

Point Isabel Independent School District



Compensation Plan Addendum

2025 – 2026

Teachers, Librarians, and Nurses (RN) Salary Plan Development

Point Isabel ISD

Model 1: HB2 - \$56,390 starting

2024-2025 Years of Exp	2024-2025 New Hire Salary	+	HB2 funded increase	+	Unfunded Yrs/Additional Adjustment	=	2025-2026 Years of Exp	2025-2026 Proposed New Hire Salary	Exp Diff
							0 →	\$56,390	
0 →	\$55,190	+		+	\$1,500	=	1	\$56,690	300
1	\$55,490	+		+	\$1,500	=	2	\$56,990	300
2	\$55,790	+	\$4,000	+		=	3	\$59,790	2,800
3	\$56,140	+	\$4,000	+		=	4	\$60,140	350
4	\$56,440	+	\$8,000	+		=	5	\$64,440	4,300
5	\$56,740	+	\$8,000	+		=	6	\$64,740	300
6	\$57,040	+	\$8,000	+		=	7	\$65,040	300
7	\$57,340	+	\$8,000	+		=	8	\$65,340	300
8	\$57,640	+	\$8,000	+		=	9	\$65,640	300
9	\$58,040	+	\$8,000	+		=	10	\$66,040	400
10	\$58,440	+	\$8,000	+		=	11	\$66,440	400
11	\$58,840	+	\$8,000	+		=	12	\$66,840	400
12	\$59,740	+	\$8,000	+		=	13	\$67,740	900
13	\$60,240	+	\$8,000	+		=	14	\$68,240	500
14	\$60,740	+	\$8,000	+		=	15	\$68,740	500
15	\$61,240	+	\$8,000	+		=	16	\$69,240	500
16	\$61,740	+	\$8,000	+		=	17	\$69,740	500
17	\$62,440	+	\$8,000	+		=	18	\$70,440	700
18	\$63,040	+	\$8,000	+		=	19	\$71,040	600
19	\$63,640	+	\$8,000	+		=	20+	\$71,640	600
20+	\$64,340								

General pay increase is applied to the market median salary (\$57,321).

Pay Range Minimum	\$56,390	Pay Range Maximum	\$87,500
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Point Isabel ISD

2025-2026 New Hire Guide for Teachers, Librarians, and Nurses (RN)

Model 1: HB2 - \$56,390 starting

Years of Experience	New Hire Salary
0	\$56,390
1	\$56,690
2	\$56,990
3	\$59,790
4	\$60,140
5	\$64,440
6	\$64,740
7	\$65,040
8	\$65,340
9	\$65,640
10	\$66,040
11	\$66,440
12	\$66,840
13	\$67,740
14	\$68,240
15	\$68,740
16	\$69,240
17	\$69,740
18	\$70,440
19	\$71,040
20+	\$71,640

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 Proposed Administrative Professional Pay Plan

