

**Mercedes ISD**   
**STRONGER TOGETHER**

# 2025-2026 COMPENSATION PLAN

***Dr. Alicia Noyola***  
***Interim Superintendent***

## Board of Trustees

**Marcos J. Garcia IV, President**  
**Orlando Rodriguez, Vice-President**  
**Oscar Hernandez, Secretary**  
**Ricardo Hinojosa, Trustee**  
**Eddie Howell, Jr., Trustee**  
**Rachel Trevino, Trustee**  
**Nancy E. Vallejo, Trustee**



# **Administrative Guidelines - Employee Compensation Plan**

---

**Mercedes ISD  
2025-2026**

## Compensation Policy

Refer to board policies, DEA, DEAA, and DEAB Legal and Local for all district policies and state and federal regulations governing employee pay practices.

The superintendent shall recommend an annual compensation plan for all district employees to the board for approval. The employee compensation plan may include wage and salary structures, stipends, benefits, and incentive pay plans.

The superintendent and designees shall administer the compensation plans consistent with board policies, the annual budget approved by the board, and these administrative guidelines.

## Description of Pay Systems

Employee pay systems are designed and administered to attract and retain qualified employees to achieve the goals of the district. Human resources is responsible for the maintenance and administration of employee systems. Teachers, librarians, and nurses (RN) will be paid according to a salary schedule that correlates salaries to total years of creditable service in education. Other district jobs will be assigned to a pay grade and range structure that sets the range of pay for the position. Jobs are assigned to pay grades based on required job qualifications and skills; job duties and responsibilities defined by the district; and competitive job market rates for comparable jobs.

The distinct pay plan includes:

- Teachers, Librarians, Nurses (RN)
- Administrative-Professional Exempt Staff
- Clerical-Technical Nonexempt Staff
- Instructional Support Nonexempt
- Auxiliary Nonexempt Staff
- Substitute/Tutor/Part-Time
- Extra-Duty

Pay ranges and salary schedules are reviewed and adjusted periodically. Employee pay is adjusted based on the pay increase budget and guidelines approved by the board annually.

## Job Documentation (Description)

Job documentation is an essential function in the administration of the compensation system. Accurate and complete job documentation will be collected and maintained by human resources with input from job supervisors. Job descriptions will define job qualifications, job purpose, major duties and responsibilities, working conditions, and exemption status. Job titles are assigned by human resources to accurately reflect the level and nature of work and the organizational structure of the district.

## Exemption Status

All jobs will be classified as exempt or nonexempt in accordance with the requirements of the federal Fair Labor Standards Act (FLSA) and documented on the job description. Human resources will determine the classification of each position based on a description of assigned job duties and weekly pay. In order to be exempt. The employee's primary duties must meet the requirements defined by federal regulations for the executive, administrative, professional, or computer employee exemption test or be a teacher, and the employee must meet federal salary requirements. All employees who do not meet the legal requirements for exemption are classified as nonexempt.

## Job Classification

Job classification determines the assigned pay range for a job. Job classification is based on job requirements, assigned duties, and market rates. All jobs are classified for pay based on the relative level of knowledge and skill requirements, scope and complexity of assigned duties, job accountability, and working conditions. Human resources will collect job information, evaluate jobs for classification purposes, and assign jobs to pay grade.

## Classification of New Positions

Prior to posting new positions must have a written job description created collaboratively by human resources and the hiring supervisor. Human resources will recommend to the superintendent the pay grade classification of new positions based on the job description, qualifications required, and market value. New positions must be classified in the pay system prior to hiring new employees.

## Job Reclassification

A job reclassification occurs when a job classification is changed to a higher or lower pay range. Jobs may be reclassified as a result of a significant and sustained change in job duties assigned, a need to improve pay equity with similar jobs, or a change in competitive market rates.

## Procedures for Job Reclassification

Review of job reclassifications must be initiated by the executive-level supervisor or by human resources. Jobs previously submitted for review within the last 18 months and newly created jobs are not eligible for review. Reviews will be conducted as follows:

A request for a job classification review must be submitted on a form provided by human resources that describes the rationale for reclassifying the position and provides an explanation of changes in job duties and responsibilities. The request also should include current and proposed job descriptions. The request must be approved by the executive-level supervisor before submitting to human resources.

Human resources will review the request and obtain additional information if needed. Additional information may be obtained from the supervisor and/or employee(s), or by analyzing external job market pay data.

Human resources will evaluate the job classification and prepare a recommendation for review by the superintendent or designee.

## Salary Adjustments for Job Reclassifications

A change in job classification will result in a greater or lesser potential for long-term pay advancement. Salary adjustments cannot be made for contract employees after the beginning of the contract term unless the job responsibilities have increased. Aside from prohibited salary changes for contract employees during the contract term, salary adjustments for job reclassification may be approved in the following circumstances:

- If the job is reclassified upward due to an increase in responsibilities, the procedure for promotion increases may be applied;
- If the job is reclassified due to organizational changes, there may be no immediate pay increase;
- If the job is reclassified due to a change in the competitive job market for the hard-to-fill positions, equity adjustments may be made at the direction of the superintendent subject to contractual pay change restrictions;
- If the job is reclassified to a lower pay range based on a reduction in assigned responsibilities, the employee's pay may be reduced at the direction of the superintendent for the following school year. Refer to procedures on pay adjustments for reassignment to lower pay grade.

## General Pay Increases and Eligibility

Employee pay will be reviewed annually for adjustment. The general pay increase (GPI) will be recommended to the board by the superintendent each year. They are based on the annual amount budgeted for raises and approved by the board. General pay increases provide the same dollar amount of increase to employees in the same pay grade. Teachers will be granted a GPI and reflected in the hiring schedule for the next year. Pay increases that result in pay that exceeds the maximum rate of the pay range must be specifically authorized by the board each year.

To receive a general pay increase, an employee must be in a paid status or on an approved leave of absence at the time of the first pay cycle reflecting the pay increase. Eligible employees must have received satisfactory evaluation in the preceding year.

## Employees on Salary Schedules

Pay increases for jobs on salary schedules are calculated by applying the percent increase approved by the board each year to the midpoint of the salary range or market range.

**Example:**

Annual Increase:	
Range Midpoint or Market Rate	\$56,000
% Increase	0.03
Annual Increase	\$1680

## Employees on Pay Range

General pay increases for employees on pay ranges are calculated by applying the percent increase approved by the board each year to the midpoint rate of the pay range. Employees in the same pay grade will receive the same rate of increase when pay increases are calculated as a percent of midpoint, unless the employee’s pay is close to or exceeds the maximum of the pay range. Pay increases for employees in the educator career path on pay ranges (e.g., Counselor, Assistant Principal) should be measured against teacher pay increases to ensure they’re at least equal to the pay increase for teachers.

