Copperas Cove Independent School District

2026-2027 SALARY INSTRUMENT



TEACHERS, RISE, ADMINISTRATIVE, MANAGEMENT, CLERICAL, AIDE, AUXILIARY, CHILD NUTRITION

Adopted 04/21/2026

Employee Group 1 - Teachers

Minimum Salary	$56,000
Midpoint Salary	$69,000
Maximum Salary	$82,000

$1,000 Master's Degree - General Stipend

Salaries listed above are based on 10-month employment. Salary plans are for one year only and used for placement of new hires. CCISD 26-27 Teacher Hiring Schedule does not represent future salaries for returning teachers. Salary advancement is based on the annual pay raise budget approved by the Board of Trustees. (Board approved: 4/21/26) Salaries include HB2 supplements passied in the 89th Legislature and are valid as long as the allotment is funded in future legislatures.

Teachers -187 Days
VI Teacher - 197 Days



Employee Group 2 - RISE

RISE Intern	$40,000
RISE Classroom Instructor	$56,000



Salaries listed above are based on 10-month employment.

Salary plans are for one year only and used for placement of new hires.

Employee Group 3 - Administrative

1 ADMIN PAY GRADE 1

Assistant Webmaster - 226 Days
Behavior Coach, Intern - 215 Days
Compliance Facilitator - 192/197 Days
Coordinator, AYPYN - 197 Days
Coordinator, Human Resources - 226 Days
Coordinator, PEIMS - 226
Coordinator, Student Activity - 210 Days
Diagnostician, Apprentice - 197 Days
Director, Child Care Center - 226 Days
Manager, Telecommunications - 226 Days
Manager, Technology Operations - 226 Days
School Liaison/Attendance Officer - 197 Days
School Psychologist, Apprentice - 197 Day

Per	Minimum	Midpoint	Maximum
Daily	$223.04	$272.00	$320.96
187 Days	$41,708	$50,864	$60,020
197 Days	$43,939	$53,584	$63,229
210 Days	$46,838	$57,120	$67,402
215 Days	$47,954	$58,480	$69,006
226 Days	$50,407	$61,472	$72,537

2 ADMIN PAY GRADE 2

Assistant, Occupational Therapist - 187 Days
Athletic Trainer, Assistant - 215 Days
Behavior Coach/Coordinator, Behavior/AU - 215 Days
Diagnostician, Intern - 197 Days
Director, Payroll & Grants - 226 Days
School Psychologist, Intern - 197 Days
Speech Language Pathologist, Assistant - 187 Days
Web & Digital Media Specialist - 226 Days

Per	Minimum	Midpoint	Maximum
Daily	$273.22	$333.20	$393.18
187 Days	$51,092	$62,308	$73,525
192 Days	$52,458	$63,974	$75,491
197 Days	$53,824	$65,640	$77,456
210 Days	$57,376	$69,972	$82,568
215 Days	$58,742	$71,638	$84,534
226 Days	$61,748	$75,303	$88,859



3 ADMIN PAY GRADE 3

Asst Principal, ES - 210 Days
Athletic Trainer, Head - 226 Days
Blended Learning Coach - 215 Days
Coordinator, Assessment & Accountability - 226 Days
Coordinator, Digital Learning - 215 Days
Coordinator, Math & Science - 215 Days
Coordinator, Special Education - 226 Days
Counselor - 192/210 Days
Instructional Coach - 215 Days
Nurse (RN) - 192 Days
Social Emotional Learning Facilitator - 192/210 Days
Systems Integration Administrator - 226 Days

Per	Minimum	Midpoint	Maximum
Daily	$286.89	$349.86	$412.83
192 Days	$55,083	$67,173	$79,263
210 Days	$60,247	$73,471	$86,694
215 Days	$61,681	$75,220	$88,758
226 Days	$64,837	$79,068	$93,300

