



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](http://www.sfdr-cisd.org)

## **Board of Trustees**

Raymond P. Meza, Board President

Joshua D. Overfelt, Board Vice President

Jesus Emilio Galindo, Board Secretary

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## **Administration**

Dr. Carlos H. Rios, Superintendent of Schools

Amy Childress, Chief Financial Officer

Sandra Hernandez, Chief Administrative Officer

Jane Villarreal, Chief Academic Officer





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## **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**

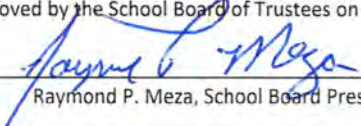
<b>Years of Experience</b>	<b>New Hire Salary 187 Days</b>
0	\$55,900
1	\$56,379
2	\$56,879
3	\$57,850
4	\$58,250
5	\$61,150
6	\$61,650
7	\$62,150
8	\$62,650
9	\$63,150
10	\$63,650
11	\$64,150
12	\$64,650
13	\$65,150
14	\$65,750
15	\$66,350
16	\$66,950
17	\$67,550
18	\$68,150
19	\$68,800
20	\$69,500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

  
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 Raymond P. Meza, School Board President



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## PAY PLAN:

### Administrators/Professionals

#### ANNUAL SALARY


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Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum
<b>1</b>					
	Coordinator 21st Century Community Learning Center Program Site	226	<b>Daily \$228.00</b>	<b>\$285.00</b>	<b>\$342.00</b>
	* Coordinator Child Nutrition	241	<b>205 Days \$46,740.00</b>	<b>\$58,425.00</b>	<b>\$70,110.00</b>
	Coordinator Custodial	241	<b>220 Days \$50,160.00</b>	<b>\$62,700.00</b>	<b>\$75,240.00</b>
	Coordinator Maintenance	241	<b>226 Days \$51,528.00</b>	<b>\$64,410.00</b>	<b>\$77,292.00</b>
	Coordinator Operations	241	<b>241 Days \$54,948.00</b>	<b>\$68,685.00</b>	<b>\$82,422.00</b>
	Management Assistant to Campus Principal	205, 220			
	Manager Energy	241			
	* Specialist 21st Century Community Learning Center Program Site	226			
<b>2</b>					
	Coordinator Human Resources	226	<b>Daily \$266.76</b>	<b>\$333.45</b>	<b>\$400.14</b>
	Coordinator Student Services	226	<b>226 Days \$60,287.76</b>	<b>\$75,359.70</b>	<b>\$90,431.64</b>
	Manager Database	226			
<b>3</b>					
	Athletic Trainer Head	220	<b>Daily \$312.11</b>	<b>\$390.14</b>	<b>\$468.17</b>
	Coordinator Employee Benefits/Spt Svcs	226	<b>187 Days \$58,364.57</b>	<b>\$72,956.18</b>	<b>\$87,547.79</b>
	Coordinator HRIS	226	<b>193 Days \$60,237.23</b>	<b>\$75,297.02</b>	<b>\$90,356.81</b>
	Coordinator Purchasing	226	<b>205 Days \$63,982.55</b>	<b>\$79,978.70</b>	<b>\$95,974.85</b>
	Coordinator TIA/Talent Development	226	<b>220 Days \$68,664.20</b>	<b>\$85,830.80</b>	<b>\$102,997.40</b>
	CTE Health Science Teacher	193	<b>226 Days \$70,536.86</b>	<b>\$88,171.64</b>	<b>\$105,806.42</b>
	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			
<b>4</b>					
	Accountant	226	<b>Daily \$327.72</b>	<b>\$409.65</b>	<b>\$491.58</b>
	Administrator Special Populations	226	<b>193 Days \$63,249.96</b>	<b>\$79,062.45</b>	<b>\$94,874.94</b>
	Asst Principal - Elementary, Blended Academy	205, 220	<b>202 Days \$66,199.44</b>	<b>\$82,749.30</b>	<b>\$99,299.16</b>
	Coordinator Bilingual/ESL Compliance	226	<b>205 Days \$67,182.60</b>	<b>\$83,978.25</b>	<b>\$100,773.90</b>
	Coordinator Career & Technical	226	<b>207 Days \$67,838.04</b>	<b>\$84,797.55</b>	<b>\$101,757.06</b>
	Coordinator Federal & States Programs	226	<b>220 Days \$72,098.40</b>	<b>\$90,123.00</b>	<b>\$108,147.60</b>
	Coordinator Fine Arts	226	<b>226 Days \$74,064.72</b>	<b>\$92,580.90</b>	<b>\$111,097.08</b>
	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 February 23, 2026