**Example: Range Midpoint x Percent Increase = Pay Increase**

Secretary - Pay Grade 3			
<u>Rate Increase</u>		<u>Annual Increase</u>	
Range Midpoint	\$14.87	Hourly Increase	\$0.45
% Increase	<u>x 0.03</u>	Duty Hours	x 7.5
Hourly Increase	\$0.45	Duty Days	<u>x 226</u>
		Annual Increase	\$763

**Example Employee’s Current Pay x Percent Increase = Pay Increase**

Secretary - Pay Grade 3			
<u>Rate Increase</u>		<u>Annual Increase</u>	
Employee Current Pay	\$13.00	Hourly Increase	\$0.39
% Increase	<u>x 0.03</u>	Duty Hours	x 7.5
Hourly Increase	\$0.39	Duty Days	<u>x 226</u>
		Annual Increase	\$661

## Placement of New Hires

### Salary Schedules - Teacher/Librarian/Nurse (RN)

Salaries for teachers, librarians, and nurses (RNs) who are new to the district will be determined by total creditable years of service in education and the district’s salary schedule for the current year.

Creditable years of service will be determined by human resources as defined by state regulation at the time of employment. (TAC Title 19, part II, 153.1021) New hires will receive salary credit for years of service up to a maximum of 20 years.

### Salary Placement - Career and Technical Education Teachers

Career and technical education teachers (may limit to specific CTE fields) may be granted additional years of placement credit for work experience that is directly related to the career and technology field in which they are currently teaching.

Credit may be granted in the following manner:

- 1 year of placement credit on the teacher scale for every 1 full year of related experience up to 5 years (“1 for 1” credit); and
- 1 year of placement credit on the teacher scale for every 2 full years of related experience for more than 5 but up to 11 years (“1 for 2” credit).

**Example: Health Sciences teacher with 7 full years of previous nursing experience**

1 for 1 credit up to 5 years	= 5 years
<u>1 for 2 credit for years 6 and 7</u>	= 1 year
	= 6 years of credit

## Salary Range Placement - Exempt and Nonexempt Staff

Starting pay for a new hire in a pay range plan will be determined individually based on each person’s job-related experience and salaries paid to peer employees in the same position with similar experience.

The guidelines for placement are as follows:

- a) Peer equity
  - In multi-incumbent positions (e.g., classroom aide), starting pay for a new hire should not exceed rates being paid to other employees in the same job with similar experience and qualifications.
- b) Midpoint limit
  - Starting salary may be set up to the midpoint of the pay range based on job-related prior experience and the salary of peer employees. With approval from the superintendent, a starting salary may exceed the midpoint of the pay range and/or peer employees for a hard-to-fill key position.
- c) Placement credit for prior experience
  - i) Subject to guidelines a - b, starting pay for exempt and nonexempt jobs that require prior experience will be determined by these guidelines:
    - 1) Exempt: 1 percent above minimum for each job experience directly related to job duties/Credit for teaching experience is limited to 5 years for salary placement for teachers promoted to a position that requires educator certification on the Administrative-Professional pay schedule.
    - 2) Nonexempt: 1 percent above minimum for each year of job experience directly related to job duties.

## Promotion Increase

A promotion occurs when an employee is moved to a different job in a higher pay grade.

Salary placement for an employee who is promoted to a job in a pay grade with higher midpoint will follow the guidelines for placement of a new hire with additional adjustments made as needed to achieve pay equity among peer employees. Employees promoted internally will not be paid less than a new hire with similar experience.

Promoted employees should receive at least a 3 percent salary increase applied to the employee’s base daily or hourly rate for the required duty days of the new assignment, less any stipends paid for supplemental duties.

Base pay for teachers includes incentives paid for the teaching assignment, such as advanced degree, certification field, career ladder, etc., only when teachers are being promoted to another certified educator position. Coaching or other extracurricular stipends should not be included in base pay.

### *Example of promotion from paraprofessional pay grade 1 to pay grade 2:*

<u>New Hire Pay Rate in PG 2</u>		<u>Minimum 3% Increase</u>	
Employee Current Rate	\$ 10.37	Employee Current Rate	\$ 10.37
Credit Experience	<u>3 years</u>	3 Percent Increase	<u>x 1.03</u>
Calculated Hourly Rate	\$12.00	Employee New Rate	\$10.68

New Hourly Rate \$12.00

### *Example of promotion from paraprofessional pay grade 3 to pay grade 4:*

<u>New Hire Pay Rate in PG 4</u>		<u>Minimum 3% Increase</u>	
Employee Current Rate	\$ 15.59	Employee Current Rate	\$ 15.59
Credit Experience	<u>7 years</u>	3 Percent Increase	<u>x 1.03</u>
Calculated Hourly Rate	\$15.92	Employee New Rate	\$16.06

New Hourly Rate \$16.06

## Reassignments

### Pay Adjustments for Reassignment to a Lower Pay Grade

A reassignment to a different job in a lower pay range is considered a demotion and a corresponding reduction in pay may result if approved by the superintendent.

Contract employees - A reduction in pay as a result of a demotion will not be made during the current contract year. Demotions that become effective during the contract term may result in a pay reduction for the following school year provided notice for the reduction is given to the employee before the penalty free resignation date (i.e., 45 days before the first day of instruction for the next school year). Pay predictions for contract employees are made at the direction of the superintendent and may follow the same guidelines as pay reductions for non-contract employees.

Noncontract employees - Subject to approval by the superintendent, a reduction in pay for a demotion will be made effective with the new assignment to a lower pay grade. The employee's base pay (hourly or daily) may be reduced to the same percent of midpoint (rate divided by midpoint) in the lower pay range by 5 percent per pay grade, whichever is less.

#### *Example of position in range reduction to a lower pay grade:*

<u>Higher Pay Grade</u>		<u>Lower Pay Grade</u>		<u>5% Decrease</u>	
Employee Rate	\$14.50	Midpoint Rate	\$13.60	Employee Rate	\$14.50
Midpoint Rate	÷ \$15.87	Percent of Midpoint	x 0.91	5% Decrease	(5%)
Percent of Midpoint	0.91	Employee New Rate	\$12.38	Employee New Rate	\$13.78

New Hourly Rate \$13.78

Pay adjustments may also be made for a longer or shorter work year associated with the change in duty assignment. In the case of a demotion from a pay range structure to an experience-based placement scale, salary placement will be made according to years of experience.

