

Comanche ISD Compensation Plan

Comanche Independent School District



2026-2027

This guide is for administering salaries and wages for employees of the Comanche Independent School District. The practices described are intended to implement local Board policy and goals, state and federal regulations, and appropriate accreditation standards. The Superintendent shall recommend a compensation plan for all District employees annually. The compensation plan may include wage and salary structures, stipends, benefits and incentives. The Board shall review and approve the compensation plan to be used by the district. [DEA Local Policy]

This plan is for the 2026-2027 school year only. Salaries paid to employees in prior years and to be paid in future years cannot be established from a review of this document. This compensation plan may be amended or updated as necessary to align with the mission of the district.

Pay Structures

The pay structures and stipends outlined herein were initially approved by the Comanche ISD Board of Trustees on August 12, 2025, and are effective for the 2025–2026 school year.

Subsequent revisions to these pay structures, incorporating the requirements of House Bill 2 (HB2), were approved by the Board on June 27, 2025.

COMANCHE ISD
Salary Schedule for Teachers

Pay Grade	State Minimum	Teacher Daily Rate	183 Day Teacher
0	\$33,960	\$229.51	\$42,000
1	\$34,690	\$235.46	\$43,090
2	\$35,410	\$240.98	\$44,100
3	\$36,150	\$246.45	\$45,100
4	\$37,690	\$250.44	\$45,830
5	\$39,230	\$258.74	\$47,350
6	\$40,770	\$288.96	\$52,880
7	\$42,200	\$297.32	\$54,410
8	\$43,550	\$305.08	\$55,830
9	\$44,840	\$312.40	\$57,170
10	\$46,040	\$319.34	\$58,440
11	\$47,180	\$325.85	\$59,630
12	\$48,280	\$332.08	\$60,770
13	\$49,280	\$337.98	\$61,850
14	\$50,250	\$343.44	\$62,850
15	\$51,160	\$348.69	\$63,810
16	\$52,030	\$353.61	\$64,710
17	\$52,840	\$358.31	\$65,570
18	\$53,610	\$362.68	\$66,370
19	\$54,340	\$366.89	\$67,140
20	\$55,030	\$370.82	\$67,860

COMANCHE ISD
2026-2027 Salary Schedule for Non- Certified Teachers

Pay Grade	Teacher Daily Rate	183 Day Teacher
0	\$218.58	\$40,000
1	\$221.31	\$40,500
2	\$224.04	\$41,000
3	\$226.78	\$41,500

HIRING PAY GRADE

ADMINISTRATOR/PROFESSIONAL (AP)

The titles listed under each pay grade are not an exhaustive list. Additional job titles may exist within each pay grade that is not specifically mentioned. Job titles may fall to more than one pay grade. Pay grades will be determined based on a comprehensive evaluation including but not limited to job title, experience, and qualifications. This ensures employees are compensated fairly and equitably according to their individual contributions and expertise.

Pay Grade	Job Title	Calendars	Minimum	Midpoint
1			Daily	\$243.60 \$290.00
	Coordinator - PEIMS	214	183 Days	\$44,579.00 \$53,070.00
	Coordinator - Security	183	207 Days	\$50,425.00 \$60,030.00
	Director - Food Service	214	214 Days	\$52,130.00 \$62,060.00
	Director - Operations	240	240 Days	\$58,464.00 \$69,600.00
	DAEP Principal/ Dean of Students	183, 207, 214		
	Director - Purchasing/ Manager - Business	214		
2			Daily	\$ 272.83 \$ 324.80
	Asst Director - Technology	214	183 Days	\$49,928.00 \$59,438.00
	Dean of Students	183	207 Days	\$56,476.00 \$67,234.00
	Instructional Strategist/Coach	207	214 Days	\$58,386.00 \$69,507.00
	Librarian	183, 207		
	Manager - Payroll	214		
	Student Services Coordinator	207, 214		
	Nurse	183		
3			Daily	\$ 300.12 \$ 357.28
	Assistant Principal	207	183 Days	\$54,922.00 \$65,382.00
	Counselor	183, 207, 214	207 Days	\$62,125.00 \$73,957.00
	Director of Student Services	214	214 Days	\$64,226.00 \$76,458.00
	Director - Technology	214		
4			Daily	\$ 324.12 \$ 385.86
	Principal - ES	214	207 Days	\$67,092.84 \$79,873.02
	Principal - JH	214	214 Days	\$69,362.00 \$82,574.00
5			Daily	\$ 350.05 \$ 416.73
	Director - Athletic	214	214 Days	\$74,911.00 \$89,180.00
	Director - Special Programs	214		
	Principal - HS	214		
6			Daily	\$ 378.06 \$ 450.07
	Assistant Superintendent/ CFO	214	214 Days	\$80,905.00 \$96,315.00

