Runge ISD

2026–2027 Compensation Plan

Table of Contents

Table of Contents 2
2026-2027 Pay Structures 3
2026–2027 New Hire Guide for Teachers and Librarians 4
2026–207 Administrative Professional Pay Plan 5
2026–2027 Clerical Paraprofessional Pay Plan 6
2026–2027 Auxiliary Pay Plan 7
2026-2027 Stipends and Extracurricular Duty Pay 8
2026-2027 Teacher Incentive Allotment (TIA) 9
Summer School and Extra Duty Pay 9
Incentive Pay 9
2026-2027 Substitute Pay Scale 10

2026-2027 Pay Structures

The following pay structures were approved by the Runge ISD Board of Trustees on May 18, 2026, and are effective for the 2026–2027 school year.

Amended: June 8, 2026
Add: “Seasonal Maintenance Worker" to Summer School and Extra Duty Pay

Amended: August 10, 2026
Add: “Lead Teacher” Stipends

Amended: August 31, 2026
Change: Extra Duty pay from "Athletic Gate" ($25/hour) to "Athletic Event Staff" ($30/event)

Amended: October 5, 2026
Change: Substitute pay rate to $100 per day for Secretaries/Clerks/Non-Classroom positions, Instructional/Special Education Aides, and Food Service Workers.

2026–2027 New Hire Guide for Teachers and Librarians

Only Classroom Teachers with a PEIMS role of 087 are eligible for the Teacher Retention Allotment (TRA)

Years of Experience	SY 2026-2027 Salary	Updated Salary for Teachers Eligible for TRA	Notes
0	$48,500	$48,500	
1	$48,750	$48,750	
2	$49,000	$49,000	
3	$49,250	$53,000	Prior Year 2 Salary + $4,000
4	$49,500	$53,250	Prior Year 3 Salary + $4,000
5	$49,750	$57,500	Prior Year 4 Salary + $8,000
6	$50,500	$57,750	Prior Year 5 Salary + $8,000
7	$51,500	$58,500	Prior Year 6 Salary + $8,000
8	$53,000	$59,500	Prior Year 7 Salary + $8,000
9	$54,350	$61,000	Prior Year 8 Salary + $8,000
10	$55,650	$62,350	Prior Year 9 Salary + $8,000
11	$56,850	$63,650	Prior Year 10 Salary + $8,000
12	$58,050	$64,850	Prior Year 11 Salary + $8,000
13	$59,050	$66,050	Prior Year 12 Salary + $8,000
14	$60,050	$67,050	Prior Year 13 Salary + $8,000
15	$61,000	$68,050	Prior Year 14 Salary + $8,000
16	$61,900	$69,000	Prior Year 15 Salary + $8,000
17	$62,700	$69,900	Prior Year 16 Salary + $8,000
18	$63,400	$70,700	Prior Year 17 Salary + $8,000
19	$64,000	$71,400	Prior Year 18 Salary + $8,000
20	$64,500	$72,000	Prior Year 19 Salary + $8,000
21	$64,750	$72,500	Prior Year 20 Salary + $8,000
22	$65,000	$72,750	Prior Year 21 Salary + $8,000
23	$65,250	$73,000	Prior Year 22 Salary + $8,000
24	$65,500	$73,250	Prior Year 23 Salary + $8,000
25+	$65,750	$73,500	Prior Year 24 Salary + $8,000

The above annual salaries are based on ten (10) months of employment for the 2026-2027 school year. Salary plans are determined annually, and salary advancement is not guaranteed. Pay increases are based on the annual pay raise budget approved by the Board of Trustees. Years of experience is the total creditable years of service (CYS) completed at the end of the 2025-2026 school year.

New teachers to RISD with 25 or more creditable years of service will start at step 25.

$1,000 Master's Degree Stipend
$2,000 Doctorate Degree Stipend

2026–207 Administrative Professional Pay Plan

Pay Grade	Job Title	Calendar Days		Minimum	Midpoint	Maximum
1			**Daily**	**$293.00**	**$344.00**	**$396.00**
	IT Coordinator	226	**226**	$66,218.00	$77,744.00	$89,496.00
2			**Daily**	**$295.00**	**$346.00**	**$398.00**
	Director-Maintenance & Transportation	240	**240**	$70,800.00	$83,040.00	$95,520.00
3			**Daily**	**$330.00**	**$367.00**	**$405.00**
	Instructional Coach	194	**187**	$61,710.00	$68,629.00	$75,735.00
	School Nurse (RN)	187	**194**	$64,020.00	$71,198.00	$78,570.00
4			**Daily**	**$335.00**	**$372.00**	**$409.00**
	Counselor	202	**202**	$67,670.00	$75,144.00	$82,618.00
5			**Daily**	**$340.00**	**$378.00**	**$417.00**
	Assistant Principal	226	**226**	$76,840.00	$85,428.00	$94,242.00
4			**Daily**	**$345.00**	**$401.00**	**$457.00**
	Athletic Director	226	**226**	$77,970.00	$90,626.00	$103,282.00
	Business Manager	226				
5			**Daily**	**$375.00**	**$435.00**	**$495.00**
	Principal	226	**226**	$84,750.00	$98,310.00	$111,870.00

