

2026-2027 Teacher Pay Scale

185 Days

Years of Experience	New Hire Salary	Increase	Total Salary	Benefits Contribution	Total Compensation
0 *	\$54,600	\$1,638	\$56,238	\$5,340	\$61,578
1	\$55,167	\$1,655	\$56,822	\$5,340	\$62,162
2	\$55,729	\$1,672	\$57,401	\$5,340	\$62,741
HB2 Allotment					
3	\$54,708	\$4,000	\$58,708	\$5,340	\$64,048
4	\$55,311	\$4,000	\$59,311	\$5,340	\$64,651
5	\$55,914	\$8,000	\$63,914	\$5,340	\$69,254
6	\$56,516	\$8,000	\$64,516	\$5,340	\$69,856
7	\$57,119	\$8,000	\$65,119	\$5,340	\$70,459
8	\$57,721	\$8,000	\$65,721	\$5,340	\$71,061
9	\$58,324	\$8,000	\$66,324	\$5,340	\$71,664
10	\$58,926	\$8,000	\$66,926	\$5,340	\$72,266
11	\$59,529	\$8,000	\$67,529	\$5,340	\$72,869
12	\$60,131	\$8,000	\$68,131	\$5,340	\$73,471
13	\$60,734	\$8,000	\$68,734	\$5,340	\$74,074
14	\$61,337	\$8,000	\$69,337	\$5,340	\$74,677
15	\$61,939	\$8,000	\$69,939	\$5,340	\$75,279
16	\$62,542	\$8,000	\$70,542	\$5,340	\$75,882
17	\$63,144	\$8,000	\$71,144	\$5,340	\$76,484
18	\$63,781	\$8,000	\$71,781	\$5,340	\$77,121
19	\$64,417	\$8,000	\$72,417	\$5,340	\$77,757
20	\$65,054	\$8,000	\$73,054	\$5,340	\$78,394
21	\$65,690	\$8,000	\$73,690	\$5,340	\$79,030
22	\$66,327	\$8,000	\$74,327	\$5,340	\$79,667
23	\$66,963	\$8,000	\$74,963	\$5,340	\$80,303
24	\$67,600	\$8,000	\$75,600	\$5,340	\$80,940
25	\$68,236	\$8,000	\$76,236	\$5,340	\$81,576
26	\$68,873	\$8,000	\$76,873	\$5,340	\$82,213
27	\$69,510	\$8,000	\$77,510	\$5,340	\$82,850
28	\$70,146	\$8,000	\$78,146	\$5,340	\$83,486
29	\$70,783	\$8,000	\$78,783	\$5,340	\$84,123
30+	\$71,419	\$8,000	\$79,419	\$5,340	\$84,759

\$500 Generals Masters Degree Stipend for Teachers

\$1,000 Doctoral Degree Stipend

* 0 year Uncertified Teachers salary = \$51,000

2026 - 2027 Teacher Incentive Allotment

Teacher Incentive Allotment (TIA), 90% will be paid to the designated

subject areas approved by TEA in 2025-2026.

