

Ennis

Independent School District



2024-2025

Compensation Plan



ENNIS INDEPENDENT SCHOOL DISTRICT
2024-25 District Salary Schedule for Hiring
Teachers, Registered Nurses, Diagnosticians
Library Media Specialists, Instructional Coaches, Counselors,
Statagists, Instructional Facilitators, Behavior Interventionist

Years of Experience	187 Days	197 Days	202 Days	226 Days
0	\$56,000	\$ 58,995	\$ 60,492	\$ 67,679
1	\$56,400	\$ 59,416	\$ 60,924	\$ 68,163
2	\$56,800	\$ 59,837	\$ 61,356	\$ 68,646
3	\$57,200	\$ 60,259	\$ 61,788	\$ 69,129
4	\$57,600	\$ 60,680	\$ 62,220	\$ 69,613
5	\$58,000	\$ 61,102	\$ 62,652	\$ 70,096
6	\$58,400	\$ 61,523	\$ 63,084	\$ 70,580
7	\$58,900	\$ 62,050	\$ 63,625	\$ 71,184
8	\$59,500	\$ 62,682	\$ 64,273	\$ 71,909
9	\$60,000	\$ 63,209	\$ 64,813	\$ 72,513
10	\$60,600	\$ 63,841	\$ 65,461	\$ 73,239
11	\$61,200	\$ 64,473	\$ 66,109	\$ 73,964
12	\$61,900	\$ 65,210	\$ 66,865	\$ 74,810
13	\$62,600	\$ 65,948	\$ 67,621	\$ 75,656
14	\$63,200	\$ 66,580	\$ 68,270	\$ 76,381
15	\$63,800	\$ 67,212	\$ 68,918	\$ 77,106
16	\$64,400	\$ 67,844	\$ 69,566	\$ 77,831
17	\$65,000	\$ 68,476	\$ 70,214	\$ 78,556
18	\$65,500	\$ 69,003	\$ 70,754	\$ 79,160
19	\$66,000	\$ 69,529	\$ 71,294	\$ 79,765
20	\$66,500	\$ 70,056	\$ 71,834	\$ 80,369
21	\$67,100	\$ 70,688	\$ 72,482	\$ 81,094
22	\$67,600	\$ 71,215	\$ 73,022	\$ 81,698
23	\$68,100	\$ 71,742	\$ 73,563	\$ 82,303
24	\$68,600	\$ 72,268	\$ 74,103	\$ 82,907
25	\$69,300	\$ 73,006	\$ 74,859	\$ 83,753
26	\$69,900	\$ 73,638	\$ 75,507	\$ 84,478
27	\$70,500	\$ 74,270	\$ 76,155	\$ 85,203
28	\$71,400	\$ 75,218	\$ 77,127	\$ 86,291
29	\$72,000	\$ 75,850	\$ 77,775	\$ 87,016
30	\$72,800	\$ 76,693	\$ 78,640	\$ 87,983

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.



ENNIS INDEPENDENT SCHOOL DISTRICT

2024-25 District Professional Salary Schedule

Teachers, Registered Nurses, Diagnosticians

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

Years of Experience	187 Days	197 Days	202 Days	226 Days
0	\$56,500	\$ 59,521	\$ 61,032	\$ 68,283
1	\$56,900	\$ 59,943	\$ 61,464	\$ 68,767
2	\$57,300	\$ 60,364	\$ 61,896	\$ 69,250
3	\$57,700	\$ 60,786	\$ 62,328	\$ 69,734
4	\$58,100	\$ 61,207	\$ 62,760	\$ 70,217
5	\$58,500	\$ 61,628	\$ 63,193	\$ 70,701
6	\$58,900	\$ 62,050	\$ 63,625	\$ 71,184
7	\$59,300	\$ 62,471	\$ 64,057	\$ 71,667
8	\$59,700	\$ 62,893	\$ 64,489	\$ 72,151
9	\$60,200	\$ 63,419	\$ 65,029	\$ 72,755
10	\$60,700	\$ 63,946	\$ 65,569	\$ 73,359
11	\$61,300	\$ 64,578	\$ 66,217	\$ 74,084
12	\$62,000	\$ 65,316	\$ 66,973	\$ 74,930
13	\$62,700	\$ 66,053	\$ 67,729	\$ 75,776
14	\$63,300	\$ 66,685	\$ 68,378	\$ 76,502
15	\$63,900	\$ 67,317	\$ 69,026	\$ 77,227
16	\$64,500	\$ 67,949	\$ 69,674	\$ 77,952
17	\$65,100	\$ 68,581	\$ 70,322	\$ 78,677
18	\$65,600	\$ 69,108	\$ 70,862	\$ 79,281
19	\$66,100	\$ 69,635	\$ 71,402	\$ 79,886
20	\$66,600	\$ 70,161	\$ 71,942	\$ 80,490
21	\$67,200	\$ 70,794	\$ 72,590	\$ 81,215
22	\$67,700	\$ 71,320	\$ 73,130	\$ 81,819
23	\$68,200	\$ 71,847	\$ 73,671	\$ 82,424
24	\$68,700	\$ 72,374	\$ 74,211	\$ 83,028
25	\$69,400	\$ 73,111	\$ 74,967	\$ 83,874
26	\$70,000	\$ 73,743	\$ 75,615	\$ 84,599
27	\$70,600	\$ 74,375	\$ 76,263	\$ 85,324
28	\$71,500	\$ 75,324	\$ 77,235	\$ 86,412
29	\$72,100	\$ 75,956	\$ 77,883	\$ 87,137
30	\$72,900	\$ 76,798	\$ 78,748	\$ 88,104

