

WEST OSO INDEPENDENT SCHOOL DISTRICT



COMPENSATION AND BENEFITS
HANDBOOK
2025 - 2026

Table of Contents

2025 – 2026	Academic Calendar and Pay Dates
2025 – 2026	New Hire Guide for Teachers and Librarians
2025 – 2026	Administrative and Professional Pay Plan
2025 – 2026	Auxiliary Pay Plan
2025 – 2026	Clerical and Paraprofessional Pay Plan
2025 – 2026	Substitute and Tutor Pay Plan
2025 – 2026	Stipends and Extracurricular Duty Pay Plan

Purpose

The purpose of this handbook is to provide information regarding the administration of salaries and wages for employees of West Oso Independent School District.

The West Oso ISD Compensation Plan is updated and adopted annually by the Board of Trustees. In accordance with School Board Policy DEA Local, the Superintendent shall recommend to the Board for approval compensation plans for all District employees. Compensation plans may include wage and salary structures, stipends, benefits, and incentives.

West Oso ISD does not discriminate against any employee or applicant for employment because of race, color, religion, gender, national origin, age, disability, military status, genetic information, or any other basis prohibited by law. Employment decisions will be made on the basis of each applicant's job qualifications, experience, and abilities.

Academic Calendar and Pay Dates

2025 - 2026





WEST OSO INDEPENDENT SCHOOL DISTRICT

2025 – 2026

ACADEMIC CALENDAR

WOISD BOARD
ADOPTED
03-24-2025

JULY/AUGUST ACTIVITIES

7/28 – 30	New Teacher Orientation
7/31	Teachers Report Back/Staff Development
7/31 – 8/7	District & Campus Staff Development
4	Convocation
8	Meet the Teacher Night
8 & 11	Teacher Workday
12	First Day of School

JULY/AUGUST 2025

S	M	T	W	Th	F	S
	28	29	30	31	1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

FEBRUARY 2026

S	M	T	W	Th	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28

FEBRUARY ACTIVITIES

16	Presidents' Day Student Holiday /Staff Development/Parent Conference
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SEPTEMBER ACTIVITIES

1	Labor Day Holiday
19	Student Holiday/Staff Development

SEPTEMBER 2025

S	M	T	W	Th	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

MARCH 2026

S	M	T	W	Th	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

MARCH ACTIVITIES

5	End of 3 rd 9 weeks
6	Student Holiday/Staff Development/Bad Weather Make-Up Day
9-13	Spring Break
16	Begin 4 th 9 weeks

OCTOBER ACTIVITIES

8	Districtwide Open House JFK & JH
9	Districtwide Open House WOE & HS
9	End of 1 st 9 weeks
10	Student Holiday/ Staff Development & Teacher Workday
13-17	Fall Intersession
20	Begin 2 nd 9 weeks

OCTOBER 2025

S	M	T	W	Th	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

APRIL 2026

S	M	T	W	Th	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

APRIL ACTIVITIES

3	Good Friday Holiday
6	Easter Monday Holiday
7-30	STAAR/EOC Assessment Window
30	Celebration of Education Event

NOVEMBER ACTIVITIES

7	Student Holiday/Staff Development/Parent Conference
11	Veterans Day Campus Events
24-28	Thanksgiving Holiday

NOVEMBER 2025

S	M	T	W	Th	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30						

MAY 2026

S	M	T	W	Th	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

MAY ACTIVITIES

1	Student Holiday/Staff Development Bad Weather Make-Up Day
25	Memorial Day
28	End of 4 th 9 weeks
28	Last Day of School/Early Release
29	Teacher Workday
29	Graduation

DECEMBER ACTIVITIES

2-12	STAAR/ EOC Retesting Window
18	End of 2 nd 9 weeks/Early Release
19	Student Holiday/Teacher Workday
22-31	Winter Break

DECEMBER 2025

S	M	T	W	Th	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

JUNE 2026

S	M	T	W	Th	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

JUNE ACTIVITIES

1	Summer School Teacher Workday
2-25	Summer School (Mon-Thurs)
22-24	Summer STAAR EOC Assessments
29-30	District Closure

JANUARY ACTIVITIES

1-2	Winter Break
5	Student Holiday/Staff Development & Teacher Workday
6	Begin 3 rd 9 weeks
19	MLK Holiday

