Natalia Independent School District
Compensation Plan

2026 – 2027 Natalia ISD Compensation Plan

Pay Structures

Teacher Pay Scale for Bachelor's Degree

Years of Experience	New Hire Salary		Years of Experience	New Hire Salary
Uncertified	$56,500			
0	$56,750			
1	$57,050		21	$70,250
2	$57,350		22	$70,750
3	$59,650		23	$71,250
4	$59,950		24	$71,750
5	$64,250		25	$72,250
6	$64,550		26	$72,750
7	$64,850		27	$73,250
8	$65,150		28	$73,750
9	$65,450		29	$74,250
10	$65,750		30	$74,750
11	$66,150		31	$75,250
12	$66,550		32	$75,750
13	$66,950		33	$76,250
14	$67,350		34	$76,750
15	$67,750		35	$77,250
16	$68,150		36	$77,750
17	$68,550		37	$78,250
18	$68,950		38	$78,750
19	$69,350		39	$79,250
20	$69,750		40	$79,750

The salaries listed above are based on 10-month employment for the 2026-2027 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.

$1,000 Master's Degree Stipend / any subject

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Administrative Professional Pay Plan – Exempt Staff

Pay Grade	Job Title	Minimum	Midpoint	Maximum
EGA	Athletic Director/Head Football Coach	$72,772	$78,423	$84,515
E4A	Campus Assistant Principal (All Campuses)	$67,700	$73,454	$79,161
E7A	Campus Principals (All Principals)	$82,260	$88,651	$95,537
EBA	Child Nutrition Director	$50,999	$54,900	$58,809
EiA	Community Liaison	$34,190	$39,962	$46,081
EHB	Counselor, all other campuses or 11 M	$55,325	$59,623	$64,254
EHA	Counselor, High School, or 12 M	$59,664	$64,299	$69,293
E5A	Instructional Coordinator, Academic Dean, Director of Support Services, and Director of Instructional Technology	$65,001	$70,050	$75,490
E3A	District Nurse; Diagnostician	$56,320	$72,502	$78,134
E3B	Speech Language Pathologist	$54,122	$69,658	$75,070
E8A	School Psychologist, $5000 first year, new hire sign-on bonus.	$70,001	$75,437	$81,298
EP1	Maintenance Manager, Custodial Manager	$32,544	$41,692	$48,400
EFA	Assistant Supt of Finance & Supt Serv.	$91,001	$105,648	$122,654
E2A	Payroll and Benefits Coordinator	$44,297	$51,427	$59,704
E7A	Executive Director of Human Resources, Executive Director of Special Programs, Executive Director of Academic Services, Executive Director of Curriculum. & Instruction	$82,260	$88,651	$95,537
EP2	Operations and Transportation Coordinator	$45,505	$52,830	$61,332
E8C	Technology Director, Director of Operations and Safety	$70,001	$75,437	$81,298

Clerical Paraprofessional Pay Plan

Position	Annualized Pay Cycle	Minimum	Midpoint	Maximum
Repair Tech (5-days/wk)	July-June	$21,460	$24,914	$28,925
Technology Support Specialist	July-June	$24,483	$28,424	$33,000
Accounting Specialist	July-June	$33,142	$42,297	$49,105
Campus or Department Administrative Assistant / Registrar / PEIMS, Business Office Receptionist & Support Specialist	July-June	$29,494	$34,252	$37,189
Campus Receptionist / Bookkeeper	August.–July	$22,723	$25,869	$30,033
Computer Technician	July-June	$39,566	$45,935	$53,330
Certified Health Clinic Aide (8 hrs/day, 5-day instructional week)	August-July	$26,372	$30,617	$35,546
Instructional Aides (Special Ed. Resource, Inclusion, PE, Intervention, Head Start, ESL, Kindergarten, 1st Grade) (8 hrs/day, 5-day instructional week)	September-August	$19,450	$20,916	$22,486
Instructional Aides (Special Ed. Life Skills as assigned, Office Aide Support, & Library) (8 hrs/day, 5-day instructional week)	September-August	$20,450	$21,916	$23,486
Superintendent & School Board Administrative Assistant	July-June	$34,797	$40,398	$46,901

Auxiliary Pay Plan

Position	Annualized Pay Cycle	Minimum	Midpoint	Maximum
Bus Driver (4 hours per day)	September-August	$13,690	$15,373	$17,056
Bus Monitor (4 hours per day)	September-August	$8,390	$9,741	$11,308
Cafeteria Managers (8 hours per day)	September-August	$21,432	$24,882	$28,887
Workers (Daily hours available range from 4 hours to 7.5 hours per day. Salary listed is for 7.5 hrs.)	September-August	$15,720	$18,250	$21,188
Certified Maintenance: Electrician (Journeyman), HVAC technician, Mechanic	September-August	$34,952	$40,578	$47,110
Custodians (8 hours per day)	September-August	$21,392	$24,835	$28,833
General Maintenance & Grounds (8 hours per day)	September-August	$25,912	$30,083	$34,925

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Bus Driver Incentive Program

Natalia ISD is seeking School Bus Drivers to transport children to and from school each day on established routes. Additional extracurricular trips (sports, band, and field trips) may also be available. Typical routes are morning and afternoon and are scheduled for a minimum of four (4) hours per school day.