4 ADMIN PAY GRADE 4

Asst Director, Human Resources - 226 Days
Asst Director, Special Education - 226 Days
Asst Principal, JH - 210 Days
Diagnostician - 197 Days
Director, Assessment & Accountability - 226 Days
Director, Emergent Bilingual - 210 Days
Director, Digital Learning & Innovation - 226 Days
Librarians - 192 Days
School Psychologist - 197 Days
Speech Language Pathologist - 197 Days
Nurse (BSN & RN) - 192 Days

Per	Minimum	Midpoint	Maximum
Daily	$301.23	$367.35	$433.47
192 Days	$57,836	$70,531	$83,226
197 Days	$59,342	$72,368	$85,394
210 Days	$63,258	$77,144	$91,029
226 Days	$68,078	$83,021	$97,964

5 ADMIN PAY GRADE 5

Asst Principal, HS - 210 Days
Coordinator, Academic - 210
Director, Child Nutrition - 226 Days
Director, Communications - 226 Days
Director, CTE - 226 Days
Director, Fine Arts - 226 Days
Director, Health Services - 226 Days
Director, Maintenance - 242 Days
Director, Safety and Security - 226 Days
Director, Special Programs - 226 Days
Director, Transportation - 242 Days

Per	Minimum	Midpoint	Maximum
Daily	$316.29	$385.72	$455.15
210 Days	$66,421	$81,001	$95,582
226 Days	$71,482	$87,173	$102,864
242 Days	$76,542	$93,344	$110,146

6 ADMIN PAY GRADE 6

Dean of Academics - 226 Days
Dean of Students - 210 Days
Director, Dual Credit & CCMR - 226 Days
Director, Girls Athletics - 226 Days
Director, Strategic Staffing - 226 Days
Director, Technology - 226 Days
Director, Elementary Counseling & Strategic Initiatives - 226 Days
Director, Secondary Counseling & Post Secondary Readinesss - 226 Days
Network Engineer - 226 Days

Per	Minimum	Midpoint	Maximum
Daily	$340.21	$405.01	$469.81
210 Days	$71,444	$82,052	$98,660
226 Days	$76,887	$91,532	$106,177

7 ADMIN PAY GRADE 7

Assoc Principal, HS - 226 Days
Director, Finance & Accounting - 226 Days
Occupational Therapist - 197 Days
Physical Therapist - 197 Days
Principal, ES - 215 Days

Per	Minimum	Midpoint	Maximum
Daily	$365.72	$425.26	$484.80
197 Days	$72,047	$83,776	$95,506
215 Days	$78,630	$91,431	$104,232
226 Days	$82,653	$96,109	$109,565

8 ADMIN PAY GRADE 8

Director, Instrumental Music - 226 Days
Executive Director, Special Programs - 226 Days
Principal, JH - 215 Days
Executive Director, HR - 226 Days
Principal - CTIA/DAEP - 215 Days

Per	Minimum	Midpoint	Maximum
Daily	$391.33	$455.03	$518.73
215 Days	$84,136	$97,831	$111,527
226 Days	$88,441	$102,837	$117,233

9 ADMIN PAY GRADE 9

Chief of Administration - 226 Days
Chief of Instructional Support - 226 Days
Chief Financial Officer - 226 Days
Chief of Staff - 226 Days
Chief Technology Officer - 226 Days
Executive Director, Athletics - 226 Days
Principal, HS - 226 Days

Per	Minimum	Midpoint	Maximum
Daily	$457.86	$532.39	$606.92
226 Days	$103,476	$120,320	$137,164

10 ADMIN PAY GRADE 10

Assistant Superintendent - 226 Days

Per	Minimum	Midpoint	Maximum
Daily	$508.22	$590.95	$673.68
226 Days	$114,858	$133,555	$152,252

11 ADMIN PAY GRADE 11

Deputy Superintendent, C & I - 226 Days
Deputy Superintendent, Operations - 226 Days

Per	Minimum	Midpoint	Maximum
Daily	$575.95	$690.68	$805.41
226 Days	$130,164	$156,093	$182,022

