



## 2025-26 Compensation Plan

**College Station ISD**  
**Compensation Plan 2025-26**  
**Teacher New Hire Pay Scale**

Years of Exp	2025-2026 Base Salary	State Teacher Retention	Salary Adjustments	Total 2025-26 Salary
0	\$51,750		\$500	\$52,250
1	\$51,750		\$2,500	\$54,250
2	\$52,200		\$2,500	\$54,700
3	\$52,450	\$2,500		\$54,950
4	\$52,700	\$2,500		\$55,200
5	\$52,950	\$5,000		\$57,950
6	\$53,200	\$5,000		\$58,200
7	\$53,450	\$5,000		\$58,450
8	\$53,700	\$5,000		\$58,700
9	\$53,950	\$5,000		\$58,950
10	\$54,200	\$5,000		\$59,200
11	\$54,450	\$5,000		\$59,450
12	\$54,700	\$5,000		\$59,700
13	\$54,990	\$5,000		\$59,990
14	\$55,314	\$5,000		\$60,314
15	\$55,638	\$5,000		\$60,638
16	\$55,950	\$5,000		\$60,950
17	\$56,604	\$5,000		\$61,604
18	\$57,309	\$5,000		\$62,309
19	\$57,729	\$5,000		\$62,729
20	\$58,630	\$5,000		\$63,630
21	\$59,505	\$5,000		\$64,505
22	\$60,432	\$5,000		\$65,432
23	\$61,333	\$5,000		\$66,333
24	\$61,969	\$5,000		\$66,969
25	\$62,881	\$5,000		\$67,881
26	\$63,798	\$5,000		\$68,798
27	\$64,704	\$5,000		\$69,704
28	\$65,700	\$5,000		\$70,700
29	\$66,559	\$5,000		\$71,559
30	\$66,967	\$5,000		\$71,967
31	\$67,500	\$5,000		\$72,500
32	\$68,010	\$5,000		\$73,010
33	\$68,520	\$5,000		\$73,520
34	\$69,030	\$5,000		\$74,030
35	\$69,540	\$5,000		\$74,540

**\*Teachers hired in with 35 or more years of service will be compensated according to their total years of experience  
\$2,000 Master's Degree - General Stipend for Teachers**

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### **Performance Pay**

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### **Implications of the 89th Legislative Session**

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**Non-Classroom Teacher New Hire Pay Scale**

Years of Exp	2025-2026 Base Salary	Salary Adjustments	Total 2025-26 Salary
0	\$51,750	\$500	\$52,250
1	\$51,750	\$2,500	\$54,250
2	\$52,200	\$2,500	\$54,700
3	\$52,450	\$2,500	\$54,950
4	\$52,700	\$2,500	\$55,200
5	\$52,950	\$5,000	\$57,950
6	\$53,200	\$5,000	\$58,200
7	\$53,450	\$5,000	\$58,450
8	\$53,700	\$5,000	\$58,700
9	\$53,950	\$5,000	\$58,950
10	\$54,200	\$5,000	\$59,200
11	\$54,450	\$5,000	\$59,450
12	\$54,700	\$5,000	\$59,700
13	\$54,990	\$5,000	\$59,990
14	\$55,314	\$5,000	\$60,314
15	\$55,638	\$5,000	\$60,638
16	\$55,950	\$5,000	\$60,950
17	\$56,604	\$5,000	\$61,604
18	\$57,309	\$5,000	\$62,309
19	\$57,729	\$5,000	\$62,729
20	\$58,630	\$5,000	\$63,630
21	\$59,505	\$5,000	\$64,505
22	\$60,432	\$5,000	\$65,432
23	\$61,333	\$5,000	\$66,333
24	\$61,969	\$5,000	\$66,969
25	\$62,881	\$5,000	\$67,881
26	\$63,798	\$5,000	\$68,798
27	\$64,704	\$5,000	\$69,704
28	\$65,700	\$5,000	\$70,700
29	\$66,559	\$5,000	\$71,559
30	\$66,967	\$5,000	\$71,967
31	\$67,500	\$5,000	\$72,500
32	\$68,010	\$5,000	\$73,010
33	\$68,520	\$5,000	\$73,520
34	\$69,030	\$5,000	\$74,030
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7	\$53,450	\$5,000		\$58,450
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28	\$65,700	\$5,000		\$70,700
29	\$66,559	\$5,000		\$71,559
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6	\$53,200	\$2,500	\$55,700
7	\$53,450	\$2,500	\$55,950
8	\$53,700	\$2,500	\$56,200
9	\$53,950	\$2,500	\$56,450
10	\$54,200	\$2,500	\$56,700
11	\$54,450	\$2,500	\$56,950
12	\$54,700	\$2,500	\$57,200
13	\$54,990	\$2,500	\$57,490
14	\$55,314	\$2,500	\$57,814
15	\$55,638	\$2,500	\$58,138
16	\$55,950	\$2,500	\$58,450
17	\$56,604	\$2,500	\$59,104
18	\$57,309	\$2,500	\$59,809
19	\$57,729	\$2,500	\$60,229
20	\$58,630	\$2,500	\$61,130
21	\$59,505	\$2,500	\$62,005
22	\$60,432	\$2,500	\$62,932
23	\$61,333	\$2,500	\$63,833
24	\$61,969	\$2,500	\$64,469
25	\$62,881	\$2,500	\$65,381
26	\$63,798	\$2,500	\$66,298
27	\$64,704	\$2,500	\$67,204
28	\$65,700	\$2,500	\$68,200
29	\$66,559	\$2,500	\$69,059
30	\$66,967	\$2,500	\$69,467
31	\$67,500	\$2,500	\$70,000
32	\$68,010	\$2,500	\$70,510
33	\$68,520	\$2,500	\$71,020
34	\$69,030	\$2,500	\$71,530
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**College Station ISD**  
**Proposed Compensation Plan 2025-26**

