2026-2027 COMPENSATION PLAN

San Felipe-Del Rio Consolidated Independent School District

Board Approved - June 29, 2026
Revised - August 17, 2026

San Felipe Del Rio Consolidated Independent School District
Human Resources Department
315 Griner St / P.O. Drawer 428002
Del Rio, TX 78842

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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 midpoint of each pay range.

This compensation plan is for the 2026-2027 school year. No salary increases are granted automatically each year; therefore, neither past nor future salaries can be calculated, assumed, or predicted based on 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 the 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
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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
Charles Garabedian, Chief Administrative Officer
Gilbert Sanchez, Chief Financial Officer
Jennifer Sutton, Chief Academic Officer
Jane Villarreal, Chief Special Programs Officer

SFDR-CISD STRATEGIC PLAN

District Vision

San Felipe Del Rio CISD, in partnership with our families and community, empowers every student to excel through a culture of collaboration, innovation, and achievement.

SFDRCISD Shared Beliefs

We believe:

- Communication and collaboration among families, community, and educators are vital.
- In equity by providing the resources, support, and motivation necessary to differentiate instruction.
- All students should be equipped with a strong foundation of knowledge, including 21st century skills, so they are life-long learners prepared to be successful after high school.

Mission

San Felipe Del Rio provides a high-quality, innovative curriculum with engaging, relevant instruction.
We meet the individual needs of students and staff in a safe, nurturing, and collaborative environment, which encourages development and growth.

District Goals

STRAND: FOCUSED LEADERSHIP
GOAL: By 2030, 100% of campus and district leaders will effectively support and communicate high expectations for student learning

STRAND: HIGHLY EFFECTIVE INSTRUCTION
GOAL: By 2030, 100% of SFDR-CISD students will meet or exceed grade-level standards.

STRAND: INNOVATION
GOAL: By 2030, SFDR-CISD will offer well-established innovative programs to 100% of our students.

STRAND: STRATEGIC STAFFING
GOAL: By 2030, SFDRCISD will recruit, develop, and retain 100% highly-effective staff.

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 2026-2027 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

2026-2027 Teacher Pay Plan

Job Title
Academic Support Specialist
ARD Facilitator
Athletic Trainer Assistant
Curriculum & Instruction Specialist
Instructional Coach
Positive Behavior Intervention & Support Liaison
Reading & Dyslexia Intervention Specialist
Teacher

Years of Experience	New Hire Salary 187 Days
*Uncertified - 0	$54,900
0	$55,900
1	$55,900
2	$56,379
3	$57,450
4	$57,850
5	$60,750
6	$61,150
7	$61,650
8	$62,150
9	$62,650
10	$63,150
11	$63,650
12	$64,150
13	$64,650
14	$65,150
15	$65,750
16	$66,350
17	$66,950
18	$67,550
19	$68,150
20	$68,800
21	$69,500
22	$70,280
23	$71,180
24	$71,680
25	$72,180
26	$72,930
27	$73,530
28	$74,180
29	$74,930
30	$75,430
31	$75,930
32	$76,430
33	$76,930
34	$77,180
35	$77,430
36	$77,930
37+	$78,180

* Rate does not apply to Temporary Teachers/Long Term Substitutes

10-Month Uncertified Hiring Range Minimum: $54,900

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 2026-2027 school year. Salary plans are determined on an annual basis and salary advancement is not guaranteed. Pay increases are based on the annual pay raise budget approved by the Board of Trustees.
Salaries are determined individually with consideration for job-related experience and credentials.

Approved by the School Board of Trustees on October 16, 2026

Joshua D. Overfelt, School Board President

PAY PLAN:

Administrators/Professionals

ANNUAL SALARY

This schedule is for the 2026-2027 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 **ADMINISTRATIVE PROFESSIONAL PAY PLAN** **2026-2027**

