must be submitted (see UIL Manual)	$600.00
UIL Meet Travel	Must attend one (1) invitational meet and the District meet; at minimum	$75.00 per tournament
Middle School 8th Grade Sponsor	Must coordinate and attend all meetings; organize student & employee attendance rosters; submit requisitions and coordinate purchase orders & checks issued	$400.00
National Junior Honor Society (NJHS)	Meet at least five (5) times a year, submit student attendance rosters, hold induction ceremony, and host one community service event	$300.00
STEM - GEAR UP CLUB	Meet at least five (5) times a year, submit student attendance rosters, hold induction ceremony, and host one community service event	$500.00
Newsletter	Coordinate the weekly newsletter	$500.00
Yearbook	Coordinate the campus yearbook	$500.00

Stipends in this category will be paid in full after the end of the academic year. Sponsors will be responsible for coordinating and planning all activities under class/club organization.
All planning/meetings for each organization must be done after school in order to qualify for the stipend.
If more than one sponsor, the stipend will be divided equally.

HIGH SCHOOL STIPENDS - UIL

Assignment	Requirement	Amount
UIL Coordinator	Must coordinate and attend all meetings; organize student & employee attendance rosters; submit requisitions and coordinate purchase orders & checks issued	$800.00
UIL Current Events - Coach	Must attend one (1) invitational meet and the District meet; at minimum, five (5) practices must be held and individual practice logs must be submitted (see UIL Manual)	$600.00
UIL Headline Writing - Coach	Must attend one (1) invitational meet and the District meet; at minimum, five (5) practices must be held and individual practice logs must be submitted (see UIL Manual)	$600.00
UIL Science - Coach	Must attend one (1) invitational meet and the District meet; at minimum, five (5) practices must be held and individual practice logs must be submitted (see UIL Manual)	$600.00
UIL Spelling - Coach	Must attend one (1) invitational meet and the District meet; at minimum, five (5) practices must be held and individual practice logs must be submitted (see UIL Manual)	$600.00
UIL Computer Science - Coach	Must attend one (1) invitational meet and the District meet; at minimum, five (5) practices must be held and individual practice logs must be submitted (see UIL Manual)	$600.00
UIL Math Concepts - Coach	Must attend one (1) invitational meet and the District meet; at minimum, five (5) practices must be held and individual practice logs must be submitted (see UIL Manual)	$600.00

UIL Calculator Applications - Coach	Must attend one (1) invitational meet and the District meet; at minimum, five (5) practices must be held and individual practice logs must be submitted (see UIL Manual)	$600.00
UIL One Act Play - Coach	Must attend one (1) invitational meet and the District meet; at minimum, five (5) practices must be held and individual practice logs must be submitted (see UIL Manual)	$1,000.00

UIL Ready Writing - Coach	Must attend one (1) invitational meet and the District meet; at minimum, five (5) practices must be held and individual practice logs must be submitted (see UIL Manual)	$600.00
UIL Number Sense - Coach	Must attend one (1) invitational meet and the District meet; at minimum, five (5) practices must be held and individual practice logs must be submitted (see UIL Manual)	$600.00
UIL Cross Examination - Coach	Must attend one (1) invitational meet and the District meet; at minimum, five (5) practices must be held and individual practice logs must be submitted (see UIL Manual)	$600.00
UIL Lincoln-Douglas Debate - Coach	Must attend one (1) invitational meet and the District meet; at minimum, five (5) practices must be held and individual practice logs must be submitted (see UIL Manual)	$600.00
UIL Congress Debate - Coach	Must attend one (1) invitational meet and the District meet; at minimum, five (5) practices must be held and individual practice logs must be submitted (see UIL Manual)	$600.00

UIL Persuasive Extemporaneous Speaking - Coach	Must attend one (1) invitational meet and the District meet; at minimum, five (5) practices must be held and individual practice logs must be submitted (see UIL Manual)	$600.00
UIL Informative Extemporaneous Speaking - Coach	Must attend one (1) invitational meet and the District meet; at minimum, five (5) practices must be held and individual practice logs must be submitted (see UIL Manual)	$600.00
UIL Meet Travel	Must attend one (1) invitational meet and the District meet; at minimum	$75.00 per tournament
High School Class Sponsor 9th Grade (1)	Meet at least four (4) times a year, submit student attendance rosters, plan for class trip/dance, fundraiser	$400.00
High School Class Sponsor 10th Grade (1)	Meet at least four (4) times a year, submit student attendance rosters, plan for class trip/dance, fundraiser	$400.00
High School Class Sponsor 11th Grade (1)	Meet at least four (4) times a year, submit student attendance rosters, plan for class trip/dance, fundraiser	$400.00
High School Class Sponsor 12th Grade (1)	Meet at least four (4) times a year, submit student attendance rosters, plan for class trip/dance, fundraiser	$400.00