Administrative Professional Pay Plan						
Pay Grade	Job Title	Calendars	Calendars Days	Min	Mid	Max
<b>1</b>	<b>Position</b>	<b>Days</b>	<b>Days</b>	<b>\$222</b>	<b>\$268</b>	<b>\$313</b>
	Manager-Early HS Operations	240	240	53,345	64,272	75,199
	Specialist-Communications	240	261	58,012	69,896	81,779
	Specialist-Textbook	240	220	48,899	58,916	68,933
	Office Manager-Educ. Foundation	240				
	Supervisor - Driver, Transportation	240				
	Supervisor - Student Mang, Transp.	220				
	Supervisor-Child Nutrition	240				
	Supervisor-Custodial	261				
<b>2</b>	<b>Position</b>	<b>Days</b>	<b>Daily</b>	<b>\$252</b>	<b>\$300</b>	<b>\$348</b>
	Accountant	240	192	48,374	57,588	66,803
	Coordinator-Child Nutrition	240	207	52,154	62,088	72,022
	Programmer I	240	240	60,468	71,986	83,503
	JR System Administrator	240	261	65,759	78,284	90,810
<b>3</b>	<b>Position</b>	<b>Days</b>	<b>Daily</b>	<b>\$295</b>	<b>\$360</b>	<b>\$425</b>
	Counselor-ES	197, 207	197	58,143	70,906	83,670
	Counselor-HS	207, 240	202	59,618	72,706	85,793
	Counselor-IS	207	207	61,094	74,506	87,917
	Counselor-MS	207	240	70,834	86,383	101,933
	Facilitator-ARD	187, 197	261	77,032	93,942	110,852
	Integration Specialist	207	187	55,191	67,307	79,423
	Instructional Spec-EE	207				
	Senior Accountant	240				
	Specialist-Behavioral	197, 207				
	Spec-Compliance/Data, HS	240				
	Spec-Edu/Disability HS	240				
	Spec-Edu/Mental Health	240				
	Spec-Family Engagement	240				
	Spec-Hlth/Nutr, Early HS	240				
	Spec-Hlth/Nutr, HS	207				
	Speech Language Path Asst	187				
	Supervisor-Computer Techs	240				
	Supervisor-Grounds	261				
	Supervisor-Maintenance	261				
<b>4</b>	<b>Position</b>	<b>Days</b>	<b>Daily</b>	<b>\$313</b>	<b>\$382</b>	<b>\$450</b>
	Analyst-Data Systems	240	187	58,503	71,346	84,189
	Analyst-Financial Program	240	192	60,067	73,254	86,440
	Analyst-Telecom	240	197	61,631	75,161	88,691
	Asst Dir-Child Nutrition	240	220	68,827	83,937	99,046
	Asst Principal-ES	220	240	75,084	91,567	108,050

