

CHARLOTTE I.S.D.

Compensation Package

2026-2027



Board Approved: 06/24/2026

**Charlotte Independent School District
2026-2027
Supplemental Pay Schedule**

****IN THE EVENT AN ACTIVITY/EVENT IS CANCELLED, THE STIPEND WILL BE PRORATED BASED ON THE LENGTH OF THE SEASON COMPLETED****

*A stipend is compensation provided to an employee for after school or after-hour duties, per an agreement between the district and employee, factoring in completion/performance.

Life Skills Coordinator/Principal	\$5,000.00	
Principal Intern Stipend	\$1,500.00	
Assistant Principal/Admin - Extra Duties Stipend	\$4,000.00	(9)
Teacher Mentor	\$1,000.00	
Safety Coordinator	\$3,000.00	
Testing Coordinator	\$4,000.00	(10)
Teacher Master/Doctorate Degree Stipend	\$1,000.00	
Yearbook Sponsor	\$1,500.00	
Campus U.I.L. Coordinator	\$500.00	
Dual Credit Teacher	(6)	
U.I.L. Coach	\$50.00	(1)
High School Cheerleader Sponsor	\$1,500.00	
Middle School Cheerleader/Yell Squad Sponsor	\$500.00	
One Act Play Sponsor	\$1,250.00	
Life Skills Teacher	\$3,000.00	
Dyslexia Teacher (endorsed)	\$3,000.00	(13)
Special Ed. / Dyslexia Program Coordinator	\$3,000.00	(14)
Math Certification	\$3,000.00	(2)
Science Certification	\$3,000.00	(2)
English Certification	\$3,000.00	(2)
Special Ed. Certification	\$3,000.00	(2)
Voc Ag. Stipend/FFA	\$7,000.00	
Honor Society Sponsor	\$250.00	
STAAR - Teaching Assignment	\$4,000.00	(3)
STAAR - Performance (Per Test)		
Approaches - 70	\$800.00	(4)
Meets - 42	\$1,100.00	(4)
Masters - 12	\$1,600.00	(4)
STAAR - Performance (Per Subject)		
Approaches - 70	\$75.00	(5)
Meets - 42	\$125.00	(5)
Masters - 12	\$150.00	(5)
Football - Coordinator	\$7,000.00	
Football - Assistant Coach	\$6,000.00	
Football - JH Head Coach	\$2,500.00	

Football - JH Assistant Coach	\$2,000.00	
Basketball - Head Coach	\$4,000.00	
Basketball - Assistant Coach	\$3,000.00	
Basketball - JH Head Coach	\$2,500.00	
Basketball - JH Assistant Coach	\$2,000.00	
Baseball - Head Coach	\$4,000.00	
Baseball - Assistant Coach	\$3,000.00	
Baseball - JH Head Coach	\$1,000.00	
Baseball - JH Assistant Coach	\$750.00	
Softball - Head Coach	\$4,000.00	
Softball - Assistant Coach	\$3,000.00	
Softball - JH Head Coach	\$1,000.00	
Softball - JH Assistant Coach	\$750.00	
Volleyball - Head Coach	\$7,000.00	
Volleyball - Assistant Coach	\$6,000.00	
Volleyball - JH Head Coach	\$2,500.00	
Volleyball - JH Assistant Coach	\$2,000.00	
Track - Head Coach	\$4,000.00	
Track - Assistant Coach	\$3,000.00	
Track - JH Head Coach	\$2,500.00	
Track - JH Assistant Coach	\$2,000.00	
Cross Country - Head Coach	\$7,000.00	
Golf - Head Coach	\$4,000.00	
Powerlifting - Head Coach	\$4,000.00	
Powerlifting - Assistant Coach	\$3,000.00	
Assistant Band Director (part-time)	\$4,000.00	
Extra Duty Pay	\$25.00/hr	
Summer School Pay	\$32.50/hr	(7)
Crossing Guard	\$15.30/hr	
CDL Stipend	\$750.00 / \$1,500.00	(8)
CDL Certification Monitor	\$2,500.00	(11)
Bus Driver Certification Process	\$2,000.00	(12)
Bus Monitor	\$13.26/hr	
Gate Keeper - Sporting Events	\$13.00/hr	
Acting Maintenance Director & Acting Transportation Director	\$1,000.00	
After hours security (Certified Peace Officer)	\$35.00/hr	

