



Natalia Independent School District
P.O. Box 548, 805 Pearson St.
www.nataliaisd.net
Phone: (830) 663-4416 Fax: (830) 665-1001



Natalia ISD

2025–2026

Compensation Plan



Natalia Independent School District

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The following pay structures are effective only for the 2025–2026 school year.

2025-2026 New Hire Guide for Certified Classroom Teachers

Pay Step	Annual Salary
0	\$56,500
1	\$56,500
2	\$56,750
3	\$59,050
4	\$59,350
5	\$63,650
6	\$63,950
7	\$64,250
8	\$64,550
9	\$64,850
10	\$65,150
11	\$65,550
12	\$65,950
13	\$66,350
14	\$66,750
15	\$67,150
16	\$67,550
17	\$67,950
18	\$68,350
19	\$68,750
20	\$69,150
21	\$69,650
22	\$70,150
23	\$70,650
24	\$71,150
25	\$71,650
26	\$72,150
27	\$72,650
28	\$73,150
29	\$73,650
30	\$74,150
Master's Degree, any subject \$1,000 Stipend	



The Salaries listed above are based on 10-month employment for the 2025-2026 school year only.

This is scheduled to be 173 days which is the 4-day instructional calendar equivalent to the 2022-23's 187-day calendar.

Neither past nor future salaries can be calculated, assumed, or predicted on the basis of this schedule. Salary advancement is based on the annual pay raise budget when approved by the Board of Trustees for each school year.

Service Records are required to determine years of service completed and are due to the Payroll Office within 30 days of the start date.

This scale and compensation plan is based on initial information provided by the current statute and may be subject to update as may be needed based on legislative action and legal guidance that could impact the 2025-26 school year. Adjustments may be necessary when additional information is provided.

Specific Teaching Assignments and other positions that are based on the Teacher 10-Month scale but adjusted by the daily rate for additional days for the 2025-26 school year:

- Band Director 12 Month, July-pay cycle
- AG Teachers 12 Month, July-pay cycle
- Assistant Band Directors, 11 month, August-pay cycle

Other considerations:

At-Will exempt teachers allowed under the District's DOI plan, who are not fully/properly certified, are not entitled to the teacher pay scale steps for years of experience completed, and may not be eligible for the stipend(s) standard for their position. They are compensated at step zero on the teacher scale until certification requirements are met. Once met, applicable years of service and relevant stipends will be applied and prorated for the remainder of the year.

Instructional Aides who are not degreed/certified and are teaching elementary elective courses for the full day *may* be compensated at half of step 0 on the teacher scale, or adjusted for the # of classes taught.



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2025–2026 Administrative Professional Pay Plans

Pay Grade Name	Position	Annualized Pay Cycle	Minimum Annualized Salary	Mid-point Annualized Salary	Maximum Annualized salary
	Administrative Profesional Pay Plan		(Annual amounts are rounded)		
EGA	Athletic Director & Head Football Coach	July-June	\$ 72,772	\$ 78,423	\$ 84,515
E4A	Campus Assistant Principal, all campuses;	August- July	\$ 67,700	\$ 73,454	\$ 79,161
E7A	Campus Principal, all campuses	July-June	\$ 82,260	\$ 88,651	\$ 95,537
EBA	Child Nutrition Program Director	August- July	\$ 50,999	\$ 54,900	\$ 58,809
EiA	Community Liaison	July-June	\$ 34,190	\$ 39,692	\$ 46,081
EHB	Counselor, all other campuses, or 11M	August- July	\$ 55,325	\$ 59,623	\$ 64,254
EHA	Counselor, High School Campus, or 12M	July-June	\$ 59,664	\$ 64,299	\$ 69,293
E8B	Director of Operations	September-August	\$ 70,001	\$ 75,437	\$ 81,298
E8C	Directory of Technology	July-June	\$ 70,001	\$ 75,437	\$ 81,298
E3A	District Nurse; Diagnostician	August- July	\$ 56,320	\$ 72,502	\$ 78,134
EFA	Executive Director of Finance	July-June	\$ 91,001	\$ 105,648	\$ 122,654
E7A	Executive Director of Special Programs; Executive Director of Curriculum & Instruction	July-June	\$ 82,260	\$ 88,651	\$ 95,537
E5A	Instructional Coordinator; Academic Dean; Director of Support Services; Director of Instructional Technology	August- July	\$ 65,001	\$ 70,050	\$ 75,490
E8A	Licensed Specialist in School Psychology (LSSP), \$5,000 first year, new hire sign-on bonus	August- July	\$ 70,001	\$ 75,437	\$ 81,298
EP1	Maintenance Manager, Custodial Manager	September-August	\$ 32,544	\$ 41,692	\$ 48,400
E3C	Network Technician	July-June	\$ 56,320	\$ 72,502	\$ 78,134
EP2	Operations & Transportation Coordinator	September-August	\$ 45,505	\$ 52,830	\$ 61,332
E2A	Payroll & Benefits Coordinator	August- July	\$ 44,297	\$ 51,427	\$ 59,704
E3B	Speech Language Pathologist (SLP)	August- July	\$ 54,112	\$ 69,658	\$ 75,070



