

Banquete Independent School District Compensation Plan



2025-2026

Pay Structures

The following pay structures were approved by the Board of Trustees of Banquete ISD on August 20, 2025, and are effective for the 2025-2026 fiscal year.

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2025-2026
Teacher Pay Scale

2025-2026 New Teacher Pay Scale

Years of Experience	Base Annual Salary	Fall Stipend	HB 2 Retention Allotment**	25-26 Total Annual Salary
0	\$50,000.00	\$500.00	\$400.00	\$50,900.00
1	\$50,250.00	\$500.00	\$400.00	\$51,150.00
2	\$50,500.00	\$500.00	\$400.00	\$51,400.00
3	\$51,000.00	\$500.00	\$4,000.00	\$55,500.00
4	\$51,500.00	\$500.00	\$4,000.00	\$56,000.00
5	\$52,000.00	\$500.00	\$8,000.00	\$60,500.00
6	\$52,500.00	\$500.00	\$8,000.00	\$61,000.00
7	\$53,000.00	\$500.00	\$8,000.00	\$61,500.00
8	\$53,500.00	\$500.00	\$8,000.00	\$62,000.00
9	\$54,000.00	\$500.00	\$8,000.00	\$62,500.00
10	\$54,500.00	\$500.00	\$8,000.00	\$63,000.00
11	\$55,000.00	\$500.00	\$8,000.00	\$63,500.00
12	\$55,500.00	\$500.00	\$8,000.00	\$64,000.00
13	\$56,000.00	\$500.00	\$8,000.00	\$64,500.00
14	\$56,500.00	\$500.00	\$8,000.00	\$65,000.00
15	\$57,500.00	\$500.00	\$8,000.00	\$66,000.00
16	\$58,500.00	\$500.00	\$8,000.00	\$67,000.00
17	\$59,500.00	\$500.00	\$8,000.00	\$68,000.00
18	\$60,500.00	\$500.00	\$8,000.00	\$69,000.00
19	\$61,500.00	\$500.00	\$8,000.00	\$70,000.00
20	\$62,000.00	\$500.00	\$8,000.00	\$70,500.00
21-23	\$62,500.00	\$500.00	\$8,000.00	\$71,000.00
24 & Up	\$63,000.00	\$500.00	\$8,000.00	\$71,500.00

****The HB2 allotment is subject to each teacher's role as coded in PEIMS. Teachers coded as 087 (Classroom Teacher) will receive the HB2 allotment amount listed according to their verified years of experience. Teachers not coded as 087 will receive a flat allotment of \$400.**

2025-2026
Non-Teacher Professional Pay Scale

2025-2026

Professional Pay Scale: Librarians, RNs, SLPs, Counselors

Years of Experience	Base Annual Salary	Fall Stipend	HB2 Allotment	25-26 Total Annual Salary
0	\$50,000.00	\$500.00	\$400.00	\$50,900.00
1	\$50,250.00	\$500.00	\$400.00	\$51,150.00
2	\$50,500.00	\$500.00	\$400.00	\$51,400.00
3	\$51,000.00	\$500.00	\$400.00	\$51,900.00
4	\$51,500.00	\$500.00	\$400.00	\$52,400.00
5	\$52,000.00	\$500.00	\$400.00	\$52,900.00
6	\$52,500.00	\$500.00	\$400.00	\$53,400.00
7	\$53,000.00	\$500.00	\$400.00	\$53,900.00
8	\$53,500.00	\$500.00	\$400.00	\$54,400.00
9	\$54,000.00	\$500.00	\$400.00	\$54,900.00
10	\$54,500.00	\$500.00	\$400.00	\$55,400.00
11	\$55,000.00	\$500.00	\$400.00	\$55,900.00
12	\$55,500.00	\$500.00	\$400.00	\$56,400.00
13	\$56,000.00	\$500.00	\$400.00	\$56,900.00
14	\$56,500.00	\$500.00	\$400.00	\$57,400.00
15	\$57,500.00	\$500.00	\$400.00	\$58,400.00
16	\$58,500.00	\$500.00	\$400.00	\$59,400.00
17	\$59,500.00	\$500.00	\$400.00	\$60,400.00
18	\$60,500.00	\$500.00	\$400.00	\$61,400.00
19	\$61,500.00	\$500.00	\$400.00	\$62,400.00
20	\$62,000.00	\$500.00	\$400.00	\$62,900.00
21-23	\$62,500.00	\$500.00	\$400.00	\$63,400.00
24 & Up	\$63,000.00	\$500.00	\$400.00	\$63,900.00

