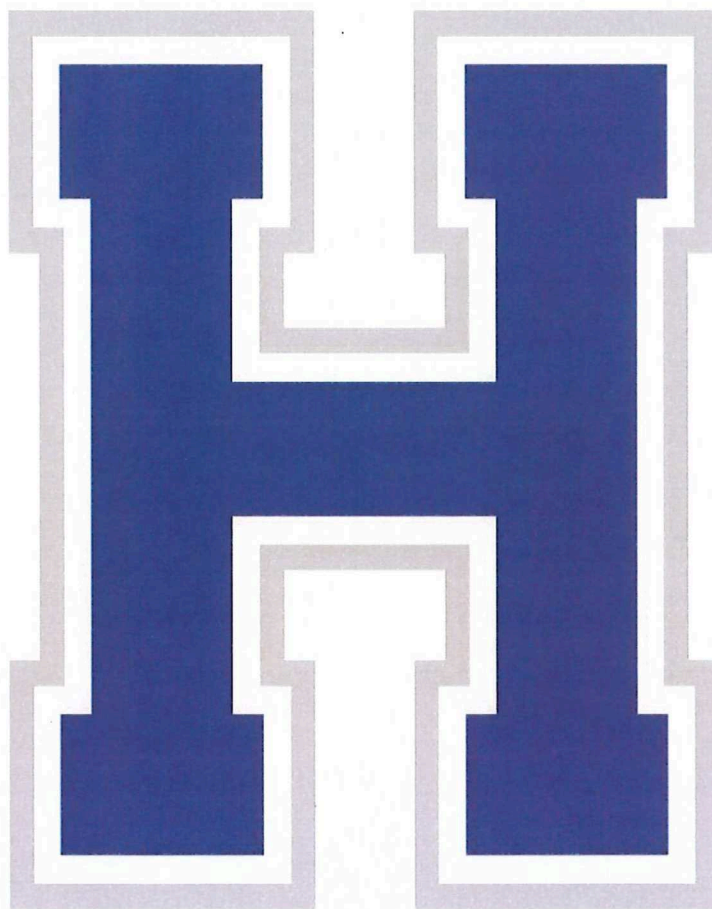


Hallsville Independent School District Approved Compensation Package



2025-2026



HISD COMPENSATION *Plan* 2025-2026

THE BOARD OF TRUSTEES APPROVES RAISES

**Non-Instructional
Staff**

3%

Teacher Pay Scale

1-2 Years	\$1,000
3-4 Years	\$2,500
5+ Years	\$5,000

Additional Benefits Approved

- Additional Incentive payments in the fall and spring.
- Insurance Contribution- \$428 per month for active participants
- Additional sign on or renewal bonus for staff on the teacher pay scale on steps 0-2 to be paid early September.
- Increased rate for Long Term Subs
- Continue \$1,000 master's stipend (non administrators)



Hallsville ISD
Teacher/Librarian/Counselor/Nurse-RN Salary Scale
Approved for the 2025-2026 Contract Year

Years Experience Pay Step	2024-2025	Proposed 2025-2026	% Increase
0	\$ 44,187	\$ 44,187	0%
1	\$ 44,187	\$ 45,187	2%
2	\$ 44,754	\$ 45,754	2%
3	\$ 45,405	\$ 47,905	6%
4	\$ 46,000	\$ 48,500	5%
5	\$ 46,770	\$ 51,770	11%
6	\$ 48,356	\$ 53,356	10%
7	\$ 49,184	\$ 54,184	10%
8	\$ 50,113	\$ 55,113	10%
9	\$ 50,951	\$ 55,951	10%
10	\$ 52,390	\$ 57,390	10%
11	\$ 53,738	\$ 58,738	9%
12	\$ 55,030	\$ 60,030	9%
13	\$ 56,253	\$ 61,253	9%
14	\$ 57,386	\$ 62,386	9%
15	\$ 58,474	\$ 63,474	9%
16	\$ 59,494	\$ 64,494	8%
17	\$ 60,468	\$ 65,468	8%
18	\$ 61,375	\$ 66,375	8%
19	\$ 62,247	\$ 67,247	8%
20	\$ 63,063	\$ 68,063	8%
21	\$ 63,833	\$ 68,833	8%
22	\$ 64,400	\$ 69,400	8%
23	\$ 64,966	\$ 69,966	8%
24	\$ 65,533	\$ 70,533	8%
25	\$ 66,099	\$ 71,099	8%
26+	\$ 66,665	\$ 71,665	8%



Hallsville ISD

Teacher/Librarian/Counselor/Nurse-RN Salary Scale

2025-2026

Example: Teacher with 10 years of experience, but 8 in Hallsville would be \$59751.