	Asst Principal-IS	220	261	81,654	99,579	117,505
	Coordinator-PEIMS	240				
	Coordinator-Custodial Serv	261				
	Coordinator-Comm Engage	240				
	Coordinator-Digital Lrng	240				
	Coord-Instructional Tech	240				
	Coord-Natatorium	220				
	Coord-MH & Crisis Interven	192				
	Coord-SpED Transition	197				
	Counselor/Phycologist SPED	197				
	Coord-Testing, HS	220, 240				
	Coord-Community Education	240				
	Fin Programmer/Analyst	240				
	Network Administrator I	240				
	Payroll Manager	240				
	Programmer II	240				
	Systems Administrator I	240				
<b>5</b>	<b>Position</b>	<b>Days</b>	<b>Daily</b>	<b>\$332</b>	<b>\$404</b>	<b>\$477</b>
	Asst Dir-Transportation	240	187	62,013	75,627	89,240
	Asst Principal-MS	220	192	63,671	77,649	91,626
	Athletic Trainer	207	202	66,987	81,693	96,398
	Coord-Construction	240	207	68,645	83,715	98,785
	Coord-Language Acquisition	240	220	72,956	88,972	104,988
	Coord-Advanced Academics	240	240	79,589	97,061	114,533
	Coord-School Improvement	220	261	86,553	105,554	124,554
	Coord-Instructional ELAR	240				
	Coord-Instructional Math	240				
	Coord-Instructional Science	240				
	Coord-Instructional SS	240				
	Coord-Instructional SpED	240				
	Coord-Early Education Services	240				
	Coord-SpED Spec Support	240				
	Coord-Network	240				
	Coord-TIA and Professional Learning	187				
	Dean-Students	220				
	Diagnostician	202				
	Inspector-Construction	261				
	School Psychologist	202				
	Occupational Therapist	187				
	Physical Therapist	187				
	Speech Pathologist	192, 202				
	Speech Pathologist-CFY	192				
	Systems Administrator II	240				
<b>6</b>	<b>Position</b>	<b>Days</b>	<b>Daily</b>	<b>\$355</b>	<b>\$433</b>	<b>\$511</b>
	Asst Director-Athletics	240	220	78,065	95,201	112,336
	Asst Director-Business Serv	240	240	85,162	103,855	122,549
	Asst Director-CTE	240				
	Asst Director-Human Res	240				

	Asst Director- Spec Serv	240				
	Asst Principal-HS	220				
	Principal-DAEP	220				
<b>7</b>	<b>Position</b>	<b>Days</b>	<b>Daily</b>	<b>\$380</b>	<b>\$463</b>	<b>\$546</b>
	Asst Director-Facilities	240	220	83,530	101,864	120,199
	Director-Child Nutrition	240	240	91,123	111,125	131,126
	Director-Community Serv	240				
	Director-Data Services	240				
	Director-Early Education	240				
	Director-Edu Foundation	240				
	Director-Purchasing	240				
	Director-Safety & Risk Manag	240				
	Director-Student Services	240				
	Director-Transportation	240				
	Principal-Choice HS	240				
	Principal-ES	220, 240				
	Principal-IS	220				
<b>8</b>	<b>Position</b>	<b>Days</b>	<b>Daily</b>	<b>\$406</b>	<b>\$495</b>	<b>\$585</b>
	Athletic Coord/Football Coach	240	240	97,500	118,903	140,306
	Director-Assessment	240				
	Director-Business Serv	240				
	Director-Communications	240				
	Director-CTE	240				
	Director-Digital Learning	240				
	Director-Fine Arts	240				
	Director-Human Resources	240				
	Director-School Improvement	240				
	Director-Federal & State Programs	240				
	Director-Technology	240				
	Principal-MS	240				
<b>9</b>			<b>Daily</b>	<b>\$461</b>	<b>\$555</b>	<b>\$649</b>
	Director-Athletics	240	240	110,532	133,171	155,810
	Principal-HS	240				
<b>10</b>			<b>Daily</b>	<b>\$513</b>	<b>\$610</b>	<b>\$708</b>
	Exec Director-Facilities	240	240	123,050	146,489	169,927
	Exec Director-Elem Edu	240				
	Exec Director-Sec Edu	240				
	Exec Director- Spec Serv	240				
<b>11</b>	<b>Position</b>	<b>Days</b>	<b>Daily</b>	<b>\$564</b>	<b>\$671</b>	<b>\$779</b>
	Chief of Staff Officer	240	240	135,355	161,138	186,922
	Chief Financial Officer					
	Assist. Supt - Curriculum and Instr.					
	Assist. Supt - Operations					