### Review and Adjustment of Pay Ranges

Human resources will review pay structures annually and recommend adjustments as needed to maintain competitive alignment with external job markets and internal alignment of career pathways. Adjustments to pay ranges are made prior to the calculation of pay increases.

If no pay raise is approved by the board, no pay range adjustments will be made. Salary schedules will be adjusted only to update the years of service.

### Reinstatement Following Break in Service

An employee who is rehired for the same position following a break-in-service that is less than 12 months shall be reinstated at the same pay rate previously held prior to the break-in-service, or according to the procedures for placement of new hires, whichever is greater.

If rehired at a different pay grade level or rehired following a break in service that is longer than 12 months, the employee's pay will be placed according to the procedures for placement of new hires.

### Pay for Interim Assignments

Employees in interim assignments for more than 10 days, should receive at least a 3 percent increase applied to the employee's base daily or hourly rate or a pay adjustment to the new range minimum for the duration of the assignment, whichever is greater.

Employees with contracts serving in an interim assignment will receive a separate written agreement. This will state that at the conclusion of the additional duty, the additional payment does not continue over the course of the year.

## Extracurricular Stipends

The board will approve a schedule of salary stipends for extra duties. Exempt employees who are assigned supplemental duties that accrue extra pay will be compensated according to the district's schedule for the extra duty stipends. Stipends and incentives are reviewed and modified periodically.

Nonexempt employees who are assigned supplemental duties will be paid on an hourly basis including overtime compensation when hours exceed 40 in a work week. The hours worked in supplemental duties must be combined with the hours worked on the regular job assignment for determining the total hours worked each week.

Payment of extra-duty stipends for exempt employees are annualized and paid monthly over the course of the school year. Certain stipends such as UIL and Class Sponsors may be paid as a lump sum (at the end of the semester/school year).



<b>Mercedes ISD</b>			
<b>2025-2026 Teacher Salary Schedule</b>			
<b>Years of Experience</b>	<b>New Hire Salary</b>	<b>HB2 Allotment</b>	<b>Total</b>
0	\$51,800.00	\$1,500.00	\$53,300.00
1	\$52,100.00	\$1,500.00	\$53,600.00
2	\$52,400.00	\$1,500.00	\$53,900.00
3	\$52,700.00	\$4,000.00	\$56,700.00
4	\$53,000.00	\$4,000.00	\$57,000.00
5	\$53,400.00	\$8,000.00	\$61,400.00
6	\$53,800.00	\$8,000.00	\$61,800.00
7	\$54,200.00	\$8,000.00	\$62,200.00
8	\$54,600.00	\$8,000.00	\$62,600.00
9	\$55,100.00	\$8,000.00	\$63,100.00
10	\$55,600.00	\$8,000.00	\$63,600.00
11	\$56,100.00	\$8,000.00	\$64,100.00
12	\$56,600.00	\$8,000.00	\$64,600.00
13	\$57,100.00	\$8,000.00	\$65,100.00
14	\$57,600.00	\$8,000.00	\$65,600.00
15	\$58,100.00	\$8,000.00	\$66,100.00
16	\$58,600.00	\$8,000.00	\$66,600.00
17	\$59,100.00	\$8,000.00	\$67,100.00
18	\$59,600.00	\$8,000.00	\$67,600.00
19	\$60,100.00	\$8,000.00	\$68,100.00
20	\$60,900.00	\$8,000.00	\$68,900.00

<b>Mercedes ISD</b>
<b>2025 - 2026 Salary Range</b>
<p>Teachers, Librarians, and Nurses (RN), Elementary Reading Specialist, and ESL/Bilingual Strategist \$51,800 starting, 0% GPI</p>
<b>Hiring Salary Range</b>
<p>10-Month Hiring Range Minimum: \$51,800 10-Month Hiring Range Maximum: \$60,900</p> <p>Continuing Teachers, Librarians, and Nurses (RN) will not receive a step increase this year.</p> <p>Teachers - 187 Days Librarians - 195 Days HS Librarian - 207 Days Nurses (RN) - 187 Days</p>
<p>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.</p> <p>Salaries are determined individually with consideration for job-related experience and credentials.</p>

**2025-2026 Administrative Professional Pay Family (100)****Mercedes ISD**

<b>PAY GRADE</b>	<b>JOB TITLE</b>	<b>CALENDAR</b>	<b>MINIMUM</b>	<b>MIDPOINT</b>	<b>MAXIMUM</b>	
<b>101</b>			<b>Daily</b>	<b>\$227.95</b>	<b>\$276.24</b>	<b>\$324.53</b>
	Dropout Prevention Facilitator	187	187 Days	\$42,626.65	\$51,656.88	\$60,687.11
	Dropout Prevention Facilitator (Lead)	197	197 Days	\$44,906.15	\$54,419.28	\$63,932.41
	Social Worker	197	210 Days	\$47,869.50	\$58,010.40	\$68,151.30
	ACE Coordinator	210	220 Days	\$50,149.00	\$60,772.80	\$71,396.60
	Accelerated Learning Specialist	220	226 Days	\$51,516.70	\$62,430.24	\$73,343.78
	Assistant Director of CNS	226				
	Communication & Marketing Specialist	226				
	Human Resource Specialist	226				
<b>102</b>			<b>Daily</b>	<b>\$258.72</b>	<b>\$313.53</b>	<b>\$368.34</b>
	Physical Therapy Assistant	191	191 Days	\$49,415.52	\$59,884.23	\$70,352.94
	Occupational Therapy Assistant	197	197 Days	\$50,967.84	\$61,765.41	\$72,562.98
	Speech Pathology Assistant	197	202 Days	\$52,261.44	\$63,333.06	\$74,404.68
	Athletic Trainer Asst.	202	207 Days	\$53,555.04	\$64,900.71	\$76,246.38
	Athletic Trainer Lead	207	210 Days	\$54,331.20	\$65,841.30	\$77,351.40
	Teacher Lead/VI (SPED)	207	226 Days	\$58,470.72	\$70,857.78	\$83,244.84
	CCMR & District Outcomes Coordinator	210				
	Student Success Advisor	210				
	Technology Support Specialist	226				
<b>103</b>			<b>Daily</b>	<b>\$274.25</b>	<b>\$332.34</b>	<b>\$390.43</b>
	GEAR-Up Facilitator	197	197 Days	\$54,027.25	\$65,470.98	\$76,914.71
	Counselor Elementary	202	202 Days	\$55,398.50	\$67,132.68	\$78,866.86
	Academic Coach	207	207 Days	\$56,769.75	\$68,794.38	\$80,819.01
	Counselor MS	207	210 Days	\$57,592.50	\$69,791.40	\$81,990.30
	Diagnostician	207	226 Days	\$61,980.50	\$75,108.84	\$88,237.18
	Counselor MHS/MECA	210				
	Family Engagement Specialist	210				
	Instructional Technology Specialist	210				
	Accelerated Learning Coordinator	226				
	ARD Facilitator	226				
	Counselor MAA	226				
	Counselor MECA (Lead)	226				
	Head Counselor (MHS Only)	226				
<b>104</b>			<b>Daily</b>	<b>\$290.74</b>	<b>\$352.28</b>	<b>\$413.82</b>
	Occupational Therapist	197	197 Days	\$57,275.78	\$69,399.16	\$81,522.54
	Speech Language Pathologist	197	207 Days	\$60,183.18	\$72,921.96	\$85,660.74
	Assistant Principal Elementary	207	215 Days	\$62,509.10	\$75,740.20	\$88,971.30
	LSSP - Behavior Specialist	207	226 Days	\$65,707.24	\$79,615.28	\$93,523.32
	LSSP (Licensed Spec in School Psych)	207				
	504/RtI/Dyslexia Coordinator K-12	215				
	CTE College & Career Readiness Advisor	215				
	Dean of Instruction (MS)	215				
	Computer Network Specialist	226				
	Dean of Instruction (MHS)	226				
	LPC/LPC Associate	226				
	PEIMS Coordinator	226				
	Purchasing Coordinator	226				
	Testing Coordinator/Data Analyst	226				