\* Grant Funded

  
 Raymond P. Meza, School Board President

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
<b>5</b>						
	Asst Principal DRMS/GMS/SFMMS/SGLC/DRFS/DRHS/ECHS/CTE	220/226	<b>Daily</b>	<b>\$344.10</b>	<b>\$430.13</b>	<b>\$516.16</b>
	Coordinator Educational Diagnostician	226	<b>212 Days</b>	\$72,949.20	\$91,187.56	\$109,425.92
	Coordinator Head Football Coach/Athletic	226	<b>220 Days</b>	\$75,702.00	\$94,628.60	\$113,555.20
	Curriculum Coordinator Early Literacy	226	<b>226 Days</b>	\$77,766.60	\$97,209.38	\$116,652.16
	Curriculum Coordinator Elementary Math	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				
<b>6</b>						
	Comptroller	226	<b>Daily</b>	<b>\$378.51</b>	<b>\$473.14</b>	<b>\$567.77</b>
	Director Athletics	226	<b>226 Days</b>	\$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				
	Principal - ECHS	226				
	Vice Principal Freshman	226				
<b>7</b>						
	Principal DRMS, GMS, SFMMS	226	<b>Daily</b>	<b>\$401.22</b>	<b>\$501.53</b>	<b>\$601.84</b>
			<b>226 Days</b>	\$90,675.72	\$113,345.78	\$136,015.84
<b>8</b>						
	Principal HS	226	<b>Daily</b>	<b>\$437.34</b>	<b>\$546.67</b>	<b>\$656.00</b>
			<b>226 Days</b>	\$98,838.84	\$123,547.42	\$148,256.00
<b>9</b>						
	Chief Academic Officer	226	<b>Daily</b>	<b>\$516.06</b>	<b>\$645.07</b>	<b>\$774.08</b>
	Chief Administrative Officer	226	<b>226 Days</b>	\$116,629.56	\$145,785.82	\$174,942.08
	Chief Compliance and Accountability Officer	226				
	Chief Financial Officer	226				
<b>10</b>						
	Deputy Superintendent of Business Services	226	<b>Daily</b>	<b>\$567.66</b>	<b>\$709.58</b>	<b>\$851.50</b>
			<b>226 Days</b>	\$128,291.16	\$160,365.08	\$192,439.00

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

\* Grant Funded

  
Raymond P. Meza, School Board President



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## PAY PLAN:

### Para-Professional Staff

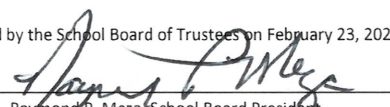
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Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum
<b>1</b>					
	Aide Parental Liaison	187, 193	<b>Hourly</b> \$15.15	\$18.48	\$21.81
	Aide Support	187	<b>187 Days</b> \$22,664.40	\$27,646.08	\$32,627.76
	Assistant Critical Needs	187	<b>193 Days</b> \$23,391.60	\$28,533.12	\$33,674.64
<b>2</b>					
	Aide Instructional	187	<b>Hourly</b> \$16.00	\$19.51	\$23.02
	Aide Library	187	<b>187 Days</b> \$23,936.00	\$29,186.96	\$34,437.92
	Aide Library/Resource	187	<b>193 Days</b> \$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			
<b>3</b>					
	Aide Computer Lab	187	<b>Hourly</b> \$16.80	\$20.49	\$24.18
	Aide Deaf Education	187	<b>187 Days</b> \$25,132.80	\$30,653.04	\$36,173.28
	Aide Special Education (Behavior)	187	<b>193 Days</b> \$25,939.20	\$31,636.56	\$37,333.92
	Aide Special Education (Life Skills)	187	<b>202 Days</b> \$27,148.80	\$33,111.84	\$39,074.88
	Clerk ARD	202	<b>207 Days</b> \$27,820.80	\$33,931.44	\$40,042.08
	Clerk Assistant Technology Case Management	202	<b>220 Days</b> \$29,568.00	\$36,062.40	\$42,556.80
	Clerk Attendance/Discipline	207	<b>226 Days</b> \$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			
<b>4</b>					
	Bookkeeper HS	226	<b>Hourly</b> \$18.50	\$22.56	\$26.62
	Registrar HS	220	<b>220 Days</b> \$32,560.00	\$39,705.60	\$46,851.20
	Secretary Athletics	226	<b>226 Days</b> \$33,448.00	\$40,788.48	\$48,128.96
	Secretary Bilingual/ESL	226	<b>241 Days</b> \$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
<b>4</b>					
	Secretary Principal - Elementary/SGLC	220, 226	<b>Hourly \$18.50</b>	<b>\$22.56</b>	<b>\$26.62</b>
	Secretary Senior Human Resources Coordinator	226	<b>220 Days \$32,560.00</b>	<b>\$39,705.60</b>	<b>\$46,851.20</b>
	Secretary Student & Family Support Services	226	<b>226 Days \$33,448.00</b>	<b>\$40,788.48</b>	<b>\$48,128.96</b>
	Secretary Transportation	226	<b>241 Days \$35,668.00</b>	<b>\$43,495.68</b>	<b>\$51,323.36</b>
	Specialist Student Services	226			
<b>5</b>					
	Clerk Accounts Payable	226	<b>Hourly \$19.45</b>	<b>\$23.72</b>	<b>\$27.99</b>
	Clerk Accounts Payable/Activity Funds	226	<b>226 Days \$35,165.60</b>	<b>\$42,885.76</b>	<b>\$50,605.92</b>
	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			
<b>6</b>					
	Accountant Assistant	226	<b>Hourly \$21.20</b>	<b>\$25.85</b>	<b>\$30.50</b>
	LVN	187, 193	<b>187 Days \$31,715.20</b>	<b>\$38,671.60</b>	<b>\$45,628.00</b>
	Secretary Chief Academic Officer	226	<b>193 Days \$32,732.80</b>	<b>\$39,912.40</b>	<b>\$47,092.00</b>
	Secretary Chief Administrative Officer	226	<b>226 Days \$38,329.60</b>	<b>\$46,736.80</b>	<b>\$55,144.00</b>
	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			
<b>7</b>					
	Specialist Network	226	<b>Hourly \$25.85</b>	<b>\$31.52</b>	<b>\$37.19</b>
	Technician Senior Computer	226	<b>226 Days \$46,736.80</b>	<b>\$56,988.16</b>	<b>\$67,239.52</b>
<b>8</b>					
	Executive Assistant for Superintendent & Board of Trustees	226	<b>Hourly \$28.70</b>	<b>\$35.00</b>	<b>\$41.30</b>
	Technician School Safety	226	<b>226 Days \$51,889.60</b>	<b>\$63,280.00</b>	<b>\$74,670.40</b>
	Technician Student Data	226			

