

# **HOLLAND INDEPENDENT SCHOOL DISTRICT**

## ***COMPENSATION PLAN***

### **2025-2026**

Holland Independent School District's (the District) pay structure is the key management tool that guides pay actions to help the district acquire proper relationship to the marketplace, maintains equity among all employees, and achieves district pay increases. Within the pay structure, the District has established two categories of employees:

Professional teachers, nurses, counselors and librarians  
All other employees

For the professional teachers, nurses, counselors and librarians, a scale system is used based on the minimum salary scale published by the Texas Education Agency (TEA).

The District has worked to adopt a pay structure for all other employees setting the rates of pay for each job family and ensuring that appropriate differences between jobs are established for pay equity. This value represents what different jobs are worth, on the average, to the district.

The Board of Trustees may adjust the compensation reflected in this plan retroactively as necessary to ensure compliance with any requirements from the 89<sup>th</sup> Texas Legislature: and the associated funding levels which were not known at the time this plan was initially adopted. The amounts reflected in this adopted compensation plan may be incorporated as part of satisfying new statutory requirements.

#### **2025-2026 Recommendations:**

Administration recommends the 2025-2026 Compensation Plan as presented. Classroom teaching assignments and district stipend assignments are determined by the campus principal and Superintendent and evaluated by the principal or director.

All at-will/hourly and Administrative salary increases are based on satisfactory yearly evaluations and may range from 0% - 5% of the midpoint for each job classification. Salary increases for Administrative positions and at-will/hourly employees are not guaranteed by Board adoption of a compensation plan.

The Holland ISD Compensation plan will be recommended for the 2025-2026 school year only. Each year the compensation plan may be adjusted and will be brought to the School Board for approval with any changes. This plan does not guarantee any future pay scales, salaries, stipends etc.

A longevity stipend will continue to be awarded to employees each year, once they reach 5 completed years of service at Holland ISD. Local leave days will be 3 for this year.



# Holland Independent School District

"SMALL TOWN, BIG EDUCATION"

*The Holland Independent School District, in partnership with parents and community, will provide a quality education for all students, empowering them to pursue productive and fulfilling lives in an ever-changing, interdependent world.*

## **Holland ISD offers:**

- Great location near Temple/Belton and Austin.
- Rural school farming/ranching environment that values our employees and their families.
- A caring, servant-oriented staff and positive working environment.
- District of Innovation Designation for more "local" classroom freedom and control.
- The district operates a daycare facility on campus with extremely competitive rates.
- \$50 per semester Cafeteria credit for each employee to be used for their meals.
- \$100 Mid-year Stipend for all employees to be paid in December.
- \$275 paid toward employees enrolled in TRS Health Insurance plan.
- Longevity stipend awarded once you reach 5 years of service with Holland ISD. (500, 1100, 1800, 2600, 3500, etc for teachers, and 225, 500, 825, 1200, 1625, etc for hourly employees)
- Exceptional "Student to Teacher" ratios for maximum learning potential with a focus on student "GROWTH". Each student has their own educational plan so they can reach their full potential.
- School Based Health Clinic offers weekly Doctor visits on campus.
- Supportive community and parents that allow teachers to create very high expectations and commit to homework, tutoring, parent nights, field trips, and summer learning. Our UIL Academics, OAP, Band, FFA, FCCLA, and Athletic programs excel due to the commitment of creating a well-rounded student.
- PK4 program to engage our young students at a developmentally appropriate age is available to all students. (Tuition or Tuition free)
- Board commitment to Technology resources, 1-1 devices at each campus.
- Board and Administration review Facility needs each year and establish immediate and yearly priorities.
- The Board and Administration review District Goals and Priorities each summer to ensure clear expectations and continuity.
- Holland ISD pays competitive stipends for Band programs, UIL Academic Programs, UIL Athletic Programs, and FFA etc.

