

IGNITE • TRANSFORM • EMPOWER

ROBSTOWN

INDEPENDENT SCHOOL DISTRICT

2025 - 2026

COMPENSATION PLAN

DRAFT





ROBSTOWN ISD

VISION

“Our vision is to ignite brilliance and impact lives by providing transformative learning opportunities that empower students for generations to come.”

MISSION

“The mission of Robstown ISD is to empower, inspire, and invest in our students and staff, igniting the best versions of themselves. Together, we positively impact our community and the world.”

VALUES

Integrity

Responsibility

Perseverance

Service

Joy

Table of Contents

Vision, Mission, and Values	1
2025–2026 New Hire Guide for Teachers and Librarians	4
2025–2026 Administrative/Professional Pay Plan	6
2025–2026 Clerical/Paraprofessional Pay Plan	9
2025–2026 Manual Trades Pay Plan	12
Stipends and Extracurricular Duty Pay	15
Performance Pay	22
Summer School and Supplemental Pay	24
Substitute Pay	26

Pay Structures

The following pay structures were approved by the Board of Trustees of Robstown ISD on August __ 2025, and are effective for the 2025-2026 school year.

2025 - 2026
New Hire Guide for Teachers and Librarians

Robstown ISD
2025 – 2026 New Hire Guide for
Teachers

Years of Experience	New Hire Salary
0	\$54,750
1	\$55,050
2	\$55,350
3	\$57,800
4	\$58,000
5	\$62,200
6	\$62,400
7	\$62,600
8	\$62,800
9	\$63,000
10	\$63,200
11	\$63,838
12	\$64,038
13	\$64,238
14	\$64,438
15	\$64,638
16	\$66,048
17	\$66,248
18	\$66,448
19	\$66,648
20	\$66,848
21	\$69,271
22	\$69,471
23	\$69,671
24	\$69,871
25	\$70,338
26	\$71,188
27	\$71,988
28	\$72,743
29	\$73,468
30+	\$74,068

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.

\$2,000 Master’s Degree – General Stipend
\$3,000 Doctorate Degree - General Stipend

2025 - 2026
Administrative/Professional Pay Plan

**Robstown Independent School District
2025 - 2026 Administrative/Professional Pay Plan**

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
1						
	Athletic Trainer	210	Daily	\$251.80	\$298.77	\$345.74
	Speech Lang Pathologist Asst.	187	187 Days	47,087	55,870	64,653
			210 Days	52,878	62,742	72,605
2						
	Behavior Interventionist	204	Daily	\$274.40	\$325.66	\$376.92
	Counselor - Elementary	200	187 Days	51,313	60,898	70,484
	Counselor – Junior High	206	200 Days	54,880	65,132	75,384
	Instructional Coach	210	204 Days	55,978	66,435	76,892
	Librarian	187, 200	206 Days	56,526	67,086	77,646
	Nurse	187, 210	210 Days	57,624	68,389	79,153
	Social Worker	220	220 Days	60,368	71,645	82,922
3						
	Assistant Principal - Elementary	215	Daily	\$290.87	\$345.20	\$399.53
	Assistant Principal – Junior High	215	187 Days	54,393	64,552	74,712
	Counselor - High School	206	204 Days	59,337	70,421	81,504
	Diagnostician	204	206 Days	59,919	71,111	82,303
	Speech Language Pathologist	187	215 Days	62,537	74,218	85,899
4						
	Assistant Director – Academic Services	226	Daily	\$308.21	\$365.91	\$423.61
	Assistant Director - Athletics	215	215 Days	66,265	78,671	91,076
	Assistant Principal - High School	215 (typo)	226 Days	69,655	82,696	95,736
	Coordinator - Child Nutrition	226				
	Coordinator - Communication	226				
	Coordinator - Human Resources	226				
	Coordinator - PEIMS/Student Accounting Support	226				
	Coordinator – Instructional Technology	226				
	Director - Band	226				
	Secondary Assistant Principal - DAEP	226				
5						
	Director - Child Nutrition	226	Daily	\$326.66	\$387.86	\$449.06
	Director - College/Career Readiness	226	215 Days	70,232	83,390	96,548
	Director - Family Engagement/Dropout Prevention	215	226 Days	73,825	87,656	101,488
	Director - Health Services	215				
	Principal - Elementary	226				