HIRING PAY GRADE

CLERICAL PARAPROFESSIONAL (CP)

The titles listed under each pay grade are not an exhaustive list. Additional job titles may exist within each pay grade that is not specifically mentioned. Job titles may fall to more than one pay grade. Pay grades will be determined based on a comprehensive evaluation including but not limited to job title, experience, and qualifications. This ensures employees are compensated fairly and equitably according to their individual contributions and expertise.

Pay Grade	Job Title	Calendars	Minimum	Midpoint
1			Hourly	\$ 13.77 \$ 16.52
	Aide - Classroom	175	175 Days	\$19,278.00 \$23,128.00
	Aide - ESL	175	183 Days	\$20,159.00 \$24,185.00
	Aide - ESL/Bilingual Pre K	175		
	Aide - ISS/DAEP	175		
	Aide - Library	175, 183		
	Aide - PE	175		
	Aide - Pre K	175		
	Aide - Nurse	174		
	Aide - Title I	175		
2			Hourly	\$ 14.53 \$ 17.44
	Aide - Special Ed Life Skills	175	175 Days	\$20,342.00 \$24,416.00
3			Hourly	\$ 15.45 \$ 18.54
	Clerk - Attendance	175, 183, 207	175 Days	\$21,630.00 \$25,956.00
	Clerk - PEIMS	207	183 Days	\$22,619.00 \$27,143.00
	Secretary - Campus	193, 207	193 Days	\$23,855.00 \$28,626.00
			207 Days	\$25,585.00 \$30,702.00
4			Hourly	\$ 16.83 \$ 20.19
	Clerk - Purchasing	214	175 Days	\$23,562.00 \$28,266.00
	Secretary - Superintendent/ Clerk - HR	214	183 Days	\$24,639.00 \$29,558.00
	Technician - Computer	207	207 Days	\$27,870.48 \$33,434.64
			214 Days	\$28,812.96 \$34,565.28

HIRING PAY GRADE

AUXILIARY (AUX)

The titles listed under each pay grade are not an exhaustive list. Additional job titles may exist within each pay grade that is not specifically mentioned. Job titles may fall to more than one pay grade. Pay grades will be determined based on a comprehensive evaluation, including but not limited to job title, experience, and qualifications. This ensures employees are compensated fairly and equitably according to their individual contributions and expertise.

Pay Grade	Job Title	Calendars	Minimum	Midpoint
1a			Hourly	\$ 13.60 \$ 16.32
	Cafeteria Worker	175	175 Days	\$19,040.00 \$22,848.00
	Custodian	240	240 Days	\$26,112.00 \$31,334.00
2a			Hourly	\$ 15.54 \$ 18.65
	Grounds Worker	240	240 Days	\$29,837.00 \$35,808.00
	Transportation	240		
3a			Hourly	\$ 16.50 \$ 19.98
	General Maintenance	240	183 Days	\$22,385.00 \$26,864.00
	Manager - Lunchroom	183	240 Days	\$31,968.00 \$38,362.00
4a			Hourly	\$ 30.80 \$ 36.96
	Security Marshall I	175	175 Days	\$43,120.00 \$51,744.00
	Security Marshall II	183	183 Days	\$45,091.20 \$54,109.44

STIPENDS AND PERFORMANCE PAY

Includes general education stipends only; athletics and other specialized stipends are not included.