## 2025-2026 Administrative Professional Pay Family (100)

### Mercedes ISD

PAY GRADE	JOB TITLE	CALENDAR		MINIMUM	MIDPOINT	MAXIMUM
<b>105</b>			<b>Daily</b>	<b>\$311.05</b>	<b>\$376.94</b>	<b>\$442.83</b>
	Assistant Principal (MS)	207	207 Days	\$64,387.35	\$78,026.58	\$91,665.81
	Assistant Principal (MECA)	210	210 Days	\$65,320.50	\$79,157.40	\$92,994.30
	Assistant Principal (MHS)	210	215 Days	\$66,875.75	\$81,042.10	\$95,208.45
	Co-Director Fine Arts	215	226 Days	\$70,297.30	\$85,188.44	\$100,079.58
	Early Childhood Coordinator	215	240 Days	\$74,652.00	\$90,465.60	\$106,279.20
	Mercedes Early Literacy Coordinator	215				
	Director of Accounting	226				
	Director of CNS	226				
	Director of Transportation	226				
	Director of Maintenance	240				
<b>106</b>			<b>Daily</b>	<b>\$337.57</b>	<b>\$404.27</b>	<b>\$470.97</b>
	DAEP/Community Outreach Coordinator	207	207 Days	\$69,876.99	\$83,683.89	\$97,490.79
	Principal Elementary	215	215 Days	\$72,577.55	\$86,918.05	\$101,258.55
	Blended Learning Specialist	226	226 Days	\$76,290.82	\$91,365.02	\$106,439.22
	Director of CTE	226				
	Director of Primary Literacy	226				
<b>107</b>			<b>Daily</b>	<b>\$362.04</b>	<b>\$433.58</b>	<b>\$505.12</b>
	Principal MS	215	215 Days	\$77,838.60	\$93,219.70	\$108,600.80
	Director of Athletics	226	226 Days	\$81,821.04	\$97,989.08	\$114,157.12
	Director of Bilingual/ESL	226				
	Director of Federal Programs	226				
	Director of Safe Schools	226				
	Director of Special Education	226				
	Director of Technology	226				
	Principal MAA	226				
	Principal MECA	226				
<b>108</b>			<b>Daily</b>	<b>\$397.30</b>	<b>\$465.01</b>	<b>\$532.72</b>
	Chief Financial Officer	226	226 Days	\$89,789.80	\$105,092.26	\$120,394.72
	Director of Elementary Education	226				
	Director of Human Resources	226				
	Director of Secondary Education	226				
	Director of Student Services	226				
	Principal MHS	226				
<b>109</b>			<b>Daily</b>	<b>\$456.90</b>	<b>\$534.76</b>	<b>\$612.62</b>
	Assistant Superintendent C&I	226	226 Days	\$103,259.40	\$120,855.76	\$138,452.12

**2025-2026 Paraprofessional Pay Family (200)****Mercedes ISD**

<b>PAY GRADE</b>	<b>JOB TITLE</b>	<b>CALENDAR</b>		<b>MINIMUM</b>	<b>MIDPOINT</b>	<b>MAXIMUM</b>
<b>201</b>			<b>Hourly</b>	<b>\$12.20</b>	<b>\$14.61</b>	<b>\$17.02</b>
	Aide Instructional	187	187 Days	\$18,251.20	\$21,856.56	\$25,461.92
	Aide Instructional PE	187				
	Aide Resource/Inclusion	187				
<b>202</b>			<b>Hourly</b>	<b>\$13.18</b>	<b>\$16.07</b>	<b>\$18.96</b>
	Aide Adaptive PE (SPED)	187	187 Days	\$19,717.28	\$24,040.72	\$28,364.16
	Aide Computer Lab	187				
	Aide Library	187				
	Aide SPED Life Skills	187				
	VI/Lead Teacher Aide	187				
<b>203</b>			<b>Hourly</b>	<b>\$17.65</b>	<b>\$21.53</b>	<b>\$25.41</b>
	Licensed Vocational Nurse	187	187 Days	\$26,404.40	\$32,208.88	\$38,013.36