JANUARY 2026

S	M	T	W	Th	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

JULY 2026

S	M	T	W	Th	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

JULY ACTIVITIES

1-3	District Closure
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GRADING PERIODS

1 st Nine Weeks	Aug 12–Oct 9	41 Days
2 nd Nine Weeks	Oct 20–Dec 18	38 Days
3 rd Nine Weeks	Jan 6–Mar 5	41 Days
4 th Nine Weeks	Mar 16–May 28	50 Days
Total Student Instructional Days		170 Days
JFK & WOE: 8:00 am – 3:30 pm = 450 minutes		
WOJH & WOHs: 8:30 am – 4:00 pm = 450 minutes		

HOLIDAYS

September 1	Labor Day
October 13–17	Intersession
November 24–28	Thanksgiving
Dec 22–Jan 2	Winter Break
January 19	MLK Day
March 9–13	Spring Break
April 3	Good Friday
April 6	Easter Monday
May 25	Memorial Day

LEGEND

*	Early Release Days
●	Staff Development
▲	Beginning & End of 9 Weeks
■	Teacher Prep Days
★	WOHS Graduation
▲	Bad Weather Make-Up Day

IMPORTANT DATES

Aug 4	WOISD Convocation – WOJH
Aug 8	WOISD Meet the Teacher Night – All Campuses
Oct 8	Districtwide Open House JFK & WOJH
Oct 9	Districtwide Open House WOE & WOHs
Nov 11	WOISD Veterans Day Campus Events
Apr 30	WOISD Celebration of Education Event
May 29	West Oso High School Graduation
June 2	WOISD Summer School Program (Mon-Thurs) 15 Days



<u>PAY PERIOD</u>		<u>PAY DATE</u>
08/10/25	-	08/23/25
08/24/25	-	09/06/25
09/07/25	-	09/20/25
09/21/25	-	10/04/25
10/05/25	-	10/18/25
10/19/25	-	11/01/25
11/02/25	-	11/15/25
11/16/25	-	12/06/25
12/07/25	-	12/27/25
12/28/25	-	01/17/26
01/18/26	-	01/31/26
02/01/26	-	02/14/26
02/15/26	-	02/28/26
03/01/26	-	03/21/26
03/22/26	-	04/04/26
04/05/26	-	04/18/26
04/19/26	-	05/02/26
05/03/26	-	05/16/26
05/17/26	-	05/30/26
05/31/26	-	06/13/26
06/14/26	-	07/04/26
07/05/26	-	07/18/26
07/19/26	-	08/01/26
08/02/26	-	08/15/26

SUBJECT TO CHANGE
07/23/25

Page 1 / 1

Subject to Change

07/2024*

New Hire Guide for Teachers and Librarians

2025 - 2026



2025-2026	2025-2026
Years of Experience	New Hire Salary
0	\$52,000
1	\$52,400
2	\$52,800
3	\$56,300
4	\$56,700
5	\$61,100
6	\$61,500
7	\$61,900
8	\$62,300
9	\$62,700
10	\$63,100
11	\$63,500
12	\$64,000
13	\$64,400
14	\$64,800
15	\$65,200
16	\$65,600
17	\$66,000
18	\$66,400
19	\$66,800
20	\$67,200
21	\$67,600
22	\$68,000
23	\$68,550
24	\$69,154
25	\$69,838
26	\$70,524
27	\$71,209
28	\$71,894
29	\$72,579
30	\$73,264

The salaries listed above are based on 10-month employment for the 2024-2025 school year. Salary plans are determined on an annual basis. Pay increases are based on the annual pay raise budget approved by the Board of Trustees.

