

COMPENSATION PLAN 2026-27



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Purpose

This is a guide for administering salaries and wages for: Teachers, Librarians, Nurses (RN), Counselors; Administrative and Professional Employees; Clerical/Paraprofessional and Auxiliary Staff; and Substitutes. Practices described are intended to implement local board policy and goals, state and federal regulations, and appropriate accreditation standards.

Job Classifications

District jobs may be assigned to pay grades or pay scale based upon compensable factors. These factors are skill, effort, responsibility, and for jobs in the auxiliary job classifications, working conditions.

On a periodic basis, selected jobs from each job classification will be reviewed to ensure that conditions in the District, such as organizational structure, major programs, or significant responsibilities in a particular job, have not changed to a degree warranting a change in job grade classification. This review is to be at the direction of the Superintendent.

Job supervisors may submit reclassification requests to the Superintendent. Clyde CISD Human Resources is responsible for collecting and preparing information to determine the final outcome of the matter of job classification.

Newly established jobs are analyzed and grade assignment is determined by HR prior to hiring personnel for the position. This procedure accomplishes two objectives. First, the appropriate pay grade becomes part of the recruitment and hiring strategy of the District. Second, a consistent practice of salary administration is established at the initiation of each job.

Pay Scales and Pay Grades

Pay scales and grades represent the internal job classification as well as external job market pay levels. The greater the level of compensable factors present in a job, the higher the placement in the pay structure. Jobs with similar overall degrees of compensable factors will be in the same pay grade. The use of pay grade levels facilitates payroll administration and maintains the integrity of the job worth hierarchy.

Employees are assigned to a pay grade and paid a salary rate between the minimum and maximum of the assigned pay grade. No general pay action is intended to extend an employee's pay above the assigned pay grade maximum. Any exceptions require Superintendent's authorization.

Initial Employment

Employment, assignment, and salary placement should be in accordance with the job requirements as specified in the job description. Where job requirements include transcripts, certificates, or licenses, these must be official and on file with the District. A Texas educator service record or chronology of prior work history (if previously employed full time). Salary placement will be at the direction of the Superintendent or his designee. The hiring rate will be based upon job-related

qualifications, salary history, and salaries of other employees in the same position. Salary placement strategies may be different for each employee group consistent with objectives of District goals.

The following guidelines will be applied when individually setting hiring rates for new employees:

- Persons with previous job experience or special skills may be hired at a rate up to but not exceeding the defined pay range.
- New employees shall normally not be started at a rate above the salary of other district employees with more experience in the job.
- New administrators may be started at a salary above the pay range if a pay decrease would otherwise occur.
- A new employee in a hard to fill position or with special qualifications may be placed above the control rate with consideration given for current employees in that specific pay range.
- When an applicant that has exceptional job qualifications or a position cannot otherwise be filled, the Superintendent or designee may approve hiring rates above the defined range which shall be noted on employment paperwork.

Teachers, Librarians, Nurses (RN), and Counselors

Teachers, Librarians, Nurses (RN), and Counselors will be placed on the Clyde CISD pay structure by total years of creditable service as defined by TEA regulations. The pay structure will not place new employees above salary levels of continuing employees with similar years of experience.

1. This pay structure represents annual salaries based on full time contract agreements for 10 months employment based on the number of days in the Board-approved calendar. Salary levels meet or exceed state minimum salary requirements. Professional staff on duty for more or less than the number of Board-approved days will receive an annual salary for the number of days on duty based on the daily rate for the certified year of experience.
2. Teachers with master's degrees receive a \$1,000 stipend supplement above the regular teacher salary, paid throughout the year.
3. Predictions of future salaries are not possible from this pay structure. Each year the steps in the pay range may be revised to show salary increase as appropriate. Individual salaries are not reduced, though salaries remain the same until the Board grants a general pay increase.

