

**Roscoe Collegiate ISD**  
**2025-2026 New Hire Guide for**  
**Teachers**

**Model 1: HB2 - \$45,450 starting**

Years of Experience	New Hire Salary
0	\$45,450
1	\$46,050
2	\$46,650
3	\$48,700
4	\$49,300
5	\$52,400
6	\$53,000
7	\$53,800
8	\$54,600
9	\$55,400
10	\$56,500
11	\$57,670
12	\$58,940
13	\$60,130
14	\$61,270
15	\$62,350
16	\$63,350
17	\$64,310
18	\$65,210
19	\$66,070
20	\$66,870
21	\$67,640
22	\$68,360
23	\$69,040
24	\$70,040
25	\$71,040
26	\$72,040
27	\$73,040
28	\$74,040
29	\$75,040
30+	\$76,040

The salaries listed above are based on 10-month employment for the 2025-2026 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.

**2025-2026 Proposed Clerical-Paraprofessional-Auxiliary Pay Plan**  
Roscoe Collegiate ISD

\*Annual amounts are based on 8 hours per day.

2.0% This plan was run at 10:15 AM, 6-19-2025.

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	2.0% GPI
<b>1</b>						
	Custodian	226	Hourly \$11.94	\$14.64	\$17.34	\$0.29
			226 Days 21,588	26,469	31,351	524
<b>2</b>						
	Aide, Librarian	187	Hourly \$13.77	\$16.90	\$20.03	\$0.34
	Aide, Teacher	187	39 Days 4,296	5,273	6,249	106
	General Maintenance	39, 226	187 Days 20,600	25,282	29,965	509
			226 Days 24,896	30,555	36,214	615
<b>3</b>						
	Secretary, Principal ECC	226	Hourly \$15.45	\$18.96	\$22.47	\$0.38
	Secretary, Principal ES	226	226 Days 27,934	34,280	40,626	687
	Technology Receptionist/Office Manager	226				
<b>4</b>						
	Clerk, PEIMS-District	207	Hourly \$17.34	\$21.27	\$25.20	\$0.43
	LVN	187	187 Days 25,941	31,820	37,699	643
	Secretary, Principal HS	226	207 Days 28,715	35,223	41,731	712
	Technician, Computer	226	226 Days 31,351	38,456	45,562	777
<b>5</b>						
	Technician, Computer - Lead	226	Hourly \$19.64	\$24.10	\$28.56	\$0.48
			226 Days 35,509	43,573	51,636	868
<b>6</b>						
	Coordinator, PEIMS	226	Hourly \$22.96	\$28.17	\$33.38	\$0.56
	Specialist, Accounts Payable	226	226 Days 41,512	50,931	60,351	1,012
<b>7</b>						
	Secretary, Supt/HR/Payroll	226	Hourly \$24.49	\$30.05	\$35.61	\$0.60
			226 Days 44,278	54,330	64,383	1,085
<b>8D</b>						
	Bus Driver	187	Hourly \$22.45	\$22.45	\$22.45	\$0.45
	Bus Driver/Maintenance	226	187 Days 33,585	33,585	33,585	673
			226 Days 40,590	40,590	40,590	814

**2025-2026 Proposed Administrative Professional Pay Plan**  
Roscoe Collegiate ISD

2.0% This plan was run at 10:12 AM, 6-19-2025.

Pay Grade	Job Title	Calendar	Minimum	Midpoint	Maximum	2.0% GPI	
1			Daily	\$209.90	\$257.55	\$305.20	\$5.15
	Director, IT	226	226 Days	47,437	58,206	68,975	1,164
	Director, Maintenance	226					
	Director, Transportation	226					
2			Daily	\$243.49	\$298.76	\$354.03	\$5.98
	Counselor, ES	207	207 Days	50,402	61,843	73,284	1,237
	Manager, Business	226	226 Days	55,029	67,520	80,011	1,350
	Nurse (RN)	207					
3			Daily	\$274.17	\$336.40	\$398.63	\$6.73
	Coordinator, Continuing Education	226	187 Days	51,270	62,907	74,544	1,258
	Counselor, HS	217	217 Days	59,495	72,999	86,503	1,460
	Counselor, Mental Health	187	226 Days	61,962	76,026	90,090	1,521
	Principal, Montessori/Early Childhood	226					
4			Daily	\$315.57	\$387.20	\$458.83	\$7.74
	Administrator, STEM	226	217 Days	68,479	84,022	99,566	1,680
	Asst Principal, HS	217	226 Days	71,319	87,507	103,696	1,750
	Director, Athletic/Head Football Coach	226					
	Principal, ES	226					
5			Daily	\$358.17	\$439.47	\$520.77	\$8.79
	Principal, HS	226	226 Days	80,946	99,320	117,694	1,986
6			Daily	\$385.75	\$473.31	\$560.87	\$9.47
	Asst Superintendent	226	226 Days	87,180	106,968	126,757	2,139