**College Station ISD**  
**Compensation Plan 2025-26**

Clerical Paraprofessional Pay Plan						
Pay Grade	Job Title	Calendars		Min	Mid	Max
<b>1</b>	<b>Position</b>	<b>Days</b>	<b>Hourly</b>	<b>\$ 11.80</b>	<b>\$ 14.74</b>	<b>\$ 17.69</b>
	Clerk-Athletics	220, 240	220 240	19,470 21,240	24,319 26,530	29,189 31,842
<b>2</b>	<b>Position</b>	<b>Days</b>	<b>Hourly</b>	<b>\$ 12.75</b>	<b>\$ 15.92</b>	<b>\$ 19.10</b>
	Instr Asst-Comp Lab	187	187	17,882	22,328	26,788
	Instr Asst-Credit Rec	187				
	Instr Asst-Dual Lang	187				
	Instr Asst-ESL	187				
	Instr Asst-Gen Edu	187				
	Instr Asst-Head Start	187				
	Instr Asst-Head Start, BI	187				
	Instr Asst-ISS	187				
	Instr Asst-Library	187				
	Instr Asst-Office	187				
	Instr Asst-PE	187				
	Instr Asst-Pre K	187				
	Instr Asst-SpED Resource	187				
	Instr Asst-Title I	187				
	Receptionist, ES	187				
	Receptionist, IS	187				
<b>3</b>	<b>Position</b>	<b>Days</b>	<b>Hourly</b>	<b>\$ 13.85</b>	<b>\$ 16.88</b>	<b>\$ 19.92</b>
	Admin Asst-Child Nutrition	240	187	19,425	23,674	27,938
	Catering Manager	220	197	20,463	24,940	29,432
	Clerk-Data Input	240	202	20,983	25,573	30,179
	Clerk-SpED Campus	197, 220	207	21,502	26,206	30,926
	Clerk-Textbooks, HS	207	220	22,853	27,852	32,868
	Facilitator-Family Serv, Head Start	187	240	24,930	30,384	35,856
	Home Visitor-EHS	240				
	Instr Asst-SpED ECSE	187				
	Instr Asst-SpED ECSE, BI	187				
	Instr Asst-SpED AB	187				
	Instr Asst-SpED Applied	187				
	Instr Asst-SpED Bridges	187				
	Instr Asst-SpED CASL	187				
	Instr Asst-SpED Life Skills	187				
	Instructional Support, Head Start	197				
	Office Manag.-Early Education	240				
	Prgm Asst-Pre K, Head Start	240				
	Receptionist-HS	240				
	Receptionist-MS	197				

4	Position	Days	Hourly	\$ 14.80	\$ 18.06	\$ 21.31
	Attendance Clerk-Lead	202	220	24,420	29,799	35,162
	Bookkeeper-Athletics	240	240	26,640	32,508	38,358
	Attendance Clerk-ES	202				
	Attendance Clerk-HS	202				
	Attendance Clerk-IS	202				
	Attendance Clerk-MS	187, 202				
	Bookkeeper-HS	240				
	Clerk-PEIMS/Records, SpED	240				
	Clerk-SHARS/Early Childhood	220				
	Receptionist-Central	240				
	Registrar-MS	240				
	Secretary-Community Ed	240				
	Secretary-Office, Atl HS	220				
	Secretary-Principal, Choice HS	240				
	Secretary-Principal, ES	220				
	Secretary-Principal, IS	220				
	Secretary-Principal, MS	240				
	Secretary-Special Services	240				
5	Position	Days	Hourly	\$ 17.50	\$ 21.31	\$ 25.15
	Admin Asst-Assessment/C&I	240	240	31,500	38,358	45,270
	Admin Asst-Athletics	240				
	Admin Asst-C&I	240				
	Admin Asst-CTE	240				
	Admin Asst-Head Start	240				
	Admin Asst-Operations	240				
	Admin Asst-Principal, HS	240				
	Admin Asst-Special Programs	240				
	Admin Asst-Technology	240				
	Admin Asst-Transportation	240				
	Assoc. Clerk	240				
	Clerk-Accounts Payable	240				
	Registrar-HS	240				
6	Position	Days	Hourly	\$ 19.75	\$ 24.08	\$ 28.41
	Communication Tech	240	240	35,550	43,344	51,138
	Computer Tech I	240				
	Computer Tech II	240				
	Coordinator-Facility Use	240				
	Coordinator-Field Trip	220				
	Financial Assistant - Head Start	240				
	Specialist-HR	240				
	Instructional Technology Tech	240				
	Receptionist-Purchasing	240				

