

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. Atheltic 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
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Pay Grade	Job Title	Minimum	Midpoint	Maximum	
1	Aide, Instructional Aide, Nurse Aide, Sp. Ed. Clerk, Office	Hourly	\$10.70	\$13.38	\$16.06
2	Clerk, PEIMS Community Liaison Migrant Recruiter	Hourly	\$12.10	\$15.12	\$18.14
3	Clerk, Athletics Clerk, Migrant (NGS) Clerk, Sp. Ed. Secretary, Counselor Secretary, Campus/Principal	Hourly	\$13.18	\$16.48	\$19.78
4	Clerk, Accounts Payable Computer Tech LVN	Hourly	\$14.37	\$17.96	\$21.55
5	Administrative Assistant Clerk, Payroll Computer Tech Coordinator PEIMS Specialist	Hourly	\$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	Hourly	\$9.60	\$12.00	\$14.40
2	FS Manager Security Guard Maintenance	Hourly	\$11.00	\$13.74	\$16.49
3	Bus Driver Electrician Mechanic	Hourly	\$12.97	\$16.21	\$19.45
5	Maintenance Supervisor Property Control Officer Transportation Supervisor	Hourly	\$15.82	\$19.78	\$23.74