

# Ennis

Independent School District



2026-2027  
Compensation Plan



**ENNIS INDEPENDENT SCHOOL DISTRICT**  
**2026-2027 District Salary Schedule for 187 Day**  
**Classroom Teachers**

| <b>Years of Experience</b> | <b>187 Days</b> | <b>197 Days</b> | <b>202 Days</b> |
|----------------------------|-----------------|-----------------|-----------------|
| 0                          | \$58,200        | \$61,312        | \$ 62,868       |
| 1                          | \$58,700        | \$61,839        | \$ 63,409       |
| 2                          | \$59,200        | \$62,366        | \$ 63,949       |
| 3                          | \$60,100        | \$63,314        | \$ 64,921       |
| 4                          | \$61,000        | \$64,262        | \$ 65,893       |
| 5                          | \$63,100        | \$66,474        | \$ 68,161       |
| 6                          | \$64,300        | \$67,739        | \$ 69,458       |
| 7                          | \$64,700        | \$68,160        | \$ 69,890       |
| 8                          | \$65,100        | \$68,581        | \$ 70,322       |
| 9                          | \$65,500        | \$69,003        | \$ 70,754       |
| 10                         | \$65,900        | \$69,424        | \$ 71,186       |
| 11                         | \$66,400        | \$69,951        | \$ 71,726       |
| 12                         | \$66,900        | \$70,478        | \$ 72,266       |
| 13                         | \$67,500        | \$71,110        | \$ 72,914       |
| 14                         | \$68,200        | \$71,847        | \$ 73,671       |
| 15                         | \$68,900        | \$72,584        | \$ 74,427       |
| 16                         | \$69,500        | \$73,217        | \$ 75,075       |
| 17                         | \$70,100        | \$73,849        | \$ 75,723       |
| 18                         | \$70,700        | \$74,481        | \$ 76,371       |
| 19                         | \$71,300        | \$75,113        | \$ 77,019       |
| 20                         | \$71,800        | \$75,640        | \$ 77,559       |
| 21                         | \$72,300        | \$76,166        | \$ 78,099       |
| 22                         | \$72,800        | \$76,693        | \$ 78,640       |
| 23                         | \$73,400        | \$77,325        | \$ 79,288       |
| 24                         | \$73,900        | \$77,852        | \$ 79,828       |
| 25                         | \$74,400        | \$78,379        | \$ 80,368       |
| 26                         | \$74,900        | \$78,905        | \$ 80,908       |
| 27                         | \$75,600        | \$79,643        | \$ 81,664       |
| 28                         | \$76,200        | \$80,275        | \$ 82,312       |
| 29                         | \$76,800        | \$80,907        | \$ 82,960       |
| 30                         | \$77,700        | \$81,855        | \$ 83,933       |

Salary schedules are developed for one year only. Future salaries cannot be determined from this schedule applies to personnel that have been with Ennis ISD at least 1 year.

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



**ENNIS INDEPENDENT SCHOOL DISTRICT**  
**2026-2027 District Salary Schedule**  
**Registered Nurses, Library Media Specialist**  
**Instructional Coaches, Counselors, Strategist**  
**Instructional Facilitators, Behavior Interventionist**

