2026-2027

WESLACO
INDEPENDENT SCHOOL DISTRICT

COMPENSATION PLAN

Dr. Richard Rivera, Superintendent of Schools

HUMAN RESOURCES DEPARTMENT
319 West Fourth Street-Weslaco, TX 78596
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Weslaco ISD does not discriminate on the basis of race, religion, color, national origin, sex, age or disability in providing education services, ac tivities, and programs, including vocational programs, in accordance with Title VI of the Civil Rights Act of 1964, as amended; Title IX of the Educational Amendments of 1972; section 504 of the Rehabilitation Act of 1973, as amended.

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WESLACO INDEPENDENT SCHOOL DISTRICT

2026 2027

BELL SCHEDULE

- Elementary 7:45 am—3:15 pm **(450 mins)**
- Middle School 8:00 am—4:05 pm **(485 mins)**
- High School 8:30 am—4:15 pm **(465 mins)**

INSTRUCTIONAL DAYS-175

SEMESTER 1 **83 days** **First day of School: Aug. 10, 2026**

1st Six Weeks	Aug. 10—Sept. 24	*32 days*
2nd Six Weeks	Sept. 28—Nov. 5	*27 days*
3rd Six Weeks	Nov. 9—Dec. 17	*24 days*

SEMESTER 2 **92 days** **Last day of School: May 26, 2027**

4th Six Weeks	Jan. 5—Feb. 19	*31 days*
5th Six Weeks	Feb. 22—Apr. 9	*28 days*
6th Six Weeks	Apr. 12—May 26	*33 days*

ADSY School Day: May 27, 2027

TOTAL INSTRUCTIONAL MINUTES

- Elementary 78,750
- Middle School 84,875
- High School 81,375

STUDENT/STAFF HOLIDAYS

•Weather Day	September 4, 2026
•Labor Day	September 7, 2026
•Weather Day	October 9, 2026
•Indigenous Day	October 12, 2026
•Thanksgiving Break	November 23—27, 2026
•Winter Break	December 21, 2026—January 1, 2027
•Weather Days	February 12 & 15, 2027
•Spring Break	March 15—19, 2027
•Easter Break	March 26 & 29, 2027

PROFESSIONAL DEVELOPMENT

- **July 29, 2026 New Teacher Orientation & Luncheon**
- August 3—5, 2026
- **August 4, 2026 Convocation**
- September 25, 2026
- November 6, 2026
- January 4, 2027
- February 1, 2027

STAFF WORK DAYS

- August 6 & 7, 2026
- December 18, 2026
- May 28, 2027

GRADUATIONS

•CCDC	May 24, 2027
•SPG	May 25, 2027
•WHS	May 26, 2027
•WEHS	May 27, 2027

STATE TESTING DAYS

- November 30 -December 11, 2026
- February 16—March 26, 2027
- April 5—30, 2027

Dr. Richard Rivera, Superintendent of Schools

• 319 West Fourth Street – Weslaco, TX 78596 • (956)969-6500 • www.wisd.us

Board Approved 05/18/2026

JULY 2026

S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

AUGUST 2026

S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

SEPTEMBER 2026

S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

OCTOBER 2026

S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

NOVEMBER 2026

S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					

DECEMBER 2026

S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

JANUARY 2027

S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

FEBRUARY 2027

S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28						

MARCH 2027

S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

APRIL 2027

S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	

MAY 2027

S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

JUNE 2027

S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

Weslaco Independent School District

Calendar Dates

First Workday……August 03, 2026
First Instructional Day.…August 10, 2026
Last Instructional Day.....……May 26, 2027
Last Workday…….May 28, 2027

Weslaco ISD
2026-27
187 Work Day Calendar
Teacher Workdays

PLC
Holiday
First/Last Work Day
First/Last Instructional Day
Teacher Workday
Non-Workday

July 2026

Sun	M	T	W	Th	F	Sat
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	
	7					0

August 2026

Sun	M	T	W	Th	F	Sat
						1
2	3/1	4/2	5/3	6/4	7/5	8
9	10/6	11/7	12/8	13/9	14/10	15
16	17/11	18/12	19/13	20/14	21/15	22
23	24/16	25/17	26/18	27/19	28/20	29
30	31/21					21

September 2026

Sun	M	T	W	Th	F	Sat
		1/22	2/23	3/24	4	5
6	7	8/25	9/26	10/27	11/28	12
13	14/29	15/30	16/31	17/32	18/33	19
20	21/34	22/35	23/36	24/37	25/38	26
27	28/39	29/40	30/41			
						20

October 2026

Sun	M	T	W	Th	F	Sat
				1/42	2/43	3
4	5/44	6/45	7/46	8/47	9	10
11	12	13/48	14/49	15/50	16/51	17
18	19/52	20/53	21/54	22/55	23/56	24
25	26/57	27/58	28/59	29/60	30/61	31
						20

November 2026

Sun	M	T	W	Th	F	Sat
1	2/62	3/63	4/64	5/65	6/66	7
8	9/67	10/68	11/69	12/70	13/71	14
15	16/72	17/73	18/74	19/75	20/76	21
22	23	24	25	26	27	28
29	30/77					
						16

December 2026

Sun	M	T	W	Th	F	Sat
		1/78	2/79	3/80	4/81	5
6	7/82	8/83	9/84	10/85	11/86	12
13	14/87	15/88	16/89	17/90	18/91	19
20	21	22	23	24	25	26
27	28	29	30	31		
						14

January 2027

Sun	M	T	W	Th	F	Sat
					1	2
3	4/92	5/93	6/94	7/95	8/96	9
10	11/97	12/98	13/99	14/100	15/101	16
17	18/102	19/103	20/104	21/105	22/106	23
24	25/107	26/108	27/109	28/110	29/111	30
31						20

February 2027

Sun	M	T	W	Th	F	Sat
	1/112	2/113	3/114	4/115	5/116	6
7	8/117	9/118	10/119	11/120	12	13
14	15	16/121	17/122	18/123	19/124	20
21	22/125	23/126	24/127	25/128	26/129	27
28						
						18

March 2027

Sun	M	T	W	Th	F	Sat
	1/130	2/131	3/132	4/133	5/134	6
7	8/135	9/136	10/137	11/138	12/139	13
14	15	16	17	18	19	20
21	22/140	23/141	24/142	25/143	26	27
28	29	30/144	31/145			
						16

April 2027

Sun	M	T	W	Th	F	Sat
				1/146	2/147	3
4	5/148	6/149	7/150	8/151	9/152	10
11	12/153	13/154	14/155	15/156	16/157	17
18	19/158	20/159	21/160	22/161	23/162	24
25	26/163	27/164	28/165	29/166	30/167	
						22

May 2027

Sun	M	T	W	Th	F	Sat
						1
2	3/168	4/169	5/170	6/171	7/172	8
9	10/173	11/174	12/175	13/176	14/177	15
16	17/178	18/179	19/180	20/181	21/182	22
23	24/183	25/184	26/185	27/186	28/187	29
30	31					20

June 2027

Sun	M	T	W	Th	F	Sat
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			
						0

Total Days 187

07 Professional Development Days
04 Teacher Workdays
Panthers

Total Workdays.....187

24 Holidays
04 Non-Working Days
Wildcats

Weslaco Independent School District
SECOND TO NONE

- 175 Instructional Days

- 1 Additional (ADSY) Instructioal Day

Weslaco Independent School District

First Day of Work……..August 03, 2026
First Instructional Day..August 10, 2026
Last Instructional Day……May 26, 2027
Last Day of Work……..May 31, 2027

Weslaco ISD
2026-27
188 Work Day Calendar

PLC
Holiday
First/Last Work Day
First/Last Instructional Day
Teacher Work Day
Non- Work Day

July 2026

Sun	M	T	W	Th	F	Sat
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	
	7					0

August 2026

Sun	M	T	W	Th	F	Sat
						1
2	3/1	4/2	5/3	6/4	7/5	8
9	10/6	11/7	12/8	13/9	14/10	15
16	17/11	18/12	19/13	20/14	21/15	22
23	24/16	25/17	26/18	27/19	28/20	29
30	31/21					21

September 2026

Sun	M	T	W	Th	F	Sat
		1/22	2/23	3/24	4	5
6	7	8/25	9/26	10/27	11/28	12
13	14/29	15/30	16/31	17/32	18/33	19
20	21/34	22/35	23/36	24/37	25/38	26
27	28/39	29/40	30/41			
						20

October 2026

Sun	M	T	W	Th	F	Sat
				1/42	2/43	3
4	5/44	6/45	7/46	8/47	9	10
11	12	13/48	14/49	15/50	16/51	17
18	19/52	20/53	21/54	22/55	23/56	24
25	26/57	27/58	28/59	29/60	30/61	31
						20

November 2026

Sun	M	T	W	Th	F	Sat
1	2/62	3/63	4/64	5/65	6/66	7
8	9/67	10/68	11/69	12/70	13/71	14
15	16/72	17/73	18/74	19/75	20/76	21
22	23	24	25	26	27	28
29	30/77					
						16

December 2026

Sun	M	T	W	Th	F	Sat
		1/78	2/79	3/80	4/81	5
6	7/82	8/83	9/84	10/85	11/86	12
13	14/87	15/88	16/89	17/90	18/91	19
20	21	22	23	24	25	26
27	28	29	30	31		
						14

January 2027

Sun	M	T	W	Th	F	Sat
					1	2
3	4/92	5/93	6/94	7/95	8/96	9
10	11/97	12/98	13/99	14/100	15/101	16
17	18/102	19/103	20/104	21/105	22/106	23
24	25/107	26/108	27/109	28/110	29/111	30
31						20

February 2027

Sun	M	T	W	Th	F	Sat
	1/112	2/113	3/114	4/115	5/116	6
7	8/117	9/118	10/119	11/120	12	13
14	15	16/121	17/122	18/123	19/124	20
21	22/125	23/126	24/127	25/128	26/129	27
28						
						18

March 2027

Sun	M	T	W	Th	F	Sat
	1/130	2/131	3/132	4/133	5/134	6
7	8/135	9/136	10/137	11/138	12/139	13
14	15	16	17	18	19	20
21	22/140	23/141	24/142	25/143	26	27
28	29	30/144	31/145			
						16

April 2027

Sun	M	T	W	Th	F	Sat
				1/146	2/147	3
4	5/148	6/149	7/150	8/151	9/152	10
11	12/153	13/154	14/155	15/156	16/157	17
18	19/158	20/159	21/160	22/161	23/162	24
25	26/163	27/164	28/165	29/166	30/167	
						22

May 2027

Sun	M	T	W	Th	F	Sat
						1
2	3/168	4/169	5/170	6/171	7/172	8
9	10/173	11/174	12/175	13/176	14/177	15
16	17/178	18/179	19/180	20/181	21/182	22
23	24/183	25/184	26/185	27/186	28/187	29
30	31/188					21

June 2027

Sun	M	T	W	Th	F	Sat
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			
						0

Total Days 188

07 Professional Development Days
04 Teacher Workdays

Total Workdays……188

24 Holidays
04 Non-Working Days

Weslaco Independent School District
SECOND TO NONE

- 175 Instructional Days
- 1 Additional (ADSY) Instructional Day

Weslaco Independent School District

First Day of Work……. August 03, 2026
First Day of Instruction… August 10, 2026
Last Day of Instruction…..May 26, 2027
Last Work Day…..……May 28, 2027

Weslaco ISD
2026-27
193 Work Day Calendar
Kitchen Cooks, Head Meat Cook, Head Baker

PLC
Holiday
First/Last Work Day
First/Last Instructional Day
Teacher Work Day
Non- Work Day

July 2026

Sun	M	T	W	Th	F	Sat
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	
	7					0

August 2026

Sun	M	T	W	Th	F	Sat
						1
2	3/1	4/2	5	6	7	8
9	10/3	11/4	12/5	13/6	14/7	15
16	17/8	18/9	19/10	20/11	21/12	22
23	24/13	25/14	26/15	27/16	28/17	29
30	31/18					18

September 2026

Sun	M	T	W	Th	F	Sat
		1/19	2/20	3/21	4	5
6	7/22	8/23	9/24	10/25	11/26	12
13	14/27	15/28	16/29	17/30	18/31	19
20	21/32	22/33	23/34	24/35	25/36	26
27	28/37	29/38	30/39			
						21

October 2026

Sun	M	T	W	Th	F	Sat
				1/40	2/41	3
4	5/42	6/43	7/44	8/45	9	10
11	12	13/46	14/47	15/48	16/49	17
18	19/50	20/51	21/52	22/53	23/54	24
25	26/55	27/56	28/57	29/58	30/59	31
						20

November 2026

Sun	M	T	W	Th	F	Sat
1	2/60	3/61	4/62	5/63	6/64	7
8	9/65	10/66	11/67	12/68	13/69	14
15	16/70	17/71	18/72	19/73	20/74	21
22	23	24	25	26/75	27/76	28
29	30/77					
						18

December 2026

Sun	M	T	W	Th	F	Sat
		1/78	2/79	3/80	4/81	5
6	7/82	8/83	9/84	10/85	11/86	12
13	14/87	15/88	16/89	17/90	18/91	19
20	21	22	23	24/92	25/93	26
27	28	29	30	31/94		
						17

January 2027

Sun	M	T	W	Th	F	Sat
					1/95	2
3	4/96	5/97	6/98	7/99	8/100	9
10	11/101	12/102	13/103	14/104	15/105	16
17	18/106	19/107	20/108	21/109	22/110	23
24	25/111	26/112	27/113	28/114	29/115	30
31						21

February 2027

Sun	M	T	W	Th	F	Sat
	1/116	2/117	3/118	4/119	5/120	6
7	8/121	9/122	10/123	11/124	12	13
14	15	16/125	17/126	18/127	19/128	20
21	22/129	23/130	24/131	25/132	26/133	27
28						
						18

March 2027

Sun	M	T	W	Th	F	Sat
	1/134	2/135	3/136	4/137	5/138	6
7	8/139	9/140	10/141	11/142	12/143	13
14	15	16	17	18	19	20
21	22/144	23/145	24/146	25/147	26/148	27
28	29/149	30/150	31/151			
						18

April 2027

Sun	M	T	W	Th	F	Sat
				1/152	2/153	3
4	5/154	6/155	7/156	8/157	9/158	10
11	12/159	13/160	14/161	15/162	16/163	17
18	19/164	20/165	21/166	22/167	23/168	24
25	26/169	27/170	28/171	29/172	30/173	
						22

May 2027

Sun	M	T	W	Th	F	Sat
						1
2	3/174	4/175	5/176	6/177	7/178	8
9	10/179	11/180	12/181	13/182	14/183	15
16	17/184	18/185	19/186	20/187	21/188	22
23	24/189	25/190	26/191	27/192	28/193	29
30	31					20

June 2027

Sun	M	T	W	Th	F	Sat
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			
						0

Total Days 193

06 Professional Development Days
02 Teacher Workdays

Total Workdays.....193

09 Holidays
22 Non Working Day

Weslaco Independent School District
SECOND TO NONE

- 175 Instructional Days
- 1 Additional (ADSY) Instructional Day

Weslaco Independent School District

First Day of Work……. August 03, 2026
First Instructional Day…. August 10, 2026
Last Instructional Day…. ….May 26, 2 2027
Last Workday…..……. ….May 28, 2027

Weslaco ISD
2026-27
196 Work Day Calendar
Bus Drivers / Bus Aides

PLC
Holiday
First/Last Work Day
1st/Last Instructional WD
Teacher Work Day
Non-WD

July 2026

Sun	M	T	W	Th	F	Sat
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	31	31	
	7					0

August 2026

Sun	M	T	W	Th	F	Sat
						1
2	3/1	4/2	5/3	6/4	7/5	8
9	10/6	11/7	12/8	13/9	14/10	15
16	17/11	18/12	19/13	20/14	21/15	22
23	24/16	25/17	26/18	27/19	28/20	29
30	31/21					21

