

Ennis

Independent School District



2021-2022

Compensation Plans



ENNIS INDEPENDENT SCHOOL DISTRICT

District Salary Schedule for Hiring

Teachers and Registered Nurses/187 days

Years of Experience	2021-2022 Salary
0	\$52,000
1	\$52,800
2	\$53,200
3	\$53,300
4	\$53,400
5	\$53,950
6	\$54,600
7	\$55,100
8	\$56,000
9	\$56,100
10	\$56,200
11	\$57,100
12	\$57,800
13	\$58,300
14	\$59,400
15	\$60,400
16	\$60,700
17	\$61,000
18	\$61,200
19	\$61,400
20	\$61,800
21	\$62,200
22	\$62,700
23	\$63,400
24	\$64,200
25	\$65,100
26	\$66,300
27	\$66,700
28	\$67,600
29	\$68,200
30	\$68,900

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
Diagnosticians/197 days

Years of Experience	2021-2022 Salary
0	\$54,781
1	\$55,624
2	\$56,045
3	\$56,150
4	\$56,256
5	\$56,835
6	\$57,520
7	\$58,047
8	\$58,995
9	\$59,100
10	\$59,205
11	\$60,153
12	\$60,891
13	\$61,418
14	\$62,576
15	\$63,630
16	\$63,946
17	\$64,262
18	\$64,473
19	\$64,683
20	\$65,105
21	\$65,526
22	\$66,053
23	\$66,790
24	\$67,633
25	\$68,581
26	\$69,845
27	\$70,267
28	\$71,215
29	\$71,847
30	\$72,584

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/202 days

Years of Experience	2021-2022 Salary
0	\$56,171
1	\$57,035
2	\$57,467
3	\$57,575
4	\$57,683
5	\$58,278
6	\$58,980
7	\$59,520
8	\$60,492
9	\$60,600
10	\$60,708
11	\$61,680
12	\$62,436
13	\$62,976
14	\$64,165
15	\$65,245
16	\$65,569
17	\$65,893
18	\$66,109
19	\$66,325
20	\$66,757
21	\$67,189
22	\$67,729
23	\$68,486
24	\$69,350
25	\$70,322
26	\$71,618
27	\$72,050
28	\$73,022
29	\$73,671
30	\$74,427

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	2021-2022 Salary
0	\$62,845
1	\$63,812
2	\$64,295
3	\$64,416
4	\$64,537
5	\$65,202
6	\$65,987
7	\$66,591
8	\$67,679
9	\$67,800
10	\$67,921
11	\$69,009
12	\$69,855
13	\$70,459
14	\$71,788
15	\$72,997
16	\$73,359
17	\$73,722
18	\$73,964
19	\$74,205
20	\$74,689
21	\$75,172
22	\$75,776
23	\$76,622
24	\$77,589
25	\$78,677
26	\$80,127
27	\$80,611
28	\$81,698
29	\$82,424
30	\$83,270

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 2021-2022

Pay	Job Title	Calendars		Minimum	Midpoint	Maximum
1			Days	\$ 247.00	\$ 300.00	\$ 353.00
	Coordinator, Family & Community Engagement	202	202	49,894	60,600	71,306
	Coordinator, Finance	226	226	55,822	67,800	79,778
	Network Administrator	226				
	Network Support Specialist	226				
	Software Engineer	226				
2			Days	\$ 281.00	\$ 333.50	\$ 386.00
	Academic Advisor	202	202	56,762	67,367	77,972
	Assistant Athletic Trainer	202	226	63,506	75,371	87,236
	Athletic Trainer	202				
	Specialist, Digital Learning	226				
	Specialist, Intervention	202				
	Specialist, Secondary ESL	202				
	Assistant Tennis Center Coordinator	226				
3			Days	\$ 293.00	\$ 353.00	\$ 413.00
	Occupational Therapist	187	187	54,791	66,011	77,231
	Speech Pathologist	187	197	57,721	69,541	81,361
	LSSP	197	202	59,186	71,306	83,426
	Speech Therapy	187, 202	226	66,218	79,778	93,338
	Assistant Principal Early Childhood	226				
	Assistant Principal Intermediate	226				
	Chief of Police	226				
	Communications Officer	226				
	Coordinator, Digital Learning	226				
	Coordinator, ESL/Bilingual	226				
	Coordinator, Tennis Center	226				
4			Days	\$ 314.00	\$ 381.50	\$ 449.00
	Coordinator, Special Education	202	202	63,428	77,063	90,698
	Coordinator, CTE	226	226	70,964	86,219	101,474
	Secondary Assistant Principal	226				
	Principal Alamo Education Center	226				
	Principal Early Childhood	226				
	Principal Elementary	226				
5			Days	\$ 339.00	\$ 406.50	\$ 474.00
	Head Band Director	202	202	68,478	82,113	95,748
	Principal Intermediate	226	226	76,614	91,869	107,124
	Director of Special Programs	226				
	Director of Special Education	226				
6			Days	\$ 405.00	\$ 495.00	\$ 585.00
	Principal Jr High	226	226	91,530	111,870	132,210
	Head Football Coach	226				
	Athletic Director	226				
	Director of Operations	226				
	Director of Post Secondary Readiness	226				
	Director of Technology	226				
7			Days	\$ 431.00	\$ 521.00	\$ 611.00
	Principal High School	226	226	\$ 97,406	\$ 117,746	\$ 138,086
	Assistant Superintendent of Accountability & Operations	226				
	Assistant Superintendent of Curriculum & Instruction	226				
8			Days	\$ 456.00	\$ 546.00	\$ 636.00
	Chief Financial Officer	226	226	103,056	123,396	143,736
	Deputy Superintendent	226				