*Holland ISD considers applicants for all positions without regard to race, color, national origin, age, religion, sex, marital status, veteran or military status, disability, or any other legally protected status. Employment decisions are made based on each applicant's job qualifications, experiences and abilities.*

## 2025-2026 Teacher Salary Schedule

Years	State Salary Schedule	Salary Schedule	HB 2 - Increase	Total Salary
0	\$33,960	\$ 41,000	2,000*	\$43,000
1	\$34,690	\$ 41,500	2,000*	\$43,500
2	\$35,410	\$ 42,000	2,000*	\$44,000
Years	State Salary Schedule	Salary Schedule	HB 2 - TRA	Total Salary
3	\$36,150	\$ 42,500	\$4,000	\$46,500
4	\$37,690	\$ 43,000	\$4,000	\$47,000
5	\$39,230	\$ 43,500	\$8,000	\$51,500
6	\$40,770	\$ 43,750	\$8,000	\$51,750
7	\$42,200	\$ 44,000	\$8,000	\$52,000
8	\$43,550	\$ 44,500	\$8,000	\$52,500
9	\$44,840	\$ 45,500	\$8,000	\$53,500
10	\$46,040	\$ 46,440	\$8,000	\$54,440
11	\$47,180	\$ 47,630	\$8,000	\$55,630
12	\$48,280	\$ 48,770	\$8,000	\$56,770
13	\$49,280	\$ 49,850	\$8,000	\$57,850
14	\$50,250	\$ 50,850	\$8,000	\$58,850
15	\$51,160	\$ 51,810	\$8,000	\$59,810
16	\$52,030	\$ 52,710	\$8,000	\$60,710
17	\$52,840	\$ 53,570	\$8,000	\$61,570
18	\$53,610	\$ 54,370	\$8,000	\$62,370
19	\$54,340	\$ 55,140	\$8,000	\$63,140
20	\$55,030	\$ 55,860	\$8,000	\$63,860
21		\$ 56,540	\$8,000	\$64,540
22		\$ 57,040	\$8,000	\$65,040
23		\$ 57,540	\$8,000	\$65,540
24		\$ 58,040	\$8,000	\$66,040
25		\$ 58,540	\$8,000	\$66,540
26		\$ 59,040	\$8,000	\$67,040
27		\$ 59,540	\$8,000	\$67,540
28		\$ 60,040	\$8,000	\$68,040
29		\$ 60,540	\$8,000	\$68,540
30		\$ 61,040	\$8,000	\$69,040

- \*As long as HB2 funding is intact, 0, 1, and 2-year certified teachers, nurses, and speech therapists will receive an additional \$2,000.
- Holland ISD teachers will earn \$500 per year for each step after 20 years of service.
- The Teacher Salary Scale will be recommended for the 25-26 school year only. Prior to each new school year, the Teacher Salary Scale may be adjusted and will be brought to the School Board for approval, with any changes noted. This scale does not guarantee any future pay scales, salaries, stipends, etc.

# Non-Teacher Compensation Scale

<b>Administrative Positions</b>					
	Days	Minimum	Mid-Point	Maximum	HB2 3% of Mid-Point
High School Principal	226	\$78,000	\$85,000	\$92,000	0
Middle School Principal	226	\$70,000	\$78,000	\$86,000	0
Elementary Principal	226	\$66,000	\$75,000	\$84,000	0
High School Assistant Principal	212	\$57,000	\$66,000	\$75,000	0
Middle School Assistant Principal	207	\$55,000	\$61,000	\$67,000	0
Elementary Assistant Principal	207	\$55,000	\$61,000	\$67,000	0
Director of Student Services & Special Programs	226	\$66,000	\$75,000	\$84,000	0
<b>Administrative Support Positions</b>					
Athletic Director/Head Football	226	Teacher Compensation Scale as Base			0
Director of Technology	230	Teacher Compensation Scale as Base			\$0.54
Business Manager/Supt. Secretary	226	\$17.27	\$27.67	\$38.67	\$0.83
Director of Maintenance	230	\$22.56	\$28.67	\$35.38	\$0.86
Director of Daycare	188	\$15.10	\$20.25	\$26.00	\$0.61
Director of Child Nutrition	188	\$17.10	\$24.75	\$33.00	\$0.74
<b>Office Support Positions</b>					
Accounts Payable Clerk	226	\$16.36	\$21.00	\$25.24	\$0.63
El and MS Campus Office Support	197-207	\$14.25	\$17.00	\$21.50	\$0.51
HS Campus Office Support	197-207	\$15.25	\$18.00	\$22.50	\$0.54
District PEIMS Coordinator	207-226	\$14.97	\$22.67	\$30.97	\$0.68
Payroll clerk	226	\$17.27	\$23.67	\$30.67	\$0.71
<b>Paraprofessionals-Instructional Positions</b>					
Instructional Aide	187	\$12.40	\$15.20	18.00	\$0.53
<b>Manual Trade Positions</b>					
Custodian	190-230	\$11.30	\$13.89	\$16.48	\$0.49
Cafeteria Worker	188	\$11.45	\$14.04	\$17.00	\$0.49
Maintenance	230	\$13.01	\$16.67	\$20.94	\$0.50
Groundskeeper	230	\$10.75	\$14.33	\$17.98	\$0.43