- ① Stipend **ONLY** paid to staff who attend after hour UIL competition.
- ② Must be certified in this subject/area and teaching in this subject/area in order to be paid certification stipend.
- ③ Limited for first two tested subjects/grade levels. Any additional, third or more tests will be paid at \$1,500.00 if there is no other teacher available for that tested subject or grade level.
- ④ Teachers assigned to grades and subjects tested by STAAR. Stipend will be paid as a retention bonus; employee must honor contract for upcoming school year.
- ⑤ Teachers, other than those referenced in ④ above, who help students, such as RTI, etc. Stipend will be paid if state standard is met. For teachers to be eligible for this stipend, their own subject has to meet standard. Stipend will be paid as a retention bonus; employee must honor contract for upcoming school year.
- ⑥ Paid to Teachers teaching dual credit college course. Pay is aligned with MOU of College/University.
- ⑦ Limited for students that have to retake STAAR testing in grades 1-12 and high school course credit completion.
- ⑧ \$1,500 - Driver available for **both** routes & trips. \$750.00 - Driver available for **either** routes or trips.
- ⑨ Paid in situations when Admin has to assume the duties of another campus for an extended period of time.
- ⑩ Paid to any Counselor or individual who assumes the responsibility of Testing Coordinator and whose sole job is not Testing Coordinator.
- ⑪ Paid to monitor employees pursuing CDL license through Cisd. Must have at least one staff member actively working toward bus CDL certification during the school year. Proof of progress is required.
- ⑫ Paid to employee who is enrolled/actively working toward bus CDL certification. Employee will be paid \$500 for module completion; \$500 for driving completion; \$500 for test completion and \$500 for completing ESC Region 20 bus certification course.
 - Must be actively working towards bus certification during the school year.
 - Failure to remain active/progressing will result in District reimbursement.
 - Required one year obligation to the District after licensing is obtained to avoid reimbursement.
 - Must accept driving responsibilities as required or assigned for one year to avoid District reimbursement.
- ⑬ Must have a certificate or endorsement from an accredited dyslexia prgm and assigned a group of students to provide dyslexia services.
- ⑭ Coordinator and District contact for Dyslexia and Special Education programs. Must have special education certification or dyslexia program endorsement.

Charlotte Independent School District

Administrative / Professional Compensation Plan

202 Days	Minimum		Midpoint		Maximum	
Counselor	\$45,200.00	\$223.76	\$61,500.00	\$304.46	\$77,800.00	\$385.15

207 Days	Minimum		Midpoint		Maximum	
Band Director	\$64,770.00	\$312.90	\$75,480.00	\$364.64	\$88,740.00	\$428.70

212 Days	Minimum		Midpoint		Maximum	
Director of Curriculum & Instruction	\$75,000.00	\$353.77	\$85,000.00	\$400.94	\$95,000.00	\$448.11

226 Days	Minimum		Midpoint		Maximum	
Technology Director	\$45,200.00	\$200.00	\$61,500.00	\$272.12	\$77,800.00	\$344.25
PEIMS/GT/CCMR/Dual Cr Coordinator	\$55,850.00	\$247.12	\$69,250.00	\$306.42	\$82,900.00	\$366.81
Elementary School Principal	\$66,500.00	\$294.25	\$77,000.00	\$340.71	\$88,000.00	\$389.38
Middle School Principal	\$71,500.00	\$316.37	\$82,000.00	\$362.83	\$93,000.00	\$411.50
High School Principal	\$84,500.00	\$373.89	\$95,000.00	\$420.35	\$106,000.00	\$469.03
Secondary School Principal	\$89,500.00	\$396.02	\$100,000.00	\$442.48	\$111,000.00	\$491.15
Director of Finance	\$71,000.00	\$314.16	\$84,500.00	\$373.89	\$95,000.00	\$420.35
Athletic Director	\$84,500.00	\$373.89	\$95,000.00	\$420.35	\$106,000.00	\$469.03
Chief of Security	\$53,000.00	\$234.51	\$63,000.00	\$278.76	\$73,000.00	\$323.01