Pay Structures

The following pay scale for Teachers and Librarians was approved by the Board of Trustees of Clyde CISD on May 12, 2026 and is effective for the 2026–2027 school year.

The following pay plans for Administrative Professionals, Clerical and Auxiliary pay were approved by the Board of Trustees of Clyde CISD on June 15, 2026:

2026–2027 Teachers and Librarians Pay Scale

Years of Experience	2026-2027 Teacher Salary
0-Uncertified	\$35,000
0-Certified	\$36,600
1	\$37,485
2	\$38,021
3	\$40,902
4	\$41,616
5	\$48,221
6	\$49,823
7	\$51,266
8	\$52,763
9	\$54,206
10	\$55,545
11	\$56,368
12	\$57,460
13	\$58,604
14	\$59,644
15	\$60,684
16	\$61,776
17	\$62,816
18	\$63,666
19	\$64,569
20	\$65,410
21	\$66,218
22	\$66,975
23	\$67,038
24	\$67,729
25	\$68,430
26	\$69,142
27	\$69,864
28	\$69,912
29	\$70,169
30+	\$70,427
Hiring Salary Range	
10-Month Hiring Range Minimum: \$35,000	10-Month Hiring Range Maximum: \$70,427
<p>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.</p>	
<p>Salaries are determined individually with consideration for job-related experience and credentials.</p>	
\$1,000 Master's Degree - General Stipend	

May 12, 2026 Adopted Salary Scale

2026–2027 Administrative Professional Pay Plan

Pay Grade	Job Title	Calendars	Minimum Midpoint Maximum			
1			Daily	\$266.00	\$291.75	\$370.00
	Integrator - Technology	197	197 Days	52,400	57,453	72,887
	Nurse	197				
2			Daily	\$279.25	\$335.50	\$391.50
	Counselor - ES	207	207 Days	57,812	69,429	81,047
	Network Administrator	226				
3			Daily	\$304.50	\$362.50	\$420.25
	Asst Principal - ES	207	207 Days	63,046	75,023	87,000
	Counselor - MS	207				
4			Daily	\$308.50	\$374.00	\$430.75
	Asst Principal - MS	207	207 Days	63,835	77,383	89,139
	Counselor - HS	207				
5			Daily	\$329.25	\$411.25	\$473.75
	Asst Principal - HS	207	207 Days	68,138	85,129	98,050
6			Daily	\$360.25	\$449.00	\$501.00
	Principal - ES	207	207 Days	\$74,572	\$92,943	\$103,707
7			Daily	\$359.50	\$434.50	\$491.25
	Director - Athletics	226	226 Days	81,247	98,201	111,010
	Principal - MS	217				
8			Daily	\$373.25	\$466.50	\$537.25
	Principal - HS	226	226 Days	84,360	105,387	121,396
	Chief Technology Officer	226				
9			Daily	\$417.92	\$495.54	\$582.65
	Chief Financial Officer	226	226 Days	94,450	111,992	131,679
10			Daily	\$429.50	\$529.75	\$629.00
	Depty Superintendent	226	226 Days	97,050	119,729	142,156