September 2026

Sun	M	T	W	Th	F	Sat
		1/22	2/23	3/24	4	5
6	7/25	8/26	9/27	10/28	11/29	12
13	14/30	15/31	16/32	17/33	18/34	19
20	21/35	22/36	23/37	24/38	25/39	26
27	28/40	29/41	30/42			
						21

October 2026

Sun	M	T	W	Th	F	Sat
				1/43	2/44	3
4	5/45	6/46	7/47	8/48	9	10
11	12	13/49	14/50	15/51	16/52	17
18	19/53	20/54	21/55	22/56	23/57	24
25	26/58	27/59	28/60	29/61	30/62	31
						20

November 2026

Sun	M	T	W	Th	F	Sat
1	2/63	3/64	4/65	5/66	6/67	7
8	9/68	10/69	11/70	12/71	13/72	14
15	16/73	17/74	18/75	19/76	20/77	21
22	23	24	25	26/78	27/79	28
29	30/80					
						18

December 2026

Sun	M	T	W	Th	F	Sat
		1/81	2/82	3/83	4/84	5
6	7/85	8/86	9/87	10/88	11/89	12
13	14/90	15/91	16/92	17/93	18/94	19
20	21	22	23	24/95	25/96	26
27	28	29	30	31/97		
						17

January 2027

Sun	M	T	W	Th	F	Sat
					1/98	2
3	4/99	5/100	6/101	7/102	8/103	9
10	11/104	12/105	13/106	14/107	15/108	16
17	18/109	19/110	20/111	21/112	22/113	23
24	25/114	26/115	27/116	28/117	29/118	30
31						21

February 2027

Sun	M	T	W	Th	F	Sat
	1/119	2/120	3/121	4/122	5/123	6
7	8/124	9/125	10/126	11/127	12	13
14	15	16/128	17/129	18/130	19/131	20
21	22/132	23/133	24/134	25/135	26/136	27
28						
						18

March 2027

Sun	M	T	W	Th	F	Sat
	1/137	2/138	3/139	4/140	5/141	6
7	8/142	9/143	10/144	11/145	12/146	13
14	15	16	17	18	19	20
21	22/147	23/148	24/149	25/150	26/151	27
28	29/152	30/153	31/154			
						18

April 2027

Sun	M	T	W	Th	F	Sat
				1/155	2/156	3
4	5/157	6/158	7/159	8/160	9/161	10
11	12/162	13/163	14/164	15/165	16/166	17
18	19/167	20/168	21/169	22/170	23/171	24
25	26/172	20/173	28/174	29/175	30/176	
						22

May 2027

Sun	M	T	W	Th	F	Sat
						1
2	3/177	4/178	5/179	6/180	7/181	8
9	10/182	11/183	12/184	13/185	14/186	15
16	17/187	18/188	19/189	20/190	21/191	22
23	24/192	25/193	26/194	27/195	28/196	29
30	31					20

June 2027

Sun	M	T	W	Th	F	Sat
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			
						0

Total Days 196

07 Professional Development Days
04 Teacher Workdays

Total Workdays.....196

09 Holidays
19 Non-Working Days

Weslaco Independent School District
SECOND TO NONE

- 175 Instructional Days

- 1 Additional (ADSY) Instructional Day

Weslaco Independent School District

First Workday……..……July 30, 2026
First Day of Instruction....August 10, 2026
Last Day of Instruction…....May 26, 2027
Last Workday..……..……May 28, 2027

Weslaco ISD
2026-27
197 Work Day Calendar
Food Service Attendants, Delivery Drivers, Kitchen Clerks

- PLC
- Holiday
- 1st/Last WD
- 1st/Last Inst. Day
- Teacher Work Day
- Non-WD

July 2026

Sun	M	T	W	Th	F	Sat
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30/1	31	
	7					1

August 2026

Sun	M	T	W	Th	F	Sat
						1
2	3/2	4/3	5/4	6/5	7/6	8
9	10/7	11/8	12/9	13/10	14/11	15
16	17/12	18/13	19/14	20/15	21/16	22
23	24/17	25/18	26/19	27/20	28/21	29
30	31/22					21

September 2026

Sun	M	T	W	Th	F	Sat
		1/23	2/24	3/25	4	5
6	7/26	8/27	9/28	10/29	11/30	12
13	14/31	15/32	16/33	17/34	18/35	19
20	21/36	22/37	23/38	24/39	25/40	26
27	28/41	29/42	30/43			
						21

October 2026

Sun	M	T	W	Th	F	Sat
				1/44	2/45	3
4	5/46	6/47	7/48	8/49	9	10
11	12	13/50	14/51	15/52	16/53	17
18	19/54	20/55	21/56	22/57	23/58	24
25	26/59	27/60	28/61	29/62	30/63	31
						20

November 2026

Sun	M	T	W	Th	F	Sat
1	2/64	3/65	4/66	5/67	6/68	7
8	9/69	10/70	11/71	12/72	13/73	14
15	16/74	17/75	18/76	19/77	20/78	21
22	23	24	25	26/79	27/80	28
29	30/81					
						18

December 2026

Sun	M	T	W	Th	F	Sat
		1/82	2/83	3/84	4/85	5
6	7/86	8/87	9/88	10/89	11/90	12
13	14/91	15/92	16/93	17/94	18/95	19
20	21	22	23	24/96	25/97	26
27	28	29	30	31/98		
						17

January 2027

Sun	M	T	W	Th	F	Sat
					1/99	2
3	4/100	5/101	6/102	7/103	8/104	9
10	11/105	12/106	13/107	14/108	15/109	16
17	18/110	19/111	20/112	21/113	22/114	23
24	25/115	26/116	27/117	28/118	29/119	30
31						21

February 2027

Sun	M	T	W	Th	F	Sat
	1/120	2/121	3/122	4/123	5/124	6
7	8/125	9/126	10/127	11/128	12	13
14	15	16/129	17/130	18/131	19/132	20
21	22/133	23/134	24/135	25/136	26/137	27
28						
						18

March 2027

Sun	M	T	W	Th	F	Sat
	1/138	2/139	3/140	4/141	5/142	6
7	8/143	9/144	10/145	11/146	12/147	13
14	15	16	17	18	19	20
21	22/148	23/149	24/150	25/151	26/152	27
28	29/153	30/154	31/155			
						18

April 2027

Sun	M	T	W	Th	F	Sat
				1/156	2/157	3
4	5/158	6/159	7/160	8/161	9/162	10
11	12/163	13/164	14/165	15/166	16/167	17
18	19/168	20/169	21/170	22/171	23/172	24
25	26/173	27/174	28/175	29/176	30/177	
						22

May 2027

Sun	M	T	W	Th	F	Sat
						1
2	3/178	4/179	5/180	6/181	7/182	8
9	10/183	11/184	12/185	13/186	14/187	15
16	17/188	18/189	19/190	20/191	21/192	22
23	24/193	25/194	26/195	27/196	28/197	29
30	31					20

June 2027

Sun	M	T	W	Th	F	Sat
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			
						0

Total Days 197

07 Professional Development Days
04 Teacher Workdays

Total Workdays……197

09 Holidays
19 Non Working Days

Weslaco Independent School District
SECOND TO NONE

- 175 Instructional Days

- 1 Additional (ADSY) Instructional Day

Weslaco Independent School District

First Workday……..……July 27, 2026
First Instructional Day……...Aug. 10, 2026
Last Instructional Day……..May 26, 2027
Last Workday……..June 04, 2027

Weslaco ISD
2026-27
197 Work Day Calendar Assistant Occupationl Therapist and Licensed Therapists

PLC
1st/Last WD
Holiday
1st/Last Inst. Day
Teacher WD
Non-WD
Regular WD

July 2026

Sun	M	T	W	Th	F	Sat
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27/1	28/2	29/3	30/4	31/5	
						5

August 2026

Sun	M	T	W	Th	F	Sat
						1
2	3/6	4/7	5/8	6/09	7/10	8
9	10/11	11/12	12/13	13/14	14/15	15
16	17/16	18/17	19/18	20/19	21/20	22
23	24/21	25/22	26/23	27/24	28/25	29
30	31/26					21

September 2026

Sun	M	T	W	Th	F	Sat
		1/27	2/28	3/29	4	5
6	7	8/30	9/31	10/32	11/33	12
13	14/34	15/35	16/36	17/37	18/38	19
20	21/39	22/40	23/41	24/42	25/43	26
27	28/44	29/45	30/46			
						20

October 2026

Sun	M	T	W	Th	F	Sat
				1/47	2/48	3
4	5/49	6/50	7/51	8/52	9	10
11	12	13/53	14/54	15/55	16/56	17
18	19/57	20/58	21/59	22/60	23/61	24
25	26/62	27/63	28/64	29/65	30/66	31
						20

November 2026

Sun	M	T	W	Th	F	Sat
1	2/67	3/68	4/69	5/70	6/71	7
8	9/72	10/73	11/74	12/75	13/76	14
15	16/77	17/78	18/79	19/80	20/81	21
22	23	24	25	26	27	28
29	30/82					
						16

December 2026

Sun	M	T	W	Th	F	Sat
		1/83	2/84	3/85	4/86	5
6	7/87	8/88	9/89	10/90	11/91	12
13	14/92	15/93	16/94	17/95	18/96	19
20	21	22	23	24	25	26
27	28	29	30	31		
						14

January 2027

Sun	M	T	W	Th	F	Sat
					1	2
3	4/97	5/98	6/99	7/100	8/101	9
10	11/102	12/103	13/104	14/105	15/106	16
17	18/107	19/108	20/109	21/110	22/111	23
24	25/112	26/113	27/114	28/115	29/116	30
31						20

February 2027

Sun	M	T	W	Th	F	Sat
	1/117	2/118	3/119	4/120	5/121	6
7	8/122	9/123	10/124	11/125	12	13
14	15	16/126	17/127	18/128	19/129	20
21	22/130	23/131	24/132	25/133	26/134	27
28						
						18

March 2027

Sun	M	T	W	Th	F	Sat
	1/135	2/136	3/137	4/138	5/139	6
7	8/140	9/141	10/142	11/143	12/144	13
14	15	16	17	18	19	20
21	22/145	23/146	24/147	25/148	26	27
28	29	30/149	31/150			
						16

April 2027

Sun	M	T	W	Th	F	Sat
				1/151	2/152	3
4	5/153	6/154	7/155	8/156	9/157	10
11	12/158	13/159	14/160	15/161	16/162	17
18	19/163	20/164	21/165	22/166	23/167	24
25	26/168	27/169	28/170	29/171	30/172	
						22

May 2027

Sun	M	T	W	Th	F	Sat
						1
2	3/173	4/174	5/175	6/176	7/177	8
9	10/178	11/179	12/180	13/181	14/182	15
16	17/183	18/184	19/185	20/186	21/187	22
23	24/188	25/189	26/190	27/191	28/192	29
30	31/193					21

June 2027

Sun	M	T	W	Th	F	Sat
		1/194	2/195	3/196	4/197	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			
						4
					Total Days	197

07 Professional Development Days
04 Teacher Workdays

Total Workdays……197

24 Holidays
05 Non Working Days

Weslaco Independent School District
SECOND TO NONE

- 175 Instructional Days
- 1 Additional (ADSY) Instructional Day

Weslaco Independent School District

First Workday……..……July 29, 2026
First Day of Instruction… August 10, 2026
Last Day of Instruction……..May 26, 2027
Last Workday……..……May 28, 2027

Weslaco ISD
2026-27
198 Work Day Calendar
Food Service Managers and Assistants+

PLC
Holiday
1st/Last WD
1st/Last Inst. Day
Teacher Work Day
Non-WD
Regular WD

July 2026

Sun	M	T	W	Th	F	Sat
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29/1	30/2	31	
	7					2

August 2026

Sun	M	T	W	Th	F	Sat
						1
2	3/3	4/4	5/5	6/6	7/7	8
9	10/8	11/9	12/10	13/11	14/12	15
16	17/13	18/14	19/15	20/16	21/17	22
23	24/18	25/19	26/20	27/21	28/22	29
30	31/23					21

September 2026

Sun	M	T	W	Th	F	Sat
		1/24	2/25	3/26	4	5
6	7/27	8/28	9/29	10/30	11/31	12
13	14/32	15/33	16/34	17/35	18/36	19
20	21/37	22/38	23/39	24/40	25/41	26
27	28/42	29/43	30/44			
						21

October 2026

Sun	M	T	W	Th	F	Sat
				1/45	2/46	3
4	5/47	6/48	7/49	8/50	9	10
11	12	13/51	14/52	15/53	16/54	17
18	19/55	20/56	21/57	22/58	23/59	24
25	26/60	27/61	28/62	29/63	30/64	31
						20

November 2026

Sun	M	T	W	Th	F	Sat
1	2/65	3/66	4/67	5/68	6/69	7
8	9/70	10/71	11/72	12/73	13/74	14
15	16/75	17/76	18/77	19/78	20/79	21
22	23	24	25	26/80	27/81	28
29	30/82					
						18

December 2026

Sun	M	T	W	Th	F	Sat
		1/83	2/84	3/85	4/86	5
6	7/87	8/88	9/89	10/90	11/91	12
13	14/92	15/93	16/94	17/95	18/96	19
20	21	22	23	24/97	25/98	26
27	28	29	30	31/99		
						17

January 2027

Sun	M	T	W	Th	F	Sat
					1/100	2
3	4/101	5/102	6/103	7/104	8/105	9
10	11/106	12/107	13/108	14/109	15/110	16
17	18/111	19/112	20/113	21/114	22/115	23
24	25/116	26/117	27/118	28/119	29/120	30
31						21

February 2027

Sun	M	T	W	Th	F	Sat
	1/121	2/122	3/123	4/124	5/125	6
7	8/126	9/127	10/128	11/129	12	13
14	15	16/130	17/131	18/132	19/133	20
21	22/134	23/135	24/136	25/137	26/138	27
28						
						18

March 2027

Sun	M	T	W	Th	F	Sat
	1/139	2/140	3/141	4/142	5/143	6
7	8/144	9/145	10/146	11/147	12/148	13
14	15	16	17	18	19	20
21	22/149	23/150	24/151	25/152	26/153	27
28	29/154	30/155	31/156			
						18

April 2027

Sun	M	T	W	Th	F	Sat
				1/157	2/158	3
4	5/159	6/160	7/161	8/162	9/163	10
11	12/164	13/165	14/166	15/167	16/168	17
18	19/169	20/170	21/171	22/172	23/173	24
25	26/174	27/175	28/176	29/177	30/178	
						22

May 2027

Sun	M	T	W	Th	F	Sat
						1
2	3/179	4/180	5/181	6/182	7/183	8
9	10/184	11/185	12/186	13/187	14/188	15
16	17/189	18/190	19/191	20/192	21/193	22
23	24/194	25/195	26/196	27/197	28/198	29
30	31					20

June 2027

Sun	M	T	W	Th	F	Sat
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			
						0
				Total Days		198

07 Professional Development Days
04 Teacher Workdays

Total Workdays……198

09 Holidays
19 Non Working Days

Weslaco Independent School District
SECOND TO NONE

- 175 Instructional Days

- 1 Additional (ADSY) Instructional Day

Weslaco Independent School District

First Day of Work……July 20, 2026
Last Day of Work for 203…June 07, 2027
Last Day of Work for 207…June 11, 2027
Last Day of Work for 212…June 18, 2027
Last Day of Work for 215…June 23, 2027

Weslaco ISD
2026-27
203, 207, 212 and 215
Work Day Calendar

Holidays
Non WD
Dist. WD
1st/Last Workday
1st/Last Inst. Day
Reg. WD
PLC

July 2026

Sun	M	T	W	Th	F	Sat
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20/1	21/2	22/3	23/4	24/5	25
26	27/6	28/7	29/8	30/9	31/10	
						10