| <b>Years of Experience</b> | <b>187 Days</b> | <b>197 Days</b> | <b>202 Days</b> | <b>217 Days</b> | <b>226 Days</b> |
|----------------------------|-----------------|-----------------|-----------------|-----------------|-----------------|
| 0                          | \$58,700        | \$61,839        | \$63,409        | \$68,117        | \$70,942        |
| 1                          | \$59,200        | \$62,366        | \$63,949        | \$68,697        | \$71,547        |
| 2                          | \$59,700        | \$62,893        | \$64,489        | \$69,278        | \$72,151        |
| 3                          | \$60,600        | \$63,841        | \$65,461        | \$70,322        | \$73,239        |
| 4                          | \$61,100        | \$64,367        | \$66,001        | \$70,902        | \$73,843        |
| 5                          | \$61,400        | \$64,683        | \$66,325        | \$71,250        | \$74,205        |
| 6                          | \$62,200        | \$65,526        | \$67,189        | \$72,179        | \$75,172        |
| 7                          | \$62,600        | \$65,948        | \$67,621        | \$72,643        | \$75,656        |
| 8                          | \$63,100        | \$66,474        | \$68,161        | \$73,223        | \$76,260        |
| 9                          | \$63,500        | \$66,896        | \$68,594        | \$73,687        | \$76,743        |
| 10                         | \$63,700        | \$67,106        | \$68,810        | \$73,919        | \$76,985        |
| 11                         | \$64,300        | \$67,739        | \$69,458        | \$74,616        | \$77,710        |
| 12                         | \$64,700        | \$68,160        | \$69,890        | \$75,080        | \$78,194        |
| 13                         | \$65,200        | \$68,687        | \$70,430        | \$75,660        | \$78,798        |
| 14                         | \$65,900        | \$69,424        | \$71,186        | \$76,472        | \$79,644        |
| 15                         | \$66,500        | \$70,056        | \$71,834        | \$77,168        | \$80,369        |
| 16                         | \$67,100        | \$70,688        | \$72,482        | \$77,865        | \$81,094        |
| 17                         | \$67,700        | \$71,320        | \$73,130        | \$78,561        | \$81,819        |
| 18                         | \$68,300        | \$71,952        | \$73,779        | \$79,257        | \$82,544        |
| 19                         | \$68,900        | \$72,584        | \$74,427        | \$79,953        | \$83,270        |
| 20                         | \$69,500        | \$73,217        | \$75,075        | \$80,650        | \$83,995        |
| 21                         | \$70,100        | \$73,849        | \$75,723        | \$81,346        | \$84,720        |
| 22                         | \$70,700        | \$74,481        | \$76,371        | \$82,042        | \$85,445        |
| 23                         | \$71,300        | \$75,113        | \$77,019        | \$82,739        | \$86,170        |
| 24                         | \$71,900        | \$75,745        | \$77,667        | \$83,435        | \$86,895        |
| 25                         | \$72,500        | \$76,377        | \$78,316        | \$84,131        | \$87,620        |
| 26                         | \$73,100        | \$77,009        | \$78,964        | \$84,827        | \$88,345        |
| 27                         | \$73,700        | \$77,641        | \$79,612        | \$85,524        | \$89,071        |
| 28                         | \$74,300        | \$78,273        | \$80,260        | \$86,220        | \$89,796        |
| 29                         | \$74,900        | \$78,905        | \$80,908        | \$86,916        | \$90,521        |
| 30                         | \$75,500        | \$79,537        | \$81,556        | \$87,612        | \$91,246        |

