

Ennis

Independent School District



2019-2020

Compensation Plans



ENNIS INDEPENDENT SCHOOL DISTRICT
District Salary Schedule for Hiring
Teachers

Years of Experience	2019-2020 Salary
0	\$50,000
1	\$50,100
2	\$50,200
3	\$50,750
4	\$51,200
5	\$51,700
6	\$52,600
7	\$52,700
8	\$52,800
9	\$53,600
10	\$54,300
11	\$54,800
12	\$55,900
13	\$56,900
14	\$57,000
15	\$57,300
16	\$57,500
17	\$57,700
18	\$58,100
19	\$58,500
20	\$59,000
21	\$59,700
22	\$60,500
23	\$61,400
24	\$62,600
25	\$63,200
26	\$64,100
27	\$64,700
28	\$65,400
29	\$65,600
30	\$67,200

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	2019-2020 Salary
0	\$50,000
1	\$50,100
2	\$50,200
3	\$50,750
4	\$51,200
5	\$51,700
6	\$52,600
7	\$52,700
8	\$52,800
9	\$53,600
10	\$54,300
11	\$54,800
12	\$55,900
13	\$56,900
14	\$57,000
15	\$57,300
16	\$57,500
17	\$57,700
18	\$58,100
19	\$58,500
20	\$59,000
21	\$59,700
22	\$60,500
23	\$61,400
24	\$62,600
25	\$63,200
26	\$64,100
27	\$64,700
28	\$65,400
29	\$65,600
30	\$67,200

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	2019-2020 Salary
0	\$52,674
1	\$52,779
2	\$52,884
3	\$53,464
4	\$53,938
5	\$54,465
6	\$55,413
7	\$55,518
8	\$55,624
9	\$56,466
10	\$57,204
11	\$57,730
12	\$58,889
13	\$59,943
14	\$60,048
15	\$60,364
16	\$60,575
17	\$60,786
18	\$61,207
19	\$61,628
20	\$62,155
21	\$62,893
22	\$63,735
23	\$64,683
24	\$65,948
25	\$66,580
26	\$67,528
27	\$68,160
28	\$68,897
29	\$69,108
30	\$70,794

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	2019-2020 Salary
0	\$54,011
1	\$54,119
2	\$54,227
3	\$54,821
4	\$55,307
5	\$55,847
6	\$56,819
7	\$56,927
8	\$57,035
9	\$57,899
10	\$58,656
11	\$59,196
12	\$60,384
13	\$61,464
14	\$61,572
15	\$61,896
16	\$62,112
17	\$62,328
18	\$62,760
19	\$63,193
20	\$63,733
21	\$64,489
22	\$65,353
23	\$66,325
24	\$67,621
25	\$68,270
26	\$69,242
27	\$69,890
28	\$70,646
29	\$70,862
30	\$72,590

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 and Counselors/226 days

Years of Experience	2019-2020 Salary
0	\$60,428
1	\$60,549
2	\$60,670
3	\$61,334
4	\$61,878
5	\$62,482
6	\$63,570
7	\$63,691
8	\$63,812
9	\$64,779
10	\$65,625
11	\$66,229
12	\$67,558
13	\$68,767
14	\$68,888
15	\$69,250
16	\$69,492
17	\$69,734
18	\$70,217
19	\$70,701
20	\$71,305
21	\$72,151
22	\$73,118
23	\$74,205
24	\$75,656
25	\$76,381
26	\$77,468
27	\$78,194
28	\$79,040
29	\$79,281
30	\$81,215

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.

