

Ennis

Independent School District



2023-2024

Compensation Plan

Adopted by the EISD Board of Trustees, July 11, 2023



ENNIS INDEPENDENT SCHOOL DISTRICT

2023-2024 District Salary Schedule for Hiring

Teachers, Registered Nurses, Diagnosticians

Library Media Specialists, Instructional Coaches, Counselors, Stategists, Instructional Facilitators, Behavior Interventionist

Years of Experience	187 Days	197 Days	202 Days	226 Days
0	\$55,500	\$ 58,468	\$ 59,952	\$ 67,075
1	\$55,900	\$ 58,889	\$ 60,384	\$ 67,558
2	\$56,300	\$ 59,311	\$ 60,816	\$ 68,042
3	\$56,700	\$ 59,732	\$ 61,248	\$ 68,525
4	\$57,100	\$ 60,153	\$ 61,680	\$ 69,009
5	\$57,500	\$ 60,575	\$ 62,112	\$ 69,492
6	\$57,900	\$ 60,996	\$ 62,544	\$ 69,975
7	\$58,400	\$ 61,523	\$ 63,084	\$ 70,580
8	\$59,000	\$ 62,155	\$ 63,733	\$ 71,305
9	\$59,500	\$ 62,682	\$ 64,273	\$ 71,909
10	\$60,100	\$ 63,314	\$ 64,921	\$ 72,634
11	\$60,700	\$ 63,946	\$ 65,569	\$ 73,359
12	\$61,400	\$ 64,683	\$ 66,325	\$ 74,205
13	\$62,100	\$ 65,421	\$ 67,081	\$ 75,051
14	\$62,700	\$ 66,053	\$ 67,729	\$ 75,776
15	\$63,300	\$ 66,685	\$ 68,378	\$ 76,502
16	\$63,900	\$ 67,317	\$ 69,026	\$ 77,227
17	\$64,500	\$ 67,949	\$ 69,674	\$ 77,952
18	\$65,000	\$ 68,476	\$ 70,214	\$ 78,556
19	\$65,500	\$ 69,003	\$ 70,754	\$ 79,160
20	\$66,000	\$ 69,529	\$ 71,294	\$ 79,765
21	\$66,600	\$ 70,161	\$ 71,942	\$ 80,490
22	\$67,100	\$ 70,688	\$ 72,482	\$ 81,094
23	\$67,600	\$ 71,215	\$ 73,022	\$ 81,698
24	\$68,100	\$ 71,742	\$ 73,563	\$ 82,303
25	\$68,800	\$ 72,479	\$ 74,319	\$ 83,149
26	\$69,400	\$ 73,111	\$ 74,967	\$ 83,874
27	\$70,000	\$ 73,743	\$ 75,615	\$ 84,599
28	\$70,900	\$ 74,691	\$ 76,587	\$ 85,687
29	\$71,500	\$ 75,324	\$ 77,235	\$ 86,412
30	\$72,300	\$ 76,166	\$ 78,099	\$ 87,379

Salary schedules are developed for one year only. Future salaries cannot be determined from this schedule.

A \$1000 stipend for an advanced degree in a employees's work area.

