SEASHORE CHARTER SCHOOLS

COMPENSATION PLAN
SCHOOL YEAR 2026-2027

SEASHORE
CHARTER SCHOOLS

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INTRODUCTION

SCS Compensation Plan was developed and is adopted annually by the Island Foundation Board. It is administered by the Campus Directors, Finance Director, and the Superintendent.

Seashore Charter Schools do not discriminate against any employee or applicant for employment because of race, color, religion, gender, national origin, age, disability, military status, or any other basis prohibited by law.

SEASHORE WORK YEAR CALENDAR

SCS Work Year Start and End Date

Days	Start Date	End Date
184	August 3, 2026	May 27, 2027
193	July 27, 2026	June 4, 2027
203	July 27, 2026	June 18, 2027
250	September 1, 2026	August 31, 2027

Days 184 Start Day August 3, 2026 – End Day May 27, 2027
Aides, Dyslexia Teacher, PBIS Coordinator, Special Education Aide, Teachers

Days 193 Start Day July 27, 2026 – End Day June 4, 2027
Curriculum & Instructional Coordinator, Special Programs Coordinator, Counselor

Days 203 Start Day July 27, 2026 – End Day June 18, 2027
Admin Assistant I, Admin Assistant II – PEIMS, Assistant Principal, District Special Education Director, Finance Director, Principal, Superintendent

Days 250 Start Day September 1, 2025 – End Day August 31, 2026
Custodian, Maintenance Director

SEASHORE CHARTER SCHOOLS
HIRING SCALE

Teachers & Non-Certified Teachers, Dyslexia Teacher, PBIS Coordinator

184 Days – August 3, 2026 – May 27, 2027

Years of Experience	Certified Teacher Scale	Non-Certified Teacher Scale
0	$42,000	$35,000
1	$42,500	$35,500
2	$43,000	$36,000
3	$45,500	$37,500
4	$46,000	$38,000
5	$51,000	$41,000
6	$51,500	$41,500
7	$52,000	$42,000
8	$52,500	$42,500
9	$53,000	$43,000
10	$54,000	$44,000
11	$54,500	$44,500
12	$55,000	$45,000
13	$55,500	$45,500
14	$56,000	$46,000
15	$57,000	$47,000
16	$57,500	$47,500
17	$58,000	$48,000
18	$58,500	$48,500
19	$59,000	$49,000
20	$60,000	$50,000
21	$60,500	$51,500
22	$61,000	$52,000
23	$61,500	$52,500
24	$62,000	$53,000
25	$63,000	$54,000
26	$63,500	$54,500
27	$64,000	$55,000
28	$64,500	$55,500
29	$65,000	$56,000
30	$66,000	$57,000

The compensation scale represents annual salaries based on full-time employees working for 10-month employment. Scale maximum of 30 years.
For Academic year 2026-2027 if paid above scale then pay increase is $250

SEASHORE CHARTER SCHOOLS
PERFORMANCE PAY: TEACHER INCENTIVE ALLOTMENT

For any funds received by Seashore Charter Schools for a designated teacher under the Teacher Incentive Allotment (TIA), 90% of the funds will be paid to the designated teacher and 10% of the funds received will be used for training and support of the system, expansion of the system, administrative expenses, and professional development. If a designated teacher moves into the district from another district, the teacher will receive TIA compensation from their previous district.

SEASHORE CHARTER SCHOOLS
ADMINISTRATIVE PAY PLAN

Assistant Principal	Days 203
Counselor	Days 193
Curriculum & Instructional Coordinator	Days 193
District Special Education Director	Days 203
Finance Director	Days 203
Maintenance Director	Days 250
Principal	Days 203
Special Programs Coordinator	Days 193
Superintendent	Days 203

Days 193 Start Day July 27, 2026 – End Day June 4, 2027

Days 203 Start Day July 27, 2026 – End Day June 18, 2027

Days 250 Start Day September 1, 2026 – End Day August 31, 2027

SEASHORE CHARTER SCHOOLS
AIDE / PARAPROFESSIONAL

Aide – Instructional Paraprofessional, Special Education Aide Paraprofessional

Days 184 – Start Day August 3, 2026 – End Day May 27, 2027

Aide Years	Aide Pay
0	$21,000
1	$21,420
2	$21,848
3	$22,285
4	$22,731
5	$23,186
6	$23,649
7	$24,122
8	$24,605
9	$25,097
10	$25,599
11	$26,111
12	$26,633
13	$27,166
14	$27,709
15	$28,263
16	$28,828
17	$29,405
18	$29,993
19	$30,593
20	$31,205

The compensation scale represents annual salaries based on full-time employees working for 10-month employment. Scale maximum of 20 years.

