



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**

The rates 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.

Performance Pay

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Implications of the 89th Legislative Session

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**College Station ISD
Compensation Plan 2025-26
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
35	\$69,540	\$5,000	\$74,540

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8	\$53,700	\$5,000		\$58,700
9	\$53,950	\$5,000		\$58,950
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3	\$52,450	\$2,500	\$54,950
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5	\$52,950	\$2,500	\$55,450
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
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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
1	Position	Days	Days	\$222	\$268	\$313
	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				
2	Position	Days	Daily	\$252	\$300	\$348
	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
3	Position	Days	Daily	\$295	\$360	\$425
	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				
4	Position	Days	Daily	\$313	\$382	\$450
	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				

5	Position	Days	Daily	\$332	\$404	\$477
	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				

6	Position	Days	Daily	\$355	\$433	\$511
	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				
7	Position	Days	Daily	\$380	\$463	\$546
	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				
8	Position	Days	Daily	\$406	\$495	\$585
	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				
9			Daily	\$461	\$555	\$649
	Director-Athletics	240	240	110,532	133,171	155,810
	Principal-HS	240				
10			Daily	\$513	\$610	\$708
	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				
11	Position	Days	Daily	\$564	\$671	\$779
	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
1	Position	Days	Hourly	\$ 11.80	\$ 14.74	\$ 17.69
	Clerk-Athletics	220, 240	220	19,470	24,319	29,189
			240	21,240	26,530	31,842
2	Position	Days	Hourly	\$ 12.75	\$ 15.92	\$ 19.10
	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				
3	Position	Days	Hourly	\$ 13.85	\$ 16.88	\$ 19.92
	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				

Secretary-Counselor, HS	220, 240
Secretary-Counselor	187, 197
Secretary-EHS	240
Secretary-Office, HS	220
Secretary-Parent Center	240

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				

Specialist-Accounting	240
Specialist-Business Services	240
Specialist-Position Management	240
Specialist-Purchasing	240
Specialist-Payroll	240
Specialist-Revenue	240
Specialist-System Support	240

7	Position	Days	Hourly	\$ 21.75	\$ 26.49	\$ 31.26
	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				

8	Position	Days	Hourly	\$ 25.95	\$ 31.26	\$ 36.57
	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

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

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

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

College Station ISD
Compensation Plans 2025-2026

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

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

2025-2026 Fine Arts Stipends

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

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

2025-2026 Extra and Co-Curricular and Other Stipends

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

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

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

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

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

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