



San Felipe-Del Rio Consolidated Independent School District

2025 – 2026
COMPENSATION PLAN

Board Approved – 06/23/2025

San Felipe Del Rio Consolidated Independent School District
Human Resources Department
315 Griner St / P.O. Drawer 428002
Del Rio, TX 78842
830-778-4034
www.sfdr-cisd.org

Purpose

This compensation plan is a guide for administering salaries and wages for Teachers, Administrative/Professional, Clerical/Technical, Para-Professional, and Auxiliary personnel of San Felipe Del Rio Consolidated Independent School District.

The District maintains position classification and pay range structures for all jobs. Each job is assigned a pay grade that determines the minimum to maximum pay range for the position.

Employee salaries will advance through the pay range when there is a general pay increase budget approved by the Board. Annual pay increases are not guaranteed. Raises are generally based on the mid-point of each pay range.

This compensation plan is for the 2025-2026 school year. No salary increases are granted automatically each year; therefore, neither past nor future salaries can be calculated, assumed, or predicted on the basis of this schedule. District policy requires the Board of Trustees to adopt a new compensation plan annually.

Important Notice

Starting salaries for all new hire Teachers, Nurses (RN), and Librarians will be based upon verification of prior experience and in accordance with the district's financial decisions regarding increases for employees. Salary schedules are valid for the year shown on schedules and cannot be used to determine future years earnings. Salary schedules are for reference only.

When an exempt employee is assigned an additional duty at will, the supplemental duty is not part of a contract and neither is the associated pay. A stipend is compensation in addition to the regular salary. The start dates and end dates for the supplemental duty(ies) may be different from the start and end dates under the employment contract with the district. Stipend(s) include(s) payment for all duties, responsibilities, and additional time your supplemental duty(ies) may require. A stipend associated with a particular supplemental duty may be prorated if you do not complete the supplemental duty or if the supplemental duty is terminated for any reason.

An employee's supplemental duty(ies) is/are at-will and is/are not part of the employment contract with the district. There is no property right to your continuation of the supplemental duty(ies). You may resign one or more of these supplemental duties at any time or the district may reassign or terminate one or more supplemental duties at any time.

Board of Trustees

Joshua D. Overfelt, Board President

Jesus Emilio Galindo, Board Vice President

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Rebecca Luna Chavez, Board Member

Linda Guanajuato-Webb, Board Member

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Administration

Dr. Carlos H. Rios, Superintendent of Schools

Amy M. Childress, Deputy Superintendent of Business Services

Carlos Barrera, Chief Compliance & Accountability Officer

Sandra Hernandez, Chief Administrative Officer

Gilbert Sanchez, Chief Financial Officer

Jane Villarreal, Chief Academic Officer



PAY PLAN:

Academic Support Specialist

ARD Facilitators

Athletic Trainer Assistants

Curriculum & Instruction Specialists

Early Childhood Interventionist

Positive Behavior Interventions & Support Liaison

Reading & Dyslexia Intervention Specialists

Teachers

ANNUAL SALARY

This schedule is for the 2025-2026 school year only.
This schedule cannot be used to project any future salary increases.

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.

**San Felipe Del Rio CISD
2025-2026 Teacher Pay Plan
\$55,900 starting**

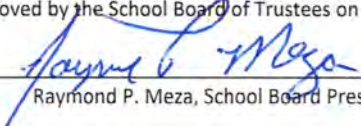
| Years of Experience | New Hire Salary 187 Days |
|----------------------------|-------------------------------------|
| 0 | \$55,900 |
| 1 | \$56,379 |
| 2 | \$56,879 |
| 3 | \$57,850 |
| 4 | \$58,250 |
| 5 | \$61,150 |
| 6 | \$61,650 |
| 7 | \$62,150 |
| 8 | \$62,650 |
| 9 | \$63,150 |
| 10 | \$63,650 |
| 11 | \$64,150 |
| 12 | \$64,650 |
| 13 | \$65,150 |
| 14 | \$65,750 |
| 15 | \$66,350 |
| 16 | \$66,950 |
| 17 | \$67,550 |
| 18 | \$68,150 |
| 19 | \$68,800 |
| 20 | \$69,500 |
| 21 | \$70,280 |
| 22 | \$71,180 |
| 23 | \$71,680 |
| 24 | \$72,180 |
| 25 | \$72,930 |
| 26 | \$73,530 |
| 27 | \$74,180 |
| 28 | \$74,930 |
| 29 | \$75,430 |
| 30 | \$75,930 |
| 31 | \$76,430 |
| 32 | \$76,930 |
| 33 | \$77,180 |
| 34 | \$77,430 |
| 35 | \$77,930 |
| 36+ | \$78,180 |

10-Month Hiring Range Minimum: \$55,900
10-Month Hiring Range Maximum: \$78,180

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.

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

Approved by the School Board of Trustees on June 23, 2025


Raymond P. Meza, School Board President



PAY PLAN:

Administrators/Professionals

ANNUAL SALARY

This schedule is for the 2025-2026 school year only.
This schedule cannot be used to project any future salary increases.

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.

