

2026-2027 Salary Schedule certified teachers, librarians, and nurses (RN)			
Years of Experience (completed)	Base Salary	Full HB2 Allotment	Total Salary
0	\$44,000		\$44,000
1	\$44,730		\$44,730
2	\$45,440		\$45,440
3	\$46,170	\$4,000	\$50,170
4	\$47,690	\$4,000	\$51,690
5	\$49,220	\$8,000	\$57,220
6	\$50,640	\$8,000	\$58,640
7	\$51,980	\$8,000	\$59,980
8	\$53,250	\$8,000	\$61,250
9	\$54,520	\$8,000	\$62,520
10	\$55,710	\$8,000	\$63,710
11	\$56,850	\$8,000	\$64,850
12	\$57,930	\$8,000	\$65,930
13	\$58,930	\$8,000	\$66,930
14	\$59,890	\$8,000	\$67,890
15	\$60,790	\$8,000	\$68,790
16	\$61,650	\$8,000	\$69,650
17	\$62,450	\$8,000	\$70,450
18	\$63,220	\$8,000	\$71,220
19	\$63,940	\$8,000	\$71,940
20	\$64,620	\$8,000	\$72,620
21	\$65,300	\$8,000	\$73,300
22	\$65,980	\$8,000	\$73,980
23	\$66,660	\$8,000	\$74,660
24	\$67,340	\$8,000	\$75,340
25	\$68,020	\$8,000	\$76,020
26	\$68,700	\$8,000	\$76,700
27	\$69,380	\$8,000	\$77,380
28	\$70,060	\$8,000	\$78,060
29	\$70,740	\$8,000	\$78,740
30	\$71,420	\$8,000	\$79,420
31+	\$72,100	\$8,000	\$80,100
Masters Degree	\$1,500		\$1,500

The salaries listed above are based on 10 month employment for the 2025-26 school year. Salary plans are determined on an annual basis and salary advancement is not guaranteed. Pay increases are based on the

Comprehensive Benefit Package	
Compensation Enhancements	
Hybrid Calendar: Provides 11 additional paid days to 10-month employees over a traditional school calendar 401(a) Retirement Contribution Matching: 100% match up to 5% of your salary, vested after 5 years Additional Earning Opportunities: Academic, leadership, performing arts, special ed., sponsor, UIL, & athletic stipends Life Insurance: \$50,000 policy paid by the district Health Benefits: \$5,100 annually paid toward employee medical policy, free employee dental and vision Free Pre-K for Staff Kids Comfortable Staff Dress Code Teacher Incentive Allotment Participating District Retention Incentive: additional 401(a) contributions for every 5 years of service: \$500 at 5 years, up to \$3,000 at 30 years.	
Professional Development & Advancement Opportunities	
Reimbursement for Alternative Certification Expenses. Learn how to become a certified teacher. snnyderisd.net/getcertified Reimbursement for earning a Master's Degree to become a Diagnostician (up to \$10,000; commitment required). Principal Residency Programs	
Ongoing Professional Development & Support	
Tiered professional development programs based on needs and experience. Mentor Program	
Campus Leadership Incentives	
The district contributes a percentage of salary into a 401(a) account based on campus performance. Fully vested after 5 years of employment and must be employed on the last day of the plan year (8/31) to qualify.	
Incentives for Principals	
"A" Campus with at least "B" in Domain 3: 40% of Principal's base salary. "B" Campus with at least "B" in Domain 3: 30% of Principal's base salary. Campus Distinction: 2.5% of Principal's base salary per distinction.	
Incentives for Assistant Principals	
"A" Campus with at least "B" in Domain 3: 20% of Assistant Principal's base salary. "B" Campus with at least "B" in Domain 3: 15% of Assistant Principal's base salary. Campus Distinction: 2.5% of Principal's base salary per distinction.	

annual pay raise budget approved by the Board of Trustees.