**2025-2026 Clerical Pay Family (300)****Mercedes ISD**

Pay Grade	Job Title	Calendar		Minimum	Midpoint	Maximum
<b>301</b>			<b>Hourly</b>	<b>\$13.00</b>	<b>\$15.66</b>	<b>\$18.32</b>
	Receptionist (MS)	187	187 Days	\$19,448.00	\$23,427.36	\$27,406.72
	Receptionist (MHS)	197	197 Days	\$20,488.00	\$24,680.16	\$28,872.32
	Receptionist (District)	220	220 Days	\$22,880.00	\$27,561.60	\$32,243.20
<b>302</b>			<b>Hourly</b>	<b>\$13.85</b>	<b>\$16.69</b>	<b>\$19.53</b>
	Health Aide (MHS)	187	187 Days	\$20,719.60	\$24,968.24	\$29,216.88
	Secretary Counselor (MS)	207	207 Days	\$22,935.60	\$27,638.64	\$32,341.68
	Clerk Textbook	215	215 Days	\$23,822.00	\$28,706.80	\$33,591.60
	Clerk Print Shop/Fixed Assets	226	226 Days	\$25,040.80	\$30,175.52	\$35,310.24
	Clerk Records	226				
<b>303</b>			<b>Hourly</b>	<b>\$14.77</b>	<b>\$17.79</b>	<b>\$20.81</b>
	Clerk Transportation	180	180 Days	\$21,268.80	\$25,617.60	\$29,966.40
	Family and Community Engagement	187	187 Days	\$22,095.92	\$26,613.84	\$31,131.76
	Clerk Attendance (MECA, MHS, MS,	197	197 Days	\$23,277.52	\$28,037.04	\$32,796.56
	Clerk Bilingual (Elementary)	197	202 Days	\$23,868.32	\$28,748.64	\$33,628.96
	Clerk Data Entry (Elementary)	197	207 Days	\$24,459.12	\$29,460.24	\$34,461.36
	Clerk ESL (MS, MHS)	197	210 Days	\$24,813.60	\$29,887.20	\$34,960.80
	Clerk Special Ed	202	215 Days	\$25,404.40	\$30,598.80	\$35,793.20
	Clerk Assessment (SPED)	207	226 Days	\$26,704.16	\$32,164.32	\$37,624.48
	Secretary Counselor (MHS)	210				
	Registrar (MECA)	215				
	Registrar (MHS)	226				
<b>304</b>			<b>Hourly</b>	<b>\$15.80</b>	<b>\$19.04</b>	<b>\$22.28</b>
	Child Nutrition Service Clerk	207	207 Days	\$26,164.80	\$31,530.24	\$36,895.68
	Secretary Athletics	210	210 Days	\$26,544.00	\$31,987.20	\$37,430.40
	Secretary Campus (MAA)	210	215 Days	\$27,176.00	\$32,748.80	\$38,321.60
	Clerk, Special Programs	215	220 Days	\$27,808.00	\$33,510.40	\$39,212.80
	Secretary Campus (Elementary)	215	226 Days	\$28,566.40	\$34,424.32	\$40,282.24
	Secretary Campus (Middle School)	215	251 Days	\$31,726.40	\$38,232.32	\$44,738.24
	Secretary Curriculum and Instruction	215				
	Secretary Fine Arts	215				
	Clerk Maintenance	220				
	Secretary Campus (MECA)	220				
	Secretary to Director Safe Schools	220				
	Secretary CTE	226				
	Inventory Clerk Maintenance	251				

## 2025-2026 Clerical Pay Family (300) Continued

### Mercedes ISD

Pay Grade	Job Title	Calendar		Minimum	Midpoint	Maximum
<b>305</b>			<b>Hourly</b>	<b>\$16.91</b>	<b>\$20.37</b>	<b>\$23.83</b>
	Clerk SEMS	210	210 Days	\$28,408.80	\$34,221.60	\$40,034.40
	Clerk SERS	210	220 Days	\$29,761.60	\$35,851.20	\$41,940.80
	CNS Purchasing Clerk	220	226 Days	\$30,573.28	\$36,828.96	\$43,084.64
	Secretary Director Bilingual/ESL	220	240 Days	\$32,467.20	\$39,110.40	\$45,753.60
	Secretary Early Childhood	220				
	Secretary Federal Programs	220				
	Secretary Campus (MHS)	226				
	Secretary Student	226				
	Secretary Transportation	226				
	Secretary Maintenance	240				
<b>306</b>			<b>Hourly</b>	<b>\$18.09</b>	<b>\$21.79</b>	<b>\$25.49</b>
	Inventory and Commodities Clerk	220	220 Days	\$31,838.40	\$38,350.40	\$44,862.40
	Secretary Director Special Ed	220	226 Days	\$32,706.72	\$39,396.32	\$46,085.92
	Clerk Accounts Payable	226				
	Clerk HR	226				
	Secretary Technology Director	226				
<b>307</b>			<b>Hourly</b>	<b>\$19.35</b>	<b>\$23.31</b>	<b>\$27.27</b>
	SPED Stud Support Svc	197	197 Days	\$30,495.60	\$36,736.56	\$42,977.52
	Assessment/PEMS Data	226	226 Days	\$34,984.80	\$42,144.48	\$49,304.16
	Budget Specialist (Part-Time)	226				
	Clerk Payroll	226				
	Computer Technician	226				
	Employee Benefits Specialist	226				
	Secretary CFO	226				
	Secretary Human Resources	226				
	Secretary Director Elem/Sec Ed	226				
<b>308</b>			<b>Hourly</b>	<b>\$25.16</b>	<b>\$30.31</b>	<b>\$35.46</b>
	Executive Admin Asst to Supt.	226	226 Days	\$45,489.28	\$54,800.48	\$64,111.68

## 2025-2026 Auxiliary Pay Family (400)

### Mercedes ISD

Pay Grade	Job Title	Calendar		Minimum	Midpoint	Maximum
<b>401</b>			<b>Hourly</b>	<b>\$10.75</b>	<b>\$12.95</b>	<b>\$15.15</b>
	Bus Monitor	180	180 Days	\$15,480.00	\$18,648.00	\$21,816.00
	Food Specialist	180	251 Days	\$21,586.00	\$26,003.60	\$30,421.20
	Custodian	251				
<b>402</b>			<b>Hourly</b>	<b>\$11.72</b>	<b>\$14.12</b>	<b>\$16.52</b>
	Food Service Manager Trainee	180	180 Days	\$16,876.80	\$20,332.80	\$23,788.80
	Field/Yard Crew	251	251 Days	\$23,533.76	\$28,352.96	\$33,172.16
	Warehouse Assistant/Delivery (CNS)	251				
<b>403</b>			<b>Hourly</b>	<b>\$12.66</b>	<b>\$15.25</b>	<b>\$17.84</b>
	Field/Yard Crew Leader	251	251 Days	\$25,421.28	\$30,622.00	\$35,822.72
	Head Custodian	251				
	Warehouse Manager (CNS)	251				
<b>404</b>			<b>Hourly</b>	<b>\$13.93</b>	<b>\$16.78</b>	<b>\$19.63</b>
	Food Service Manager (Elem./MECA)	180	180 Days	\$20,059.20	\$24,163.20	\$28,267.20
	General Maintenance	251	251 Days	\$27,971.44	\$33,694.24	\$39,417.04
	Inventory Clerk (Maintenance)	251				
	Receiving Clerk/Warehouse	251				
	Welder	251				
<b>404 (Drivers Only)</b>			<b>Hourly</b>	<b>\$17.25</b>	<b>\$21.25</b>	<b>\$25.00</b>
	Driver	180	180 Days	\$24,840.00	\$30,600.00	\$36,000.00
<b>405</b>			<b>Hourly</b>	<b>\$15.74</b>	<b>\$18.96</b>	<b>\$22.18</b>
	Food Service Manager (HS/MS)	180	180 Days	\$22,665.60	\$27,302.40	\$31,939.20
	Electrician Apprentice	251	251 Days	\$31,605.92	\$38,071.68	\$44,537.44
<b>406</b>			<b>Hourly</b>	<b>\$17.16</b>	<b>\$20.67</b>	<b>\$24.18</b>
	AC Technician	251	251 Days	\$34,457.28	\$41,505.36	\$48,553.44
	Carpenter	251				
	Locksmith	251				
	Mechanic	251				
	Painter	251				
	Plumber Assistant	251				
	Roofer	251				
<b>407</b>			<b>Hourly</b>	<b>\$18.69</b>	<b>\$22.52</b>	<b>\$26.35</b>
	Agriculture Facility Assistant	240	240 Days	\$35,884.80	\$43,238.40	\$50,592.00
	Certified Welder	251	251 Days	\$37,529.52	\$45,220.16	\$52,910.80
	Custodial Foreman	251				
	HVAC Technician	251				
	Lic. Journeyman Electrician	251				
	Lic. Journeyman Plumber	251				
	Master Plumber	251				
	Route Technician	251				
	Shop Supervisor	251				