	<b>Specialist-Accounting</b>	<b>240</b>					
	<b>Specialist-Business Services</b>	<b>240</b>					
	<b>Specialist-Position Management</b>	<b>240</b>					
	<b>Specialist-Purchasing</b>	<b>240</b>					
	<b>Specialist-Payroll</b>	<b>240</b>					
	<b>Specialist-Revenue</b>	<b>240</b>					
	<b>Specialist-System Support</b>	<b>240</b>					
<b>7</b>	<b>Position</b>	<b>Days</b>	<b>Hourly</b>	<b>\$ 21.75</b>	<b>\$ 26.49</b>	<b>\$ 31.26</b>	
	Admin Assc-Admin Serv	240	192	31,320	38,146	45,014	
	Admin Assc-C&I	240	240	39,150	47,682	56,268	
	Admin Assc-Facilities	240					
	Admin Assc-Special Services	240					
	Admin Assc-Business Services	240					
	Computer Tech-Lead	240					
	Coordinator-Benefits	240					
	Specialist-Child Nutrition	240					
	Specialist-HR	240					
	Specialist-Lead Position Manager	240					
<b>8</b>	<b>Position</b>	<b>Days</b>	<b>Hourly</b>	<b>\$ 25.95</b>	<b>\$ 31.26</b>	<b>\$ 36.57</b>	
	Exec Assistant-Superintendent	240	240	46,710	56,268	65,826	
	LVN	187	187	36,395	43,842	51,289	
	LVN, College View HS	192	192	37,368	45,014	52,661	

**College Station ISD**  
**Compensation Plan 2025-26**

Auxiliary Pay Plan						
Pay Grade	Job Title	Calendars		Min	Mid	Max
1	Position	Days	Hourly	\$12.00	\$14.45	\$16.90
	Bus Driver Trainee	174, 179				
	Bus Monitor	174, 179				
	Child Nutrition Assistant	174, 183				
	Child Nutrition Cashier	174, 181, 183				
	Xing Guard/Parking Attend	174				
	Custodian	261				
2	Position	Days	Hourly	\$12.75	\$15.64	\$18.28
	Child Nutrition Asst Man	183				
	Head Custodian-ES	261				
	Head Custodian-IS	261				
3	Position	Days	Hourly	\$14.00	\$16.51	\$19.02
	Child Nutrition Manager-ES	181				
	Child Nutrition Manager-IS	181, 183				
	Child Nutrition Manager-MS	181				
	Warehouse/Courier	261				
	Grounds Worker I	261				
	Head Custodian-HS	261				
	Head Custodian-MS	261				
4	Position	Days	Hourly	\$16.00	\$19.28	\$22.56
	Child Nutrition Manager-HS	181				
	Custodial Warehouse Manager	261				
	Grounds Sprayer Tech	261				
	Grounds Worker II	261				
	Lead Courier	261				
	Mechanic Helper	261				
	Parts Clerk-Transportation	261				
	Specialist-Preventative	261				
5	Position	Days	Hourly	\$18.90	\$22.84	\$26.78
	Carpenter	261				
	Dispatcher	179, 240				
	Lead Trainer	240				
	Locksmith/Carpenter	261				
	Mechanic	261				
	Painter	261				
	Routing Clerk	240/261				
	Routing Clerk - SPED	220				
	Specialist-Irrigation	261				
	Specialist-Pest Control	261				

6	Position	Days	Hourly	\$22.75	\$27.24	\$31.72
	Electrician	261				
	HVAC-Refrigeration Tech	261				
	HVAC Tech	261				
	Plumber (Licensed)	261				
	Security Alarm Tech	261				
7	Position	Days	Hourly	\$24.35	\$29.34	\$34.33
	Foreman-Fleet/Shop	261				
	Supervisor-Warehouse	261				
BD	Position	Days	Hourly	\$18.50	\$22.50	\$26.50
	Bus Driver	174, 179				

**College Station ISD  
Compensation Plans 2025-2026**

**2025-2026 Athletic Stipends**

Extra/Co-Curricular	Stipend Amount
<b>Baseball</b>	
<b>HS Head Coach</b>	<b>\$9,000</b>
<b>HS First Varsity Assistant</b>	<b>\$5,000</b>
<b>HS Assistant Coach</b>	<b>\$4,000</b>
<b>Basketball</b>	
<b>HS Head Coach</b>	<b>\$10,000</b>
<b>HS First Varsity Assistant</b>	<b>\$5,000</b>
<b>HS Assistant Coach</b>	<b>\$4,000</b>
<b>MS Coach</b>	<b>\$2,500</b>
<b>Cheer/Spirit</b>	
<b>HS Head Coach</b>	<b>\$6,000</b>
<b>HS Assistant Coach</b>	<b>\$4,000</b>
<b>MS Coach</b>	<b>\$2,000</b>
<b>HS Spirit Sponsor</b>	<b>\$1,000</b>
<b>Cross Country</b>	
<b>HS Head Coach</b>	<b>\$7,500</b>
<b>HS Assistant Coach</b>	<b>\$4,000</b>
<b>MS Coach</b>	<b>\$2,000</b>
<b>Football</b>	
<b>HS Coordinator - Offense</b>	<b>\$8,500</b>
<b>HS Coordinator - Defense</b>	<b>\$8,500</b>
<b>HS Coordinator - Special Teams</b>	<b>\$8,500</b>
<b>HS Assistant Coach</b>	<b>\$7,000</b>
<b>MS Coach</b>	<b>\$3,000</b>
<b>Golf</b>	
<b>HS Head Coach</b>	<b>\$6,000</b>
<b>HS Assistant Coach</b>	<b>\$4,000</b>
<b>MS Coach</b>	<b>\$2,000</b>
<b>Gymnastics</b>	
<b>Head Coach</b>	<b>\$5,000</b>
<b>Assistant Coach</b>	<b>\$4,000</b>
<b>Sponsor</b>	<b>\$1,000</b>

