

**2026-2027 New Hire Guide for
Teachers**

Years of Experience	New Hire Salary
0	\$51,500
1	\$52,100
2	\$52,700
3	\$55,300
4	\$55,900
5	\$60,500
6	\$61,100
7	\$61,700
8	\$62,300
9	\$62,800
10	\$63,200
11	\$63,600
12	\$64,000
13	\$64,400
14	\$64,800
15	\$65,200
16	\$65,600
17	\$66,000
18	\$66,500
19	\$67,000
20	\$67,500
21	\$68,000
22	\$68,500
23	\$69,100
24	\$69,700
25	\$70,300
26	\$71,000
27	\$71,800
28	\$72,600
29	\$73,400
30+	\$74,200

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.

\$1,200 Master's Degree - General Stipend

For any funds received by Marble Falls ISD for a designated teacher under the Teacher Incentive Allotment (TIA), 90% will be paid to the designated teacher. The remaining 10% will be used for training and support of the system, expansion of the system, and professional development. Should the district receive funding for a designated teacher who has resigned or retired, the district will forward payment to the resigned or retired teacher as soon as practicable.

**2025-2026 Salary Range for
Teachers, Librarians, and Nurses (RN)**

Hiring Salary Range
10-Month Hiring Range Minimum: \$51,500 10-Month Hiring Range Maximum: \$74,200

The salaries listed above are based on 10-month employment for the 2024-2025 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.

Salaries are determined individually with consideration for job-related experience and credentials.

\$1,200 Master's Degree - General Stipend

**2026-2027 New Hire Guide for
Librarians and Nurses (RN)**

Years of Experience	New Hire Salary
0	\$51,500
1	\$52,100
2	\$52,700
3	\$53,300
4	\$53,900
5	\$54,500
6	\$55,100
7	\$55,700
8	\$56,300
9	\$56,800
10	\$57,200
11	\$57,600
12	\$58,000
13	\$58,400
14	\$58,800
15	\$59,200
16	\$59,600
17	\$60,000
18	\$60,500
19	\$61,000
20	\$61,500
21	\$62,000
22	\$62,500
23	\$63,100
24	\$63,700
25	\$64,300
26	\$65,000
27	\$65,800
28	\$66,600
29	\$67,400
30+	\$68,200

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**2025-2026 Salary Range for
Librarians and Nurses (RN)**

Hiring Salary Range
10-Month Hiring Range Minimum: \$51,500 10-Month Hiring Range Maximum: \$68,200

The salaries listed above are based on 10-month employment for the 2024-2025 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.

Salaries are determined individually with consideration for job-related experience and credentials.

\$1,200 Master's Degree - General Stipend

2026-2027 Administrative Professional Pay Plan

Marble Falls ISD

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	4.0% GPI
1						
	Asst Director Maintenance	250	Daily \$248.40	\$302.92	\$357.45	\$0.00
	Asst Director Transportation	226	187 Days	46,451	56,646	66,843
	Behavior Specialist	187	197 Days	48,935	59,675	70,418
	Certified Occupational Therapist Assistant	197	226 Days	56,138	68,460	80,784
	HR & Benefits Coordinator	226	250 Days	62,100	75,730	89,363
	Senior District Technician	226				
	Speech Language Pathologist Assistant	197				
2						
	Asst Principal ES	212	Daily \$283.17	\$345.33	\$407.50	\$0.00
	Communication Coordinator	226	197 Days	55,784	68,030	80,278
	Counselor ES	200	200 Days	56,634	69,066	81,500
	Counselor MS	212	212 Days	60,032	73,210	86,390
	District Behavior Specialist	217	217 Days	61,448	74,937	88,428
	District PEIMS/Skyward Coord	226	226 Days	63,996	78,045	92,095
	SEL Counselor	200				
	Social Emotional Learning Coordinator	200				
	Social Worker	212				
	Special Education Counselor	200				
	Special Education District Counselor	197				
	Special Services Coordinator	212				
3						
	ARD Facilitator	197	Daily \$300.17	\$366.05	\$431.94	\$0.00
	Asst Principal MS	217	187 Days	56,132	68,451	80,773
	College & Career Advisor	212	192 Days	57,633	70,282	82,932
	Counselor HS	217	197 Days	59,133	72,112	85,092
	Diagnostician	197	212 Days	63,636	77,603	91,571
	Dyslexia Diagnostician	197	202 Days	60,634	73,942	87,252
	Early College High School/CTE Coordinator	226	217 Days	65,137	79,433	93,731
	Lead Counselor	226	226 Days	67,838	82,727	97,618
	Occupational Therapist	197				
	School Psychologist	202				
	Speech Language Pathologist	197				
	Systems Administrator	226				