Adminstrative/Professional Compensation Plan 2019-2020

Pay	Job Title	Calendars	Days	Minimum	Midpoint	Maximum
1			Days	\$ 243.00	\$ 293.00	\$ 343.00
	Finance Coordinator	226	226	54,918	66,218	77,518
	Network Administrator	226				
	Network Support Specialist	226				
	Software Engineer	226				
2			Days	\$ 268.00	\$ 324.00	\$ 380.00
	Academic Advisor	202	202	54,136	65,448	76,760
	Assistant Athletic Trainer	202	226	60,568	73,224	85,880
	Athletic Trainer	202				
	Intervention Specialist	202				
	Assistant Tennis Center Coordinator	226				
3			Days	\$ 284.00	\$ 345.00	\$ 406.00
	Occupational Therapist	187	187	53,108	64,515	75,922
	Speech Pathologist	187	197	55,948	67,965	79,982
	LSSP	197	202	57,368	69,690	82,012
	Speech Therapy	187, 202	226	64,184	77,970	91,756
	Tennis Center Coordinator	226				
	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	\$ 305.00	\$ 371.50	\$ 438.00
	Coordinator of Special Education	202	202	61,610	75,043	88,476
	CTE Coordinator	226	226	68,930	83,959	98,988
	Secondary Assistant Principal	226				
	Principal Alamo Education Center	226				
	Principal Early Childhood	226				
	Principal Elementary	226				
5			Days	\$ 329.00	\$ 400.50	\$ 472.00
	Principal Intermediate	226	202	66,458	80,901	95,344
	Band Director	202	226	74,354	90,513	106,672
	Director of Special Programs	226				
	Director of Special Education	226				
6			Days	\$ 393.00	\$ 479.50	\$ 566.00
	Principal Jr High	226	226	88,818	108,367	127,916
	Director of Technology	226				
	Head Football Coach	226				
	Athletic Director	226				
	Director of Post Secondary Readiness	226				
	Director of Operations	226				
8			Days	\$ 418.00	\$ 504.50	\$ 591.00
	Principal High School	226	226	\$ 94,468	\$ 114,017	\$ 133,566
	Executive Director of Accountability and Compliance	226				
	Executive Director of Learning & Leadership Services	226				
9			Days	\$ 443.00	\$ 533.50	\$ 624.00
	Assistant Superintendent of Human Services	226	226	100,118	120,571	141,024
	Chief Financial Officer	226				

Clerical and Paraprofessional Compensation Plan 2019-2020

Pay Grade 1

	Minimum	Midpoint	Maximum
Hourly	\$ 11.00	\$ 13.00	\$ 15.00
187	\$ 14,960	\$ 17,952	\$ 20,944
Aide, Content Mastery		Aide, Reading Intervention	
Aide, ESL		Aide, Resource	
Aide, Head Start		Aide, Resource Inclusion	
Aide, Instructional		Aide, Vocational	
Aide, PE		Aide, Special Education	
Aide, PreK		Permanent Substitute	

Pay Grade 2

	Minimum	Midpoint	Maximum
Hourly	\$ 12.00	\$ 14.50	\$ 17.00
187	\$ 16,456	\$ 20,196	\$ 23,936
Aide, Bilingual		Aide, Self-Contained	
Aide, Computer		Aide, Work Skills/OJT	
Aide, ISS		Aide, Life Skills/PCCD	
Aide, Library			

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
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	\$ 14.00	\$ 17.00	\$ 20.00
202	\$ 22,624	\$ 27,472	\$ 32,320
236	\$ 26,432	\$ 32,096	\$ 37,760
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 2019-2020

Pay Grade 5

Hourly	Minimum	Midpoint	Maximum
	\$ 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, Food Service	
Secretary, Business Office		Secretary, Transportation	
Secretary, Human Services		Secretary, Special Education	
Manager, Student Services		Office Manager, Special Education	
Student Software Support Specialist			

Pay Grade 6

Hourly	Minimum	Midpoint	Maximum
	\$ 18.00	\$ 22.00	\$ 26.00
187	\$ 26,928	\$ 32,912	\$ 38,896
202	\$ 29,088	\$ 35,552	\$ 42,016
236	\$ 33,984	\$ 41,536	\$ 49,088
Accounts Payable		Technology Assistant	
Employee Benefits Specialist		Human Services Specialist	
Accounting Assistant		Payroll Assistant	
Assistant to Communications Officer		Purchasing Specialist	
Print Shop Manager		Secretary, Curriculum	
LVN		Secretary, Superintendent	

Pay Grade 7

Hourly	Minimum	Midpoint	Maximum
	\$ 20.00	\$ 24.50	\$ 29.00
197	\$ 31,520	\$ 38,612	\$ 45,704
236	\$ 37,760	\$ 46,256	\$ 54,752
Network Technician I		Police Officer	