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum
1					
	* Coordinator 21st Century Community Learning Center Program Site	226			
	Coordinator Child Nutrition	241			
	Coordinator Custodial	241			
	Coordinator Electrical Maintenance/Cafeteria Equipment	241			
	Coordinator Maintenance	241			
	Coordinator Operations	241			
	Manager Energy	241			
	* Specialist 21st Century Community Learning Center Program Site	226			
		Daily	**$228.00**	**$285.00**	**$342.00**
		205 Days	$46,740.00	$58,425.00	$70,110.00
		220 Days	$50,160.00	$62,700.00	$75,240.00
		226 Days	$51,528.00	$64,410.00	$77,292.00
		241 Days	$54,948.00	$68,685.00	$82,422.00
2					
	Coordinator Campus Testing	195			
	Coordinator Human Resources	226			
	Coordinator Student Services	226			
	Interventionist Bilingual/ESL	187			
		Daily	**$266.76**	**$333.45**	**$400.14**
		187 Days	$49,884.12	$62,355.15	$74,826.18
		195 Days	$52,018.20	$65,022.75	$78,027.30
		226 Days	$60,287.76	$75,359.70	$90,431.64
3					
	Athletic Trainer Head	220			
	Coordinator Employee Benefits/Spt Svcs	226			
	Coordinator HRIS	226			
	Coordinator Purchasing	226			
	Coordinator TIA/Talent Development	226			
	CTE Health Science Teacher	193			
	Librarian	193			
	Police Lieutenant	226			
	Registered Nurse	187			
	Specialist Behavior	187			
	Speech Language Pathology Assistant	187			
	Supervisor Payroll	226			
		Daily	**$312.11**	**$390.14**	**$468.17**
		187 Days	$58,364.57	$72,956.18	$87,547.79
		193 Days	$60,237.23	$75,297.02	$90,356.81
		205 Days	$63,982.55	$79,978.70	$95,974.85
		220 Days	$68,664.20	$85,830.80	$102,997.40
		226 Days	$70,536.86	$88,171.64	$105,806.42
4					
	Accountant	226			
	Administrator Special Populations	226			
	Asst Principal - Elementary, Blended Academy	205, 220			
	Asst Principal Intern (Secondary)	220			
	Coordinator Bilingual/ESL Compliance	226			
	Coordinator Career & Technical	226			
	Coordinator Federal & States Programs	226			
	Coordinator Fine Arts	226			
	Coordinator Head Start	226			
	Coordinator Health Services	226			
	Coordinator School Psychologist	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			
	Network Administrator	226			
	School Psychologist	202			
	Speech Language Pathologist	202			
		Daily	**$327.72**	**$409.65**	**$491.58**
		193 Days	$63,249.96	$79,062.45	$94,874.94
		202 Days	$66,199.44	$82,749.30	$99,299.16
		205 Days	$67,182.60	$83,978.25	$100,773.90
		207 Days	$67,838.04	$84,797.55	$101,757.06
		220 Days	$72,098.40	$90,123.00	$108,147.60
		226 Days	$74,064.72	$92,580.90	$111,097.08

* Grant Funded

Approved by the School Board of Trustees on October 26, 2026

Joshua D. Overfelt, School Board President

SAN FELIPE DEL RIO CISD **ADMINISTRATIVE PROFESSIONAL PAY PLAN** **2026-2027**

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

* Grant Funded

Approved by the School Board of Trustees on October 26, 2026

Joshua D. Overfelt, School Board President

PAY PLAN:

Para-Professional Staff

ANNUAL SALARY

This schedule is for the 2026-2027 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 **PARAPROFESSIONAL PAY PLAN** **2026-2027**