| Pay Grade | Job Title | Calendars | Minimum | Midpoint | Maximum | |
|-----------|---|--------------------|-----------------|-----------------|-----------------|-----------------|
| 1 | | | | | | |
| | * Coordinator 21st Century Community Learning Center Program Site | 226 | Daily | \$228.00 | \$285.00 | \$342.00 |
| | Coordinator Child Nutrition | 241 | 205 Days | \$46,740.00 | \$58,425.00 | \$70,110.00 |
| | Coordinator Custodial | 241 | 220 Days | \$50,160.00 | \$62,700.00 | \$75,240.00 |
| | Coordinator Electrical Maintenance/Cafeteria Equipment | 241 | 226 Days | \$51,528.00 | \$64,410.00 | \$77,292.00 |
| | Coordinator Maintenance | 241 | 241 Days | \$54,948.00 | \$68,685.00 | \$82,422.00 |
| | Coordinator Operations | 241 | | | | |
| | Management Assistant to Campus Principal | 205, 220 | | | | |
| | Manager Energy | 241 | | | | |
| | * Specialist 21st Century Community Learning Center Program Site | 226 | | | | |
| 2 | | | | | | |
| | Coordinator Human Resources | 226 | Daily | \$266.76 | \$333.45 | \$400.14 |
| | Coordinator Student Services | 226 | 226 Days | \$60,287.76 | \$75,359.70 | \$90,431.64 |
| | Manager Database | 226 | | | | |
| 3 | | | | | | |
| | Athletic Trainer Head | 220 | Daily | \$312.11 | \$390.14 | \$468.17 |
| | Coordinator Employee Benefits/Spt Svcs | 226 | 187 Days | \$58,364.57 | \$72,956.18 | \$87,547.79 |
| | Coordinator HRIS | 226 | 193 Days | \$60,237.23 | \$75,297.02 | \$90,356.81 |
| | Coordinator Purchasing | 226 | 205 Days | \$63,982.55 | \$79,978.70 | \$95,974.85 |
| | Coordinator TIA/Talent Development | 226 | 220 Days | \$68,664.20 | \$85,830.80 | \$102,997.40 |
| | CTE Health Science Teacher | 193 | 226 Days | \$70,536.86 | \$88,171.64 | \$105,806.42 |
| | Librarian | 193 | | | | |
| | Licensed Physical Therapy Asst | 187 | | | | |
| | Police Lieutenant | 226 | | | | |
| | Registered Nurse | 187 | | | | |
| | Specialist Behavior | 187 | | | | |
| | Speech Language Pathology Assistant | 187 | | | | |
| | Supervisor Payroll | 226 | | | | |
| | Strategist Bilingual/ESL | 187 | | | | |
| 4 | | | | | | |
| | Accountant | 226 | Daily | \$327.72 | \$409.65 | \$491.58 |
| | Administrator Special Populations | 226 | 193 Days | \$63,249.96 | \$79,062.45 | \$94,874.94 |
| | Asst Principal - Elementary, Blended Academy | 205, 220 | 202 Days | \$66,199.44 | \$82,749.30 | \$99,299.16 |
| | Asst Principal Intern (Secondary) | 220 | 205 Days | \$67,182.60 | \$83,978.25 | \$100,773.90 |
| | Coordinator Bilingual/ESL Compliance | 226 | 207 Days | \$67,838.04 | \$84,797.55 | \$101,757.06 |
| | Coordinator Career & Technical | 226 | 220 Days | \$72,098.40 | \$90,123.00 | \$108,147.60 |
| | Coordinator Federal & States Programs | 226 | 226 Days | \$74,064.72 | \$92,580.90 | \$111,097.08 |
| | Coordinator Fine Arts | 226 | | | | |
| | Coordinator Head Start | 226 | | | | |
| | Coordinator Health Services | 226 | | | | |
| | Coordinator LSSP | 226 | | | | |
| | Coordinator Senior Human Resources | 226 | | | | |
| | Coordinator Special Revenue and Grants | 226 | | | | |
| | Coordinator Speech Language Program | 202 | | | | |
| | Coordinator Staff Dev & Advanced Academics | 226 | | | | |
| | Coordinator Student Registration & Enrollment | 226 | | | | |
| | Coordinator Transportation | 226 | | | | |
| | Counselor | 193, 202, 220, 226 | | | | |
| | Curriculum Coordinator Bilingual | 226 | | | | |
| | Curriculum Coordinator System Wide Testing | 226 | | | | |
| | Educational Diagnostician | 202 | | | | |
| | Licensed Specialist in School Psychology | 202 | | | | |
| | Network Administrator | 226 | | | | |
| | Speech Language Pathologist | 202 | | | | |

Approved by the School Board of Trustees on May 18, 2026

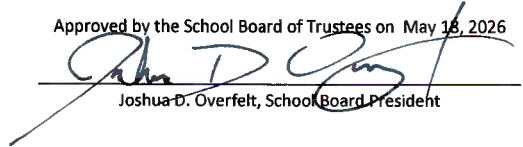


Joshua D. Overfelt, School Board President

* Grant Funded

| Pay Grade | Job Title | Calendars | Minimum | Midpoint | Maximum | |
|-----------|---|-----------|-----------------|-----------------|-----------------|-----------------|
| 5 | | | | | | |
| | Asst Principal DRMS/GMS/SFMMS/SGLC/DRFS/DRHS/ECHS/CTE | 220/226 | Daily | \$344.10 | \$430.13 | \$516.16 |
| | Coordinator Educational Diagnostician | 226 | 212 Days | \$72,949.20 | \$91,187.56 | \$109,425.92 |
| | Coordinator Head Football Coach/Athletic | 226 | 220 Days | \$75,702.00 | \$94,628.60 | \$113,555.20 |
| | Curriculum Coordinator Early Literacy | 226 | 226 Days | \$77,766.60 | \$97,209.38 | \$116,652.16 |
| | Curriculum Coordinator Elementary Math | 226 | | | | |
| | * Curriculum Coordinator Math (LIFT Grant) | 226 | | | | |
| | Dean of Instruction - Secondary | 212, 220 | | | | |
| | * Director 21st Century Community Learning Center Program | 226 | | | | |
| | Director Budget | 226 | | | | |
| | Director Communication & Public Relations | 226 | | | | |
| | Director District School Improvement | 226 | | | | |
| | Director Head Band | 226 | | | | |
| | Director Head Start/Principal | 226 | | | | |
| | District Chief of Police | 226 | | | | |
| | Director Purchasing | 226 | | | | |
| | Principal - Elementary/Blended Academy | 226 | | | | |
| 6 | | | | | | |
| | Comptroller | 226 | Daily | \$378.51 | \$473.14 | \$567.77 |
| | Director Athletics | 226 | 226 Days | \$85,543.26 | \$106,929.64 | \$128,316.02 |
| | Director Bilingual/ESL | 226 | | | | |
| | Director Curriculum & Instruction | 226 | | | | |
| | Director Operations | 226 | | | | |
| | Director PEIMS DQ Compliance & Accountability | 226 | | | | |
| | Director Special Education | 226 | | | | |
| | Director Technology | 226 | | | | |
| | High School Associate Principal | 226 | | | | |
| | Principal - ECHS | 226 | | | | |
| 7 | | | | | | |
| | Principal DRMS, GMS, SFMMS | 226 | Daily | \$401.22 | \$501.53 | \$601.84 |
| | | | 226 Days | \$90,675.72 | \$113,345.78 | \$136,015.84 |
| 8 | | | | | | |
| | Principal HS | 226 | Daily | \$437.34 | \$546.67 | \$656.00 |
| | | | 226 Days | \$98,838.84 | \$123,547.42 | \$148,256.00 |
| 9 | | | | | | |
| | Chief Academic Officer | 226 | Daily | \$516.06 | \$645.07 | \$774.08 |
| | Chief Administrative Officer | 226 | 226 Days | \$116,629.56 | \$145,785.82 | \$174,942.08 |
| | Chief Compliance and Accountability Officer | 226 | | | | |
| | Chief Financial Officer | 226 | | | | |
| 10 | | | | | | |
| | Deputy Superintendent of Business Services | 226 | Daily | \$567.66 | \$709.58 | \$851.50 |
| | | | 226 Days | \$128,291.16 | \$160,365.08 | \$192,439.00 |