August 2026

Sun	M	T	W	Th	F	Sat
						1
2	3/11	4/12	5/13	6/14	7/15	8
9	10/16	11/17	12/18	13/19	14/20	15
16	17/21	18/22	19/23	20/24	21/25	22
23	24/26	25/27	26/28	27/29	28/30	29
30	31/31					21

September 2026

Sun	M	T	W	Th	F	Sat
		1/32	2/33	3/34	4	5
6	7	8/35	9/36	10/37	11/38	12
13	14/39	15/40	16/41	17/42	18/43	19
20	21/44	22/45	23/46	24/47	25/48	26
27	28/49	29/50	30/51			
						20

October 2026

Sun	M	T	W	Th	F	Sat
				1/52	2/53	3
4	5/54	6/55	7/56	8/57	9	10
11	12	13/58	14/59	15/60	16/61	17
18	19/62	20/63	21/64	22/65	23/66	24
25	26/67	27/68	28/69	29/70	30/71	31
						20

November 2026

Sun	M	T	W	Th	F	Sat
1	2/72	3/73	4/74	5/75	6/76	7
8	9/77	10/78	11/79	12/80	1381	14
15	16/82	17/83	18/84	19/85	20/86	21
22	23	24	25	26	27	28
29	30/87					
						16

December 2026

Sun	M	T	W	Th	F	Sat
		1/88	2/89	3/90	4/91	5
6	7/92	8/93	9/94	10/95	11/96	12
13	14/97	15/98	16/99	17/100	18/101	19
20	21	22	23	24	25	26
27	28	29	30	31		
						14

January 2027

Sun	M	T	W	Th	F	Sat
					1	2
3	4/102	5/103	6/104	7/105	8/106	9
10	11/107	12/108	13/109	14/110	15/111	16
17	18/112	19/113	20/114	21/115	22/116	23
24	25/117	26/118	27/119	28/120	29/121	30
31						20

February 2027

Sun	M	T	W	Th	F	Sat
	1/122	2/123	3/124	4/125	5/126	6
7	8/127	9/128	10/129	11/130	12	13
14	15	16/131	17/132	18/133	19/134	20
21	22/135	23/136	24/137	25/138	26/139	27
28						
						18

March 2027

Sun	M	T	W	Th	F	Sat
	1/140	2/141	3/142	4/143	5/144	6
7	8/145	9/146	10/147	11/148	12/149	13
14	15	16	17	18	19	20
21	22/150	23/151	24/152	25/153	26	27
28	29	30/154	31/155			
						16

April 2027

Sun	M	T	W	Th	F	Sat
				1/156	2/157	3
4	5/158	6/159	7/160	8/161	9/162	10
11	12/163	13/164	14/165	15/166	16/167	17
18	19/168	20/169	21/170	22/171	23/172	24
25	26/173	27/174	28/175	29/176	30/177	
						22

May 2027

Sun	M	T	W	Th	F	Sat
						1
2	3/178	4/179	5/180	6/181	7/182	8
9	10/183	11/184	12/185	13/186	14/187	15
16	17/188	18/189	19/190	20/191	21/192	22
23	24/193	25/194	26/195	27/196	28/197	29
30	31/198					21

June 2027

Sun	M	T	W	Th	F	Sat
		1/199	2/200	3/201	4/202	5
6	7/203	8/204	9/205	10/206	11/207	12
13	14/208	15/209	16/210	17/211	18/212	19
20	21/213	22/214	23/215	24	25	26
27	28	29	30			
						17

Total Days 215

Panthers

07 Professional Development Days
04 Teacher Workdays

203, 207, 212, 215.....Workday Calendar

Wildcats

24 Holidays
04 Non Working Days

Weslaco Independent School District
SECOND TO NONE

- 175 Instructional Days

- 1 Additional (ADSY) Instructional Day

Weslaco Independent School District

Calendar Dates

First Workday ....……July 20, 2026
First Instructional Day….....Aug. 10, 2026
Last Instructional Day….....May 26, 2027
Last Workday ....……June 30, 2027

Weslaco ISD
2026-27
220 Work Day Calendar

	1st/Last Inst. Day		PLC
	Non Paid Day		Workday
	First/Last Wk Day		Holiday
	District Workday		Reg. WD

July 2026

Sun	M	T	W	Th	F	Sat
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20/1	21/2	22/3	23/4	24/5	25
26	27/6	28/7	29/8	30/9	31/10	
	7					10

August 2026

Sun	M	T	W	Th	F	Sat
						1
2	3/11	4/12	5/13	6/14	7/15	8
9	10/16	11/17	12/18	13/19	14/20	15
16	17/21	18/22	19/23	20/24	21/25	22
23	24/26	25/27	26/28	27/29	28/30	29
30	31/31					21

September 2026

Sun	M	T	W	Th	F	Sat
		1/32	2/33	3/34	4	5
6	7	8/35	9/36	10/37	11/38	12
13	14/39	15/40	16/41	17/42	18/43	19
20	21/44	22/45	23/46	24/47	25/48	26
27	28/49	29/50	30/51			
						20

October 2026

Sun	M	T	W	Th	F	Sat
				1/52	2/53	3
4	5/54	6/55	7/56	8/57	9	10
11	12	13/58	14/59	15/60	16/61	17
18	19/62	2063	21/64	22/65	23/66	24
25	26/67	27/68	28/69	29/70	30/71	31
						20

November 2026

Sun	M	T	W	Th	F	Sat
1	2/72	3/73	4/74	5/75	6/76	7
8	9/77	10/78	11/79	12/80	13/81	14
15	16/82	17/83	18/84	19/85	20/86	21
22	23	24	25	26	27	28
29	30/87					
						16

December 2026

Sun	M	T	W	Th	F	Sat
		1/88	2/89	3/90	4/91	5
6	7/92	8/93	9/94	10/95	11/96	12
13	14/97	15/98	16/99	17/100	18/101	19
20	21	22	23	24	25	26
27	28	29	30	31		
						14

January 2027

Sun	M	T	W	Th	F	Sat
					1	2
3	4/102	5/103	6/104	7/105	8/106	9
10	11/107	12/108	13/109	14/110	15/111	16
17	18/112	19/113	20/114	21/115	22/116	23
24	25/117	26/118	27/119	28/120	29/121	30
31						20

February 2027

Sun	M	T	W	Th	F	Sat
	1/122	2/123	3/124	4/125	5/126	6
7	8/127	9/128	10/129	11/130	12	13
14	15	16/131	17/132	18/133	19/134	20
21	22/135	23/136	24/137	25/138	26/139	27
28						
						18

March 2027

Sun	M	T	W	Th	F	Sat
	1/140	2/141	3/142	4/143	5/144	6
7	8/145	9/146	10/147	11/148	12/149	13
14	15	16	17	18	19	20
21	22/150	23/151	24/152	25/153	26	27
28	29	30/154	31/155			
						16

April 2027

Sun	M	T	W	Th	F	Sat
				1/156	2/157	3
4	5/158	6/159	7/160	8/161	9/162	10
11	12/163	13/164	14/165	15/166	16/167	17
18	19/168	20/169	21/170	22/171	23/172	24
25	26/173	27/174	28/175	29/176	30/177	
						22

May 2027

Sun	M	T	W	Th	F	Sat
						1
2	3/178	4/179	5/180	6/181	7/182	8
9	10/183	11/184	12/185	13/186	14/187	15
16	17/188	18/189	19/190	20/191	21/192	22
23	24/193	25/194	26/195	27/196	28/197	29
30	31/198					21

June 2027

Sun	M	T	W	Th	F	Sat
		1/199	2/200	3/201	4/202	5
6	7/203	8/204	9/205	10/206	11/207	12
13	14/208	15/209	16/210	17/211	18/212	19
20	21/213	22/214	23/215	24/216	25/217	26
27	28/218	29/219	30/220			
						22
				Total Days		220

07 Professional Development Days
04 Teacher Workdays

Total Workdays.....220

24 Holidays
04 Non Working Days

Weslaco Independent School District
SECOND TO NONE

- 175 Instructional Days **- Additional (ADSY) Instructional Day**

Weslaco Independent School District

First Day of Work. ..... July 27, 2026

Last Day of Work.. ..... July 7, 2027

Weslaco ISD
2026-27
220 Work Day Calendar
ACE Program

	1st/Last Inst. Day		ADSY Day
	Non Paid Day		PLC
	First/Last Wkday		Inst. Workday
	District Workday		Holiday
			Reg. Wrkdy

July 2026

Sun	M	T	W	Th	F	Sat
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27/1	28/2	29/3	30/4	31/5	
		10 hour week				5

August 2026

Sun	M	T	W	Th	F	Sat
						1
2	3/6	4/7	5/8	6/9	7/10	8
9	10/11	11/12	12/13	13/14	14/15	15
16	17/16	18/17	19/18	2019	21/20	22
23	24/21	25/22	26/23	27/24	28/25	29
30	31/26					21

September 2026

Sun	M	T	W	Th	F	Sat
		1/27	2/28	3/29	4	5
6	7	8/30	9/31	10/32	11/33	12
13	14/34	15/35	16/36	17/37	18/38	19
20	21/39	22/40	23/41	24/42	25/43	26
27	28/44	29/45	30/46			
						20

October 2026

Sun	M	T	W	Th	F	Sat
				1/47	2/48	3
4	5/49	6/50	7/51	8/52	9	10
11	12	13/53	14/54	15/55	16/56	17
18	19/57	20/58	21/59	22/60	23/61	24
25	26/62	27/63	28/64	29/65	30/66	31
						20

November 2026

Sun	M	T	W	Th	F	Sat
1	2/67	3/68	4/69	5/70	6/71	7
8	9/72	10/73	11/74	12/75	13/76	14
15	16/77	17/78	18/79	19/80	20/81	21
22	23	24	25	26	27	28
29	30/82					
						16

December 2026

Sun	M	T	W	Th	F	Sat
		1/83	2/84	3/85	4/86	5
6	7/87	8/88	9/89	10/90	11/91	12
13	14/92	15/93	16/94	17/95	18/96	19
20	21	22	23	24	25	26
27	28	29	30	31		
						14

January 2027

Sun	M	T	W	Th	F	Sat
					1	2
3	4/97	5/98	6/99	7/100	8/101	9
10	11/102	12/103	13/104	14/105	15/106	16
17	18/107	19/108	20/109	21/110	22/111	23
24	25/112	26/113	27/114	28/115	29/116	30
31						20

February 2027

Sun	M	T	W	Th	F	Sat
	1/117	2/118	3/119	4/120	5/121	6
7	8/122	9/123	10/124	11/125	12	13
14	15	16/126	17/127	18/128	19/129	20
21	22/130	23/131	24/132	25/133	26/134	27
28						
						18

March 2027

Sun	M	T	W	Th	F	Sat
	1/135	2/136	3/137	4/138	5/139	6
7	8/140	9/141	10/142	11/143	12/144	13
14	15	16	17	18	19	20
21	22/145	23/146	24/147	25/148	26	27
28	29	30/149	31/150			
						16

April 2027

Sun	M	T	W	Th	F	Sat
				1/151	2/152	3
4	5/153	6/154	7/155	8/156	9/157	10
11	12/158	13/159	14/160	15/161	16/162	17
18	19/163	20/164	21/165	22/166	23/167	24
25	26/168	27/169	28/170	29/171	30/172	
						22

May 2027

Sun	M	T	W	Th	F	Sat
						1
2	3/173	4/174	5/175	6/176	7/177	8
9	10/178	11/179	12/180	13/181	14/182	15
16	17/183	18/184	19/185	20/186	21/187	22
23	24/188	25/189	26/190	27/191	28/192	29
30	31/193					21

June 2027

Sun	M	T	W	Th	F	Sat
		1/194	2/195	3/196	4/197	5
6	7/198	8/199	9/200	10/201	11/202	12
13	14/203	15/204	16/205	17/206	18/207	19
20	21/208	22/209	23/210	24/211	25/212	26
27	28/213	29/214	30/215			
						22

July 2027

Sun	M	T	W	Th	F	Sat
				1/216	2/217	3
4	5/218	6/219	7/220	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31
						5

August 2027

Sun	M	T	W	Th	F	Sat
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				
						0

September 2027

Sun	M	T	W	Th	F	Sat
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		
					Total Days	220

Weslaco Independent School District

First Workday……July 06, 2026
First Inst. Day……Aug. 10, 2026
Last Inst. Day……..…May 26, 2027
Last Workday……June 24, 2027

Weslaco ISD
2026-27
226 Work Day Calendar
Band Directors

Holidays
Non WD
Dist. WD
First/Last Instructional Day
First/Last WD
PLC
Regular Workday

July 2026

Sun	M	T	W	Th	F	Sat
			1	2	3	4
5	6/1	7/2	8/3	9/4	10/5	11
12	13/6	14/7	15/8	16/9	17/10	18
19	20/11	21/12	22/13	23/14	24/15	25
26	27/16	28/17	29/18	30/19	31/20	
	7					20

August 2026

Sun	M	T	W	Th	F	Sat
						1
2	3/21	4/22	5/23	6/24	7/25	8
9	10/26	11/27	12/28	13/29	14/30	15
16	17/31	18/32	19/33	20/34	21/35	22
23	24/36	25/37	26/38	27/39	28/40	29
30	31/41					21

September 2026

Sun	M	T	W	Th	F	Sat
		1/42	2/43	3/44	4	5
6	7	8/45	9/46	10/47	11/48	12
13	14/49	15/50	16/51	17/52	18/53	19
20	21/54	22/55	23/56	24/57	25/58	26
27	28/59	29/60	30/61			
						20

October 2026

Sun	M	T	W	Th	F	Sat
				1/62	2/63	3
4	5/64	6/65	7/66	8/67	9	10
11	12	13/68	14/69	15/70	16/71	17
18	19/72	20/73	21/74	22/75	23/76	24
25	26/77	27/78	28/79	29/80	30/81	31
						20

November 2026

Sun	M	T	W	Th	F	Sat
1	2/82	3/83	4/84	5/85	6/86	7
8	9/87	10/88	11/89	12/90	13/91	14
15	16/92	17/93	18/94	19/95	20/96	21
22	23	24	25	26	27	28
29	30/97					
						16

December 2026

Sun	M	T	W	Th	F	Sat
		1/98	2/99	3/100	4/101	5
6	7/102	8/103	9/104	10/105	11/106	12
13	14/107	15/108	16/109	17/110	18/111	19
20	21	22	23	24	25	26
27	28	29	30	31		
						14

January 2027

Sun	M	T	W	Th	F	Sat
					1	2
3	4/112	5/113	6/114	7/115	8/116	9
10	11/117	12/118	13/119	14/120	15/121	16
17	18/122	19/123	20/124	21/125	22/126	23
24	25/127	26/128	27/129	28/130	29/131	30
31						20

February 2027

Sun	M	T	W	Th	F	Sat
	1/132	2/133	3/134	4/135	5/136	6
7	8/137	9/138	10/139	11/140	12	13
14	15	16/141	17/142	18/143	19/144	20
21	22/145	23/146	24/147	25/148	26/149	27
28						
						18

March 2027

Sun	M	T	W	Th	F	Sat
	1/150	2/151	3/152	4/153	5/154	6
7	8/155	9/156	10/157	11/158	12/159	13
14	15	16	17	18	19	20
21	22/160	23/161	24/162	25/163	26	27
28	29	30/164	31/165			
						16

April 2027

Sun	M	T	W	Th	F	Sat
				1/166	2/167	3
4	5/168	6/169	7/170	8/171	9/172	10
11	12/173	13/174	14/175	15/176	16/177	17
18	19/178	20/179	21/180	22/181	23/182	24
25	26/183	27/184	28/185	29/186	30/187	
						22