Adminstrative/Professional Compensation Plan 2023-2024

Pay	Job Title	Calendars		Minimum	Midpoint	Maximum
1			Days	\$ 256.00	\$ 310.50	\$ 365.00
	Coordinator, Family & Community Engagement	202	202	51,712	62,721	73,730
	Coordinator, Finance	226	226	57,856	70,173	82,490
	Coordinator, Purchasing	226				
	Network Administrator	226				
	Network Support Specialist	226				
	Software Engineer	226				
2			Days	\$ 291.00	\$ 345.50	\$ 400.00
	Academic Advisor	202	197	57,327	68,064	78,800
	Assistant Athletic Trainer	202	202	58,782	69,791	80,800
	Athletic Trainer	202	226	65,766	78,083	90,400
	Specialist, Behavior	197				
	Specialist, Digital Learning	226				
	Specialist, Instructional	202				
	Coordinator, Intervention & GT	202				
	Assistant Tennis Center Coordinator	226				
3			Days	\$ 303.00	\$ 365.00	\$ 427.00
	Occupational Therapist	187	187	56,661	68,255	79,849
	Speech Pathologist	187	197	59,691	71,905	84,119
	LSSP	197	202	61,206	73,730	86,254
	Speech Therapy	187, 202	226	68,478	82,490	96,502
	Learning Coordinator	226				
	Assistant Principal Early Childhood to Middle School	226				
	Chief of Police	226				
	Communications Officer	226				
	Coordinator, Digital Learning	226				
	Coordinator, Tennis Center	226				
4			Days	\$ 325.00	\$ 395.00	\$ 465.00
	Assistant Director, Special Education	202	202	65,650	79,790	93,930
	Coordinator Bilingual/ESL	202	226	73,450	89,270	105,090
	Coordinator, CTE	226				
	Assistant Principal - Jr. High to High School	226				
	Principal DAEP	226				
	Principal Early Childhood to Elementary	226				
5			Days	\$ 351.00	\$ 421.00	\$ 491.00
	Head Band Director	226	226	79,326	95,146	110,966
	Principal Intermediate to Middle School	226				
	Director, ESL/Bilingual	226				
	Director of Post Secondary Readiness	226				
	Director of Special Programs	226				
	Director of Special Education	226				
	Director of Transportation	226				
6			Days	\$ 419.00	\$ 512.00	\$ 605.00
	Principal Jr High	226	226	94,694	115,712	136,730
	Head Football Coach	226				
	Athletic Director	226				
	Director of Operations	226				
	Director of Technology	226				
7			Days	\$ 477.00	\$ 570.50	\$ 664.00
	Principal High School	226	226	\$ 107,802	\$ 128,933	\$ 150,064
	Assistant Superintendent of Accountability & Operations	226				
	Assistant Superintendent of Curriculum & Instruction	226				
8			Days	\$ 510.00	\$ 609.00	\$ 708.00
	Chief Financial Officer	226	226	115,260	137,634	160,008
	Deputy Superintendent	226				

Clerical and Paraprofessional Compensation Plan 2023-2024

Pay Grade 1

	Minimum	Midpoint	Maximum
Hourly	\$ 11.00	\$ 13.00	\$ 15.00
187	\$ 16,456	\$ 19,448	\$ 22,440
<div style="display: flex; justify-content: space-between;"> <div>Aide, Content Mastery Aide, ESL Aide, Head Start Aide, Instructional Aide, PE Aide, PreK</div> <div>Aide, Reading Intervention Aide, Resource Aide, Resource Inclusion Aide, Special Education Aide, Vocational Secondary Proctor Permanent Substitute</div> </div>			

Pay Grade 2

	Minimum	Midpoint	Maximum
Hourly	\$ 12.00	\$ 14.50	\$ 17.00
187	\$ 17,952	\$ 21,692	\$ 25,432
<div style="display: flex; justify-content: space-between;"> <div>Aide, Bilingual Aide, Computer Aide, ISS Aide, Library Aide, Art Aide, Credit Recovery</div> <div>Aide, Self-Contained Aide, Work Skills/OJT Aide, Life Skills/PPCD Aide, SLC Aide (BAC) Intense Intervention</div> </div>			

Pay Grade 3

	Minimum	Midpoint	Maximum
Hourly	\$ 13.00	\$ 16.00	\$ 19.00
187	\$ 19,448	\$ 23,936	\$ 28,424
202	\$ 21,008	\$ 25,856	\$ 30,704
236	\$ 24,544	\$ 30,208	\$ 35,872
<div style="display: flex; justify-content: space-between;"> <div>Clerk, Attendance JH/HS Clerk, Campus Office Clerk, Special Education Clerk, Bilingual ESL</div> <div>Receptionist, Campus Receptionist, Transportation Secretary, Assistant Principal Print Shop Aide</div> </div>			