**Robstown Independent School District
2025 - 2026 Administrative/Professional Pay Plan**

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
6			Daily	\$346.25	\$411.13	\$476.01
	Chief of Police	226	226 Days	78,253	92,915	107,578
	Director - Accountability & Student Services	226	245 Days	84,831	100,727	116,622
	Director - Athletics	226				
	Director - Early College	226				
	Director - Communication & Technology	226				
	Director - Facilities & Operations	245				
	Director - Teaching & Learning	226				
	Director - Special Ed.	226				
	Principal – Junior High	226				
7			Daily	\$398.29	\$472.80	\$547.31
	Chief of Police	226	226 Days	90,014	106,853	123,692
	Principal – High School					
8			Daily	\$462.07	\$548.45	\$634.83
	Exec. Director - Academic & Student Services	226	226 Days	104,428	123,950	143,472
9			Daily	\$489.97	\$581.36	\$672.75
	Asst. Superintendent - Human Resources	226	226 Days	110,733	131,387	152,042
	Chief Financial Officer	226				

**2025 - 2026
Clerical/Paraprofessional Pay Plan**

**Robstown Independent School District
2025 - 2026 Clerical/Paraprofessional Pay Plan**

Job Title	Calendars	Minimum	Midpoint	Maximum	
1		Hourly	\$13.89	\$16.30	\$18.71
Aide - Parent & Family Engagement Liaison	187	187 Days	20,779	24,385	27,990
Aide - Physical Education	187	220 Days	24,446	28,688	32,930
Aide - Pre-K	187				
Clerical Assistant - Receptionist - Elementary	187				
Clerical Assistant - Receptionist - High School	220				
Clerical Assistant - Receptionist – Junior High	187				
2		Hourly	\$14.89	\$17.48	\$20.07
Aide - Computer Lab	187	187 Days	22,275	26,150	30,025
Aide - DAEP	187	208 Days	24,777	29,087	33,396
Aide - Interventionist	187	220 Days	26,206	30,765	35,323
Aide - ISS	187	226 Days	26,921	31,604	36,287
Aide - Library	187				
Aide - Special Ed.	187				
Clerical Assistant - Attendance Elementary	208				
Clerical Assistant - PEIMS/SHARS	220				
Clerical Assistant - Registrar High School	220				
Clerical Assistant - Special Ed.	220				
Receptionist - Administration	226				
3		Hourly	\$15.90	\$18.69	\$21.48
Admin. Asst. – Asst. Principal High School	240 215	206 Days	26,203	30,801	35,399
Admin. Asst. – Asst. Principal Junior High	210	210 Days	26,712	31,399	36,086
Admin. Asst. - Counselor	206	226 Days	28,747	33,792	38,836
Admin. Asst. - Hattie Martin	226				
Clerical Assistant - Attendance High School	210				
Clerical Assistant - Attendance Junior High	210				
4		Hourly	\$17.93	\$21.62	\$25.31
Admin. Asst. - Child Nutrition	220	187 Days	26,823	32,344	37,864
Admin. Asst. - Facilities/Operations	230	220 Days	31,557	38,051	44,546
Admin. Asst. - Human Resources	226	226 Days	32,417	39,089	45,760
Admin. Asst. - Principal Elementary	220	230 Days	32,991	39,781	46,570
Admin. Asst. - Principal Junior High	220				
Admin. Asst. - Special Ed.	226				
Admin. Asst. - Teaching & Learning	226				
Admin. Asst. - Technology	226				
Bookkeeper - High School	220				
Nurse - CMA	187				
Part-Time Payroll Clerk	226				
Registrar - High School	220				

