SAN BENITO
SCHOOLS

2026–2027
COMPENSATION PLAN



Board Approved 07.22.2026

Revised 11.11.2026

SAN BENITO CISD
2026-2027 TEACHER NEW HIRE
Payscale

YEARS OF EXPERIENCE	SALARY 2026-2027
0	$ 56,000
1	$ 57,150
2	$ 57,365
3	$ 57,771
4	$ 58,083
5	$ 62,100
6	$ 62,588
7	$ 63,574
8	$ 64,053
9	$ 64,266
10	$ 64,572
11	$ 64,881
12	$ 65,390
13	$ 66,205
14	$ 66,629
15	$ 66,941
16	$ 67,350
17	$ 67,862
18	$ 68,577
19	$ 69,198
20	$ 69,766
21	$ 70,433
22	$ 71,252
23	$ 72,076
24	$ 72,700
25	$ 73,218

*New Hires with more than 25 years of experience will not exceed the hiring rate of 25 years.

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.

$1,000 Master's Degree - General Stipend
$2,000 Doctorate Degree - General Stipend

2026-2027 Administrative/Professional Pay Plan

San Benito CISD

Pay Grade	Job Title	Calendars		Minimum	Midpoint	Maximum
G1			**Daily**	**194.99**	**234.89**	**274.79**
	ASP Family Engagement	226	**226** **Days**	44,068	53,085	62,103
	Coordinator, ASP	226				
	Manager, ADSY Project (Grant Funded)	226				
1			**Daily**	**231.00**	**278.27**	**325.54**
	Coordinator, Drop Out Prevention	226	**226** **Days**	52,206	62,890	73,571
	Specialist, Social Media/Communications	226				
	Specialist, Curriculum	226				
	Specialist, ASP	226				
2			**Daily**	**$272.57**	**$328.35**	**$384.13**
	Accountant	226	**187** **Days**	50,971	61,402	71,833
	Assistant, Speech Language Pathologist	187	**226** **Days**	61,602	74,208	86,814
	Coordinator, Safety	226				
	Manager, Tech Services	226				
3			**Daily**	**$297.11**	**$357.91**	**$418.71**
	Athletic Trainer	207	**187** **Days**	55,559	66,929	78,298
	Coordinator, Gear Up/CCMR	197	**197** **Days**	58,530	70,508	82,486
	Counselor (Elementary)	197	**202** **Days**	60,016	72,297	84,579
	Counselor (Middle School)	202	**207** **Days**	61,501	74,087	86,673
	Dyslexia (Part Time)	187	**226** **Days**	67,146	80,887	94,628
	Asst. Director, ASP	226				
	Coordinator, Insurance	226				
	Coordinator, Television Media	226				
	Generalist, HR	226				
	Instructional Technologist	226				
	Librarian	187				
	Manager, Construction	226				
	Manager, Network	226				
	Nurse	187				
	Specialist, Student Success	197				
	Systems Administrator	226				

2026-2027 Administrative/Professional Pay Plan

San Benito CISD

Pay Grade	Job Title	Calendars			Minimum	Midpoint	Maximum
4			**Daily**		**$323.85**	**$390.12**	**$456.39**
	Speech Language Pathologist - Intern	187	**187**	**Days**	$60,561	$72,953	$85,346
	Assistant Principal, ES	207	**207**	**Days**	67,038	80,756	94,474
	Counselor (HS, SPED, Transition, CTE)	207	**226**	**Days**	73,191	88,168	103,145
	Licensed Professional Counselor	226					
5			**Daily**		**$346.52**	**$417.43**	**$488.34**
	Assistant Principal, MS	207	**187**	**Days**	64,800	78,060	91,320
	Dean of Instruction	226	**207**	**Days**	71,730	86,409	101,087
	Coordinator, Migrant Academic	226	**226**	**Days**	78,314	94,340	110,366
	Coordinator, Title 1	226					
	Diagnostician	187					
	Occupational Therapist	187					
	Physical Therapist	187					
	Psychologist	187					
	Speech Language Pathologist	187					
	Generalist, SPED	187					
6			**Daily**		**$363.85**	**$438.31**	**$512.77**
	Assistant Principal, HS	207	**207**	**Days**	75,317	90,730	106,143
	Chief of Police	226	**226**	**Days**	82,230	99,058	115,886
	Coordinator, 504	226					
	Coordinator, Athletics	226					
	Coordinator, CTE	226					
	Coordinator, Health	226					
	Coordinator, Higher Education	226					
	Coordinator, HR	226					
	Coordinator, Payroll	226					
	Internal Auditor	226					
	Instructional Coach	207					
	Lead Assessment	207					

