



2025-2026 Compensation Plan



2025-2026 New Hire Guide for Teachers \$62,000 Starting

2.0 % GPI

Years of Experience	Annualized by 187 day Assignment	2025-2026 HB 2 Teacher Retention (Excludes teachers with 0-2 years of experience)	2025-2026 New Hire Salary
0	\$62,000.00	--	\$62,000.00
1	\$62,250.00	--	\$62,250.00
2	\$62,510.00	--	\$62,510.00
3	\$61,710.00	\$4,000.00	\$65,710.00
4	\$62,160.00	\$4,000.00	\$66,160.00
5	\$62,610.00	\$8,000.00	\$70,610.00
6	\$63,060.00	\$8,000.00	\$71,060.00
7	\$63,510.00	\$8,000.00	\$71,510.00
8	\$63,960.00	\$8,000.00	\$71,960.00
9	\$64,410.00	\$8,000.00	\$72,410.00
10	\$64,860.00	\$8,000.00	\$72,860.00
11	\$65,310.00	\$8,000.00	\$73,310.00
12	\$65,760.00	\$8,000.00	\$73,760.00
13	\$66,210.00	\$8,000.00	\$74,210.00
14	\$66,660.00	\$8,000.00	\$74,660.00
15	\$67,110.00	\$8,000.00	\$75,110.00
16	\$67,560.00	\$8,000.00	\$75,560.00
17	\$68,010.00	\$8,000.00	\$76,010.00
18	\$68,460.00	\$8,000.00	\$76,460.00
19	\$68,910.00	\$8,000.00	\$76,910.00
20	\$69,360.00	\$8,000.00	\$77,360.00
21	\$69,810.00	\$8,000.00	\$77,810.00
22	\$70,260.00	\$8,000.00	\$78,260.00
23	\$70,730.00	\$8,000.00	\$78,730.00
24	\$71,330.00	\$8,000.00	\$79,330.00
25+	\$71,930.00	\$8,000.00	\$79,930.00

Grandfather Clause: Master's Degree-General Stipend- \$1,500

NOTE: Moving Forward ONLY content specific teachers will receive the \$1,500 stipend

The salaries listed above are based on 10-month employment for the 2025-2026 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.



2025-2026 Administrative / Professional Pay Plan

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum
AP 1			Daily	\$233.00	\$280.72
	Safety & Security Manager	207	207	48,231	58,109
	Finance Coordinator	226	226	52,658	67,987
	Human Resources Generalist	226		63,443	74,227
	Network Administrator	226			
AP 2			Daily	\$268.39	\$321.31
	Nurse (RN)	187	187	50,189	60,085
	Communications Specialist/Public Information Officer	212	212	56,899	68,118
	Cust/Maint/Sec Sys/Transp Manager	226	226	60,656	79,337
				72,616	84,576
AP 3			Daily	\$302.88	\$358.65
	Counselor-ES	202	202	61,182	72,447
	Counselor-MS	212	212	64,211	76,034
	Counselor-HS	217	217	65,725	77,827
	Project Director Stronger Connections Program	217	217	68,451	89,929
	Director of Child Nutrition Services	226	226	81,055	93,659
AP 4			Daily	\$319.97	\$376.44
	SLP	197	197	63,034	74,159
	Blended Learning Project Manager/Instructional Coach	202	202	64,634	76,041
	Diagnostician	202	226	72,313	85,075
	Secondary Instructional Coach/District Testing Coordinator	202			
	Assistant Principal-ES	226			
	Director of Technology	226			
AP 5			Daily	\$389.97	\$443.15
	Principal-ES	226	226	88,133	100,152
	Principal-MS	226			
AP 6			Daily	\$442.71	\$491.90
	Executive Director of Finance	226	226	100,052	111,169
	Executive Director of HR/Federal Programs/School Counseling	226			
	Principal-HS	226			
				122,286	



