



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

Diego M. Almaraz Jr., Board Secretary

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Linda Guanajuato-Webb, Board Member

Amy Haynes, Board Member

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Administration

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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.
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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**

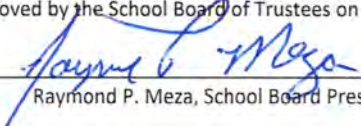
Years of Experience	New Hire Salary 187 Days
0	\$55,900
1	\$56,379
2	\$56,879
3	\$57,850
4	\$58,250
5	\$61,150
6	\$61,650
7	\$62,150
8	\$62,650
9	\$63,150
10	\$63,650
11	\$64,150
12	\$64,650
13	\$65,150
14	\$65,750
15	\$66,350
16	\$66,950
17	\$67,550
18	\$68,150
19	\$68,800
20	\$69,500
21	\$70,280
22	\$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

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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

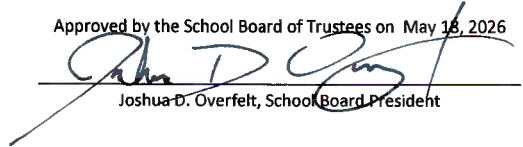


Joshua D. Overfelt, School Board President

* 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.
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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/SFMS	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/SFMS	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

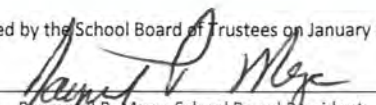
San Felipe Del Rio CISD

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	
	Four Events	\$2,805	
	Five Events	\$3,219	
	SPONSORS- ELEMENTARY		
	One Event	\$605	
	Two Events	\$853	
	Three Events	\$963	
STIPEND BY CAMPUS		Stipend	
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	\$500 (2)	

Approved by the School Board of Trustees on June 2, 2025

Joshua D. Overfelt, School Board President



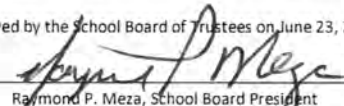
Athletic Stipends

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



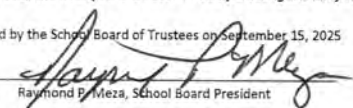
Part-Time Rates

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

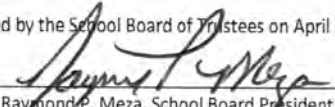


Summer School Rates

**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