408		Hourly	\$20.37	\$24.54	\$28.71
Chef	180	180 Days	\$29,332.80	\$35,337.60	\$41,342.40
Supervisor – Shipping and Receiving	226	226 Days	\$36,828.96	\$44,368.32	\$51,907.68
HVAC Licensed Technician	251	251 Days	\$40,902.96	\$49,276.32	\$57,649.68
Supervisor Transportation	251				

## 2025-2026 Substitute/Tutor/Part-Time Pay Rate Structure

CATEGORY 1	Days	Daily Rate
Full-day Substitute - <b>NO DEGREE</b>	1	\$90
	*10+ Consecutive days in the same teacher assignment	\$95

CATEGORY 2	Days	Daily Rate
Full-day Substitute - <b>DEGREED (conferred transcripts required)</b> Certified LVN	1	\$110
	*10+ Consecutive days in the same teacher assignment	\$115

CATEGORY 3	Days	Daily Rate
Full-day Substitute - <b>DEGREED / SBEC TEACHER CERTIFIED</b> Registered Nurse (RN)	1	\$135
	*10+ Consecutive days in the same teacher assignment	\$145

CATEGORY 4	Days	Daily Rate
Full-day Substitute Administrator - <b>DEGREED / SBEC ADMIN CERTIFIED</b> (requires prior Superintendent's approval)	1 +	\$200
Full-day Substitute Administrator w/ duties - <b>DEGREED / SBEC ADMIN CERTIFIED</b> (requires prior Superintendent's approval)	1 +	\$275

CATEGORY 5	Days	Hourly Rate
Custodial, Cafeteria, Maintenance and Clerical Positions	any/all	\$8.30
Bus Driver ( <i>subject to change</i> )	any/all	\$14.70
Tutor ( <i>current employee outside of regular daily duty hours/day; minimum of 30 minute increments</i> )	not certified	\$10
	teacher certified	\$25

PART-TIME PAY SCHEDULE	HOURLY RATE
High School Student	Minimum Wage (\$7.25/hr)
College Tutor	\$8
In school tutorials - TEACHER CERTIFIED	\$24
In School Tutorials - DEGREED NON-CERTIFIED	\$18
In School Tutorials - NON DEGREED	Minimum Wage (\$7.25/hr)

## 2025-2026 Extra Duty Pay & Summer Programs Pay Rate Structure

<b>ACE PROGRAM</b>	<b>HOURLY RATE</b>
Administrator (Performed by Ace Campus Coordinator)	\$0
Lead Teacher, Teacher, RN	\$35/hr
Non-exempt employees will be paid time & 1/2 for any hours worked over 40 hours of the regular work week (clerk, secretary, LVN, instructional assistant)	1.5 x hourly rate
College Tutor	\$8/hr

<b>Summer Programs</b>	<b>HOURLY RATE</b>
Administrators	\$30/hr
Counselors	\$27/hr
Lead Teachers, Teachers, Librarians, RN, Special Education Teachers, STAAR/EOC Teachers	\$26/hr
Teacher - Degreed (Not Certified)	\$18
LVN	\$24
Attendance Clerks, Clerks, Instructional Aides, Specialists, Parent Liasons, Secretaries	\$12

<b>Summer Pay Auxiliary</b>	<b>HOURLY RATE</b>
Employee performing his/her same job/role/duties in the summer as during the regular school calendar - they shall be paid their own hourly rate	His/Her same hourly rate
Employee performing a different job/role/duties in the summer then as the regular school calendar - they shall be paid the hourly rate as indicated here	\$13.50/hr

**2025-2026 Athletic Stipend - Middle Schools**  
**Pay Rate Structure**

<b>MIDDLE SCHOOL ATHLETIC STIPENDS</b>				
<b>Athletic Coordinator</b>	<b>Stipend</b>		<b>Golf (Boys/Girls)</b>	<b>Stipend</b>
Boys Athletic Coordinator	\$1,900		Head Golf Coach	\$2,000
Girls Athletic Coordinator	\$1,900		Assistant Golf Coach	\$1,800
Off Season Coordinator	\$2,800		<b>Soccer</b>	<b>Stipend</b>
<b>Baseball</b>	<b>Stipend</b>		Head 7th/8th Soccer Coach	\$2,000
Head 7th/8th Baseball Coach	\$2,000		Assistant 7th/8th Soccer Coach	\$1,800
Assistant 7th/8th Baseball Coach	\$1,800		<b>Softball</b>	<b>Stipend</b>
<b>Basketball (Boys/Girls)</b>	<b>Stipend</b>		Head 7th/8th Softball Coach	\$2,000
Head Basketball Coach	\$2,000		Assistant 7th/8th Softball Coach	\$1,800
Assistant Basketball Coach	\$1,800		<b>Tennis (Boys/Girls)</b>	<b>Stipend</b>
<b>Cross-Country (Boys/Girls)</b>	<b>Stipend</b>		Head Tennis Coach	\$2,000
Co-Cross-Country Coach	\$1,500		Assistant Tennis Coach	\$1,800
Assistant Cross-Country Coach	\$1,500		<b>Track (Boys/Girls)</b>	<b>Stipend</b>
<b>Football</b>	<b>Stipend</b>		Head 7th/8th Track Coach	\$2,000
Head 7th/8th Football Coach	\$5,600		Assistant 7th/8th Track Coach	\$1,800
7th/8th Football Assistance	\$5,400		<b>Volleyball</b>	<b>Stipend</b>
			Head 7th/8th Volleyball Coach	\$3,300
			Assistant 7th/8th Volleyball Coach	\$3,000