2025–2026 Paraprofessional, Clerical, & Technology Pay Plans

Position	Annualized Pay Cycle	Minimum Annualized Salary	Mid-point Annualized Salary	Maximum Annualized Salary
Para Professional, Clerical, and Technological Positions (8-hrs/day, except where noted)		(Annual amounts are rounded)		
PT Repair Tech (4-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	Aug- July	\$ 22,723	\$ 25,869	\$ 30,033
Computer Technician	July-June	\$ 39,566	\$ 45,935	\$ 53,330
Certified Health Clinic Aide (9hrs/day, 4-day instructional week)	Aug- July	\$ 26,372	\$ 30,617	\$ 35,546
Instructional Aides, All categories: Special Ed. Resource, Special Ed. Inclusion, PE, Intervention, Head Start, ESL, Kindergarten, 1st grade. (9hrs/day, 4-day instructional week)	Sept-Aug	\$ 19,450	\$ 20,916	\$ 22,486
Instructional Aides: Special Ed. Life Skills (as assigned), Office Aide Support, & Library (9hrs/day, 4-day instructional week)	Sept-Aug	\$ 20,450	\$ 21,916	\$ 23,486
Superintendent & School Board Administrative Assistant	July-June	\$ 34,797	\$ 40,398	\$ 46,901



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2025–2026 Auxiliary Pay Plans

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



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, & field trips) may also be available. Typical routes are morning and afternoon, and are scheduled for a minimum of 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, and an attendance incentive for bus drivers each month.

New Bus Drivers: \$2,000 sign-on bonus (paid out annually in 24 payments)

Current employees: \$100 recruitment incentive, paid upon the referred bus driver's 30th-day anniversary date, additional \$200 recruitment incentive upon the one-year-anniversary date.

Bus Driver Attendance: \$200 per month, drives both AM & PM routes every school day.

Sign-on bonus Procedures

- New hire sign-on bonus agreement form.
- To be eligible for this sign-on bonus, the Employee must not have been employed by Natalia ISD within the past 12 months prior to the signing of this agreement.
- EDIT to the above. It was not meant to exclude those employees who trained to become bus drivers while employed.

Bus perfect attendance procedures.

- Bus drivers' attendance incentive. (Does not include aides/monitors, van or special ed route drivers, sub drivers, coaches, or the mechanic/maintenance staff who are *not normally driving a dedicated to/from school bus route every day when fully staffed*)
- BUS drivers that drive students to and from school every single day.
- Bus drivers that are not absent for any reason in the months (August thru May) shall receive \$200.00 on the paycheck/pay period following that month.
- This is to increase attendance and ensure they schedule their appointments between their routes, and to retain existing drivers.
- The hours for an evening/weekend athletic trip do not make up for missing the regular to/from school route due to an absence, however,
- if they are on a trip that prevents them from driving a school day to/from the route, it does not count as an absence.



Supplemental Pay

The following pay structures are effective for the 2025–2026 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 hour, for voluntary Summer Strength training & conditioning prior to the start of the UIL-approved sports seasons.

Stipends and Extracurricular Duty Pay

The following pay structures are effective for the 2025–2026 school year.
This is not an exhaustive list of supplemental pay available.

See tables on the next 2 pages.



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	Amount (Annualized unless otherwise expressed)
Education & Certifications for Teachers	
Master's Degree	\$1,000.00
Math/Science (Secondary)	\$4,000.00
ESL (Certified & Serving Students)	\$1,000.00
Bilingual (Certified & 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 & 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- Jr. 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 (High School)	\$1,000.00
Robotics (Elem. & Jr. High)	\$500.00
High School AG	\$4,000.00
National Honor Society, Student Council, Club Sponsor	\$500.00



2025–2026 Substitute Pay Schedule

Classroom sub daily rate and long-term definition and rates effective 8/2025.