Pay Grade 4

	Minimum	Midpoint	Maximum
Hourly	\$ 14.00	\$ 17.00	\$ 20.00
202	\$ 22,624	\$ 27,472	\$ 32,320
236	\$ 26,432	\$ 32,096	\$ 37,760
<div style="display: flex; justify-content: space-between;"> <div>Registrar Secretary, Alamo Secretary, Principal Early Childhood Secretary, Principal Intermediate Clerk, PEIMS</div> <div>Secretary, Dual Credit/CTE Secretary, Athletics Secretary, Principal Elementary Secretary, Principal Jr High Clerk, Student Services</div> </div>			

Clerical and Paraprofessional Compensation Plan 2023-2024

Pay Grade 5

	Minimum	Midpoint	Maximum
Hourly	\$ 16.00	\$ 20.00	\$ 24.00
202	\$ 25,856	\$ 32,320	\$ 38,784
236	\$ 30,208	\$ 37,760	\$ 45,312
Secretary, Principal High School Secretary, Business Office Secretary, Human Services Student Software Support Specialist Assistant to Communications Officer Secretary, Food Service Secretary, Transportation Secretary, Special Education Office Manager, Special Education			

Pay Grade 6

	Minimum	Midpoint	Maximum
Hourly	\$ 20.00	\$ 24.00	\$ 28.00
187	\$ 29,920	\$ 35,904	\$ 41,888
202	\$ 32,320	\$ 38,784	\$ 45,248
236	\$ 37,760	\$ 45,312	\$ 52,864
Accounts Payable Accounting Assistant Payroll Assistant Technology Assistant Secretary, Superintendent LVN Employee Benefits Specialist Human Services Specialist Secretary, Curriculum			

Pay Grade 7

	Minimum	Midpoint	Maximum
Hourly	\$ 22.00	\$ 26.50	\$ 31.00
236	\$ 41,536	\$ 50,032	\$ 58,528
Network Technician I			

Pay Grade 8

	Minimum	Midpoint	Maximum
Hourly	\$ 25.00	\$ 29.50	\$ 34.00
197	\$ 39,400	\$ 46,492	\$ 53,584
236	\$ 47,200	\$ 55,696	\$ 64,192
Network Technician II			

Pay Grade 9

	Minimum	Midpoint	Maximum
Hourly	\$ 31.00	\$ 37.00	\$ 43.00
197	\$ 48,856	\$ 58,312	\$ 67,768
236	\$ 58,528	\$ 69,856	\$ 81,184
Payroll Manager PEIMS Coordinator Police Officer			

Auxiliary Compensation Plan 2023-2024

Pay Grade 1

Hourly	Minimum	Midpoint	Maximum
	\$ 11.00	\$ 13.00	\$ 15.00
172	\$ 15,136	\$ 17,888	\$ 20,640
187	\$ 16,456	\$ 19,448	\$ 22,440
260	\$ 22,880	\$ 27,040	\$ 31,200
Custodian		Child Nutrition	
Crossing Guard		Mechanic Assistant	

Pay Grade 2

Hourly	Minimum	Midpoint	Maximum
	\$ 12.00	\$ 14.50	\$ 17.00
177	\$ 16,992	\$ 20,532	\$ 24,072
Groundskeeper		Security, Parking Lot	

Pay Grade 3

Hourly	Minimum	Midpoint	Maximum
	\$ 13.00	\$ 16.00	\$ 19.00
260	\$ 27,040	\$ 33,280	\$ 39,520
General Maintenance		Bus Maintenance	

Pay Grade 3.1

Hourly	Minimum	Midpoint	Maximum
	\$ 14.00	\$ 17.00	\$ 20.00
260	\$ 29,120	\$ 35,360	\$ 41,600
General Maintenance II			

Pay Grade 4

Hourly	Minimum	Midpoint	Maximum
	\$ 15.00	\$ 18.50	\$ 22.00
260	\$ 31,200	\$ 38,480	\$ 45,760
Maintenance Supervisor			

Pay Grade 5

Hourly	Minimum	Midpoint	Maximum
	\$ 17.00	\$ 21.00	\$ 25.00
260	\$ 35,360	\$ 43,680	\$ 52,000
Transportation Supervisor		Bus Mechanic	
Carpenter		Plumber	
Electrician		HVAC	