Salary schedules are developed for one year only. Future salaries cannot be determined from this schedule. This schedule applies to personnel that have been with Ennis ISD at least 1 year. A \$1000 stipend for an advanced degree in a employees's work area.

Adminstrative/Professional Compensation Plan 2024-2025

Pay	Job Title	Calendars	Days	Minimum	Midpoint	Maximum
1			Days	\$ 256.00	\$ 310.50	\$ 365.00
	Coordinator, Family & Communi	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
	Athletic Trainer	202	202	58,782	69,791	80,800
	Specialist, Behavior	197	226	65,766	78,083	90,400
	Specialist, Digital Learning	226				
	Specialist, Instructional	202				
	Coordinator, Intervention & GT	226				
	Assistant Tennis Center Coordin	226				
3			Days	\$ 303.00	\$ 365.00	\$ 427.00
	Occupational Therapist	187	187	56,661	68,255	79,849
	Speech Pathologist	187, 202	197	59,691	71,905	84,119
	LSSP, LPC	197	202	61,206	73,730	86,254
	Learning Coordinator	226	226	68,478	82,490	96,502
	Assistant Principal Early Childho	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 Educa	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 H	226				
	Principal DAEP	226				
	Principal Early Childhood to Eler	226				
5			Days	\$ 351.00	\$ 421.00	\$ 491.00
	Head Band Director	226	226	79,326	95,146	110,966
	Principal Intermediate to Middle	226				
	Director, ESL/Bilingual	226				
	Director of Post Secondary Reac	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 Acc	226				
	Assistant Superintendent of Cur	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 2024-2025

Pay Grade 1

	Minimum		Midpoint		Maximum	
Hourly	\$	11.00	\$	13.00	\$	15.00
187	\$	16,456	\$	19,448	\$	22,440
Aide, Content Mastery			Aide, Reading Intervention			
Aide, ESL			Aide, Resource			
Aide, Head Start			Aide, Resource Inclusion			
Aide, Instructional			Aide, Special Education			
Aide, PE			Aide, Vocational			
Aide, PreK			Secondary Proctor			
			Permanent Substitute			

Pay Grade 2

	Minimum		Midpoint		Maximum	
Hourly	\$	12.00	\$	14.50	\$	17.00
187	\$	17,952	\$	21,692	\$	25,432
Aide, Bilingual			Aide, Self-Contained			
Aide, Computer			Aide, Work Skills/OJT			
Aide, ISS			Aide, Life Skills/PPCD			
Aide, Library			Aide, SLC			
Aide, Art			Aide (BAC) Intense Intervention			
Aide, Credit Recovery						

Pay Grade 3

	Minimum		Midpoint		Maximum	
Hourly	\$	13.00	\$	13.58	\$	16.00
187	\$	19,448	\$	23,936	\$	28,424
197	\$	20,488	\$	25,216	\$	29,944
202	\$	21,008	\$	25,856	\$	30,704
226	\$	23,504	\$	28,928	\$	34,352
Clerk, Attendance JH/HS			Receptionist, Campus			
Clerk, Campus Office			Receptionist, Transportation			
Clerk, Special Education			Secretary, Assistant Principal			
Clerk, Bilingual ESL			Print Shop Aide			

Pay Grade 4

	Minimum		Midpoint		Maximum	
Hourly	\$	14.00	\$	14.61	\$	17.00
202	\$	22,624	\$	27,472	\$	32,320
226	\$	25,312	\$	30,736	\$	36,160
Registrar			Secretary, Dual Credit/CTE			
Secretary, Alamo			Secretary, Athletics			
Secretary, Principal Early Childhood			Secretary, Principal Elementary			
Secretary, Principal Intermediate			Secretary, Principal Jr High			
Clerk, PEIMS			Clerk, Student Services			