$\$55,951 + \$1300 + \$2,500$

Years Of Experience		Incentive Based on Years of Experience	Incentive Based on HISD Years of Experience
0	\$44,187	0	0
1	\$45,187	\$800	\$2000
2	\$45,754	\$800	\$2000
3	\$47,905	\$800	\$2000
4	\$48,500	\$1300	\$2000
5	\$51,770	\$1300	\$2500
6	\$53,356	\$1300	\$2500
7	\$54,184	\$1300	\$2500
8	\$55,113	\$1300	\$2500
9	\$55,951	\$1300	\$2500
10	\$57,390	\$1300	\$2750
11	\$58,738	\$1300	\$2750
12	\$60,030	\$1300	\$2750
13	\$61,253	\$1300	\$2750
14	\$62,386	\$1300	\$2750
15	\$63,474	\$1300	\$3000
16	\$64,494	\$1300	\$3000
17	\$65,468	\$1300	\$3000
18	\$66,375	\$1300	\$3000
19	\$67,247	\$1300	\$3000

20	\$68,063		\$1300	\$3250
21	\$68,833		\$1300	\$3250
22	\$69,400		\$1300	\$3250
23	\$69,966		\$1300	\$3250
24	\$70,533		\$1300	\$3250
25	\$71,099		\$1300	\$3250
26+	\$71,665		\$1300	\$3250

Hallsville ISD
Bus Driver Hourly Pay Scale
Approved for the 2025-2026 Contract Year

Years Experience Pay Step	2024-2025	Proposed 2025-2026	% Increase
0	\$ 20.34	\$ 20.95	3%
1	\$ 21.91	\$ 22.57	3%
2	\$ 22.21	\$ 22.88	3%
3	\$ 22.38	\$ 23.05	3%
4	\$ 22.56	\$ 23.24	3%
5	\$ 22.74	\$ 23.42	3%
6	\$ 22.87	\$ 23.56	3%
7	\$ 22.99	\$ 23.68	3%
8	\$ 23.11	\$ 23.80	3%
9	\$ 23.22	\$ 23.92	3%
10	\$ 23.34	\$ 24.04	3%
11	\$ 23.46	\$ 24.16	3%
12	\$ 23.57	\$ 24.28	3%
13	\$ 23.69	\$ 24.40	3%
14	\$ 23.79	\$ 24.50	3%
15	\$ 23.88	\$ 24.60	3%
16	\$ 23.98	\$ 24.70	3%
17	\$ 24.07	\$ 24.79	3%
18	\$ 24.16	\$ 24.88	3%
19	\$ 24.25	\$ 24.98	3%
20	\$ 24.35	\$ 25.08	3%
21+	\$ 24.38	\$ 25.11	3%



Hallsville ISD
Salary Schedule I Hourly Positions by Category
Approved for the 2025-2026 Contract Year



Category 1 <ul style="list-style-type: none">• Bus Monitor• Other titles consistent with this category
Category 2 <ul style="list-style-type: none">• Custodian• Cafeteria• Other titles consistent with this category
Category 3 <ul style="list-style-type: none">• Grounds• Maintenance• Lead Custodian• Other titles consistent with this category
Category 4 <ul style="list-style-type: none">• Unlicensed Technician• Security Guard• Other titles consistent with this category
Category 5 <ul style="list-style-type: none">• Unlicensed Skilled Technician• Mechanic• Other titles consistent with this category
Category 6 <ul style="list-style-type: none">• Licensed Technician• Cafeteria Manager• Custodial Foreman• Grounds Foreman• Other titles consistent with this category
Category 7 <ul style="list-style-type: none">• Licensed/Skilled Technician• Receiving/Mail/Inventory Technician• Other titles consistent with this category