Salary Schedule for uncertified Teachers

Years of Experience	10 Mo Salary
0	\$33,660
1	\$34,390
2	\$35,100
3	\$35,830
4	\$37,350
5	\$38,880
6	\$40,410
7	\$41,830
8	\$43,170
9	\$44,440
10	\$45,630
11	\$46,770
12	\$47,850
13	\$48,850
14	\$49,810
15	\$50,710
16	\$51,570
17	\$52,370
18	\$53,140
19	\$53,860
20+	\$54,540

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Life Insurance: \$50,000 policy paid by the district

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Free Pre-K for Staff Kids

Comfortable Staff Dress Code

Teacher Incentive Allotment Participating District

Retention Incentive: additional 401(a) contributions for every 5 years of service: \$500 at 5 years, up to \$3,000 at 30 years.

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Principal Residency Programs

Ongoing Professional Development & Support

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Mentor Program

Snyder ISD
2026-2027 EXTRA DUTY STIPENDS - Non-Athletic

Extra Duty Assignment	2026-2027	Explanation
<u>Academics</u>		
Bilingual Teacher	\$3,500	PK-5 Only. Must be bilingual certified, teaching a dual language class or Spanish certified teaching a full course load of Spanish.
Spanish Teacher	\$3,500	High School & Junior High
STAAR Tested Subject, 3 - EOC	\$1000 / section \$4,000 max	
Content, ELAR 3-12	-	
Content, Math 3-12	-	
Content, Science 5-12	-	
PLC Lead	\$2,500	Included in payroll, allowed up to 15 days of daily rate (approved by principal)
Department Chair	\$2,500	Included in payroll, allowed up to 15 days of daily rate (approved by principal)
Self-Contained Behavior Setting	\$7,000	Not eligible for both SPED stipend and Behavior Stipend.
Special Education Transition	\$1,500	1 per district, HS Campus. Add'l planning period in lieu of stipend at principal and director discretion.
Special Education, Life Skills & Inclusion/Resource	\$7,000	Fulltime Life Skills, Inclusion, and/or Resource classroom assignments only, does not apply to VI, braille, O&M, or general education teachers. Teachers receiving this stipend are not eligible for tested subject or content stipends.
Teacher of the Visually Impaired and/or O&M	\$4,000	Fulltime Life Skills, Inclusion, and/or Resource classroom assignments only, does not apply to VI, braille, O&M, or general education teachers. Teachers receiving this stipend are not eligible for tested subject or content stipends.

Social Media / Graphic Design Support	\$1,500	
Teacher Class Size Overage	\$1,000	PreK-5th grade teachers over the class size limit for the entire semester and eligible per semester. (PreK-5th grade at or over 22:1) Verified by Skyward and Principal.
CTE (6-12)	\$500/Section \$2,000 max	
Greenhouse Coordinator	\$7,000	To recieve stipend, must have CDL
School Based Enterprise	\$1,500	Oversees and manages a campus-based student business operation
FFA	\$7,500	
Gifted and Talented	\$500	All teachers with their GT Certification
Student Services Community Liaison	\$2,500	
<u>Performing Arts</u>		
Band, Director High School	\$10,000	
Band, Director Middle School	\$7,500	
Choir, Director High School	\$7,500	
Choir, Assistant Middle School	\$2,500	
Theatre, High School	\$7,500	
Theatre, Middle School	\$2,500	
<u>Sponsors</u>		
National Honor Society, High School	\$1,500	
National Honor Society, Middle School	\$750	
Newspaper, High School	\$1,500	

Student Council, High School	\$1,500	
Student Council, Middle School	\$750	
Yearbook, High School	\$2,000	
Yearbook, Middle School	\$1,000	
<u>UIL</u>		
Speech	\$2,000	
Debate	\$2,000	
UIL Academic Sponsor	\$300	Max \$1,200
UIL Academic Coordinator	\$1,000	1 per campus. Responsible for coordinating all UIL Academic operations.
<u>Other</u>		
Master's Degree	\$1500	Paid to employees on the Teacher Salary Schedule only.
Mentor Teacher	\$1000	Per year per new teacher to the district with less than 3 years teaching experience, maximum 2 mentees. Mentor teacher must be certified with at least 3 years experience.
DAEP	\$4,000	Paid to employees on the Teacher Salary Schedule only.
Lead Counselor	\$2,500	1 per district
Lead Nurse	\$2,500	1 per district
Bilingual Coordinator	\$2,500	1 per district
Gifted and Talented Coordinator	\$2,500	1 per district
	Grandfathered 2025-2026 & Prior	
STAAR Tested Subject, 3 - EOC	\$750 / section \$3,000 max	