2026–2027 Clerical Paraprofessional Pay Plan

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
1	Aide - Instructional	187	Daily 187 days	\$104.00	\$128.00	\$148.00
			Annual	\$19,448	\$23,936	\$27,676
2	Aide - Computer	187	Daily 187 days	\$112.00	\$134.00	\$156.00
			Annual	\$20,944	\$25,058	\$29,172
3	Aide - SPED	187	Daily 187 days	\$132.83	\$154.97	\$177.11
	Aide - Library	187				
Annual			\$24,840	\$28,980	\$33,120	
4	PEIMS - Campus	207	Daily 207 days	\$122.00	\$144.00	\$168.00
			Annual	\$25,254	\$29,808	\$34,776
5	Ad Asst/Athletic Ad-Campus	226	Daily 226 days	\$128.00	\$150.00	\$172.00
		207	Daily 207 days	\$107.68	\$136.16	\$158.16
	Annual	\$28,928	\$33,900	\$38,872		
	Annual	\$22,290	\$28,185	\$32,739		
6	Asst - Technology	226	Daily 226 days	\$156.40	\$208.00	\$260.00
	IT Support Technician	226				
Annual			\$35,346	\$47,008	\$58,760	
7	Exec Asst - District	226	Daily 226 days	\$164.00	\$208.00	\$252.00
	District PEIMS Coordinator	226				
Annual			\$37,064	\$47,008	\$56,952	
8	Bookkeeper	226	Daily 226 days	\$182.00	\$218.00	\$276.00
		187	Daily 187 days	\$182.00	\$218.00	\$276.00
	Annual	\$41,132	\$49,268	\$62,376		
	Annual	\$34,034	\$40,766	\$51,612		
9	Payroll	226	Daily 226 days	\$196.00	\$268.00	\$312.00
			Annual	\$44,296	\$60,568	\$70,512

2026-2027 Auxiliary Pay Plan

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
1	Cafeteria - Worker	183	Daily 183 days	\$102.00	\$124.00	\$144.00
	Custodian	250	Daily 250 days	\$102.00	\$124.00	\$144.00
			Annual	\$18,666	\$22,692	\$26,352
			Annual	\$25,500	\$31,000	\$36,000
2	Maintenance - Grounds	250	Daily 250 days	\$120.00	\$140.00	\$168.00
			Annual	\$30,000	\$35,000	\$42,000
3	Cafeteria - Campus Manager	183	Daily 183 days	\$126.00	\$152.00	\$178.00
			Annual	\$23,058	\$27,816	\$32,574
4	Maintenance - General	250	Daily 250 days	\$134.00	\$162.00	\$188.00
			Annual	\$33,500	\$40,500	\$47,000
5	Bus Driver	181	Daily 181 days (4 hour min)	\$74.00	\$93.00	\$112.00
	Bus Driver - Dual	181				
			Annual	\$13,394	\$16,833	\$20,272
6	Director - Food Services	207	Daily 207 days	\$150.00	\$184.00	\$210.00
	Transportation Admin Asst	226	Daily 226 days	\$150.00	\$184.00	\$210.00
	Supervisor - Custodian	250	Daily 250 days	\$150.00	\$184.00	\$210.00
			Annual	\$31,050	\$38,088	\$43,470
			Annual	\$33,900	\$41,584	\$47,460
			Annual	\$37,500	\$46,000	\$52,500
7	Maintenance - Electrician	250	Daily 250 days	\$184.00	\$222.00	\$260.00
	Maintenance - HVAC	250				
			Annual	\$46,000	\$55,500	\$65,000
8	Director of Safety/Security	207	Daily 207 days	\$188.00	\$232.00	\$312.00
	Director of Maint/Trans	226	Daily 226 days	\$188.00	\$232.00	\$312.00
			Annual	\$38,916	\$48,024	\$64,584
			Annual	\$42,488	\$52,432	\$70,512

Stipends and Extracurricular Duty Pay

The following stipend and extracurricular duty pay structures were approved by the Board of Trustees of Clyde CISD on June 15, 2026 and shall be effective for the 2026–2027 school year.

2026–2027 Stipends/Extracurricular Duty Pay Plan

Administration	
Secretary Elections Stipend	\$500
Secretary Board Stipend	\$750
Performing Arts	
Band Director	\$12,500
Assistant Band Director	\$8,500
Choral Director	\$4,000
High School One Act Play Director	\$4,000
Junior High One Act Play	\$2,000
High School Cheerleader Coach	\$2,500
Junior High Cheerleader Coach	\$1,500
HPAC Coordinator	\$1,000
High School Musical	\$500
Activity/Club Sponsor	
High School Student Council Sponsor	\$1,000
Junior High Student Council Sponsor	\$400
High School Yearbook Advisor	\$2,000
Junior High Yearbook Advisor	\$500
Intermediate Yearbook Advisor	\$500
Elementary Yearbook Advisor	\$500
High School Beta Club Sponsor	\$1,000
Junior High Junior Beta Club Sponsor	\$250

