

Progreso ISD
2025-2026 New Hire Guide for Teachers, Librarians, RN

Years of Experience	2024-2025
0	\$ 52,000.00
1	\$ 52,400.00
2	\$ 52,600.00
3	\$ 53,200.00
4	\$ 54,200.00
5	\$ 59,300.00
6	\$ 61,510.00
7	\$ 62,711.00
8	\$ 63,093.00
9	\$ 63,511.00
10	\$ 63,911.00
11	\$ 64,311.00
12	\$ 64,711.00
13	\$ 65,111.00
14	\$ 65,911.00
15	\$ 66,911.00
16	\$ 67,111.00
17	\$ 67,611.00
18	\$ 68,511.00
19	\$ 69,211.00
20	\$ 71,111.00
21	\$ 72,111.00
22	\$ 73,111.00
23	\$ 74,111.00
24	\$ 75,111.00
25	\$ 76,111.00

Salaries listed above are based on 10-month employment

This salary plan is for the 2025-2026 school year only. It does not represent salaries for future years. Salary advancement is based on the annual pay raise budget approved by the Board of Trustees each year.

**2025-2026 Administrative/Professional Pay Plan
Progreso ISD**

Pay Grade	Job Title	Minimum	Midpoint	Maximum	
1	Accountant Parent Liaison/Truant Ofcr/Security Coord	Daily	\$192.00	\$240.00	\$288.00
2	Administrator, Maint. & Ops. Athletic Trainer Coordinator, HR Counselor Director, Food Service Director, Technology/PEIMS Instructional Facilitator Senior Accountant	Daily	\$236.26	\$295.32	\$354.38
3	Diagnostician Speech Therapist	Daily	\$275.09	\$339.62	\$404.15
4	Speech Language Pathologist License Specialist in School Psychology Athletic Director	Daily	\$285.09	\$349.62	\$414.15
5	Director, Academic Foundation/College Readiness Director, Bilingual/ESL/Title I Director, School Compliance Director, Special Ed. Director, Federal Programs Director, Finance Principal	Daily	\$294.35	\$363.39	\$432.43

**2025-2026 Clerical/Paraprofessional Pay Plan
Progreso ISD**

Pay Grade	Job Title	Minimum	Midpoint	Maximum
1	Aide, Instructional Aide, Nurse Aide, Sp. Ed. Clerk, Office	\$10.70	\$13.38	\$16.06
2	Clerk, PEIMS Community Liaison Migrant Recruiter	\$12.10	\$15.12	\$18.14
3	Clerk, Athletics Clerk, Migrant (NGS) Clerk, Sp. Ed. Secretary, Counselor Secretary, Campus/Principal	\$13.18	\$16.48	\$19.78
4	Clerk, Accounts Payable Computer Tech LVN	\$14.37	\$17.96	\$21.55
5	Administrative Assistant Clerk, Payroll Computer Tech Coordinator PEIMS Specialist	\$15.23	\$19.04	\$22.85

**2025-2026 Auxiliary Pay Plan
Progreso ISD**

Pay Grade	Job Title	Minimum	Midpoint	Maximum
1	Custodian Food Service Worker	\$9.60	\$12.00	\$14.40
2	FS Manager Security Guard Maintenance	\$11.00	\$13.74	\$16.49
3	Bus Driver Electrician Mechanic	\$12.97	\$16.21	\$19.45
5	Maintenance Supervisor Property Control Officer Transportation Supervisor	\$15.82	\$19.78	\$23.74