2026-2027 Administrative/Professional Pay Plan

San Benito CISD

Pay Grade	Job Title	Calendars		Minimum	Midpoint	Maximum
7			**Daily**	**$382.04**	**$460.22**	**$538.40**
	Director, ASP	226	**207 Days**	79,083	95,266	111,450
	Director, Finance	226	**226 Days**	86,342	104,011	121,679
	Director, Band	226				
	Director, CNP	226				
	Director, CTE	226				
	Director, Counseling/Advance Academics	226				
	Director, Energy Management	226				
	Director, FACE	226				
	Director, Maintenance	226				
	Director, PEIMS	226				
	Director, Purchasing	226				
	Director, Transportation	226				
	Director, Assessment, Research, Evaluation	226				
	Director, Safety & Security	226				
	Principal, Associate	226				
	Principal, ES	207				
	Principal, DAEP	226				
8			**Daily**	**$401.14**	**$483.23**	**$565.32**
	Director, Athletics	226	**226 Days**	90,658	109,210	127,763
	Director, Bilingual	226				
	Director, Communications	226				
	Director, Elementary Instruction	226				
	Director, Federal Programs	226				
	Director, Fine Arts	226				
	Director, Professional Development	226				
	Director, Secondary Instruction	226				
	Director, SPED	226				
	Director, CCMR	226				
	Director, Technology	226				
	Principal (MS, VMA, GO Academy/Collegiate)	226				
9			**Daily**	**$421.20**	**$507.39**	**$593.58**
	Chief Financial Officer	226	**226 Days**	95,191	114,670	134,149
	Executive Director, Administrative Services	226				
	Principal, HS	226				
10			**Daily**	**$522.28**	**$629.16**	**$736.04**
	Assistant Superintendent of Academics	226	**226 Days**	118,036	142,191	166,346
	Assistant Superintendent of Finance & Operations	226				

2026-2027 Clerical/Technical Pay Plan

San Benito CISD

Pay Grade	Job Title	Calendars		Minimum	Midpoint	Maximum
1			**Hourly**	**$12.68**	**$15.49**	**$18.30**
	Aide, 3 yr Program	187	**187 Days**	18,969	23,173	27,377
	Aide, ESL Bilingual	187				
	Aide, Fine Arts	187				
	Aide, Instructional	187				
	Aide, Kinder	187				
	Aide, Nurse	187				
	Aide, Pre,K	187				
	Aide, SPED Inclusion	187				
	Aide, Band	187				
	Aide, General (PE)	187				
2			**Hourly**	**$13.55**	**$16.56**	**$19.57**
	Aide, ISS	187	**187 Days**	20,268	24,771	29,274
	Aide, CNA	187	**226 Days**	24,495	29,938	35,380
	Aide, STEM Lab	187	**260 Days**	28,181	34,441	40,702
	Aide, Cosmetology	187				
	Aide, EMT	187				
	Aide, Library	187				
	Aide, SPED (ACU, BMU, ECSE)	187				
	Clerk, Mail	226				
	Clerk, Office	226				
	Clerk, Printer	226				
	Specialist, Parental	187				
	Specialist, Media	187				
3			**Hourly**	**$15.19**	**$18.56**	**$21.93**
	Aide, Braile	187	**187 Days**	22,718	27,760	32,801
	Attendance Officer	187	**197 Days**	23,933	29,244	34,555
	Clerk, Attendance (MS, HS)	197	**207 Days**	25,148	30,729	36,310
	Clerk, PEIMS ES	207	**215 Days**	26,120	31,916	37,713
	Helper, PRIM	226	**226 Days**	27,456	33,549	39,642
	Lead Printer	226				
	Migrant Recruiter	226				
	Secretary, AP HS	226				
	Secretary, AP MS	187, 197				
	Secretary, Band Director	215				
	Secretary, Choir	197				
	Secretary, Higher Education	226				
	Secretary, MS	226				
	Secretary, ASP (TCLAS)/Program Assistant (Contingent on Grant Funding)	226				
	Technician, Production	226				

Pay Grade	Job Title	Calendars
4		
	Lead, Parental Specialist	187
	Clerk	197, 226
	Clerk, Career Awareness	207
	Clerk, CNP (Bookkeeper)	226
	Clerk, CNP (Office)	207
	Clerk, ESL	207
	Clerk, Human Resources	226
	Clerk, NGS	226
	Clerk, PEIMS (MS, HS)	226
	Clerk, Police	226
	Clerk, Purchasing Inventory	226
	Clerk, Registrar Assistant, HS	226
	Clerk, SPED	215
	Clerk, Textbooks	226
	Clerk, Transportation	226
	Graphic Artist	226
	Secretary, Gateway	226
	Secretary, Principal ES	207
	Secretary, Principal MS	226
5		
	Aide, PRC Behavior	207
	Bookkeeper, HS	215
	Bookkeeper, Finance	226
	Clerk, SPED SHARS/PEIMS	226
	Clerk, CNP (Purchasing/Commodity)	226
	Registrar, HS	226
	Secretary, ASP	226
	Secretary, Athletics	226
	Secretary, CNP	226
	Secretary, Construction Manager	260
	Secretary, CTE	226
	Secretary, FACE	226
	Secretary, Maintenance	260
	Secretary, Migrant	226
	Secretary, Principal HS	226
	Secretary, TIA	226
	Secretary, Transportation	226
6		
	Clerk, Accounts Payable	226
	Clerk, District PEIMS	226
	Clerk, Payroll	226
	Secretary, Academics	226
	Secretary, Athletics Dir	226
	Secretary, Police	226
	Secretary, Public Relations	226
	Secretary, Purchasing	226
	Secretary, SPED	226
	Secretary, Technology	226

		Minimum	Midpoint	Maximum
Hourly		**$16.24**	**$19.85**	**$23.46**
187	**Days**	24,300	29,701	35,101
197	**Days**	25,600	31,289	36,978
207	**Days**	26,899	32,877	38,856
215	**Days**	27,939	34,148	40,357
226	**Days**	29,368	35,895	42,422