High School Pals	\$1,500
High School Key Club Sponsor	\$500
High School Community Problem Solving Sponsor	\$500
High School BPA Sponsor	\$500
High School HOSA Sponsor	\$500
Lighthouse Coordinator	\$500
Robotics Coordinator	\$1,000
Academic	
Department Head/Lead Teacher	\$500
Vocational Agriculture	\$8,500
Math (Secondary)	\$2,400
Science (Secondary)	\$2,000
UIL Academic Coordinator HS	\$1,000
UIL Academic Coordinator	\$500
UIL Academic Coach (per event)	\$200
UIL Academic Regional Qualifier/Team Qualifier	\$200/350
UIL Academic State Qualifier/Team Qualifier	\$500/500
ESL Coordinator	\$3,000
ESL	\$500
GT Coordinator	\$500
TIMA Coordinator	\$1,250
District Testing Coordinator	\$1,000
Para/Teacher	\$1,500
Master's Degree (Outside Job Description)	\$1,000
Athletics	
Head Football	\$9,500
Head Volleyball	\$4,500

Head Basketball	\$4,500
Head Baseball	\$4,500
Head Softball	\$4,500
Head Track	\$4,500
Head Powerlifting	\$4,000
Head Tennis	\$2,000
Head Golf	\$2,000
Head Cross Country	\$2,500
Assistant Football	\$3,000
Assistant Volleyball	\$2,500
Assistant Basketball	\$2,500
Assistant Baseball	\$2,500
Assistant Softball	\$2,500
Assistant Track	\$2,500
Assistant Powerlifting	\$2,000
Assistant Cross Country	\$1,500
Junior High Coordinator	\$2,000
Offensive Coordinator	\$3,000
Defensive Coordinator	\$3,000
Special Teams Coordinator	\$1,500
Junior High Football	\$1,000
Junior High Volleyball	\$2,000
Junior High Basketball	\$2,000
Junior High Track	\$2,000
Extra Days 1500	\$1,500
Other District Stipends	
Wellness Stipend	\$500

Guardian	\$5,000
DAEP Coordinator	\$1,000
Lead Custodian	\$1,000

Incentives and Performance Pay

The following incentives and performance pay were approved by the Board of Trustees of Clyde CISD on June 15, 2026, and shall be effective for the 2026–2027 school year.

Cost-of-Living Adjustment (COLA)

The District shall provide a Cost-of-Living Adjustment (COLA) to eligible employees in accordance with the following guidelines:

1. Purpose

- The purpose of the COLA is to provide additional compensation to employees to assist with increases in the cost of living.

2. Eligibility and Payment Amounts

- A. Full-time employees, defined as those working more than twenty (20) hours per week, shall receive \$750.
- B. Part-time employees, defined as those working twenty (20) hours per week or less, shall receive \$375.
- C. Substitute staff and summer workers are not eligible for the COLA.

3. Employment Requirement

- Employees must be actively employed by the District on November 1 of the applicable school year to be eligible to receive the COLA.

4. Proration

- Employees hired after the start of the contract year but before November 1 shall receive a prorated COLA based on the employee’s start date and percentage of assignment.

5. Payment Date

- The COLA shall be paid in early December of the applicable school year.

Performance Pay: Teacher Incentive Allotment (TIA) Compensation

Clyde CISD shall distribute Teacher Incentive Allotment (TIA) funds in accordance with the following guidelines:

1. High School, Junior High, and Elementary Campuses

- A. Ninety percent (90%) of the TIA allotment shall be paid directly to the designated teacher.
- B. The remaining ten percent (10%) shall be retained by the District to support the TIA system, including training, program expansion, and professional development.