260 Days	Minimum		Midpoint		Maximum	
Director of Maintenance/Transportation	\$43,696.80	\$168.06	\$55,141.20	\$212.08	\$69,186.60	\$266.10

Bus Drivers	\$20.00		\$30.00		\$40.00	
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Security Staff	\$43,000		\$47,500.00		\$52,000.00	
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* Individual employed as security with the district and has served as a Peace Officer within the past 12 months.

*Total days as per school calendar days, June summer school and July days.

Charlotte Independent School District

Classroom Teachers

187 Days

Years Experience	Current Plan Bachelors
0	\$48,844
1	\$50,092
2	\$50,716
3	\$53,340
4	\$53,964
5	\$58,588
6	\$60,252
7	\$60,876
8	\$61,500
9	\$62,124
10	\$62,748
11	\$63,372
12	\$63,996
13	\$64,620
14	\$65,244
15	\$65,868
16	\$66,492
17	\$67,116
18	\$67,740
19	\$68,364
20	\$68,988
21	\$69,612
22	\$70,236
23	\$70,860
24	\$71,484
25	\$72,108
26	\$72,732
27	\$73,356
28	\$73,980
29	\$74,604
30	\$75,228
31	\$75,852
32	\$76,476
33	\$77,100
34	\$77,724
35+	\$78,348

Salaries listed above are based on 187 days. Salary schedules are developed for one year only.

Future salaries cannot be predicted from this schedule.

Retired individuals working part-time are employed as at will and are not eligible for automatic step increase.

Retired individuals who are employed on a part-time basis will be placed on the step or pay scale at the time of retirement.

2 years of part-time employment equals to 1-year step increase and requires approval by the Superintendent.

Charlotte Independent School District**Librarians, and Nurses (RN)**

187 Days

Years Experience	Current Plan Bachelors Degree
0	\$47,780.88
1	\$49,053.84
2	\$49,690.32
3	\$50,326.80
4	\$50,963.28
5	\$51,599.76
6	\$53,297.04
7	\$53,933.52
8	\$54,570.00
9	\$55,206.48
10	\$55,842.96
11	\$56,479.44
12	\$57,115.92
13	\$57,752.40
14	\$58,388.88
15	\$59,025.36
16	\$59,661.84
17	\$60,298.32
18	\$60,934.80
19	\$61,571.28
20	\$62,207.76
21	\$62,844.24
22	\$63,480.72
23	\$64,117.20
24	\$64,753.68
25	\$65,390.16
26	\$66,026.64
27	\$66,663.12
28	\$67,299.60
29	\$67,936.08
30	\$68,572.56
31	\$69,209.04
32	\$69,845.52
33	\$70,482.00
34	\$71,118.48
35+	\$71,754.96

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Future salaries cannot be predicted from this schedule.

Retired individuals working part-time are employed as at will and are not eligible for automatic step increase.

Retired individuals who are employed on a part-time basis will be placed on the step or pay scale at the time of retirement.

2 years of part-time employment equals to 1 year step increase and requires approval by Superintendent.

Charlotte Independent School District
Administrative Specialist
226 Days

STEP	Current Plan SALARY
0	\$28,686
1	\$29,124
2	\$29,670
3	\$30,216
4	\$30,653
5	\$31,200
6	\$31,636
7	\$32,182
8	\$32,729
9	\$33,165
10	\$33,712
11	\$34,477
12	\$35,132
13	\$35,788
14	\$36,552
15	\$37,208
16	\$37,863
17	\$38,518
18	\$39,174
19	\$39,829
20	\$40,376
21	\$41,032
22	\$41,686
23	\$42,342
24	\$42,888
25+	\$43,435

Salaries listed above are based on 226 days. Salary schedules are developed for one year only.