## 2025-2026 Athletic Stipend - High Schools Pay Rate Structure

<b>HIGH SCHOOL ATHLETIC STIPENDS</b>			
<b>Athletic Administration</b>	<b>Stipend</b>	<b>Athletic Trainer</b>	<b>Stipend</b>
Academic Coordinator (Boys & Girls)	\$1,000	Head/Assist Athletic Trainer (2)	\$18,900
Athletic Coordinator (Boys/Girls)	\$4,000	<b>Basketball (Boys &amp; Girls)</b>	<b>Stipend</b>
Athletic Director Cell Phone	\$1,200	Head Basketball Coach	\$8,000
Fall Equipment Coordinator	\$1,000	Assistant Basketball Coach	\$3,500
Field Maintenance	\$1,200	<b>Baseball</b>	<b>Stipend</b>
Media Specialist	\$2,000	Head Baseball Coach	\$8,000
Media Specialist Assistant	\$1,500	Assistant Baseball Coach	\$3,000
Off Season Coordinator	\$1,500	<b>Cross Country (Boys &amp; Girls)</b>	<b>Stipend</b>
P.E. Coordinator	\$5,000	Head Cross Country Coach	\$9,000
Sports Medicine Director	\$3,000	Assistant Cross Country Coach	\$3,750
Spring Equipment Coordinator	\$1,000	<b>Golf (Boys &amp; Girls)</b>	<b>Stipend</b>
Strength & Conditioning	\$2,500	Head Golf Coach	\$8,500
Travel Coordinator	\$500	Assistant Golf Coach	\$4,000
<b>Football</b>	<b>Stipend</b>	<b>Powerlifting (Boys &amp; Girls)</b>	<b>Stipend</b>
Head Football Coach	\$15,000	Head Powerlifting Coach	\$6,000
1st Assist/Off/Def/Special Teams	\$12,000	Assistant Powerlifting Coach	\$3,000
Varsity Football Assistant	\$9,500	<b>Softball</b>	<b>Stipend</b>
JV Head Football Coach (Additional Duty of Football Assistant)	\$1,000	Head Softball Coach	\$8,000
Freshman Head Football Coach	\$8,500	Assistant Softball Coach	\$3,000
Freshman Football Assistant	\$7,000	<b>Soccer (Boys &amp; Girls)</b>	<b>Stipend</b>
Digital Editing Coordinator (2)	\$5,000	Head Soccer Coach	\$8,000
<b>Tennis (Boys &amp; Girls)</b>	<b>Stipend</b>	Assistant Soccer Coach	\$3,000
Head Tennis Coach	\$8,500	<b>Volleyball</b>	<b>Stipend</b>
Assistant Tennis Coach	\$4,000	Head Volleyball Coach	\$9,000
<b>Track (Boys &amp; Girls)</b>	<b>Stipend</b>	Assistant Volleyball Coach	\$6,500
Head Track Coach	\$8,000		
Assistant Track Coach	\$3,000		

**2025-2026 General Stipends and Other Compensations**

STIPEND TYPE	STIPEND
<b>General Stipend Type</b>	<b>Amount</b>
Teacher Bilingual/ESL (Based on Student Counts)	\$1,500
Master's Degree in Teaching Field – 60% or more in subject area	\$2,000
Master's Degree in Teaching Field & Teaching Concurrent/Dual Credit Courses	\$2,500
Mentor Teacher Stipend (Supervising a First Year Teacher with the same content certification - \$250 per semester)	\$250
Secondary Math Major Teaching Math	\$500
Secondary Science Major Teaching Science	\$500
Specialized Area Math Teacher (6th - 12th)	\$2,500
Specialized Area Science Teacher (6th – 12th)	\$2,500
Specialized Area Reading/Writing (3rd – 10th)(includes Reading Specialist/Dyslexia Teachers)	\$1,000
<b>**Specialized area stipends are subject to proration based on # of classes taught in subject area**</b>	
<b>Other General Stipends</b>	<b>Amount</b>
CNS Manager (MHS Only)	\$2,000
Lead Librarian (Plus 6 Extra Days)	\$1,500
Lead Nurse (Plus 15 Extra Days)	\$2,500
Lead Counselor (District)	\$2,500
Assistant Superintendent Cell Phone	\$1,200
Administration of Tests Credit by Exam	\$24 per hour
TSI Test Administrator	\$24 per hour
In-service Training	\$16 per hour
District Website Manager	\$1,500
Lead Dropout Prevention Facilitator	\$1,000
Social Worker With Master's Degree	\$1,200
<b>Special Education</b>	<b>Amount</b>
Special Olympics	\$2,500
Licensed Specialist in School Psychology	\$2,500
Licensed Speech Language Pathologist (SLP)	\$1,500
Licensed Speech Language Pathologist CCC Certification	\$6,000
Physical Therapy Assistant	\$500
Resource/Inclusion Teacher	\$1,000
Life Skills Self Contained/PPCD Teacher	\$1,500
Hygiene Stipend (Paraprofessionals Only)	\$500
Visually Impaired	\$3,500

STIPEND TYPE	STIPEND
<b>Career and Technical Education</b>	<b>Amount</b>
Video Production	\$1,500
Lead STEM Teacher	\$1,000
CTE Academy Coordinator	\$2,000
Critical Area	\$3,000
Student Organization	\$1,000
Technology Coordinator	\$1,500
Technology Assistant	\$1,500
Website/Newsletter	\$1,500
Media Specialist	\$2,000
TSI Coordinator	\$2,000
Ag Facility Assistant	\$2,500
Critical Area Reg. Nurse/Master	\$8,000
Critical Area Master Electrician	\$5,000
Extra Duty	\$2,500
Livestock	\$2,000
Critical High Need Area (Health Science Specialist)	\$8,000
CTE Chair	\$1,500
Health Science Lead Teacher	\$10,000
Welding Teacher (Dual Enrollment)	\$10,000