\$2,000 Master's Degree Stipend
\$2,500 Doctoral Stipend for Teachers, Librarians and Nurses

O. Mendez, BusinessManager

Approved 8/18/2025

Administrative and Professional Pay Plan

2025 - 2026



2025-2026 Administrative/Professional Positions
West Oso ISD

2025-2026

Pay Grade		Job Title			Increase In Minimum	Increase In Midpoint	Increase In Maximum
101		Daily			\$262.49	\$308.91	\$361.07
	RN	187	Days		49,085	57,765	67,519
	Payroll Specialist	225	Days		59,059	69,504	81,240
102		Daily			\$293.39	\$349.06	\$404.73
	Transition Coordinator	187	Days		54,864	65,275	75,685
	ARD Facilitator	197	Days		57,798	68,765	79,732
	Librarian	197	Days		57,798	68,765	79,732
	Speech Language Pathologist Assistant - SLI	197	Days		57,798	68,765	79,732
	Counselor, ES	210	Days		61,612	73,303	84,994
	Counselor, JH	210	Days		61,612	73,303	84,994
	Athletic Trainer	225	Days		66,013	78,539	91,065
	Director, Child Nutrition	225	Days		66,013	78,539	91,065
	Accountant	225	Days		66,013	78,539	91,065
	Technology Coordinator	225	Days		66,013	78,539	91,065
103		Daily			\$307.53	\$370.01	\$432.49
	Diagnostician	197	Days		60,583	72,892	85,200
	Asst Principal ES	210	Days		64,581	77,702	90,823
	Asst Principal JH	210	Days		64,581	77,702	90,823
	Instructional Facilitator	210	Days		64,581	77,702	90,823
	Counselor, HS	215	Days		66,119	79,552	92,985
	Instructional Technology Coordinator/Webmaster	225	Days		69,194	83,252	97,310
	Director Maintenance, Transportation and Facilities	261	Days		80,265	96,572	112,880
104		Daily			\$325.98	\$392.21	\$458.44
	License Specialist in School Psychology	202	Days		65,849	79,227	92,606
	Asst Principal HS	215	Days		70,086	84,326	98,565
105		Daily			\$331.51	\$401.71	\$471.91
	Occupational Therapist	205	Days		67,960	82,351	96,742
	Principal ES	215	Days		71,275	86,368	101,461
	ACE Director	220	Days		72,932	88,376	103,820
106		Daily			\$355.53	\$425.81	\$496.09
	Principal, JH	215	Days		76,439	91,550	106,660
	Director of Athletics	220	Days		78,217	93,679	109,140
	SPED Director	225	Days		79,995	95,808	111,621
	Director of Human Resources	225	Days		79,995	95,808	111,621
	Director of Curriculum and Assessment	225	Days		79,995	95,808	111,621

Pay Grade Job Title			Increase In Minimum	Increase In Midpoint	Increase In Maximum
107		Daily	\$376.86	\$451.36	\$525.86
	Exec Director of Safety, Security and Student	225 Days	84,793	101,555	118,318
108		Daily	\$404.12	\$478.44	\$552.76
	Principal, HS	225 Days	90,926	107,648	124,370
	Chief Financial Officer	225 Days	90,926	107,648	124,370
119		Daily	\$266.35	\$316.35	\$366.35
	ACE Program Specialist	210 Days	55,934	66,434	76,934
120		Daily	\$207.50	\$257.50	\$307.50
	ACE Site	210 Days	43,575	54,075	64,575

