



Willis Independent School District
Hiring Pay Structure
2024-2025

Teacher's Scale			Counselor and Diagnostician Scale		
	BACHELORS	MASTERS		Elementary Counselor, Diagnostician	Secondary HS Counselor
Yrs	187 days	187 days	Yrs	197 days	210 days
00	\$56,000	\$57,200	00	\$61,265	\$65,308
01	\$56,500	\$57,700	01	\$61,765	\$65,841
02	\$57,080	\$58,280	02	\$62,376	\$66,492
03	\$57,660	\$58,860	03	\$62,987	\$67,143
04	\$58,240	\$59,440	04	\$63,598	\$67,795
05	\$58,820	\$60,020	05	\$64,209	\$68,446
06	\$59,400	\$60,600	06	\$64,820	\$69,097
07	\$60,230	\$61,430	07	\$65,694	\$70,029
08	\$60,810	\$62,010	08	\$66,305	\$70,681
09	\$61,390	\$62,590	09	\$66,916	\$71,332
10	\$61,970	\$63,170	10	\$67,527	\$71,983
11	\$62,550	\$63,750	11	\$68,138	\$72,635
12	\$63,130	\$64,330	12	\$68,749	\$73,286
13	\$63,710	\$64,910	13	\$69,360	\$73,937
14	\$64,290	\$65,490	14	\$69,971	\$74,589
15	\$64,870	\$66,070	15	\$70,582	\$75,240
16	\$65,450	\$66,650	16	\$71,193	\$75,891
17	\$66,030	\$67,230	17	\$71,804	\$76,543
18	\$66,610	\$67,810	18	\$72,415	\$77,194
19	\$67,190	\$68,390	19	\$73,026	\$77,845
20	\$67,770	\$68,970	20	\$73,637	\$78,497
21	\$68,350	\$69,550	21	\$74,248	\$79,148
22	\$68,930	\$70,130	22	\$74,859	\$79,799
23	\$69,510	\$70,710	23	\$75,470	\$80,451
24	\$70,090	\$71,290	24	\$76,081	\$81,102
25	\$70,670	\$71,870	25	\$76,692	\$81,753
26	\$71,250	\$72,450	26	\$77,303	\$82,405
27	\$71,830	\$73,030	27	\$77,914	\$83,056
28	\$72,410	\$73,610	28	\$78,525	\$83,707
29	\$72,990	\$74,190	29	\$79,136	\$84,359
30	\$73,570	\$74,770	30	\$79,747	\$85,010
31	\$74,150	\$75,350	31	\$80,358	\$85,661
32	\$74,730	\$75,930	32	\$80,969	\$86,312
33	\$75,310	\$76,510	33	\$81,580	\$86,964
34	\$75,890	\$77,090	34	\$82,191	\$87,615



Willis ISD
 Hiring Pay Structure
 Administrative - Professional
 2024-2025

Pay Grade 1

Contract Days	Minimum \$253.51	Midpoint \$291.54
226	\$57,294	\$65,888
260	\$65,913	\$75,800
Route Supervisor Food Production Supervisor Custodial Supervisor Menu and Compliance Supervisor		
Technology - Systems Manager Accountant Assistant Director - Facilities		

Pay Grade 2

Contract Days	Minimum \$299.14	Midpoint \$344.01
226	\$67,606	\$77,747
Athletic Trainer Communications Specialist		
District Strength and Conditioning Coach Network Operations Manager		

Pay Grade 3

Contract Days	Minimum \$323.08	Midpoint \$371.54
207	\$66,877	\$76,908
Principal Assistant - Elementary Principal - Roark Early Education Center		

Pay Grade 4

Contract Days	Minimum \$348.92	Midpoint \$401.26
197	\$68,737	\$79,048
217	\$75,716	\$87,073
226	\$78,856	\$90,684
260	\$90,719	\$104,327
Assistant Director - Special Education Coordinator - Digital Integration Coordinator - District Bilingual / ESL Coordinator - District Testing Coordinator - Payroll Coordinator - District Athletic Coordinator - Purchasing		
District Instructional Coordinator Licensed Specialist in School Psychology Middle School - Dean Principal Assistant - Secondary Coordinator - District Behavior Coordinator - District Athletic Coordinator - Construction		