## Bus Driving

Daily Bus Route	\$31/route (1.5 hours), includes fueling bus
Daily Suburban Route	\$25/route
Non-Coach/Sponsor After school Activity Bus Driver	\$25.00/hour driving time - driving miles/55 miles = drive time Plus \$15.00/hour for sitting time
Coach/Sponsor After school Activity Bus Driver	\$25.00/trip up to 110 miles, Over 110 miles - \$12.50/hour driving time – driving miles/55 = drive time

### **Substitute Teacher**

	Daily Rate	Long Term – begins after the sub worked for same teacher for 15 consecutive days
Non Certified	\$80	\$90
Non Certified Bachelor's	\$85	\$95
Certified	\$90	\$110

### **Summer School**

Suburban Driver	\$25/route
Bus Driver	\$31/route, includes fueling bus
Paraprofessional	\$20/hour
Teacher	\$35/hour

### **Tutoring**

Teacher	\$35/hour
---------	-----------

### **Approved Professional Extra Duty/Training**

Dyslexia Training/Reading Academy Training	\$120/day
Event Sponsor with students	\$160/day
Event Sponsor with students overnight	\$200/day
Other approved Training	\$120/day

## **Supplemental/Extra Duty Stipends**

The teacher's annual salary plus the stipend will create the annual salary. Campus Administrators will determine extra duty stipends.

The non-teacher's annual salary will be created from their hourly rate for 187 days at 8 hours per day plus any extra duties performed beyond the weekly 40 hour work week. The extra duty pay will be paid at time and a half. These hours must have prior approval from Campus Administrator. Work done during the school day will receive a stipend for the extra duties.

### Athletic Extra Duty Stipends

Athletic Director	\$13,500	
Head Coach: Football & AD	\$4,788	Stipend includes pay for 4 extra days
Head Coach: Football not AD	\$6,420	Stipend includes pay for 10 extra days
Coordinators (Girls, Boys, FB Off, FB Def.)	\$2000	
Head Coach: Volleyball	\$6420	Stipend includes pay for 10 extra days
Head Coach: Basketball, Baseball, Softball	\$5332/sport	Stipend includes pay for 6 extra days
Head Coach: Powerlifting	\$4282	Stipend includes pay for 6 extra days
Head Coach: Cross Country	\$5370	Stipend includes pay for 10 extra days
Head Coach: Track	\$4282	Stipend includes pay for 6 extra days
Head Coach: Golf	\$1000	
Assistant Coach: Football and Volleyball	\$4720	Stipend includes pay for 10 extra days
Assistant Coach: Basketball, Baseball, Softball and Track	\$3088	Stipend includes pay for 4 extra days
Assistant Coach: Powerlifting	\$2588	Stipend includes pay for 4 extra days
Junior High Coach: Football, Volleyball, Cross Country, Basketball and Track	\$1000/sport	
Summer Strength and Conditioning	\$30/day (2 hours)	
Run the clock and keep books at games- 10 games will be required and then will be paid	\$20/game	

### Miscellaneous Extra Duty Stipends

HS Yearbook	\$2720	Stipend includes pay for 10 extra days
HS Photographer	\$500	
HS FCCLA	\$5,935	Stipend includes pay for 15 extra days
HS FFA	\$13,138	Stipend includes pay for 39 extra days
HS Engineering your World	\$1120	
HS OAP Director	\$1250	
HS OAP Assistant	\$700	
HS Cheerleading Sponsor	\$2600	
HS Band Director	\$10,080	Stipend includes pay for 15 extra days
HS Assistant Band Director	\$7,780	Stipend includes pay for 15 extra days
HS National Honor Society	\$500	
HS CTE via Higher Ed.	\$250/section	
New to Holland Mentor	\$250	
New to Teaching Mentor	\$500	
MS OAP Director	\$800	
MS OAP Assistant	\$500	
MS Cheerleading Sponsor	\$1250	
MS Student Council	\$500	
HS, MS, and Elementary UIL Coordinators	\$600	
UIL coach – per event	\$100	
HS Academic UIL – coaching @ \$35/hour	Up to \$350/event	
Master's degree related to education	\$1000	
High Demand Teaching field	\$300	
High School Math and all level Sp. Ed		
ESL Certification (needed for classroom)	\$300	
District Translator	\$500	
Para Elective Teacher	\$500	
Cell Phone Stipend	\$360	