Content, ELAR 3-12	\$750 3-12	
Content, Math 3-12	\$750 3-12	
Content, Science 5-12	\$750 3-12	
Band, Director High School	Market	
FFA	Market	
<i>NOTE : All new and returning employees whose assignments have changed will utilize this Extra Duty Stipend schedule. Board approved</i>		

Snyder ISD
EXTRA DUTY STIPENDS - Athletics

Extra Duty Assignment	Supplement		Explanation
<u>Athletics</u>	<u>W/CDL</u>	<u>W/O CDL</u>	
Athletic Trainer	\$12,000	\$9,000	
Baseball, Head High School	\$7,000	\$5,250	
Baseball, Varsity Assistant	\$3,600	\$2,700	
Baseball, JV Assistant	\$3,200	\$2,400	
Basketball, Head High School	\$7,000	\$5,250	
Basketball, Varsity Assistant	\$3,600	\$2,700	
Basketball, JV Assistant	\$3,200	\$2,400	
Basketball, Middle School	\$2,500	\$1,875	
Dance/Drill Team (if after school)	\$2,000	\$1,500	
Coordinator, Junior High Boys/Girls	\$3,000	\$2,250	As needed, depending on experience, determined & approved by AD, HR, & Superintendent
Cheerleader, Varsity	\$5,000	\$3,750	
Cheerleader, Junior Varsity	\$2,500	\$1,875	
Cheerleader, Middle School	\$2,000	\$1,500	
Cross Country, Head High School - Boys & Girls	\$5,000	\$3,750	
Cross Country, Assistant High School - Boys & Girls	\$3,000	\$2,250	

Football, Coordinator	\$10,000	\$7,500	
Football, Varsity / JV Assistant	\$6,500	\$4,875	
Football, Middle School	\$3,000	\$2,250	
Coordinator, Girls High School	\$10,000	\$7,500	
Golf, Head High School	\$10,000	\$7,500	Per semester (\$5000 Fall, \$5000 Spring)
Golf, Assistant High School	\$5,000	\$3,750	Per semester (\$2500 Fall, \$2500 Spring)
Powerlifting, Head High School	\$5,000	\$3,750	
Powerlifting, Assistant High School	\$3,000	\$2,250	
Soccer, Head High School	\$7,000	\$5,250	
Soccer, Assistant High School	\$3,600	\$2,700	
Softball, Head High School	\$7,000	\$5,250	
Softball, Varsity Assistant	\$3,600	\$2,700	
Softball, JV Assistant	\$3,200	\$2,400	
Tennis, Head High School	\$10,000	\$7,500	Per semester (\$5000 Fall, \$5000 Spring)
Tennis, Assistant High School	\$5,000	\$3,750	Per semester (\$2500 Fall, \$2500 Spring)
Track, Head High School	\$5,000	\$3,750	
Track, Assistant High School	\$3,000	\$2,250	
Track, Middle School	\$2,500	\$1,875	
Volleyball, Head High School	\$7,000	\$5,250	
Volleyball, Varsity Assistant	\$3,600	\$2,700	
Volleyball, JV Assistant	\$3,200	\$2,400	

Volleyball, Middle School	\$2,500	\$1,875	
<i>HOLD HARMLESS PROVISION: Contract personnel employed during the 2023-2024 school year with extra duty assignments that did not change receive the greater of: the amount calculated from this Extra Duty Stipend Schedule or the total extra duty compensation generated by the 2023-2024 Extra Duty Stipend Schedule. Employees cannot receive stipends from both stipend schedules.</i>			
<i>NOTE : All new and returning employees whose assignments have changed will utilize this Extra Duty Stipend schedule.</i>			