National Honor Society (NHS)	Meet at least five (5) times a year, submit student attendance rosters, hold induction ceremony, one community service event	$300.00
CTE Clubs (4)	Meet at least five (5) times a year, submit student attendance rosters, attend at least two competitions	$300.00
Math Club	Meet at least five (5) times a year, submit student attendance rosters, attend at least two competitions	$300.00
Chess Club	Meet at least five (5) times a year, submit student attendance rosters, attend at least two competitions	$300.00
AG Club	Meet at least five (5) times a year, submit student attendance rosters, attend at least two competitions	$500.00
Student Council	Meet at least four (4) times a year, submit student attendance rosters, plan for class trip/dance, fundraiser	$400.00
STEM Club	Meet at least five (5) times a year, submit student attendance rosters, attend at least two competitions	$500.00
Newsletter	Coordinate the weekly newsletter	$500.00
Yearbook	Coordinate the campus yearbook	$500.00

Stipends in this category will be paid in full after the end of the academic year.
Sponsors will be responsible for coordinating and planning all activities under class/club organization.
All planning/meetings for each organization must be done after school in order to qualify for the stipend. If more than one sponsor, the stipend will be divided equally.

ATHLETIC STIPENDS

Description	Days	Amount
BASKETBALL		
MS Boys - Assistant Coach		$ 1,500.00
MS Boys - Head Coach		$ 2,000.00
MS Girls - Assistant Coach		$ 1,500.00
MS Girls - Head Coach		$ 2,000.00
Varsity Girls Assistant		$ 3,000.00
Varsity Boys HS Assistant		$ 3,000.00
JV Girls		$ 2,500.00
JV Boys		$ 2,500.00
Varsity Boys Head Coach	10 - DR	$ 5,000.00
Varsity Girls Head Coach	10 - DR	$ 5,000.00
CHEERLEADING		
HS Cheerleading		$ 2,500.00
HS Cheerleading Assistant		$ 1,500.00
MS Cheerleading		$ 2,000.00
CROSS COUNTRY		
Head Coach Boys & Girls	10 - DR	$ 5,000.00
Assistant HS		$ 3,000.00
Assistant MS		$ 1,500.00
FOOTBALL		
Head Football Coach	10 - DR	$ 6,000.00
Assistant Coach MS x 3		$ 1,500.00
MS Head Coach		$ 2,000.00
Defensive Coordinator (1st Asst)	10 - DR	$ 4,500.00
Offensive Coordinator	10 - DR	$ 4,500.00
Special Teams Coordinator/Varsity Assistant	10 - DR	$ 4,000.00
Varsity Assistant/Positions Coach (2)		$ 3,500.00
GOLF		
HS Head Coach Boys & Girls		$ 3,500.00

POWERLIFTING		
Powerlifting Head Coach		$ 3,500.00
Powerlifting Assistant		$ 2,000.00
SOCCER		
Head Boys Soccer Coach	10 - DR	$ 5,000.00
JV Boys Soccer Assistant		$ 2,500.00
MS Soccer Head Coach		$ 2,000.00
MS Soccer Assistant		$ 1,500.00
STRENGTH & CONDITIONING		
Strength & Conditioning (Spring)		$ 3,000.00
Strength & Conditioning (Fall)		$ 3,000.00
TRACK		
Summer Track/Cross Country Coach		$ 2,500.00
Summer Track/Cross Country Assistant		$ 1,500.00
Varsity Track Head Coach Boys		$ 5,000.00
Varsity Track Head Coach Girls		$ 5,000.00
Track Assistant: HS Field (2) & Running Events (1)		$ 2,500.00
MS Track Head Coach		$ 2,000.00
MS Track Assistant Coach (2)		$ 1,500.00
VOLLEYBALL		
Head Coach	10 - DR	$ 5,000.00
Assistant Coach - HS		$ 3,000.00
JV Coach		$ 2,500.00
MS Girls - Head Coach		$ 2,000.00
MS Girls - Assistant Coach		$ 1,500.00
Athletic Director	20 - DR	$ 7,000.00

- DR = Daily Rate of Employee