Approved by the School Board of Trustees on May 18, 2026



Joshua D. Overfelt, School Board President

* Grant Funded



PAY PLAN:

Para-Professional Staff

ANNUAL SALARY

This schedule is for the 2025-2026 school year only.
This schedule cannot be used to project any future salary increases.

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.


| Pay Grade | Job Title | Calendars | Minimum | Midpoint | Maximum |
|-----------|--|---------------|----------------------|-------------|-------------|
| 1 | | | | | |
| | Aide Parental Liaison | 187, 193 | Hourly \$15.15 | \$18.48 | \$21.81 |
| | Aide Support | 187 | 187 Days \$22,664.40 | \$27,646.08 | \$32,627.76 |
| | Assistant Critical Needs | 187 | 193 Days \$23,391.60 | \$28,533.12 | \$33,674.64 |
| 2 | | | | | |
| | Aide Instructional | 187 | Hourly \$16.00 | \$19.51 | \$23.02 |
| | Aide Library | 187 | 187 Days \$23,936.00 | \$29,186.96 | \$34,437.92 |
| | Aide Library/Resource | 187 | 193 Days \$24,704.00 | \$30,123.44 | \$35,542.88 |
| | Aide Parental Liaison District | 193 | | | |
| | Aide Parental Liaison District Bilingual/ESL | 193 | | | |
| | Aide Physical Education | 187 | | | |
| | Aide Resource | 187 | | | |
| | Aide Special Education | 187 | | | |
| | Assistant Nurse | 187 | | | |
| 3 | | | | | |
| | Aide Computer Lab | 187 | Hourly \$16.80 | \$20.49 | \$24.18 |
| | Aide Deaf Education | 187 | 187 Days \$25,132.80 | \$30,653.04 | \$36,173.28 |
| | Aide Special Education (Behavior) | 187 | 193 Days \$25,939.20 | \$31,636.56 | \$37,333.92 |
| | Aide Special Education (Life Skills) | 187 | 202 Days \$27,148.80 | \$33,111.84 | \$39,074.88 |
| | Clerk ARD | 202 | 207 Days \$27,820.80 | \$33,931.44 | \$40,042.08 |
| | Clerk Assistant Technology Case Management | 202 | 220 Days \$29,568.00 | \$36,062.40 | \$42,556.80 |
| | Clerk Attendance/Discipline | 207 | 226 Days \$30,374.40 | \$37,045.92 | \$43,717.44 |
| | Clerk Attendance/Truancy | 207 | | | |
| | Clerk Data Entry | 207, 220 | | | |
| | Clerk Data Entry/Receptionist | 187 | | | |
| | Clerk Discipline | 193 | | | |
| | Clerk Human Resources | 226 | | | |
| | Clerk LPAC Records | 226 | | | |
| | Clerk, Migrant Identification, Recruitment & Data (ID&R/NGS) | 226 | | | |
| | Clerk Record Special Education | 202 | | | |
| | Clerk Records/Sp Ed/504/Dyslexia | 226 | | | |
| | Clerk SERS-SEMS | 226 | | | |
| | Clerk Truancy Officer | 226 | | | |
| | Monitor ISS | 187 | | | |
| | Receptionist | 193 | | | |
| | Receptionist (District) | 226 | | | |
| | Registrar DRFS | 202 | | | |
| | Secretary Attendance | 193 | | | |
| | Secretary Counselor | 193, 202, 207 | | | |
| | Secretary Educational | 193, 202, 220 | | | |
| | Secretary Substitute | 193 | | | |
| 4 | | | | | |
| | Bookkeeper HS | 226 | Hourly \$18.50 | \$22.56 | \$26.62 |
| | Registrar HS | 220 | 220 Days \$32,560.00 | \$39,705.60 | \$46,851.20 |
| | Secretary Athletics | 226 | 226 Days \$33,448.00 | \$40,788.48 | \$48,128.96 |
| | Secretary Bilingual/ESL | 226 | 241 Days \$35,668.00 | \$43,495.68 | \$51,323.36 |
| | Secretary CTE | 226 | | | |
| | Secretary Curriculum | 226 | | | |
| | Secretary Director of Technology | 226 | | | |
| | Secretary District Police | 226 | | | |
| | Secretary Fine Arts | 226 | | | |
| | Secretary Maintenance | 241 | | | |
| | Secretary Maintenance/Job Ctrl | 241 | | | |
| | Secretary PEIMS | 226 | | | |