All Classroom Sub Reporting times are 7:30 am to 4:30 pm

Half day AM: 7:30 am- 12:00 pm

Half day PM: 12:00 pm - 4:30 pm

- **Base Pay \$120.00/full day. \$60.00/half day**
- **Bachelor's degree, any subject. \$125.00/full day. \$62.50/half day**
- **Certified Teacher \$130.00/full day. \$65.00/half day**

- Long-Term sub A: additional \$20.00/full day
 - (subs for the same Teacher *or the same Instructional Aide* for 10 consecutive days)
- Long-Term sub B: additional \$20.00/full day
 - (Sub has a Bachelor's degree in any subject, and subs for the same Teacher *or the same Instructional Aide* for 10 consecutive days)
- Long-Term sub C-1: additional \$20.00/full day
 - (subs for the **same Instructional Aide** for 10 consecutive days)
- Long-Term sub C-2: additional \$145.00/full day
 - (if sub has an active teacher certificate, and subs for the same **Teacher** for 10 consecutive days)
- Hourly Subs for Cafeteria/Custodian/Bus Monitors: Starting at \$11.50/hour
- Hourly Certified Bus Drivers: Starting at \$19.25/hour.



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Local Policy DEC, Exhibit A

Local Leave Scale			Local Leave Scale			State Leave Scale		
For Teachers, Aides, Bus Driver/Monitors, & Food Service hourly staff (instructional calendar)			For 11M & 12M staff			For All Staff		
Days Employed	day	increment	Days Employed	day	increment	Days Employed	day	increment
0	27	0.0	0	19	0.00	0	14	0.00
28	55	0.5	20	39	0.50	15	29	0.50
56	83	1.0	40	59	1.00	30	44	1.00
84	111	1.5	60	79	1.50	45	59	1.50
112	139	2.0	80	99	2.00	60	74	2.00
140	167	2.5	100	119	2.50	75	89	2.50
168	max	3.0	120	139	3.00	90	104	3.00
			140	159	3.50	105	119	3.50
			160	179	4.00	120	134	4.00
			180	199	4.50	135	149	4.50
			200	plus	5.00	150	max	5.00

Local Leave deduction rates			
		Full day	Half day
paytype 1	Teachers/Exempt Staff	\$60.00	\$30.00
paytype 2	Aides, Hourly Staff	\$30.00	\$15.00
	Bus Drivers/Monitor (4-hr Staff)	\$15.00	\$7.50



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Regular, Semi-Monthly Pay dates
The “15th” and the “30th”

Regular semi-monthly pay date.
7/15/2025
7/30/2025
8/14/2025
8/28/2025
9/11/2025
9/30/2025
10/15/2025
10/30/2025
11/13/2025
11/20/2025
12/11/2025
12/18/2025
1/14/2026
1/29/2026
2/12/2026
2/26/2026
3/5/2026
3/26/2026
4/15/2026
4/30/2026
5/14/2026
5/28/2026
6/11/2026
6/25/2026
7/15/2026
7/30/2026
8/13/2026
8/27/2026



Pay Period Schedule for Supplemental & Substitute Pay

These pay period dates are not tied to the calculation or distribution of your Annualized Salary.

This pay period schedule is used for the following: 1) To communicate when time sheets are due to PR/HR; 2) To communicate when payday is *scheduled* and when any supplemental extra duty pay *may* be received; 3) To communicate when Time Off Deductions (LWOP) *may* occur (DEC local); and 4) To pay Classroom Teacher Substitutes and Auxiliary Support Substitutes.

Pay periods start at 12:00 am on Saturday and end Friday at 11:59 pm. Extra hours are calculated from the submitted (approved & correct) time sheets or other approved supplemental pay forms. It is the responsibility of each staff member to review each of their time sheets for accuracy before the specified due dates. Please note: due to communicated administrative procedures, time sheets are due from the Campus/Department Administration to PR/HR by the date specified. If they are not received (or corrected before submission) before the specified due date, any extra hours earned *may* not be paid until the following scheduled payroll. Please review each time sheet & paycheck for accuracy and notify your Campus/Dept. Admin. Assistant/Administrator immediately if there appears to be an issue. All full-time, part-time staff, and bus drivers are assigned to a Position Assignment Calendar and are paid on an Annualized basis, bi-monthly, for 12 months, according to the approved annual compensation plan (DEA local). Employee Salary information Sheets &/or other documents are provided to employees to communicate Annualized Salary, start & end dates, etc.