2. Intermediate Campus

- A. Eighty-five percent (85%) of the TIA allotment shall be paid to the designated teacher.
- B. Five percent (5%) shall be paid to the paraprofessional assigned to and working directly with the designated teacher.
- C. The remaining ten percent (10%) shall be retained by the District to support the TIA system, including training, program expansion, and professional development.

3. Resigned or Retired Teachers

- A. If the District receives TIA funds for a designated teacher who has resigned or retired, the District shall issue payment to the eligible individual as soon as practicable.

4. Master's Stipend

- A. Employees with a masters degree that is not required in their job description may receive a \$1,000 general stipend providing documentation.

State Leave Reimbursement at Retirement

The District shall provide reimbursement for unused state personal leave to eligible employees upon retirement in accordance with the following guidelines:

1. Eligibility

- Employees must have a minimum of seven (7) years of service with the District and meet eligibility requirements for retirement under the Texas Teacher Retirement System (TRS).

2. Reimbursement Amount

- Eligible employees shall be reimbursed for up to fifty (50) unused state personal leave days at a rate of \$100 per day.

3. Payment

- Reimbursement shall be issued upon retirement as soon as practicable, in accordance with District payroll procedures.

Summer Learning Program and Supplemental Pay

The following pay rates were approved by the Clyde CISD Board of Trustees on June 15, 2026, and shall be effective for the 2026–2027 school year. These rates apply to summer school, after-school programs, transportation support, and substitute services.

1. Hourly Compensation

- A. Teachers (Summer Learning Program, after-school, and homebound programs): **\$30 per hour**
- B. Paraprofessionals (summer school, after-school, and homebound programs): **\$20 per hour**
 - Summer Learning Program will be paid in one supplemental payroll payment during the first full week of July.
- C. Individuals serving as substitute bus drivers who are paid on an hourly basis and are not assigned route drivers or contracted employees will be compensated at a rate of **\$20.00 per hour**.
- D. Contracted employees who serve as substitute bus drivers, including employees whose regular positions are salaried rather than hourly (such as teachers and administrators), will be compensated at a rate of **\$18.00 per hour**
- E. Bus Route Monitor: **\$15 per hour**
 - **Bus Route Monitor Duties:**
A bus route monitor is responsible for assisting the bus driver in maintaining student safety and appropriate behavior while students are boarding, riding, and exiting the bus. Duties may include supervising students, assisting with loading and unloading, ensuring compliance with safety procedures, and providing support for students with special needs as assigned.

2. Substitute Pay Rates (Daily Rate)

- A. Cafeteria Substitute: \$75 per day
- B. Non-Degreed Substitute: \$90 per day
- C. Degreed Substitute: \$100 per day
- D. Non-Degreed Long-Term Substitute: \$100 per day
- E. Degreed Long-Term Substitute: \$110 per day

F. Certified Long-Term Substitute: \$115 per day

3. Long-Term Substitute Definition

- For purposes of compensation, a long-term substitute is defined as an individual who serves in the same assignment for ten (10) or more consecutive instructional days. Long term pay rates shall begin on the eleventh (11th) day of the assignment.

Other Compensation Information

1. Health Insurance Contribution

- The District shall contribute \$490 per month toward each eligible employee's health insurance coverage under the District-approved health insurance plan. Eligibility for the District contribution is based on employment status as defined by the District's health insurance provider and applicable policy.

2. Life Insurance Coverage

- The District shall provide a \$10,000 term life insurance policy for each full-time employee at no cost to the employee. Coverage shall be subject to the terms and conditions of the District's insurance provider.

3. TEA Required Reading & Math Academies

- In accordance with Texas Education Agency (TEA) requirements, employees participating in Reading and/or Math Academy training and completing required artifact submissions shall be compensated at a rate of \$50 per hour or \$300 per day, or a rate otherwise directed by TEA. Prior approval from the District is required for all compensation related to Reading and/or Math Academy participation.