Approved by the School Board of Trustees on February 23, 2026


Raymond P. Meza, School Board President

| Pay Grade | Job Title | Calendars | Minimum | Midpoint | Maximum |
|-----------|--|-----------|-----------------------------|--------------------|--------------------|
| 4 | | | | | |
| | Secretary Principal - Elementary/SGLC | 220, 226 | Hourly \$18.50 | \$22.56 | \$26.62 |
| | Secretary Senior Human Resources Coordinator | 226 | 220 Days \$32,560.00 | \$39,705.60 | \$46,851.20 |
| | Secretary Student & Family Support Services | 226 | 226 Days \$33,448.00 | \$40,788.48 | \$48,128.96 |
| | Secretary Transportation | 226 | 241 Days \$35,668.00 | \$43,495.68 | \$51,323.36 |
| | Specialist Student Services | 226 | | | |
| 5 | | | | | |
| | Clerk Accounts Payable | 226 | Hourly \$19.45 | \$23.72 | \$27.99 |
| | Clerk Accounts Payable/Activity Funds | 226 | 226 Days \$35,165.60 | \$42,885.76 | \$50,605.92 |
| | Clerk Accounts Payable/Travel | 226 | | | |
| | Clerk Budget | 226 | | | |
| | Clerk Fixed Assets | 226 | | | |
| | Clerk Food Service Budget | 226 | | | |
| | Clerk Payroll | 226 | | | |
| | Clerk Purchasing | 226 | | | |
| | Registrar District | 226 | | | |
| | Secretary Employee Benefits | 226 | | | |
| | Secretary Principal - DRMS/DRFS/DRHS/ECHS/GMS/SFMMS | 226 | | | |
| | Specialist Data Quality & Compliance | 226 | | | |
| | Specialist Human Resources | 226 | | | |
| | Specialist Human Resources Substitute | 226 | | | |
| 6 | | | | | |
| | Accountant Assistant | 226 | Hourly \$21.20 | \$25.85 | \$30.50 |
| | LVN | 187, 193 | 187 Days \$31,715.20 | \$38,671.60 | \$45,628.00 |
| | Secretary Chief Academic Officer | 226 | 193 Days \$32,732.80 | \$39,912.40 | \$47,092.00 |
| | Secretary Chief Administrative Officer | 226 | 226 Days \$38,329.60 | \$46,736.80 | \$55,144.00 |
| | Secretary Chief Financial Officer | 226 | | | |
| | Specialist Data Quality & Accountability | 226 | | | |
| | Technician Computer | 226 | | | |
| | Technician Help Desk | 226 | | | |
| | Technician Multimedia | 226 | | | |
| | Technician Web Content Management | 226 | | | |
| 7 | | | | | |
| | Specialist Network | 226 | Hourly \$25.85 | \$31.52 | \$37.19 |
| | Technician Senior Computer | 226 | 226 Days \$46,736.80 | \$56,988.16 | \$67,239.52 |
| 8 | | | | | |
| | Executive Assistant for Superintendent & Board of Trustees | 226 | Hourly \$28.70 | \$35.00 | \$41.30 |
| | Technician School Safety | 226 | 226 Days \$51,889.60 | \$63,280.00 | \$74,670.40 |
| | Technician Student Data | 226 | | | |

Approved by the School Board of Trustees on February 23, 2026


 Raymond P. Meza, School Board President



PAY PLAN:

Auxiliary Staff

ANNUAL SALARY

This schedule is for the 2025-2026 school year only.
This schedule cannot be used to project any future salary increases.

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.

| Pay Grade | Job Title | Hours | Calendars | Minimum | Midpoint | Maximum | |
|-----------|--|-------|-----------|----------------------|-------------|-------------|--------|
| 1 | | | | | | | |
| | Bus Monitor | 6 | 189 | Hourly \$15.15 | \$18.48 | \$21.81 | |
| | Food Service Worker | 6 | 192 | 182 Days \$16,543.80 | \$20,180.16 | \$23,816.52 | 6 hour |
| | Safety Monitor | 6, 8 | 182 | 182 Days \$22,058.40 | \$26,906.88 | \$31,755.36 | 8 hour |
| | | | | 189 Days \$17,180.10 | \$20,956.32 | \$24,732.54 | 6 hour |
| | | | | 192 Days \$17,452.80 | \$21,288.96 | \$25,125.12 | 6 hour |
| 2 | | | | | | | |
| | Bus Monitor Special Education | 6 | 189 | Hourly \$15.90 | \$19.39 | \$22.88 | |
| | Crossing Guard-ECHS/DRHS | 8 | 182 | 182 Days \$23,150.40 | \$28,231.84 | \$33,313.28 | 8 hour |
| | Custodian | 8 | 261 | 189 Days \$18,030.60 | \$21,988.26 | \$25,945.92 | 6 hour |
| | Food Service Cook | 6 | 192 | 192 Days \$18,316.80 | \$22,337.28 | \$26,357.76 | 6 hour |
| | Food Service Worker (CC) | 7 | 192 | 192 Days \$21,369.60 | \$26,060.16 | \$30,750.72 | 7 hour |
| | Security Monitor | 8 | 210 | 210 Days \$26,712.00 | \$32,575.20 | \$38,438.40 | 8 hour |
| | | | | 261 Days \$33,199.20 | \$40,486.32 | \$47,773.44 | 8 hour |
| 3 | | | | | | | |
| | Asst Food Service Manager - Elementary | 8 | 192 | Hourly \$16.70 | \$20.37 | \$24.04 | |
| | Food Service Driver/Worker | 8 | 261 | 192 Days \$25,651.20 | \$31,288.32 | \$36,925.44 | 8 hour |
| | Groundskeeper | 8 | 261 | 261 Days \$34,869.60 | \$42,532.56 | \$50,195.52 | 8 hour |
| | Mail Clerk | 8 | 261 | | | | |
| | Textbook/Safety Worker | 8 | 261 | | | | |
| | Warehouse Worker | 8 | 261 | | | | |
| 4 | | | | | | | |
| | Asst Food Service Manager - DRMS/DRHS/GMS/SFMMMS | 8 | 192 | Hourly \$17.55 | \$21.40 | \$25.25 | |
| | Custodian Head | 8 | 261 | 192 Days \$26,956.80 | \$32,870.40 | \$38,784.00 | 8 hour |
| | Electrician Apprentice | 8 | 261 | 226 Days \$31,730.40 | \$38,691.20 | \$45,652.00 | 8 hour |
| | Food Service Manager - Elementary/DRFS | 8 | 192 | 261 Days \$36,644.40 | \$44,683.20 | \$52,722.00 | 8 hour |
| | General Maintenance Worker | 8 | 261 | | | | |
| | Security Guard | 8 | 226 | | | | |
| | Textbook/Safety Clerk | 8 | 261 | | | | |
| | Vehicle Mechanic Helper | 8 | 261 | | | | |
| 5 | | | | | | | |
| | Food Service Manager - DRMS/DRHS/GMS/SFMMMS | 8 | 192 | Hourly \$18.80 | \$22.93 | \$27.06 | |
| | General Maintenance Worker Lead | 8 | 261 | 192 Days \$28,876.80 | \$35,220.48 | \$41,564.16 | 8 hour |
| | Route Coordinator | 8 | 241 | 241 Days \$36,246.40 | \$44,209.04 | \$52,171.68 | 8 hour |
| | Warehouse Lead | 8 | 261 | 261 Days \$39,254.40 | \$47,877.84 | \$56,501.28 | 8 hour |
| | Welder | 8 | 261 | | | | |
| 6 | | | | | | | |
| | Electrician Journeyman | 8 | 261 | Hourly \$22.00 | \$26.83 | \$31.66 | |
| | Grounds Foreman | 8 | 261 | 261 Days \$45,936.00 | \$56,021.04 | \$66,106.08 | 8 hour |
| | HVAC Mechanic I | 8 | 261 | | | | |
| | Maintenance Foreman | 8 | 261 | | | | |
| | Plumber Journeyman | 8 | 261 | | | | |
| | Vehicle Mechanic | 8 | 261 | | | | |
| 7 | | | | | | | |
| | Electrician Master | 8 | 261 | Hourly \$23.10 | \$28.17 | \$33.24 | |
| | HVAC Mechanic II | 8 | 261 | 226 Days \$41,764.80 | \$50,931.36 | \$60,097.92 | 8 hour |
| | Peace Officer | 8 | 226, 261 | 261 Days \$48,232.80 | \$58,818.96 | \$69,405.12 | 8 hour |
| | Peace Officer/District Courier | 8 | 261 | | | | |
| 8 | | | | | | | |
| | Police Sergeant-Advanced | 8 | 261 | Hourly \$26.80 | \$32.68 | \$38.56 | |
| | Supervisor Food Service | 8 | 241 | 241 Days \$51,670.40 | \$63,007.04 | \$74,343.68 | 8 hour |
| | Supervisor Inventory & Material Control | 8 | 241 | 261 Days \$55,958.40 | \$68,235.84 | \$80,513.28 | 8 hour |
| | Supervisor Shipping & Receiving | 8 | 261 | | | | |
| | Transportation Mechanic Foreman | 8 | 261 | | | | |
| BD | | | | | | | |
| | Bus Driver | 8 | 192 | Hourly \$15.65 | \$19.10 | \$22.55 | |
| | Bus Driver Special Education | 8 | 192 | 192 Days \$24,038.40 | \$29,337.60 | \$34,636.80 | 8 hour |