Approved 8/18/2025

Clerical and Paraprofessional Pay Plan

2025 - 2026



2025-2026 Clerical/Paraprofessional Position
West Oso ISD

2025-2026

			2025-2026		
Pay Grade	Job Title		Increase In Minimum	Increase In Midpoint	Increase In Maximum
110		Hourly	\$15.00	\$17.50	\$20.00
	Instructional Aide	180 Days	21,602	25,202	28,802
	Instructional Aide, ISS	180 Days	21,602	25,202	28,802
111		Hourly	\$15.51	\$18.01	\$20.51
	Instructional Aide, SPED Resource	180 Days	22,329	25,929	29,529
	Instructional Aide, Inclusion	180 Days	22,329	25,929	29,529
	Receptionist, Central Office	225 Days	27,911	32,411	36,911
112		Hourly	\$15.96	\$18.89	\$21.82
	Instructional Aide, Self Contained	180 Days	22,981	27,200	31,420
	CNA/CMA	187 Days	23,875	28,258	32,642
	Clerk, Attendance ES	194 Days	24,769	29,316	33,863
	Clerk, Attendance HS	194 Days	24,769	29,316	33,863
	Clerk, Attendance JH	194 Days	24,769	29,316	33,863
	Secretary, Counselor JH	194 Days	24,769	29,316	33,863
	Secretary, Counselor HS	194 Days	24,769	29,316	33,863
	Registrar HS	198 Days	25,279	29,920	34,562
	Secretary, Food Service	225 Days	28,727	34,001	39,275
113		Hourly	\$17.56	\$20.90	\$24.24
	Secretary, Principal ES	215 Days	30,195	35,939	41,684
	Secretary, Principal JH	215 Days	30,195	35,939	41,684
	Secretary, Athletic/ACE	220 Days	30,897	36,775	42,654
	Secretary, Maintenance	225 Days	31,599	37,611	43,623
114		Hourly	\$19.28	\$22.96	\$26.64
	LVN	187 Days	28,848	34,353	39,859
	Clerk Library Technology	187 Days	28,848	34,353	39,859
	Secretary, Principal HS	225 Days	34,710	41,334	47,958
	Accounts Payable	225 Days	34,710	41,334	47,958
	Computer Desktop Tech/Help Desk	225 Days	34,710	41,334	47,958
	Secretary, SPED	225 Days	34,710	41,334	47,958
115		Hourly	\$20.79	\$25.47	\$29.15
	Secretary, C&I/HR	225 Days	37,416	45,840	52,464
	Secretary, Chief Financial Officer	225 Days	37,416	45,840	52,464
116		Hourly	\$24.68	\$29.10	\$33.52
	Truant Officer	187 Days	36,926	43,538	50,151
	PEIMS Coordinator	225 Days	44,430	52,386	60,342
117		Hourly	\$27.66	\$32.66	\$37.66
	Executive Administrative Assistant to the Superintendent and Board of Trustees	225 Days	49,781	58,781	67,781

\$866,026.43 \$1,027,512.76 \$1,185,398.09

Approved 8/18/2025

Auxiliary Pay Plan

2025 – 2026



2025-2026 Auxiliary Positions
West Oso ISD

		2025-2026		
Grade	Job Title		Increase In	Increase In
1		Hourly	\$15.00	\$17.50
	Bus Aide	170 Days	20,403	27,203
	Food Service Worker	179 Days	21,484	28,644
	Custodian	261 Days	31,325	41,765
202		Hourly	\$15.54	\$18.04
	Food Service Truck Driver	202 Days	25,106	33,186
	Groundskeeper	261 Days	32,439	42,879
	Lead Campus Custodian	261 Days	32,439	42,879
203		Hourly	\$15.87	\$18.80
	Manager, Cafeteria	185 Days	23,492	32,165
204		Hourly	\$17.67	\$21.01
	General Maintenance	261 Days	36,893	50,841
NEW	HVAC Technician	261 Days	36,893	50,841
205		Hourly	\$21.73	\$25.80
	Carpenter	261 Days	45,373	62,369
	HVAC Mechanic/Electrician	261 Days	45,373	62,369
	VEHICLE MECHANIC	261 Days	45,373	62,369
	Lead District Custodian	261 Days	45,373	62,369
208		Hourly	\$21.45	\$25.65
	Bus Driver	179 Days	30,719	42,175

Substitute and Tutor Pay Plan

2025-2026



2025-2026
Substitute and Tutor Pay

Substitute Pay

Assignment	Stipend Amount
Certified Substitute	\$125 per day
Degreed Substitute	\$100 per day
60+ College Hours	\$85 per day

Tutor Pay

Assignment	Stipend Amount
Certified Tutor	\$25 per hour
Degreed Tutor	\$19 per hour
60+ College Hours Tutor	\$14.00 per hour