Recognized	\$6,073
Exemplary	\$12,690
Masters	\$23,150

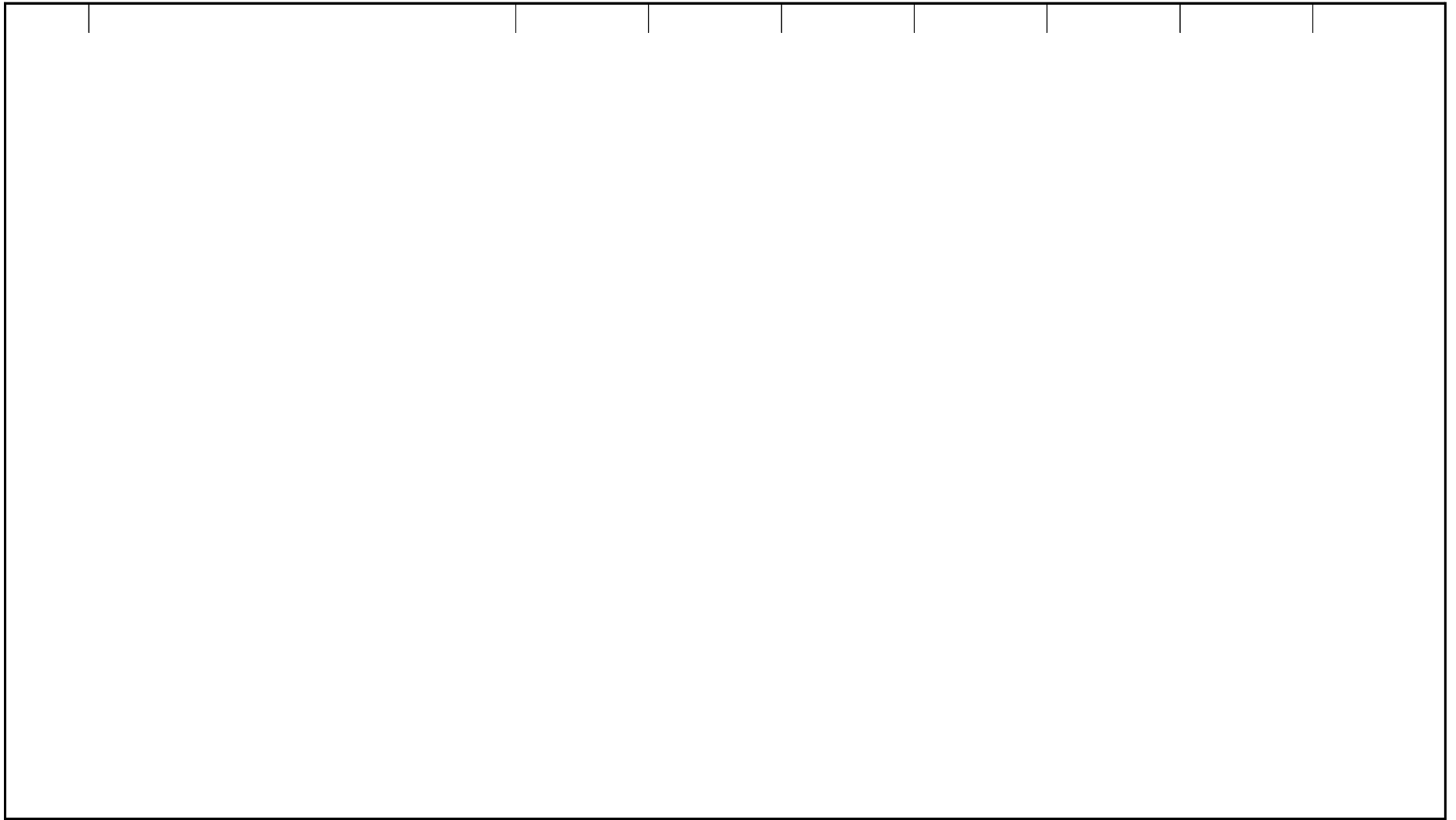
**2026-2027 Library Support Pay Scale
197 Days**