Employee Group 4 - Management Pay Plan

1 MANAGEMENT PAY PLAN 1

Zone Foreman, Custodial - 260 Days
Lead Driver - Special Needs - 226 Days
Team Leader - Driver Trainer - 226 Days

Per	Minimum	Midpoint	Maximum
Hourly	$18.85	$22.62	$26.39
226 Days	$34,081	$40,897	$47,713
260 Days	$39,208	$47,050	$54,891

2 MANAGEMENT PAY PLAN 2

Supervisor, Custodial/Crossing Guards - 260 Days
Manager - Human Resources - 226 Days
Manager - Warehouse Services - 260 Days

Per	Minimum	Midpoint	Maximum
Hourly	$22.00	$27.00	$32.00
260 Days	$45,760	$56,160	$66,560

Per	Minimum	Midpoint	Maximum
Daily	$202.48	$248.50	$294.27
226 Days	$45,760	$56,160	$66,560

3 MANAGEMENT PAY PLAN 3

Foreman - Maintenance - 260 Days

Per	Minimum	Midpoint	Maximum
Hourly	$24.85	$29.82	$34.79
260 Days	$51,688	$62,026	$72,363

4 MANAGEMENT PAY PLAN 4

Lead Uniformed School Marshal - 197 Days
Foreman, Licensed - 260 Days

Per	Minimum	Midpoint	Maximum
Hourly	$27.00	$32.40	$37.80
197 Days	$42,552	$51,062	$59,573
260 Days	$56,160	$67,392	$78,624

5 MANAGEMENT PAY PLAN 5

Assistant Director, Child Nutrition - 226 Days
Assistant Director, Maintenance - 260 Days
Assistant Director, Safety & Security - 210 Days
Assistant Director, Transportation - 226 Days

Per	Minimum	Midpoint	Maximum
Hourly	$30.38	$35.25	$40.12
210 Days	$51,038	$59,220	$67,402
226 Days	$54,927	$63,723	$72,537
260 Days	$63,190	$73,320	$83,450

Employee Group 5 - Clerical

1 CLERICAL PAY GRADE 1

Campus Monitor - 187 Days

Per	Minimum	Midpoint	Maximum
Hourly	$13.00	$15.60	$18.12
187 Days	$18,233	$21,879	$25,413

2 CLERICAL PAY GRADE 2

Clerk, Compliance - 187 Days
Clerk, IEP - 187 Days
Clerk, Multi-Purpose - 197 Days
Clerk, Textbooks/Workroom - 210 Days
Coordinator, Parent Community Outreach - 187 Days
Receptionist, MSELA - 187 Days
Receptionist, Elementary/Junior High - 197 Days
Receptionist, High School - 226 Days
Secretary, Attendance HS - 197 Days
Switchboard Operator - 197 Days

Per	Minimum	Midpoint	Maximum
Hourly	$13.60	$16.32	$19.04
187 Days	$19,074	$22,889	$26,704
197 Days	$20,094	$24,113	$28,132
210 Days	$22,848	$27,418	$31,987
226 Days	$24,589	$29,507	$34,424

3 CLERICAL PAY GRADE 3

Clerk, Special Education Records - 226 Days
Campus Coordinator, Substitutes - 197 Days
Receptionist, Admin/Clerk, Inventory - 226 Days
Secretary, Asst Principal JH - 210 Days
Secretary, PEIMS DAEP - 210 Days
Secretary, PEIMS ES - 210 Days
Secretary, Registrar ES - 210 Days
Secretary, Registrar JH/HS - 210 Days

Per	Minimum	Midpoint	Maximum
Hourly	$14.18	$17.02	$19.86
197 Days	$20,951	$25,147	$29,343
210 Days	$23,822	$28,594	$33,365
226 Days	$25,637	$30,772	$35,907

To calculate your annual salary, multiply the number of hours you work per day by your hourly rate. Then, multiply that result by the number of days in your contract. For example, if your hourly rate is $17.15 and you work an 8-hour shift, your daily rate would be: $17.15 × 8 = $137.20. If your contract includes 226 workdays per year, your estimated annual salary would be: $137.20 × 226 = $31,007.20.