4		
Asst Principal HS	217	
Director Bonds	250	
Director Child Nutrition	226	
Director Human Resources	226	
Director Maintenance	250	
Director Transportation	226	
Exec Dir Education Foundation	226	

Daily	\$318.17	\$388.01	\$457.85
202 Days	64,270	78,378	92,486
217 Days	69,043	84,198	99,353
226 Days	71,906	87,690	103,474
250 Days	79,543	97,003	114,463

\$0.00

5		
Accounting Supervisor	226	
Athletic Director/Head Football Coach	226	
Director Accountability & Assessment	226	
Director Bilingual/ESL Programs and Migrant Services	226	
Director Elementary Education	226	
Director Special Programs	217	
Executive Director of Technology	226	
Principal ES	217	
Principal Falls Career HS	217	

Daily	\$355.40	\$433.41	\$511.42
202 Days	71,791	87,549	103,307
217 Days	77,122	94,050	110,978
226 Days	80,320	97,951	115,581
250 Days	88,850	108,353	127,855

\$0.00

6		
Exec Dir Spec Services	226	
Principal MS	226	

Daily	\$393.20	\$468.09	\$542.98
226 Days	88,863	105,788	122,713

\$0.00

7		
Chief Financial Officer	226	
Principal HS	226	

Daily	\$459.45	\$560.31	\$661.15
226 Days	103,836	126,630	149,420

\$0.00

8		
Assistant Superintendent - Administration	226	
Assistant Superintendent - Curriculum and Instruction	226	
Assistant Superintendent - Special Services	226	

Daily	\$489.31	\$596.72	\$704.13
226 Days	110,584	134,859	159,133

\$0.00

2026-2027 Clerical Paraprofessional Pay Plan

Marble Falls ISD

*Annual amounts are based on 8 hours per day.

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	GPI
1						
	Paraprofessional - Instructional	187	Hourly \$14.46	\$17.64	\$20.83	\$0.00
	Paraprofessional - Literacy	187	187 Days	21,632	26,389	
	Paraprofessional - PE	187			31,162	
2						
	Paraprofessional - 18+	187	Hourly \$15.34	\$18.70	\$22.06	\$0.00
	Paraprofessional - After School Worker	173	173 Days	21,231	25,881	
	Paraprofessional - Bilingual	187	187 Days	22,949	27,975	
	Paraprofessional - Bilingual ECSE	187	192 Days	23,562	28,723	
	Paraprofessional - Bilingual Pre-K	187	197 Days	24,176	29,471	
	Paraprofessional - Bilingual Sped	187	226 Days	24,735	33,810	
	Paraprofessional - Content Mastery	187			39,884	
	Paraprofessional - Dual Language Literacy	187				
	Paraprofessional - ECSE	187				
	Paraprofessional - Emergent Bilingual Instructional	187				
	Paraprofessional - English Language Learner (ELL)	187				
	Paraprofessional - Inclusion	187				
	Paraprofessional - ISS	187				
	Paraprofessional - Life Skills/ALE	187				
	Paraprofessional - Pre-K	187				
	Paraprofessional - Social Emotional Learning	187				
	Paraprofessional - Sped	187				
	Paraprofessional - Speech Therapy	187				
	Parking Lot Attendant	187				
3						
	Asst Principal Secretary HS	212	Hourly \$16.21	\$19.78	\$23.34	\$0.00
	Asst Principal Secretary MS	212	187 Days	24,250	29,591	
	Attendance Clerk/Registrar ES	197	192 Days	24,899	30,382	
	Counselor Secretary	212	197 Days	25,547	31,173	
	Paraprofessional - Positive Behavior Support	187	212 Days	27,492	33,547	
	Receptionist ES, MS	192			39,585	
	Receptionist HS	197				

4		Hourly	\$18.17	\$22.16	\$26.14	\$0.00
Admin Asst/Federal & State Grants	226	187 Days	27,182	33,151	39,105	
Admin Asst/Maintenance	226	197 Days	28,636	34,924	41,197	
Admin Asst/Special Services	197	212 Days	30,816	37,583	44,333	
Admin Asst/Transportation	226	217 Days	31,543	38,470	45,379	
Attendance Clerk HS	197	226 Days	32,851	40,065	47,261	
Attendance Clerk MS	197					
Career Secretary HS	217					
Central Office Receptionist/Ed Foundation Asst	226					
Child Nutrition Secretary	226					
CTE Secretary	226					
Human Resources Generalist	226					
Paraprofessional - Library Manager	197					
Principal Secretary ES, Falls Career/EPIC	217					
Principal Secretary MS	226					
Registrar HS	212					
Registrar MS	212					