May 2027

Sun	M	T	W	Th	F	Sat
						1
2	3/188	4/189	5/190	6/191	7/192	8
9	10/193	11/194	12/195	13/196	14/197	15
16	17/198	18/199	19/200	20/201	21/202	22
23	24/203	25/204	26/205	27/206	28/207	29
30	31/208					21

June 2027

Sun	M	T	W	Th	F	Sat
		1/209	2/210	3/211	4/212	5
6	7/213	8/214	9/215	10/216	11/217	12
13	14/218	15/219	16/220	17/221	18/222	19
20	21/223	22/224	23/225	24/226	25	26
27	28	29	30			
						18
				Total Days		226

Panthers

07 Professional Development Days
04 Teacher Workdays

Total Workdays……226

Wildcats

24 Holidays
04 Non Working Days

Weslaco Independent School District
SECOND TO NONE

- 175 Instructional Days

- Additional (ADSY) Instructional Day

Weslaco Independent School District

Calendar Dates

First Workday ....……July 09, 2026
First Instructional Day….....Aug. 10, 2026
Last Instructional Day….....May 26, 2027
Last Workday ....……June 30, 2027

Weslaco ISD
2026-27
226 Work Day Calendar

1st/Last Inst. Day
Non Workday
First/Last WD
District Workday
PLC
Reg. WD
Holiday

July 2026

Sun	M	T	W	Th	F	Sat
			1	2	3	4
5	6	7	8	9/1	10	11
12	13/2	14/3	15/4	16/5	17/6	18
19	20/7	21/8	22/09	23/10	24/11	25
26	27/12	28/13	29/14	30/15	31/16	
	7					16

August 2026

Sun	M	T	W	Th	F	Sat
						1
2	3/17	4/18	5/19	6/20	7/21	8
9	10/22	11/23	12/24	13/25	14/26	15
16	17/27	18/28	19/29	20/30	21/31	22
23	24/32	25/33	26/34	27/35	28/36	29
30	31/37					21

September 2026

Sun	M	T	W	Th	F	Sat
		1/38	2/39	3/40	4	5
6	7	8/41	9/42	10/43	11/44	12
13	14/45	15/46	16/47	17/48	18/49	19
20	21/50	22/51	23/52	24/53	25/54	26
27	28/55	29/56	30/57			
						20

October 2026

Sun	M	T	W	Th	F	Sat
				1/58	2/59	3
4	5/60	6/61	7/62	8/63	9	10
11	12	13/64	14/65	15/66	16/67	17
18	19/68	20/69	21/70	22/71	23/72	24
25	26/73	27/74	28/75	29/76	30/77	31
						20

November 2026

Sun	M	T	W	Th	F	Sat
1	2/78	3/79	4/80	5/81	6/82	7
8	9/83	10/84	11/85	12/86	13/87	14
15	16/88	17/89	18/90	19/91	20/92	21
22	23	24	25	26	27	28
29	30/93					
						16

December 2026

Sun	M	T	W	Th	F	Sat
		1/94	2/95	3/96	4/97	5
6	7/98	8/99	9/100	10/101	11/102	12
13	14/103	15/104	16/105	17/106	18/107	19
20	21	22	23	24	25	26
27	28	29	30	31		
						14

January 2027

Sun	M	T	W	Th	F	Sat
					1	2
3	4/108	5/109	6/110	7/111	8/112	9
10	11/113	12/114	13/115	14/116	15/117	16
17	18/118	19/119	20/120	21/121	22/122	23
24	25/123	26/124	27/125	28/126	29/127	30
31						20

February 2027

Sun	M	T	W	Th	F	Sat
	1/128	2/129	3/130	4/131	5/132	6
7	8/133	9/134	10/135	11/136	12	13
14	15	16/137	17/138	18/139	19/140	20
21	22/141	23/142	24/143	25/144	26/145	27
28						
						18

March 2027

Sun	M	T	W	Th	F	Sat
	1/146	2/147	3/148	4/149	5/150	6
7	8/151	9/152	10/153	11/154	12/155	13
14	15	16	17	18	19	20
21	22/156	23/157	24/158	25/159	26	27
28	29	30/160	31/161			
						16

April 2027

Sun	M	T	W	Th	F	Sat
				1/162	2/163	3
4	5/164	6/165	7/166	8/167	9/168	10
11	12/169	13/170	14/171	15/172	16/173	17
18	19/174	20/175	21/176	22/177	23/178	24
25	26/179	27/180	28/181	29/182	30/183	
						22

May 2027

Sun	M	T	W	Th	F	Sat
						1
2	3/184	4/185	5/186	6/187	7/188	8
9	10/189	11/190	12/191	13/192	14/193	15
16	17/194	18/195	19/196	20/197	21/198	22
23	24/199	25/200	26/201	27/202	28/203	29
30	31/204					21

June 2027

Sun	M	T	W	Th	F	Sat
		1/205	2/206	3/207	4/208	5
6	7/209	8/210	9/211	10/212	11/213	12
13	14/214	15/215	16/216	17/217	18/218	19
20	21/219	22/220	23/221	24/222	25/223	26
27	28/224	29/225	30/226			
						22

Total Days 226

07 Professional Development Days
04 Teacher Workdays

Panthers ***Wildcats***

Total Workdays……226

24 Holidays
04 Non Working Days

Weslaco Independent School District
SECOND TO NONE

- 175 Instructional Days **- Additional (ADSY) Instructional Day**

Weslaco Independent School District

First Workday……..……..July 01, 2026

Last Workday…..……June 30, 2027

Weslaco ISD
2026-27
260 Work Day Calendar
Auxiliary Schedule

Holidays
Non Workday
First/Last Day
Workdays

PANTHERS
WILDCATS

July 2026

Sun	M	T	W	Th	F	Sat
			1/1	2/2	3/3	4
5	6/4	7/5	8/6	9/7	10/8	11
12	13/9	14/10	15/11	16/12	17/13	18
19	20/14	21/15	22/16	23/17	24/18	25
26	27/19	28/20	29/21	30/22	31/23	
						23

August 2026

Sun	M	T	W	Th	F	Sat
						1
2	3/24	4/25	5/26	6/27	7/28	8
9	10/29	11/30	12/31	13/32	14/33	15
16	17/34	18/35	19/36	20/37	21/38	22
23	24/39	25/40	26/41	27/42	28/43	29
30	31/44					21

September 2026

Sun	M	T	W	Th	F	Sat
		1/45	2/46	3/47	4/48	5
6	7/49	8/50	9/51	10/52	11/53	12
13	14/54	15/55	16/56	17/57	18/58	19
20	21/59	22/60	23/61	24/62	25/63	26
27	28/64	29/65	30/66			
						22

October 2026

Sun	M	T	W	Th	F	Sat
				1/67	2/68	3
4	5/69	6/70	7/71	8/72	9/73	10
11	12	13/74	14/75	15/76	16/77	17
18	19/78	20/79	21/80	22/81	23/82	24
25	26/83	27/84	28/85	29/86	30/87	31
						21

November 2026

Sun	M	T	W	Th	F	Sat
1	2/88	3/89	4/90	5/91	6/92	7
8	9/93	10/94	11/95	12/96	13/97	14
15	16/98	17/99	18/100	19/101	20/102	21
22	23/103	24/104	25/105	26/106	27/107	28
29	30/108					
						21

December 2026

Sun	M	T	W	Th	F	Sat
		1/109	2/110	3/111	4/112	5
6	7/113	8/114	9/115	10/116	11/117	12
13	14/118	15/119	16/120	17/121	18/122	19
20	21/123	22/124	23/125	24/126	25/127	26
27	28/128	29/129	30/130	31/131		
						23

January 2027

Sun	M	T	W	Th	F	Sat
					1/132	2
3	4/133	5/134	6/135	7/136	8/137	9
10	11/138	12/139	13/140	14/141	15/142	16
17	18/143	19/144	20/145	21/146	22/147	23
24	25/148	26/149	27/150	28/151	29/152	30
31						21

February 2027

Sun	M	T	W	Th	F	Sat
	1/153	2/154	3/155	4/156	5/157	6
7	8/158	9/159	10/160	11/161	12/162	13
14	15/163	16/164	17/165	18/166	19/167	20
21	22/168	23/169	24/170	25/171	26/172	27
28						
						20

March 2027

Sun	M	T	W	Th	F	Sat
	1/173	2/174	3/175	4/176	5/177	6
7	8/178	9/179	10/180	11/181	12/182	13
14	15/183	16/184	17/185	18/186	19/187	20
21	22/188	23/189	24/190	25/191	26/192	27
28	29/193	30/194	31/195			
						23

April 2027

Sun	M	T	W	Th	F	Sat
				1/196	2/197	3
4	5/198	6/199	7/200	8/201	9/202	10
11	12/203	13/204	14/205	15/206	16/207	17
18	19/208	20/209	21/210	22/211	23/212	24
25	26/213	27/214	28/215	29/216	30/217	
						22

May 2027

Sun	M	T	W	Th	F	Sat
						1
2	3/218	4/219	5/220	6/221	7/222	8
9	10/223	11/224	12/225	13/226	14/227	15
16	17/228	18/229	19/230	20/231	21/232	22
23	24/233	25/234	26/235	27/236	28/237	29
30	31/238					21

June 2027

Sun	M	T	W	Th	F	Sat
		1/239	2/240	3/241	4/242	5
6	7/243	8/244	9/245	10/246	11/247	12
13	14/248	15/249	16/250	17/251	18/252	19
20	21/253	22/254	23/255	24/256	25/257	26
27	28/258	29/259	30/260			
						22
				Total Days		260

PAID NON-WORKING DAYS / HOLIDAYS

SEPT. 7th — NOV. 26th, 27th — DEC. 24th, 25th
DEC. 31st — JAN. 1st — MAR. 26th,29th — JULY 3rd

Weslaco Independent School District
SECOND TO NONE

Compensation Policy

Refer to Weslaco ISD Board Policies DEA, DEAA, and DEAB (Legal) and (Local) for all district policies, state and federal regulations governing employee pay practices

DEA (Local) – Compensation and Benefits

The Superintendent shall recommend an annual compensation plan for all District employees. The compensation plan may include wage and salary structures, stipends, benefits, and incentives. [See also DEAA] The recommended plan shall support District goals for hiring and retaining highly qualified employees. The Board shall review and approve the compensation plan to be used by the District. The Board shall also determine the total compensation package for the Superintendent. [See BJ series]

Pay Administration

The Superintendent shall implement the compensation plan and establish procedures for plan administration consistent with the budget. The Superintendent or designee shall classify each job title within the compensation plan based on the qualifications, duties, and market value of the position.

Annualized Salary

The District shall pay all salaried employees over 12 months in equal monthly or bimonthly installments, regardless of the number of months employed during the school year. Salaried employees hired during the school year shall be paid in accordance with administrative regulations.

Pay Increases

The Superintendent shall recommend to the Board an amount for employee pay increases as part of the annual budget. The Superintendent or designee shall determine pay adjustments for individual employees, within the approved budget following established procedures.

Midyear Pay Increases

Contract Employees

A contract employee's pay may be increased after performance on the contract has begun only if authorized by the compensation plan of the District or there is a change in the employee's job assignment or duties during the term of the contract that warrants additional compensation. Any such changes in pay that do not conform with the compensation plan shall require Board approval. [See DEA(LEGAL) for provisions on pay increases and public hearing requirements.]

Noncontract Employees

The Superintendent may grant a pay increase to a noncontract employee after duties have begun because of a change in the employee's job assignment or to address pay equity. The Superintendent shall report any such pay increases to the Board at the next regular meeting.

Pay During Closing

If the Board chooses to pay employees during an emergency closure for which the workdays are not scheduled to be made up at a later date, then that authorization shall be by resolution or other Board action and shall reflect the purpose served by the expenditure. [See EB for the authority to close schools.]

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DEAA (Local) – 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 noncontractual 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.

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DEAB (Local) – Wage and Hour Laws

Classification of Positions	The Superintendent or designee shall determine the classification of positions or employees as "exempt" or "nonexempt" for purposes of payment of overtime in compliance with the Fair Labor Standards Act (FLSA).
Exempt	The District shall pay employees who are exempt from the overtime pay requirements of the FLSA on a salary basis. The salaries of these employees are intended to cover all hours worked, and the District shall not make deductions that are prohibited under the FLSA. An employee who believes deductions have been made from his or her salary in violation of this policy should bring the matter to the District's attention, through the District's complaint policy. [See DGBA] If improper deductions are confirmed, the District will reimburse the employee and take steps to ensure future compliance with the FLSA.
Nonexempt	Nonexempt employees may be compensated on an hourly basis or on a salary basis. Employees who are paid on an hourly basis shall be compensated for all hours worked. Employees who are paid on a salary basis are paid for up to and including a 40-hour workweek. A nonexempt employee shall have the approval of his or her supervisor before working overtime. An employee who works overtime without prior approval is subject to discipline but shall be compensated in accordance with the FLSA.
Workweek Defined	For purposes of FLSA compliance, the workweek for District employees shall begin at 12:00 a.m. Sunday and end at 11:59 p.m. Saturday.
Compensatory Time	At the District's option, nonexempt employees may receive compensatory time off, rather than overtime pay, for overtime work. The employee shall be informed in advance if overtime hours will accrue compensatory time rather than pay.
Accrual	Compensatory time earned by nonexempt employees may not accrue beyond a maximum of 60 hours. If an employee has a balance of more than 60 hours of compensatory time, the District shall require the employee to use the compensatory time, or at the District's option, the District shall pay the employee for the compensatory time.
Use	An employee shall use compensatory time within the duty year in which it is earned. If an employee has any unused compensatory time remaining at the end of a duty year, the District shall pay the employee for the compensatory time.

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Pay Systems Administrative Regulations

1.0 Description of Pay Systems

1.1 Purpose and Authority

Employee pay systems are designed and administered for the purpose of attracting and retaining qualified employees to achieve the goals of the district. The Superintendent is responsible for the development, maintenance, and administration of employee pay systems in accordance with board policies and administrative regulations.

1.2 Descriptions of Systems

Certified classroom teachers, librarians, nurses (RN), will be paid no less than the state minimum salary schedule based on years of experience. The local salary schedule for teachers, librarians, nurses, will be determined annually after board approval of the pay increase budget.

For all other district positions, the superintendent will assign positions to pay range structures that set the minimum, midpoint, and maximum base pay for the position. Jobs are classified for pay purposes on the basis of required job qualifications and skill; duties and responsibilities as defined by the district; and market surveys of competitive pay rates.

Weslaco ISD pay structures are organized as follows:

- Teacher Salary Schedule – Teachers, Librarians, Nurses (RN)
- Education Administrative – Professional Staff
- Business Administrative – Professional Staff
- Clerical / Technical – Nonexempt Staff
- Auxiliary – Nonexempt Staff
- Paraprofessional – Nonexempt Staff

Pay ranges are reviewed annually and adjusted as needed. Employees will advance through the pay range according to the annual pay increase budget approved by the board.

1.3 Pay Periods

Employees will receive bank deposits according to the district's payroll schedule distributed on a monthly or biweekly basis. Annual salaries for ten, eleven, and twelve-month employees will be prorated over a twelve month pay period.

2.0 Job Classification – Process and Authority

2.1 Job Documentation (Job 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 Human Resources Department with input from job supervisors. Job descriptions will define common factors that assess the level of skills, effort, job qualifications, primary purpose, major duties and responsibilities, working conditions, and exemption status.

Job titles are assigned by Human Resources to accurately reflect the level and nature of work and the organizational structure of the district.

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2.2 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 Human Resources Department will determine the classification of each position based on a description of assigned job duties. In order to be considered exempt, the employee's primary duties must meet the requirements defined by federal regulations for the Executive, Administrative, or Professional exemption test or be a teacher. In these cases, the employee must be compensated on a salary basis. All employees who do not meet the legal requirements for exemption are classified as nonexempt.

