

WEIMAR



2026-2027

DISTRICT COMPENSATION PLAN

WEIMAR INDEPENDENT SCHOOL DISTRICT

2026-2027 DISTRICT COMPENSATION PLAN

(Board Proposed 7-27-2026)

Weimar Independent School District's (the District) pay structure is the key management tool that guides pay actions to help the district acquire proper relationship to the marketplace, maintains equity among all employees, and achieves district pay increases.

Within the pay structure, the District has established two categories of employees:

- ☐ Professional teachers, nurses, and, counselors
- ☐ All other employees

For the professional teachers, nurses, and counselors, a scale system is used based on the minimum salary scale published by the Texas Education Agency (TEA).

Under House Bill 2 passed by the 89th Texas Legislature, the newly established Teacher Retention Allotment (TRA) provides dedicated funding for public school teacher pay raises, with the notable impact that these temporary salary increases are considered creditable compensation by the Teacher Retirement System (TRS) for calculating a teacher's future retirement annuity. The (TRA) is in addition to the locally adopted salary schedule and is documented as such.

The specific state allotment amounts for Weimar ISD classroom teachers are:

- ☐ \$4,000 per year for teachers with 3 to 4 years of experience.
- ☐ \$8,000 per year for teachers with 5 or more years of experience.

The District has worked to adopt a pay structure for all other employees setting the rates of pay for each job family and ensuring that appropriate differences between jobs are established for pay equity. This value represents what different jobs are worth, on the average, to the district.

2026-2027 Recommendations:

Administration recommends the 2026-2027 Compensation Plan as presented. Classroom teaching assignments and district stipend assignments are determined by the campus principal and Superintendent and evaluated annually.

All at-will/hourly and Administrative salary increases are based on satisfactory yearly evaluations and may range from 0% - 5% of the midpoint for each job classification.

Salary increases for Administrative positions and at- will/hourly employees are not guaranteed by Board adoption of a compensation plan.

The Weimar ISD Compensation plan will be recommended for the 2026-2027 school year only. Each year the compensation plan may be adjusted and will be brought to the School Board for approval with any changes. This plan does not guarantee any future pay scales, salaries, stipends etc. Teacher salary increases by your step. Hourly staff and Administration increases will be determined in July of each year.

Weimar Independent School District

"A Standard of Excellence"

Vision Statement:

Weimar ISD: A Standard of Excellence Today to Build a Successful Tomorrow!

Mission Statement:

The Weimar Independent School District, in partnership with students, families, and the community, aims to inspire students to meet high expectations, become thriving citizens, and carry on the proud Wildcat Tradition of Excellence.

Weimar ISD offers:

- Great location on I-10 halfway between Houston and San Antonio.
- Rural school farming/ranching environment that values our employees and their families.
- A caring, servant-oriented staff and positive working environment.
- District of Innovation Designation for more "local" freedom and control.
- \$2,000 Mid-year Performance Stipend for all employees to be paid in November.
- \$1,500 Retention Bonus paid for all employees who are employed for the entirety of the year and are set to return for the following year to be paid in July.
- Teacher Incentive Allotment District
- \$490 paid toward employees enrolled in TRS Health Insurance plan.
- \$500 annually or \$41.76 per month paid towards employees not in TRS Health Insurance Plan.
- Exceptional "Student to Teacher" ratios for maximum learning potential with a focus on student "GROWTH".
- Supportive community and parents that allow teachers to create very high expectations and commit to homework, tutoring, parent nights, field trips, and summer learning.
- Our UIL Academics, OAP, Band, FFA, FCCLA, and Athletic programs excel due to the commitment of creating a well-rounded student.
- PK4 program to engage our young students at a developmentally appropriate age is available to all students. (Tuition or Tuition free)
- Board commitment to Technology resources, 1-1 devices at each campus.
- Board and Administration review Facility needs each year and establish immediate and yearly priorities.
- The Board and Administration review District Goals and Priorities each year to ensure clear expectations and continuity.
- Weimar ISD pays competitive stipends for Band programs, UIL Academic Programs, UIL Athletic Programs, and FFA etc.

Weimar ISD considers applicants for all positions without regard to race, color, national origin, age, religion, sex, marital status, veteran or military status, disability, or any other legally protected status. Employment decisions are made based on each applicant's job qualifications, experiences and abilities.

2026-2027

New Hire Base - Teacher, Nurse, and Counselor Salary Schedule

Step Schedule	New Hire Base Salary
Uncertified 0-2	47,750
Uncertified 3-4	47,750
0	47,750
1	48,250
2	48,750
3	49,250
4	49,750
5	50,250
6	51,000
7	51,750
8	52,500
9	53,250
10	54,000
11	54,750
12	55,500
13	56,250
14	57,000
15	57,750
16	58,500
17	59,250
18	60,000
19	60,750
20	61,500
21	62,000
22	62,500
23	63,000
24	63,500
25	64,000
26	64,500
27	65,000
28	65,500
29	66,000
30	66,500

The Teacher Salary Scale will be recommended for the 26-27 school year only. Prior to each new school year, the Base Salary Scale may be adjusted and will be brought to the School Board for approval with any changes noted. This scale does not guarantee any future pay scales, salaries, stipends etc.