Aides not working a full-time schedule will be paid an hourly rate agreed upon by the Director and Finance Director.

SEASHORE CHARTER SCHOOLS
CLERICAL / ADMIN ASSISTANT

Clerical – Administrative Assistant I (Starting pay $30,600) Days 203

Clerical - Administrative Assistant II / PEIMS (Starting pay $38,760) Days 203

Start Day July 27, 2026 – End Day June 18, 2027

Years	Admin Assistant I	Admin Assistant II / PEIMS
0	$30,600	$38,760
1	$31,110	$39,270
2	$31,620	$39,780
3	$32,130	$40,290
4	$32,640	$40,800
5	$33,660	$41,820
6	$34,170	$42,330
7	$34,680	$42,840
8	$35,190	$43,350
9	$35,700	$43,860
10	$36,720	$44,880
11	$37,230	$45,390
12	$37,740	$45,900
13	$38,250	$46,410
14	$38,760	$46,920
15	$39,780	$47,940
16	$40,290	$48,450
17	$41,800	$48,960
18	$41,310	$49,470
19	$41,820	$49,980
20	$42,840	$51,000

Scale maximum of 20 years.

SEASHORE CHARTER SCHOOLS
CUSTODIAN / MAINTENANCE

Custodian / Maintenance (Starting pay $15 / hr.) Days 250

Maintenance Days 250

Start Day September 1, 2026 – End Day August 31, 2027

Holiday Schedule

Labor Day
Columbus Day
Thanksgiving Day
Christmas Day
New Year's Day
Martin Luther King Jr. Birthday
President's Day
Good Friday
Memorial Day
Juneteenth Day
4th of July

SEASHORE CHARTER SCHOOLS
STIPENDS

If a staff member is not employed with Seashore Charter Schools for the entire year, a stipend will be prorated for any supplemental-duty assignment based on the percentage of the assignment completed.

District Stipend

Special Education Director	$4000

Campus Stipend

ESL Coordinator	$500
GT	$1000

SMA Athletics Stipend

Basketball – Boys	$2500
Basketball - Girls	$2500
Cheer	$2000
Cross Country	$1000
Soccer	$1000
Track	$750
Volleyball	$2500

Note: If two Seashore employees coach an athletics team, then the stipend will be split 50/50.
Note: Basketball & Volleyball – if only one team, then the stipend is half.

Academic & Extracurricular Stipend

Campus Teacher Mentor	$1000
Critical Needs Secondary Math or Science (Grades 5-8: teaching 3 or more Math/Science classes) **Certified Teachers	$2000
Drama / Theater	$1500
Fine Arts – SMA	$1000
Master's Degree / Doctorate Degree	$1000 / $2000
Math Coach / Science Coach	$1000
NJHS	$1000
Nurse	$500
STAAR Tested Subject (SLC & SMA) per test	$750
SLC - Aftercare	$1000
SLC - Clubs	$1000 (for 20 students)
Student Council	$500
UIL Academic Event Coach	$100 per event
UIL Coordinator – SLC or SMA	$1000
Yearbook SLC	$1000
Yearbook SMA	$1000

SEASHORE CHARTER SCHOOLS
DIRECTORS / PRINCIPALS

Assistant Principal	Min $55K - $70K
Finance Director	Min $58K - $70K
Maintenance Director	Min $40K - $65K
Principal	Min $62K - $74K

CAMPUS COORDINATORS / COUNSELORS

Counselor	$4000 Above teacher salary scale
Curriculum & Instructional Coordinator	$6000 Above teacher salary scale
PBIS Coordinator	Teacher salary scale
Special Programs Coordinator	$4000 Above teacher salary scale

SEASHORE CHARTER SCHOOLS
SUBSTITUTE PAY

Substitute	$100 full day / $50 half day
Long Term Sub	$120 full day effective on the 11th day of a continued substitute assignment