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

Approved by the School Board of Trustees on October 28, 2025

Joshua D. Overfelt, School Board President

SAN FELIPE DEL RIO CISD **PARAPROFESSIONAL PAY PLAN** **2026-2027**

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum
4					
	Secretary Principal - Elementary/SGLC	220, 226			
	Secretary Senior Human Resources Coordinator	226			
	Secretary Student & Family Support Services	226			
	Secretary Transportation	226			
	Specialist Student Services	226			
		Hourly	**$18.50**	**$22.56**	**$26.62**
		220 Days	$32,560.00	$39,705.60	$46,851.20
		226 Days	$33,448.00	$40,788.48	$48,128.96
		241 Days	$35,668.00	$43,495.68	$51,323.36
5					
	Clerk Accounts Payable	226			
	Clerk Accounts Payable/Activity Funds	226			
	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			
		Hourly	**$19.45**	**$23.72**	**$27.99**
		226 Days	$35,165.60	$42,885.76	$50,605.92
6					
	Accountant Assistant	226			
	LVN	187, 193			
	Secretary Chief Academic Officer	226			
	Secretary Chief Compliance/Accountability Officer & Chief Administrative Officer	226			
	Secretary Deputy Superintendent of Business Services & Chief Financial Officer	226			
	Specialist Data Quality & Accountability	226			
	Technician Computer	226			
	Technician Help Desk	226			
	Technician Multimedia	226			
	Technician Web Content Management	226			
		Hourly	**$21.20**	**$25.85**	**$30.50**
		187 Days	$31,715.20	$38,671.60	$45,628.00
		193 Days	$32,732.80	$39,912.40	$47,092.00
		226 Days	$38,329.60	$46,736.80	$55,144.00
7					
	Licensed Physical Therapist Assistant	187			
	Specialist Network	226			
	Technician Senior Computer	226			
		Hourly	**$25.85**	**$31.52**	**$37.19**
		187 Days	$38,671.60	$47,153.92	$55,636.24
		226 Days	$46,736.80	$56,988.16	$67,239.52
8					
	Executive Assistant for Superintendent & Board of Trustees	226			
	Technician School Safety	226			
	Technician Student Data	226			
		Hourly	**$28.70**	**$35.00**	**$41.30**
		226 Days	$51,889.60	$63,280.00	$74,670.40

Approved by the School Board of Trustees on October 26, 2026

Joshua D. Overfelt, School Board President

PAY PLAN:

Auxiliary Staff

ANNUAL SALARY

This schedule is for the 2026-2027 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				Hourly	$15.15	$18.48	$21.81	
	Bus Monitor	6	189	182 Days	$16,543.80	$20,180.16	$23,816.52	6 hour
	Food Service Worker	6	192	182 Days	$22,058.40	$26,906.88	$31,755.36	8 hour
	Safety Monitor	6, 8	182	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				Hourly	$15.90	$19.39	$22.88	
	Bus Monitor Special Education	6	189	182 Days	$23,150.40	$28,231.84	$33,313.28	8 hour
	Crossing Guard-ECHS/DRHS	8	182	189 Days	$18,030.60	$21,988.26	$25,945.92	6 hour
	Custodian	8	261	192 Days	$18,316.80	$22,337.28	$26,357.76	6 hour
	Food Service Cook	6	192	192 Days	$21,369.60	$26,060.16	$30,750.72	7 hour
	Food Service Worker (CC)	7	192	210 Days	$26,712.00	$32,575.20	$38,438.40	8 hour
	Security Monitor	8	210	261 Days	$33,199.20	$40,486.32	$47,773.44	8 hour
3				Hourly	$16.70	$20.37	$24.04	
	Asst Food Service Manager - Elementary	8	192	192 Days	$25,651.20	$31,288.32	$36,925.44	8 hour
	Food Service Driver/Worker	8	261	261 Days	$34,869.60	$42,532.56	$50,195.52	8 hour
	Groundskeeper	8	261					
	Mail Clerk	8	261					
	Textbook/Safety Worker	8	261					
	Warehouse Worker	8	261					
4				Hourly	$17.55	$21.40	$25.25	
	Asst Food Service Manager - DRMS/DRHS/GMS/SFMMS	8	192	192 Days	$26,956.80	$32,870.40	$38,784.00	8 hour
	Campus Security Screener	8	210	210 Days	$29,484.00	$35,952.00	$42,420.00	8 hour
	Custodian Head	8	261	226 Days	$31,730.40	$38,691.20	$45,652.00	8 hour
	Electrician Apprentice	8	261	261 Days	$36,644.40	$44,683.20	$52,722.00	8 hour
	Food Service Manager - Elementary/DRFS	8	192					
	General Maintenance Worker	8	261					
	Security Guard	8	226					
	Textbook/Safety Clerk	8	261					
	Vehicle Mechanic Helper	8	261					
5				Hourly	$18.80	$22.93	$27.06	
	Food Service Manager - DRMS/GMS/SFMMS	8	192	192 Days	$28,876.80	$35,220.48	$41,564.16	8 hour
	General Maintenance Worker Lead	8	261	241 Days	$36,246.40	$44,209.04	$52,171.68	8 hour
	Route Coordinator	8	241	261 Days	$39,254.40	$47,877.84	$56,501.28	8 hour
	Warehouse Lead	8	261					
	Welder	8	261					
6				Hourly	$22.00	$26.83	$31.66	
	Electrician Journeyman	8	261	192 Days	$33,792.00	$41,210.88	$48,629.76	8 hour
	Food Service Manager - DRHS	8	192	261 Days	$45,936.00	$56,021.04	$66,106.08	8 hour
	Grounds Foreman	8	261					
	HVAC Mechanic I	8	261					
	Maintenance Foreman	8	261					
	Plumber Journeyman	8	261					
	Vehicle Mechanic	8	261					
7				Hourly	$23.10	$28.17	$33.24	
	Electrician Master	8	261	226 Days	$41,764.80	$50,931.36	$60,097.92	8 hour
	HVAC Mechanic II	8	261	261 Days	$48,232.80	$58,818.96	$69,405.12	8 hour
	Peace Officer	8	226, 261					
	Peace Officer/District Courier	8	261					
8				Hourly	$26.80	$32.68	$38.56	
	Police Sergeant-Advanced	8	261	241 Days	$51,670.40	$63,007.04	$74,343.68	8 hour
	Supervisor Food Service	8	241	261 Days	$55,958.40	$68,235.84	$80,513.28	8 hour
	Supervisor Inventory & Material Control	8	241					
	Supervisor Shipping & Receiving	8	261					
	Transportation Mechanic Foreman	8	261					
BD				Hourly	$15.65	$19.10	$22.55	
	Bus Driver	8	192	192 Days	$24,038.40	$29,337.60	$34,636.80	8 hour
	Bus Driver Special Education	8	192					