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Supplemental pay period start date	Supplemental pay period end date	Timesheets due to payroll	Substitute & Supplemental pay will be paid on this date	# of weeks in the payperiod	Week # of the 24-25 fiscal year
6/14/25	6/20/25	6/24/25	7/15/25	3	25-26 Fiscal year
6/21/25	6/27/25	7/1/25			
6/28/25	7/4/25	7/8/25			
7/5/25	7/11/25	7/15/25	7/30/25	2	2
7/12/25	7/18/25	7/22/25			3
7/19/25	7/25/25	7/29/25	8/14/25	2	4
7/26/25	8/1/25	8/5/25			5
8/2/25	8/8/25	8/12/25	8/28/25	2	6
8/9/25	8/15/25	8/19/25			7
8/16/25	8/22/25	8/26/25	9/11/25	2	8
8/23/25	8/29/25	9/2/25			9
8/30/25	9/5/25	9/9/25	9/30/25	2	10
9/6/25	9/12/25	9/16/25			11
9/13/25	9/19/25	9/23/25	10/15/25	2	12
9/20/25	9/26/25	9/30/25			13
9/27/25	10/3/25	10/7/25	10/30/25	3	14
10/4/25	10/10/25	10/14/25			15
10/11/25	10/17/25	10/21/25			16
10/18/25	10/24/25	10/28/25	11/13/25	2	17
10/25/25	10/31/25	11/4/25			18
11/1/25	11/7/25	11/11/25	11/20/25	1	19
11/8/25	11/14/25	11/18/25	12/11/25	2	20
11/15/25	11/21/25	11/25/25			21
11/22/25	11/28/25	12/2/25	12/18/25	2	22
11/29/25	12/5/25	12/9/25			23
12/6/25	12/12/25	12/16/25	1/14/26	2	24
12/13/25	12/19/25	1/6/26			25
12/20/25	12/26/25		26		
12/27/25	1/2/26		1/29/26	3	27
1/3/26	1/9/26	1/13/26			28



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Supplemental pay period start date	Supplemental pay period end date	Timesheets due to payroll	Substitute & Supplemental pay will be paid on this date	# of weeks in the payperiod	Week # of the 24-25 fiscal year
1/10/26	1/16/26	1/20/26	2/12/26	3	29
1/17/26	1/23/26	1/27/26			30
1/24/26	1/30/26	2/3/26			31
1/31/26	2/6/26	2/10/26	2/26/26	2	32
2/7/26	2/13/26	2/17/26			33
2/14/26	2/20/26	2/24/26	3/5/26	1	34
2/21/26	2/27/26	3/3/26	3/26/26	3	35
2/28/26	3/6/26	3/10/26			36
3/7/26	3/13/26	3/17/26			37
3/14/26	3/20/26	3/24/26	4/15/26	3	38
3/21/26	3/27/26	3/31/26			39
3/28/26	4/3/26	4/7/26			40
4/4/26	4/10/26	4/14/26	4/30/26	2	41
4/11/26	4/17/26	4/21/26			42
4/18/26	4/24/26	4/28/26	5/14/26	2	43
4/25/26	5/1/26	5/5/26			44
5/2/26	5/8/26	5/12/26	5/28/26	2	45
5/9/26	5/15/26	5/19/26			46
5/16/26	5/22/26	5/26/26	6/11/26	2	47
5/23/26	5/29/26	6/2/26			48
5/30/26	6/5/26	6/9/26	6/25/26	2	49
6/6/26	6/12/26	6/16/26			50
6/13/26	6/19/26	6/23/26	7/15/26	2	51
6/20/26	6/26/26	6/30/26			52
6/27/26	7/3/26	7/7/26	7/30/26	3	26-27 Fiscal year
7/4/26	7/10/26	7/14/26			2
7/11/26	7/17/26	7/21/26			3
7/18/26	7/24/26	7/28/26	8/13/26	2	4
7/25/26	7/31/26	8/4/26			5
8/1/26	8/7/26	8/11/26	8/27/26	2	6
8/8/26	8/14/26	8/18/26			7
8/15/26	8/21/26	8/25/26	9/15/26	2	8
8/22/26	8/28/26	9/1/26			9
8/29/26	9/4/26	9/8/26	9/30/26	2	10
9/5/26	9/11/26	9/15/26			11