

Alvord ISD
2026-2027 New Hire Guide for
Teachers

Years of Experience	New Hire Salary
0	\$49,000
1	\$49,400
2	\$49,800
3	\$53,800
4	\$54,200
5	\$56,060
6	\$56,560
7	\$57,060
8	\$57,560
9	\$58,060
10	\$58,560
11	\$59,260
12	\$60,010
13	\$60,760
14	\$61,510
15	\$62,260
16	\$63,010
17	\$64,540
18	\$65,240
19	\$65,940
20	\$66,880
21	\$67,790
22	\$68,620
23	\$69,420
24	\$69,920
25+	\$70,420

The salaries listed above are based on 10-month employment for the 2026-2027 school year. Salary plans are determined on an annual basis and salary advancement is not guaranteed. Pay increases are based on the annual pay raise budget approved by the Board of Trustees.

Teachers Salary Plan Development

Alvord ISD

Sked3: Model 3: \$49,000 starting, 2.0% average increase

2025-2026 Years of Exp	2025-2026 New Hire Salary	+	TRA	+	Additional Adjustment	=	2026-2027 Years of Exp	2026-2027 Proposed New Hire Salary
							0	\$49,000
0	\$49,000	+		+	\$400	=	1	\$49,400
1	\$49,400	+		+	\$400	=	2	\$49,800
2	\$49,800	+	\$4,000	+		=	3	\$53,800
3	\$51,375	+		+	\$2,825	=	4	\$54,200
4	\$51,750	+	\$4,000	+	\$310	=	5	\$56,060
5	\$56,060	+		+	\$500	=	6	\$56,560
6	\$56,560	+		+	\$500	=	7	\$57,060
7	\$57,060	+		+	\$500	=	8	\$57,560
8	\$57,560	+		+	\$500	=	9	\$58,060
9	\$58,060	+		+	\$500	=	10	\$58,560
10	\$58,560	+		+	\$700	=	11	\$59,260
11	\$59,260	+		+	\$750	=	12	\$60,010
12	\$60,010	+		+	\$750	=	13	\$60,760
13	\$60,760	+		+	\$750	=	14	\$61,510
14	\$61,510	+		+	\$750	=	15	\$62,260
15	\$62,260	+		+	\$750	=	16	\$63,010
16	\$63,010	+		+	\$1,530	=	17	\$64,540
17	\$64,540	+		+	\$700	=	18	\$65,240
18	\$65,240	+		+	\$700	=	19	\$65,940
19	\$65,940	+		+	\$940	=	20	\$66,880
20	\$66,880	+		+	\$910	=	21	\$67,790
21	\$67,790	+		+	\$830	=	22	\$68,620
22	\$68,620	+		+	\$800	=	23	\$69,420
23	\$69,420	+		+	\$500	=	24	\$69,920
24	\$69,920	+		+	\$500	=	25+	\$70,420
25+	\$70,420							

Current Market Median		
Value	Compare Before	Compare After

0 Years

45,143	109%	109%
--------	------	------

5 Years

54,714	102%	102%
--------	------	------

10 Years

59,341	99%	99%
--------	-----	-----

15 Years

64,030	97%	97%
--------	-----	-----

20 Years

67,980	98%	98%
--------	-----	-----

Exp Diff

400
400
4,000
400
1,860
500
500
500
500
500
500
700
750
750
750
750
1,530
700
700
940
910
830
800
500
500

General pay increase is applied to the market median salary (\$65,156).

2026-2027 Administrative Professional Pay Plan

Alvord ISD

*General Pay Increases are estimates. Actual increases are based on hours worked and calendar

Pay Grade	Job Title		Minimum	Midpoint	Maximum	Average 2.0% GPI
1			\$261.76	\$311.62	\$361.48	\$6.23
	Vacant		59,158	70,426	81,694	1,271
2			\$280.08	\$333.43	\$386.78	\$6.67
	Business Manager	10 Mo	53,775	64,019	74,262	1,155
	Counselor - ES	11 Mo	57,977	69,020	80,063	1,241
	Counselor - HS	12 Mo	63,298	75,355	87,412	1,361
	Counselor - IS/District Testing Coordinator					
	Counselor - MS					
	Nurse					
3			\$326.01	\$388.11	\$450.21	\$7.76
	Director - Special Programs & Instructional Services	12 Mo	73,678	87,713	101,747	1,582
	Principal - ES					
	Principal - IS					
4			\$345.58	\$411.40	\$477.22	\$8.23
	Director - Athletics	11 Mo	71,535	85,160	98,785	1,531
	Director - Band	12 Mo	78,101	92,976	107,852	1,679
	Director - Safety & Security					
	Director - Technology/Operations					
	Principal - MS					
5			\$373.04	\$444.31	\$515.58	\$8.89
	Principal - HS	12 Mo	84,307	100,414	116,521	1,813

2026-2027 Clerical Paraprofessional Pay Plan

Alvord ISD

*General Pay Increases are estimates. Actual increases are based on hours worked and calendar

Pay Grade	Job Title	Minimum	Midpoint	Maximum	Average 2.0% GPI	
1	Aide - PreK Aide - SPED Resource	\$12.54	\$15.30	\$18.06	\$0.31	
		10 Mo	18,559	22,644	26,729	409
2	Aide - DAEP/ISS Aide - Library	\$13.17	\$16.06	\$18.95	\$0.32	
		10 Mo	19,492	23,769	28,046	422
3	Admin Asst - ES Admin Asst - HS Admin Asst - IS Admin Asst - MS	\$15.14	\$18.48	\$21.82	\$0.37	
		11 Mo	25,072	30,603	36,134	545
4	LVN District Registrar/Accounts Payable Assistant	Hourly	\$19.70	\$24.02	\$28.34	\$0.48
		10 Mo	29,471	35,934	42,397	648
		12 Mo	35,618	43,428	51,239	868
5	Admin Asst - Superintendent/Payroll Specialist District PEIMS Data/HR Coordinator Technician - Computer	\$22.95	\$27.98	\$33.01	\$0.56	
		12 Mo	41,494	50,588	59,682	919

2026-2027 Auxiliary Pay Plan

Alvord ISD

*General Pay Increases are estimates. Actual increases are based on hours worked and calendar

Pay Grade	Job Title		Minimum	Midpoint	Maximum	Average 2.0% GPI
1	Cafeteria Workers		\$12.54	\$15.17	\$17.80	\$0.30
		10 Mo	17,757	21,481	25,205	405
2	Custodian		\$13.07	\$15.95	\$18.83	\$0.32
		12 Mo	27,290	33,304	39,317	710
3	Aide - Transportation		\$14.37	\$17.55	\$20.73	\$0.35
	Maintenance Assistant	10 Mo	19,313	23,587	27,861	467
	Manager - Cafeteria ES	10 Mo	20,808	25,412	30,017	484
	Manager - Cafeteria HS	12 Mo	30,005	36,644	43,284	365
4	Lead Maintenance		\$17.96	\$21.91	\$25.86	\$0.44
	Maintenance	10 Mo	26,293	32,076	37,859	609
	Manager - Cafeteria Lead	12 Mo	37,500	45,748	53,996	960
5	Director - Maintenance & Transportation		\$23.53	\$27.99	\$32.45	\$0.56
		12 Mo	49,131	58,443	67,756	1,169
6	School Resource Officer		\$32.72	\$38.95	\$45.18	\$0.78
		11 Mo	54,184	64,501	74,818	1,237
BD	Bus Driver		\$27.00	\$27.00	\$27.00	\$0.54
	Bus Driver - SPED	10 Mo	36,288	36,288	36,288	344