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 Plan 2026-2027

| Pay      | Job Title                                             | Calendars |             | Minimum          | Midpoint         | Maximum          |
|----------|-------------------------------------------------------|-----------|-------------|------------------|------------------|------------------|
| <b>1</b> |                                                       |           | <b>Days</b> | <b>\$269.00</b>  | <b>\$ 327.00</b> | <b>\$385.00</b>  |
|          | Coordinator, Family & Community Engagement            | 202       | 202         | 54,338           | 66,054           | 77,770           |
|          | Coordinator, Finance                                  | 226       | 226         | 60,794           | 73,902           | 87,010           |
|          | Coordinator, Purchasing                               | 226       |             |                  |                  |                  |
|          | Network Administrator                                 | 226       |             |                  |                  |                  |
|          | Network Support Specialist                            | 226       |             |                  |                  |                  |
|          | Software Engineer                                     | 226       |             |                  |                  |                  |
| <b>2</b> |                                                       |           | <b>Days</b> | <b>\$306.00</b>  | <b>\$ 363.00</b> | <b>\$420.00</b>  |
|          | Academic Advisor                                      | 202       | 187         | 57,222           | 67,881           | 77,044           |
|          | Athletic Trainer                                      | 202       | 197         | 60,282           | 71,511           | 82,740           |
|          | Specialist, Behavior                                  | 197       | 202         | 61,812           | 73,326           | 84,840           |
|          | Specialist, Digital Learning                          | 217       | 217         | 66,402           | 78,771           | 91,140           |
|          | Specialist, Instructional                             | 202       | 226         | 69,156           | 82,038           | 94,920           |
|          | Coordinator, Intervention & GT                        | 226       |             |                  |                  |                  |
|          | Assistant Tennis Center Coordinator                   | 226       |             |                  |                  |                  |
| <b>3</b> |                                                       |           | <b>Days</b> | <b>\$ 318.00</b> | <b>\$ 383.00</b> | <b>\$ 448.00</b> |
|          | Occupational Therapist                                | 187       | 187         | 59,466           | 71,621           | 83,776           |
|          | Learning Coordinator                                  | 226       | 197         | 62,646           | 75,451           | 86,680           |
|          | Assistant Principal Early Childhood to Middle School  | 217       | 217         | 69,006           | 83,111           | 97,216           |
|          | Ard Facilitator, Liccensed Professional Counselor     | 197       | 226         | 71,868           | 86,558           | 101,248          |
|          | Speech Path Assistant                                 | 197       |             |                  |                  |                  |
|          | Chief of Police                                       | 226       |             |                  |                  |                  |
|          | Communications Officer                                | 226       |             |                  |                  |                  |
|          | Coordinator, Digital Learning                         | 217       |             |                  |                  |                  |
|          | Coordinator, Tennis Center                            | 226       |             |                  |                  |                  |
| <b>4</b> |                                                       |           | <b>Days</b> | <b>\$ 342.00</b> | <b>\$ 416.00</b> | <b>\$ 490.00</b> |
|          | Assistant Director, Special Education                 | 226       | 187         | 63,954           | 77,792           | 91,630           |
|          | Coordinator Bilingual/ESL                             | 202       | 197         | 67,374           | 81,952           | 96,530           |
|          | Coordinator, CTE                                      | 226       | 202         | 69,084           | 84,032           | 98,980           |
|          | Speech Pathologist                                    | 187, 202  | 217         | 74,214           | 90,272           | 106,330          |
|          | LSSP                                                  | 197       | 226         | 77,292           | 94,016           | 110,740          |
|          | Diagnostician                                         | 197, 226  |             |                  |                  |                  |
|          | Assistant Principal - Jr. High to High School         | 217       |             |                  |                  |                  |
|          | Principal DAEP                                        | 217       |             |                  |                  |                  |
|          | Principal Early Childhood to Elementary               | 217       |             |                  |                  |                  |
| <b>5</b> |                                                       |           | <b>Days</b> | <b>\$ 370.00</b> | <b>\$ 443.00</b> | <b>\$ 516.00</b> |
|          | Head Band Director                                    | 226       | 217         | 80,290           | 96,131           | 111,972          |
|          | Principal Intermediate to Middle School               | 217       | 226         | 83,620           | 100,118          | 116,616          |
|          | Director, ESL/Bilingual                               | 226       |             |                  |                  |                  |
|          | Director of Post Secondary Readiness                  | 226       |             |                  |                  |                  |
|          | Director of Special Programs                          | 226       |             |                  |                  |                  |
|          | Director of Special Education                         | 226       |             |                  |                  |                  |
|          | Director of Transportation                            | 226       |             |                  |                  |                  |
| <b>6</b> |                                                       |           | <b>Days</b> | <b>\$ 441.00</b> | <b>\$ 538.00</b> | <b>\$ 635.00</b> |
|          | Principal Jr High                                     | 226       | 226         | 99,666           | 121,588          | 143,510          |
|          | Director of Human Resources                           | 226       |             |                  |                  |                  |
|          | Athletic Director                                     | 226       |             |                  |                  |                  |
|          | Head Football Coach                                   | 226       |             |                  |                  |                  |
|          | Director of Operations                                | 226       |             |                  |                  |                  |
|          | Director of Technology                                | 226       |             |                  |                  |                  |
| <b>7</b> |                                                       |           | <b>Days</b> | <b>\$ 500.00</b> | <b>\$ 610.00</b> | <b>\$ 720.00</b> |
|          | Principal High School                                 | 226       | 226         | \$ 113,000       | \$ 137,860       | \$ 162,720       |
|          | Assistant Superintendent of Accountability & Operatic | 226       |             |                  |                  |                  |
|          | Assistant Superintendent of Curriculum & Instruction  | 226       |             |                  |                  |                  |
| <b>8</b> |                                                       |           | <b>Days</b> | <b>\$ 536.00</b> | <b>\$ 640.00</b> | <b>\$ 744.00</b> |
|          | Chief Financial Officer                               | 226       | 226         | 121,136          | 144,640          | 168,144          |
|          | Deputy Superintendent                                 | 226       |             |                  |                  |                  |