2.3 Job Classification

Job classification determines the assigned pay range for a position and is based on an assessment of job qualifications and assigned duties (Job Descriptions). The Human Resources Department will evaluate jobs for classification purposes, and recommend pay-grade assignments. The Superintendent has final authority concerning job classifications.

2.4 Reclassification of Current Position

Pay-grade assignments may be changed based on changes in the job duties assigned (increased or reduced) or changes in the competitive job market.

A job reclassification occurs when the same position is moved to a higher or lower pay grade or to a different job group. A job reclassification is not the same as an employee promotion to a new job.

Normally, no immediate pay change will result from a job reclassification if the employee(s) are already paid within the new pay range. There are conditions which merit prospective adjustment and are identified in section 2.3 of these guidelines and regulations.

No employee will be paid less than the minimum of the new pay range. An upward or downward job reclassification will result in greater or lesser potential for pay advancement over time.

2.5 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. Aside from the restriction of contractual salary changes during the contract term, salary adjustments for job reclassification may be approved in the following circumstances:

(a) If the job is reclassified upward due to a significant and sustained increase in assigned job duties and responsibilities, the reclassification will be treated as a promotion. Refer to procedures on promotion increases (Section 6.0, page 26).
(b) If the job is reclassified due to organizational changes and the employee is being paid within the assigned pay range, there will be no immediate pay increase.
(c) If the job is reclassified due to a change in the competitive job market for hard-to-fill positions, special equity adjustments may be made at the direction of the Superintendent subject to contractual restrictions. Refer to procedures on individual equity adjustments (Section 5.4, page 25).
(d) If the job is reclassified downward to a lower pay range based on a change in duties assigned, the employee's pay may be reduced at the direction of the Superintendent for the following school year. In this case, the reclassification will be treated as a demotion. Refer to procedures on pay adjustments for demotion (Section 7.0, page 27).

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2.6 Procedures for Job Classification Review

Review of a job's classification must be initiated by the job supervisor. A job review initiated by a supervisor can be considered for review only once in 24 months. Reviews will be conducted as follows:

(1) The supervisor of a position may request a classification review during the time period designated by the Human Resources Department.

(2) The supervisor must submit a completed Job Reclassification Review (Page 65) and a new job analysis questionnaire to the Human Resources Department. The request must include a current or proposed job description and explanation of changes in job duties and responsibilities and the rationale for reclassifying the position. The request must be approved by the leadership level supervisor before submitting to the Human Resources Department for review.

(3) The Human Resources Department is responsible for reviewing the questionnaire, obtaining additional job information if needed, evaluating the compensable job factors, and analyzing external job market pay data.

(4) The Human Resources Department will prepare a recommendation for final approval by the Superintendent. The Human Resources Department will notify the supervisor and employee(s) of any action taken and the effective date.

2.7 Classification of New Positions

New positions must be classified in the pay system prior to hiring new employees. New positions must have a written job description. Job titles should align with the scheme outlined in the pay guidelines reference section. The Human Resources Department will recommend to the superintendent the pay-grade classification of new positions based on the job description and consultation with the job supervisor. Newly classified jobs will not be reviewed for at least 24 calendar months after first new job employee is assigned.

3.0 Base Pay for Exempt/Nonexempt Employees

3.1 Classification of Positions

All jobs will be classified as exempt or nonexempt in accordance with the requirements of the Federal Fair Labor Standards Act. The Human Resources Department will determine the classification of each position based on a description of assigned job duties and the method of compensation. Generally, an employee is exempt if the employee's primary duties are executive, administrative, or professional in nature, as defined in the Federal Fair Labor Standards Act, and the employee is compensated on a salary basis.

3.2 Base Pay for Exempt Employees

Exempt employees are paid on a monthly salary basis for the number of months in their annual employment period. Exempt employees are not entitled to overtime compensation.

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3.3 Base Pay for Nonexempt Employees

Nonexempt employees are paid on an hourly wage basis for all hours worked each week and are entitled to overtime compensation.

4.0 Overtime Compensation

4.1 Overtime Compensation

Nonexempt employees who work more than 40 hours (43 hours for certified police officers) in any workweek will receive overtime compensation at time-and-a-half rates in compensatory time off or pay. Nonexempt employees shall not be allowed to work beyond their regular schedule without prior authorization from their supervisor.

Required overtime will be compensated with compensatory time off whenever possible.

An employee's regular work schedule may be adjusted during the week to prevent overtime. The district's workweek begins at 12:00 a.m. on Sunday and ends at 11:59 p.m. on Saturday. Official time records of all hours worked, including overtime, and all compensatory time earned and used each week shall be maintained in the payroll office for all nonexempt employees.

4.2 Use of Compensatory Time

Compensatory time may be accumulated up to a maximum limit of 60 hours at time-and-a-half rates. Compensatory time accrued should be used or paid before the end of the fiscal year.

4.3 Authorization of Overtime

All overtime worked must be approved by a supervisor in advance. Supervisors are responsible for preventing unauthorized overtime. Supervisors of nonexempt employees must ensure an agreement or understanding with the employees regarding the form of compensation for overtime (compensatory time off or overtime pay) prior to the employee working overtime hours. Compensatory time off is to be taken responsibly with prior approval by the Supervisor. Compensatory overtime pay is paid monthly.

4.4 Weekly Time Records

Time records will be maintained for all nonexempt personnel on the district electronic time tracking system (TimeClock Plus) and/or forms approved by the district.

Records will indicate all hours worked each week, including compensatory time earned and used. Failure to maintain accurate records of hours worked may result in disciplinary actions.

It is the job requirement of all employees to accurately record, track, and report time worked. Weekly time records must be verified by the supervisor. Official weekly time records shall be maintained in the central payroll office for all nonexempt personnel.

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5.0 General Pay Increase and Eligibility

5.1 Eligibility for General Pay Increase

Employee salaries and wages will be reviewed annually for adjustment. General pay increases are based upon the annual budget approved by the Board and intended to reward employees' continued service to the district.

To receive a general pay increase, an employee must be in a paid status or an approved leave of absence at the time of the first pay cycle reflecting the pay increase and must not be paid above the maximum of the assigned pay range.

An employee's performance must be satisfactory to receive a pay increase. Employees must have worked for the district for at least 90 days the previous year to be eligible for a general pay increase.

New hires who have worked less than 90 days will have their cases evaluated on an individual basis for eligibility and must have the Superintendent approval to receive a raise.

5.2 Pay Increase Budget

The Superintendent will recommend an amount for general pay increases, expressed as a set amount or as a percent of salary cost, as part of the annual budget process.

Budget recommendations for general pay increases will be based on available revenue, changes in minimum pay laws, competitive job markets, and district compensation objectives.

Employee pay increases will be based on the budget approved by the board.

5.3 General Pay Increase Calculations

Employees on Pay Range Plans - The general pay increase will be calculated for each employee by applying the percent increase approved by the board to the midpoint of each employee's pay range.

Employees at the maximum of their pay range may qualify and will receive the approved pay increase unless otherwise approved by the board.

Pay ranges will be adjusted by the Human Resources Department on a regular basis to accommodate inflationary change in market competitive pay.

Example: Range Mid-point (hourly rate) x Percent Increase = Pay Increase

Midpoint ($14.87) x Percent Increase (4%) = Pay Increase ($0.59)

Pay Increase ($0.59) x Duty Hours (7.5) x Duty Days (226) = Annual Increase ($1,000.05)

Employees on Step Schedules - Pay increases for classroom teachers, librarians, nurses (RN), will be recommended to the Board by the Superintendent each year. The approved pay raise will be reflected in the salary schedule for years of experience in the subsequent school year.

5.4 Equity Adjustments

With board approval, the superintendent may make special adjustments to individual employee's compensation to correct identified pay equity problems. Equity adjustments may be made to retain

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incumbent(s) in jobs at risk due to dramatic market shifts or remedy internal pay alignment based on relevant compensable factors.

6.0 Promotion Increases

6.1 Promotion Defined

A promotion occurs when an employee is selected for a different job in a higher pay grade. Pay adjustments for promotions will begin with the effective date of the new assignment. Reclassification of an existing job does not constitute a promotion unless significant job responsibilities have been added to the position.

6.2 Promotion Increase for the Exempt Pay Structures

A promotion increase is based on an employee's current base rate (hourly or daily rate) less any stipends paid for supplemental duties. Base pay for teachers will include incentives paid for the teaching assignment such as advanced degree, certification field, career ladder, etc., only when teachers are being promoted to another certified educator position. Stipends paid for extra duties are not included in a promotion increase.

Promotion increases will be based on rates of pay for the assigned duty calendar and will be determined by these guidelines:

(1) A pay increase for a promotion to a job in a higher pay range may be up to 5 percent of the new range midpoint, subject to pay equity with peer employees who have similar experience, when the incumbent total base salary is below the annual salary of the new midpoint.
(2) A minimum pay increase for a promotion will be 2 percent of the new range midpoint salary.
(3) Employees promoted internally will not be paid less than a new hire with similar experience and will not be paid more than other job incumbents with similar experience.

The following limits apply to the promotion increase amount:

(1) The general pay increase approved by the board is added to the employee's base pay prior to determining a promotion increase that is effective at the beginning of a new school year.
(2) Consideration will be given to maintaining internal equity with other employees in the same position. Promotion increases may be modified if another employee with more experience in the same job title is paid less.
(3) No employee will be paid below the minimum or more than the maximum of the new pay range.
(4) The promotion increases for a teacher promoted to an administrative / professional position will be added to the base salary plus stipends for teaching assignments such as advanced degree, certification field, career ladder, etc. Stipends for extra-duty assignments will not be included.

6.3 Promotional Increase for Non-Exempt pay structures

A promotion increase is based on an employee's current hourly rate of pay and will be determined by these guidelines:

(1) A pay increase for a promotion may be up to 8 percent of the new range midpoint when incumbent total base salary is below the annual salary of the new midpoint.

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(2) A pay increase for a promotion may be up to 4 percent of the new range midpoint when incumbent total base salary is above the annual salary of the new midpoint.
(3) A minimum pay increase for a promotion may be up to 2 percent of the new range midpoint salary.
(4) The general pay increase approved by the board is added to the employee's base pay prior to determining a promotion increase that is effective at the beginning of a new school year.
(5) Consideration will be given to maintaining internal equity with other employees in the same position. Promotion increases may be modified if another employee with more experience in the same job title is paid less.
(6) No employee will be paid below the minimum or more than the maximum of the new pay range.

7.0 Reassignments to a Lower Pay Grade – Demotion

7.1 Demotion Defined

A demotion occurs when an employee is reassigned to a different job with a reduction in their base pay. Demotions may be voluntary or involuntary. Position reclassification or general salary structure changes that do not result in reassignment to a new position or reduction of pay are not considered demotions.

7.2 Pay Adjustments for Demotions

A. Reorganization

An employee who is reassigned to a lower pay grade as a result of reorganization and through no fault of their own may retain the salary paid in their last position for one year and be reevaluated at the beginning of the next school year. Although they may retain the salary, their reassignment will reflect the lower pay grade assigned.

The following guidelines will apply:

(1) If the employee is being paid above the maximum rate of the lower pay grade to where they have been reassigned, no further pay increases (raises) will be given.
(2) If the employee is being paid within the pay ranges of the lower pay grade, future pay increases will be calculated based on the midpoint of the lower pay grade assignment.

B. Poor Performance

An employee who is reassigned to a lower pay grade for performance reasons will have a corresponding reduction in pay as follows:

(1) The pay reduction may take effect during this year or the following school year for a contract employee.
(2) The pay reduction will take effect with the effective date of the reassignment for non- contract (MT) employees.
(3) An employee reassigned to a lower pay grade will be placed at the same position in range (daily or hourly rate divided by range midpoint) plus annual pay adjustments for any change in duty days.

Example of position in range reduction:
Higher pay grade midpoint = $15.87
Employee rate = $14.50

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Employee position = 0.91 ($14.50/$15.87)
Lower pay grade midpoint = $13.60
Employee's new rate = $12.38 ($13.60 x 0.91)

8.0 Hiring New Employees – Salary Placement

8.1 Teachers / Librarian / Nurse (RN)

Salaries for teacher, librarian, nurse (RN), who are new to the district will be determined by the Human Resources Department according to the district's step placement schedule (New Hire Guide) for the current year. Salary step schedules are adjusted annually based on pay raises approved by the Board and should not be used to predict future salaries. Salary schedules are used only for pay determination for new employees and will designate a maximum year of new- hire placement.

Salaries for new employees on salary step schedules will be determined by their total years of creditable experience as defined by state regulation at the time of employment.
(TAC Title 19, part II, 153.1021)

8.2 Exempt Pay Structures (Pay Grades 100 – 200 Series)

Placement of new hires in the exempt pay structure will be determined by Human Resources on an individual basis according to each person's job-related experience, qualifications, and salaries paid to peer employees in the same position with similar experience.

In multi-incumbent positions (e.g. principals), salary for a new hire should not exceed rates being paid to other employees in the same position with similar experience and qualifications.
The general guidelines for placement in the exempt pay structure are as follows:

1. Recommended placement in pay grades for new hires will be estimated by the Human Resources Department as follows stated below:
    a. Half of one percent above minimum for each year of creditable teaching experience up to 10 years.
    b. Two percent above minimum for each year of administrative or job-specific experience up to the midpoint of the pay range.
2. Placement of a new hire may not exceed pay rates of other employees in the same job with more experience in the position.
3. A starting salary for a new hire may exceed these guidelines at the direction of the superintendent for a hard –to-fill key staff position.
4. No employee will be placed below the minimum rate of the pay range.

8.3 Nonexempt Structures (Pay Grades 300, 400, 500 Series)

Placement of new hires will be determined by the minimum requirements of the job and pay rates of other employees in the same job title with similar experience.

The guidelines for placement, subject to peer equity limits, are as follows:

1. One percent above the minimum rate for each year of verified job experience up to the range midpoint
2. A starting salary for a new hire may exceed these guidelines at the direction of the Superintendent for a hard-to-fill key staff position.

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3. Placement of a new hire may not exceed pay rates of other employees in the same job title with similar experience.
4. No employee will be placed below the minimum rate of the pay range.

8.4 Bus Drivers

Placement of new hires will be determined by the minimum requirements of the job and pay rates of other employees in the same job title with similar experience.

The guidelines for placement, subject to peer equity limits, are as follows:

1. A starting salary for a new hire may exceed these guidelines at the direction of the Superintendent for a hard-to-fill key staff position.
2. Placement of a new hire may not exceed pay rates of other employees in the same job title with similar experience.
3. No employee may will be placed below the minimum rate of the pay range.
4. A new hire will be placed at a % of the minimum based on number of years related work experience as stipulated below:
    a. 1 to 3 years: 0 – 4%
    b. 4 to 6 years: 4 – 8%
    c. 7 to 10 years: 8 – 12%
    d. 12+ years: Midpoint

8.5 Credit for Job-Related Experience – Nurse (RN)

Verifiable experience in a nursing assignment requiring a Registered Nurse license will be allowed on a one-for-one full time basis based on the current teacher salary schedule. Note that this prior experience is not credited for Teacher Retirement System purposes, according to Commissioner's Rules on Creditable Service (TAC 153.1021).

8.6 Hard-to-Fill Position Placement

New hire placement may be adjusted from these guidelines as deemed necessary and as recommended by the Human Resources Department for hard-to-fill positions (advertised positions vacant more than 30 days) with the Superintendent's approval.

9.0 Adjusting Pay – Range Structures

9.1 Structure Reviews

The Human Resources Department will review pay ranges annually and recommend adjustments as needed to maintain competitive alignment with external job markets.