2025-2026 Clerical / Paraprofessional Pay Plan

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum
CP 1			Hourly	\$15.15	\$18.25
	Campus Receptionist/Attendance Clerk-ES/MS	202	202	24,482	29,492
	Campus Receptionist/Attendance Clerk-HS	226	226	27,391	32,996
CP 2			Hourly	\$16.20	\$19.52
	Library Aide	182	182	23,587	28,421
	LPAC/Special Programs Facilitator	187	187	24,235	29,202
CP 3			Hourly	\$17.33	\$20.88
	Instructional Aide	182	182	25,232	30,401
	Instructional Aide-Pre-K	182			
	Instructional Aide-ISS	182			
	Instructional Aide-PE	182			
	Intervention Aide	182			
	Special Ed Aide-ALE/Self Contained	182			
	Special Ed Aide-Resource/Inclusion	182			
CP 4			Hourly	\$18.54	\$22.34
	Districtwide Behavior Aide	182	182	26,994	32,527
CP 5			Hourly	\$20.09	\$23.90
	Campus Secretary- ES	226	226	36,323	43,211
	Campus Secretary- MS	226			
	Campus Secretary- HS	226			
	Multi-Department Secretary	226			
CP 6			Hourly	\$21.94	\$25.81
	Licensed Vocational Nurse (LVN)	187	187	32,822	38,612
	Computer Technician	226	226	39,668	46,664
	Transportation Coordinator	226			
CP 7			Hourly	\$24.03	\$27.62
	Finance Specialist	226	226	43,446	49,937
CP 8			Hourly	\$26.98	\$30.66
	PEIMS Coordinator/Admin Asst. Superintendent	226	226	48,780	55,433



2025-2026 Child Nutrition Pay Plan

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum
CN 1			Hourly	\$15.00	\$17.96
	Food Service Helper	187	187	22,440	26,868
				26,868	31,296
CN 2			Hourly	\$16.04	\$19.22
	Food Service Assistant Cook	187	187	23,996	28,753
				28,753	33,510
CN 3			Hourly	\$17.17	\$20.57
	Food Service Lead Cook	187	187	25,686	30,773
				30,773	35,859
CN 4			Hourly	\$18.89	\$22.63
	Food Service Manager-ES	187	187	28,259	33,854
	Food Service Manager-HS/MS	187			39,450



2025-2026 Auxiliary Pay Plan

**Annual amounts are based on 8 hours per day.*

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum
AUX 1			Hourly	\$15.15	\$18.14
	Custodian	196 237	196	23,755	28,444
			237	28,724	34,393
				33,132	40,062
AUX 2			Hourly	\$16.16	\$19.35
	Maintenance Grounds	237	237	30,639	36,688
				42,736	
AUX 3			Hourly	\$17.28	\$20.70
	Campus Patrol	187	187	25,851	30,967
	Maintenance General	237	237	32,763	39,247
				36,084	45,732
AUX 4			Hourly	\$18.50	\$22.15
	Lead Custodian	237	237	35,076	41,996
				48,917	
AUX 5					
AUX 6			Hourly	\$22.20	\$26.12
	Bus Driver	187	187	33,211	39,076
				44,940	
AUX 7			Hourly	\$23.25	\$27.68
	HVAC Mechanic	237	237	44,082	52,481
	Lead Mechanic	237			60,881



2025-2026 Substitute Rates

CLASSROOM TEACHER SUBSTITUTE	PER DAY	PER HALF DAY	11 CONSECUTIVE DAYS/LONG TERM
Non-Degreed/24 hours or more college credit-Including Grandfathered	\$110.00	\$55.00	\$135.00
Degreed (Non-Certified)	\$135.00	\$67.50	\$160.00
Certified/Retired Teacher (Texas)	\$170.00	\$85.00	\$195.00
Certified Long-Term (after 10 consecutive days on the same job assignment) any absences during the time of appointment to a long term assignment will revert to regular pay until you meet the 10 consecutive days again. Exceptions to continue on long term day are:			
*Jury Duty — you must present documentation to the Human Resources Department			

