

Ennis

Independent School District



2018-2019

Compensation Plans



ENNIS INDEPENDENT SCHOOL DISTRICT
District Salary Schedule for Hiring
New Classroom Teachers

Years of Experience	2018-2019 Salary
0	\$46,000
1	\$46,200
2	\$46,750
3	\$47,200
4	\$47,700
5	\$48,200
6	\$48,305
7	\$48,450
8	\$49,308
9	\$50,020
10	\$50,418
11	\$51,606
12	\$52,573
13	\$52,666
14	\$52,873
15	\$52,889
16	\$53,134
17	\$53,308
18	\$53,787
19	\$54,309
20	\$55,329

Salary schedules are developed for one year only. Future salaries cannot be determined from this schedule.
Salaries listed above are based on 187 days.

A \$1000 stipend for an advanced degree in a teacher's subject area.



ENNIS INDEPENDENT SCHOOL DISTRICT
District Salary Schedule for Hiring
Registered Nurses

Years of Experience	2018-2019 Salary
0	\$46,000
1	\$46,200
2	\$46,750
3	\$47,200
4	\$47,700
5	\$48,200
6	\$48,305
7	\$48,450
8	\$49,308
9	\$50,020
10	\$50,418
11	\$51,606
12	\$52,573
13	\$52,666
14	\$52,873
15	\$52,889
16	\$53,134
17	\$53,308
18	\$53,787
19	\$54,309
20	\$55,329

Salary schedules are developed for one year only. Future salaries cannot be determined from this schedule.
Salaries listed above are based on 187 days.

A \$1000 stipend for an advanced degree in nursing.



ENNIS INDEPENDENT SCHOOL DISTRICT
District Salary Schedule for Hiring
Diagnosticians

Years of Experience	2018-2019 Salary
0	\$50,360
1	\$50,607
2	\$51,185
3	\$51,660
4	\$52,186
5	\$52,714
6	\$52,824
7	\$52,976
8	\$53,880
9	\$54,631
10	\$55,050
11	\$56,301
12	\$57,320
13	\$57,418
14	\$57,637
15	\$57,759
16	\$57,911
17	\$58,094
18	\$58,598
19	\$59,150
20	\$60,224

Salary schedules are developed for one year only. Future salaries cannot be determined from this schedule.
Salaries listed above are based on 197 days.

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



ENNIS INDEPENDENT SCHOOL DISTRICT
District Salary Schedule for Hiring
Library Media Specialists, Instructional Coaches, Counselors

Years of Experience	2018-2019 Salary
0	\$50,600
1	\$50,809
2	\$51,403
3	\$51,890
4	\$52,429
5	\$52,971
6	\$53,084
7	\$53,239
8	\$54,167
9	\$54,936
10	\$55,366
11	\$56,649
12	\$57,693
13	\$57,794
14	\$58,019
15	\$58,144
16	\$58,299
17	\$58,487
18	\$59,004
19	\$59,570
20	\$60,671

Salary schedules are developed for one year only. Future salaries cannot be determined from this schedule.
Salaries listed above are based on 202 days.

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



ENNIS INDEPENDENT SCHOOL DISTRICT
District Salary Schedule for Hiring
Instructional Coaches - 12 month

Years of Experience	2018-2019 Salary
0	\$55,594
1	\$56,846
2	\$57,510
3	\$58,055
4	\$58,658
5	\$59,264
6	\$59,391
7	\$59,565
8	\$60,600
9	\$61,450
10	\$61,945
11	\$63,375
12	\$64,550
13	\$64,700
14	\$64,900
15	\$65,100
16	\$65,250
17	\$65,450
18	\$66,000
19	\$66,650
20	\$67,900

Salary schedules are developed for one year only. Future salaries cannot be determined from this schedule.
Salaries listed above are based on 226 days.

