

**Taylor Independent School District
Teacher Pay Structure - FLSA Exempt
2025-2026**

	State Base		Local Step		TISD Salary		Daily Rate (187 days)
Step	2025-26		2025-26		2025-26		2025-26
0	\$33,960		0		\$53,500		\$286.09626
1	\$34,690		1		\$53,750		\$287.43316
2	\$35,410		2		\$54,208		\$289.88235
3	\$36,150		3		\$56,922		\$304.39572
4	\$37,690		4		\$57,385		\$306.87166
5	\$39,230		5		\$61,849		\$330.74332
6	\$40,770		6		\$62,312		\$333.21925
7	\$42,200		7		\$63,332		\$338.67380
8	\$43,550		8		\$64,413		\$344.45455
9	\$44,840		9		\$65,062		\$347.92513
10	\$46,040		10		\$65,711		\$351.39572
11	\$47,180		11		\$68,360		\$365.56150
12	\$48,280		12		\$68,885		\$368.36898
13	\$49,280		13		\$69,411		\$371.18182
14	\$50,250		14		\$69,936		\$373.98930
15	\$51,160		15		\$70,461		\$376.79679
16	\$52,030		16		\$70,986		\$379.60428
17	\$52,840		17		\$71,667		\$383.24599
18	\$53,610		18		\$72,346		\$386.87701
19	\$54,340		19		\$73,026		\$390.51337
20	\$55,030		20		\$73,706		\$394.14973
	\$55,030		21		\$74,385		\$397.78075
	\$55,030		22		\$75,065		\$401.41711
	\$55,030		23		\$75,745		\$405.05348
	\$55,030		24		\$76,425		\$408.68984
	\$55,030		25		\$77,105		\$412.32620
	\$55,030		26		\$77,784		\$415.95722
	\$55,030		27		\$78,464		\$419.59358
	\$55,030		28		\$79,144		\$423.22995
	\$55,030		29		\$79,824		\$426.86631
	\$55,030		30		\$80,504		\$430.50267
	\$55,030		31		\$81,183		\$434.13369
	\$55,030		32		\$81,863		\$437.77005
	\$55,030		33		\$82,543		\$441.40642
	\$55,030		34		\$83,223		\$445.04278
	\$55,030		35+		\$83,903		\$448.67914

Note: The salaries listed above are based on (187 day) 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 and stipends are based on the annual budget approved by the Taylor ISD Board of Trustees.

Classroom teachers will receive a \$1000 yearly stipend for a Master's Degree.

Classroom teachers who are ESL certified and are serving ESL students will receive a \$1000 yearly stipend.

2025-2026 Stipend Schedules

NOTE: Not all stipends may be awarded each school year; they are based on budget, need, and assignment. All stipend amounts published are for budgeting purposes only; some stipends may be split or shared based on need and coverage.

2025-2026 Extra Duty Stipends - Academic		
Assignment	Stipend Code	Stipend Amount
Academic Dean	1	\$3,000
Additional Duties – Instructional Aide – Art	1	\$6,000
Additional Duties - Emergent Bilingual	1	\$10,000
Behavior Aide	1	\$800
Behavior Teacher	1	\$1,200
District Required Professional Development	5	\$200 per day
ES - Bilingual Teacher (certified & assigned position)	4	\$7,000
ES - Bilingual Teacher (non-certified & assigned) & (bilingual & co-teaching)	1	\$4,000
ES - Team Lead (1 per grade level)	1	\$2,000
ES – Child Care Needs (IA at THJ)	2	\$500
ESL Stipend (certified & serving ESL students)	1	\$1,000
Homebound Teacher duties	5	\$30.00 per hour
HS - Department Head (ELAR, Math, Science, Social Studies, Special Education, Electives, CTE)	1	\$2,000
HS - LOTE	1	\$3,000
HS - Math or Science	6	paid by section
HS – Extra Class (per semester)	5	\$1,500
HS- CTE Teacher	6	paid by section
LECHS - Lead Campus Events (limit 1)	2	\$500
LECHS - Lead Community Service Events (limit 1)	2	\$500
LECHS - Math or Science	6	paid by section
LECHS - Spanish	1	\$3,000
LECHS - Team Lead (limit 1)	1	\$1000
Life Skills Aide	1	\$1,000
Life Skills Teacher	1	\$1,500
Mentor (not to exceed 2 mentees)	2	\$500
MS - Department Head (ELAR, Math, Science, Social Studies, Special Education, Electives)	1	\$1750
MS - Grade Level Leads	2	\$500
MS - LOTE	1	\$3,000
MS – Math or Science	6	paid by section
Webmaster (limit 1 per campus)	3	\$500

2025-2026 Extra Duty Stipends - Other

Assignment	Stipend Code	Stipend Amount
Alumni-Come Home	8	\$500
Certified Licensed Professional Counselor (counselors only)	1	\$1,000
District Nurse	1	\$2,500
Doctorate Degree (teachers only - limit 1)	1	\$1000
HS - 12th Grade Class Sponsor (limit 1)	3	\$600
HS - 9th, 10th, 11th Grade Class Sponsor (limit 1 per grade)	3	\$400
LECHS - 12th Grade Class Sponsor (limit 1)	3	\$600
Master's Degree (teachers only-limit 1)	1	\$1000
Special Education - Campus Case Manager	1	\$1000
Special Education - Life Skills Facilitator	1	\$2,000
Special Education - Assessment Team Coordinator	1	\$1,500
Special Education - Assistive Technology Coordinator	1	\$2,000
Special Education - Bilingual Diagnostician	4	\$7,000
Special Education - Bilingual Speech Language Pathologist & Speech Language Pathologist Assistant	4	\$7,000
Special Education - Lead Speech	1	\$1,500
Special Education - LSSP Supervision	1	\$1,000
Special Education - Speech Supervision	1	\$1,000
Special Education – Lead ARDF	1	\$2,000
Special Olympics - Basketball	5	\$250 per coach
Special Olympics - Bowling	5	\$250 per coach
Special Olympics - Flag Football	5	\$250 per coach
Special Olympics - Head Athletics Coach	5	\$500
Special Olympics - Head of Delegation	1	\$1,500
Special Olympics - Powerlifting	5	\$250 per coach
Special Olympics - Track	5	\$250 per coach