Clerical and Paraprofessional Compensation Plan 2024-2025

Pay Grade 5

	Minimum	Midpoint	Maximum
Hourly	\$ 16.00	\$ 20.00	\$ 24.00
202	\$ 25,856	\$ 32,320	\$ 38,784
226	\$ 28,928	\$ 36,160	\$ 43,392
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
226	\$ 36,160	\$ 43,392	\$ 50,624
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
226	\$ 39,776	\$ 47,912	\$ 56,048
Network Technician I			

Pay Grade 8

	Minimum	Midpoint	Maximum
Hourly	\$ 25.00	\$ 29.50	\$ 34.00
197	\$ 39,400	\$ 46,492	\$ 53,584
226	\$ 45,200	\$ 53,336	\$ 61,472
Network Technician II			

Pay Grade 9

	Minimum	Midpoint	Maximum
Hourly	\$ 31.00	\$ 37.00	\$ 43.00
197	\$ 48,856	\$ 58,312	\$ 67,768
226	\$ 56,048	\$ 66,896	\$ 77,744
Payroll Manager	PEIMS Coordinator	Police Officer	

Auxiliary Compensation Plan 2024-2025

Pay Grade 1

Hourly	Minimum	Midpoint	Maximum
	\$ 11.00	\$ 13.00	\$ 15.00
171	\$ 15,048	\$ 17,784	\$ 20,520
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
171	\$ 16,416	\$ 19,836	\$ 23,256
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 2024-2025

Bus Drivers

Regular route-Guarantee 4.5 hours 174	\$22.75/hour
Summer School-Guarantee 3 hours 174	
Midday Routes-Guarantee 2 hours 174	
Extracurricular /Suburban 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

Para Professional (aide)	\$15/ hour
Teacher (Certified)	\$35/hour

Student Workers/AVID Tutors

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

Stipends 2024-2025

District Wide

Auditorium Technology Manager	\$ 1,500
Bilingual Diagnostician & Speech Path Stipend	\$ 7,500
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
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
JH Assistant Band Director	\$ 4,500
JH Head Band Director	\$ 6,000
HS Assistant Band Director	\$ 7,000
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
Head Athletic Trainer	\$ 10,000
Athletic Trainer Stipend	\$ 8,000
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/Head Band	\$ 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 2024-2025

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

2024-2025

Football

Varsity

Field House/Officials/Visiting Locker Room	\$ 100
Ticket Takers (7)	\$ 50
Clock/Scoreboard (3)	\$ 50
Announcer/Spotter (2)	\$ 75
Gate Worker Full Game (7)	\$ 75
Maintenance/Reserved Parking (2)	\$ 130
Video Board (6)	\$ 50
Chain Crew (4)	\$ 50
Hospitality (1)	\$ 40

Sub Varsity/Jr High School

	1 game	2 games	3 games
Event Sponsor	\$ 35	\$ 60	\$ 80
Ticket Taker	\$ 25	\$ 40	\$ 55
Player Gate	\$ 35	\$ 60	\$ 80
Clock/Scoreboard/Announcer	\$ 25	\$ 40	\$ 55
Spotter	\$ 25	\$ 40	\$ 55

Volleyball

Varsity/Sub Varsity

	1 game	2 games	3 games	4 games
Ticket Taker	\$ 25	\$ 40	\$ 55	\$ 70
Scoreboard/Announcer	\$ 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 Taker	\$ 25	\$ 40	\$ 55	
Clock/Scoreboard	\$ 25	\$ 40	\$ 55	
Event Supervisor	\$ 35	\$ 50	\$ 65	\$ 80

Powerlifting

Officials/Judges	\$ 125
Computer	\$ 100

Basketball

Varsity/Sub Varsity

	1 game	2 games	3 games	4 games
Ticket Taker	\$ 25	\$ 40	\$ 55	\$ 70
Scoreboard	\$ 25	\$ 40	\$ 55	\$ 70
Bookkeeper	\$ 25	\$ 40	\$ 55	\$ 70

Jr High School

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

Athletic Game Workers 2024-2025

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	\$ 40	\$ 55	\$ 70
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	\$ 40	\$ 55	\$ 70
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	\$ 40	\$ 55	\$ 70
Scoreboard	\$ 25	\$ 40	\$ 55	\$ 70
Bookkeeper	\$ 25	\$ 40	\$ 55	\$ 70

Track

High School Meets

Ticket Taker	\$ 75
Starter	\$ 150
Backup Starter	\$ 150

Jr High Meets

Ticket Taker	\$ 75
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Playoff Games

Playoff Games

Gate/Announcer/Clock/Ticket taker	\$ 40	\$ 80
Event Supervisor	\$ 60	\$ 120

Facility Rental

Event Supervisor	\$25 an hour
JH Tournaments on Saturday	\$15 per game