Point Isabel ISD

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	4.0% GPI	
1							
	Coordinator - ACE	220	Daily	\$242.47	\$290.38	\$338.29	\$11.62
	Specialist - Mariachi	220	220 Days	53,343	63,884	74,424	2,555
2							
	Accountant	227	Daily	\$265.50	\$317.97	\$370.44	\$12.72
	Chief of Police	227	187 Days	49,649	59,460	69,272	2,378
	Social Worker	193	193 Days	51,242	61,368	71,495	2,455
	Specialist - Communication	220	220 Days	58,410	69,953	81,497	2,798
	Speech Language Pathologist Asst	187	227 Days	60,269	72,179	84,090	2,887
3							
	Athletic Trainer	210	Daily	\$289.40	\$346.59	\$403.78	\$13.86
	Counselor - ES	193	193 Days	55,854	66,892	77,930	2,676
	Counselor - JH	210	210 Days	60,774	72,784	84,794	2,911
	Instructional Coach - ELAR ES	220	220 Days	63,668	76,250	88,832	3,050
	Instructional Coach - Math ES	220					
	Instructional Coach - Math Secondary	220					
4							
	Administrator - Purchasing	227	Daily	\$312.84	\$374.66	\$436.48	\$14.99
	Asst Principal - ES	210	187 Days	58,501	70,061	81,622	2,802
	Counselor - District	210	202 Days	63,194	75,681	88,169	3,027
	Counselor - HS	210	210 Days	65,696	78,679	91,661	3,147
	Diagnostician	202	227 Days	71,015	85,048	99,081	3,402
	Occupational Therapist	187					
	Speech Language Pathologist	187					
5							
	Asst Principal - HS	220	Daily	\$325.04	\$389.27	\$453.50	\$15.57
	Asst Principal - JH	210	210 Days	68,258	81,747	95,235	3,270
	Counselor - At-Risk	210	220 Days	71,509	85,639	99,770	3,426
	Dean Instruction - HS	227	227 Days	73,784	88,364	102,945	3,535
	Dean Instruction - JH	220					
	Director - ACE	227					
	Director - Band	227					
6							
	Administrator - At-Risk	220	Daily	\$357.02	\$425.08	\$493.14	\$17.00
	Director - Assessment/Curriculum	227	220 Days	78,544	93,518	108,491	3,741
	Director - College & Career Readiness	227	227 Days	81,044	96,493	111,943	3,860
	Director - Facilities & Operations	227					
	Director - Federal & State Program	227					
	Director - Food Service	227					
	Director - HR/Curriculum	227					
	Director - PEIMS/Curriculum	227					
	Director - Special Education	227					
	Director - Technology	227					
	Principal - ES	220					

2025-2026 Proposed Administrative Professional Pay Plan

Point Isabel ISD

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	4.0% GPI	
7			Daily	\$379.97	\$452.29	\$524.61	\$18.09
	Director - Athletics/Head Football Coach	227	220 Days	83,593	99,504	115,414	3,980
	Principal - JH	220	227 Days	86,253	102,670	119,086	4,107
8			Daily	\$420.04	\$488.47	\$556.90	\$19.54
	Principal - HS	227	227 Days	95,349	110,883	126,416	4,435
9			Daily	\$458.97	\$527.55	\$596.13	\$21.10
	Chief Financial Officer	227	227 Days	104,186	119,754	135,322	4,790

2025-2026 Proposed Clerical Paraprofessional Pay Plan

Point Isabel ISD

Pay Grade	Job Title	Calendars		Minimum	Midpoint	Maximum	5.0% GPI
1			Hourly	\$14.17	\$16.54	\$18.91	\$0.83
	Office Clerk - ES	185	180 Days	20,405	23,818	27,230	1,195
	Teacher Aide I	180	185 Days	20,972	24,479	27,987	1,228
	Teacher Aide I - Sped Inclusion	180					
2			Hourly	\$14.69	\$17.51	\$20.33	\$0.88
	Attendance Clerk - HS	185	180 Days	21,154	25,214	29,275	1,267
	Office Clerk - HS	185	185 Days	21,741	25,915	30,088	1,302
	Office/Attendance Clerk - JH	210	210 Days	24,679	29,417	34,154	1,478
	Teacher Aide - ISS	180					
	Teacher Aide - Sped Severe/Life Skill	180					
	Teacher Aide II	180					
3			Hourly	\$15.48	\$18.39	\$21.30	\$0.92
	Admin Clerk - At-Risk	220	180 Days	22,291	26,482	30,672	1,325
	Counselor Clerk	210	185 Days	22,910	27,217	31,524	1,362
	Family Engagement Specialist - ACE	220	202 Days	25,016	29,718	34,421	1,487
	Nurse Aide	185	210 Days	26,006	30,895	35,784	1,546
	PEIMS Clerk - ES	202	220 Days	27,245	32,366	37,488	1,619
	Teacher Asst	180					
4			Hourly	\$16.27	\$19.49	\$22.71	\$0.97
	Library Associate	187	187 Days	24,340	29,157	33,974	1,451
	PEIMS Clerk - HS	202	202 Days	26,292	31,496	36,699	1,568
	PEIMS Clerk - JH	202	210 Days	27,334	32,743	38,153	1,630
	Steam Associate	187					
	Student Support Clerk	210					
5			Hourly	\$18.37	\$22.01	\$25.65	\$1.10
	Receptionist/Secretary	227	210 Days	30,862	36,977	43,092	1,848
	Secretary - Central Office	220	220 Days	32,331	38,738	45,144	1,936
	Secretary - Food Service	227	227 Days	33,360	39,970	46,580	1,998
	Secretary - Principal ES	210					
	Secretary - Principal JH	220					
	Secretary - Sped	227					
6			Hourly	\$19.43	\$23.26	\$27.09	\$1.16
	Secretary - Principal HS	227	227 Days	35,285	42,240	49,195	2,107
7			Hourly	\$21.78	\$25.94	\$30.10	\$1.30
	Accounts Payable Specialist	227	227 Days	39,552	47,107	54,662	2,361
	Computer Technician	227					
	Payroll Specialist	227					
	Secretary - C&I	227					
8			Hourly	\$24.67	\$29.03	\$33.39	\$1.45
	Admin Asst - CFO	227	220 Days	43,419	51,093	58,766	2,552
	PEIMS Specialist	220	227 Days	44,801	52,718	60,636	2,633
9			Hourly	\$25.92	\$30.50	\$35.08	\$1.53
	Admin Asst - Superintendent	227	227 Days	47,071	55,388	63,705	2,778

