



## **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	\$328.44
	Safety & Security Manager	207	207	48,231	58,109	67,987
	Finance Coordinator	226	226	52,658	63,443	74,227
	Human Resources Generalist	226				
	Network Administrator	226				
AP 2			Daily	\$268.39	\$321.31	\$374.23
	Nurse (RN)	187	187	50,189	60,085	69,981
	Communications Specialist/Public Information Officer	212	212	56,899	68,118	79,337
	Cust/Maint/Sec Sys/Transp Manager	226	226	60,656	72,616	84,576
AP 3			Daily	\$302.88	\$358.65	\$414.42
	Counselor-ES	202	202	61,182	72,447	83,713
	Counselor-MS	212	212	64,211	76,034	87,857
	Counselor-HS	217	217	65,725	77,827	89,929
	Project Director Stronger Connections Program	217	226	68,451	81,055	93,659
	Director of Child Nutriton Services	226				
AP 4			Daily	\$319.97	\$376.44	\$432.91
	SLP	197	197	63,034	74,159	85,283
	Blended Learning Project Manager/Instructional Coach	202	202	64,634	76,041	87,448
	Diagnostician	202	226	72,313	85,075	97,838
	Secondary Instructional Coach/District Testing Coordinator	202				
	Assistant Principal-ES	226				
	Director of Technology	226				
AP 5			Daily	\$389.97	\$443.15	\$496.33
	Principal-ES	226	226	88,133	100,152	112,171
	Principal-MS	226				
AP 6			Daily	\$442.71	\$491.90	\$541.09
	Executive Director of Finance	226	226	100,052	111,169	122,286
	Executive Director of HR/Federal Programs/School Counseling	226				
	Principal-HS	226				



## 2025-2026 Clerical / Paraprofessional Pay Plan

Pay Grade	Job Title	Calendars		Minimum	Midpoint	Maximum	
CP 1				Hourly	\$15.15	\$18.25	\$21.35
	Campus Receptionist/Attendance Clerk-ES/MS	202	202	24,482	29,492	34,502	
	Campus Receptionist/Attendance Clerk-HS	226	226	27,391	32,996	38,601	
CP 2				Hourly	\$16.20	\$19.52	\$22.84
	Library Aide	182	182	23,587	28,421	33,255	
	LPAC/Special Programs Facilitator	187	187	24,235	29,202	34,169	
CP 3				Hourly	\$17.33	\$20.88	\$24.43
	Instructional Aide	182	182	25,232	30,401	35,570	
	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	\$26.14
	Districtwide Behavior Aide	182	182	26,994	32,527	38,060	
CP 5				Hourly	\$20.09	\$23.90	\$27.71
	Campus Secretary- ES	226	226	36,323	43,211	50,100	
	Campus Secretary- MS	226					
	Campus Secretary- HS	226					
	Multi-Department Secretary	226					
CP 6				Hourly	\$21.94	\$25.81	\$29.68
	Licensed Vocational Nurse (LVN)	187	187	32,822	38,612	44,401	
	Computer Technician	226	226	39,668	46,664	53,661	
	Transportation Coordinator	226					
CP 7				Hourly	\$24.03	\$27.62	\$31.21
	Finance Specialist	226	226	43,446	49,937	56,428	
CP 8				Hourly	\$26.98	\$30.66	\$34.34
	PEIMS Coordinator/Admin Asst. Superintendent	226	226	48,780	55,433	62,087	



## 2025-2026 Child Nutrition Pay Plan

Pay Grade	Job Title	Calendars		Minimum	Midpoint	Maximum
CN 1	Food Service Helper	187	Hourly	\$15.00	\$17.96	\$20.92
			187	22,440	26,868	31,296
CN 2	Food Service Assistant Cook	187	Hourly	\$16.04	\$19.22	\$22.40
			187	23,996	28,753	33,510
CN 3	Food Service Lead Cook	187	Hourly	\$17.17	\$20.57	\$23.97
			187	25,686	30,773	35,859
CN 4	Food Service Manager-ES	187	Hourly	\$18.89	\$22.63	\$26.37
	Food Service Manager-HS/MS	187	187	28,259	33,854	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	\$21.13
	Custodian	196	196	23,755	28,444	33,132
		237	237	28,724	34,393	40,062
AUX 2			Hourly	\$16.16	\$19.35	\$22.54
	Maintenance Grounds	237	237	30,639	36,688	42,736
AUX 3			Hourly	\$17.28	\$20.70	\$24.12
	Campus Patrol	187	187	25,851	30,967	36,084
	Maintenance General	237	237	32,763	39,247	45,732
AUX 4			Hourly	\$18.50	\$22.15	\$25.80
	Lead Custodian	237	237	35,076	41,996	48,917
AUX 5						
AUX 6			Hourly	\$22.20	\$26.12	\$30.04
	Bus Driver	187	187	33,211	39,076	44,940
AUX 7			Hourly	\$23.25	\$27.68	\$32.11
	HVAC Mechanic	237	237	44,082	52,481	60,881
	Lead Mechanic	237				



## 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	\$65.00



# Anthony Independent School District

## 2025-2026 Instructional Stipends and Supplemental Pay Schedule

### Instructional Stipends

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

### Extracurricular Stipends

#### High School

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

#### Middle School

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

#### Elementary School

<b>Gifted and Talented Coordinator (K-2)</b>	<b>\$250</b>
<b>Gifted and Talented Coordinator (3-5)</b>	<b>\$250</b>
<b>English Spelling Bee</b>	<b>\$500</b>
<b>Spanish Spelling Bee</b>	<b>\$500</b>
<b>Yearbook</b>	<b>\$500</b>
<b>Science Fair Coordinator</b>	<b>\$500</b>
<b>STEM/Robotics Sponsor</b>	<b>\$750</b>
<b>Student Council Sponsor</b>	<b>\$500</b>

#### Districtwide

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

### Athletics Stipends

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

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	\$50/Monthly
Maintenance Manager	
Administrative Assitant 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