# Clerical and Paraprofessional Plan 2026-2027

## Pay Grade 1

| Hourly                                                                                                                                                                                                                                                                                                                                                                                                                                   | Minimum   | Midpoint  | Maximum   |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------|-----------|-----------|
|                                                                                                                                                                                                                                                                                                                                                                                                                                          | \$ 12.25  | \$ 14.30  | \$ 16.35  |
| 180                                                                                                                                                                                                                                                                                                                                                                                                                                      | \$ 17,640 | \$ 20,592 | \$ 23,544 |
| <div style="display: flex; justify-content: space-between;"> <div style="width: 45%;"> Aide, Content Mastery<br/> Aide, ESL<br/> Aide, Head Start<br/> Aide, Instructional<br/> Aide, PE<br/> Aide, PreK </div> <div style="width: 45%;"> Aide, Reading Intervention<br/> Aide, Resource<br/> Aide, Resource Inclusion<br/> Aide, Special Education<br/> Aide, Vocational<br/> Secondary Proctor<br/> Permanent Substitute </div> </div> |           |           |           |

## Pay Grade 2

| Hourly                                                                                                                                                                                                                                                                                                                                                                                | Minimum   | Midpoint  | Maximum   |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------|-----------|-----------|
|                                                                                                                                                                                                                                                                                                                                                                                       | \$ 13.30  | \$ 15.85  | \$ 18.40  |
| 180                                                                                                                                                                                                                                                                                                                                                                                   | \$ 19,152 | \$ 22,824 | \$ 26,496 |
| <div style="display: flex; justify-content: space-between;"> <div style="width: 45%;"> Aide, Bilingual<br/> Aide, Computer<br/> Aide, ISS<br/> Aide, Library<br/> Aide, Art<br/> Aide, Credit Recovery </div> <div style="width: 45%;"> Aide, Self-Contained<br/> Aide, Work Skills/OJT<br/> Aide, Life Skills/PPCD<br/> Aide, SLC<br/> Aide (BAC) Intense Intervention </div> </div> |           |           |           |

## Pay Grade 3

| Hourly                                                                                                                                                                                                                                                                                                                                                                                      | Minimum   | Midpoint  | Maximum   |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------|-----------|-----------|
|                                                                                                                                                                                                                                                                                                                                                                                             | \$ 14.30  | \$ 17.35  | \$ 20.40  |
| 187                                                                                                                                                                                                                                                                                                                                                                                         | \$ 21,393 | \$ 25,956 | \$ 30,518 |
| 197                                                                                                                                                                                                                                                                                                                                                                                         | \$ 22,537 | \$ 27,344 | \$ 32,150 |
| 202                                                                                                                                                                                                                                                                                                                                                                                         | \$ 23,109 | \$ 28,038 | \$ 32,966 |
| 217                                                                                                                                                                                                                                                                                                                                                                                         | \$ 24,825 | \$ 30,120 | \$ 35,414 |
| 226                                                                                                                                                                                                                                                                                                                                                                                         | \$ 25,854 | \$ 31,369 | \$ 36,883 |
| <div style="display: flex; justify-content: space-between;"> <div style="width: 45%;"> Clerk, Attendance JH/HS<br/> Clerk, Campus Office, Discipline<br/> Clerk, Special Education<br/> Clerk, Bilingual ESL </div> <div style="width: 45%;"> Receptionist, Campus<br/> Receptionist, Transportation<br/> Secretary, Assistant Principal<br/> Print Shop Aide; DAEP Secretary </div> </div> |           |           |           |

## Pay Grade 4

| Hourly                                                                                                                                                                                                                                                                                                                                                                                                                            | Minimum   | Midpoint  | Maximum   |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------|-----------|-----------|
|                                                                                                                                                                                                                                                                                                                                                                                                                                   | \$ 15.05  | \$ 18.15  | \$ 21.25  |
| 202                                                                                                                                                                                                                                                                                                                                                                                                                               | \$ 24,321 | \$ 29,330 | \$ 34,340 |
| 217                                                                                                                                                                                                                                                                                                                                                                                                                               | \$ 26,127 | \$ 31,508 | \$ 36,890 |
| 226                                                                                                                                                                                                                                                                                                                                                                                                                               | \$ 27,210 | \$ 32,815 | \$ 38,420 |
| <div style="display: flex; justify-content: space-between;"> <div style="width: 45%;"> Registrar<br/> Secretary, Alamo<br/> Secretary, Principal Early Childhood<br/> Secretary, Principal Intermediate<br/> Clerk, PEIMS </div> <div style="width: 45%;"> Secretary, Dual Credit/CTE<br/> Secretary, Athletics<br/> Secretary, Principal Elementary<br/> Secretary, Principal Jr High<br/> Receptionist (District) </div> </div> |           |           |           |