Hallsville ISD
Salary Schedule I (Hourly) Rate Pay Scale
Approved for the 2025-2026 Contract Year
Experienced-based Step System Implemented in 2024-2025

Category	Category Range	Proposed		% Increase
		2024-2025	2025-2026	
1	Min	\$ 10.30	\$ 10.61	3%
	Mid	\$ 12.39	\$ 12.76	3%
	Max	\$ 14.48	\$ 14.91	3%
2	Min	\$ 10.56	\$ 10.88	3%
	Mid	\$ 13.19	\$ 13.59	3%
	Max	\$ 15.82	\$ 16.28	3%
3	Min	\$ 11.30	\$ 11.63	3%
	Mid	\$ 14.64	\$ 15.07	3%
	Max	\$ 17.98	\$ 18.52	3%
4	Min	\$ 12.75	\$ 13.13	3%
	Mid	\$ 16.57	\$ 17.07	3%
	Max	\$ 20.39	\$ 21.00	3%
5	Min	\$ 14.46	\$ 14.89	3%
	Mid	\$ 18.80	\$ 19.36	3%
	Max	\$ 23.13	\$ 23.82	3%
6	Min	\$ 16.57	\$ 17.07	3%
	Mid	\$ 22.75	\$ 23.43	3%
	Max	\$ 28.93	\$ 29.80	3%
7	Min	\$ 18.48	\$ 19.02	3%
	Mid	\$ 25.59	\$ 26.35	3%
	Max	\$ 32.70	\$ 33.68	3%



Hallsville ISD
Salary Schedule II (Non-Exempt) Positions by Category
Approved for the 2025-2026 Contract Year



Category 1 <ul style="list-style-type: none"> • Bus Drivers (hourly pay – commensurate with experience)
Category 2 <ul style="list-style-type: none"> • Central Receiving/Mail Clerk • Other titles consistent with this category
Category 3 <ul style="list-style-type: none"> • Receptionist/Office Clerk/Counselor Clerk • Library Aide • Nurse Aide • Classroom Aide – Head Start/SpEd/Spc Prg • Hall Monitor/Guard Shack • Other titles consistent with this category
Category 4 <ul style="list-style-type: none"> • Elem Elective/Specialist Paraprofessional • Structured Learning Aide • SpEd Assessment Specialist • SpEd Records System Specialist • SpEd Management System Specialist • Data Entry Clerk • Other titles consistent with this category
Category 5 <ul style="list-style-type: none"> • Secretary to Supervisor / AP / Coord / Band • District Communication Specialist • Attendance/PEIMS Clerk • Classroom Aide – ISS/Credit Recovery • Technology Specialist I • Other titles consistent with this category
Category 6 <ul style="list-style-type: none"> • Behavior Support Service Assistant • Behavior Technician • Community Outreach/Volunteer Specialist • District PEIMS Specialist • Other titles consistent with this category
Category 7 <ul style="list-style-type: none"> • Secretary to Principals/Directors • Records/Inventory Specialist • LVN • Other titles consistent with this category
Category 8 <ul style="list-style-type: none"> • Payroll/AP/Business Office Specialist • Personnel/Benefits Specialist • Senior Technology Specialist • Network System Specialist • Secretary to HS Principal / Asst Supt • Other titles consistent with this category
Category 9 <ul style="list-style-type: none"> • Bus Shop Foreman - Certified • Secretary to Superintendent • Other titles consistent with this category

Hallsville ISD
Salary Schedule II Daily Rate Pay Scale - Non-Exempt
Approved for the 2025-2026 Contract Year
Experienced-based Step System Implemented in 2022-2023