Hourly		**$17.72**	**$21.65**	**$25.58**
207	**Days**	29,336	35,844	42,352
215	**Days**	30,470	37,230	43,989
226	**Days**	32,029	39,134	46,240
260	**Days**	36,847	45,022	53,196

Hourly		**$18.95**	**$23.16**	**$27.37**
226	**Days**	34,260	41,871	49,483

Pay Grade	Job Title	Calendars		Minimum	Midpoint	Maximum
7			**Hourly**	**$20.47**	**$25.01**	**$29.55**
	Nurse, LVN	187	**187 Days**	30,627	37,419	44,210
	Secretary, Executive Director	226	**226 Days**	37,014	45,222	53,431
	Secretary,Asst Supt.	226				
	Specialist, Federal Programs	226				
	Specialist, Human Resources	226				
	Specialist, Payroll	226				
	Computer Technician	226				
	Web Master	226				
8			**Hourly**	**$25.38**	**$31.02**	**$36.66**
	Network Technician	226	**226 Days**	45,879	56,076	66,274
	Secretary, Superintendent	226				

2026-2027 Auxiliary Pay Plan
San Benito CISD

Pay Grade	Job Title	Calendars		Minimum	Midpoint	Maximum
1			**Hourly**	**$10.83**	**$13.23**	**$15.63**
	Personal Care Aide	187	**187 Days**	16,205	19,795	23,386
2			**Hourly**	**$11.62**	**$14.20**	**$16.78**
	Assistant, Shop	260	**187 Days**	17,384	21,243	25,103
	CNP Associate	187	**260 Days**	24,170	29,536	34,903
	Custodian	187, 260				
	Helper, Athletic Field	260				
	Maintenance Yard Crew	260				
3			**Hourly**	**$12.41**	**$15.16**	**$17.92**
	Custodian, AG	260	**187 Days**	18,562	22,676	26,805
	Dispatcher, Security	260	**260 Days**	25,808	31,528	37,269
	Helper, AC	260				
	Helper, Backhoe	260				
	Helper, Carpenter	260				
	Helper, Electrician	260				
	Helper, Locksmith	260				
	Helper, Painter	260				
	Helper, Plumber	260				
	Helper, Roofer	260				
	Maintenance General	260				
	Maintenance Surplus Mover	260				
	Security Guard	187, 260				
4			**Hourly**	**$13.21**	**$16.14**	**$19.07**
	Lead, Custodian (ES, MS)	260	**260 Days**	27,468	33,563	39,657
	Lead, Security Guard	260				
	Supervisor, Maintenance Yard	260				
	Technician/Driver	260				
	Warehouse, CNP	260				
5			**Hourly**	**$14.37**	**$17.56**	**$20.75**
	Assistant, Maintenance Warehouse	260	**187 Days**	21,493	26,265	31,038
	Assistant, Mechanic/Driver	260	**226 Days**	25,976	31,743	37,511
	Bus Driver, Multi-Purpose Vehicle	187	**260 Days**	29,883	36,519	43,154
	Dispatcher, Transportation	226				
	Lead, Custodian HS	260				
	Lead, Maintenance Surplus Mover	260				
	Manager, CNP ES	187				
	Supervisor, Maintenance Athletic Field	260				

6		
	Backhoe Operator	260
	Cement Worker	260
	Carpenter	260
	Manager, CNP MS	187
	Manager, Maintenance Warehouse	260
	Mechanic (Maintenance, Transportation)	260
	Painter	260
	Roofer	260
	Welder	260

	Hourly	$16.53	$20.20	$23.87
187	Days	24,734	30,224	35,715
260	Days	34,390	42,023	49,657

7		
	Electrician	260
	Lead, Mechanic	260
	Locksmith	260
	Manager, CNP (HS, Central Production)	187
	Plumber	260
	Specialist, Operation Route	260
	Supervisor, Painter	260
	Technician, AC	260

	Hourly	$18.12	$22.14	$26.16
187	Days	27,107	33,120	39,134
260	Days	37,688	46,050	54,411

8		
	Police Officer	226
	Plumber/Machinery Operator	260
	Supervisor, Safety	226

	Hourly	$20.29	$24.79	$29.29
226	Days	36,677		52,949
260	Days	42,194	51,554	60,914

9		
	Coordinator, Maintenance	226
	Executive Chef	226
	Master, Electrician	226
	Master, Plumber	226
	Sergeant	226
	Supervisor, CNP Area	226

	Hourly	$25.99	$31.76	$37.53
226	Days	46,990	57,422	67,854

BD		
	Bus Driver	187, 260

	Hourly	$17.39	$20.30	$23.21
187	Days	26,015	30,369	34,722

San Benito CISD - Human Resources

**** All stipends are subject to review based on established criteria and may be discontinued ****

Assistant Principals, Principals & Directors are not eligible for stipends

Special Education			
Teachers *		**Stipend**	**Frequency**
Dyslexia	$	1,000	Monthly
Dyslexia & LSSP Supervisor	$	1,000	Monthly
General/Resource/Inclusion	$	1,800	Monthly
Lead Assessment	$	2,500	Monthly
Self Contained	$	2,500	Monthly
SLP/SLP Assistant - Country School (must travel to 2 campuses)	$	1,000	Monthly
Speech Therapist Supervisor	$	1,000	Monthly
Visually Impaired	$	2,500	Monthly
Special Olympics Coach	$	1,500	Bi-Annual
Special Olympics Coordinator	$	2,500	Bi-Annual