# Clerical and Paraprofessional Plan 2026-2027

## Pay Grade 5

| Hourly                                                                                                                                                                                                                                                          | Minimum<br>\$ 17.05 | Midpoint<br>\$ 21.15 | Maximum<br>\$ 25.25 |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------|----------------------|---------------------|
| 202                                                                                                                                                                                                                                                             | \$ 27,553           | \$ 34,178            | \$ 40,804           |
| 217                                                                                                                                                                                                                                                             | \$ 29,599           | \$ 36,716            | \$ 43,834           |
| 226                                                                                                                                                                                                                                                             | \$ 30,826           | \$ 38,239            | \$ 45,652           |
| Secretary, Principal High School<br>Secretary, Business Office<br>Secretary, Human Services<br>Student Software Support Specialist<br>Secretary, Food Service<br>Secretary, Transportation<br>Secretary, Special Education<br>Office Manager, Special Education |                     |                      |                     |

## Pay Grade 6

| Hourly                                                                                                                                                                                                            | Minimum<br>\$ 21.05 | Midpoint<br>\$ 25.15 | Maximum<br>\$ 29.25 |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------|----------------------|---------------------|
| 187                                                                                                                                                                                                               | \$ 31,491           | \$ 37,624            | \$ 43,758           |
| 226                                                                                                                                                                                                               | \$ 38,058           | \$ 45,471            | \$ 52,884           |
| Accounts Payable<br>Accounting Assistant<br>Payroll Assistant<br>Secretary Curriculum<br>Technology Assistant<br>LVN<br>Employee Benefits Specialist<br>Human Services Specialist<br>Student Services Coordinator |                     |                      |                     |

## Pay Grade 7

| Hourly                                                                           | Minimum<br>\$ 23.05 | Midpoint<br>\$ 27.65 | Maximum<br>\$ 32.25 |
|----------------------------------------------------------------------------------|---------------------|----------------------|---------------------|
| 226                                                                              | \$ 41,674           | \$ 49,991            | \$ 58,308           |
| Network Technician I<br>Accounting Specialist<br>Secretary to the Superintendent |                     |                      |                     |

## Pay Grade 8

| Hourly                | Minimum<br>\$ 26.05 | Midpoint<br>\$ 30.65 | Maximum<br>\$ 35.25 |
|-----------------------|---------------------|----------------------|---------------------|
| 197                   | \$ 41,055           | \$ 48,304            | \$ 55,554           |
| 226                   | \$ 47,098           | \$ 55,415            | \$ 63,732           |
| Network Technician II |                     |                      |                     |

## Pay Grade 9

| Hourly                                                 | Minimum<br>\$ 32.25 | Midpoint<br>\$ 38.25 | Maximum<br>\$ 44.25 |
|--------------------------------------------------------|---------------------|----------------------|---------------------|
| 197                                                    | \$ 50,826           | \$ 60,282            | \$ 69,738           |
| 226                                                    | \$ 58,308           | \$ 69,156            | \$ 80,004           |
| Payroll Manager<br>PEIMS Coordinator<br>Police Officer |                     |                      |                     |

# Auxiliary Compensation Plan 2026-2027

## Pay Grade 1

|                                                                | Minimum   | Midpoint  | Maximum   |
|----------------------------------------------------------------|-----------|-----------|-----------|
| Hourly                                                         | \$ 11.25  | \$ 13.25  | \$ 15.25  |
| 171                                                            | \$ 15,390 | \$ 18,126 | \$ 20,862 |
| 175                                                            | \$ 15,750 | \$ 18,550 | \$ 21,350 |
| 260                                                            | \$ 23,400 | \$ 27,560 | \$ 31,720 |
| Custodian Child Nutrition<br>Crossing Guard Mechanic Assistant |           |           |           |