Category	Category Range	2024-2025	Proposed 2025-2026	% Increase
1	See Bus Driver Pay Scale			
2	Min	\$ 70.59	\$ 72.71	3%
	Mid	\$ 91.06	\$ 93.79	3%
	Max	\$ 111.53	\$ 114.88	3%
3	Min	\$ 87.55	\$ 90.18	3%
	Mid	\$ 114.31	\$ 117.74	3%
	Max	\$ 141.06	\$ 145.29	3%
4	Min	\$ 89.61	\$ 92.30	3%
	Mid	\$ 118.82	\$ 122.38	3%
	Max	\$ 148.03	\$ 152.47	3%
5	Min	\$ 101.70	\$ 104.75	3%
	Mid	\$ 132.72	\$ 136.70	3%
	Max	\$ 163.73	\$ 168.64	3%
6	Min	\$ 111.27	\$ 114.61	3%
	Mid	\$ 145.12	\$ 149.46	3%
	Max	\$ 178.97	\$ 184.34	3%
7	Min	\$ 119.13	\$ 122.70	3%
	Mid	\$ 158.23	\$ 162.98	3%
	Max	\$ 197.32	\$ 203.24	3%
8	Min	\$ 130.90	\$ 134.83	3%
	Mid	\$ 173.96	\$ 179.18	3%
	Max	\$ 217.01	\$ 223.52	3%
9	Min	\$ 148.01	\$ 152.45	3%
	Mid	\$ 211.32	\$ 217.65	3%
	Max	\$ 274.63	\$ 282.87	3%



Hallsville ISD
Salary Schedule III (Exempt) Positions by Category
Approved for the 2025-2026 Contract Year



Category 1 <ul style="list-style-type: none"> Teacher Nurse – RN Librarian Counselor LSSP Intern
Category 2 <ul style="list-style-type: none"> Degreed Specialist COTA Staff Accountant Network Programmer Technology Specialist Other titles consistent with this category
Category 3 <ul style="list-style-type: none"> Elementary Assistant Principal Testing Coordinator Asst. Coordinator (TVAH) Supervisor (District) Truancy Officer / School Resource Officer District Police Officer – Sergeant Other titles consistent with this category
Category 4 <ul style="list-style-type: none"> Secondary Assistant Principal Occupational Therapist LSSP Speech Therapist Speech Language Pathologist District Police Chief Dean of Instruction Diagnostician VI/O&M Specialist CALT Other titles consistent with this category
Category 5 <ul style="list-style-type: none"> Principal (Elementary) TVAH Coordinator Coordinator Network Administrator Other titles consistent with this category
Category 6 <ul style="list-style-type: none"> Principal (Secondary) Director Other titles consistent with this category
Category 7 <ul style="list-style-type: none"> Executive Director Other titles consistent with this category
Category 8 <ul style="list-style-type: none"> Assistant Superintendent Other titles consistent with this category

Hallsville ISD
Salary Schedule III Daily Rate Pay Scale - Exempt/Professional Employees
Approved for the 2025-2026 Contract Year

Category	Category Range	2024-2025	Proposed 2025-2026	% Increase
1	See HISD Salary Schedule for Teachers, Counselors, Librarians, Nurses-RN			
2	Min	\$ 236.29	\$ 243.38	3%
	Mid	\$ 301.29	\$ 310.33	3%
	Max	\$ 366.28	\$ 377.27	3%
3	Min	\$ 278.65	\$ 287.01	3%
	Mid	\$ 332.28	\$ 342.25	3%
	Max	\$ 385.91	\$ 397.49	3%
4	Min	\$ 309.00	\$ 318.27	3%
	Mid	\$ 366.17	\$ 377.16	3%
	Max	\$ 423.33	\$ 436.03	3%
5	Min	\$ 350.20	\$ 360.71	3%
	Mid	\$ 401.54	\$ 413.59	3%
	Max	\$ 452.88	\$ 466.47	3%
6	Min	\$ 391.40	\$ 403.14	3%
	Mid	\$ 443.15	\$ 456.44	3%
	Max	\$ 494.89	\$ 509.74	3%
7	Min	\$ 437.75	\$ 450.88	3%
	Mid	\$ 490.38	\$ 505.09	3%
	Max	\$ 543.02	\$ 559.31	3%
8	Min	\$ 484.10	\$ 498.62	3%
	Mid	\$ 554.93	\$ 571.58	3%
	Max	\$ 625.76	\$ 644.53	3%



Hallsville ISD
Substitute Pay Rates
Approved for the 2025-2026 Contract Year

Pay Category	Proposed 2025-2026
Non-Certified	\$85
Degreed, Non-Certified	\$110
Certified Teacher	\$140
Long-Term Sub (Certified)	\$180
Long-Term Sub (Non-Certified)	\$140