***SPED Teachers will only be paid one stipend**

Evaluations		**Stipend**	**Frequency**
Psychological/Autism	$	1,225	Annual
Full & Initial Individual Evaluation	$	630	Annual
Speech	$	490	Annual
Visually Impaired	$	525	Annual

Other Stipends			
Teacher Incentive Allotment (TIA) Lead	$	15,000	Monthly
Teacher Incentive Allotment (TIA) Expansion	$	10,000	Monthly
Librarian Coordinator	$	3,000	Monthly
Mid-Year Stipend	$	500	

San Benito CISD - Human Resources

SBHS High School/ VMA

Dept. Head	Stipend	Frequency
High School	**Stipend**	**Frequency**
Department Chair	$ 1,300	Monthly
Department Head - Counselor	$ 2,000	Monthly
VMA	**Stipend**	**Frequency**
Department Chair	$ 1,300	Monthly

Career & Technical Edu. (CTE)	Stipend	Frequency
Agriculture Science	$ 3,000	Monthly
Automotive Youth Edu. Systems	$ 2,500	Annual
CTE Organization Sponsor	$ 1,800	Annual
CTE Spotlight	$ 1,000	Monthly
Dual Enrollment		
1 Course	$ 500	Bi-Annual
2 Courses	$ 1,000	Bi-Annual
3+ courses	$ 1,500	Bi-Annual
E- Sports Club (VMA Only)	$ 1,800	Annual
EMT Coordinator	$ 1,500	Annual
Lead Agriculture Teacher	$ 2,000	Monthly

Teachers	Stipend	Frequency
Composite Certification - Social Studies/English	$ 1,000	Monthly
Dual Enrollment ^		
1 Course	$ 500	Bi-Annual
2 Courses	$ 1,000	Bi-Annual
3+ courses	$ 1,500	Bi-Annual
Dual Enrollment Lab ^^	$ 200	Bi-Annual
Graduation Requirement and Retester (HS/VMA)	$ 1,000	Annual
Instructional Technology Representative (Campus, help with Technology Integration)	$ 1,000	Bi-Annual
Masters (Any Area)*	$ 1,000	Monthly
Masters (Teaching Field)*	$ 2,000	Monthly
Doctoral (Teaching Field)*	$ 2,500	Monthly
Math - Teaching Math, not eligible for Composite	$ 4,000	Monthly
Media Technology	$ 1,000	Monthly
OnRamps - Per Section (NEW)	$ 250	Bi-Annual
Science - Teaching Science, not eligible for Composite	$ 4,000	Monthly
STEM Coordinator	$ 1,500	Monthly
Teacher Stipend for Student Attendance	**10% of six weeks award**	**Every six weeks**
Web Site Representative (Campus)	$ 1,500	Bi-Annual

Events	Stipend	Frequency
Decathlon Advisor	$ 2,000	Annual
Honor Society (HS)	$ 600	Annual
Honor Society (VMA)	$ 500	Annual
Senior Class Sponsor	$ 2,000	Annual
Junior Club Sponsor	$ 2,000	Annual
Student Council	$ 1,000	Annual
Junior ROTC	2,500	Monthly
Masterminds	$ 750	Annual
Octathlon Advisor	$ 1,000	Annual
One Act Play Sponsor	$ 2,000	Annual
Rotary Club Sponsor	$ 1,500	Annual
Theater Arts Sponsor	$ 2,000	Annual
UIL Area Coach	$ 1,000	Annual
UIL Coordinator (1 per campus)	$ 3,000	Annual
Yearbook (1 per campus)	$ 1,500	Annual
Performing Arts Stipends	**Stipend**	**Frequency**
Band Assistant Director	$ 11,500	Monthly
Choir Assistant Director	$ 6,000	Monthly
Choir Director	$ 12,500	Monthly
Color Guard	$ 3,000	Monthly
Conjunto	$ 3,000	Monthly
Estudiantina/Flamenco	$ 3,000	Monthly
French Horn/Double Reed	$ 2,000	Monthly
Indoor Drumline	$ 3,000	Monthly
Jazz	$ 3,000	Monthly
Marching	$ 2,000	Monthly
Mariachi	$ 5,500	Monthly
Orchestra Director	$ 11,500	Monthly
VMA Band Director	$ 4,500	Monthly
Dance	**Stipend**	**Frequency**
Belles Sponsor (HS)	$ 7,000	Monthly
Belles Sponsor Assistant (HS)	$ 3,300	Monthly
Belles/Cheer Sponsor Assistant (VMA)	$ 3,300	Monthly
Cheerleading Sponsor (HS)	$ 7,000	Monthly
Cheerleading Sponsor (VMA)	$ 4,500	Monthly
Cheerleading Sponsor Assistant (HS)	$ 3,300	Monthly

^ Stipend for course will paid by the IHE if enrollment reaches 12 or more students; remaining amount to be paid by the district
^^ Stipend for lab will paid by the IHE if enrollment reaches 12 or more students; remaining amount to be paid by the district
San Benito CISD will pay the total amount if enrollment is below 12 students and the class is held