Approved by the School Board of Trustees on November 17, 2025

Raymond P. Meza, School Board President





Teacher Stipends

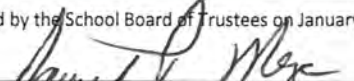
San Felipe Del Rio CISD

Teacher Stipends

2025 - 2026

| | | |
|---|---|---------------------------|
| Band/Choir/Music Stipends | Assistant Band Directors - HS | \$8,730 |
| | Assistant Band Directors - MS | \$7,276 |
| | Choir - Elementary | \$1,000 |
| | High School Choral Director | \$5,946 |
| | Middle School Choral Director | \$4,341 |
| | Strings Teacher | \$5,946 |
| Bilingual Stipend *Applies to elementary teachers - current assignment grade level must be covered by certification grade band | Certified Bilingual Teachers servicing 10 or more Bilingual students | \$4,000 |
| Bilingual/ESL Certification Preparation Stipend | Stipend will be paid at the end of the school year (Upon course requirement completion) | \$500 |
| CNA Program Director Stipend | Licensed RN | \$500 |
| CTE Welding Head Coach Stipend | | \$8,730 (2) |
| Dual Language Stipend | Must be in a dual language assignment and hold a bilingual or esl certification | \$4,000 |
| ESL Stipend (ELA Teachers only) (Must be Secondary ESL Certified) | Servicing 25 or more ESL students | \$4,000 |
| | Servicing 10 to 24 ESL Students | \$2,000 |
| Health Science Stipend | Certification Instructors Only | \$5,000 |
| Lead PE Teacher Stipend | | \$3,300 |
| Literacy Coach Coordinator Stipend | | \$5,000 |
| Master's Stipend | Teachers holding a Master's degree in same teaching assignment; applies to degrees conferred after August 2020 | \$1,500 |
| Master's Stipend (Grandfathered) | Teachers holding a Master's degree must meet the following criteria: 1) Must have been hired prior to August 2020 2) Held continuous employment with SFDR-CISD 3) Degree must have been conferred prior to August 2020 | \$1,500 |
| Mentor Stipend | Per semester, per mentee | \$250 |
| Physics Stipend | | \$5,000 |
| Reading & Dyslexia Intervention Specialist Stipend | Full-Time | \$2,200 |
| Robotics Program Stipends | Elementary School E-Cadet Competition (8) (paid out at the end of the year) | \$605 (1) \$302.50 (2) |
| | High School FRC Robotic Program Assistant Coach(es) (1-4) | \$3,788 |
| | High School FRC Robotic Program Head Coaches (2) | \$8,730 |
| | Middle School Robotics Program Assistant Coach(es) (paid out at the end of the year) | \$750 (2) |
| | Middle School Robotics Program Lead Coach (paid out at the end of the year) | \$2,310 |
| | San Felipe Memorial Middle School FLL Robotic Program (paid out at the end of the year) | \$660 (3) |
| ROTC Program Stipends | ROTC Commander (1) - 10 Extra days @ \$150.00 per day | \$1,500 |
| | ROTC Commander (1) | Varies per MIP |
| | ROTC Extra-Curricular Stipend | \$3,788 |
| | ROTC Instructor - 10 Extra days @ \$150.00 per day | \$1,500 |
| | ROTC Instructor | Varies per MIP |
| Secondary Math Stipend | 4-8 & 7-12 Mathematics Certification Only - Current assignment grade level must be covered by certification grade band | \$2,200 |
| Secondary Science Stipend | 4-8 & 7-12 Science Composite Certification Only - Current assignment grade level must be covered by certification grade band | \$2,200 |
| Sheltered Team Stipend (Math, Science, Social Studies Teachers only) (Must be Secondary ESL Certified) | Servicing 10 or more ESL students with a core team model | \$2,000 |
| Special Education Stipend | Special Education Teachers | \$2,000 |
| Teacher Incentive Allotment (Performance Pay) | For any funds received by San Felipe Del Rio CISD for a designated teacher under the Teacher Incentive Allotment (TIA), 90 percent will be paid to the designated teacher. The remaining 10 percent will be used for (training and support of the system, expansion of the system, administrative expenses, 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. | |
| Team Leader Stipend Dept must have at least 3 personnel units (P.U.'s) to receive the minimum stipend. Excluding team leader. | Departments with 3 to 6 P.U.'s | \$1,200 |
| | Departments with 7 to 10 P.U.'s | \$1,530 |
| | Departments with 11 or more P.U.'s | \$1,970 |
| Texas Reading Academies Assignment Stipend Maximum: \$300 (\$150-Fall Semester/\$150-Spring Semester) | Per assignment | \$50 per hour |