Future salaries cannot be predicted from this schedule.

Retired individuals working part-time are employed as at will and are not eligible for automatic step increase.

Retired individuals who are employed on a part-time basis will be placed on the step or pay scale at the time of retirement. 2 years of part-time employment equals to 1 year step increase and requires approval by Superintendent.

Employees may be promoted or demoted one or more levels on the schedule when job assignments are changed. When employees are reassigned to higher level jobs, they will be placed at that time on the salary schedule at the pay grade that fits their new assignment and pay step closest to their present salary.

Charlotte Independent School District
Campus Secretary
(High School)
226 Days

STEP	Current Plan SALARY
0	\$28,584
1	\$29,046
2	\$29,507
3	\$29,968
4	\$30,429
5	\$30,890
6	\$31,351
7	\$31,812
8	\$32,273
9	\$32,734
10	\$36,255
11	\$33,656
12	\$34,117
13	\$34,578
14	\$35,039
15	\$35,500
16	\$35,961
17	\$36,422
18	\$36,883
19	\$37,344
20	\$37,805
21	\$38,266
22	\$38,727
23	\$39,188
24	\$39,649
25+	\$40,110

Salaries listed above are based on 226 days. Salary schedules are developed for one year only.
Future salaries cannot be predicted from this schedule.

Retired individuals working part-time are employed as at will and are not eligible for automatic step increase.
Retired individuals who are employed on a part-time basis will be placed on the step or pay scale at the time of retirement.
2 years of part-time employment equals to 1 year step increase and requires approval by Superintendent.

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Charlotte Independent School District
Campus Secretary
(Elementary & Middle School)
207 Days

STEP	SALARY
0	\$26,181
1	\$26,604
2	\$27,026
3	\$27,448
4	\$27,870
5	\$28,293
6	\$28,715
7	\$29,137
8	\$29,560
9	\$29,982
10	\$30,404
11	\$30,826
12	\$31,249
13	\$31,671
14	\$32,093
15	\$32,536
16	\$32,938
17	\$33,360
18	\$33,782
19	\$34,205
20	\$34,627
21	\$35,049
22	\$35,472
23	\$35,894
24	\$36,316
25+	\$36,738

Salaries listed above are based on 207 days. Salary schedules are developed for one year only.

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Charlotte Independent School District
TEACHER AIDE I
(Instructional Aide, Federal Programs Aide)

STEP	SALARY
0	\$21,363
1	\$21,744
2	\$22,126
3	\$22,507
4	\$22,889
5	\$23,270
6	\$23,652
7	\$24,033
8	\$24,415
9	\$24,796
10	\$25,178
11	\$25,559
12	\$25,941
13	\$26,322
14	\$26,704
15	\$27,085
16	\$27,467
17	\$27,848
18	\$28,230
19	\$28,611
20	\$28,992
21	\$29,374
22	\$29,755
23	\$30,137
24	\$30,518
25+	\$30,900

Salaries listed above are based on 187 days. Salary schedules are developed for one year only.

Future salaries cannot be predicted from this schedule.

Retired individuals working part-time are employed as at will and are not eligible for automatic step increase.

Retired individuals who are employed on a part-time basis will be placed on the step or pay scale at the time of retirement.

2 years of part-time employment equals to 1 year step increase and requires approval by Superintendent.

Employees may be promoted or demoted one or more levels on the schedule when job assignments are changed. When employees are reassigned to higher level jobs, they will be placed at that time on the salary schedule at the pay grade that fits their new assignment and pay step closest to their present salary.