**Robstown Independent School District
2025 - 2026 Clerical/Paraprofessional Pay Plan**

Pay Grade	Job Title	Calendars		Minimum	Midpoint	Maximum
5			Hourly	\$19.94	\$24.08	\$28.22
	Admin. Asst. - Principal High School	220 226	187 Days	29,830	36,024	42,217
	Nurse - LVN	187	220 Days	35,094	42,381	49,667
6			Hourly	\$20.45	\$24.71	\$28.97
	Admin. Asst. - Athletic Director	226	187 Days	30,593	36,966	43,339
	Admin. Asst. - Central Office	226	226 Days	36,974	44,676	52,378
	Dropout Prevention/Interventionist	187				
	Specialist - Accounts Payable	226				
7			Hourly	\$22.46	\$27.17	\$31.88
	Computer Technician	220	220 Days	39,530	47,819	56,109
	Specialist - PEIMS	226	226 Days	40,608	49,123	57,639
	Supervisor - Accounting	226				
	Supervisor - Payroll	226				
8			Hourly	\$24.48	\$29.63	\$34.78
	Exec. Asst. - Chief Financial Officer	226	226 Days	44,260	53,571	62,882
	Exec. Asst. - Asst. Supt. - Human Resources	226				
9			Hourly	\$26.50	\$32.09	\$37.68
	Senior Executive Asst. - Superintendent	226	226 Days	47,912	58,019	68,125

**2025 - 2026
Manual Trades Pay Plan**

**Robstown Independent School District
2025 - 2026 Manual Trades Pay Plan**

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
1						
	Bus Monitor	178	Hourly	\$12.88	\$15.12	\$17.36
	Child Nutrition Worker	182	178 Days	18,341	21,531	24,721
	Crossing Guard	178	182 Days	18,753	22,015	25,276
	Custodian	230	230 Days	23,699	27,821	31,942
2						
	Child Nutrition Baker	182	Hourly	\$13.89	\$16.32	\$18.75
	Child Nutrition Cook	182	182 Days	20,224	23,762	27,300
	Groundskeeper	230	230 Days	25,558	30,029	34,500
	Groundskeeper/Porter	230				
3						
	Asst. Manager - Child Nutrition Elementary	182	Hourly	\$14.90	\$17.53	\$20.16
	Asst. Manager - Child Nutrition High School	182	182 Days	21,694	25,524	29,353
	Asst. Manager - Child Nutrition Junior High	182	210 Days	25,032	29,450	33,869
	Delivery Driver/Operations - Child Nutrition	230	230 Days	27,416	32,255	37,094
	Head Custodian - Elementary	230				
	Monitor - Campus Security	210				
	Monitor - Safety & Security	182				
4						
	Head Custodian – Junior High	230	Hourly	\$15.91	\$19.16	\$22.41
	Manager - Child Nutrition Elementary	182	182 Days	23,165	27,897	32,629
	Manager - Child Nutrition Junior High	182	230 Days	29,274	35,254	41,234
	Shuttle Driver	178				
5						
	Head Custodian - High School	230	Hourly	\$16.92	\$20.40	\$23.88
	Lead Groundskeeper	230	182 Days	24,636	29,702	34,769
	Manager - Child Nutrition High School	182	230 Days	31,133	37,536	43,939
6						
	Child Nutrition - Warehouse Mgr.	230	Hourly	\$17.67	\$21.33	\$24.99
	General Maintenance	230	230 Days	32,513	39,247	45,982
	General Maintenance/Bus Driver	230				
	HVAC Asst./Child Nutrition Repairman	230				
	Mechanic Asst.	230				
	Route Coordinator	230				
	Specialist - Printshop/Warehouse	230				

**Robstown Independent School District
2025 - 2026 Manual Trades Pay Plan**

Pay Grade	Job Title	Calendars		Minimum	Midpoint	Maximum
7						
	Electrician	230	Hourly	\$22.73	\$27.49	\$32.25
	HVAC Technician	230	230 Days	41,823	50,582	59,340
	Mechanic	230				
	Plumber	230				
8						
	Asst. Director - Facilities & Operations	230	Hourly	\$25.01	\$30.27	\$35.53
			230 Days	46,018	55,697	65,375
BD						
	Bus Driver	178	Hourly	\$21.72	\$24.82	\$27.92
			178 Days	30,929	35,344	39,758
PO						
	Police Officer	215	Hourly	\$26.72	\$30.56	\$34.40
			215 Days	45,958	52,563	59,168