**College Station ISD  
Compensation Plans 2025-2026**

<b>Powerlifting</b>	
<b>Head Coach</b>	<b>\$5,000</b>
<b>Assistant Coach</b>	<b>\$3,500</b>
<b>Soccer</b>	
<b>HS Head Coach</b>	<b>\$7,500</b>
<b>HS First Varsity Assistant</b>	<b>\$5,000</b>
<b>HS Assistant Coach</b>	<b>\$4,000</b>
<b>MS Coach</b>	<b>\$2,000</b>
<b>Softball</b>	
<b>HS Head Coach</b>	<b>\$9,000</b>
<b>HS First Varsity Assistant</b>	<b>\$5,000</b>
<b>HS Assistant Coach</b>	<b>\$4,000</b>
<b>Special Olympics</b>	
<b>Coach</b>	<b>\$2,000</b>
<b>Strength &amp; Conditioning</b>	
<b>Head Coach</b>	<b>\$10,000</b>
<b>Swimming</b>	
<b>HS Head Coach</b>	<b>\$7,000</b>
<b>HS Assistant Coach</b>	<b>\$4,500</b>
<b>Tennis</b>	
<b>HS Head Coach</b>	<b>\$9,000</b>
<b>HS Assistant Coach</b>	<b>\$5,000</b>
<b>MS Coach</b>	<b>\$2,000</b>
<b>Track</b>	
<b>HS Head Coach</b>	<b>\$7,500</b>
<b>HS First Varsity Assistant</b>	<b>\$5,000</b>
<b>HS Assistant Coach</b>	<b>\$4,000</b>
<b>MS Coach</b>	<b>\$2,000</b>
<b>Trainer</b>	
<b>HS Assistant Trainer</b>	<b>\$13,000</b>
<b>MS Trainer</b>	<b>\$4,000</b>
<b>Volleyball</b>	
<b>HS Head Coach</b>	<b>\$10,000</b>
<b>HS First Varsity Assistant</b>	<b>\$5,000</b>
<b>HS Assistant Coach</b>	<b>\$4,000</b>
<b>MS Coach</b>	<b>\$2,500</b>

**College Station ISD  
Compensation Plans 2025-2026**

<b>Wrestling</b>	
<b>HS Head Coach</b>	<b>\$7,000</b>
<b>HS Assistant Coach</b>	<b>\$4,000</b>
<b>Other</b>	
<b>Game Administrator</b>	<b>\$1,750</b>
<b>HS Assistant Campus Coordinator</b>	<b>\$10,000</b>
<b>MS Athletic Coordinator</b>	<b>\$4,500</b>

**College Station ISD**  
**Compensation Plans 2025-2026**

**2025-2026 Fine Arts Stipends**

Extra/Co-Curricular	Stipend Amount
<b>Band</b>	
<b>HS Director</b>	<b>\$11,000</b>
<b>HS Assistant Director</b>	<b>\$6,500</b>
<b>MS Director</b>	<b>\$4,200</b>
<b>MS Assistant Director</b>	<b>\$3,250</b>
<b>IS Director</b>	<b>\$3,250</b>
<b>Color Guard Director</b>	<b>\$3,250</b>
<b>HS Assistant Director (fall only)</b>	<b>\$2,800</b>
<i>Stipends listed for Band are in addition to extension of contracted days</i>	
<b>Choir</b>	
<b>HS Director</b>	<b>\$8,000</b>
<b>HS Assistant Director</b>	<b>\$3,250</b>
<b>MS Director</b>	<b>\$4,500</b>
<b>IS Director</b>	<b>\$1,000</b>
<b>Dance</b>	
<b>HS Director</b>	<b>\$8,500</b>
<b>HS Assistant Director</b>	<b>\$4,000</b>
<b>MS Sponsor</b>	<b>\$2,000</b>
<b>Orchestra</b>	
<b>HS Director</b>	<b>\$8,000</b>
<b>MS Director</b>	<b>\$6,500</b>
<b>IS Director</b>	<b>\$5,500</b>
<b>IS Assistant Director</b>	<b>\$4,000</b>
<b>Theater Arts</b>	
<b>HS Director</b>	<b>\$8,000</b>
<b>HS Assistant Director</b>	<b>\$6,000</b>
<b>HS Theater/Auditorium Manager</b>	<b>\$2,000</b>
<b>MS Director</b>	<b>\$1,000</b>
<b>IS Director</b>	<b>\$1,000</b>