Charlotte Independent School District
Teacher Aide II
(Library Aide, Special Ed. Aide, Nurse's Aide)

STEP	SALARY
0	\$22,126
1	\$22,507
2	\$22,889
3	\$23,270
4	\$23,652
5	\$24,033
6	\$24,415
7	\$24,796
8	\$25,178
9	\$25,559
10	\$25,941
11	\$26,322
12	\$26,074
13	\$27,085
14	\$27,467
15	\$27,848
16	\$28,230
17	\$28,611
18	\$28,992
19	\$29,374
20	\$29,755
21	\$30,137
22	\$30,518
23	\$30,900
24	\$31,281
25+	\$31,663

Salaries listed above are based on 187 days. Salary schedules are developed for one year only.

Future salaries cannot be predicted from this schedule.

Retired individuals working part-time are employed as at will and are not eligible for automatic step increase.

Retired individuals who are employed on a part-time basis will be placed on the step or pay scale at the time of retirement.

2 years of part-time employment equals to 1 year step increase and requires approval by Superintendent.

Employees may be promoted or demoted one or more levels on the schedule when job assignments are changed. When employees are reassigned to higher level jobs, they will be placed at that time on the salary schedule at the pay grade that fits their new assignment and pay step closest to their present salary.

Charlotte Independent School District
Teacher Aide III
 (Minimum 48 college hours or Associates Degree)
 (Instructional Aide)

STEP	SALARY
0	\$22,889
1	\$23,270
2	\$23,652
3	\$24,033
4	\$24,415
5	\$24,796
6	\$25,178
7	\$25,559
8	\$25,941
9	\$26,322
10	\$26,704
11	\$27,085
12	\$27,467
13	\$27,848
14	\$28,230
15	\$28,611
16	\$28,992
17	\$29,374
18	\$29,755
19	\$30,137
20	\$30,518
21	\$30,900
22	\$31,281
23	\$31,663
24	\$32,044
25+	\$32,426

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Future salaries cannot be predicted from this schedule.

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Retired individuals who are employed on a part-time basis will be placed on the step or pay scale at the time of retirement.

2 years of part-time employment equals to 1 year step increase and requires approval by Superintendent.

Employees may be promoted or demoted one or more levels on the schedule when job assignments are changed. When employees are reassigned to higher level jobs, they will be placed at that time on the salary schedule at the pay grade that fits their new assignment and pay step closest to their present salary.

Charlotte Independent School District
Teacher Aide IV
(Life Skills Aide)

STEP	SALARY
0	\$22,507
1	\$22,889
2	\$23,270
3	\$23,652
4	\$24,033
5	\$24,415
6	\$24,796
7	\$25,178
8	\$25,559
9	\$25,941
10	\$26,322
11	\$26,704
12	\$27,085
13	\$27,467
14	\$27,848
15	\$28,230
16	\$28,611
17	\$28,992
18	\$29,374
19	\$29,755
20	\$30,137
21	\$30,518
22	\$30,900
23	\$31,281
24	\$31,663
25+	\$32,044

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Charlotte Independent School District
Technology Aide
226 Days

STEP	SALARY
0	\$27,120
1	\$27,572
2	\$28,024
3	\$28,476
4	\$28,928
5	\$29,380
6	\$29,832
7	\$30,284
8	\$30,736
9	\$31,188
10	\$31,640
11	\$32,092
12	\$32,544
13	\$32,996
14	\$33,448
15	\$33,900
16	\$34,352
17	\$34,804
18	\$35,256
19	\$35,708
20	\$36,160
21	\$36,612
22	\$37,064
23	\$37,516
24	\$37,968
25+	\$38,420

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Retired individuals who are employed on a part-time basis will be placed on the step or pay scale at the time of retirement.