Pay Grade	Job Title	Calendar	MIN	MID	MAX			
Para 1			Hourly			\$10.40	\$12.89	\$15.34
	Aide - Computer Lab	10 MO	10	MO	15,558	19,283	22,949	
	Aide - Classroom/General	10 MO						
	Aide - PE	10 MO						
	Receptionist - SIS	10 MO						
Para 2			Hourly			\$11.90	\$14.17	\$17.34
	Clerk - Campus Office Aide	10 MO	10	MO	17,802	21,198	25,941	
	Clerk - Sp Ed	10 MO	12	MO	21,515	25,619	31,351	
	Clerk - Speech Path.	10 MO						
	Aide - SPED Inclusion	10 MO						
	Aide - ISS	10 MO						
	Aide - Library	10 MO						
	Receptionist - SPS	10 MO						
Para 3			Hourly			\$12.80	\$15.62	\$18.44
	Admin Assistant	12 MO	10	MO	19,149	23,368	27,586	
	Counselor Secretary	11 MO	10.5	MO	20,275	24,742	29,209	
	Aide - Behavior	10 MO	11	MO	21,299	25,992	30,684	
	Aide - Life Skills/ECSE	10 MO	12	MO	23,142	28,241	33,340	
	Aide - DAEP	10 MO						
	Receptionist - HS	10.5 MO						
	Receptionist - JH	11 MO						
	Technology Specialist	12 MO						
Para 4			Hourly			\$14.00	\$16.86	\$19.72
	Principal Secretary - SPS, SIS, SJH	12 MO	12	MO	25,312	30,483	35,654	
	Clerk - PEIMS	12 MO						
Para 5			Hourly			\$ 15.39	\$ 18.54	\$ 21.69
	Athletic Secretary	10.5 MO	10	MO	\$ 23,023	\$ 27,736	\$ 32,448	
	LVN Nurse	10 MO	10.5	MO	\$ 24,378	\$ 29,367	\$ 34,357	
	Principal Secretary - HS	12 MO	12	MO	\$ 27,825	\$ 33,520	\$ 39,216	
	Special Programs Secretary	12 MO	MNT		\$ 30,780	\$ 37,080	\$ 43,380	
	Maint/Trans. Secretary	12 MO						
Para 6			Hourly			\$18.85	\$22.43	\$28.48
	Computer Tech	12 MO	12	MO	34,081	40,553	51,500	
	Migrant Coordinator (non-certified)	12 MO						
	Payroll Specialist	12 MO						
	HR Specialist	12 MO						
	Purchasing Specialist	12 MO						
Para 7			Hourly			\$21.00	\$26.00	\$31.00
	Superintendent Secretary/PEIMS	12 MO	12	MO	37,968	47,008	56,048	

Comprehensive Benefit Package

Compensation Enhancements

Hybrid Calendar: Provides 11 additional paid days to 10-month employees over a traditional school calendar

401(a) Retirement Contribution Matching: 100% match up to 5% of your salary, vested after 5 years

Additional Earning Opportunities: Academic, leadership, performing arts, special ed., sponsor, UIL, & athletic stipends

Life Insurance: \$50,000 policy paid by the district

Health Benefits: \$5,100 annually paid toward employee medical policy, free employee dental and vision

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Comfortable Staff Dress Code

Teacher Incentive Allotment Participating District

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Professional Development & Advancement Opportunities

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Reimbursement for earning a Master's Degree to become a Diagnostician (up to \$10,000; commitment required).

Principal Residency Programs

Ongoing Professional Development & Support

Tiered professional development programs based on needs and experience.

Mentor Program

2026–2027 Professional Pay Plan

Pay Grade	Job Title	Calendar	MIN	MID	MAX	
Prof 1			Annual			
	Speech Assistant	10	10 Months	38,812	47,922	57,032
	School Safety Specialist	11	11 Months	42,693	52,714	62,735
	PEIMS	12	12 Months	46,575	57,507	68,439
Prof 2			Annual			
	Speech Therapist	10	10 Months	52,228	69,114	82,000
	ARD Facilitator	10	11 Months	56,532	74,682	88,832
	Counselor - SIS	11	12 Months	61,570	80,747	95,000
	Counselor - SPS	11				
	Student Service Specialist	11				
	Academic Advisor	12				
Prof 3			Annual			
	Diagnostician	10.5	10.5 Months	57,937	74,353	90,769
	Counselor - SJHS	11	11 Months	61,088	78,194	95,300
Prof 4			Annual			
	Counselor - SHS	12	12 Months	67,898	86,102	104,305

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Incentives for Principals “A” Campus with at least “B” in Domain 3: 40% of Principal's base salary. “B” Campus with at least “B” in Domain 3: 30% of Principal's base salary. Campus Distinction: 2.5% of Principal's base salary per distinction.
Incentives for Assistant Principals “A” Campus with at least “B” in Domain 3: 20% of Assistant Principal's base salary. “B” Campus with at least “B” in Domain 3: 15% of Assistant Principal's base salary. Campus Distinction: 2.5% of Principal's base salary per distinction.