## Pay Grade 2

|                                     | Minimum   | Midpoint  | Maximum   |
|-------------------------------------|-----------|-----------|-----------|
| Hourly                              | \$ 12.25  | \$ 14.75  | \$ 17.25  |
| 171                                 | \$ 16,758 | \$ 20,178 | \$ 23,598 |
| Groundskeeper Security, Parking Lot |           |           |           |

## Pay Grade 3

|                 | Minimum   | Midpoint  | Maximum   |
|-----------------|-----------|-----------|-----------|
| Hourly          | \$ 13.25  | \$ 16.25  | \$ 19.25  |
| 260             | \$ 27,560 | \$ 33,800 | \$ 40,040 |
| Bus Maintenance |           |           |           |

## Pay Grade 3.1

|                     | Minimum   | Midpoint  | Maximum   |
|---------------------|-----------|-----------|-----------|
| Hourly              | \$ 14.25  | \$ 17.25  | \$ 20.25  |
| 260                 | \$ 29,640 | \$ 35,880 | \$ 42,120 |
| General Maintenance |           |           |           |

## Pay Grade 4

|                           | Minimum   | Midpoint  | Maximum   |
|---------------------------|-----------|-----------|-----------|
| Hourly                    | \$ 17.25  | \$ 21.25  | \$ 25.25  |
| 260                       | \$ 35,880 | \$ 44,200 | \$ 52,520 |
| Transportation Supervisor |           |           |           |

## Pay Grade 5

|                                      | Minimum   | Midpoint  | Maximum   |
|--------------------------------------|-----------|-----------|-----------|
| Hourly                               | \$ 19.75  | \$ 25.25  | \$ 30.75  |
| 260                                  | \$ 41,080 | \$ 52,520 | \$ 63,960 |
| Carpenter HVAC Mechanic Pest Control |           |           |           |

## Pay Grade 6

|                                                                | Minimum   | Midpoint  | Maximum   |
|----------------------------------------------------------------|-----------|-----------|-----------|
| Hourly                                                         | \$ 21.25  | \$ 28.00  | \$ 34.75  |
| 260                                                            | \$ 44,200 | \$ 58,240 | \$ 72,280 |
| Maintenance Supervisor Journeyman Electrician<br>Lead Mechanic |           |           |           |

## Bus Driver, Bus Monitor, Substitute, Tutorial, Student Workers Compensation Plan 2026-2027

### Bus Drivers

|                                                              |              |                                  |
|--------------------------------------------------------------|--------------|----------------------------------|
| Regular route-Guarantee (CDL Bus) 4.5 hours 174              | 23.70 Hour   |                                  |
| Summer School-Guarantee (CDL Bus) 3 hours 174                |              |                                  |
| Midday Routes-Guarantee (CDL Bus) 2 hours 174                |              |                                  |
| Extracurricular /Suburban Driving/ Field Trip (CDL & NonCDL) | \$15.00/hour |                                  |
| Garage Work                                                  | \$10.75/hour | Driver in Training \$15 per hour |

### Bus Monitor

|                                       |         |
|---------------------------------------|---------|
| Regular Route-Guarantee 4.5 hours 174 | \$12.75 |
|---------------------------------------|---------|

### 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                | \$182.00   |
| Schedule. Upon Statement of Eligibility from ACP agency, candidate will      | 1                   | \$185.50   |
| move to EISD Teacher Salary Schedule. When Certification is obtained 2 years |                     |            |
| aide experience will be granted is applicable                                | 2                   | \$189.50   |

### Tutorials/Summer School

|                          |            |
|--------------------------|------------|
| Para Professional (aide) | \$15/ hour |
| Teacher (Certified)      | \$35/hour  |
| Band Tutors              | \$40/hour  |

### Summer Evaluations (SPED)

|                                                   |            |
|---------------------------------------------------|------------|
| Speech Therapist & Diagnosticians -Retired Hourly | \$50/ hour |
|---------------------------------------------------|------------|

