

Sulphur Springs ISD

2025-2026 New Hire Guide for

Teachers and Librarians

\$52,275 starting, with 6.0% - 15.5% GPI

Years of Experience	2024-2025 Salaries	2025-2026 0-2 Year SSISD Contribution	2025-2026 3-4 Year \$4,000 5+ Year \$8,000 HB2 Contribution	2025-2026 Salary
0	\$49,275	\$3,000		\$52,275
1	\$49,825	\$3,000		\$52,825
2	\$50,325	\$3,000		\$53,325
3	\$50,625		\$4,000	\$54,625
4	\$51,125		\$4,000	\$55,125
5	\$51,525		\$8,000	\$59,525
6	\$51,825		\$8,000	\$59,825
7	\$52,125		\$8,000	\$60,125
8	\$52,425		\$8,000	\$60,425
9	\$52,725		\$8,000	\$60,725
10	\$53,125		\$8,000	\$61,125
11	\$53,625		\$8,000	\$61,625
12	\$54,275		\$8,000	\$62,275
13	\$54,925		\$8,000	\$62,925
14	\$55,525		\$8,000	\$63,525
15	\$56,125		\$8,000	\$64,125
16	\$56,775		\$8,000	\$64,775
17	\$57,525		\$8,000	\$65,525
18	\$58,125		\$8,000	\$66,125
19	\$58,825		\$8,000	\$66,825
20	\$59,625		\$8,000	\$67,625
21	\$60,225		\$8,000	\$68,225
22	\$60,825		\$8,000	\$68,825
23	\$61,425		\$8,000	\$69,425
24	\$61,825		\$8,000	\$69,825
25	\$62,425		\$8,000	\$70,425
26	\$62,925		\$8,000	\$70,925
27	\$63,425		\$8,000	\$71,425
28	\$63,925		\$8,000	\$71,925
29	\$64,425		\$8,000	\$72,425
30+	\$64,925		\$8,000	\$72,925

The salaries 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.

\$1,000 Master's Degree - General Stipend

\$2,000 Doctorate - General Stipend

2025-2026 Proposed Clerical Paraprofessional Pay Plan
Sulphur Springs ISD

*Annual amounts are based on 8 hours per day.