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

**Administrative/Professional
Compensation Plan
2018-2019**

Pay	Job Title	Calendars	Days	Minimum	Midpoint	Maximum
1			Days	\$ 225.93	\$ 275.00	\$ 327.25
	Payroll Manager	226	226	51,060	62,150	73,959
	Finance Coordinator	226				
	PEIMS Coordinator	226				
	Network Administrator	226				
	Network Support Specialist	226				
	Software Engineer	226				
2			Days	\$ 240.64	\$ 289.30	\$ 337.95
	Academic Advisor	202	202	48,609	58,439	68,266
	Assistant Athletic Trainer	202	226	54,385	65,382	76,377
	Athletic Trainer	202				
	Intervention Specialist	202				
	Transition Specialist	202				
	Assistant Tennis Center Coordinator	226				
	Tennis Center Coordinator	226				
3			Days	\$ 275.69	\$ 336.50	\$ 394.12
	Occupational Therapist	187	187	51,554	62,926	73,700
	Speech Pathologist	187	197	54,311	66,291	77,642
	LSSP	197	202	55,689	67,973	79,612
	Speech Therapy	187, 202	226	62,306	76,049	89,071
	Assistant Principal Early Childhood	226				
	Assistant Principal Intermediate	226				
	Chief of Police	226				
	Communications Officer	226				
	Digital Learning Coach	226				
	Digital Learning Coordinator	226				
4			Days	\$ 296.57	\$ 362.28	\$ 424.80
	Coordinator of Special Education	202	202	59,907	73,181	85,810
	Secondary Assistant Principal	226	226	67,025	81,875	96,005
	Assistant Athletic Director	226				
	Principal Early Childhood	226				
	Principal Elementary	226				
	Principal Intermediate	226				
5			Days	\$ 319.12	\$ 390.12	\$ 457.93
	Band Director	202	202	64,462	78,804	92,502
	Director of Special Programs	226	226	72,121	88,167	103,492
	Director of Special Education	226				
6			Days	\$ 357.18	\$ 437.10	\$ 513.83
	Principal Jr High	226	226	80,723	98,785	116,126
	Director of Technology	226				
7			Days	\$ 381.15	\$ 466.70	\$ 549.06
	Director of Post Secondary Readiness	226	226	86,140	105,474	124,088
	Director of Learning & Leadership Services	226				
	Executive Director of Student Services	226				
	Executive Director of Accountability and Compliance	226				
	Athletic Director/Head Football Coach	226				
	Principal High School	226				
8			Days	\$ 412.30	\$ 505.15	\$ 594.81
	Assistant Superintendent of Human Services	226	226	93,180	114,164	134,427
	Chief Financial Officer	226				

Clerical and Paraprofessional Compensation Plan 2018-2019

Pay Grade 1

	Minimum	Midpoint	Maximum
Hourly	\$ 10.00	\$ 12.00	\$ 14.00
187	\$ 14,960	\$ 17,952	\$ 20,944
Aide, Bilingual		Aide, Reading Intervention	
Aide, Content Mastery		Aide, Resource	
Aide, ESL		Aide, Resource Inclusion	
Aide, Head Start		Aide, Instructional	
Aide, PE		Aide, Vocational	
Aide, PreK		Aide, Special Education	
TexShep Helper		Permanent Substitute	

Pay Grade 2

	Minimum	Midpoint	Maximum
Hourly	\$ 11.00	\$ 13.50	\$ 16.00
187	\$ 16,456	\$ 20,196	\$ 23,936
Aide, Computer		Aide, Self-Contained	
Aide, ISS		Aide, Work Skills/OJT	
Aide, Library		Aide, LS/PPCD	

Pay Grade 3

	Minimum	Midpoint	Maximum
Hourly	\$ 12.00	\$ 15.00	\$ 18.00
187	\$ 17,952	\$ 22,440	\$ 26,928
202	\$ 19,392	\$ 24,240	\$ 29,088
236	\$ 22,656	\$ 28,320	\$ 33,984
Clerk, Attendance JH/HS		Receptionist, Campus	
Clerk, Special Education		Receptionist, Transportation	
Clerk, Campus Office		Secretary, Assistant Principal	
Clerk, PEIMS		Print Shop Aide	

Pay Grade 4

	Minimum	Midpoint	Maximum
Hourly	\$ 13.00	\$ 16.00	\$ 19.00
202	\$ 21,008	\$ 25,856	\$ 30,704
236	\$ 24,544	\$ 30,208	\$ 35,872
Registrar		Parent Liaison	
Secretary, Alamo		Secretary, Athletics	
Secretary, Principal Early Childhood		Secretary, Principal Elementary	
Secretary, Principal Intermediate		Secretary, Principal Jr High	
Secretary, Dual Credit/CTE			