Assistant Principals, Principals & Directors are not eligible for stipends

San Benito CISD - Human Resources

Middle School

Dept. Head	Stipend	Frequency
Department Chair	$ 1,300	Monthly

Teachers	Stipend	Frequency
Composite Certification - Social Studies/English	$ 1,000	Monthly
Country School (only for Country schools)	$ 1,000	Monthly
Instructional Technology Representative (Campus, help with Technology Integration)	$ 1,000	Bi-Annual
Masters (Any Area)*	$ 1,000	Monthly
Masters (Teaching Field)*	$ 2,000	Monthly
Doctoral (Teaching Field)*	$ 2,500	Monthly
Math - Teaching Math, not eligible for Composite	$ 4,000	Monthly
Media Technology	$ 1,000	Monthly
Science - Teaching Science, not eligible for Composite	$ 4,000	Monthly
Supply Allotment (Teachers and Classroom Paras)	$ 100	Annual
Teacher Stipend for Student Attendance	**10% of six weeks award**	**Every six weeks**
Web Site Representative (Campus)	$ 1,500	Bi-Annual

Events	Stipend	Frequency
Honor Society	$ 500	Monthly
Spelling Bee Coach	$ 250	Annual
Team Leader	$ 1,000	Annual
UIL Campus Coordinator (1 per campus)	$ 775	Annual
UIL Subject Area Coach	$ 775	Annual
Yearbook (1 per campus)	$ 1,000	Annual
Performing Arts	**Stipend**	**Frequency**
Band Assistant Director	$ 9,000	Monthly
Band Director	$ 11,000	Monthly
Choir Director	$ 5,500	Monthly
Choir Assistant	$ 5,000	Monthly
Orchestra Assistant	$ 5,750	Monthly
Theatre Director Assistant	$ 1,500	Monthly
Marching	$ 1,500	Monthly
Dance	**Stipend**	**Frequency**
Belles Sponsor	$ 3,000	Monthly
Belles Assistant Sponsor	$ 2,000	Monthly
Cheerleading Sponsor	$ 3,000	Monthly
Cheerleading Assistant Sponsor	$ 2,000	Monthly

Assistant Principals, Principals & Directors are not eligible for stipends

San Benito CISD - Human Resources

Elementary

Teachers	Stipend	Frequency
Country School (only La Paloma, Rangerville, La Encantada, Riverside, AGL)	$ 1,000	Monthly
Instructional Technology Representative (Campus, help with Technology Integration)	$ 1,000	Bi-Annual
Masters (Any Area)*	$ 1,000	Monthly
Masters (Teaching Field)*	$ 2,000	Monthly
Doctoral (Teaching Field)*	$ 2,500	Monthly
Supply Allotment (Teachers and Classroom Paras)	$ 100	Annual
Teacher Stipend for Student Attendance	**10% of six weeks award**	**Every six weeks**
Web Site Representative (Campus)	$ 1,500	Bi-Annual

Events	Stipend	Frequency
Art	$ 750	Annual
Campus Coordinator (1 per campus)	$ 750	Annual
Chess Puzzle	$ 750	Annual
Creative Writing & Ready Writing	$ 750	Annual
Dictionary Skills & Listening	$ 750	Annual
Maps, Graphs, Charts & Social Studies	$ 750	Annual
Music Memory	$ 750	Annual
Number Sense	$ 750	Annual
Oral Reading	$ 750	Annual
Spelling	$ 750	Annual
Spelling Bee Coach	$ 250	Annual
Spelling Bee Regional	$ 250	Annual

Dance	Stipend	Frequency
Cheerleading/Dance Sponsor	$ 2,000	Monthly
Cheerleading/Dance Assistant Sponsor	$ 1,000	Monthly

Assistant Principals, Principals & Directors are not eligible for stipends

San Benito CISD - Human Resources

Grants

All payments are contingent on Grant Funding

Project L.E.A.D. (Grant Ending 07.2028)	**Stipend**	**Frequency**
L.E.A.D. Coordinator	$ 3,000	Bi-Annual

Texas Sensory Support Network (Open)	**Stipend**	**Frequency**
Cooperating TVI's, COMS, and TDB's	$ 500	Annual

Academies - TEA (Open)	**Stipend**	**Frequency**
Math	$ 350	One Time
Reading	$ 350	One Time

Stronger Connections Grant	**Hourly Rate**	**Frequency**
Extra Duty - Student Success Specialist & School Counselors	$ 40	Monthly

Educate Texas	**Stipend**	**Frequency**
Data Capacity Advocate	$ 4,500	One Time

PREP Mentorship	**Stipend**	**Frequency**
Mentor Teacher	$ 1,000	Bi-Annual

PREP PreService Residency	**Stipend**	**Frequency**
Host Teacher	$ 2,000	Bi-Annual

PREP Grow Your Own	**Stipend**	**Frequency**
Collaborating Teacher	$ 300	Annual

PREP Residency Program - UTRGV	**Salary**	**Frequency**
Resident Teachers (6)	$ 20,000	Annual

San Benito CISD - Human Resources

Afterschool Program (ASP)

Part- Time	Hourly/Pay Rate	Frequency
PT Program Assistant: Entry Level (Non Degreed)	$ 10	Bi-Weekly
PT Program Assistant: Specialized	$15-30	Bi-Weekly
PT Program Assistant: Bachelors Degree (Not Certified)	$ 20	Bi-Weekly
PT Certified Teacher	$ 25	Bi-Weekly
PT Program Assistant: Bachelors Degree (Certified)	$ 30	Bi-Weekly
PT Program Assistant: Summer School	$10-30	Bi-Weekly