Bus Driver, Bus Monitor, Substitute, Tutorial, Student Workers Compensation Plan 2023-2024

Bus Drivers

Regular route-Guarantee 4.5 hours 174	\$22.50/hour
Summer School-Guarantee 3 hours 174	
Midday Routes-Guarantee 2 hours 174	
Extracurricular Driving	\$15.00/hour
Garage Work	\$10.75/hour

Bus Monitor

Regular Route-Guarantee 4.5 hours 174	\$12.00
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Substitutes

	Daily Rate
High School Diploma	\$ 85
Degreed	\$ 95
Certified	\$ 105
Nurse Substitute	\$ 105
Long Term Substitutes*	\$ 100
Certified Long Term Substitutes*	\$ 140

*after working 10 days for same Teacher

Permanent Classroom Substitute (Alternative Certification Program)	Years of Experience	Daily Rate
This is calculated by experience from the TEA Minimum Teacher Salary	zero	\$ 180
Schedule. Upon Statement of Eligibility from ACP agency, candidate will	1	\$ 184
move to EISD Teacher Salary Schedule.	2	\$ 188

Tutorials/Summer School

Teacher (Certified)	\$35/hour
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Student Workers/AVID Tutors

	Starting Pay
Work Program Student Workers	\$ 8.50
Summer Maintenance Workers	\$ 10.00
AVID Tutors	\$ 10.00

Stipends 2023-2024

District Wide

Auditorium Technology Manager	\$ 1,500
Bilingual Diagnostician Stipend	\$ 4,000
Bilingual Teaching Stipends	\$ 4,500
Counselor Stipend	\$ 1,000
Diagnostician Stipend	\$ 2,000
Doctorate Stipend (Non Admin)	\$ 2,200
ESL Dual Language Pairing	\$ 1,500
Lead Nurse	\$ 1,000
Masters Degree (Non Admin) - by August 1st	\$ 1,000
Mentor Teacher	\$ 350
Police Sergeant	\$ 2,500
Reading Academy	\$ 600
Special Olympics Coordinator	\$ 1,500
Special Education Transition	\$ 3,000
Speech Pathology Assistant	\$ 2,500

Ennis High School

Ag Extra Duty	\$ 7,800
Ag Show Stipend	\$ 1,000
Assistant Band Director	\$ 3,500
Assistant Cheerleading/Dance	\$ 3,400
Athletic Coordinator	\$ 2,000
Athletics Assistant Coach other Sports	\$ 3,000
Athletics Assistant Football Coach	\$ 4,000
Athletics Equipment Manager	\$ 2,000
Athletics Extra Duty	\$2,000-\$4,000
Athletics Head Coach Individual Sport	\$4,500-\$5,500
Athletics Head Coach Team Sport	\$ 6,500
Freshman and Sophomore Class Sponsor	\$ 500
Junior and Senior Class Sponsor	\$ 1,500
Sponsor National Honor Society	\$ 1,500
Sponsor Student Council	\$ 1,500
Team Leaders High School Core	\$ 2,000
Team Leaders High School Noncore	\$ 1,000
Technology Assistant	\$ 3,000
Head Choir / Theatre Arts	\$ 5,000
Yearbook	\$ 1,600
UIL Coordinator	\$ 3,500
UIL Academic Coaches	
Base Stipend	\$ 200
Full slate of entries for District	\$ 200
Practice meets-3 are required-up to 5	\$ 300 \$100 each
Regional meet if qualify	\$ 300 1/2 if not attending
State meet if qualify	\$ 400 1/2 if not attending

Stipends 2023-2024

Ennis Jr High School

Athletics Coach per Sport	\$ 1,700
Athletics Coordinator	\$ 2,500
Assistant Cheerleading	\$ 1,700
Head Cheerleading	\$ 2,500
Athletics Extra Duty	\$ 3,000
Team Leaders	\$ 1,000
Yearbook	\$ 1,200