Approved by the School Board of Trustees on January 27, 2026


Raymond P. Meza, School Board President

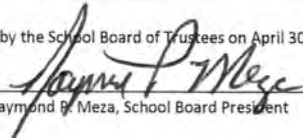


Supplemental Stipends

San Felipe Del Rio CISD 2025 - 2026 Supplemental Stipends

| STIPENDS BY POSITION | | Stipend |
|---|--|--------------------------------|
| Counselors | 9-12 counselors (Blended, ECHS, Freshman, DRHS, SGLC) | \$2,200 |
| Dual Credit After School/Summer Classes | Dual Credit course taught after school hours and for summer sessions (per section) | \$2,500 |
| Dual Credit Instruction | Dual Credit (\$1,000 for 4 or more sections and \$500 for 3 or less sections) (must be certified for Dual Credits). Per semester | \$500 or \$1,000 |
| Lead Counselors | Elementary | \$1,970 |
| | Secondary (Grades 6-8) | \$1,970 |
| | Secondary (Grades 9-12) | \$1,970 |
| Lead Librarian | | \$3,300 |
| STIPEND BY ORGANIZATION | | Stipend |
| CTE Student Organizations | CTE Competitive & Community Leadership Sponsor-Must meet all requirements of the CTE Student Organization Guidelines | \$2,310 |
| | CTE Competitive Event or NTHS or VITA Sponsor-Must meet all requirements of the CTE Student Organization Guidelines | \$1,155 |
| | CTE Organization Sponsor | \$600 |
| Teach Del Rio Initiative | Instructional Aide Pathway to Teaching | Varies |
| | Student Teacher Sign-On Stipend | \$2,000.00 |
| U.I.L Academics | Debate Coordinator (9-12) | \$2,500 |
| | High School Campus Coordinator (9-12) | \$2,200 |
| | Middle School Campus Coordinator (3) | \$1,200 |
| | One-Act Play Coach (9-12) | \$2,500 |
| | U.I.L Middle School Coordinator | \$3,000 |
| | U.I.L District Coordinator | \$8,000 |
| | SPONSORS- HIGH SCHOOL/FRESHMAN (9-12) | |
| | One Event | \$2,310 |
| | Two Events | \$3,548 |
| | Three Events | \$4,373 |
| | SPONSORS- MIDDLE SCHOOL | |
| | One Event | \$1,155 |
| | Two Events | \$1,773 |
| | Three Events | \$2,187 |
| | Per Event, Must Exceed Three Events | \$250 |
| | SPONSORS- ELEMENTARY | |
| | One Event | \$605 |
| | Two Events | \$853 |
| | Three Events | \$963 |
| | STIPEND BY CAMPUS | |
| Middle School | Cheerleader Sponsor - DRMS (1) GMS (1) SFMMS (1) | \$4,815 |
| | National Honor Society Sponsor - DRMS (1) GMS (1) SFMMS (1) | \$550 |
| | Pom Pom Squad Sponsor - DRMS (1) GMS (1) SFMMS (1) | \$4,815 (1) |
| | Student Council Sponsor - DRMS (1) GMS (1) SFMMS (1) | \$2,407.50 (2) \$625 |
| Freshman | Freshman Class Assistant Sponsor | \$500 |
| | Freshman Class Sponsor | \$1,000 |
| | Freshman Cheer Sponsor (1) | \$4,815 |
| | Sapphire Sponsor (1) | \$4,815 |
| Blended Academy | Class Sponsor | \$1,000 |
| Del Rio High School | Belles Co-Sponsor (1) | \$3,210 |
| | Belles Head Sponsor (1) | \$7,276 |
| | Broadcasting Sponsor (1) | \$1,250 |
| | Cheerleader Co-Sponsor(s) | \$1,100 (1) \$550 (2) |
| | Cheerleader Sponsor (1) | \$7,276 |
| | Dance Company (1) | \$7,276 |
| | JV Cheerleading Sponsor | \$4,815 |
| | National Honor Society Sponsor (1) | \$2,500 |
| | Senior and Junior Assistant Sponsor | \$625 |
| | Senior and Junior Class Sponsor | \$1,250 |
| | Sophomore Assistant Sponsor | \$500 |
| | Sophomore Class Sponsor | \$1,000 |
| | Student Council Assistant Sponsor (1) | \$1,250 |
| | Student Council Sponsor (1) | \$2,500 |
| | Written Art Sponsor (2) | \$1,500 |
| | Yearbook Sponsor (1) | \$1,500 |
| | Early Collge High School | ECHS Ambassador School Sponsor |