Years of Experience	New Hire Salary	Benefits	Total
0	\$59,885	\$5,340	\$65,225
1	\$60,507	\$5,340	\$65,847
2	\$61,125	\$5,340	\$66,465
3	\$61,805	\$5,340	\$67,145
4	\$62,486	\$5,340	\$67,826
5	\$63,167	\$5,340	\$68,507
6	\$63,847	\$5,340	\$69,187
7	\$64,528	\$5,340	\$69,868
8	\$65,208	\$5,340	\$70,548
9	\$65,889	\$5,340	\$71,229
10	\$66,569	\$5,340	\$71,909
11	\$67,250	\$5,340	\$72,590
12	\$67,930	\$5,340	\$73,270
13	\$68,613	\$5,340	\$73,953
14	\$69,294	\$5,340	\$74,634
15	\$69,974	\$5,340	\$75,314
16	\$70,655	\$5,340	\$75,995
17	\$71,335	\$5,340	\$76,675
18	\$72,054	\$5,340	\$77,394
19	\$72,772	\$5,340	\$78,112
20	\$73,493	\$5,340	\$78,833
21	\$74,211	\$5,340	\$79,551
22	\$74,930	\$5,340	\$80,270
23	\$75,650	\$5,340	\$80,990
24	\$76,369	\$5,340	\$81,709
25	\$77,087	\$5,340	\$82,427
26	\$77,806	\$5,340	\$83,146
27	\$78,527	\$5,340	\$83,867
28	\$79,245	\$5,340	\$84,585
29	\$79,964	\$5,340	\$85,304
30+	\$80,684	\$5,340	\$86,024

2026-2027 Proposed Administrative Professional Pay Plan							
Jarrell ISD							
Grade	Job Title	Calendar	Minimum	Midpoint	Maximum		
1			Daily	\$254.07	\$305.00	\$355.94	
	Coordinator - PEIMS	226	210 Days	53,355	64,050	74,747	
	Director - Child Development/Paw Prints	210	226 Days	57,420	68,930	80,442	
	Director - Custodial	250	250 Days	63,518	76,250	88,985	
	Technology Support Manager	226					
	Supervisor - Maintenance	250					
	Systems Administrator	226					
	Assistant Director -Transportation	226					
2			Daily	\$271.85	\$326.35	\$380.85	
	Accountant	226	197 Days	53,554	64,291	75,027	
	LSSP Intern	197	226 Days	61,438	73,755	86,072	
	SLP Asst	197					
3			Daily	\$290.88	\$349.19	\$407.50	
	ARD Facilitator	197	197 Days	57,303	68,790	80,278	
	Counselor - ES	197	210 Days	61,085	73,330	85,575	
	Counselor - MS	210	226 Days	65,738	78,916	92,095	
	Instructional Coach	197					
	Nurse	197					
	Bilingual Specialist	197					
	Network Administrator	226					
4			Daily	\$308	\$370	\$432	
	Asst Principal - ES	210	197 Days	60,741	72,918	85,094	
	Coordinator - CCMR	207	210 Days	64,749	77,729	90,710	
	Coordinator - Transition	207					
	Counselor - HS	210					
	Diagnostician	197					
	LSSP	197					
	Occupational Therapist	197					

	SLP		197					
	Behavior Specialist		197					
5					Daily	\$326.83	\$392.35	\$457.87
	Asst Principal - MS		210		210 Days	68,634	82,394	96,153
	Athletic Trainer		210		226 Days	73,864	88,671	103,479
	Director - Transportation		226					
6					Daily	\$346.44	\$415.89	\$485.34
	Associate Principal - HS		226		210 Days	72,752	87,337	101,921
	Asst Principal - HS		210		215 Days	74,485	89,416	104,348
	Coordinator - CTE		210		226 Days	78,295	93,991	109,687
	Coordinator - Elementary Curriculum		215		250 Days	86,610	103,973	121,335
	Coordinator - Secondary Curriculum		226					
	Coordinator - Special Ed		215, 226					
	Director - Facilities		250					
7					Daily	\$367.22	\$415.89	\$514.46
	Principal - ES		215		215 Days	85,833	101,606	117,330
8					Daily	\$389.25	\$467.29	\$545.33
	DAEP/Safety Admin		226		226 Days	98,917	117,759	135,422
	Director - Career & Technical Education		226					
	Director - Communications		226					
	Director - Finance		226					
	Director - Technology		226					
	Principal - MS		226					
9					Daily	\$420.39	\$504.67	\$588.95
	Athletic Director		226		226 Days	95,008	114,055	136,866
	Chief of Police		226					
	Director - Accountability/Assessment/PEIMS		226					
	Director - Elementary Education		226					
	Director - Secondary Education		226					
	Director - Special Education		226					

