

EAGLE PASS INDEPENDENT SCHOOL DISTRICT

PROFESSIONAL HIRING SCHEDULE

2025-2026

BASED ON \$60,000 STARTING SALARY

STARTING SALARY FOR CLASSROOM TEACHERS WITH ZERO (0) YEARS OF EXPERIENCE WHO DO NOT HOLD A CERTIFICATE UNDER TAC SECTION 21.0412(A)(1), (2), OR (3) IS \$3,000 LESS THAN STARTING SALARY. OTHER PROFESSIONAL POSITIONS, INCLUDING PREVIOUSLY EMPLOYED DISTRICT EMPLOYEES, WILL BE PAID BASED ON THE MINIMUM OF THE PROFESSIONAL HIRING SCHEDULE PAY STEP OR AS APPROVED BY THE SUPERINTENDENT.

| PAY STEP EXPERIENCE | STATE MINIMUM | LOCAL SALARY* | PROFESSIONAL SUPPORT POSITIONS | ADDITIONAL PAY*** |
|---------------------|---------------|---------------|--|-------------------|
| 0 | 33,660 | 60,000 | BUSINESS & SPECIAL EVENTS OFFICER | 5,500 |
| 1 | 34,390 | 60,050 | COUNSELOR- HEAD HIGH SCHOOL | 10,000 |
| 2 | 35,100 | 60,100 | COUNSELOR- HEAD JR. HIGH | 7,000 |
| 3 | 35,830 | 60,150 | COUNSELOR - LICENSED PROFESSIONAL | 7,000 |
| 4 | 37,350 | 60,200 | COUNSELOR | 6,000 |
| 5 | 38,800 | 60,300 | LIBRARIAN: LEARNING RESOURCE CERTIFICATION | 5,000 |
| 6 | 40,410 | 60,400 | LIBRARIAN: LEARNING RESOURCE ENDORSEMENT | 4,750 |
| 7 | 41,830 | 60,500 | SPECIAL EDUCATION: | |
| 8 | 43,170 | 60,600 | ASSESSMENT SPECIALIST | 4,000 |
| 9 | 44,440 | 60,700 | DIAGNOSTICIAN | 7,000 |
| 10 | 45,630 | 60,800 | LICENSED SPECIALIST- SCHOOL PSYCHOLOGY | 8,500 |
| 11 | 46,770 | 60,900 | LICENSED SPEECH PATHOLOGIST | 17,000 |
| 12 | 47,850 | 61,000 | PHYSICAL THERAPIST | 6,000 |
| 13 | 48,850 | 61,100 | PHYSICAL THERAPIST ASST. | 5,000 |
| 14 | 49,810 | 61,200 | SPEECH THERAPIST | 6,000 |
| 15 | 50,710 | 61,300 | SPEECH PATHOLOGIST ASSISTANT | 5,000 |
| 16 | 51,570 | 61,400 | TEACHER-AUDITORY/VISUALLY IMPAIRED | 4,000 |
| 17 | 52,370 | 61,500 | PEP SUPERVISOR | 1,500 |
| 18 | 53,140 | 61,600 | PUBLIC INFORMATION OFFICER | 5,500 |
| 19 | 53,860 | 61,700 | REGISTERED NURSE | 2,150 |
| 20** | 54,540 | 61,800 | SOCIAL WORKER | 1,500 |

*LOCAL SALARY STEP AMOUNT OF \$50/\$100 IS BASED ON 187 WORKING DAYS AND IS PRORATED BASED ON ADDITIONAL WORKING DAYS FOR EACH YEAR OF EXPERIENCE. THE LOCAL SALARY STEP INCREASE IS NOT STATE MANDATED AND IS NOT AUTOMATIC. IT IS PART OF THE OVERALL SALARY APPROVED AT THE DISCRETION OF THE BOARD OF TRUSTEES.

**NEW HIRED TEACHERS, COUNSELORS, LIBRARIANS, AND RNS, INCLUDING PREVIOUSLY EMPLOYED SCHOOL DISTRICT EMPLOYEES, WILL BE PAID ACCORDING TO THE PROFESSIONAL HIRING SCHEDULE

PAY STEP BASED ON THE YEARS OF EXPERIENCE. HIRED OR REHIRED EMPLOYEES WITH OVER 20 YEARS OF EXPERIENCE WILL BE PLACED AT PAY STEP 20.

***ADDITIONAL PAY ADDED TO HIRING AMOUNT FOR SPECIFIC PROFESSIONAL SUPPORT POSITIONS AND IS PRORATED BASED ON 187 WORKING DAYS.

THE PROFESSIONAL HIRING SCHEDULE INCLUDES:

| | | | |
|--|--|---|--|
| ADMISSIONS & ATTENDANCE OFFICER (226 DAYS) | BUSINESS & SPECIAL EVENTS OFFICER (226 DAYS) | PUBLIC INFO. OFFICER (226 DAYS) | SP. ED. LICENSED SPEECH PATHOLOGIST (202 DAYS) |
| ASST. BUS & FIN ADMIN. DIRECTOR (226 DAYS) | BUSINESS OPERATIONS MANAGER (238 DAYS) | REGISTERED NURSES (192 DAYS) | SP. ED. OCCUPATIONAL THERAPIST (202 DAYS) |
| ASST. CATE DIRECTOR (226 DAYS) | COUNSELOR (192-226 DAYS) | SCHOOL FACILITIES SUPERVISOR (226 DAYS) | SP. ED. SPEECH PATHOLOGIST ASST. (202 DAYS) |
| ASST. FOOD SERVICE DIRECTOR (226 DAYS) | HR OFFICER (226 DAYS) | SOCIAL WORKER (192 DAYS) | SP. ED. PHYSICAL THERAPIST ASST. (202 DAYS) |
| ASST. NURSE COORDINATOR (217 DAYS) | LIBRARIAN (187 DAYS) | SP. ED. ASSESSMENT SPECIALIST (210 DAYS) | SP. ED. PHYSICAL THERAPIST (202 DAYS) |
| ASST. TRANSPORTATION DIR. (226 DAYS) | MICROCOMPUTER TECH. (226 DAYS) | SP. ED. AUDITORY/VISUALLY IMPAIRED TEACHER (187 DAYS) | SP. POP. EVALUATOR (226 DAYS) |
| ATHLETIC TRAINER (210 DAYS) | PEIMS DATA ANALYST (226 DAYS) | SP. ED. DIAGNOSTICIAN (202 DAYS) | SPVR. F/S AND WAREHOUSE OPERATIONS (238 DAYS) |
| BAND DIRECTOR (217 DAYS) | PEP SUPERVISOR (226 DAYS) | SP. ED. LICENSED SPECIALIST- SCHOOL PSYCHOLOGY (202 DAYS) | TEACHER (187-217 DAYS) |
| | | | WEBMASTER (226 DAYS) |