**2025-2026 ELEMENTARY SCHOOL/MIDDLE SCHOOL STIPENDS**

<b>ELEMENTARY SCHOOL</b>			
<b>UIL STIPENDS</b>	<b>AMOUNT</b>	<b>OTHER</b>	<b>AMOUNT</b>
Elementary – per Meet	\$150	Campus Technology Coordinator	\$1,500
Art Contest	\$350	NOTE: 1. All tournaments/competitions are paid outside of the school day. 2. UIL & Sponsor (annual) Stipends are for Teachers only. Exceptions will require written prior approval from District Level Administration. 3. Stipends are for one individual. If duties are shared, the stipend amount will be equally divided among individuals.	
Calculator	\$350		
Creative Writing	\$350		
Dictionary Skills	\$350		
Listening Skills	\$350		
Maps, Charts, and Graphs	\$350		
Mathematics	\$350		
Music Memory	\$350		
Number Sense	\$350		
Oral Reading	\$350		
Ready Writing	\$350		
Science	\$350		
Spanish Poetry	\$350		
Spanish Storytelling	\$350		
Spelling	\$350		
Storytelling	\$350		
UIL Elementary Coordinator/Facilitator	\$350		
<b>MIDDLE SCHOOL</b>			
<b>UIL STIPENDS</b>	<b>AMOUNT</b>	<b>OTHER/SPONSORS</b>	<b>AMOUNT</b>
Dictionary Skills	\$1,000	Cheerleader Sponsor	\$3,200
Spelling	\$1,000	Drill Team Sponsor	\$2,500
Number Sense	\$1,000	Student Council Sponsor	\$700
Calculator	\$1,000	Campus Technology Coordinator	\$1,500
Listening Skills	\$1,000	Head Band Director	\$11,000
Prose & Poetry	\$1,000	Jr. National Honor Society	\$600
Subject Area Math	\$1,000	Note: 1. One sponsor per campus unless otherwise indicated. 2. All tournaments/competitions are paid outside of the school day. 3. UIL & Sponsor Annual Stipends are for Teachers only, any exceptions will require written prior approval from District Level Administration. 4. Stipends are for one individual. If duties are shared, the stipend amount will be equally divided among individuals.	
Science	\$1,000		
Impromptu	\$1,000		
Modern Oratory	\$1,000		
Social Studies	\$1,000		
Ready Writing	\$1,000		
Maps, Charts, and Graphs	\$1,000		
Spanish Poetry	\$1,000		
One-Act Play	\$1,000		
Solo/Suet Acting	\$1,000		
Secondary Meets	\$150		
UIL Middle School Coordinator / Facilitator	\$700		

## 2025-2026 MIDDLE SCHOOL DEPARTMENT HEAD STIPEND PAY RATE STRUCTURE

<b>MIDDLE SCHOOL DEPARTMENT HEAD STIPENDS</b>				
<b>Middle School Department Heads</b>	<b>2-3 Members</b>	<b>4-5 Members</b>	<b>6-7 Members</b>	<b>8+ Members</b>
English Language Arts & Reading (ELAR)	\$400	\$550	\$650	\$800
Mathematics Department	\$400	\$550	\$650	\$800
Science Department	\$400	\$550	\$650	\$800
Social Studies Department	\$400	\$550	\$650	\$800
Special Education Department	\$400	\$550	\$650	\$800

\*Department Head is not included in the total number of members.

\*Stipends are for one individual. If duties are shared, the stipend amount will be equally divided among individuals.

## 2025-2026 HIGH SCHOOL STIPENDS PAY RATE STRUCTURE

<b>MERCEDES HIGH SCHOOL</b>			
<b>UIL</b>	<b>AMOUNT</b>	<b>OTHER</b>	<b>AMOUNT</b>
UIL Coordinator	\$2,600	Cheerleader Sponsor	\$7,500
Drama Director	\$2,500	Cheerleader Sponsor Assist. (JV/Freshman)	\$4,000
Journalism	\$1,100	Debonair Sponsor	\$7,000
Oral Interpretation (Prose/Poetry)	\$1,100	Class Sponsor – Junior	\$2,000
Extemporary Speaking (Informative & Persuasive)	\$1,100	Class Sponsor – Senior	\$2,000
Ready Writing	\$1,100	Department Head – Counseling	\$1,500
Accounting	\$1,100	Department Head – SPED	\$1,500
Current Events	\$1,100	JROTC NCO	\$3,000
Social Studies	\$1,100	JROTC Senior Sponsor	\$3,200
Literary Criticism	\$1,100	Masterminds	\$1,500
LD Debate	\$1,100	Yearbook Sponsor	\$2,200
CX Debate	\$1,100	Student Council Sponsor	\$1,250
Spelling	\$1,100	Campus Technology Coordinator	\$1,500
Computer Application	\$1,100	National Honor Society	\$900
Science	\$1,100	<b>FINE ARTS</b>	
Computer Science	\$1,100	Band Color Guard	\$2,500
Mathematics	\$1,100	Director of Mariachi	\$10,000
Number Sense	\$1,100	Director of Orchestra	\$9,000
Calculator Application	\$1,100	Assistant Band Directors	\$10,000
Secondary – Meets	\$150	Director of Band	\$8,000
		Director of Jazz Band	\$5,000
		Assistant Jazz Band	\$2,500

<b>MERCEDES EARLY COLLEGE ACADEMY (MECA)</b>			
Junior Class Sponsor	\$1,500	Senior Class Sponsor	\$1,500
Yearbook Sponsor	\$1,700	National Honor Society	\$900

\* Stipends are for one individual. If duties are shared, the stipend amount will be equally divided among individuals.

\* All Tournaments/Competitions are paid outside of the school day

\* UIL & Sponsor Annual Stipends are for Teachers only, any exceptions will require written prior approval from District Level Administration

## 2025-2026 HIGH SCHOOLS DEPARTMENT HEAD STIPEND PAY RATE STRUCTURE

<b>HIGH SCHOOL DEPARTMENT HEAD STIPENDS</b>						
<b>High Schools Department Heads (MHS &amp; MECA)</b>	<b>2 – 3 Members</b>	<b>4 – 5 Members</b>	<b>6 – 7 Members</b>	<b>8 – 9 Members</b>	<b>10 – 11 Members</b>	<b>12+ Members</b>
Department Head – ELAR	\$500	\$700	\$900	\$1,100	\$1,300	\$1,500
Department Head – Mathematics	\$500	\$700	\$900	\$1,100	\$1,300	\$1,500
Department Head – Science	\$500	\$700	\$900	\$1,100	\$1,300	\$1,500
Department Head – Social Studies	\$500	\$700	\$900	\$1,100	\$1,300	\$1,500
Department Head – Special Education	\$500	\$700	\$900	\$1,100	\$1,300	\$1,500
Department Head – Electives	\$500	\$700	\$900	\$1,100	\$1,300	\$1,500
Department Head – Fine Arts	\$500	\$700	\$900	\$1,100	\$1,300	\$1,500

\* Department head is not included in the total number of members.

\* Stipends are for one individual. If duties are shared, the stipend amount will be equally divided among individuals.