Intermediate Schools

Team Leaders	\$ 600
Intermediate Music	\$ 500

Early Childhood and Elementary Schools

Team Leaders	\$ 350
Elementary Music	\$ 500

UIL Elementary to Jr High

Elementary to Jr High	
Campus Coordinator	\$ 400
Elementary Coordinator	\$ 1,400
Campus and Event Coordinator	\$ 1,000
One Act Play Director	\$ 600
Coaches	\$400 per contest area coached at each grade level Additional \$100 for each additional grade level of same event

Athletic Game Workers

2023-2024

Football

Varsity

Event Supervisor	\$	150
Field House/Officials/Visiting Locker Room	\$	100
Home Ticket Seller (3)	\$	70
Visitor Ticket Seller (2)	\$	70
Clock (2)	\$	50
Scoreboard	\$	50
Announcer	\$	50
Home Gate (2)	\$	50
Reserved Gate	\$	50
Visitor Gate	\$	50
Player/Band Gate	\$	50
Maintenance/Reserved Parking (2)	\$	130
Video Board (6)	\$	50
Spotter (2)	\$	50
Chain Crew	\$	50
Hospitality	\$	40
Ushers-EHS NHS 6 students	\$	150

Sub Varsity/Jr High School

	1 game	2 games	3 games
Event Sponsor	\$ 35	\$ 60	\$ 75
Ticket Seller	\$ 25	\$ 50	\$ 70
Player Gate	\$ 25	\$ 50	\$ 70
Clock/Scoreboard	\$ 25	\$ 40	\$ 55
Announcer	\$ 25	\$ 40	\$ 55
Spotter	\$ 25	\$ 40	\$ 55

Volleyball

Varsity/Sub Varsity

	1 game	2 games	3 games	4 games
Ticket Seller	\$ 25	\$ 40	\$ 55	\$ 70
Scoreboard	\$ 25	\$ 40	\$ 55	\$ 70
Bookkeeper	\$ 25	\$ 40	\$ 55	\$ 70
Libero Tracker (Varsity Only)	\$ 25	\$ 40	\$ 55	\$ 70
Line Callers	\$15 per game (Max 2 line callers)			

Jr High School

Ticket Seller	\$ 25	\$ 40	\$ 55
Clock/Scoreboard	\$ 25	\$ 40	\$ 55

Powerlifting

Officials/Judges	\$	125
Computer	\$	100

Athletic Game Workers

2023-2024

Basketball

Varsity/Sub Varsity	1 game	2 games	3 games	4 games
Ticket Seller	\$ 25	\$ 40	\$ 55	\$ 70
Scoreboard	\$ 25	\$ 40	\$ 55	\$ 70
Bookkeeper	\$ 25	\$ 40	\$ 55	\$ 70
Jr High School				
Ticket Seller	\$ 25	\$ 40	\$ 55	
Clock/Scoreboard	\$ 25	\$ 40	\$ 55	

Soccer

Varsity/Sub Varsity	1 game	2 games	3 games	4 games
Event Supervisor	\$ 35	\$ 40	\$ 65	\$ 80
Ticket Seller	\$ 25	\$ 40	\$ 55	\$ 70
Announcer	\$25 per game			
Scoreboard	\$ 25	\$ 40	\$ 55	\$ 70
Bookkeeper	\$ 25	\$ 40	\$ 55	\$ 70

Softball

Varsity/Sub Varsity	1 game	2 games	3 games	4 games
Ticket Seller	\$ 25	\$ 40	\$ 55	\$ 70
Announcer	\$25 per game			
Scoreboard	\$ 25	\$ 40	\$ 55	\$ 70
Bookkeeper	\$ 25	\$ 40	\$ 55	\$ 70

Baseball

Varsity/Sub Varsity	1 game	2 games	3 games	4 games
Ticket Seller	\$ 25	\$ 40	\$ 55	\$ 70
Announcer	\$25 per game			
Scoreboard	\$ 25	\$ 40	\$ 55	\$ 70
Bookkeeper	\$ 25	\$ 40	\$ 55	\$ 70

Track

High School Meets

Ticket Seller	\$ 100
Ticket Taker	\$ 100
Starter	\$ 150
Backup Starter	\$ 150

Jr High Meets

Ticket Seller	\$ 50
Ticket Taker	\$ 50