Pay ranges should be adjusted by a percent factor that is less than the percent of salary costs budgeted for pay raises. To prevent salary compression problems between new employees and experienced employees, employees must advance in pay within the range faster than the range itself is being adjusted. After the pay increase budget is established, the Superintendent will determine the appropriate adjustment factor for pay-range structures in the district.

To adjust a pay-range structure, the adjustment factor will be applied to the midpoint of each pay range. The minimum and maximum rates of each range will then be recalculated off of the adjusted midpoint to preserve the structure. Adjustments to pay ranges should be made prior to the calculation of general pay increases.

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Example based on a 2% proposed pay increase and 80/120% Structure adjustment established by the Superintendent:

Unadjusted Minimum (80% of midpoint)	Unadjusted Midpoint	Unadjusted Maximum (120% of midpoint)
$2,400.00	$3,000.00	$3,600.00

Adjusted Minimum (80% of midpoint)	Adjusted Midpoint	Adjusted Maximum (120% of midpoint)
$2,448.00	$3,060.00	$3,672.00

10.0 Supplemental Duty Pay – Stipends and Incentives

10.1 Exempt Personnel

The Board will approve a schedule of salary stipends for extra duties. Exempt employees who are assigned supplemental duties that accrue extra pay will be compensated according to the district's schedule for extra duty stipends. Exempt employees will not be compensated if the extra duty assignment falls within their regular work schedule.

10.2 Nonexempt Personnel

Nonexempt employees will not be assigned supplemental duties for extra duty pay.

10.3 Method of payment

Salary stipends will be paid as follows:

a. Athletics, Fine Arts, ROTC, and some CTE and Special Education stipends shall be distributed in the employee's regular monthly payroll check throughout the year.
b. Club stipends will be paid in a lump sum in the June scheduled payroll distribution.
c. Elementary UIL stipends will be paid in a lump sum in the December scheduled payroll distribution.
d. Secondary UIL stipends will be paid in a lump sum in the June scheduled payroll distribution.
e. All other stipends will be paid in two lump sums: one in the December scheduled payroll distribution and the other in June. (Elem. Cheer Sponsor).

11.0 Retiree/Rehire Personnel

11.1 Procedures for Placement

A retired employee who is rehired will be placed according to the procedures for all new hires in the same job category.

12.0 Substitute Teacher Pay

12.1 Category I – Substitute Pay

A substitute teacher who works in place of a teacher on an as-needed basis:

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Non-degreed	Degreed	Certified
$90.00	$120.00	$150.00

- Above rates are on a per day basis

12.2 Category II – Substitute Pay

A substitute teacher who fills ***a vacant teaching position*** on a long-term basis until such time as the vacancy is filled is considered a Category II Substitute.

1. **Filling in for a Teacher Vacancy**

In this category, the substitute teacher performs all tasks and assumes all the responsibilities of a teacher including, but not limited to, writing lesson plans, performing all assigned duties, grading papers, attending faculty meetings, parent meetings, and training sessions and any other activity deemed necessary by the principal.

2. **Filling in for a Teacher on Approved Leave**

A substitute teacher who fills in for a teacher on approved leave is also considered a Category II Substitute.

In this case, the substitute teacher is required to perform all the duties and tasks of the teacher on leave pending the teacher's return to duty and assumes all the responsibilities of a teacher including, but not limited to, writing lesson plans, performing all assigned duties, grading papers, attending faculty meetings, parent meetings, and training sessions and any other activity deemed necessary by the principal.

Non-degreed	Degreed	Certified
$105.00	$135.00	$165.00

- Above rates are on a per day basis
- Above rates are effective ***after*** the 34th consecutive workday in the same assignment

Example of a Non-degreed sub working in the same assignment for 34 Days over a 2-month period: Month 1: $1,530

(17 Days @ $90.00)

Month 2: $1,785.00

(17 Days @ $$105.00)

13.0 Reinstatement Following Break-in-Service

An employee who is rehired 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 if rehired for the same position.

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

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Weslaco ISD

2026-2027 New Hire Guide for

Teachers, Librarian, and Nurses (RN)

Years of Experience	New Hire Salary
0	$58,000.00
1	$58,000.00
2	$59,500.00
3	$60,000.00
4	$60,500.00
5	$63,780.00
6	$64,810.00
7	$65,210.00
8	$65,610.00
9	$66,010.00
10	$66,410.00
11	$67,175.00
12	$67,790.00
13	$68,620.00
14	$69,235.00
15	$69,850.00
16	$70,470.00
17	$71,190.00
18	$71,810.00
19	$72,425.00
20+	$73,250.00

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.

This schedule is only utilized for hiring purposes for new teachers coming into the district.

Future salaries cannot be predicted from this schedule.

$1,000 Master's Degree- General Stipend
$2,000 Master's Degree -Subject - Area Stipend
$2,000 National Board Certified

Master's Degree Stipend apply only to Classroom Teachers.

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JROTC Teacher Pay Scale

Weslaco ISD's Share

1. Base Salary from Teacher Base Salary Schedule divided by 187 Days equals Daily Rate
2. Daily Rate times 207 Days equals annual salary per Weslaco ISD

Teacher Base Salary / 187 = Daily Rate
Daily Rate x 207 = Weslaco ISD's Share

- JROTC Stipend $2,200.00

Department of Defense's (DOD) Share of Minimum Instructor Pay (MIP)

1. 50% of the MIP stated on the acceptance letter from the DOD
2. Multiply the 50% of the MIP by 12 equals annual salary per DOD

MIP Amount / 2 = Monthly DOD Share
Monthly DOD Share x 12 = DOD Annual Share

Formula

Weslaco ISD's Share
+ DOD's Annual Salary (50% of MIP)
Total Annual Salary

Total Annual Salary / 12 months = Monthly Gross Income

Example:
Weslaco ISD Base Salary Schedule: $52,800.00
MIP acceptance letter: $4,000.00/Month

Weslaco ISD Share:
$52,800 / 187 = $282.35
$282.35 x 207 = $58,446.45

DOD Share:
$4,000.00 / 2 = $2,000.00
$2,000.00 x 12 = $24,000.00

Total Annual Salary:
$58,446.45 + $24,000.00 = $82,446.45

Total Monthly:
$82,446.45 / 12 = $6,870.54

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Adjunct Teacher Pay

Provide students with appropriate learning activities and experiences designed to fulfill their potential for intellectual, emotional, physical, and social growth. Enable students to develop competencies and skills to function successfully in society. Prepare students to meet and succeed in district curriculum and all assessments. Collaborate with other teachers in all aspects of guided materials and instruction. The position is based on need and will be structured on a course-by-course basis. The position term is contingent upon the annual life of the course and the identified need at the campus, as determined by the Superintendent.

Rate:	$26.25/Hour

Notes:

- Effective: 2026 – 2027 School Year
- This salary schedule applies to the 2026 – 2027 school year only. Future salaries cannot be predicted from this schedule. New salary schedules are developed each year
- This position is considered a Part-Time position on an as-needed basis

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Education Administrative/Professional Salary Schedule

Pay Grade	Minimum	Midpoint	Maximum
101	$263.25	$325.00	$386.75
102	$295.28	$360.10	$424.92
103	$310.05	$378.11	$446.17
104	$325.56	$397.02	$468.48
105	$341.83	$416.87	$491.91
106	$365.76	$446.05	$526.34
107	$385.88	$470.58	$555.28
108	$405.17	$494.11	$583.05
109	$425.43	$518.82	$612.21
110	$467.55	$570.18	$672.81
111	$612.64	$730.46	$848.28
112	$677.16	$806.14	$935.12

Notes:

- Effective: 2026 – 2027 school year
- This salary schedule applies to the 2026 – 2027 school year only. Future salaries cannot be predicted from this schedule. New salary schedules are developed each year.

Pay Grade 101

Assistant, Speech Language Pathologist – 187 Days
Coordinator, ACE Site – 220 Days
Coordinator, Accelerated Learning Campus – 220 Days
Specialist, ACE Program – 220 Days

Pay Grade 102

Bilingual Instructional Coach – 207 Days
College, Career & Military Readiness Specialist– 212 Days
Coordinator, ACE District – 226 Days
Counselor, Career & College Development Center– 212 Days
Counselor, Elementary – 203 Days
Counselor, SPED – 207 Days
Counselor/Social Worker, SPED – 207 Days
Dean of Instruction – 207 Days
Coordinator, Gear Up – 212 Days
Instructional Coach– 207 Days
Speech Language Pathologist Intern – 187 Days

Pay Grade 103

Athletic Trainer – 207 Days
Advisor, Career Development – 220 Days
Advisor, Career & Military Readiness College – 212 Days
Counselor, High School – 212 Days
Counselor, Middle School – 207 Days
Educational Diagnostician – 207 Days
Licensed Professional Counselor – 212 Days
Occupational Therapist – 197 Days
School Psychologist – 207 Days
Speech Language Pathologist Licensed – 187 Days
Specialist, College Readiness – 212 Days

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Pay Grade 104
Assistant Principal, ES – 215 Days
Assistant Principal, HS – 226 Days
Assistant Principal, MS – 220 Days
Director of Bands, HS – 226 Days
Testing Coordinator – 226 Days

Pay Grade 105 (226 Days)
Coordinator, Data Analytics
Coordinator, Early Childhood
Coordinator, Emergent Bilingual
Coordinator, Instructional Technology
Coordinator, Math
Coordinator, Migrant
Coordinator, Reading Language Arts
Coordinator, Science
Coordinator, Social Studies
Coordinator, Student Recruitment & Marketing
Lead Librarian

Pay Grade 106 (226 Days)
Manager , SPED Program
CTE Administrator

Pay Grade 107 (226 Days)
Director, Assessment & Accountability
Director, Career & Technology
Director, Instructional Technology
Director, Special Education
Director, Student Support Services

Pay Grade 108 (226 Days)
Head Football Coach/Athletic Coordinator
Director, Fine Arts

Pay Grade 109
Academic Officer, Elementary / Secondary – 226 Days
Principal, Elementary – 220 Days
Principal, CAEP– 220 Days
Principal, Middle School – 226 Days

Pay Grade 110 (226 Days)
Director, Athletics
Principal, High School
Principal, SPGHS

Pay Grade 111 (226 Days)
Assistant Superintendent, School Leadership
Assistant Superintendent, Human Resources

Pay Grade 112 (226 Days)
Deputy Superintendent

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Business Administrative/Professional Salary Schedule

Pay Grade	Minimum	Midpoint	Maximum
201	$244.36	$298.00	$351.64
202	$261.47	$318.86	$376.25
203	$311.14	$379.44	$447.74
204	$349.25	$425.92	$502.59
205	$381.04	$464.68	$548.32
206	$480.30	$600.37	$720.44
207	$580.92	$708.44	$835.96

Notes:

- Effective: 2026 – 2027 school year
- This salary schedule applies to the 2026 – 2027 school year only. Future salaries cannot be predicted from this schedule. New salary schedules are developed each year.

Pay Grade 201

Graphic Artist – 226 Days
HR Data Analyst – 226 Days
HR Compensation Specialist – 226 Days
Parent Specialist – 188 Days
KWES Reporter/Producer/Writer – 226 Days

Pay Grade 202

Accountant – 226 Days
Registered Dietician – 226 Days
Intervention Specialist – 207/220 Days
Programmer Analyst – 226 Days
Social Worker – 207 Days

Pay Grade 203

Assistant Director, Food Service – 226 Days
Coordinator, Parent & Family Engagement – 226 Days
Coordinator, PEIMS – 226 Days
Internal Auditor – 226 Days
Public Information Officer– 226 Days

Pay Grade 204 (226 Days)

Director, Budget
Director, Internet Systems
Director, Federal Programs
Director, Finance for Maintenance and Operations
Director, Payroll, Business Operations
Director, Purchasing
Director, Technology Information
Director, Technology Systems
Manager, Employee Benefits/Risk
Manager, Transportation

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Pay Grade 205 (226 Days)
Director, Food & Nutrition Services
Director, Information Technology Systems
Director, Maintenance
Director, Operations

Pay Grade 206 (226 Days)
Executive Director, District Communication
Executive Director, Maintenance & Operations
Executive Director, Payroll, Bond Management
Executive Director, Safe and Supportive Schools & Admin
Executive Director, Technology

Pay Grade 207 (226 Days)
Chief Financial Officer

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Clerical/Technical Salary Schedule

Pay Grade	Minimum	Midpoint	Maximum
301	$15.25	$18.60	$21.95
302	$16.75	$20.42	$24.09
303	$18.25	$22.26	$26.27
304	$19.75	$24.09	$28.43
305	$20.75	$25.31	$29.87
306	$22.25	$27.13	$32.01
307	$24.75	$30.19	$35.63
308	$26.75	$32.62	$38.49
309	$28.75	$35.07	$41.39
310	$30.75	$37.49	$44.23

Notes:

- Effective: 2026 – 2027 school year
- This salary schedule applies to the 2026 – 2027 school year only. Future salaries cannot be predicted from this schedule. New salary schedules are developed each year.

Pay Grade 301

Accountability Clerk, Food Service – 207 Days
Accountability Clerk, High School – 226 Days
Asst, Band – 226 Days
Asst, Technical – 187 Days
Attendance/At-Risk Clerk ES/MS– 187 Days
Attendance/At-Risk Clerk, High School – 203 Days
Case Management Clerk – 187 Days
Clerk, Print Shop – 226 Days
Clerk, SEMS – 226 Days
Clerk, SHARS – 226 Days
Counselor Clerk, Elementary – 203 Days
Counselor Clerk, High School – 212 Days
Counselor Clerk, Middle School – 207 Days
Health Records Clerk – 187 Days
Kitchen Clerk, Elementary/Middle School (7.5 Hours)– 197 Days
Kitchen Clerk, WHS/WEHS (7.5 Hours) – 197 Days
Media Clerk – 187 Days
Office Clerk, ES – 187 Days
Office Clerk MS – 187/220 Days
Office Clerk HS – 220/226 Days
Office Clerk, CAEP – 220 Days
Office Clerk, Athletic Office (WHS, WEHS, Athletic Office) – 226 Days
Office Clerk, CTE– 226 Days
Office Clerk, Energy Management – 226 Days
Office Clerk, Maintenance – 226 Days
Office Clerk, Transportation – 226 Days
Speech Clerk, Special Education – 187 Days
Switchboard Operator, High School – 220 Days
Technology Assistant, Secondary – 187 Days
Utilities Clerk – 226 Days

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Pay Grade 302
Administrative Assistant, Athletics HS – 226 Days
Clerk, Purchasing – 226 Days
Data Entry Clerk, Campus – 203 Days
Data Entry Clerk, CTE – 226 Days
Data Entry Clerk, TIR/Local – 226 Days
Data Entry Clerk, WHS/WEHS – 226 Days
NGS Clerk/Migrant Recruiter – 226 Days
Receptionist, Business Office – 226 Days
Receptionist, Central Office – 226 Days
Records Clerk, Human Resources – 226 Days
Records Clerk, Warehouse – 226 Days

Pay Grade 303
Bond Assistant Bookkeeper – 226 Days
Bookkeeper, Department – 226 Days
Bookkeeper, HS – 226 Days
Data Entry Clerk, Transportation– 226 Days
Registrar, HS – 226 Days

Pay Grade 304
Administrative Assistant, ES– 220 Days
Administrative Assistant, MS– 226 Days
Administrative Assistant, Coordinator – 226 Days
Administrative Assistant, Parent & Family Engagement – 226 Days
Bookkeeper, Budget– 226 Days
Bookkeeper, Business Office – 226 Days
Computer Information Specialist, HS – 226 Days
Computer Information Specialist, Transportation – 226 Days
Human Resources Assistant– 226 Days
Public School Transportation Assistant –226 Days