4 CLERICAL PAY GRADE 4

Academic Advisors, JH & HS - 210 Days
Child Nutrition Admin Asst - 226 Days
Clerk, CN Eligibility/Position - 226 Days
Clerk, Special Education - 210 Days
Secretary, Associate Principal HS, 226 Days
Secretary, Academic Dean HS, 226 Days
Secretary, Budget - 226 Days
Secretary, CTE - 226 Days
Secretary, Football - 215 Days
Secretary, PEIMS HS - 226 Days
Secretary, PEIMS JH - 210 Days
Security Specialist - 210 Days

Per	Minimum	Midpoint	Maximum
Hourly	$16.15	$19.38	$22.61
210 Days	$27,132	$32,558	$37,985
215 Days	$27,778	$33,334	$38,889
226 Days	$29,199	$35,039	$40,879

5 CLERICAL PAY GRADE 5

Accompanist - 192 Days
Secretary, Executive Director Athletics - 226 Days
Secretary, Director Fine Arts - 210 Days
Secretary, Principal DAEP - 210 Days
Secretary, Principal ES - 210 Days
Secretary, Principal HS - 226 Days
Secretary, Principal JH - 210 Days
CN Menu & Marketing - 226 Days

Per	Minimum	Midpoint	Maximum
Hourly	$17.15	$20.58	$24.01
192 Days	$26,342	$31,611	$36,879
210 Days	$28,812	$34,574	$40,337
226 Days	$31,007	$37,209	$43,410

6 CLERICAL PAY GRADE 6

Secretary, District Director - 226 Days
Secretary, Maintenance - 226 Days
Secretary, Special Education - 226 Days
Secretary, Technology - 226 Days
Secretary, Transportation - 226 Days
Secretary, Executive Director of Special Programs - 226 Days

Per	Minimum	Midpoint	Maximum
Hourly	$18.15	$21.78	$25.41
226 Days	$32,815	$39,378	$45,941

7 CLERICAL PAY GRADE 7

Licensed Vocational Nurse - 192 Days
Specialist, Business Support - 226 Days
Specialist, HR - 226 Days
Specialist, Records/Textbooks - 226 Days
Specialist, Payroll - 226 Days
Child Nutrition Procurement Specialist - 226 Days

Per	Minimum	Midpoint	Maximum
Hourly	$19.50	$23.40	$27.30
192 Days	$28,080	$33,696	$39,312
226 Days	$35,256	$42,307	$49,358

8 CLERICAL PAY GRADE 8

Secretary, Deputy Supt - 226 Days
Specialist, Campus Technology - 226 Days
Specialist, PEIMS - 226 Days

Per	Minimum	Midpoint	Maximum
Hourly	$25.00	$29.15	$33.30
226 Days	$45,200	$52,703	$60,206

9 CLERICAL PAY GRADE 9

Secretary, Superintendent - 226 Days
Technician, Network - 226 Days

Per	Minimum	Midpoint	Maximum
Hourly	$27.00	$32.40	$37.80
226 Days	$48,816	$58,579	$68,342

Annual amounts are based on 7.5 or 8 hours per day. Be aware not all positions are 7.5 or 8 hours. Please verify hours per day with HR prior to starting.