OTHER PROFESSIONAL	PER DAY	PER HALF DAY	
Nurse	\$140.00	\$70.00	

HOURLY SUBSTITUTES	HOURLY PER DAY		
Paraprofessional-Instructional Aide	\$12.00		
Paraprofessional-Special ED Aide-Resource/Inclusion	\$12.00		
Paraprofessional-Special ED Aide-Applied Learning Environment/Self-Cont.	\$14.00		
Clerical	\$10.00		
Food Service	\$10.83		
Bus Driver	\$17.00		
Campus Patrol	\$15.00		



2025-2026 Academic Tutor Pay Rates

TUTOR PAY RATES	PER HOUR
Tutor- Less than 60 college hours	\$12.00
Tutor- 60+ college hours	\$20.00
Tutor- Degree(s)	\$25.00
Tutor- Certified Teacher (Texas)	\$28.00
Tutor- Current AISD Teacher	\$30.00
ACADEMIC PAY RATES	PER HOUR
Summer/Intersession Program Certified Teacher	\$35.00
Part-Time College Career Readiness Coordinator	\$30.00
Homebound Teacher	\$35.00
Part-Time Intervention Teacher	\$28.00
Part-Time Speech Language Pathologist Assistant	\$35.00
Teachers Attending Locally Mandated Professional Development Outside of Contracted Days	\$30.00
Supplemental Pay for Teacher Pursuing Dual Credit Accreditation	Up to \$1,000 for 3-5 college credit hours
Supplemental Pay for Teacher Pursuing Dual Credit Accreditation	Up to \$1,500 for 6+ college credit hours



2025-2026 Supplemental/Miscellaneous Pay Rates

**For employees that do not have hourly pay rates*

POSITION	PER HOUR
Gate Receipts/Ticket Taker	\$10.00
Athletics-Timekeeper/Bookkeeper/Helper	\$10.00
Hourly Coaching Staff	\$7.25
Hourly Clerical Staff	\$10.00
Hourly Summer Food Service Helper	\$12.00
Crossing Guard	\$12.00
Part-Time Migrant Clerk	\$16-\$22
Part-Time Migrant Coordinator	\$30.00
Part-Time Special Education Director/Administrative Support	\$65.00
Part-Time After-School Program Leader	\$17.00
Part-Time After-School Program Assistant	\$15.00



Anthony Independent School District

2025-2026 Instructional Stipends and Supplemental Pay Schedule

Instructional Stipends

Elementary Teacher ESL/Assigned to ELAR Teacher of Record (Fully Certified ESL or Bilingual)	\$2,000
Secondary Teacher ESL/Assigned to ESL classes Only (Fully certified ESL/The class must consist of at least 51% EB students)	\$400 per class (Max: \$2,000)
Special Education Teacher (ALE) Certified/Assigned	\$3,000
Special Education Teacher (Resource) Certified/Assigned	\$2,000
Science Teacher (Secondary Certified/Assigned)	\$2,500
Math Teacher (Secondary Certified/Assigned)	\$2,500
Blended Learning Master Teacher (Implementation Year)	\$3,000
Blended Learning Associate Teacher (Implementation Year)	\$2,000
Dual Credit Teacher (Fully Credentialed in subject Area)/OnRamps	\$600 per class period
CTE Teacher (Full Time CTE/Certified/Assigned)	\$2,000

Extracurricular Stipends

High School

Gifted and Talented Coordinator	\$500
Yearbook	\$700
9th Grade Sponsor	\$500
10th Grade Sponsor	\$500
11th Grade Sponsor	\$1,500
12th Grade Sponsor	\$500
Student Council Sponsor	\$2,000
National Honor Society	\$1,000
UIL Theater	\$3,500
Band Director	\$4,000
Band Director UIL Competition	\$2,000
STEM/Robotics Sponsor	\$1,500
E-Sports	\$3,000
Speech/Debate Advisor	\$1,500

Middle School

Gifted and Talented Coordinator	\$500
Student Council Sponsor	\$500
National Junior Honor Society	\$500
Yearbook	\$500
STEM/Robotics Sponsor	\$1,250
E-Sports	\$750