Events	Hourly/Pay Rate	Frequency
Chess: Entry Level	$ 15	Bi-Weekly
Chess: Experienced (5+ years)	$ 25	Bi-Weekly
Chess: International Grandmaster	$ 30	Bi-Weekly

Teachers - Administrators (Hourly)	Hourly/Pay Rate	Frequency
Teachers/Nurse (RN)	$ 35	Monthly
Licensed Professional Counselor (LPC)	$ 50	Monthly
Student Success Specialist	$ 35	Monthly

Teachers - Administrators (Annualized)	Annualized	Frequency
ASP Mentor/Coach	$ 3,000	Bi-Annual
Coordinator: Non-Grant Site	$ 3,500	Bi-Annual
Coordinator: Curriculum ($1,500 per semester)	$ 3,000	Bi-Annual
Coordinator: Special Events ($1,500 per semester)	$ 3,000	Bi-Annual
Coordinator: Technology ($2,500 per semester)	$ 5,000	Bi-Annual
Coordinator: Staff Development ($1,500 per semester)	$ 3,000	Bi-Annual
Coordinator: Chess ($2,500 per semester)	$ 5,000	Bi-Annual
Coordinator: Summer School Track (May - August, Flat rate)	$ 3,000	Bi-Annual
Coordinator: Recreational Enrichment ($1,500 per semester)	$ 3,000	Bi-Annual

All stipend amounts are total annual amounts paid

San Benito CISD - Human Resources

Miscellaneous

Substitutes	Hourly Rate	Frequency
Custodian	$ 11.62	Bi-Weekly
Yard Crew	$ 11.62	Bi-Weekly
Food Service Associate	$ 11.62	Bi-Weekly
Security	$ 12.41	Bi-Weekly
Bus Monitor	$ 10.83	Bi-Weekly
Bus Driver	$ 17.39	Bi-Weekly

Gear Up Tutors	Hourly Rate	Frequency
Non-Certified	$ 15	Bi-Weekly
Certified	$ 30	Bi-Weekly

Guest Teachers (2024-2025 School Year)	Daily Rate	Frequency
Non-Degreed	$ 90	Bi-Weekly
Non-Degreed (Long Term)	$ 100	Bi-Weekly
Degreed - Non Certified	$ 125	Bi-Weekly
Degreed - Non Certified (Long Term)	$ 135	Bi-Weekly
Degreed - Certified	$ 150	Bi-Weekly
Degreed - Certified - Long Term (10+ days in the same class)	$ 165	Bi-Weekly

Summer School	Hourly Rate	Frequency
Paraprofessional - Clerical Staff	$ 25	Monthly
Paraprofessional - LVN	$ 35	Monthly
Paraprofessional - ASP LVN	$ 35	Monthly
Teachers/Nurses (RN): Professional/Certified/Specialized	$ 50	Monthly
Teachers/Nurses (RN): ASP Professional/Certified/Specialized	$ 50	Monthly
Auxiliary - Employees working in same position will be paid their same hourly rate for summer school	-	Bi-Weekly
Maintenance - Employees not employed in Maintenance but working summer school in this department	$ 11	Bi-Weekly

***Summer School rates are based on ESSER III availability of funds**

Misc.	Annualized/hourly	Frequency
K-9 Stipend	$ 5,000	Bi-Annual
Guardian Program	$ 6,000	Bi-Weekly
KSBG Videographer	$ 50	Monthly
Gold Standard Employee Monthly Recognition	$ 100	One Time
Migrant Program	$ 5,000	Monthly
Bus Driver CDL Incentive Agreement	$ 550	One Time

San Benito CISD - Human Resources

Extra Duty

Extra Duty Pay	Hourly Rate	Frequency
Interventionist (part time)	$ 40	Monthly
Workshop Presenters	$ 30	Monthly
Workshop Presenters - Dyxlesia	$ 40	Monthly
Paraprofessional - Clerical Staff	$ 15	Monthly
Paraprofessional - LVN	$ 30	Monthly
Paraprofessional - ASP LVN	$ 30	Monthly
Clinics - RN & LVN	$ 150	Daily
Teachers/Nurses (RN): Professional/Certified/Specialized	$ 40	Monthly
Teachers/Nurses (RN): ASP Professional/Certified/Specialized	$ 40	Monthly
PD - Teachers/Nurses (RN): 1/2 (Minimum of 3 hours)	$ 75	Monthly
PD - Teachers/Nurses (RN): Full Day (Minimum of 6 hours)	$ 150	Monthly
PD - Salaried Personnel on Non-Contracted Days - Half Day	$ 75	Monthly
PD - Salaried Personnel on Non-Contracted Days: Full Day	$ 150	Monthly
PD - Hourly Employees on Non-Working Days: Half Day	Flex Time	-
Teachers/Facilitators (Saturdays/Sundays - Student Trips) GEAR UP	$ 35	Monthly
Teachers/Facilitators - Summer Programs (On and off campus) GEAR UP	$ 50	Monthly
ASP TSI Summer Tutor	$ 50	Monthly
ASP TSI Summer Proctor	$ 35	Monthly
CTE Contracted Services	$ 25-100	Monthly
Social Work/Student Mentor (Bachelors Degree)	$ 500	Monthly
Social Work/Student Mentor (Masters Degree)	$ 750	Monthly
SPED Evaluations - Psychoeducational (Autism/Emotional Disturbance)	$ 35	HR
SPED Evaluations - Comprehensive	$ 35	HR