Stipends and Extracurricular Duty Pay Plan

2025-2026



2025-2026 Stipends

Assignment	Stipend Amount
Football, Head Varsity	\$ 12,000.00
Football OC, DC	\$ 7,500.00
HS Football	\$ 6,000.00
JH Football	\$ 3,500.00
Basketball, Head Varsity Boys	\$ 7,000.00
Basketball, Head Varsity Girls	\$ 7,000.00
Basketball, Asst Boys & Girls	\$ 3,500.00
Basketball, JH Boys	\$ 3,000.00
Basketball, JH Girls	\$ 3,000.00
Baseball, Head Varsity HS	\$ 5,000.00
Baseball, Asst HS & JH	\$ 3,000.00
Cross Country HS & JH Boys	\$ 4,500.00
Cross Country HS & JH Girls	\$ 4,500.00
Golf, Head Coach	\$ 3,500.00
Powerlifting, Head Boys/Girls	\$ 3,500.00
Powerlifting, Asst.	\$ 2,500.00
Softball, Head	\$ 4,000.00
Softball, Assistant	\$ 3,000.00
Track, Head Varsity Boys	\$ 5,000.00
Track, Head Varsity Girls	\$ 5,000.00
Track, Assistant	\$ 3,000.00
Tennis, Head HS/JH Boys/Girls- Fall	\$ 4,000.00
Tennis, Head HS/JH Boys/Girls- Spring	\$ 4,000.00
Tennis, Assistant HS/JH Boys/Girls Fall	\$ 2,500.00
Tennis, Assistant HS/JH Boys/Girls Fall	\$ 2,500.00
Volleyball, HS Asst.	\$ 4,000.00
Volleyball, JH Asst.	\$ 3,000.00
Wrestling	\$ 2,500.00
HS Boy/Girls Coordinators	\$ 2,500.00
JH Coordinator Boys/Girls	\$ 2,000.00
Summer Track	\$ 1,000.00

Athletic Stipends

Athletics Extra Duty Stipends

Assignment	Stipend Amount
Coaches w/ CDL Stipend (per trip driven)	
Less than 60 miles	\$ 75.00
More than 60 miles	\$ 150.00

2025-2026 Stipends

**Extra Curricular
Stipends
Academic Stipends**

Assignment	Stipend Amount
Music Director, HS	\$ 9,500.00
Band Director, JH	\$ 5,500.00
Band Asst, JH	\$ 5,000.00
Cheerleading, HS and Assistant	\$ 2,000.00
Cheerleading, JH Sponsor	\$ 2,000.00
Choir- HS/JH	\$ 1,500.00
Flag Corp	\$ 1,250.00
BPA HS Bus of Prof Of America	\$ 500.00
FCCLA	\$ 500.00
Drill & Dance Coach	\$ 2,000.00
RN Nurse Stipend	\$ 1,500.00
SPED Chair HS, JH, WOE, JFK	\$ 1,500.00
Bilingual Stipend Grade Level, WOE, JFK	\$ 2,500.00
Department Chair, HS	\$ 1,500.00
Department Chair, JH	\$ 1,500.00
Grade Chair, WOE	\$ 1,500.00
Grade Chair, JFK (Section Leaders)	\$ 1,500.00
Technology Facilitator HS/WOE/JFK/JH	\$ 1,500.00
Yearbook Sponsor- HS/JH	\$ 1,000.00
HS Interactive Club	\$ 500.00
Student Council, JH	\$ 500.00
Student Council, WOE	\$ 500.00
HS NHS	\$ 800.00
Grade Level Sponsor, HS	\$ 500.00
Adaptive Ed	\$ 2,500.00

UIL Stipends

Assignment	Stipend Amount
UIL, Campus Coord. WOHS, WOE,	\$ 500.00
UIL Events, All Campuses	\$ 500.00
UIL One Act Play	\$ 1,500.00

**Academic Stipends-
Grant Funded**

Assignment	Stipend Amount
HS Math and Science Recruitment Stipend	\$ 3,000.00
JH Math and Science Retention Stipend	\$ 3,000.00
Science Fair- JFK and WOE	\$ 500.00
District STEM Lead	\$ 2,000.00
Campus Robotics/STEM Lead WOJH and WOHS	\$ 2,000.00
Reading Academy	\$ 300.00