Stipend	Amount
Agriculture	\$ 6,000.00
Bilingual	\$ 2,000.00
CALP/CALT/LDT	\$ 2,000.00
JH Cheer Sponsor	\$ 1,500.00
NBCT	\$ 2,000.00
Secondary Math	\$ 2,000.00
Secondary Science	\$ 2,000.00
Special Education	\$ 2,000.00

SUBSTITUTE, TUTORIALS, BUS DRIVING PAY SCHEDULE

Rates	Non-Certified Substitute	Texas Certified Substitute
Daily	\$ 90.00	\$ 100.00
Half Day	\$ 45.00	\$ 50.00
Bus Driving (Hourly)	\$ 20.00	\$ 20.00
Tutorials (Hourly)	\$ 40.00	\$ 40.00
Long-Term	N/A	\$ 110.00

Rates:

- **Daily-** Working on the regular school day to cover the duties of a regular classroom teacher who is absent
- **Half Day-** Working half of the school day, either AM or PM to cover the duties of a regular classroom teacher who is absent.
- **Bus Driving-** Operating a school bus for approved routes or events, including morning/afternoon student transportation or special trips such as field trips and extracurricular events.
- **Tutorials-** Providing instructional support outside of regular school hours, such as before or after school, to assist students individually or in small groups in academic subjects.
- **Long-Term-** A substitute teacher must teach 20 or more consecutive days in the same classroom to be classified and paid as a Long-Term Substitute Teacher. The increased pay rate begins on the 20th consecutive day of service. Long-term substitutes are expected to assume the full responsibilities of the position, including but not limited to maintaining the grade book, preparing and delivering lesson plans, managing classroom routines, and completing any other instructional or administrative duties required for the role. Campus administrators should prioritize selecting certified or degreed substitutes as their first choice for classroom coverage. This rate only applies to subs filling professional positions; it does not apply to filled paraprofessional positions.

BENEFITS AND INCENTIVES

Teacher Incentive Allotment (TIA)

For any funds received by Comanche ISD under the Teacher Incentive Allotment (TIA) program, 85% of the allotment will be allocated directly to the designated teacher. The remaining 15% will be reserved to support the ongoing implementation and sustainability of the TIA system. This includes funding for training and support, system expansion, incentive-based compensation for qualifying instructional-facing paraprofessionals, and professional development opportunities for staff.

Teacher Retention Allotment (TRA)

Under House Bill 2, Comanche ISD receives funds through the Teacher Retention Allotment (TRA) to support educator retention. For the 2025–2026 school year, eligible teachers received salary increases ranging from \$4,000 to \$8,000, depending on factors such as experience, certification, and campus assignment. These salary increases are already reflected in our salary schedule listed on Pg. 3. Teachers must teach a minimum of 240 instructional minutes a day to qualify for TRA compensation. This allotment continues into the 2026-2027 school year.

All TRA funds are used in accordance with state guidelines and local priorities to strengthen teacher retention across the district.

District Benefit Information

Comanche ISD contributes \$400 per month toward the cost of TRS ActiveCare health insurance premiums for all eligible, participating employees. This contribution helps reduce the employees' out-of-pocket cost for coverage. Those selecting TRS ActiveCare Primary (employee-only coverage) will pay \$139 per month after the district's contribution.

As part of our ongoing efforts to recognize and retain dedicated staff, Comanche ISD provides a \$500 retention incentive to all eligible employees. This incentive is paid out in the November payroll.

We also offer a free \$10,000 life insurance policy and free telemedicine services through 1-800-MD.