Pay Grade	Job Title	Calendars		Minimum	Midpoint	Maximum	7.0% GPI
1			Hourly	\$12.15	\$14.59	\$17.03	\$1.02
	Aide - Office	187	187 Days	18,176	21,827	25,477	1,526
	Educational Aide - Connections	187					
	Educational Aide - DAEP	187					
	Educational Aide - Dual Language	187					
	Educational Aide - Early Graduation	187					
	Educational Aide - Emergent Bilingual	187					
	Educational Aide - ESL	187					
	Educational Aide - General Ed	187					
	Educational Aide - Head Start	187					
	Educational Aide - Headstart	187					
	Educational Aide - ISS	187					
	Educational Aide - Library	187					
	Educational Aide - PE	187					
	Educational Aide - PE Coach	187					
	Educational Aide - Pre K	187					
	Educational Aide - Resource	187					
	Educational Aide - Special Programs	187					
	Educational Aide - SPED	187					
	Educational Aide - Title 1	187					
2			Hourly	\$13.00	\$15.61	\$18.22	\$1.09
	Admin Asst - Receptionist Energy Mgt	226	187 Days	19,448	23,353	27,257	1,631
	Admin Asst - Receptionist MS	197	197 Days	20,488	24,601	28,715	1,718
	Educational Aide - Dual Language	187	226 Days	23,504	28,223	32,942	1,971
	Educational Aide - Health Extender	187					
	Educational Aide - Nurse	187					
	Educational Aide - SPED Behavioral	187					
	Educational Aide - SPED Self Contained	187					
3			Hourly	\$14.75	\$17.71	\$20.67	\$1.24
	Admin Asst - Academic	197, 207	192 Days	22,656	27,203	31,749	1,905
	Admin Asst - Athletic	207	197 Days	23,246	27,911	32,576	1,954
	Admin Asst - Attendance MS	197	202 Days	23,836	28,619	33,403	2,004
	Admin Asst - Band	202	207 Days	24,426	29,328	34,230	2,053
	Admin Asst - CTE/Substitute Mgt	202	212 Days	25,016	30,036	35,056	2,103
	Admin Asst - Principal AAC	197	226 Days	26,668	32,020	37,371	2,242
	Admin Asst - Principal ECLC	212					
	Admin Asst - Principal ES	207					
	Admin Asst - Principal Primary	207					
	Admin Asst - Receptionist HS	192					
	Admin Asst - Registrar MS	197					
	Admin Asst - Security	192					
	Admin Asst - Special Programs	192, 207					
	Admin Asst - Tax Office	226					
4			Hourly	\$17.00	\$20.41	\$23.82	\$1.43
	Admin Asst - Attendance HS	197	197 Days	26,792	32,166	37,540	2,254
	Admin Asst - Food Service	226	202 Days	27,472	32,983	38,493	2,311
	Admin Asst - Maintenance	226	217 Days	29,512	35,432	41,352	2,482
	Admin Asst - Principal HS	226	226 Days	30,736	36,901	43,067	2,585
	Admin Asst - Principal MS	217					
	Admin Asst - Registrar HS	202					
	Admin Asst - Technology & Energy Manager	226					
	Admin Asst - Transportation	226					
5			Hourly	\$19.00	\$22.81	\$26.62	\$1.60
	LVN	187, 212	187 Days	28,424	34,124	39,824	2,394
	Technology Asst - Campus Tech	187, 207	207 Days	31,464	37,773	44,083	2,650
	Admin Asst - Assistant Superintendent	226	212 Days	32,224	38,686	45,148	2,714
	Admin Asst - Deputy Superintendent	226					
	Coordinator - Employee Benefits	226					
	Coordinator - Purchasing	226					
	Specialist - Accounts Payable	226					
6			Hourly	\$21.00	\$25.21	\$29.42	\$1.76
	Specialist - Human Resources	226	226 Days	37,968	45,580	53,191	3,182
	Specialist - Budget & Finance	226					
	Coordinator - Payroll	226					
7			Hourly	\$23.52	\$28.24	\$32.96	\$1.98
	Admin Asst - Supt/Coord - PEIMS	226	226 Days	42,524	51,058	59,592	3,580
	Specialist - Technology	226					

2025-2026 Proposed Auxiliary Pay Plan
Sulphur Springs ISD

*Annual amounts are based on 8 hours per day.

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	7.0% GPI
1						
	Custodian	260	Hourly \$11.00	\$13.21	\$15.42	\$0.92
	Food Service Worker	182	182 Days 16,016	19,234	22,452	1,340
			260 Days 22,880	27,477	32,074	1,914
2						
	Maintenance - Grounds	260	Hourly \$13.50	\$16.21	\$18.92	\$1.13
	Maintenance - P/U & Delivery	260	260 Days 28,080	33,717	39,354	2,350
	Transportation Tool Hand	260				
3						
	Maintenance - HVAC Filter	260	Hourly \$16.00	\$19.21	\$22.42	\$1.34
	Manager - Food Service AAC	182	182 Days 23,296	27,970	32,644	1,951
	Manager - Food Service ECLC	182	260 Days 33,280	39,957	46,634	2,787
	Manager - Food Service Primary	182				
4						
	Maintenance - Concrete	260	Hourly \$18.00	\$21.61	\$25.22	\$1.51
	Maintenance - General	260	182 Days 26,208	31,464	36,720	2,199
	Manager - Food Service ES	182	260 Days 37,440	44,949	52,458	3,141
	Manager - Food Service HS	182				
	Manager - Food Service MS	182				
	Painter	260				
	Plumber - Apprentice	260				
	Supervisor - Grounds	260				
5						
	Carpenter/Welder	260	Hourly \$21.15	\$25.39	\$29.63	\$1.78
	Locksmith	260	260 Days 43,992	52,811	61,630	3,702
	Mechanic - Non-Certified	260				
6						
	Electrician - Journeyman	260	Hourly \$25.00	\$30.01	\$35.02	\$2.10
	HVAC Technician	260	260 Days 52,000	62,421	72,842	4,368
	Mechanic - Licensed	260				
	Plumber	260				
7						
	Master Electrician	260	Hourly \$27.00	\$32.41	\$37.82	\$2.27
			260 Days 56,160	67,413	78,666	4,722
8						
	Police Officer	187	Hourly \$30.75	\$36.91	\$43.07	\$2.58
			187 Days 46,002	55,217	64,433	3,860
BD						
	Bus Driver	181	Hourly \$17.00	\$19.54	\$22.08	\$1.37
			181 Days 24,616	28,294	31,972	1,984