### Student Workers/AVID Tutors

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

# Stipends 2026-2027

## District Wide

|                                                                                 |           |
|---------------------------------------------------------------------------------|-----------|
| Auditorium Technology Manager                                                   | \$ 1,500  |
| Bilingual Diagnostician & Speech Path Stipend                                   | \$ 7,500  |
| Bilingual Teaching Stipends                                                     | \$ 5,000  |
| Esl Certification Core Subjects                                                 | \$ 500    |
| Elem-JH Counselor Stipend                                                       | \$ 1,000  |
| HS Counselor                                                                    | \$ 2,500  |
| Diagnostician Stipend                                                           | \$ 2,000  |
| Doctorate Stipend (Non Admin)                                                   | \$ 2,200  |
| ESL Dual Language Pairing                                                       | \$ 1,500  |
| Lead Nurse                                                                      | \$ 1,000  |
| Longevity (40+ years in District)                                               | \$ 3,000  |
| K-9 Handler                                                                     | \$ 15,000 |
| Social Media (11)                                                               | \$ 1,000  |
| Masters Degree (Non Admin Scale) - by August 1st                                | \$ 1,000  |
| Mentor Teacher                                                                  | \$ 350    |
| Police Sergeant                                                                 | \$ 2,500  |
| Special Ed (Self Contained, Life Skills, Funtional Academics) Aide receives 1/2 | \$ 3,000  |
| Special Ed (Self Contained SLC) Aide receives 1/2                               | \$ 4,000  |
| 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        |
| Lead Ag Teacher                            | \$ 1,500        |
| EJH Assistant Band Director                | \$ 4,500        |
| EJH Head Band Director                     | \$ 6,000        |
| HS Assistant Band Director                 | \$ 7,000        |
| Assistant Cheerleading/Dance               | \$ 3,400        |
| Athletic Coordinator/Offensive & Defensive | \$ 5,000        |
| 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        |
| PRS Services                               | \$ 3,000        |
| 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        |
| Head Choir / Theatre Arts/Head Band        | \$ 5,000        |
| Yearbook                                   | \$ 1,600        |
| HS UIL Coordinator                         | \$ 3,500        |
| UIL Academic Coaches                       |                 |
| Base Stipend                               | \$ 200          |

# Stipends 2026-2027

|                                       |    |     |                      |
|---------------------------------------|----|-----|----------------------|
| 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 |

|                                            |    |       |
|--------------------------------------------|----|-------|
| Athletics Coach per Sport                  | \$ | 1,700 |
| Coordinator Offensive, Defensive, Athletic | \$ | 5,000 |
| Assistant Cheerleading                     | \$ | 1,700 |
| Head Cheerleading                          | \$ | 2,500 |
| Athletics Extra Duty                       | \$ | 3,000 |
| EJH Team Leaders                           | \$ | 1,000 |
| Yearbook                                   | \$ | 1,200 |
| EJH NHS                                    | \$ | 750   |

## Intermediate Schools

|                    |    |     |
|--------------------|----|-----|
| Team Leaders       | \$ | 600 |
| Intermediate Music | \$ | 500 |

## Early Childhood and Elementary Schools

|                   |    |       |
|-------------------|----|-------|
| Team Leaders      | \$ | 350   |
| Elementary Music  | \$ | 500   |
| ECSE Extended Day | \$ | 2,000 |

## 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

## Jr. High School Athletics

|                             |         |
|-----------------------------|---------|
| JH Coordinator (Boys/Girls) | \$1,500 |
| JH Asst Coach per Sport     | \$1,700 |
| JH Soccer                   | \$1,200 |

# Athletic Game Workers 2026-2027

## 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)           | \$ | 75  |
| 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 2026-2027

## 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 |
|--------------|-------|

## Playoff Games

### Playoff Games

|                                   |       |        |
|-----------------------------------|-------|--------|
| Gate/Announcer/Clock/Ticket taker | \$ 40 | \$ 80  |
| Event Supervisor                  | \$ 60 | \$ 120 |
| Security - 3 hour minimum         | \$ 60 |        |

### Facility Rental

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



ENNIS ISD  
2026-2027

EISD SCHOOL BOARD

President - Bill Chapman

Vice President - John Erisman

Secretary - Tommy Aguilar

Member - Bramlett Beard

Member - Kelly McManus

Member - Wayne Leaks

Member - Dr. Lindsey Clark-Fass

Superintendent - Dr. Greg Bradley