Approved by the School Board of Trustees on April 30, 2026


 Raymond B. Meza, School Board President



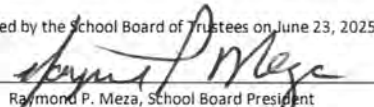
Athletic Stipends

San Felipe Del Rio CISD 2025 - 2026 Athletic Stipends

| Position | Authorized Positions | Stipend |
|---|----------------------|----------|
| Baseball, Assistant High School | 2 | \$3,788 |
| Baseball, Freshman | 2 | \$3,210 |
| Baseball, Head Coach | 1 | \$8,730 |
| Basketball, Assistant High School | 4 | \$3,788 |
| Basketball, Freshman | 4 | \$3,210 |
| Basketball, Head Coach | 2 | \$8,730 |
| Basketball, Middle School | 12 | \$3,210 |
| Coordinator, High School Athletics | 1 | \$5,000 |
| Coordinator, Middle School Athletics | 3 | \$3,500 |
| Cross Country, Assistant | 2 | \$3,788 |
| Cross Country, Assistant Middle School | 3 | \$3,210 |
| Cross Country, Head Coach | 1 | \$8,730 |
| Football, Assistant High School Coach | 6 | \$5,946 |
| Football, Defensive Coordinator | 1 | \$9,930 |
| Football, First Assistant | 1 | \$9,930 |
| Football, Freshman Coach | 4 | \$4,341 |
| Football, Middle School | 12 | \$4,341 |
| Football, Offensive Coordinator | 1 | \$9,930 |
| Golf, Assistant | 1 | \$5,985 |
| Golf, Assistant (Spring ONLY) | 1 | \$3,788 |
| Golf, Head Coach | 1 | \$12,518 |
| Powerlifting, Assistant | 1 | \$3,210 |
| Powerlifting, Head Coach | 1 | \$3,788 |
| Soccer, Assistant High School | 2 | \$3,788 |
| Soccer, Assistant High School (JV) | 2 | \$3,788 |
| Soccer, Freshman | 2 | \$3,500 |
| Soccer, Head Coach | 2 | \$8,730 |
| Softball, Assistant High School | 3 | \$3,788 |
| Softball, Head Coach | 1 | \$8,730 |
| Swimming, Assistant | 1 | \$3,788 |
| Swimming, Head Coach | 1 | \$8,730 |
| Tennis, Assistant High School (JV)(Fall and Spring) | 2 | \$3,638 |
| Tennis, Assistant High School (JV) | 1 | \$7,276 |
| Tennis, Head Coach | 2 | \$12,518 |
| Tennis, Middle School (Fall and Spring) | 3 | \$7,276 |
| Track, Assistant High School | 10 | \$3,788 |
| Track, Head Coach | 2 | \$8,730 |
| Track, Middle School | 12 | \$3,210 |
| Athletic Nurse | 1 | \$7,576 |
| Athletic Trainer Assistant | 1 | \$12,518 |
| Athletic Trainer Head | 1 | \$9,930 |
| Volleyball, Assistant High School | 1 | \$3,788 |
| Volleyball, Freshman | 1 | \$3,210 |
| Volleyball, Head Coach | 1 | \$8,730 |
| Volleyball, Junior Varsity Coach | 1 | \$3,788 |
| Volleyball, Middle School | 6 | \$3,210 |

| POSITION | RATE OF PAY | AUTHORIZED POSITIONS | STIPEND |
|--|--------------------|----------------------|---------|
| Announcer | HOURLY | 1 | \$11 |
| Chain Crew Members - All Levels | FLAT RATE PER GAME | 3 | \$39 |
| Filmer - Varsity Football | SEASON | 1 | \$1,000 |
| Scorekeeper/25 sec. clock - All Levels | HOURLY | 2 | \$11 |
| Supervisor, Stadium/Gym/Tower - All Levels | HOURLY | 5 | \$11 |
| Ticket Sellers - All Levels | HOURLY | 3 | \$11 |
| Pass - Rsvd - Ticket Takers - All Levels | HOURLY | 10 | \$11 |
| Libero - Volleyball - All Levels | HOURLY | 1 | \$11 |
| Message Board/Spotter - All Levels | HOURLY | 6 | \$11 |
| Ushers, Football Reserve Seating - Varsity | HOURLY | 7 | \$11 |

Approved by the School Board of Trustees on June 23, 2025


Raymond P. Meza, School Board President



Substitute Rates

San Felipe Del Rio Consolidated Independent School District

Substitute Pay Scale

2025 - 2026

| * Must be half day assignments on separate days. Two half day assignments on same day will be paid at full day rate. **Long Term rates apply after working 5 consecutive days for same instructor. | | *Half Day | Full Day | Mon/Fri Full Day Only | **Long Term |
|---|---|--------------|---|--------------------------|----------------|
| | | Rate | Rate | Rate | Rate |
| Administrator | Principal | | \$345 | | |
| | Assistant Principal | | \$310 | | |
| Teachers | 0-59 College Semester Hours (Must complete Substitute Course) | \$45 | \$80 | \$90 | N/A |
| | 60+ College Semester Hours | \$65 | \$98 | \$120 | N/A |
| | Bachelor's or Master's Degree, not certified | \$70 | \$117 | \$127 | \$165.50 |
| | Four year degree and Texas certified in areas other than assignment | \$80 | \$130 | \$140 | \$186 |
| | Four year degree and Texas certified in area of assignment | \$90 | \$150 | \$160 | \$276 |
| Professional | Counselor, Speech Pathologist, Educational Diagnostician, Librarian, Band Director, Nurse (with RN license) (MUST HOLD CERTIFICATION/LICENSURE) | | \$207 | | |
| LVN | Nurse (with LVN license) | | \$154.50 | | |
| Paraprofessional | Instructional Aides (Special Education, PE Aides or position approved by Superintendent) | \$45 | \$80 | \$90 | \$90 |
| | Secretary/Clerical | \$45 | \$80 | \$90 | N/A |
| | * Retired Clerical substituting within their previous scope of duties. | | * 70% of their daily rate at retirement | | |
| Hourly/Temporary (The listing may change based on District need) | Bus Drivers | | \$110 | | |
| | Bus Monitors, Pre-Kindergarten and Special Education | | \$80 | | |
| | Computer Technicians | | \$80 | | |
| | Critical Needs Assistant | | \$80 | | |
| | Custodians | | \$80 | | |
| | Food Service Worker | | \$80 | | |
| | Hallway Monitor (State Testing) | | \$80 | | |
| | Maintenance Worker | | \$80 | | |
| | Mechanic | | \$110 | | |
| | Mechanic Helper | | \$80 | | |
| | Peace Officer | | \$110 | | |
| | Safety Monitors | | \$80 | | |
| | Security Guards | | \$80 | | |
| | State Testing Proctor | | See Teacher Sub Rates | | |
| | Substitute Nurse - Nurse's Assistant | | \$80 | | |
| | Warehouse | | \$80 | | |

Note: Recommendations must meet the required credentials for the position and be submitted to HR for Superintendent approval before hiring.

Note: If applicable, the hourly rate is determined by dividing the daily rate by 8.