2025-2026 Proposed Administrative Professional Pay Plan
Sulphur Springs ISD

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	7.0% GPI	
1			Daily	\$258.23	\$310.00	\$361.77	\$21.70
	Asst Director - Headstart	207	187 Days	48,289	57,970	67,651	4,058
	Behavior Consultant	187	197 Days	50,871	61,070	71,269	4,275
	Instructional Interventionist	197	207 Days	53,454	64,170	74,886	4,492
	RN	187	226 Days	58,360	70,060	81,760	4,904
	Speech Language Pathologist Asst	187					
	Tax Collector	226					
2			Daily	\$273.72	\$328.60	\$383.48	\$23.00
	Counselor - ES	192	187 Days	51,186	61,448	71,711	4,301
	Counselor - MS	202	192 Days	52,554	63,091	73,628	4,416
	Counselor - Primary	192	197 Days	53,923	64,734	75,546	4,531
	Specialist - Academic ES	207	202 Days	55,291	66,377	77,463	4,646
	Specialist - Academic HS	226	207 Days	56,660	68,020	79,380	4,761
	Specialist - Academic MS	226	217 Days	59,397	71,306	83,215	4,991
	Specialist - Academic Primary	207	226 Days	61,861	74,264	86,666	5,198
	Specialist - Innovative Learning	217					
	Specialist - Instructional	197					
	Specialist - Special Programs	207					
	Specialist - Vision	187					
	System Engineer	226					
	Lieutenant - Police	207					
3			Daily	\$290.15	\$348.32	\$406.49	\$24.38
	Asst Principal - AAC	207	187 Days	54,258	65,136	76,014	4,559
	Counselor - HS	217, 226	192 Days	55,709	66,877	78,046	4,681
	Counselor - SPED	192	197 Days	57,160	68,619	80,079	4,803
	Diagnostician	192, 197	207 Days	60,061	72,102	84,143	5,047
	LSSP	192	217 Days	62,963	75,585	88,208	5,290
	Speech Language Pathologist	187	226 Days	65,574	78,720	91,867	5,510
4			Daily	\$307.56	\$369.22	\$430.88	\$25.85
	Asst Principal - MS	207	207 Days	63,665	76,429	89,192	5,351
	Coordinator - Academic	226	226 Days	69,509	83,444	97,379	5,842
	Coordinator - Communications	226					
	Director - Food Service	226					
	Network Manager - Technology	226					
5			Daily	\$326.01	\$391.37	\$456.73	\$27.40
	Asst Principal - HS	207, 217	207 Days	67,484	81,014	94,543	5,672
	Chief of Police	226	217 Days	70,744	84,927	99,110	5,946
	Director - CTE	217	226 Days	73,678	88,450	103,221	6,192
	Director - Maintenance & Facilities	226					
	Director - Technology	226					
	Director - Transportation	226					
	Principal - AAC	207					
	Principal - ECLC	207					
	Principal - Primary	207					
6			Daily	\$345.57	\$414.85	\$484.13	\$29.04
	Director - Curriculum & Instruction	226	207 Days	71,533	85,874	100,215	6,011
	Executive Director of Finance	226	226 Days	78,099	93,756	109,413	6,563
	Principal - ES	207					
7			Daily	\$366.30	\$439.74	\$513.18	\$30.78
	Director - Special Programs	226	226 Days	82,784	99,381	115,979	6,956
	Principal - MS	226					
8			Daily	\$410.26	\$492.51	\$574.76	\$34.48
	Director - Athletics	226	226 Days	92,719	111,307	129,896	7,792
	Principal - HS	226					
9			Daily	\$434.88	\$522.06	\$609.24	\$36.54
	Asst Superintendent - Elementary Education	226	226 Days	98,283	117,986	137,688	8,258
	Asst Superintendent - Curriculum & Instruction	226					
	Deputy Superintendent - Secondary Ed & HR	226					