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

  
 Raymond P. Meza, School Board President



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## **PAY PLAN:**

### Auxiliary Staff

#### ANNUAL SALARY

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Pay Grade	Job Title	Hours	Calendars	Minimum	Midpoint	Maximum	
<b>1</b>							
	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
<b>2</b>							
	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
<b>3</b>							
	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				
<b>4</b>							
	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				
<b>5</b>							
	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				
<b>6</b>							
	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				
<b>7</b>							
	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				
<b>8</b>							
	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				
<b>BD</b>							
	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





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## Teacher Stipends

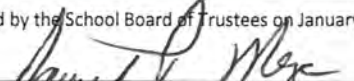
# San Felipe Del Rio CISD

## 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 <small>*Applies to elementary teachers - current assignment grade level must be covered by certification grade band</small>	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 <small>Dept must have at least 3 personnel units (P.U.'s) to receive the minimum stipend. Excluding team leader.</small>	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 <small>Maximum: \$300 (\$150-Fall Semester/\$150-Spring Semester)</small>	Per assignment	\$50 per hour

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

  
Raymond P. Meza, School Board President



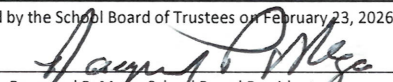
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## Supplemental Stipends

**San Felipe Del Rio CISD**  
**2025 - 2026 Supplemental Stipends**

<b>STIPENDS BY POSITION</b>		<b>Stipend</b>	
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	
<b>STIPEND BY ORGANIZATION</b>		<b>Stipend</b>	
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	
	<b>SPONSORS- HIGH SCHOOL/FRESHMAN (9-12)</b>		
	One Event	\$2,310	
	Two Events	\$3,548	
	Three Events	\$4,373	
	<b>SPONSORS- MIDDLE SCHOOL</b>		
	One Event	\$1,155	
	Two Events	\$1,773	
	Three Events	\$2,187	
	<b>SPONSORS- ELEMENTARY</b>		
	One Event	\$605	
	Two Events	\$853	
	Three Events	\$963	
	<b>STIPEND BY CAMPUS</b>		<b>Stipend</b>
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)	
		\$2,407.50 (2)	
	Student Council Sponsor - DRMS (1) GMS (1) SFMMS (1)	\$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 College High School	ECHS Ambassador School Sponsor	\$500 (2)	

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

  
 Raymond P. Meza, School Board President



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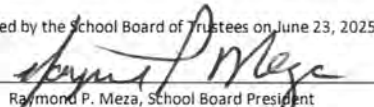
## Athletic Stipends

## 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



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## Substitute Rates

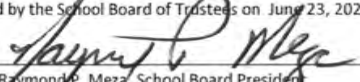
## San Felipe Del Rio Consolidated Independent School District Substitute Pay Scale 2025 - 2026

* 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
<b>Administrator</b>	Principal		\$345		
	Assistant Principal		\$310		
<b>Teachers</b>	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
<b>Professional</b>	Counselor, Speech Pathologist, Educational Diagnostician, Librarian, Band Director, Nurse (with RN license) (MUST HOLD CERTIFICATION/LICENSURE)		\$207		
<b>LVN</b>	Nurse (with LVN license)		\$154.50		
<b>Paraprofessional</b>	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		
<b>Hourly/Temporary</b> (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



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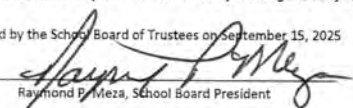
## Part-Time Rates

**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



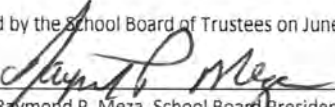
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## Summer School Rates

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

Positions	Hourly Rate
Administrator/Facilitator/Web Facilitator	\$51.20
Athletic Program Coaches	\$20.20
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
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 June 23, 2025

  
 Raymond P. Meza, School Board President