Approved by the School Board of Trustees on June 23, 2025


 Raymond P. Meza, School Board President



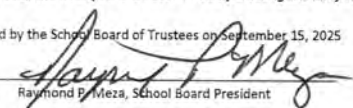
Part-Time Rates

San Felipe Del Rio Consolidated Independent School District
Part-Time/Extra-Duty/Temporary Pay
2025 - 2026

| | | Hourly Rate | Daily Rate |
|---|---|-------------------|-----------------------------------|
| Administrator | Non-District Event | Time & a Half | |
| After-School Program (Based on available funds) | After-School Coordinator(s) - District Employee(s) | \$30 | |
| | Instructional/Lab Manager Aide | \$19.20 | |
| | Parental Aide | \$17.60 | |
| | Student Workers - 16+ years old | \$10 | |
| | Teacher/Temporary Teachers | \$40 | |
| | Teacher (A.C.E. Program) degreed/not certified | \$30 | |
| | Transportation | \$19.20 | |
| | Tutor (60+ Hours) | \$12.34 | |
| | Tutor (Degreed) | \$14.78 | |
| Bus Driver Training | | \$15 | |
| Curriculum & Instruction Project | 1-3 Day Project | | \$150.00 Per Project |
| | 4-5 Day Project | | \$200.00 Per Project |
| Custodians | Non-District Event | Time & a Half | |
| Homebound/PEP | | \$40 | |
| Miscellaneous | College Tutors (21st Century Grant) | \$10 | |
| | Curriculum Coordinator | \$50 | |
| | Curriculum Proofing | \$14 | |
| | Curriculum Specialist | \$25 | |
| | Curriculum Writing | \$25 | |
| | Document Translator | \$25 | |
| | Extra Duty Pay (Paraprofessionals) to include, but not limited to: Tutorial Program, Saturday Attendance and AP Labs. (Mitigation for learning loss) | \$19.20 | |
| | Extra Duty Pay (Paraprofessionals): (Non-Mitigation for learning loss) | \$12 | |
| | Extra Duty Pay (Professionals) to include, but not limited to: Tutorial Program Teachers, Saturday Attendance and AP Labs. (Mitigation for learning loss) | \$40 | |
| | Extra Duty Pay (Professionals): (Non-Mitigation for learning loss) | \$25 | |
| | Extra Duty Pay (Student Growth Testing): (T.I.A.) Retired Educators | \$25 | |
| | Inservice State Required Training Attendance Stipend (After School, Weekends, Summer) Teacher | \$12 | |
| | Planning Meetings - Preparation Time for Presenters (Time must be beyond contract time) Maximum - 8 hours | \$32 | |
| | SLP Proctor | \$85 | |
| | Staff Development Presenters and Facilitators (Beyond contract days and includes prep time) | | \$200/Half Day \$400/ Full Day |
| Multimedia Technician | Non-District Event | Time & a Half | |
| Nurse/EMT | After-school practice/events | \$40 | |
| Peace Officer (Internal/External) | Non-District Event | \$40 | |
| Special Education Completed Full Individual Evaluations | Speech Language Pathologist | per completed FIE | \$550 |
| | Educational Diagnostician | per completed FIE | \$650 |
| Student Workers | | \$10.00 | |
| Temporary Teachers | Must Hold Bachelor's Degree (INTERNAL STAFF - Must be cleared by Human Resources Department prior to placement) | \$25 | \$200 |
| Tutorial Teachers (Tutors) and Test Administrator: To include, but not limited to: State Assessments, Sp. Ed. | 60 + College semester hours | \$12.24 | \$98 |
| | Bachelor's or Master's Degree | \$14.65 | \$117 |
| | Texas certified in areas other than assignment (After 5 consecutive days for same instructor) | \$18.96 | \$150 |
| | Texas certified in area of assignment (After 5 consecutive days for same instructor) | \$1.00 | \$241.50 |
| Web Coordinator <small>Limited to \$1,500 per campus Del Rio High School and Del Rio Middle School limited to \$3,000 per campus</small> | Teacher- (Maximum of 60 hours or 30 hours if split between 2 teachers) | \$25 | |
| | Instructional Aides (Maximum of 125 hours or 62.50 hours if split between 2 instructional aides) | \$12 | |

*Note: Recommendations must meet the required credentials for the position and be submitted to HR for Superintendent approval before hiring.
Note: If applicable, the hourly rate is determined by dividing the daily rate by 8.*

Approved by the School Board of Trustees on September 15, 2025


Raymond P. Meza, School Board President



Summer School Rates

**San Felipe Del Rio Consolidated
Summer School Rates
2025 - 2026**

| Positions | Hourly Rate |
|---|-------------|
| Administrator/Facilitator/Web Facilitator | \$51.20 |
| Athletic Program Coaches | \$20.20 |
| Athletic Trainer | \$20.20 |
| Bus Driver | \$19.20 |
| Bus Monitor | \$15 |
| Nurse's Assistant | \$17.60 |
| Clerk | \$16 |
| Counselor | \$40 |
| Critical Needs Assistant | \$15 |
| Custodian | \$15 |
| Document Translator | \$40 |
| Educational Diagnostician | \$40 |
| Food Service Manager | \$25.04 |
| Food Service Cook | \$17.27 |
| Food Service Worker | \$16 |
| Instructional Aide | \$19.20 |
| Lab Manager Aide | \$19.20 |
| Lab Manager/Van Driver | \$20.80 |
| Librarian | \$40 |
| Library Aide | \$19.20 |
| Licensed Vocational Nurse (LVN) | \$22.40 |
| Parental Aide | \$17.60 |
| Physical Therapist Assistant | \$40 |
| Reading Specialist | \$40 |
| Registered Nurse (RN) | \$40 |
| Resource Aide | \$19.20 |
| Secretary | \$19.20 |
| Special Education Aide/Deaf Education Aide | \$19.20 |
| Speech Language Pathologist | \$83.48 |
| Speech Language Pathologist Assistant | \$55.65 |
| Student Workers (16+ years old) | \$10 |
| Teacher | \$40 |
| Tutor (Less than 60 College semester hours) | \$10 |
| Tutor (60 + College semester hours) | \$12.34 |
| Tutor (Bachelor's or Master's Degree) | \$14.79 |

Approved by the School Board of Trustees on April 30, 2026


 Raymond P. Meza, School Board President