Employee Group 6 - Aide

1 AIDE 1

Aide, GENED: Cafeteria (HS) - 187 Days
Aide, GENED: Pre-K - 187 Days
Aide, GENED: Title Intervention - 187 Days

Per	Minimum	Midpoint	Maximum
Hourly	$13.00	$15.31	$17.62
187 Days	$18,233	$21,472	$24,712

2 AIDE 2

Aide, CTIA: Multi-Purpose Instructional - 187 Days
Aide, GENED: Auditorium - 187 Days
Aide, GENED: Credit Recovery - 187 Days
Aide, GENED: Dual Credit - 187 Days
Aide, GENED: ESL - 187 Days
Aide, GENED: Instructional - 187 Days
Aide, SPED: Inclusion - 187 Days
Aide, GENED: ISS - 187 Days
Aide, GENED: Library - 187 Days
Aide, GENED: Nurse - 187 Days
Aide, SPED: Speech - 187 Days

Per	Minimum	Midpoint	Maximum
Hourly	$13.60	$16.32	$19.04
187 Days	$19,074	$22,889	$26,704

3 AIDE 3

Aide, DAEP: Behavior - 187 Days
Aide, GENED/SPED: Bilingual - 187 Days
Aide, SPED: BSC Inclusion - 187 Days
Aide, SPED: 18+ - 187 Days

Per	Minimum	Midpoint	Maximum
Hourly	$14.18	$17.02	$19.86
187 Days	$19,887	$23,871	$27,854

4 AIDE 4

Aide, SPED: BSC - 187 Days
Aide, SPED: Life Skills/PMCD/Functional Academics/VI - 187 Days

Per	Minimum	Midpoint	Maximum
Hourly	$14.85	$17.96	$21.06
187 Days	$22,215	$26,868	$31,505

Annual amounts are based on 7.5 or 8 hours per day. Be aware not all positions are 7.5 or 8 hours. Please verify hours per day with HR prior to starting.

Employee Group 7 - Auxiliary

1 AUXILIARY PAY GRADE 1

Aide, Bus - 183 Days
Aide, Cafeteria - 175 Days
Crossing Guard - 175 Days
Custodian I - 260 Days
Custodian, Athletics - 260 Days
Special Assignment - Special Education Assistant - 183 Days

Per	Minimum	Midpoint	Maximum
Hourly	$12.00	$14.05	$16.10
175 Days	$16,800	$19,670	$22,540
183 Days	$17,568	$20,549	$23,570
260 Days	$24,960	$29,224	$33,488

2 AUXILIARY PAY GRADE 2

Assistant Supervisor, Crossing Guard - 175 Days
Carpenter I - 260 Days
Child Care Provider - 192 Days
Custodian II, 260 Days
Electrician I - 260 Days
Floor Maintenance I - 260 Days
General Maintenance Worker I - 260 Days
Groundskeeper I - 260 Days
HVAC I - 260 Days
Locksmith I - 260 Days
Monitor, School Safety - 187 Days
Plumber I - 260 Days

Per	Minimum	Midpoint	Maximum
Hourly	$12.85	$15.42	$17.99
175 Days	$17,990	$21,588	$25,186
187 Days	$19,224	$23,068	$26,913
192 Days	$19,738	$23,685	$27,633
260 Days	$26,728	$32,074	$37,419

3 AUXILIARY PAY GRADE 3

Electrician II - 260 Days
Locksmith II - 260 Days
Plumber II - 260 Days
Courier - 226 Days
Groundskeeper II - 260 Days
HVAC II - 260 Days
Carpenter II - 260 Days
General Maintenance Worker II - 260 Days

Per	Minimum	Midpoint	Maximum
Hourly	$13.85	$16.62	$19.39
226 Days	$25,041	$30,049	$35,057
260 Days	$28,808	$34,570	$40,331

Annual amounts are based on 7.5 or 8 hours per day. Be aware not all positions are 7.5 or 8 hours. Please verify hours per day with HR prior to starting.