2025 - 2026
Stipends and Extracurricular Duty Pay

2025-2026
Stipends and Extracurricular Duty Pay
Stipends & Other Supplements

Academics		
Assignment	Level	Stipend
ESL	District	2000
GT Coordinator	District	1500
Head Librarian	District	2500
Lead Counselor	District	2500
Lead Diagnostician	District	2500
Math Secondary	District	3500
Certification Support	District	500
Science - Secondary	District	3500
SLP Supervisor (if needed)	District	2000
Social Workers	District	4000
Special Ed. - Inclusion	District	2000
Special Ed. - Life Skills/ECSE	District	3000
Special Ed. - Social, Emotional & Sensory	District	3000
UIL District Coordinator	District	2500
UIL Competition Host	District	2000
Campus Webmaster	Elementary	500
Grade Level Chairperson	Elementary	500
NEHS Sponsor	Elementary	500
STEM	Elementary	500
Technology Lead	Elementary	500
UIL Academic Events per grade level	Elementary	300
UIL Campus Coordinator	Elementary	500
Campus Webmaster	Junior High	500
Department Chair - Fine Arts	Junior High	750
Department Chair - Language Arts	Junior High	750
Department Chair - Math	Junior High	750
Department Chair - Science	Junior High	750
Department Chair - Social Studies	Junior High	750
Department Chair - Special Ed	Junior High	750
NJHS Sponsor	Junior High	500
One Act Play	Junior High	1000
Robotics	Junior High	750

2025-2026
Stipends and Extracurricular Duty Pay
Stipends & Other Supplements

Academics		
Assignment	Level	Stipend
Student Council – Non UIL	Junior High	750
Technology Lead - SJH	Junior High	500
UIL Academic Events	Junior High	300
UIL Campus Coordinator	Junior High	1500
Yearbook	Junior High	500
Campus Webmaster	High School	500
Class Sponsor	High School	750
Computer Application – Non UIL	High School	500
Cosmetology	High School	1000
Culinary Arts – Non UIL	High School	500
Department Chair – CATE	High School	1000
Department Chair – Fine Arts	High School	1000
Department Chair – Language Arts	High School	1000
Department Chair – Math	High School	1000
Department Chair – Science	High School	1000
Department Chair – Social Studies	High School	1000
Department Chair – Special Ed	High School	1000
Digital Communications	High School	1500
Dual Credit	High School	1500
English	High School	3500
FCCLA - Non UIL	High School	500
FFA – Non UIL	High School	1500
HOSA – Non UIL	High School	500
HOSA Co-Sponsor	High School	500
Interact Club – Non UIL	High School	500
NHS – Non UIL	High School	1000
NTHS – Non UIL	High School	500
Robotics	High School	4000
Robotics Assistant Sponsor	High School	1000
SkillsUSA	High School	500
Student Council- Non UIL	High School	1000
Technology Lead	High School	500
UIL Academic Campus Coordinator	High School	1000
UIL Academic Events	High School	600
UIL One Act Play	High School	2500

2025-2026
Stipends and Extracurricular Duty Pay
Stipends & Other Supplements

Athletics		
Assignment	Level	Stipend
Medical Professional/Trainer	District	12000
Student Success Coordinator	District	8000
Strength Coordinator	District	5000
Operations Coordinator (Boys/Girls)	District	4000
Cheerleading	Elementary	500
Baseball – Assistant	Junior High	1500 2500
Basketball - Assistant (Boys/Girls)	Junior High	1500/Hourly
Basketball - Head (Boys/Girls)	Junior High	2250
Coordinator - Boys/Girls	Junior High	1000
Cheerleading	Junior High	1500
Cross Country - Head (Boys/Girls)	Junior High	2000
Track - Assistant (Boys/Girls)	Junior High	1500
Track - Head (Boys/Girls)	Junior High	2000
Volleyball - Assistant	Junior High	1500
Volleyball - Head	Junior High	2250
Baseball - Assistant (Secondary)	High School	2500
Baseball - Assistant (Varsity)	High School	3500
Baseball - Head	High School	5000 6,000
Baseball - Pitch Count	High School	1250
Baseball – 1st Assistant	High School	3500/Hourly
Basketball - 1st Assistant (Boys/Girls)	High School	3000/hourly
Basketball - JV (Boys/Girls)	High School	2500
Basketball - Head (Boys/Girls)	High School	4000 5000
Cheerleading Head	High School	3000
Cheerleading Assistant	High School	1500
Coordinator - Female	High School	10000
Cross Country - Assistant	High School	3000
Cross Country - Head	High School	4000
Drill Team	High School	2000