5		Hourly	\$21.81	\$26.58	\$31.36	\$0.00
Accounts Payable Specialist	226	190 Days	33,151	40,402	47,667	
Admin Asst/Athletics	226	226 Days	39,432	48,057	56,699	
Admin Asst/Technology	226					
District PEIMS Specialist	226					
Financial Services Specialist	226					
HR Specialist	226					
HR Specialist/Sub Coordinator	226					
LVN	190					
Payroll Specialist	226					
Principal Secretary HS	226					
Student Management PEIMS	226					
Technology Technician I	226					

6		Hourly	\$25.61	\$31.22	\$36.83	\$0.00
Admin Asst/Curriculum & Instruction	226	226 Days	46,303	56,446	66,589	
Admin Asst/Asst. Supt of Administration	226					
Systems Technician	226					
Technology Technician II	226					
Special Services Administrator Assistant	226					

7		Hourly	\$29.18	\$35.59	\$41.99	\$0.00
Admin Asst/Supt	226	226 Days	52,757	64,347	75,918	

2026-2027 Auxiliary Pay Plan

Marble Falls ISD

*Annual amounts are based on 8 hours per day.

Pay Grade	Job Title	Calendars	Hourly	Minimum	Midpoint	Maximum	GPI
1			Hourly	\$13.39	\$16.34	\$19.28	\$0.00
	Bus Aide	180	180 Days	19,282	23,530	27,763	
	Cafeteria Monitor	173	250 Days	26,780	32,680	38,560	
	Cafeteria Worker	180					
	Custodian	250					
2			Hourly	\$14.46	\$17.64	\$20.83	\$0.00
	Child Nutrition Asst Manager ES	180	180 Days	20,822	25,402	29,995	
	Child Nutrition Asst Manager MS	180	250 Days	28,920	35,280	41,660	
	Lead Custodian ES	250					
	Lead Custodian MS	250					
	Warehouse Assistant	250					
3			Hourly	\$15.91	\$19.41	\$22.91	\$0.00
	Child Nutrition Asst Manager HS	180	180 Days	22,910	27,950	32,990	
	Child Nutrition Manager FALLS-EPIC	192	192 Days	24,438	29,814	35,190	
	Child Nutrition Manager ES	192	250 Days	31,820	38,820	45,820	
	Child Nutrition Manager MS	192					
	Driver Trainee	180					
	Grounds	250					
	Lead Custodian HS	250					
	Maintenance Clerk	250					
	Non-CDL Driver	180					
	Warehouse	250					
4			Hourly	\$17.83	\$21.73	\$25.65	\$0.00
	Child Nutrition Manager HS	192	192 Days	27,387	33,377	39,398	
	HVAC (unlicensed)	250	250 Days	35,660	43,460	51,300	
	Lead Grounds	250					
	Maintenance	250					
	Locksmith/General Maintenance	250					
5			Hourly	\$23.88	\$29.13	\$34.37	\$0.00
	Child Nutrition Supervisor	192	192 Days	36,680	44,744	52,792	
	Custodial Supervisor	250	250 Days	47,760	58,260	68,740	
	Electrician	250					
	HVAC	250					
	Lead Grounds/IPM Coordinator	250					
	Mechanic	250					
	Plumber	250					
	Shop Foreman (Add \$2.00 per hr)	250					
BD			Hourly	\$20.35	\$23.94	\$27.53	\$0.00
	Bus Driver (Add \$1.00 if hold Class A)	180	180 Days	29,304	34,474	39,643	
BD2			Hourly	\$21.98	\$25.86	\$29.74	\$0.00
	Dispatcher	202	202 Days	35,520	41,790	48,060	
	Lead Bus Driver/Trainer	202					

2026-2027 Stipends, Extracurricular Duty, and Supplemental Pay

Marble Falls ISD

Category	Assignment	Level	Proposed Stipend	Number of Stipends
Academics				
	Agriculture Sponsor	HS	3,000	3
	Bilingual Teacher	ES	6,000	
	BPA (Business)	HS	1,500	3
	Color Guard	HS	3,000	1
	Debate/Speech Sponsor	HS	2,000	1
	Department Chair	MS	1,000	5
	Department Chair	HS	1,500	6
	Department Chair STEAM	MS	1,500	1
	Dual Credit	HS	500/class	
	18+ Educator Designee	HS	1,500	1
	ESL	HS	1,500	2
	ESL	MS	1,500	1
	FCCLA	HS	1,500	1
	Fine Arts Lead Teacher – Secondary		500	2
	GT Coordinator – Elementary and Secondary	All	500	2
	Highland Lakes Elementary - Hard to Staff	ES	1,000	
	HOSA (Health Science)	HS	1,500	2
	International Teacher Advisor	All	1,000	
	Journalism	HS	750	1
	Lead Ag	HS	1,000	1
	Lead ARD Facilitator	All	1,850	1
	Lead Counselor	HS	3,500	1
	Lead LSSP	All	1,850	1
	Lead Nurse	All	2,400	1
	Lead Related Services	All	1,850	1
	Lead Speech Language Path	All	1,850	1
	Mentor Teacher	All	200	
	Mentor Campus Coordinator	All	500	7
	NHS Sponsor	HS	1,500	1
	National Junior Honor Society Sponsor	MS	750	2
	Prom Sponsor	HS	1,500	1
	Skills USA	HS	1,500	2
	Special Education Campus Coordinator	All	1,500	7
	Special Education Teacher - Inclusion/Resource/Dyslexia	All	2,000	
	Special Education Teacher - ECSE/Life Skills/PBSC	All	4,000	
	Special Olympics	All	3,000	2
	Speech Language Pathologist	All	6,000	5