2025-2026 Proposed Auxiliary Pay Plan

Point Isabel ISD

*Annual amounts are based on 8 hours per day.

Pay Grade	Job Title	Calendars		Minimum	Midpoint	Maximum	5.0% GPI
2			Hourly	\$13.66	\$15.97	\$18.28	\$0.80
	Custodian	220, 260	180 Days	19,670	22,997	26,323	1,152
	Food Service Worker	180	220 Days	24,042	28,107	32,173	1,408
			260 Days	28,413	33,218	38,022	1,664
3			Hourly	\$14.18	\$16.90	\$19.62	\$0.85
	Driver	180	180 Days	20,419	24,336	28,253	1,224
	HVAC Helper	260	187 Days	21,213	25,282	29,352	1,272
	Maintenance Worker	260	260 Days	29,494	35,152	40,810	1,768
	Security Officer	187					
4			Hourly	\$15.01	\$17.87	\$20.73	\$0.89
	Warehouse Asst	260	260 Days	31,221	37,170	43,118	1,851
5			Hourly	\$16.07	\$19.12	\$22.17	\$0.96
	Head Custodian - ES	260	260 Days	33,426	39,770	46,114	1,997
	Head Custodian - HS	260					
	Head Custodian - JH	260					
	HVAC Asst	260					
	Maintenance Worker - Crew Leader	260					
6			Hourly	\$16.90	\$20.12	\$23.34	\$1.01
	Manager Food Service - ES	180	180 Days	24,336	28,973	33,610	1,454
	Manager Food Service - HS	180					
	Manager Food Service - JH	180					
7			Hourly	\$18.64	\$22.18	\$25.72	\$1.11
	Maintenance Skilled Trades	260	260 Days	38,771	46,134	53,498	2,309
	Mechanic - Head	260					
	Mechanic - HVAC Technician	260					
	Supervisor - Warehouse	260					
8			Hourly	\$21.26	\$25.31	\$29.36	\$1.27
	Supervisor - M&T Office/Transportation	260	260 Days	44,221	52,645	61,069	2,642
	Supervisor - Maintenance	260					
BD			Hourly	\$18.39	\$21.88	\$25.37	\$1.09
	Bus Driver	180	180 Days	26,482	31,507	36,533	1,570
POL			Hourly	\$28.45	\$33.87	\$39.29	\$1.69
	Police Officer	227	227 Days	51,665	61,508	71,351	3,069