Approved by the School Board of Trustees on October 26, 2026

Joshua D. Overfelt, School Board President

Teacher Stipends

San Felipe Del Rio CISD
Teacher Stipends
2026 - 2027

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
HB2 Teacher Certification Incentive Stipend	In accordance with Texas Education Code § 21.0033, the Teacher Certification Incentive provides districts with a one-time $1,000 payment for each eligible teacher who was hired uncertified in the 2022–2023 or 2023–2024 school year, remained uncertified as of January 1, 2025, and obtains standard certification by the end of the 2026–2027 school year. To qualify, the teacher must have maintained continuous employment with the same district since their initial hiring year.	$1,000
Health Science Stipend	Certification Instructors Only	$5,000
Instructional Coach Stipend	Equivalent to the TIA Master Designation Stipend, based on the highest applicable rate among the selected campuses the Instructional Coach is assigned to serve.	Varies
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 October 26, 2026

Joshua D. Overfelt, School Board President

Supplemental Stipends

San Felipe Del Rio CISD
2026 - 2027 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
Retention Stipend (September & December)	One-time stipend issued to all employees in September of the 2026-2027 school year. Stipend is continguent upon available funds.	Varies
	One-time stipend issued to all employees in December of the 2026-2027 school year. Stipend is continguent upon available funds.	Varies
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) $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
	Freshman Student Council Sponsor (1)	$550
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 29, 2026

Joshua D. Overfelt, School Board President

Athletic Stipends

San Felipe Del Rio CISD
2026 - 2027 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
Filmer - Varsity Football	1	$1,000
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	2	$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
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 29, 2026

Joshua D. Overfelt, School Board President

Substitute Rates

San Felipe Del Rio Consolidated Independent School District
Substitute Pay Scale
2026 - 2027

* 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 29, 2026

Joshua D. Overfelt, School Board President

Part-Time Rates

San Felipe Del Rio Consolidated Independent School District
Part-Time/Extra-Duty/Temporary Pay
2026 - 2027

		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 *Limited to $1,500 per campus Del Rio High School and Del Rio Middle School limited to $3,000 per campus*	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 June 29, 2026

Joshua D. Overfelt, School Board President

Summer School Rates

San Felipe Del Rio Consolidated
Summer School Rates
2026 - 2027

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