Pay Grade 305
Administrative Assistant, Academic Officer – 226 Days
Administrative Assistant, Athletic Director – 226 Days
Administrative Assistant, Band – 226 Days
Administrative Assistant, Bond Construction Management – 226 Days
Administrative Assistant, HS – 226 Days
Administrative Assistant, CATE Complex – 226 Days
Administrative Assistant, Construction – 226 Days
Administrative Assistant, Custodial – 226 Days
Administrative Assistant, Energy Management– 226 Days
Administrative Assistant, Fine Arts – 226 Days
Administrative Assistant, Food Service – 226 Days
Administrative Assistant, KWES – 226 Days
Administrative Assistant, Maintenance – 226 Days
Administrative Assistant, Operations – 226 Days

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Pay Grade 305 Continued
Administrative Assistant, Public Information – 226 Days
Administrative Assistant, Safety & Security – 226 Days
Administrative Assistant, SPED – 226 Days
Administrative Assistant, Staff Development – 226 Days
Administrative Assistant, State Assessment – 226 Days
Administrative Assistant, State Compensatory ED – 226 Days
Administrative Assistant, Student Support Services – 226 Days
Administrative Assistant, Technology – 226 Days
Administrative Assistant, Title 1– 226 Days
Administrative Assistant, Transportation – 226 Days

Pay Grade 306 (226 Days)
Bookkeeper, Head Payroll
Specialist, Budget
Specialist, Computer Information II
Specialist, Employee Benefits
Specialist, Human Resources
Specialist, Insurance
Specialist, PEIMS
Specialist, Theater Production
Specialist, Workers Compensation
Technician, Hardware

Pay Grade 307 (226 Days)
Associate Programmer
Specialist, Internet Systems
Specialist, Payroll
Specialist, Purchasing
Supervisor, Network & Computer Maintenance
Technician, Telecommunications

Pay Grade 308
Administrative Assistant, Asst. Superintendent – 226 Days
Administrative Assistant, CFO – 226 Days
Specialist, Head Payroll – 226 Days
Specialist, Network Security – 226 Days
Technician, Television – 226 Days

Pay Grade 309
Assistant, Occupational Therapist – 197 Days
Specialist, Television Production – 226 Days

Pay Grade 310 (226 Days)
Executive Administrative Assistant, Deputy Superintendent
Executive Administrative Assistant, School Board Executive
Administrative Assistant, Superintendent

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Auxiliary Salary Schedule

Pay Grade	Minimum	Midpoint	Maximum
401	$14.25	$16.97	$19.69
402	$15.00	$17.86	$20.72
403	$15.75	$18.75	$21.75
404	$16.75	$19.94	$23.13
405	$17.75	$21.13	$24.51
406	$18.75	$22.59	$26.43
407	$20.25	$24.40	$28.55
408	$21.75	$26.20	$30.65
409	$28.25	$34.03	$39.81

Notes:

- Effective: 2026 – 2027 school year
- This salary schedule applies to the 2026 – 2027 school year only. Future salaries cannot be predicted from this schedule. New salary schedules are developed each year.
- If no hours are noted directly next to position, it is understood to be an 8–hour position.

Pay Grade 401

Bus Aide – 196 Days – 6 Hours
Bus Aide, Special Education – 196 Days
Cook – 193 Days – 5.5 Hours
Cook – 193 Days – 6.5 Hours
Custodian – 260 Days
Food Service Attendant – 197 Days
Substitute Cook – As Needed
Substitute Custodian – As Needed
Substitute Yard Crew – As Needed

Pay Grade 402

Delivery Driver, Food Service – 197 Days
Delivery Driver, Warehouse – 260 Days
Head Baker – 193 Days – 7 Hours
Head Meat Cook – 193 Days – 7 Hours
HVAC Night Crew – 260 Days
Night Security Guard – 260 Days
Non CDL – 196 Days
Security Guard – 260 Days
Substitute Non-Armed Security Guard– 260 Days
Yard Crew – 260 Days

Pay Grade 403

Assistant Manager, Food Service – 198 Days
Assistant, Carpenter – 260 Days
Assistant, Electrician – 260 Days
Assistant, HVAC – 260 Days
Assistant, Painter – 260 Days
Assistant, Plumber – 260 Days

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Pay Grade 403 (Continued)
Assistant, Welder – 260 Days
Clerk, CAEP– 226 Days
Clerk, Maintenance Inventory – 260 Days
Clerk, Warehouse – 226 Days
Head Custodian Elementary – 260 Days
Yard Crew Leader – 260 Days

Pay Grade 404
Assistant Manager, Parts – 260 Days
Assistant Mechanic – 260 Days
Armed Security Guard - 260 Days
Food Service Manager, Elementary – 198 Days
Head Custodian Middle School – 260 Days
Parts Manger, Transportation – 260 Days

Pay Grade 405
Assistant Route Supervisor, Transportation – 260 Days
Food Service Manager, MS – 198 Days
Head Custodian HS – 260 Days
Head Security Guard – 260 Days
Security Guard/K9 Handler – 260 Days
Skilled, Painter – 260 Days
Supervisor, Fix Asset – 226 Days

Pay Grade 406
Certified Welder – 260 Days
Food Service Manager, High School – 198 Days
Route Supervisor, Transportation – 260 Days
Skilled, Carpenter – 260 Days

Pay Grade 407 (260 Days)
Assistant Manager, Transportation
Certified Public Safety Officer
Skilled, Electrician
Skilled, Plumber
Skilled, HVAC

Pay Grade 408
Carpentry, Foreman – 260 Days
Electrician, Foreman – 260 Days
HVAC, Foreman – 260 Days
Mechanic, Transportation – 260 Days
Paint, Foreman – 260 Days
Plumber, Foreman– 260 Days
Supervisor, Warehouse – 226 Days
Yard Crew, Foreman – 260 Days

Pay Grade 409
Field Supervisor, Food Service– 226 Days
Supervisor, Custodial – 260 Days

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Bus Driver Salary Schedule

Pay Grade	Minimum	Midpoint	Maximum
Trainee	$10.00 (Flat Rate)		
404 - BD	$20.25	$25.31	$30.37

Notes:

- Effective: 2026 – 2027 school year
- This salary schedule applies to the 2026 – 2027 school year only. Future salaries cannot be predicted from this schedule. New salary schedules are developed each year.
- If no hours are noted directly next to position, it is understood to be an 8–hour position.

Pay Grade 404 – BD

6 Hour Bus Driver – 196 Days
8 Hour Bus Driver – 260 Days

Trainee

Bus Driver (Hours TBD based on need)

Substitute Bus Drivers

Flat Rate
$20.00

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Instructional Support Salary Schedule

Pay Grade	Minimum	Midpoint	Maximum
501	$15.25	$18.16	$21.07
502	$16.00	$19.05	$22.10
503	$16.75	$19.94	$23.13
504	$18.75	$22.59	$26.43

Notes:

- Effective: 2026 – 2027 school year
- This salary schedule applies to the 2026 – 2027 school year only. Future salaries cannot be predicted from this schedule. New salary schedules are developed each year.

Pay Grade 501

Aide, Accelerated Learning – 187 Days
Aide, Instructional – 187/226 Days
Aide, Nurse – 187 Days (CNA)
Aide, Special Education Resource Inclusion – 187 Days
Instructional Assistant, CTE – 187 Days
Instructional Assistant, ISS – 187 Days

Pay Grade 502

Aide, Parent & Family Engagement Community – 187 Days
Aide, Library – 203 Days
Aide, Special Education Self Contained – 187 Days

Pay Grade 503 (187 Days)

Medical Assistant

Pay Grade 504 (187 Days)

Licensed Vocational Nurse

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Substitute Rates

Category I: Regular Assignment Daily Rate: All substitute teachers who work in place of a teacher on an as-needed basis are set at the Category I daily rate.

Non-degreed	Degreed	Certified
$90.00	$120.00	$150.00

Category II: Long-Term Daily Rate:

Any one of the following criteria will qualify a substitute for the Category II daily rate:

- long-term assignments that meet or exceed 34 consecutive work days or more in the same assignment
- an ass ignment for a vacant teaching position on a long-term basis until such time as the vacancy is filled
- an assignment for a teacher on a pproved leave on a long-term basis until such time as the teacher returns or the vacancy is filled

Non-degreed	Degreed	Certified
$105.00	$135.00	$165.00

Notes:

- Effective: 2026-2027 School Year
- This salary schedule applies to the 2026-2027 school year only. Future salaries cannot be predicted from this schedule. New salary schedules are developed each year.

Substitute Assistant Principal

Assistant Principal	Assistant Principal / Long-Term
$325.00	$360.00

Substitute Social Worker:

Degreed	Certified
$120.00	$150.00

Substitute LVN/RN:

LVN	RN
$120.00	$150.00

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Instructional Mentor

INSTRUCTIONAL MENTOR
$360.00

STAAR Mentor

STAAR MENTOR		
Non-Degreed	**Degreed**	**Certified**
$90.00	$120.00	$150.00

Part-Time Employee Salary Schedule

Certified Lifeguard

- $13.00 per hour

High School Student: Hourly Rate

Must be currently classified as a Junior or Senior in High School.

Classroom Tutor	Part-Time Office Help	Summer Recreation Program
$12.00	$12.00	$12.00

College Student: Hourly Rate

Must be currently enrolled in a College or University and provide a detailed student schedule.

Classroom Tutor	Part-Time Office Help	Summer Recreation Program
$13.00	$13.00	$13.00

Notes:

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- This salary schedule applies to the 2026 – 2027 school year only. Future salaries cannot be predicted from this schedule. New salary schedules are developed each year.
- Seasonal Part-Time Employees are allowed to work up to 29 hours a week, **only.**
- Long Term Part-Time Employees are allowed to work up to 14.5 hours a week, **only.**

Summer School Pay Per Hour

- Summer School Administrators $40 per hour
- Summer School Professionals $35 per hour
- Summer School Paraprofessionals/Non-Professionals $20 per hour
- Summer Recreation Program Coordinator Summer $40 per hour
- Recreation Program Professionals $35 per hour
- Curriculum Writers $35 per hour

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Auxiliary Extra Help

Summer/Fall Break
$14.25 Flat Rate

Extra Duty Pay Per Hour

- School Professionals $35 per hour

Staff Development

Program	Description	Rate
Beginning of the year New Teacher Training	Professional-off calendar	$150 flat rate

Mentor Teacher Stipend

Amount
$400.00

Student Support Services Stipend

The stipend will be added to employee's salary.

Amount
$9,000.00

Nurse Leads Stipend

The stipend will be distributed by semester.

Campus Level	Amount
Elementary	$1,500.00
Secondary	

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Teacher Incentive Allotment (TIA)

Teachers who have earned a designation through their National Board Certification are eligible for the Teacher Incentive Allotment (TIA).

Campus	*Recognized*	*Exemplary*	*Master*
A.N. Tony Rico Elementary	$6,282.90	$12,565.80	$22,742.10
Airport Elementary	$5,631.30	$11,262.60	$20,570.40
Dr. Armando Cuellar Middle School	$5,853.60	$11,707.20	$21,312.90
Beatriz G Garza Middle School	$4,827.60	$9,655.20	$17,892.00
Central Middle School	$5,024.70	$10,049.40	$18,549.00
Cleckler Heald Elementary	$5,442.30	$10,883.70	$19,939.50
Dr. R. E. Margo Elementary	$5,740.20	$11,481.30	$20,934.90
Mary Hoge Middle School	$6,364.80	$12,729.60	$23,016.60
Memorial Elementary	$4,669.20	$9,339.30	$17,365.50
North Bridge Elementary	$6,888.60	$13,778.10	$24,763.50
PFC Mario Ybarra Elementary	$6,007.50	$12,015.90	$21,825.90
Raul A Gonzalez Elementary	$4,697.10	$9,394.20	$17,456.40
Rodolfo “Rudy” Silva Elementary	$4,908.60	$9,816.30	$18,161.10
Sam Houston Elementary	$5,877.90	$11,755.80	$21,393.90
South Palm Gardens High School	$5,895.90	$11,792.70	$21,454.20
Weslaco East High School	$5,754.60	$11,508.30	$20,980.80
Weslaco High School	$4,908.60	$9,818.10	$18,162.90

Note: TIA will be funded by the Texas Education Agency (TEA).

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Academic Stipend Schedule

Group	Amount
1	$250.00
2	$350.00
3	$450.00
4	$500.00
5	$700.00
6	$800.00
7	$900.00
8	$1,000.00
9	$1,200.00
10	$1,500.00
11	$1,610.00
12	$2,200.00
13	$3,000.00
14	$4,900.00

- Effective: 2026-2027 School Year
- This stipend schedule applies to the 2026–2027 school year only. Future stipend amounts cannot be predicted this schedule. New stipend schedules are developed each year.
- Academic/Club sponsor amounts are based on a full year term and completion of all applicable duties. Should duties not be fulfilled, the stipend will be prorated accordingly.

Group 1
STC Concurrent Class (per section/per semester)

Group 2
On Ramps/Dual Enrollment (per section/per semester)

Group 3
Agriculture Science Lead Teacher

Group 4
Academic Team Leader (Middle School)
Club Sponsor
D.I. Coach (State Competition)
D.I. Coach (World Competition
Destination Imagination (D.I. Coach)
Future Problem Solving
HS Science Fair Coordinator (International Competition)
MS/HS Science Fair Coordinator (State Competition)
MS/HS Science Fair Coordinator (Regional Competition)
Robotics (Advance to Internationals)
Robotics (Advance to Nationals)
Robotics (Advance to State)
Spelling Bee
TMSCA
TMSCA (Advance to State)
National Junior Honor Society

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Group 5
Advance Placement (per section/per semester) Student Council (MS)

Group 6
Campus Communications Coordinator
Certified Nurse Aide Program
Class Sponsor (Freshman/Sophomore)
CTE Co-Club Sponsor
Destination Imagination Coordinator PK-8
Drill Team MS
Elementary Cheer Sponsor (Year-Round)
Gifted Talented Specialist (Elementary & Middle School)
Robotics Coach
Science Fair Coordinator

Group 7
CTE Training Plans
UIL Coordinator TMSCA
Vocational Education Coordinator

Group 8
CTE Continuing Education Stipend
Tech Ed (CTE Market Demand)
UIL Coach (Elementary)

Group 9
Yearbook Sponsor
Student Council (High School)
UIL Campus Coordinator PK-8
Pep Squad (Secondary)

Group 10
UIL HS/MS Coach

Group 11
Class Sponsor (Junior/Senior)
CTE Club Sponsor HS
Registered Dietician
Skills USA
FFCLA
FFA

Group 12
Clay Shooting
ROTC
UIL Campus Coordinator HS Agriculture FFA
Farm & Livestock Show Competitions

Group 13
Health Science (CTE Market Demand)

Group 14
Special Olympics Coordinator
KPAN HS

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Department Head/Grade Level Chair Stipend Schedule

- Effective: 2026-2027 School Year
- This salary schedule applies to the 2026-2027 school year only. Future salaries be predicted from the schedule.
- New salary schedules are developed each year.
- Bilingual
- Advanced Academics

Campus Level	Amount
Elementary	$2,000.00
Middle School	
High School	

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Emergent Bilingual Education Stipend Schedule

- Effective: 2026 – 2027 School Year
- This stipend schedule applies to the 2026 – 2027 school year only. Future stipend amounts cannot be predicted from this schedule. New Stipend schedules are developed each year.
- Emergent Bilingual (EB) student enrollment is based on the fall PEIMS snapshot date on 10/30/2026 in core classes. Core Classes at the high school level are those required for graduation.
- EB student enrollment is determined through class rosters of teachers of record for EBs with parent permission to participate in a bilingual or ESL program. EB parent denials are not included. No exceptions.
- All rosters and stipend applications are verified by Principal, Bilingual/ESL Chair, & Bilingual/ESL Department
- Bilingual/ESL amounts are based on a full year term and completion of all applicable duties. Stipend amounts will be prorated for late hires and those who obtain Bilingual/ESL certification throughout the 2026-2027 school year.
- For Stipend eligibility, Bilingual/ESL certification should be obtained on or before March 1, 2027.