Objective:

To help attract new drivers and retain existing drivers. Incentives include:

- Paying for a new Commercial Driver's License (CDL)
- Providing a sign-on bonus for new Bus Drivers
- Offering a recruitment incentive to existing drivers who recruit new drivers
- Providing a monthly attendance incentive for qualifying bus drivers

New Bus Drivers: $2,000 Sign-on Bonus

The sign-on bonus will be paid over **24 monthly payments**.

Current Employees:

Current employees who refer a new bus driver are eligible for:

- **$100 recruitment incentive** paid upon the referred driver's 30-day anniversary.
- **Additional $200 recruitment incentive** paid upon the referred driver's one-year anniversary.

Bus Driver Attendance Incentive:

Drivers who complete both their **AM and PM routes every scheduled school day** are eligible to receive a **$100 monthly attendance incentive**.

Sign-on Bonus Procedures:

- Complete the **New Hire Sign-on Bonus Agreement Form**.
- To be eligible for the sign-on bonus, an employee must not have been employed by Natalia ISD within the previous **12 months** prior to signing the agreement.

Perfect Attendance Procedures:

To qualify for the monthly attendance incentive:

- The incentive applies only to bus drivers assigned to regular AM and PM routes.
- The incentive **does not apply** to:
    - Bus aides/monitors
    - Van drivers
    - Special education route drivers
    - Substitute drivers
    - Coaches
    - Mechanics or maintenance staff who are not regularly assigned to daily AM and PM routes
- Drivers who are **not absent for any reason** during the months of **August through May** will receive **$100** on the payroll following that month.
- The purpose of this incentive is to improve attendance, encourage employees to schedule appointments between routes, and retain existing drivers.

- Driving an evening or weekend athletic trip **does not replace** a missed regular AM or PM route due to an absence.
- If a driver is assigned to a district trip that prevents them from driving their regular route, **it will not be counted as an absence**.

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Supplemental Pay

The following supplemental pay structures are effective for the 2026–2027 school year. This is not an exhaustive list of supplemental pay available.

Summer School and Additional Tutoring

- Teachers: $40.00 per hour

Summer Athletic Pay

- **$25.00 per hou**r for voluntary Summer Strength and Conditioning activities conducted prior to the start of UIL-approved sports seasons.

Stipends

Education & Certifications for Teachers	
Master's Degree	$1,000.00
Math/Science (Secondary)	$4,000.00
ESL (Certified and Serving Student)	$1,000.00
Bilingual (Certified and Serving Students)	$2,000.00
Dyslexia Program Coordinator	$5,000.00
District Bilingual tester	$4,500.00
Special Education Certification, as assigned	$2,000.00
Special Education Life Skills Assignment (in addition to Certification Stipend)	$1,500.00
Academic and Clubs	
Dual Credit Professor, Per Course, Per Semester	$1,500.00
UIL Coach, Per Event, Upon Completion	$300.00
UIL Campus Coordinator, Upon Completion	$1,000.00
One Act Play - Junior High	$1,000.00
One Act Play - High School	$2,000.00
Student Drug Testing Coordinator	$3,000.00
Mentor (Upon completion of required tasks)	Up to $500.00
Robotics (Highschool)	$1,000.00
High School Ag	$4,000.00
National Honor Society, Student Council, and Club Sponsor	$500.00

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2026–2027 Substitute Pay Schedule

Classroom substitute daily rates and long-term substitute definitions and rates are effective August 2026.

Classroom Substitute Reporting Hours

- Full Day: 7:15 a.m. – 4:45 p.m.
- AM Half Day: 7:15 a.m. – 12:00 p.m.
- PM Half Day: 12:00 p.m. – 4:45 p.m.

Daily Substitute Rates

- Base Pay: $120.00 per full day | $60.00 per half day
- Bachelor's Degree (any subject): $125.00 per full day | $62.50 per half day
- Certified Teacher: $130.00 per full day | $65.00 per half day

Long-Term Substitute Rates

- Long-Term Sub A: Additional $20.00 per full day
    - Substitute serves the same teacher or the same instructional aide for 10 consecutive days.
- Long-Term Sub B: Additional $20.00 per full day
    - Substitute has a Bachelor's degree (any subject) and serves the same teacher or the same instructional aide for 10 consecutive days.
- Long-Term Sub C-1: Additional $20.00 per full day
    - Substitute serves the same instructional aide for 10 consecutive days.
- Long-Term Sub C-2: Additional $145.00 per full day
    - Substitute holds an active teacher certificate and serves the same teacher for 10 consecutive days.

Hourly Substitute Rates

- Hourly Substitute (Cafeteria, Custodian, Bus Monitor): Starting at $11.50 per hour
- Hourly Certified Bus Driver: Starting at $19.25 per hour