2025-2026
Auxiliary & Support Staff Pay Structure

2025-2026

Auxiliary/Support Staff Pay Structure

PAY GRADE	JOB TITLE	CALENDAR	MINIMUM	MIDPOINT	MAXIMUM
			HOURLY	HOURLY	HOURLY
P1					
	SPED Paras (Elem., JH, HS)	187	\$10.25	\$12.52	\$15.50
	Paras (Elem., JH, HS)	187	\$10.25	\$12.52	\$15.50
	Library Aides (Elem., JH, HS)	187	\$10.25	\$12.52	\$15.50
P2					
	Attendance Clerks (Elem., JH, HS)	207	\$12.00	\$14.50	\$17.00
P3					
	Secretary (Elem., JH, HS)	226	\$14.00	\$17.50	\$21.50
P4					
	Administrative Assistants	226	\$16.50	\$22.00	\$30.00

2025-2026

Custodial, Maintenance & Cafeteria Pay Structure

PAY GRADE	JOB TITLE	CALENDAR	MINIMUM	MIDPOINT	MAXIMUM
			HOURLY	HOURLY	HOURLY
P1					
	Food Service Staff	191	\$10.41	\$11.95	\$14.00
	Custodians	244	\$11.00	\$13.85	\$16.70
P2					
	Grounds	244	\$12.44	\$14.52	\$16.59
	Maintenance	244	\$12.44	\$14.52	\$16.59
P3					
	Handyman/Carpenter	244	\$17.50	\$22.55	\$27.60
	Mechanic	244	\$17.50	\$22.55	\$27.60
	Custodial Supervisor	244	\$17.50	\$22.55	\$27.60
	HVAC	244	\$17.50	\$22.55	\$27.60
	Food Service Manager	191	\$17.50	\$22.55	\$27.60

2025-2026
Stipends and Extracurricular Duty Pay

2025-2026

Stipends and Extracurricular Duty Pay Stipends & Other Supplements

CREDENTIAL STIPENDS	
Description	25-26 Amount
Master's Stipend (Teachers Only)	\$500.00
Doctorate Stipend (Teachers Only)	\$1,000.00

RETENTION/INCENTIVE STIPENDS	
Description	25-26 Amount
Fall Stipend - All Employees	\$500.00
Full Time Employee Perfect Attendance Stipend (\$500 per semester)	\$1,000.00
Part Time Employee Perfect Attendance Stipend (\$250 per semester)	\$500.00

EXTRA DUTY STIPENDS	
Description	25-26 Amount
District PEIMS coordinator	\$1,000.00
Department Chair High School	\$500.00
SPED ARD Facilitator	\$2,000.00
SPED Full Time Teacher	\$1,000.00
SPED Full Time Aid/Paraprofessional	\$500.00
Technology Liaison & Tech support	\$500.00
Public Relations Stipend	\$2,500.00
Strong Foundations Implementation Stipend (Teachers Only) <i>Grant Funded</i>	\$1,000.00
Strong Foundations Planning Stipend (Teachers Only) <i>Grant Funded</i>	\$500.00
Inter Campus Travel	\$500.00
Maintenance & Operation Stipend	\$20,000.00

CO-CURRICULAR & EXTRA CURRICULAR	
Description	25-26 Amount
Ag teacher	\$4,000.00
Class Sponsor (Junior & Senior)	\$600.00
Class Sponsor (Freshmen, Sophomore)	\$400.00
Varsity Cheerleading Sponsor	\$2,500.00
Varsity Cheerleading Asst Sponsor	\$1,250.00
JV/JH Cheerleading Sponsor	\$1,000.00
National Honor Society Sponsor (HS)	\$500.00
National Honor Society Sponsor (JH)	\$500.00
One Act Play Director	\$2,000.00
One Act Play Asst. Director	\$1,000.00
GT coordinator	\$500.00
Student Council Coordinator	\$500.00
Department Chair High School	\$500.00
UIL Academic Coordinator (HS)	\$1,000.00
UIL Academic & Academic Event Sponsor (HS)	\$400.00
KEDT Challenge, TAFE	\$100.00
UIL Academic Coordinator (JH/Elem)	\$300.00
UIL Academic Event Sponsor (JH/Elem)	\$200.00
Yearbook Sponsor	\$600.00