Clerical and Paraprofessional Compensation Plan 2018-2019

Pay Grade 5

Hourly	Minimum	Midpoint	Maximum
	\$ 14.00	\$ 17.50	\$ 21.00
202	\$ 22,624	\$ 28,280	\$ 33,936
236	\$ 26,432	\$ 33,040	\$ 39,648
Secretary, Principal High School		Secretary, Food Service	
Secretary, Business Office		Secretary, Transportation	
Secretary, Human Services		Secretary, Special Education	
Manager, Student Services		Office Manager, Special Education	

Pay Grade 6

Hourly	Minimum	Midpoint	Maximum
	\$ 16.00	\$ 20.00	\$ 24.00
187	\$ 23,936	\$ 29,920	\$ 35,904
202	\$ 25,856	\$ 32,320	\$ 38,784
236	\$ 30,208	\$ 37,760	\$ 45,312
Accounts Payable		Secretary, Curriculum	
Employee Benefits Specialist		Human Services Specialist	
Accounting Assistant		Payroll Assistant	
Assistant to Communications Officer		Purchasing Specialist	
Print Shop Manager		Technology Assistant	
LVN		Secretary, Superintendent	

Pay Grade 7

Hourly	Minimum	Midpoint	Maximum
	\$ 19.00	\$ 23.50	\$ 28.00
197	\$ 29,944	\$ 37,036	\$ 44,128
236	\$ 35,872	\$ 44,368	\$ 52,864
Network Technician I		Police Officer	

Pay Grade 8

Hourly	Minimum	Midpoint	Maximum
	\$ 23.00	\$ 27.50	\$ 32.00
236	\$ 43,424	\$ 51,920	\$ 60,416
Network Technician II			

Auxiliary Compensation Plan 2018-2019

Pay Grade 1

Hourly	Minimum	Midpoint	Maximum
	\$ 10.00	\$ 12.00	\$ 14.00
187	\$ 14,960	\$ 17,952	\$ 20,944
260	\$ 20,800	\$ 24,960	\$ 29,120
Custodian		Child Nutrition	

Pay Grade 2

Hourly	Minimum	Midpoint	Maximum
	\$ 11.00	\$ 13.50	\$ 16.00
177	\$ 15,576	\$ 19,116	\$ 22,656
260	\$ 22,880	\$ 28,080	\$ 33,280
Groundskeeper		Security, Parking Lot	

Pay Grade 3

Hourly	Minimum	Midpoint	Maximum
	\$ 12.00	\$ 15.00	\$ 18.00
260	\$ 24,960	\$ 31,200	\$ 37,440
General Maintenance		Bus Maintenance	

Pay Grade 3.1

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

Pay Grade 4

Hourly	Minimum	Midpoint	Maximum
	\$ 14.00	\$ 17.50	\$ 21.00
260	\$ 29,120	\$ 36,400	\$ 43,680
Maintenance Supervisor			

Pay Grade 5

Hourly	Minimum	Midpoint	Maximum
	\$ 16.00	\$ 20.00	\$ 24.00
202	\$ 25,856	\$ 32,320	\$ 38,784
260	\$ 33,280	\$ 41,600	\$ 49,920
Transportation Supervisor		Bus Mechanic	
Carpenter		Plumber	
Electrician		HVAC	

Substitute and Tutorial Pay 2018-2019

Substitutes

High School Diploma	\$ 60
36 or more College Hours	\$ 65
Degreed	\$ 70
Certified	\$ 80
Long Term Substitutes*	\$ 85
*after working 10 days for same Teacher	

Tutorials/Summer School

Teacher (Certified)	\$25/hour
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**Bus Driver and Monitor Pay
2018-2019**

Bus Drivers

Regular route-Guarantee 4.5 hours	\$13.75/hour
Midday Routes-Guarantee 2 hours	
Extracurricular Driving	\$10.00/hour
Garage Work	\$9.00/hour

Bus Monitor

Regular Route-Guarantee 4.5 hours	\$8.75
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