Athletics

Assignment	Level	Stipend
Football - Assistant (JV/Varsity)	High School	4500
Football - Defensive Coordinator	High School	8250
Football – Head Coach	High School	10000
Football - Offensive Coordinator	High School	8250
Football - Special Teams	High School	5000
Football - Sub-Varsity	High School	2500/Hourly
Football - Video Coordinator	High School	1000/Hourly
Golf - Head	High School	4000
Inventory – Boys/Girls	High School	1000
Powerlifting - Head	High School	4000 5,000
Powerlifting - Assistant	High School	2000
Softball - Assistant (Secondary)	High School	2500/Hourly
Softball Varsity Assistant	High School	3500
Softball Head (Secondary)	High School	5000 6,000
Tennis – Head (Secondary)	High School	4000
Track - Assistant (Boys/Girls)	High School	2500/Hourly
Track - Head (Boys/Girls)	High School	4000
Volleyball - Assistant	High School	3000/Hourly
Volleyball - JV Assistant	High School	2500
Volleyball - Head	High School	4000

Cross Country, Football and Volleyball staff are eligible for 10 additional days to help prepare for their respective season. Defensive and Offensive Coordinators are eligible for 15 additional days. Additional days are paid as follows:

- 0 - 10 Years' Experience = \$230.00 per day
- 11 - 20 Years' Experience = \$265.00 per day
- 21+ Years' Experience = \$300.00 per day

Other

Assignment	Level	Stipend
------------	-------	---------

Performing Arts

Elementary Music	Elementary	2500
Band - UIL - Assistant	Junior High	3000
Choir - UIL	Junior High	3000
Band - UIL - Assistant	High School	4000
Band - UIL - Head	Secondary	6000
Choir – UIL	High School	3000
Flag Corp	High School	2500

Technology

Network – Configure, Maintain & Update	District	2500
Photographer/Video, Marquee & Security System	District	2500
Servers – Configure, Maintain & Update	District	2500
Systems – District Web, Tip Web, IT Maintenance	District	2500

Grant Funded

Bluebonnet	District	1500
Blended Learning	District	2000

Stipend earnings are not guaranteed wages and may be amended or eliminated at any time.

** In an effort to retain highly qualified employees, retention stipends may be given to all Robstown ISD employees, with the exception of substitutes, based on annual school board approval.*

Positions and Rate of Pay for all Events

ATHLETIC GAME WORKERS	AMOUNT
Ticket Seller	\$16.00 per hour
Ticket Taker	\$16.00 per hour
Announcer	\$35.00 per hour
Score Clock/Scoreboard	\$16.00 per hour
Chain Crew	\$16.00 per hour
Game Worker/Usher	\$16.00 per hour
Custodian/Parking	\$16.00 per hour
Concession Stand Cashier	\$16.00 per hour
Concession Stand Manager	\$17.50 per hour
Bus Driver	\$21.50 per hour
Driver (Non-Fleet)	\$15.25 per hour
Bus Monitor	\$12.75 \$12.88 per hour

All Day Events - Tournaments, District Meets and Band Contests

Non-Exempt employees will be paid one and one-half times the employee’s regular rate of pay for all hours worked in excess of 40 hours in any workweek.

Additional Duty Employment is when an employee works in a different capacity in excess of their regular work calendar. Any and all employees working at these assignments must conduct themselves in a professional manner at all times. Report any problems to his or her immediate supervisor.