2026–2027 Clerical Paraprofessional Pay Plan

Pay Grade	Job Title	Calendar Days	Minimum	Midpoint	Maximum
1			**Hourly**	**$15.00**	**$18.50**	**$22.00**
	Classroom Aide	187	**187**	$22,440.00	$27,676.00	$32,912.00
	Library Aide	187				
	Special Ed Aide - General/Resource	187				
2			**Hourly**	**$17.00**	**$20.50**	**$24.00**
	Special Ed Aide - Self-Contained	187	**187**	$25,432.00	$30,668.00	$35,904.00
	Receptionist	226	**226**	$30,736.00	$37,064.00	$43,392.00
3			**Hourly**	**$17.50**	**$21.25**	**$25.00**
	Administrative Assistant-Campus	226	**226**	$31,640.00	$38,420.00	$45,200.00
4			**Hourly**	**$21.00**	**$25.00**	**$29.00**
	Computer Technician	226	**187**	$31,416.00	$37,400.00	$43,384.00
	Human Resource Specialist	226	**226**	$37,968.00	$45,200.00	$52,432.00
	LVN	187				
5			**Hourly**	**$22.00**	**$27.00**	**$32.00**
	Executive Assistant-Superintendent	226	**226**	$39,776.00	$48,816.00	$57,856.00
6			**Hourly**	**$25.00**	**$30.50**	**$36.00**
	District PEIMS Specialist	226	**226**	$45,200.00	$55,144.00	$65,088.00

2026–2027 Auxiliary Pay Plan

Pay Grade	Job Title	Calendar Days		Minimum	Midpoint	Maximum
1			**Hourly**	**$13.00**	**$15.50**	**$18.00**
	Custodian	240	**180**	$18,720.00	$22,320.00	$25,920.00
	Food Service Worker	180	**240**	$24,960.00	$29,760.00	$34,560.00
2			**Hourly**	**$16.00**	**$19.50**	**$23.00**
	General Maintenance Worker	240	**240**	$30,720.00	$37,440.00	$44,160.00
3			**Hourly**	**$18.00**	**$21.50**	**$25.00**
	Custodian - Lead	240	**240**	$34,560.00	$41,280.00	$48,000.00
4			**Hourly**	**$19.00**	**$23.00**	**$27.00**
	Food Service Manager	187	**187**	$28,424.00	$34,408.00	$40,392.00
4			**Hourly**	**$20.00**	**$24.00**	**$28.00**
	Bus Driver	192	**192**	$30,720.00	$36,864.00	$43,008.00

2026-2027 Stipends and Extracurricular Duty Pay

Assignment	Stipend
Academics	
Lead Teacher	$5,000.00
Yearbook Advisor	$2,500.00
NHS Sponsor	$1,000.00
Student Council	$1,250.00
UIL Coordinator	$1,000.00
UIL Sponsor	$750.00
Athletics	
Baseball Assistant	$2,000.00
Baseball Head	$3,500.00
Boys Basketball Assistant	$2,000.00
Boys Basketball Head	$3,500.00
Cross Country Head	$2,000.00
Football Assistant	$2,000.00
Football DC	$3,500.00
Football OC	$3,500.00
Girls Basketball Assistant	$2,000.00
Girls Basketball Head	$3,500.00
Golf Head	$2,000.00
Powerlifting Head	$2,000.00
Softball Assistant	$2,000.00
Softball Head	$3,500.00
Tennis Head	$2,000.00
Track Assistant	$2,000.00
Track Head	$3,500.00
Volleyball Assistant	$2,000.00
Volleyball Head	$3,500.00
Performing Arts	
Cheer Coach-JH	$1,000.00
Cheer Coach-HS	$1,500.00
Drama (One Act Play)	$2,500.00
Drama (One Act Play), Asst	$1,500.00

2026-2027 Teacher Incentive Allotment (TIA)

The Teacher Incentive Allotment (TIA) was created by the Texas Legislature as part of House Bill 3. Its purpose is to provide a financial incentive to help attract and retain highly effective teachers at traditionally hard-to-staff schools.

Eligibility for TIA Designated Teacher
Eligibility information may be found on the Texas Education Agency (TEA) website: https://tiatexas.org/
Performance Pay: Teacher Incentive Allotment (TIA)
For any funds received by Runge ISD for a designated teacher under the Teacher Incentive Allotment (TIA), **90%** percent will be paid to the designated teacher. The remaining **10%** will be used for training and supporting the system, expansion of the system, administrative expenses, and professional development.
TIA compensation stipends will be eligible for use when calculating retirement benefits for TRS-eligible staff. **Employees are responsible for paying both the employee and employer benefits and tax costs over what TIA funding covers**. Actual TIA compensation amounts distributed will include deductions for federal income tax, Medicare tax, and TRS contributions as part of an employee's annual wages reported to the state and federal governments and the Teacher Retirement System (TRS).

Summer School and Extra Duty Pay

Extra Duty Pay	
Athletic Event Staff	$30/event
Homebound	$50/hour
Professional Development	$100/day
Seasonal Maintenance Worker	$12/hour
Summer School-Certified Teacher	$50/hour
Summer School-Paraprofessional	$20/hour

Incentive Pay

- $5,000 sign on bonus for Secondary Math, Science, and PK-12 Special Education Certified Teachers
- 100% Healthcare Coverage to All Full-Time Employees

2026-2027 Substitute Pay Scale

Substitutes-Classification Type	Daily Rate
Secretaries/Clerks/Non-Classroom	$100.00
Instructional/Special Education Aides/Food Service Workers	$100.00
Associates / 48 college credits	$100.00
Degreed, non-certified	$110.00
Degreed, Certified Teacher	$150.00
Retired Certified Teacher	$165.00
Must be willing to work at least two to three days a week.	
Instructional/Special Education Aide minimum requirement: High School diploma or equivalent	

Long Term Pay Rates	Daily Rate
48 college credits, Associates, Degreed, Non-Certified Teacher	$145.00
Degreed, Certified Teacher	$165.00
Retired RISD, Certified Teacher	$185.00
Substitute teachers that work 10 days in a row in the same substitute teaching position, increase in pay on the 11th day without a break in service. As long as substitute doesn't miss a full day, long-term pay will continue. Half-days do not break the sequence.	
Long Term Pay Rates do not apply to aide positions.	