2026-2027

Classroom Teacher Salary Schedule

(reflects both unfunded increases along with increases by HB2 from the 89th Legislature)

<u>Step Schedule</u>	<u>New Hire Base Salary</u>	<u>Unfunded Increase</u>	<u>HB 2 - 89th Legislature</u>	<u>Total Compensation 2026-2027</u>
Uncertified 0-2	47,750	1,000	0	48,750
Uncertified 3-4	47,750	1,500	0	49,250
0	47,750	2,500	0	50,250
1	48,250	2,500	0	50,750
2	48,750	2,500	0	51,250
3	49,250	0	4,000	53,250
4	49,750	0	4,000	53,750
5	50,250	0	8,000	58,250
6	51,000	0	8,000	59,000
7	51,750	0	8,000	59,750
8	52,500	0	8,000	60,500
9	53,250	0	8,000	61,250
10	54,000	0	8,000	62,000
11	54,750	1,000	8,000	63,750
12	55,500	1,000	8,000	64,500
13	56,250	1,000	8,000	65,250
14	57,000	1,000	8,000	66,000
15	57,750	1,000	8,000	66,750
16	58,500	2,000	8,000	68,500
17	59,250	2,000	8,000	69,250
18	60,000	2,000	8,000	70,000
19	60,750	2,000	8,000	70,750
20	61,500	2,000	8,000	71,500
21	62,000	2,000	8,000	72,000
22	62,500	2,000	8,000	72,500
23	63,000	2,000	8,000	73,000
24	63,500	2,000	8,000	73,500
25	64,000	2,000	8,000	74,000
26	64,500	2,000	8,000	74,500
27	65,000	2,000	8,000	75,000
28	65,500	2,000	8,000	75,500
29	66,000	2,000	8,000	76,000
30	66,500	2,000	8,000	76,500

Non-Teacher Compensation Scale

Administrative Positions				
	Days	Minimum	Mid-Point	Maximum
High School Principal	212	\$82,000	\$96,000	\$110,000
Middle School Principal	212	\$76,000	\$88,000	\$99,000
Elementary Principal	212	\$70,000	\$80,000	\$90,000
Athletic Director	212	Teacher Compensation Scale + stipends		
Director of Technology	212	\$65,000	\$76,500	\$89,000
Business Manager	217	\$70,000	\$80,000	\$90,000
Director of Maintenance	240	\$70,000	\$80,000	\$90,000
Director of Special Education	203	\$65,000	\$76,000	\$86,000
Special Education Positions				
Licensed Speech Pathologist	183	\$62,000	\$72,000	\$82,000
Speech Pathologist Assistant	183	\$60,000	\$70,000	\$80,000
Diagnostician	193	\$62,000	\$72,000	\$82,000
Nurses				
District Nurse (RN)	183	Base New Hire Scale + stipend		
Counselors				
Elementary Counselor	193	Base New Hire Scale + stipend		
Junior High Counselor	198	Base New Hire Scale + stipend		
High School Counselor	208	Base New Hire Scale + stipend		
Office Support Positions				
Accounts Payable/Superintendent's Secretary	217	\$22.00	\$26.00	\$30.00
Technology Technician	212	\$20.00	\$24.75	\$29.25
Campus Office Support	183-200	\$19.00	\$22.00	\$25.25
District PEIMS Coordinator	198	\$20.00	\$23.00	\$26.50
Paraprofessionals-Instructional Positions				
Instructional Aide	176	\$18.00	\$21.00	\$24.25
Manual Trade Positions				
Custodian	168-240	\$16.50	\$19.50	\$22.75
Cafeteria worker	165	\$16.50	\$19.50	\$22.75
Maintenance	240	\$20.75	\$24.00	\$27.00
Groundskeeper	240	\$18.75	\$22.00	\$25.00

Bus Driving

Daily Bus Route	\$37.50/route (1.5 hours), includes fueling bus and pre-trip
Bus Sub	Daily Bus Route + 1 time \$500 stipend/at least 10 routes
Daily Suburban Route	\$25/route
Non-Coach/Sponsor After school Activity Bus Driver	\$25.00/hour drive time (trip mileage/55 miles = drive time) Plus \$7.25/hour for sit time (form and map must be turned in + coach/sponsor signature)

Coach/Sponsor After school Activity Bus Driver	\$10.00/hour drive time (trip mileage/55 miles = drive time) \$10.00 minimum (form and map must be turned in)
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2026-2027 Performance Pay

Mid- Year Performance Stipend	\$2,000	All Employees who have been with the district from the start of school; will be paid out in November
End of Year Retention Bonus	\$1,500	All Employees who have been with the district from the start of school and who are returning for the following year; will be paid out in July
Teacher Incentive Allotment	Varies	Teachers who receive a designation through the TIA will be paid out yearly in August

Substitute Teacher

	Daily Rate	Long Term – begins after the sub worked for same teacher after 9 consecutive days
Non-Certified	\$100	\$115
Non-Certified Bachelor's	\$110	\$125
Certified	\$120	\$135

Summer School

Suburban Driver	\$25/route
Bus Driver	\$37.5/route, includes fueling bus/pre-trip
Paraprofessional	\$35/hour
Teacher	\$35/hour

Tutoring

Teacher	\$35/hour
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Supplemental/Extra Duty Stipends

The teacher's annual salary plus the stipend will create the total annual salary. Campus Administrators will determine extra duty stipends.