2025-2026 Extra Duty Stipends – Extra Curricular

Assignment	Stipend Code	Stipend Amount
Choir (MS & HS)	1	\$1,500
ES - UIL Coordinator	5	\$1,500
ES - UIL Event Coach (limit 3 per teacher/ event not grade level)	5	\$500
HS - Academic Decathlon	1	\$3,600
HS - Assistant Band	1	\$3,200
HS - Assistant Cheer	1	\$1,500
HS - Band	1	\$9,000
HS - Cheer Sponsor	1	\$6,000
HS - Debate	5	\$1,500
HS - Hi Steppers	1	\$6,000
HS - National Honor Society	3	\$500
HS - One Act Play	5	\$3,000
HS - Robotics	5	\$750
HS - UIL Coordinator	5	\$1,500
HS - UIL Event Coach (limit 4 per teacher)	5	\$500
HS - Yearbook	1	\$2,500
LECHS - National Honor Society	3	\$500
LECHS - Robotics	5	\$750
LECHS - Student Council	3	\$500
LECHS - Yearbook	3	\$500
LECHS – UIL Coordinator	5	\$1,500
LECHS – UIL Event Coach (limit 4 per teacher)	5	\$500
MS - Band	1	\$5,500
MS - Cheer Sponsor	1	\$1,200
MS - National Junior Honor Society	3	\$500
MS - Student Council	3	\$500
MS - Yearbook	3	\$500
MS -UIL Coordinator	5	\$1,500
MS -UIL Event Coach (limit 3 per teacher/ event not grade level)	5	\$500

2025-2026 Extra Duty Stipends – Athletics

Assignment	Stipend Code	Stipend Amount
Assistant Baseball	1	\$3,500
Assistant Basketball	1	\$3,500
Assistant Cross Country	1	\$2,500
Assistant Football	1	\$5,500
Assistant Soccer	1	\$3,500
Assistant Softball	1	\$3,500
Assistant Tennis (fall)	1	\$2,000
Assistant Tennis (spring)	1	\$2,000
Assistant Track	1	\$3,500
Assistant Volleyball	1	\$3,500
Athletic Trainer	1	\$9,500
Defensive Coordinator - (5 days / one football stipend only)	1	\$7,500
Gameworker Rate	5	\$10.00 per hour
Head Baseball	1	\$6,500
Head Basketball	1	\$6,500
Head Golf	1	\$3,000
Head Powerlifting	1	\$4,000
Head Soccer	1	\$6,500
Head Softball	1	\$6,500
Head Tennis (fall & spring)	1	\$8,000
Head Track	1	\$6,000
Head Volleyball	1	\$6,500
HS Athletic Inventory (1 total)	1	\$1,500
HS Athletic Laundry (1 boys)	1	\$1,000
MS - 3 Sports (\$2,000 per sport)	1	\$6,000
MS - Coordinator (1)	1	\$5,000
MS - Soccer (1 girls / 1 boys)	1	\$1,500
MS – Cross Country	1	\$1,500
Offensive Coordinator - (5 days / one football stipend only)	1	\$7,500

**Maximum of 3 athletic stipends, per coach or coordinator, unless approved by the Superintendent*

A \$500 reduction will be applied to the assigned stipend until the CDL is acquired.

Note: Stipends are paid out over the duration of the school year and are earned as the duties associated with the stipend are performed. An employee who does not complete the duties of their stipend – due to absence, leave, removal of supplemental duty, or other reason – will be paid a prorated amount based on the number of months completed over the course of the school year.

2025-2026 Summer Extra Duty	
Summer Programs - Summer School	Amount
Summer School Administrator (outside of contract days with approval from Central Office Administrator)	\$350 full day / \$175 half day
Summer School Teacher	\$30 / hour
Certified Substitute Teacher	\$30 / hour
Nurse (RN)	\$35 / hour
All Office Staff - Secretaries / Paraprofessionals	Current daily rate
State Assessment Campus Coordinator	\$35 / hour
State Assessment Test Proctors	\$30 / hour
Summer Strength & Conditioning (not to exceed allocated budget)	\$25 / hour
Summer Programs for Special Education - Direct Services to Students	Amount
Special Education Teacher	\$30 / hour
Special Education Paraprofessional	Current daily rate
Occupation, Physical, or Speech Therapists	Current daily rate
Special Education Staff conducting Summer Evaluations	Current daily rate
Summer Maintenance/ Technology / Textbook Workers	Amount
High School Student (at least 16 years of age)	\$12 / hour
College Graduate	\$15 / hour

Stipend Codes

- 1- Paid over 12 months
- 2- Paid ½ in December and ½ in May
- 3- Paid in May
- 4- Bilingual

\$4,000 over 12 months; \$1,000 in December; \$1,000 in May; \$1,000 in August (if still employed with the district)

- 5- Paid at conclusion of event
- 6- CTE/Math/Science – Paid by Section over 12 months

Math - \$500 per section up to \$3,000

CTE & Science - \$334 per section up to \$2,000

- 7- Paid in January
- 8- Paid in first paycheck