4 AUXILIARY PAY GRADE 4

Bus Driver/Video Tech - 207 Days
Bus Driver/Fueler - 260 Days
Carpenter III - 260 Days
Custodian, Head - 260 Days
General Maintenance Worker III - 260 Days
Groundskeeper III - 260 Days
HVAC III - 260 Days
Locksmith III - 260 Days

Per	Minimum	Midpoint	Maximum
Hourly	$15.35	$18.42	$21.49
207 Days	$25,420	$30,504	$35,587
260 Days	$31,928	$38,314	$44,699

5 AUXILIARY PAY GRADE 5

General Maintenance Worker IV - 260 Days
Groundskeeper IV - 260 Days
Carpenter IV - 260 Days
Supervisor, Athletic Grounds/Equipment Mgr - 260 Days
HVAC IV - 260 Days
Transportation Dispatcher - 226 Days
Electrician III - 260 Days
Plumber III - 260 Days
Locksmith IV - 260 Days

Per	Minimum	Midpoint	Maximum
Hourly	$16.85	$20.22	$23.59
226 Days	$30,465	$36,558	$42,651
260 Days	$35,048	$42,058	$49,067

6 AUXILIARY PAY GRADE 6

General Maintenance Worker V - 260 Days
Technician, Diesel - 260 Days
Electrician IV - 260 Days
Plumber IV - 260 Days
Groundskeeper V - 260 Days

Per	Minimum	Midpoint	Maximum
Hourly	$18.85	$22.62	$26.39
260 Days	$39,208	$47,050	$54,891



7 AUXILIARY PAY GRADE 7

HVAC V - 260 Days
Locksmith V - 260 Days
Uniformed School Marshal - 187 Days

Per	Minimum	Midpoint	Maximum
Hourly	$22.00	$27.00	$32.00
187 Days	$32,912	$40,392	$47,872
260 Days	$45,760	$56,160	$66,560

8 AUXILIARY PAY GRADE 8

Electrician V - 260 Days
Plumber V - 260 Days

Per	Minimum	Midpoint	Maximum
Hourly	$24.85	$29.82	$34.79
260 Days	$51,688	$62,026	$72,363

BD BUS DRIVER

Bus Driver - 183 Days
Bus Driver, SPED - 183 Days

Per	Minimum	Midpoint	Maximum
Hourly	$18.00	$20.40	$23.80
183 Days	$26,352	$29,866	$34,843



Employee Group 8 - Child Nutrition Services

1 CHILD NUTRITION SERVICES PAY GRADE 1

Cook (4 Hr, 6.5 Hr, 7.5 Hr) - 183 Days
Child Nutrition Custodial Worker - 183 Days (4Hr)

Per	Minimum	Midpoint	Maximum
Hourly	$12.85	$15.42	$17.99
183 Days (4 Hr)	$9,406.20	$11,287	$13,169
183 Days (6.5 Hr)	$15,285	$18,342	$21,399
183 Days (7.5 Hr)	$18,812	$22,275	$26,337

2 CHILD NUTRITION SERVICES PAY GRADE 2

Clerk, Point of Sale - 183 Days

Per	Minimum	Midpoint	Maximum
Hourly	$13.85	$16.62	$19.44
183 Days	$20,276	$24,332	$28,460

3 CHILD NUTRITION SERVICES PAY GRADE 3

Assistant Cafeteria Manager - 192 Days
Cafeteria Manager, ES Small - 192 Days
Warehouseman - 260 Days

Per	Minimum	Midpoint	Maximum
Hourly	$15.65	$18.42	$21.49
183 Days	$22,912	$26,967	$31,461
192 Days	$24,038	$28,293	$33,009
260 Days	$32,552	$38,314	$44,699

4 CHILD NUTRITION SERVICES PAY GRADE 4

Cafeteria Manager, ES Large - 192 Days
Cafeteria Manager, JH - 192 Days

Per	Minimum	Midpoint	Maximum
Hourly	$16.85	$20.22	$23.59
192 Days	$25,882	$34,130	$36,234

5 CHILD NUTRITION SERVICES PAY GRADE 5

Cafeteria Manager, HS - 192 Days
Technician, CN Maintenance - 260 Days

Per	Minimum	Midpoint	Maximum
Hourly	$18.85	$22.62	$26.39
192 Days	$28,954	$34,744	$40,535
260 Days	$39,208	$47,050	$54,891

Annual amounts are based on 8 hours per day. Be aware not all positions are 8 hours. Please verify hours per day with HR prior to starting.