Auxiliary Pay Plan

Pay Grade	Job Title	Calendar	MIN	MID	MAX
AUX 1					
	Bus Aide	10 MO			
	Custodian	MAINT			
			Hourly Rate	\$10.40	\$12.89
			10 MO	15,558	19,283
			MNT	20,800	25,780
					30,680
AUX 2					
	Delivery/Mail	MAINT			
	Night Custodian	MAINT			
			Hourly Rate	\$11.90	\$14.17
			MNT	23,800	28,340
					34,680
AUX 3					
	Shop Assistant / Mech.	MAINT			
	Lead Custodian	MAINT			
	Maintenance Tech I	MAINT			
	Yard Crew	MAINT			
			Hourly Rate	\$12.80	\$15.62
			MNT	25,600	31,240
					36,880
AUX 4					
	Grounds Supervisor	MAINT			
	Electrician I	MAINT			
			Hourly Rate	\$14.47	\$17.65
			MNT	28,940	35,300
					41,680
AUX 5					
	Maintenance Tech II	MAINT			
			Hourly Rate	\$16.11	\$19.41
			MNT	32,220	38,820
					45,420
AUX 6					
	Plumber	MAINT			
	Electrician II	MAINT			
	Mechanic	10 Month			
			Hourly Rate	\$17.72	\$21.35
			10 Month	24,950	30,061
			MNT	35,440	42,700
					49,780
AUX 7					
	HVAC Tech I	MAINT			
	Transportation Coordinator	MAINT			
	Maintenance Tech III	MAINT			
			Hourly Rate	\$21.88	\$26.36
			MNT	42,528	51,240
					59,736
AUX 8					
	HVAC Tech II	MAINT			
			Hourly Rate	\$26.25	\$31.63
			MNT	51,034	61,488
					71,683
AUX 9					
	Bus Driver	10 MO			
			Hourly Rate - Routes and Field Tr	\$31.50	
			Hourly Rate-Training & Edulink	\$15.75	
AUX 10					
	Maintenance Supervisor	MAINT			
			Salary		
			MNT	55,000	64,000
					72,000

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Mentor Program

2026–2027 Executive Pay Plan

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EXE 1					
	Instructional Coach	11	Annual		
	Instructional Technology Coach	11	11 Months	59,679	76,191
				92,703	
EXE 2					
	Assistant Principal - SPS	12	Annual		
	Special Education Coordinator	12	12 Months	70,000	89,852
	Assistant Principal - SIS	12		109,703	
EXE 3					
	Assistant Principal - SHS	12	Annual		
	Assistant Principal - SJHS	12	12 Months	73,049	93,662
				114,275	
EXE 4					
	Principal - SIS	12	Annual		
			12 Months	76,097	97,472
				118,847	
EXE 5					
	Principal - SPS	12	Annual		
			12 Months	82,575	105,575
				128,574	
EXE 6					
	Director of Operations	12	Annual		
	Director of Human Resources	12	12 Months	87,723	113,514
	Director of Student Services	12		139,304	
	Director of Safety & Technology	12			
	Director of Communications	12			
	Director of Finance	12			
	Director of Special Education & MTSS	12			
EXE 7					
	Principal - SJHS	12	Annual		
	Principal - HS	12	12 Months	97,520	124,390
	Director of Athletics	12		151,260	
EXE 8					
	Assistant Superintendent	12	Annual		
			12 Months	106,015	135,021
				164,027	

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Incentives for Principals

"A" Campus with at least "B" in Domain 3: 40% of Principal's base salary.

"B" Campus with at least "B" in Domain 3: 30% of Principal's base salary.

Campus Distinction: 2.5% of Principal's base salary per distinction.

Incentives for Assistant Principals

"A" Campus with at least "B" in Domain 3: 20% of Assistant Principal's base salary.

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