The non-teacher's annual salary will be created from their hourly rate for their number of days at 8 hours per day plus a stipend for any extra duties performed. All work over 40 hours must have prior approval from Campus Administrator and will be compensated with comp time at time and a half..

Athletic Extra Duty Stipends

<u>Position</u>	<u># of</u>	<u>Amount</u>	<u>Extra Days</u>
Athletic Director	1	\$6,000	18 days
Head Coach: Football	1	\$9,000	16 days
Associate Head Football Coach	1	\$1,000	5 days
Football Coordinators (Off. And Def.)	2	\$2,000	5 days
Head Coach: Volleyball	1	\$6,000	11 days
Head Coach: Basketball	2	\$6,000	8 days
Head Coach: Baseball	1	\$6,000	8 days
Head Coach: Softball	1	\$6,000	8 days
Head Coach: Powerlifting	1	\$4,000	3 days
Head Coach: Cross Country	1	\$4,000	10 days
Head Coach: Track	2	\$4,000	5 days
Head Coach: Golf	1	\$4,000	3 days
Head Coach: Tennis	1	\$4,000	3 days
Assistant Coach: Football	7	\$4,000	11 days
Assistant Coach: Volleyball	2	\$3,500	11 days
Assistant Coach: Basketball	3	\$3,500	5 days
Assistant Coach: Powerlifting	1	\$2,500	3 days
Assistant Coach: Cross Country	1	\$2,500	10 days
Assistant Coach: Track	5	\$3,000	3 days
Assistant Coach: Baseball	2	\$3,500	5 days
Assistant Coach: Softball	2	\$3,500	5 days
Junior High Coach: Volleyball	2	\$2,500	
Junior High Coach: Basketball	4	\$2,500	
Junior High Coach: Baseball	1	\$2,500	
Junior High Coach: Softball	1	\$2,500	
Junior High Coach: Tennis	1	\$2,500	
Off Season Coordinator	1	\$2,000	5 days
Junior High Coordinator	2	\$1,500	
Athletic Field Facilitator	1	\$2,000	
Year Long Baseball/Softball Mowing/Maint.	3	\$1,500	
Summer Strength and Conditioning (must log at least 20 days to qualify – to be paid out in July each year)	TBD	\$1,500	
Run the clock and keep books at games		\$20/game	

Miscellaneous Extra Duty Stipends

<u>Position</u>	<u># of</u>	<u>Amount</u>	<u>Extra Days</u>
Nurse	1	\$4,000	5 days
Elementary Counselor	1	\$5,000	15 days
Junior High Counselor	1	\$8,000	15 days
High School Counselor	1	\$12,000	30 days
District PEIMS	1	\$5,000	
Campus PEIMS	3	\$1,000	
Federal Programs	1	\$5,000	5 days
District Testing Coordinator	1	\$5,000	
District GT Coordinator	1	\$1,500	
Yearbook	1	\$2,500	5 days
HS FFA	3	\$6,000	39 days
HS OAP Director	1	\$3,000	5 days
HS Speech and Debate	1	\$2,500	3 days
HS Cheerleading Sponsor	1	\$3,000	5 days
HS Cheer Assistant	1	\$2,000	5 days
HS Band Director	1	\$10,000	22 days
JH Band Director	1	\$6,000	15 days
Elem Music/HS Band Director	1	\$5,000	15 days
HS National Honor Society	1	\$1,000	
JH Cheerleading Sponsor	1	\$1,500	5 days
HS Student Council	2	\$500	
JH Student Council	2	\$500	
Elementary Student Council	1	\$500	
HS UIL Coordinators	1	\$1,500	
JH and Elementary UIL Coordinators	2	\$750	
UIL coach – per event	TBD	\$100	
HS Academic UIL – coaching @ \$35/hour	TBD	Up to \$350/event	
Interpreters	5	\$500	
High Demand Teaching field: High School Science, 8 th Grade Science, Elem SPED	TBD	\$2,000	
ARD Facilitator	1	\$2,000	
SPED Caseload	TBD	\$100/student	
Elementary ESL Coordinator	1	\$1,000	
JH and HS ESL Coordinator	2	\$500	
504 Campus Coordinator		\$500	
District Translator	1	\$1,500	
Guardian Stipend		\$4,000	
Cell Phone Stipends	11	\$500	
New Teacher Mentor	TBD	\$2,000	2 days

Bodily Fluids - \$1/hr spent with PK students; \$2/hr spent with SPED students