Category	Assignment	Level	Proposed Stipend	Number of Stipends
Academics Continued				
	Student Council	MS	750	1
	Student Council	HS	2,500	1
	The Stables (Zero Hour)	HS	5,000	1
	TSA (Engineering)	HS	1,500	1
	TX Teach Year 1	All	100/sem	
	TX Teach Year 2	All	500/sem	
	UIL Academic Coach	MS	250	
	UIL Academic Coach	HS	500	
	UIL Coordinator	MS	900	1
	UIL Coordinator	HS	2,000	2
	VASE	HS	500	2
	Webmaster – District	All	6,500	1
	Yearbook	MS	500	1
	Yearbook	HS	1,850	1
	Yearbook – Falls/EPIC	HS	1,000	1

Category	Assignment	Level	Proposed Stipend	Number of Stipends
Athletics				
	Athletic Trainer	HS	13,000	2
	Baseball, Assistant	HS	3,700	2
	Baseball, Head	HS	5,750	1
	Basketball	MS	2,250	8
	Basketball, Assistant	HS	5,200	4
	Basketball, Head	HS	7,700	2
	Boys Coordinator	MS	4,500	1
	Cross Country	MS	2,000	2
	Cross Country, Assistant	HS	4,000	1
	Cross Country, Head	HS	5,150	1
	Football Coordinator	HS	5,000	2
	Football, Assistant	HS	9,400	12
	Football, Assistant	MS	4,825	5
	Football, Head	HS	16,850	1
	Football, Head	MS	6,000	1
	Girls Coordinator	MS	4,500	1
	Golf	MS	2,000	1
	Golf, Assistant	HS	4,200	1
	Golf, Head	HS	6,200	1
	Powerlifting, Assistant	HS	2,900	1
	Powerlifting, Head	HS	5,200	1
	Soccer	MS	2,000	4
	Soccer, Assistant	HS	4,000	4
	Soccer, Head	HS	6,100	2
	Softball, Assistant	HS	3,700	2
	Softball, Head	HS	5,750	1
	Stadium (Fall) Coordinator	HS	5,000	1
	Strength and Conditioning Coordinator	HS	6,000	1
	Swim	HS	1,350	1
	Tennis	MS	2,000	2
	Tennis, Assistant	HS	4,950	1
	Tennis, Head	HS	6,900	1
	Track	MS	2,000	8
	Track, Assistant	HS	3,250	6
	Track, Coordinator	MS	3,000	2
	Track, Head	HS	5,000	2
	Volleyball	MS	3,200	4
	Volleyball, Assistant	HS	6,625	2
	Volleyball, Head	HS	8,375	1

Category	Assignment	Level	Proposed Stipend	Number of Stipends
Performing Arts				
	Band, Asst Director	HS	8,000	1
	Band, Asst Director	MS	6,500	1
	Band, Head Director	HS	17,200	1
	Band, Head Director	MS	7,500	1
	Cheer Coach, Head	HS	5,000	1
	Cheer Coach, Assistant	HS	3,000	1
	Cheer Coach	MS	1,500	2
	Choir Director, Head	HS	12,375	1
	Choir Director, Head	MS	2,650	1
	Choir Director, Assistant	HS/MS	4,275	1
	Drill Team	HS	5,000	1
	One Act Play	HS	750	4
	One Act Play	MS	500	1
	Theatre Director	HS	8,000	1
	Theatre Director, Assistant	HS/MS	3,000	1

2026-2027 Substitute Pay Plan

Marble Falls ISD

Position	Daily Rate
Administrator	\$300.00
Certified Instructional	\$110.00
Long Term Instructional Substitute (10+ days)	
- if certified in content area	Teacher Daily Rate
- if certified but not in content area	\$150.00
- if not certified	\$110.00
Non-certified Instructional	\$100.00
Nurse	\$200.00
Nurse - Special Education	\$250.00

Instructional Assignments Only

Tier 1: 15-29 days worked	+ \$10 to base rate
Tier 2: 30+ days worked	+ \$20 to base rate

Auxiliary Substitutes

Paid at the minimum hourly rate for the pay grade of the position they are temporarily assigned