Elementary School

Gifted and Talented Coordinator (K-2)	\$250
Gifted and Talented Coordinator (3-5)	\$250
English Spelling Bee	\$500
Spanish Spelling Bee	\$500
Yearbook	\$500
Science Fair Coordinator	\$500
STEM/Robotics Sponsor	\$750
Student Council Sponsor	\$500
Crossing Guard	\$1,000

Districtwide

Teacher Mentors 1-2 Teachers (\$250 per additional mentee)	\$500
Special Olympics	\$500
UIL Academics Elementary/Middle School Coordinator	\$1,000
UIL Academics High School Coordinator	\$1,000
UIL Academic Coaches (Per Event, Pro-rated for up to 3 entries)	\$500
CPI (Crisis Prevention Trainer)	\$500
CTE Coordinator Co-Sponsor	\$1,500
CTE Coordinator Co-Sponsor	\$1,500
Special Education Counselor Administrative Duties	\$5,000
Transition Specialist	\$3,500
Teacher of the Year	\$1,000
Employee of the Month	\$50

Athletics Stipends

Athletic Director	\$5,000
Athletic Director-Additional Days	\$4,000
Athletic Trainer	\$15,000
Head Coach Football (Varsity & JV)	\$7,000

Asst Coach Football (Varsity & JV)	\$4,000
Asst Coach Football (Varsity & JV)	\$4,000
Asst Coach Football (Varsity & JV)	\$4,000
Asst Coach Football (Varsity & JV)	\$4,000
MS 8th Grade Coach Football	\$4,000
MS 7th Grade Coach Football	\$4,000
Head Coach Volleyball (Varsity & JV)	\$5,000
Asst Coach Volleyball (Varsity & JV)	\$4,000
MS 8th Grade Coach Volleyball	\$2,500
Ms 7th Grade Coach Volleyball	\$2,500
Varsity Coach Track- Boys	\$4,000
Varsity Coach Track- Girls	\$4,000
MS Coach Track- Boys	\$2,500
MS Coach Track- Girls	\$2,500
Head Coach Basketball (Varsity & JV Boys)	\$5,000
Asst Coach Basketball (Varsity & JV Boys)	\$4,000
Head Coach Basketball (Varsity & JV Girls)	\$5,000
Asst Coach Basketball (Varsity & JV Boys)	\$4,000
MS Softball Coach-8th Grade	\$2,500
MS Softball Coach-7th Grade	\$2,500
MS Baseball Coach-8th Grade	\$2,500
MS Baseball Coach-7th Grade	\$2,500
MS Coach Basketball-8th Grade Boys	\$2,500
MS Coach Basketball-7th Grade Boys	\$2,500
MS Coach Basketball-8th Grade Girls	\$2,500
MS Coach Basketball-7th Grade Girls	\$2,500
MS Cross Country	\$2,500
Head Coach Cross Country	\$3,000
Head Coach Baseball	\$5,000
Asst Coach Baseball	\$4,000
Head Coach Softball	\$5,000
Asst Coach Softball	\$4,000
Varsity & JV Cheerleading Coach	\$3,000
MS Cheerleading Coach	\$1,000
Color Guard	\$1,000
Winter Guard	\$2,000
Percussion Tech (Fall Semester)	\$3,000
Percussion Tech (Spring Semester)	\$1,000
Marching Tech	\$500

NOTE: Change in supplemental assignments may occur due to campus and/or district needs

Cell Phone Allowance

Campus Administrators	
Athletic Director	
Special Education Director	
Executive Director of Finance	
Executive Director of HR-Federal Programs and School Counseling	
Director of Technology	
Network Administrator	
Maintenance Manager	\$50/Monthly
Administrative Assistant to the Superintendent/District PEIMS Coordinator	
Communications Specialist/Public Information Officer	
Project Director Stronger Connections Program	
Educational Diagnostician	
Director of Child Nutrition Programs	
Superintendent	\$100/Monthly