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**Charlotte Independent School District
Food Service Department**

197 Days
Hourly pay scale

Step	Hourly	Assistant	Director
0	\$12.75	\$13.77	\$21.42
1	\$13.01	\$14.03	\$21.68
2	\$13.26	\$14.28	\$21.93
3	\$13.52	\$14.54	\$22.19
4	\$13.77	\$14.79	\$22.44
5	\$14.03	\$15.05	\$22.70
6	\$14.33	\$15.35	\$22.95
7	\$14.64	\$15.66	\$23.21
8	\$14.94	\$15.96	\$23.46
9	\$15.25	\$16.27	\$23.72
10	\$15.56	\$16.58	\$23.97
11	\$15.91	\$16.93	\$24.23
12	\$16.27	\$17.29	\$24.48
13	\$16.63	\$17.65	\$24.74
14	\$16.98	\$18.00	\$24.99
15	\$17.34	\$18.36	\$25.25
16	\$17.75	\$18.77	\$25.50
17	\$18.16	\$19.18	\$25.76
18	\$18.56	\$19.58	\$26.01
19	\$18.97	\$19.99	\$26.27
20	\$19.38	\$20.40	\$26.52
21	\$19.84	\$20.86	\$26.78
22	\$20.30	\$21.32	\$27.03
23	\$20.76	\$21.78	\$27.29
24	\$21.22	\$22.24	\$27.54
25+	\$21.68	\$22.70	\$27.80

Salaries listed above are based on 197 days. Salary schedules are developed for one year only.

Future salaries cannot be predicted from this schedule.

Retired individuals working part-time are employed as at will and are not eligible for automatic step increase.

Retired individuals who are employed on a part-time basis will be placed on the step or pay scale at the time of retirement.

2 years of part-time employment equals to 1 year step increase and requires approval by Superintendent.

Employees may be promoted or demoted one or more levels on the schedule when job assignments are changed. When employees are reassigned to higher level jobs, they will be placed at that time on the salary schedule at the pay grade that fits their new assignment and pay step closest to their present salary.

Charlotte Independent School District
Maintenance & Custodial Department-Days
Hourly Pay Scale (non degreed)

Step	Hourly	Assistant
0	\$12.75	\$13.77
1	\$13.01	\$14.03
2	\$13.26	\$14.28
3	\$13.52	\$14.54
4	\$13.77	\$14.79
5	\$14.03	\$15.05
6	\$14.33	\$15.35
7	\$14.64	\$15.66
8	\$14.94	\$15.96
9	\$15.25	\$16.27
10	\$15.56	\$16.58
11	\$15.91	\$16.93
12	\$16.27	\$17.29
13	\$16.63	\$17.65
14	\$16.98	\$18.00
15	\$17.34	\$18.36
16	\$17.75	\$18.77
17	\$18.16	\$19.18
18	\$18.56	\$19.58
19	\$18.97	\$19.99
20	\$19.38	\$20.40
21	\$19.84	\$20.86
22	\$20.30	\$21.32
23	\$20.76	\$21.78
24	\$21.22	\$22.24
25+	\$21.68	\$22.70

Salaries listed above are based on 260 days. Salary schedules are developed for one year only.

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Employees may be promoted or demoted one or more levels on the schedule when job assignments are changed. When employees are reassigned to higher level jobs, they will be placed at that time on the salary schedule at the pay grade that fits their new assignment and pay step closest to their present salary.

Employment of Retired Individuals

Retired individuals who are employed on a part-time basis will be placed on the step or pay scale at the time of retirement. Retired individuals working part-time are employed as at will and are not eligible for automatic step increases. 2 years of part-time employment equals to 1-year step increase and requires approval by the Superintendent.

To qualify for a step increase:

- *Must have completed 2 consecutive years of part-time employment.
- *Recommendation from supervisor or director for an increase
- *Subject to approval by the Superintendent

Employee Life Insurance

The District provides a \$10,000. Life insurance policy for each District employee.

Employee Health Insurance

Total monthly contributions towards employee's health insurance are as follows:

\$150.00 District

\$75.00 State

The district provides an accident and cancer policy for those employees who select not to participate in TRS ActiveCare.

Daily Rate

Daily rate is calculated based on the number of days worked in the year.

Pay Periods

Hourly employees will be paid semi-monthly, all other employees will be paid monthly.