**College Station ISD  
Compensation Plans 2025-2026**

**2025-2026 Extra and Co-Curricular and Other Stipends**

Extra/Co-Curricular	Stipend Amount
<b>Administrative Intern</b>	
<b>Principal Intern</b>	<b>\$3,500</b>
<b>Bilingual Certified</b>	
<b>Teacher</b>	<b>\$5,000</b>
<b>Campus Instructional Facilitators</b>	
<b>Science (ES &amp; IS Only)</b>	<b>\$500</b>
<b>Social Studies (ES &amp; IS Only)</b>	<b>\$500</b>
<b>CTE/CTSO Sponsor</b>	
<b>BPA Sponsor*</b>	<b>\$1,000</b>
<b>HS Campus CTE Coordinator</b>	<b>\$2,500</b>
<b>SKILLS USA Sponsor*</b>	<b>\$1,000</b>
<b>HOSA Sponsor*</b>	<b>\$1,000</b>
<b>FCCLA Sponsor*</b>	<b>\$1,000</b>
<b>HS Media Technology</b>	<b>\$1,000</b>
<b>FFA Advisor</b>	<b>\$10,000</b>
<b>Department Chair</b>	
<b>HS (CTE, PE, FA, E, SS, M, Sci, LOTE, SPED)</b>	<b>\$2,250</b>
<b>MS (CTE, PE, FA, E, SS, M, Sci, LOTE, SPED)</b>	<b>\$1,000</b>
<b>Instructional Coach</b>	
<b>District Instructional Coach</b>	<b>\$3,500</b>
<b>MTSS Instructional Coach</b>	<b>\$3,500</b>
<b>Interact</b>	
<b>Sponsor</b>	<b>\$500</b>
<b>Library</b>	
<b>High School</b>	<b>\$500</b>
<b>District Lead</b>	<b>\$2,000</b>
<b>Newspaper</b>	
<b>HS Advisor</b>	<b>\$4,000</b>
<b>HS Assistant Advisor</b>	<b>\$2,000</b>
<b>NHS Advisor</b>	
<b>HS Advisor</b>	<b>\$1,000</b>
<b>MS Advisor</b>	<b>\$750</b>
<b>Night School</b>	
<b>HS Coordinator</b>	<b>\$2,000</b>

**College Station ISD  
Compensation Plans 2025-2026**

Extra/Co-Curricular	Stipend Amount
<b>Administrative Intern</b>	
<b>Principal Intern</b>	<b>\$3,500</b>
<b>Bilingual Certified</b>	
<b>Teacher</b>	<b>\$5,000</b>
<b>Campus Instructional Facilitators</b>	
<b>Science (ES &amp; IS Only)</b>	<b>\$500</b>
<b>Social Studies (ES &amp; IS Only)</b>	<b>\$500</b>
<b>CTE/CTSO Sponsor</b>	
<b>BPA Sponsor*</b>	<b>\$1,000</b>
<b>HS Campus CTE Coordinator</b>	<b>\$2,500</b>
<b>SKILLS USA Sponsor*</b>	<b>\$1,000</b>
<b>HOSA Sponsor*</b>	<b>\$1,000</b>
<b>Nurse</b>	
<b>District Lead</b>	<b>\$2,000</b>
<b>Robotics</b>	
<b>HS Sponsor*</b>	<b>\$1,500</b>
<b>HS Assistant Sponsor*</b>	<b>\$750</b>
<b>MS Sponsor*</b>	<b>\$750</b>
<b>Science Bowls</b>	
<b>High School*</b>	<b>\$750</b>
<b>Middle School*</b>	<b>\$500</b>
<b>Special Education</b>	
<b>ARD Facilitator</b>	<b>\$2,500</b>
<b>Bilingual Assessment Staff</b>	<b>\$5,000</b>
<b>Educational Diagnostician</b>	<b>\$6,000</b>
<b>SPED Instructional Coach</b>	<b>\$3,500</b>
<b>Lead (Diagnostician, School Psychologist, Speech)</b>	<b>\$2,500</b>
<b>School Psychologist</b>	<b>\$6,000</b>
<b>Speech Language Pathology Assistant (SLP-A)</b>	<b>\$3,000</b>
<b>Speech Language Pathologist, CCC</b>	<b>\$5,000</b>
<b>SPED Teacher - Specialized Programs (AB, CASL, ECSE, LIFE, etc.)</b>	<b>\$4,000</b>
<b>SPED Teacher - Other (Resource, Co-Teach, etc.)</b>	<b>\$1,500</b>
<b>Speech/Debate</b>	
<b>HS Advisor</b>	<b>\$5,500</b>
<b>HS Assistant Advisor</b>	<b>\$3,500</b>