All stipend amounts are total annual amounts paid

San Benito CISD - Human Resources

Bilingual /ESL Stipend

High School	Stipend	Stipulations
ESL		*** Stipend form must be submitted biannual - November & April**
		Certification: ESL/ ELAR Teachers ONLY
Per Semester		Training: 6 hours of ESL or 12 hours for new teachers to the district
	$ 500	(must complete by the end of 3rd six weeks)

Middle School	Stipend	Stipulations
ESL		**ESL stipends at Middle School level will be based on:**
10+ Students	$ 1,000	Certification: ESL / ELAR Teachers ONLY
1-9 Students	$ 500	Training: 6 hours of ESL or 12 hours for new teachers to the district (must complete by the end of 3rd six weeks)

Elementary	Stipend	Stipulations
Traditional Early Exit Program		**Bilingual/ESL stipends at elementary level (PK-5) will be based on:**
10+ Students	$ 1,000	Certification: Bilingual
		Training: 6 hours of Bilingual or 12 hours for new teachers to the district (must complete by the end of 3rd six weeks)
		Student Enrollment: number of EB students enrolled on teacher roster as of
1-9 Students	$ 500	PEIMS snapshot day

AGL / La Paloma Dual Language	Stipend	Stipulations
Bilingual Certified		**Bilingual/ESL stipends at elementary level (PK-5) will be based on:**
10+ Students	$ 1,500	Certification: Bilingual
		Training: 6 hours of Bilingual or 12 hours for new teachers to the district
1-9 Students	$ 1,000	(must complete by the end of 3rd six weeks)
		Student Enrollment: number of EB students enrolled as of PEIMS snapshot day
ESL Certified		Certification: ESL
		ESL Certified teacher must team teach with a bilingual certified teacher in the
10+ Students	$ 1,250	two-way dual language program.
		Training: 6 hours of Bilingual or 12 hours for new teachers to the district
1-9 Students	$ 750	(must complete by the end of 3rd six weeks)
		Student Enrollment: number of EB students enrolled as of PEIMS snapshot day

LPAC Lead Teacher Stipend

Student Count:	Stipend	Stipulations
Student Count:		**LPAC stipend criteria**
200+	$ 2,500	
125-199	$ 2,000	Certification: Bilingual or ESL
		Training: 6 hours of Bilingual or 12 hours for new teachers to the district
75-124	$ 1,500	(must complete by the end of 3rd six weeks)
		Committee: Teacher must be a member of the Language Proficiency Assessment
1-74	$ 1,000	Committee (LPAC)
		Student Enrollment: number of EB students enrolled as of PEIMS snapshot day

Must be teacher of record to be eligible for ESL/Bilingual or LPAC Stipends

All Bilingual/ESL/LPAC paid December and May

All stipend amounts are total annual amounts paid

Based on Snapshot date - Elementary & Middle School

Parental denials and exit monitored students do not count as part of the student counts.

San Benito CISD - Human Resources

Athletic Stipends

High School and VMA

Head Coach:	Stipend	Frequency
Baseball	$ 9,500	Monthly
Basketball	$ 9,500	Monthly
Cross Country	$ 9,500	Monthly
Golf	$ 9,500	Monthly
Powerlifting	$ 9,500	Monthly
Soccer	$ 9,500	Monthly
Softball	$ 9,500	Monthly
Tennis	$ 9,500	Monthly
Track	$ 9,500	Monthly
Volleyball	$ 9,500	Monthly
Wrestling	$ 9,500	Monthly

Varsity:	Stipend	Frequency
Basketball	$ 4,000	Monthly
Soccer	$ 4,000	Monthly
Tennis	$ 6,000	Monthly
Track	$ 4,000	Monthly
Volleyball	$ 6,000	Monthly

Assistant/JV:	Stipend	Frequency
Baseball	$ 5,500	Monthly
Basketball	$ 3,500	Monthly
Cross Country	$ 4,200	Monthly
Football	$ 9,500	Monthly
Golf	$ 5,000	Monthly
Powerlifting	$ 4,000	Monthly
Soccer	$ 3,500	Monthly
Softball	$ 5,500	Monthly
Track	$ 3,500	Monthly
Volleyball	$ 5,500	Monthly
Wrestling	$ 4,000	Monthly

Freshman:	Stipend	Frequency
Baseball	$ 3,500	Monthly
Basketball	$ 3,500	Monthly
Football	$ 7,000	Monthly
Softball	$ 3,500	Monthly
Volleyball	$ 5,500	Monthly

Middle School

Sport	Stipend	Frequency
Basketball	$ 2,000	Monthly
Baseball	$ 2,000	Monthly
Cross Country	$ 2,000	Monthly
Football Assistant	$ 2,500	Monthly
Football Head	$ 4,500	Monthly
Golf	$ 2,000	Monthly
Soccer	$ 2,000	Monthly
Softball	$ 2,000	Monthly
Tennis	$ 3,000	Monthly
Track	$ 2,000	Monthly
Volleyball	$ 2,000	Monthly