Clerical and Paraprofessional Compensation Plan 2021-2022

Pay Grade 1

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

Pay Grade 2

Hourly	Minimum	Midpoint	Maximum
	\$ 12.00	\$ 14.50	\$ 17.00
187	\$ 17,952	\$ 21,692	\$ 25,432
236	\$ 22,656	\$ 27,376	\$ 32,096
Aide, Bilingual Aide, Computer Aide, ISS Aide, Library Aide, Self-Contained Aide, Work Skills/OJT Aide, Life Skills/PPCD Aide, SLC			

Pay Grade 3

Hourly	Minimum	Midpoint	Maximum
	\$ 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 Clerk, Campus Office Clerk, Special Education Receptionist, Campus Receptionist, Transportation Secretary, Assistant Principal Print Shop Aide			

Pay Grade 4

Hourly	Minimum	Midpoint	Maximum
	\$ 14.00	\$ 17.00	\$ 20.00
202	\$ 22,624	\$ 27,472	\$ 32,320
236	\$ 26,432	\$ 32,096	\$ 37,760
Registrar Secretary, Alamo Secretary, Principal Early Childhood Secretary, Principal Intermediate Clerk, PEIMS Secretary, Dual Credit/CTE Secretary, Athletics Secretary, Principal Elementary Secretary, Principal Jr High			

Clerical and Paraprofessional Compensation Plan 2021-2022

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, Business Office Secretary, Human Services Manager, Student Services Student Software Support Specialist Secretary, Food Service Secretary, Transportation Secretary, Special Education Office Manager, Special Education			

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 Accounting Assistant Assistant to Communications Officer Payroll Assistant Technology Assistant LVN Employee Benefits Specialist Human Services Specialist Purchasing Specialist Secretary, Curriculum 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
	\$ 25.00	\$ 29.50	\$ 34.00
236	\$ 47,200	\$ 55,696	\$ 64,192
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 2021-2022

Pay Grade 1

Hourly	Minimum	Midpoint	Maximum
	\$ 11.00	\$ 13.00	\$ 15.00
173	\$ 15,224	\$ 17,992	\$ 20,760
187	\$ 16,456	\$ 19,448	\$ 22,440
260	\$ 22,880	\$ 27,040	\$ 31,200
Custodian Child Nutrition Crossing Guard			

Pay Grade 2

Hourly	Minimum	Midpoint	Maximum
	\$ 12.00	\$ 14.50	\$ 17.00
177	\$ 16,992	\$ 20,532	\$ 24,072
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 2021-2022

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	

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

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

**Student Workers and AVID Tutors Pay
2021-2022**

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

**Bus Driver and Monitor Pay
2021-2022**

Bus Drivers

Regular route-Guarantee 4.5 hours	\$19.30/hour
Midday Routes-Guarantee 2 hours	
Extracurricular Driving	\$11.00/hour
Garage Work	\$10.50/hour

Bus Monitor

Regular Route-Guarantee 4.5 hours	\$10.50
-----------------------------------	---------

Stipends 2021-2022

District Wide

Auditorium Technology Manager	\$ 1,500
Bilingual Diagnostician Stipend	\$ 4,000
Bilingual Teaching Stipends	\$ 4,000
Doctorate Stipend (Non Admin)	\$ 2,200
Lead Nurse	\$ 1,000
Masters Degree (Non Admin)	\$ 1,000
Mentor Teacher	\$ 350
Reading Academy	\$ 600
Special Olympics Coordinator	\$ 1,500
Special Education Transition	\$ 3,000

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 2021-2022

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

2021-2022

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

2021-2022

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