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2026-2027 Clerical Para Pay Plan							
Pay Grade	Job Title	Calendar		Minimum	Midpoint	Maximum	
1				Hourly	\$15.00	\$18.00	\$21.00
	Child Care Giver	197		197 Days	23,640	28,368	33,096
2				Hourly	\$16.00	\$19.20	\$22.40
	Instructional Aide I	185		185 Days	23,680	28,416	33,152
3				Hourly	\$17.00	\$20.40	\$23.80
	Attendance Clerk - ES	197		185 Days	25,160	30,192	35,224
	Instructional Aide II	185		197 Days	26,792	32,150	37,509
	Lead Child Care Giver	197					
	Receptionist - Campus	197					
4				Hourly	\$18.00	\$21.60	\$25.20
	Admin Asst - Counselor	210		185 Days	26,640	31,968	37,296
	Admin Asst - Maintenance	250		197 Days	28,368	34,042	39,715
	Admin Asst - MS Asst Principal/Counselor	210		210 Days	30,240	36,288	42,336
	Admin Asst - Principal ES	210		226 Days	32,544	39,053	45,562
	Admin Asst - Transportation	226		250 Days	36,000	43,200	50,400
	Attendance Clerk - HS	197					
	Attendance Clerk - MS	197					
	Instructional Aide III	185					
	Receptionist - District	226					
	Registrar - ES	210					
5				Hourly	\$20.00	\$24.00	\$28.00
	Admin Asst - Athletics	226		210 Days	33,600	40,320	47,040
	Admin Asst - Principal MS	210		226 Days	36,160	43,392	50,624
	Admin Asst - Special Education	210					
	Coordinator - Child Nutrition	226					
	Registrar - HS	210					

	Registrar - MS	210					
6				Hourly	\$22.20	\$26.64	\$31.08
	Admin Asst - Chief of Police	226		197 Days	34,987	41,985	48,982
	Admin Asst - Principal HS	226		226 Days	40,138	48,165	56,193
	Admin Asst - Teaching & Learning	226					
	Admin Asst - Technology	226					
	LVN	197					
	Specialist - Accounts Payable	226					
	Technology Technician	226					
7				Hourly	\$25.25	\$30.30	\$35.35
	Specialist - Accounts Payable	226		226 Days	45,652	54,782	63,913
	Specialist - HR	226					
8				Hourly	\$28.00	\$33.60	\$39.20
	Admin Asst - Superintendent	226		226 Days	50,624	60,749	70,874
	Specialist - Payroll	226					
	Technician - Lead	226					
	Junior Network Engineer	226					

2025-2026 Proposed Auxiliary Pay Plan

Pay Grade	Job Title	Calendar	Minimum	Midpoint	Maximum	
1			Hourly	\$15.00	\$15.00	\$15.00
	Crossing Guard	175	175 Days	21,000	21,000	21,000
2			Hourly	\$15.00	\$18.00	\$21.00
	Custodial	197, 226, 250	197 Days	23,640	28,368	33,096
			226 Days	27,120	32,544	37,968
			250 Days	30,000	36,000	42,000
3			Hourly	\$16.00	\$19.00	\$22.00
	Bus Monitor	175	175 Days	16,800	19,950	23,100
4			Hourly	\$16.00	\$19.20	\$22.40
	Grounds	250	250 Days	32,000	38,400	44,800
	Lead Custodian - ES	250				
	Lead Custodian - MS	250				
5			Hourly	\$18.00	\$21.60	\$25.20
	Lead Custodian - HS	250	250 Days	36,000	43,200	50,400
	Maintenance	250				
6			Hourly	\$19.00	\$22.60	\$26.20
	Non CDL Driver	175	175 Days	19,950	23,730	27,510
7			Hourly	\$22.00	\$26.20	\$30.40
	Bus Driver*	175	175 Days	23,100	27,510	31,920
	Cover Driver (+ \$1.00/HR)					
8			Hourly	\$23.25	\$27.70	\$32.15