Other

Sport	Stipend	Frequency
Associate Head Coach	$ 2,125	Monthly
Athletic Coordinator (MS)	$ 2,500	Monthly
Athletic Coordinator (VMA)	$ 5,000	Monthly
Athletic Trainer	$ 5,000	Monthly
Coordinator - Equipment (Football)	$ 1,500	Monthly
Coordinator - Offensive/Defensive (Football)	$ 13,500	Monthly
Coordinator - Special Teams (Football)	$ 13,500	Monthly
Director of Academic Performance	$ 2,125	Monthly
Head Trainer	$ 7,000	Monthly
Physical Education	$ 4,500	Monthly
Strength & Conditioning	$ 5,000	Monthly

All stipend amounts are total annual amounts paid

San Benito CISD Mid Year Stipend
2026-2027

Definition:
A mid year payment is a lump sum payment outside of an employee's base pay that is offered as a supplemental payment

Criteria to be eligible:
1. Full-Time
2. Actively employed by October 2, 2026
3. Must remain actively employed until December 01, 2026
4. TRS eligible

Retired TRS employees in a full-time position will be eligible to receive incentive*

Stipend Amount:
$500 paid December 2026

San Benito CISD - Human Resources

Athletic Games (Extra Duty Pay)

Gate Seller				
Sport	**Varsity**	**Sub Varsity**	**Jr. High**	**Frequency**
Football	$ 50	$ 25	$ 20	Bi-Weekly/ Monthly
Soccer	$ 20	$ 15	$ 15	Bi-Weekly/ Monthly
Wrestling	$ 18	$ 15	$ 15	Bi-Weekly/ Monthly
Basketball	$ 18	$ 15	$ 15	Bi-Weekly/ Monthly
Baseball	$ 18	$ 15	$ 15	Bi-Weekly/ Monthly
Volleyball	$ 18	$ 15	$ 15	Bi-Weekly/ Monthly
Softball	$ 18	$ 15	$ 15	Bi-Weekly/ Monthly

Scoreboard/Book/Clock				
Sport	**Varsity**	**Sub Varsity**	**Jr. High**	**Frequency**
Football	$ 60	$ 40	$ 30	Bi-Weekly/ Monthly
Basketball	$ 18	$ 15	$ 15	Bi-Weekly/ Monthly
Baseball	$ 18	$ 15	$ 15	Bi-Weekly/ Monthly
Volleyball	$ 18	$ 15	$ 15	Bi-Weekly/ Monthly
Soccer	$ 18	$ 15	$ 15	Bi-Weekly/ Monthly
Wrestling	$ 18	$ 15	$ 15	Bi-Weekly/ Monthly
Softball	$ 18	$ 15	$ 15	Bi-Weekly/ Monthly

Announcer: PA				
Sport	**Varsity**	**Sub Varsity**	**Jr. High**	**Frequency**
Football	$ 100	$ 35	$ 30	Bi-Weekly/ Monthly
Soccer	$ 35	$ 25	15	Bi-Weekly/ Monthly
Baseball	$ 30	$ 25	15	Bi-Weekly/ Monthly
Basketball	$ 30	$ 25	15	Bi-Weekly/ Monthly
Volleyball	$ 30	$ 25	15	Bi-Weekly/ Monthly
Wrestling	$ 30	$ 25	15	Bi-Weekly/ Monthly
Softball	$ 30	$ 25	15	Bi-Weekly/ Monthly

Others (Only Football)		
Sport	**Varsity**	**Frequency**
Ticket Takers	$ 45	Bi-Weekly/ Monthly
Ushers	$ 45	Bi-Weekly/ Monthly
Message Center	$ 60	Bi-Weekly/ Monthly
25-Sec Clock	$ 60	Bi-Weekly/ Monthly
Game Supervisor	$ 60	Bi-Weekly/ Monthly
KSBG Game Commentator	$ 50	Bi-Weekly/ Monthly
Chain Crew	$ 30	Bi-Weekly/ Monthly
Spotter	$ 45	Bi-Weekly/ Monthly

Campus Leadership Incentive

Purpose

The campus leadership incentive plan is intended to recognize and reward campus administrators who demonstrate strong leadership, achieve academic excellence, maintain compliance and support overall campus performance.

Incentive Amounts

- Principal - $10,000
- Assistant Principal/Deans - $5,000

Eligibility Requirements

To qualify for the incentive payment, eligible employees must meet the following criteria:

- Service Requirement: Serve in the eligible position for at least 90% of the applicable school year.
- Continued Employment: Remain employed with the district through the designated payment date.
- Accountability Rating: The campus must earn an “A” rating under the Texas Education Agency's official accountability rating system.
- Compliance Standards: Have no substantiated serious compliance violations during the applicable school year.
- Timely Completion of Requirements: Complete all required campus improvement plans, evaluations, and reports within established deadlines.
- Regulatory Compliance: Meet all applicable requirements related to state testing, student attendance, special education, and financial accountability.

Payment Distribution

Incentive payments will be issued following the official release of state accountability ratings by the Texas Education Agency (TEA), provided all eligibility requirements have been satisfied.

San Benito CISD Perfect Attendance Stipend
2026-2027 School Year

San Benito CISD shall pay classroom teachers who are certified a Perfect Attendance stipend. Stipend will be paid quarterly for no absences during the nine week period.

Criteria to be eligible:
1. Full-Time classroom teachers
2. No absences during the nine week period
3. TRS eligible

Retired TRS employees in a full-time teacher position will be eligible to receive stipend

Stipend Amount:
$200 paid every nine weeks

NOTE:
Jury duty, school business, staff development, bereavement shall not be counted as absences for purposes of the perfect attendance stipend