Emergent Bilingual

Number of EB Students Serviced	
4-25	$750.00
26 +	$1,500.00

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Special Education Stipend Schedule

- Effective: 2026– 2027 School Year
- This stipend schedule applies to the 2026 – 2027 school year only. Future stipend amounts cannot be predicted from this schedule. New stipend schedules are developed each year.
- Verified by Principal & Special Education Department.
- Special Education Stipend amounts are based on a full year term and completion of all applicable duties. Should duties not be fulfilled, the stipend will be prorated accordingly.
- Stipends for the following teaching position: Special Education homebound, adaptive PE, Dyslexia teacher are based on stipend amount for Resource/Mainstream.

Classroom Setting Type	Amount
Resources/Mainstream	$2,000.00
Self-Contained/ Teacher for theVisually Impaired	$5,000.00

Special Olympics

Head Coach	$800.00
Coach	$600.00

Board Certified Behavior Analyst	$2,500.00

- Applicable for Licensed Specialists in School Psychology (School Psychologists) and Special Education Counselors.

Educational Diagnostician and Special Education Program Manager

Amount
$50.00 per hour

- Special Education Data Support Grant (Grant funded extra duty pay to meet TEA early data request process deadline August 14, 2026)

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Performing Arts Stipend Schedule

Band

Head MS Director/Assistant HS Director	$12,000.00
Assistant HS/MS Director	$8,500.00

Choir

Head HS Director	$7,000.00
Assistant HS Director	$3,000.00
Head MS Director	$3,000.00

Orchestra

Head HS Director	$7,000.00
Assistant HS Director	$3,000.00
Head MS Director	$3,000.00

Mariachi

Head HS/MS Director	$7,500.00

Theater Arts

Head HS Director	$7,000.00
MS Director	$3,000.00

Dance

Head MS Director	$3,000.00
Head HS Director	$7,000.00

Drill Team/Color Guard/Conjunto Band/District Accompanist

Head HS Director	$5,200.00

Drill Team/Color Guard/Conjunto Band/Theater

HS Assistant Director (Full Year)	$2,400.00
HS Assistant Director (Half Year)	$1,610.00
MS Assistant Director	$1610.00

Visual Arts Stipend Schedule

POSITION	STIPEND
HS Visual Arts Teacher (VASE)	$2,700.00
MS Visual Arts Teacher (JR VASE)	$500.00

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Athletic Stipend Schedule

- All assistant coaching positions are contingent upon athletic enrollment numbers for each respective program.

Middle School Sport

Sport	Amount
Head Football Coach	$4,500.00
Football Assistant	$3,500.00
All Other MS Sports	$3,000.00
MS Campus Coordinator	$4,500.00

High School Football

Position	Amount
Varsity 1st Assistant	$16,700.00
Defensive Coordinator	$13,700.00
Offensive Coordinator	$13,700.00
Special Teams Coordinator	$13,700.00
Varsity Assistant	$10,000.00
Assistant Freshman Coach	$3,700.00
Freshman Football	$6,100.00
Co-Defensive Coordinator	$13,700.00
Co-Offensive Coordinator	$13,700.00

Basketball

Position	Amount
Head Coach	$10,000.00
Varsity 1st Assistant	$6,100.00
JV Assistant	$5,400.00
Freshman	$4,400.00
Freshman Light	$3,300.00

Soccer

Position	Amount
Head Coach	$10,000.00
Varsity 1st Assistant	$6,100.00
JV Assistant	$5,400.00
Freshman	$4,400.00
Freshman Light	$3,300.00

Baseball/Softball

Position	Amount
Head Coach	$10,000.00
Varsity 1st Assistant	$6,100.00
JV Assistant	$5,400.00
Freshman	$4,400.00
Freshman Light	$3,300.00

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Cross-Country/Track

Position	Amount
Head Coach	$10,000.00
Varsity 1st Assistant	$6,100.00
JV Assistant	$5,400.00
Freshman	$4,400.00
Freshman Light	$3,300.00

Volleyball

Position	Amount
Head Coach	$10,000.00
Varsity 1st Assistant	$6,100.00
JV Assistant	$5,400.00
Freshman	$4,400.00
Freshman Light	$3,300.00

Powerlifting

Position	Amount
Head Coach	$10,000.00
Varsity 1st Assistant	$6,100.00
Freshman	$4,400.00
JV	$5,000.00

Wrestling

Position	Amount
Head Coach	$10,000.00
Varsity 1st Assistant	$6,100.00
JV Assistant	$5,400.00
Freshman Light	$3,300.00

Golf (Year-Round)

Position	Amount
Head Coach	$11,700.00
Varsity 1st Assistant	$7,100.00

Tennis (Year-Round)

Position	Amount
Head Coach	$11,700.00
Varsity 1st Assistant	$7,100.00
Freshman Assistant	$5,400.00

Swimming (Year-Round)

Position	Amount
Head Coach	$11,700.00
Varsity 1st Assistant	$7,100.00

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Water Polo

Position	Amount
Head Coach	$8,000.00/ $10,000.00
Assistant JV	$5,400.00

PE Coordinator

Position	Amount
Elementary	$2,000.00
Secondary	$2,000.00

Cheerleading

Position	Amount
Head Sponsor	$10,000.00
Varsity Assistant Sponsor	$5,700.00
M.S. Sponsor	$3,000.00

Coordinators

Position	Amount
Assistant Athletic Coordinator: MS	$5,100.00
Assistant Athletic Coordinator: HS	$8,900.00
Track Coordinator*	$4,100.00

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Athletic Game Workers Pay Schedule

- $10.00 more for playoff games, unless otherwise indicated on contract
- Paraprofessional game workers will receive:
  - a minimum payment of two hours per game for sports other than varsity football
  - a minimum payment of four hours per game for varsity football

Varsity – Volleyball/Basketball

Position	Professional	Paraprofessional
Gatekeeper	$20.00/Game	$10.00/Hour
Clock Keeper	$30.00/Game	$15.00/Hour
Bookkeeper	$30.00/Game	$15.00/Hour
Libero	$25.00/Game	$13.00/Hour
Announcer/Music/Graphics	$50.00/Game	$25.00/Hour

Tournaments

Position	Professional	Paraprofessional
Gatekeeper	$9.00/Hour	$9.00/Hour
Clock Keeper	$25.00/Game	$13.00/Hour
Bookkeeper	$25.00/Game	$13.00/Hour
Libero	$20.00/Game	$10.00/Hour
Announcer/Music/Graphics	$25.00/Game	$13.00/Hour

Varsity – Softball/Baseball

Position	Professional	Paraprofessional
Gatekeeper	$20.00/Game	$10.00/Hour
Clock Keeper	$30.00/Game	$15.00/Hour
Bookkeeper	$30.00/Game	$15.00/Hour
Announcer/Music/Graphics	$30.00/Game	$15.00/Hour

Tournaments

Position	Professional	Paraprofessional
Gatekeeper	$9.00/Hour	$9.00/Hour
Clock Keeper	$25.00/Game	$13.00/Hour
Bookkeeper	$25.00/Game	$13.00/Hour
Announcer/Music/Graphics	$25.00/Game	$13.00/Hour

Varsity – Soccer

Position	Professional	Paraprofessional
Gatekeeper	$20.00/Game	$10.00/Hour
Clock Keeper	$30.00/Game	$15.00/Hour
Announcer/Music/Graphics	$30.00/Game	$15.00/Hour

Tournaments

Position	Professional	Paraprofessional
Gatekeeper	$9.00/Hour	$9.00/Hour
Clock Keeper	$25.00/Game	$13.00/Hour
Announcer/Music/Graphics	$25.00/Game	$13.00/Hour

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Varsity – Wrestling

Position	Professional	Paraprofessional
Gatekeeper	$9.00/Hour	$9.00/Hour

Tournaments

Position	Professional	Paraprofessional
Gatekeeper	$9.00/Hour	$9.00/Hour

Varsity – Powerlifting

Position	Professional/Paraprofessional
Gatekeeper	$9.00/Hour
Judges	$100.00/Meet
Judges: Regional Meet	$150.00/Meet

Tournaments

Position	Varsity
Gatekeeper	$9.00/Hour
Judges	$100.00/Meet

Varsity – Track

Position	Professional / Paraprofessional
Gatekeeper	$9.00/Hour
Announcer	$30.00/Hour
Meet Referee	$250.00/Meet
Starter	$200.00/Meet
Backup Starter	$150.00/Meet
Hy-Tek Manager	$250.00/Meet
Assistant Hy-Tek Manager	$200.00/Meet
F.A.T. Technician	$200.00/Meet
F.A.T. Field Events	$100.00/Meet

Varsity – Swimming

Position	Professional/Paraprofessional
Gatekeeper	$9.00/Hour
Hy-Tek Operator	$150.00/Meet

Cheerleading

Judge	$100.00 (Per Tryout)

JV/Freshman - Volleyball/Basketball

Position	Professional	Paraprofessional
Gatekeeper	$20.00/Game	$10.00/Hour
Clock Keeper	$25.00/Game	$13.00/Hour
Bookkeeper	$25.00/Game	$13.00/Hour
Libero	$25.00/Game	$13.00/Hour

Tournaments

Position	Professional	Paraprofessional
Gatekeeper	$9.00/Hour	$9.00/Hour

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Clock Keeper	$20.00/Game	$10.00/Hour
Bookkeeper	$20.00/Game	$10.00/Hour
Libero	$20.00/Game	$10.00/Hour

JV/Freshman - Softball/Baseball

Position	Professional	Paraprofessional
Gatekeeper	$20.00/Game	$10.00/Hour
Clock Keeper	$25.00/Game	$13.00/Hour
Bookkeeper	$25.00/Game	$13.00/Hour

Tournaments

Position	Professional	Paraprofessional
Gatekeeper	$9.00/Hour	$9.00/Hour
Clock Keeper	$20.00/Game	$10.00/Hour
Bookkeeper	$20.00/Game	$10.00/Hour

JV/Freshman – Football

Position	Professional	Paraprofessional
Gatekeeper	$20.00/Game	$10.00/Hour
Clock Keeper	$20.00/Game	$10.00/Hour

JV/Freshman – Soccer

Position	Professional	Paraprofessional
Gatekeeper	$20.00/Game	$10.00/Hour
Clock Keeper	$25.00/Game	$13.00/Hour

Tournaments

Position	Professional	Paraprofessional
Gatekeeper	$9.00/Hour	$9.00/Hour
Clock Keeper	$20.00/Game	$10.00/Hour

JV/Freshman – Wrestling

Position	Professional	Paraprofessional
Gatekeeper	$9.00/Hour	$9.00/Hour

JV/Freshman – Track

Position	Professional/Paraprofessional
Gatekeeper	$9.00/Hour

JV/Freshman – Track

Position	Professional/Paraprofessional
Gatekeeper	$9.00/Hour

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JV/Freshman - Swimming

Position	Professional/Paraprofessional
Gatekeeper	$9.00/Hour
Hy-Tek Operator	$150.00/Meet

Middle School – Volleyball/Basketball

Position	Professional	Paraprofessional
Gatekeeper	$15.00/Game	$10.00/Hour
Clock Keeper	$20.00/Game	$10.00/Hour
Bookkeeper	$20.00/Game	$10.00/Hour

Tournaments

Position	Professional	Paraprofessional
Gatekeeper	$9.00/Hour	$9.00/Hour
Clock Keeper	$15.00/Game	$15.00/Hour
Bookkeeper	$15.00/Game	$15.00/Hour

Middle School – Softball/Baseball

Position	Professional	Paraprofessional
Gatekeeper	$15.00/Game	$10.00/Hour
Clock Keeper	$20.00/Game	$10.00/Hour
Bookkeeper	$20.00/Game	$10.00/Hour

Tournaments

Position	Professional	Paraprofessional
Gatekeeper	$9.00/Hour	$9.00/Hour
Clock Keeper	$15.00/Game	$10.00/Hour
Bookkeeper	$15.00/Game	$10.00/Hour

Middle School – Football

Position	Professional	Paraprofessional
Gatekeeper	$15.00/Game	$10.00/Hour
Clock Keeper	$20.00/Game	$10.00/Hour

Middle School – Soccer

Position	Professional	Paraprofessional
Gatekeeper	$15.00/Game	$13.00/Hour
Clock Keeper	$20.00/Game	$10.00/Hour

Tournaments

Position	Professional	Paraprofessional
Gatekeeper	$9.00/Hour	$9.00/Hour
Clock Keeper	$15.00/Game	$10.00/Hour

Middle School – Track/Cross-Country

Position	Professional/Paraprofessional
Gatekeeper	$9.00/Hour

Middle School – Swimming

Position	Professional/Paraprofessional
Gatekeeper	$9.00/HR
Hy-Tek Operator	$150.00/Meet

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Athletic Game Worker Pay Schedule – Bobby Lackey Stadium

- Non-District sponsored events
- Future rates cannot be determined from these schedules
- Paraprofessional game workers will receive:
  - a minimum payment of two hours per game for sports other than varsity football
  - a minimum payment of four hours per game for varsity football

	Professional Employee	**Paraprofessional Employee**
Chain Crew – (3) people	$40.00/ Game	$10.00/Hour
Announcer	$100.00/ Game	$25.00/Hour
Spotter	$30.00 / Game	$12.00/Hour
:25/:40 Clock	$45.00 / Game	$12.00/Hour
Computer Tech.	$45.00 / Game	$12.00/Hour
Clock Monitor	$40.00 / Game	$10.00/Hour
Scorekeeper	$35.00 / Game	$9.00/Hour
Auxiliary Clock	$35.00 / Game	$9.00/Hour
Media Clerk	$45.00 /Game	$12.00 /Hour
Ticket Sellers	$60.00/ Game	$15.00/Hour
Ticker Takers	$50.00 / Game	$13.00/Hour
Ushers	$40.00/ Game	$10.00/Hour
Play-off game	+$10.00 /Game	+$2.50/Hour
Score Board Operator	$100.00 /Game	

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Teacher of the Year

Teacher of the Year:

- Payable to employees who are named Teacher of the Year at the campus level or district level
- Distributed to awarded employees in June of award year
- District-level winners will receive district award amount in lieu of campus award amount

Award Level	Teacher of the Year
Campus Level - Elementary	$1,000
Campus Level - Secondary	$1,000
District Level - Elementary	$2,500
District Level - Secondary	$2,500

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Weslaco Independent School District

Human Resources Department

Telephone (956) 969-6619
Fax (956) 969-6932

319 West 4th Street
P.O. Box 266
Weslaco, TX 78599-0266

Dr. Richard Rivera
Superintendent of Schools

Job Reclassification Review Request Form

Request Date:	Job Title to Review:
Current Pay Grade:	Requesting Supervisor:
Requested Pay Grade:	Supervisor Job Title:

The purpose of job classification is to group jobs of similar value into pay grades and pay ranges based on the requirements of the job considering the following factors:

- Knowledge (education and specialized experience)
- Effort (decision-making, complexity, level of communication)
- Responsibility (scope of impact, financial accountability, supervisory role)
- Environment (exposure to hazardous working conditions)
- External Job Market Value

Requests should include a copy of the current job description and organizational chart.

1. Why do you feel that this job is assigned to the wrong pay grade level?

2. How has the job changed? What led to the change in job duties and responsibilities?

3. List core job responsibilities and percent time required for each (use additional pages if needed).

% time: _____

% time: _____

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% time: _____

% time: _____

% time: _____

Signature of Supervisor	Date
Signature of Leadership-Level Supervisor	Date

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