**College Station ISD  
Compensation Plans 2025-2026**

Extra/Co-Curricular	Stipend Amount
<b>Administrative Intern</b>	
<b>Principal Intern</b>	<b>\$3,500</b>
<b>Bilingual Certified</b>	
<b>Teacher</b>	<b>\$5,000</b>
<b>Campus Instructional Facilitators</b>	
<b>Science (ES &amp; IS Only)</b>	<b>\$500</b>
<b>Social Studies (ES &amp; IS Only)</b>	<b>\$500</b>
<b>CTE/CTSO Sponsor</b>	
<b>BPA Sponsor*</b>	<b>\$1,000</b>
<b>HS Campus CTE Coordinator</b>	<b>\$2,500</b>
<b>SKILLS USA Sponsor*</b>	<b>\$1,000</b>
<b>HOSA Sponsor*</b>	<b>\$1,000</b>
<b>MS Advisor</b>	<b>\$1,500</b>
<b>Student Council</b>	
<b>HS Advisor</b>	<b>\$2,500</b>
<b>HS Assistant Advisor</b>	<b>\$1,000</b>
<b>HS Class Advisor</b>	<b>\$1,000</b>
<b>MS Advisor</b>	<b>\$1,500</b>
<b>Technology</b>	
<b>Campus Instructional Technology Facilitator</b>	<b>\$2,250</b>
<b>Department Lead Systems</b>	<b>\$2,000</b>
<b>UIL Academic Sponsor</b>	
<b>HS UIL Coordinator</b>	<b>\$2,500</b>
<b>HS - per club/team*</b>	<b>\$700</b>
<b>MS UIL Coordinator</b>	<b>\$1,000</b>
<b>MS - per club/team*</b>	<b>\$500</b>
<b>Yearbook</b>	
<b>HS Advisor</b>	<b>\$4,000</b>
<b>HS Assistant Advisor</b>	<b>\$2,000</b>
<b>MS Advisor</b>	<b>\$1,500</b>
<b>Other</b>	
<b>PRS/CEHI Liaison</b>	<b>\$3,000</b>

College Station ISD Health Insurance Premiums				
BCBS Plans 2025-2026				
Coverage	Monthly Premium	Monthly District Contribution	Monthly Employee Cost	Cost to Employee Per Pay Check (24 pays)
BCBS PPO \$1,500				
Employee Only	\$ 667.60	\$ 472.00	\$ 195.60	\$ 97.80
Employee & Spouse	\$ 1,339.62	\$ 472.00	\$ 867.62	\$ 433.81
Employee & Child(ren)	\$ 1,163.47	\$ 472.00	\$ 691.47	\$ 345.74
Employee & Family	\$ 1,939.86	\$ 472.00	\$ 1,467.86	\$ 733.93
BCBS HSA \$3,300				
Employee Only	\$ 569.84	\$ 510.00	\$ 59.84	\$ 29.92
Employee & Spouse	\$ 1,141.19	\$ 510.00	\$ 631.19	\$ 315.60
Employee & Child(ren)	\$ 991.43	\$ 510.00	\$ 481.43	\$ 240.72
Employee & Family	\$ 1,651.49	\$ 510.00	\$ 1,141.49	\$ 570.75
BCBS HMO \$1,500				
Employee Only	\$ 639.30	\$ 472.00	\$ 167.30	\$ 83.65
Employee & Spouse	\$ 1,282.21	\$ 472.00	\$ 810.21	\$ 405.11
Employee & Child(ren)	\$ 1,113.69	\$ 510.00	\$ 603.69	\$ 301.85
Employee & Family	\$ 1,856.45	\$ 510.00	\$ 1,346.45	\$ 673.23
BCBS HMO \$2,500				
Employee Only	\$ 585.01	\$ 510.00	\$ 75.01	\$ 37.51
Employee & Spouse	\$ 1,171.98	\$ 510.00	\$ 661.98	\$ 330.99
Employee & Child(ren)	\$ 1,018.11	\$ 510.00	\$ 508.11	\$ 254.06
Employee & Family	\$ 1,696.26	\$ 510.00	\$ 1,186.26	\$ 593.13