**2025 - 2026
Performance Pay**

Performance Pay

Performance Pay: Teacher Incentive Allotment

For any funds received by Robstown ISD for a designated teacher under the Teacher Incentive Allotment (TIA), 90 percent will be paid to the designated teacher. The remaining 10 percent will be used for training and support of the system, expansion of the system, professional development. Should the district receive funding for a designated teacher who has resigned, the district will not forward payment.

Exceptions include a documented employee medical disability or retirement.

Retained allotment funds generated from a designated teacher leaving RISD will be evenly redistributed to all teachers on the campus where the departing designated teacher worked.

2025 - 2026
Summer School and Supplemental Pay

Hourly Rates of Pay for Summer School and Supplemental Pay

Summer School Employee Rates

POSITION	PAY
Teacher	\$40.00
Teacher Assistant.	\$15.00
Clerk	\$15.00
Lab Assistant.	\$15.00
CMA	\$18.04
LVN	\$24.00
RN	\$40.00
Food Service Worker	\$14.40
Food Service Manager	\$19.20
Food Service Assistant. Manager	\$16.80
Food Service Program Monitor	\$30.00
Dropout Prevention/Intervention	\$15.00
Bus Driver	\$25.00
Bus Monitor	\$14.00
Site Coordinator	\$50.00

Supplemental Rates

TUTORIAL RATE	PAY
Teacher	\$30.00
Teacher Assistant	\$13.75 \$13.89
Student Tutors	\$10.00 \$12.00

PROFESSIONAL DEVELOPMENT TRAINING/PLANNING*	PAY
*During non-contractual days	
Teacher	\$25.00
Teacher – Presenter	\$40.00
Teacher Assistant	\$13.75 \$13.89
Certified Teacher Curriculum Writing, Benchmark, and Other Assessment Development (Outside of Days on Duty)	\$25.00

OTHER	PAY
Chaperone	\$15.00
Teacher Assistant	\$13.75 \$13.89
Custodians	\$12.75 \$12.88
Bus Monitor	\$12.75 \$12.88

**2025 - 2026
Substitute Pay**

Substitute Rates
Substitute Pay Rates

	HIGH SCHOOL DIPLOMA	4-YEAR COLLEGE DEGREE (ANY MAJOR)	CERTIFIED/LICENSED
Teacher/Paraprofessional	\$100	\$115	\$125
Registered Nurse (RN)	N/A	N/A	\$150
Licensed Vocational Nurse (LVN)	N/A	N/A	\$115
Auxiliary	\$12/Hour	N/A	N/A

Paychecks are direct deposit on a semi-monthly pay schedule posted by the district every 15th and 30th of the month. Questions regarding direct deposit should be directed to the Business Office at (361) 767-6600 ext. 2023.

Substitute positions requiring more than (4) hours of duty will be compensated for a full day. Any position requiring (4) hours or less will be compensated at the half-day rate. Half day assignments are paid at half of your daily rate. It is permissible to work two half days in different campuses if the working times Coordinator.

The number of working days for each substitute is reported to the Payroll Department by each campus. It is very important to sign-in and sign-out at the campus where services are rendered.

Hourly Rates of Pay for Substitute and Temporary Employment

DESCRIPTION	AMOUNT
Clerical/Secretarial	\$15.00
Tutor – Certified (Holds Texas Educator Certification)	\$30.00
Tutor – Degreed (Bachelor’s, Master’s, Doctorate)	\$25.00
Tutor – Associate’s Degree or 60+ College Hours	\$17.00
Tutor – Less than 60 College Hours	\$15.00
Student Worker	\$12.00

Note 1: Temporary Employment suggests a definite start date and end date and is generally not entitled to district benefits. Substitute Employment is when an individual fills a position held by a current employee who will return to work (the position is not vacant) and is not entitled to district benefits. Contact the Office of Human Resources regarding the requirement on working hours for full-time and/or part-time employment.

Note 2: Any special event or assignment not listed above requires prior approval from the Office of Human Resources.