ATHLETIC STIPENDS	
Description	25-26 Amount
Head Cross Country	\$4,000.00
Assistant Cross Country	\$2,800.00
Head Football	\$5,000.00
Offensive Coordinator	\$4,000.00
Defensive Coordinator	\$4,000.00
Football Assistant Coach	\$2,800.00
Head Volleyball	\$4,000.00
Assistant Volleyball	\$2,800.00
Head Boys Basketball	\$4,000.00
Boys Basketball Assistant Coach	\$2,800.00
Head Girls Basketball	\$4,000.00
Assistant Girls Basketball	\$2,800.00
Head Track Coach	\$4,000.00
Track Assistant Coach	\$2,800.00
Head Baseball Coach	\$4,000.00
Assistant Coach	\$2,800.00
Head Softball Coach	\$4,000.00
Softball Assistant Coach	\$2,800.00
Head Tennis	\$4,000.00
Junior High Tennis	\$2,800.00
Head Golf Coach	\$3,000.00
Boys Coordinator	\$5,000.00
Girls Coordinator	\$5,000.00
Boys Strength/Conditioning	\$2,000.00
Girls Strength/Conditioning	\$2,000.00
Offseason Coordinator	\$2,000.00
Head Powerlifting	\$4,000.00
Assistant Powerlifting	\$2,800.00

2025-2026
Substitute Pay Rates

2025-2026 Substitute Pay Rates

DAILY SUBSTITUTE PAY RATES	
EDUCATION LEVEL	RATE
NO DEGREE	\$75.00
BACHELOR'S DEGREE OR HIGHER	\$85.00
CERTIFIED TEACHING DEGREE	\$105.00
LONG-TERM SUBSTITUTE PAY RATES	
LONG TERM SUB FOR A PROFESSIONAL POSITION	
1-10 CONSECUTIVE FULL DAYS *If the sub misses one or more days, the term will start over.	\$75.00, \$85.00, OR \$105.00 (BASED ON LEVEL OF EDUCATION)
11TH DAY THRU END OF ASSIGNMENT *If the sub misses one or more days, the term will start over.	\$130.00 DAILY-NO DEGREE
	\$150.00 DAILY- BACHELOR'S DEGREE OR HIGHER
	\$190.00 DAILY- CERTIFIED TEACHING DEGREE
LONG TERM SUB FOR A PARAPROFESSIONAL/ CLERICAL POSITION	
1-10 CONSECUTIVE FULL DAYS *If the sub misses one or more days, the term will start over.	\$75.00
11TH DAY THROUGH END OF ASSIGNMENT *If the sub misses one or more days, the term will start over.	\$85.00

2025-2026
Pay Calendars

2025-2026

Monthly Pay Calendar

Banquete Independent School District 2025-2026 Monthly Pay Calendar			
MONTH	BEGIN DATE	END DATE	PAY DATE
September	08/01/2025	09/05/2025	9/25/2025
October	09/08/2025	10/03/2025	10/24/2025
^^ November	10/06/2025	10/31/2025	11/21/2025
^^ December	11/03/2025	11/21/2025	12/19/2025
January	12/01/2025	01/02/2026	01/23/2026
February	01/05/2026	02/06/2026	02/25/2026
March	02/09/2026	03/06/2026	03/25/2026
April	03/09/2026	04/03/2026	04/24/2026
May	04/06/2026	05/01/2026	05/22/2026
June	05/04/2026	06/05/2026	06/25/2026
July	06/08/2026	07/04/2026	07/24/2026
August	07/06/2026	07/31/2026	08/25/2026

2025-2026

Semi-Monthly Pay Calendar

Banquete Independent School District 2025-2026 Semi-Monthly Pay Calendar			
<u>MONTH</u>	<u>BEGIN DATE</u>	<u>END DATE</u>	<u>PAY DATE</u>
September	08/24/2025	09/06/2025	09/15/2025
	09/07/2025	09/20/2025	09/30/2025
October	09/21/2025	10/04/2025	10/15/2025
	10/05/2025	10/18/2025	10/30/2025
November	10/19/2025	11/01/2025	11/14/2025
	11/02/2025	11/15/2025	11/28/2025 ^^
December	11/16/2025	12/06/2025	12/15/2025
	12/07/2025	12/20/2025	12/30/2025
January	12/21/2025	01/03/2026	01/15/2026
	01/04/2026	01/24/2026	01/30/2026
February	01/25/2026	02/07/2026	02/13/2026 **
	02/08/2026	02/21/2026	02/27/2026
March	02/22/2026	03/07/2026	03/13/2026 **
	03/08/2026	03/21/2026	03/30/2026
April	03/22/2026	04/04/2026	04/15/2026
	04/05/2026	04/25/2026	04/30/2026
May	04/26/2026	05/09/2026	05/15/2026
	05/10/2026	05/23/2026	05/29/2026
June	05/24/2026	06/06/2026	06/15/2026
	06/07/2026	06/20/2026	06/30/2026
July	06/21/2026	07/04/2026	07/15/2026
	07/05/2026	07/25/2026	07/30/2026
August	07/26/2026	08/08/2026	08/14/2026
	08/09/2026	08/28/2026	08/31/2026