Pay Grade 8

Hourly	Minimum	Midpoint	Maximum
	\$ 24.00	\$ 28.50	\$ 33.00
236	\$ 45,312	\$ 53,808	\$ 62,304
Network Technician II			

Pay Grade 9

Hourly	Minimum	Midpoint	Maximum
	\$ 29.00	\$ 35.00	\$ 41.00
236	\$ 54,752	\$ 66,080	\$ 77,408
Payroll Manager		PEIMS Coordinator	

Auxiliary Compensation Plan 2019-2020

Pay Grade 1

Hourly	Minimum	Midpoint	Maximum
	\$ 11.00	\$ 13.00	\$ 15.00
187	\$ 16,456	\$ 19,448	\$ 22,440
260	\$ 22,880	\$ 27,040	\$ 31,200
Custodian		Child Nutrition	

Pay Grade 2

Hourly	Minimum	Midpoint	Maximum
	\$ 12.00	\$ 14.50	\$ 17.00
187	\$ 17,952	\$ 21,692	\$ 25,432
260	\$ 24,960	\$ 30,160	\$ 35,360
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
202	\$ 27,472	\$ 33,936	\$ 40,400
260	\$ 35,360	\$ 43,680	\$ 52,000
Transportation Supervisor		Bus Mechanic	
Carpenter		Plumber	
Electrician		HVAC	

Substitute and Tutorial Pay 2019-2020

Substitutes	Daily Rate
High School Diploma	\$ 65
36 or more College Hours	\$ 70
Degreed	\$ 75
Certified	\$ 85
Long Term Substitutes*	\$ 90
Certified Long Term Substitutes*	\$ 100
*after working 10 days for same Teacher	

Tutorials/Summer School	
Teacher (Certified)	\$35/hour

**Bus Driver and Monitor Pay
2019-2020**

Bus Drivers

Regular route-Guarantee 4.5 hours	\$18.50/hour
Midday Routes-Guarantee 2 hours	
Extracurricular Driving	\$11.00/hour
Garage Work	\$10.00/hour

Bus Monitor

Regular Route-Guarantee 4.5 hours	\$10.00
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Stipends 2019-2020

District Wide

Auditorium Technology Manager	\$	1,500
Bilingual Diagnostician Stipend	\$	4,000
Bilingual Teaching Stipends	\$	3,000
Doctorate Stipend (Non Admin)	\$	2,200
Lead Nurse	\$	1,000
Masters Degree (Non Admin)	\$	1,000
Mentor Teacher	\$	350
Special Olympics Coordinator	\$	1,500

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	\$	1,500-\$3,000
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
Project Lead the Way	\$	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
Theater Arts	\$	5,000
Yearbook	\$	1,600
UIL Coordinator	\$	3,500
UIL Academic Coaches		
Base Stipend	\$	100
Full slate of entries for District	\$	100
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 2019-2020

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	\$ 250

Early Childhood and Elementary Schools

Team Leaders	\$ 350
Elementary Music	\$ 250

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 2019-2020

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 2019-2020

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



Ennis ISD

School Year 2019-2020

Perfect Attendance Incentive Program

Eligibility:

- All Fulltime Teachers who are active and working during the current school year
- Late hires and employees who separate before the end of their work calendar shall be ineligible for the year end attendance.
- You must be employed for the entire nine weeks to be eligible for the nine weeks incentive.
- No more than "0" absences for the time period.
- An absence is defined as being away from work for two or more hours on any given day.
- Absence exclusions include:
 - Staff development
 - Jury duty or compliance with a subpoena
 - Observance of a religious holy day (subject to TEC 21.406)
 - Scheduled days off (during a non-school day)
 - Military duty

Perfect Attendance Stipend:

- During the budget process the District will set aside funds to cover all attendance incentives.
- After each nine weeks, all fulltime teachers who meet the eligibility requirements above will receive a stipend of \$100.
- The District will subtract the nine weeks incentive funds paid out from the total budgeted attendance funds. The remainder of these funds will be split between all employees who have met the requirements for the entire year.