Pay Grade 5

Contract Days	Minimum \$376.84	Midpoint \$433.36
210	\$79,136	\$91,006
226	\$85,165	\$97,940
260	\$97,977	\$112,674
Athletic Coordinator - HS Maintenance Director Principal - Alternative School Coordinator - Campus Athletic Principal - Elementary Director - Nursing Director - Communications Director - PEIMS Director - Federal Programs, Compliance & Grants		
Transportation Director Child Nutrition Director Asst Athletic Director Associate Principal Technology Director Director - Guidance and Counseling Director - Fine Arts Director - Custodial Services Director - Teaching/Learning & PD		

**Administrative - Professional
2024-2025**

Pay Grade 6

Contract Days	Minimum \$406.98	Midpoint \$468.03
226	\$91,978	\$105,774
Director - Athletics Director - Special Education		Principal - Middle School Director - Special Programs

Pay Grade 7

Contract Days	Minimum \$439.54	Midpoint \$505.47
226	\$99,336	\$114,236
Principal - High School Executive Director - Elementary Education Executive Director - Student Services & CTE Executive Director of Accountability, Research & Evaluation		Executive Director of Technology Director - Learner Pathways Executive Director - Secondary Education

Pay Grade 8

Contract Days	Minimum \$474.70	Midpoint \$545.91
226	\$107,283	\$123,375
Executive Director - Support Services		Chief of Construction & Operations

Pay Grade 9

Contract Days	Minimum \$522.17	Midpoint \$600.50
226	\$118,011	\$135,713
Chief Human Resources Officer Chief Academic Officer		Chief Financial Officer

Willis ISD
Hiring Pay Structure
Support - Non-Exempt
2024-2025

Pay Grade 1

Contract Days	Minimum \$13.15	Midpoint \$15.06
187	\$19,670	\$22,536
226	\$23,775	\$27,228
ESL Aide Special Education Aide - Inclusion PE Aide Instructional Aide - Art Pre-Kindergarten Aide Bilingual Aide Parking Lot Attendant Learning Lab Aide Library Aide District Outreach Assistant Computer Lab Aide Bilingual Special Ed Aide		

Pay Grade 2

Contract Days	Minimum \$13.45	Midpoint \$15.40
187	\$20,126	\$23,037
207	\$22,279	\$25,501
Special Education Aide - Self-Contained Special Education Aide - Self Contained - Behavioral Clinic Aide Campus Behavior Aide Receptionist HS Library Aide Receptionist - CTE		

Pay Grade 3

Contract Days	Minimum \$14.80	Midpoint \$16.95
197	\$23,325	\$26,710
207	\$24,509	\$28,066
217	\$25,693	\$29,422
Grade Level Secretary Registrar - Elementary PEIMS Clerk Case Management Clerk Registrar - Middle School Attendance Clerk Child Nutrition Financial Clerk		

Pay Grade 4

Contract Days	Minimum \$16.04	Midpoint \$18.38
187	\$24,003	\$27,496
217	\$27,854	\$31,907
226	\$29,009	\$33,230
260	\$33,373	\$38,229
Secretary - Associate Principal Registrar - High School Elementary Education Clerk District Receptionist Transportation Secretary Maintenance Secretary Custodial Secretary		

**Support - Non-Exempt
2024-2025**

Pay Grade 5

Contract Days	Minimum \$17.51	Midpoint \$20.08
187	\$26,199	\$30,043
197	\$27,600	\$31,650
226	\$31,663	\$36,309
<p align="center">District Mentor Facilitator Early Education Center Secretary Clerk - Superintendent</p> <p align="center">Special Ed PEIMS and Records Clerk District Outreach Liaison</p>		

Pay Grade 6

Contract Days	Minimum \$19.22	Midpoint \$22.05
226	\$34,759	\$39,870
<p align="center">Accounts Payable Clerk Software Systems Clerk Child Nutrition Secretary</p> <p align="center">Energy Management Clerk Campus Secretary</p>		

Pay Grade 7

Contract Days	Minimum \$21.11	Midpoint \$24.22
226	\$38,173	\$43,796
<p align="center">Health Insurance / Payroll Clerk Campus Secretary - High School Personnel Specialist Technology Support Helper Secretary - Student Services</p> <p align="center">Media Specialist Auxiliary Specialist Campus Secretary - CTE Leave and Substitute Specialist Registrar Specialist</p>		

Pay Grade 8

Contract Days	Minimum \$23.18	Midpoint \$26.60
226	\$41,908	\$48,091
<p align="center">Administrative Assistant - Support Services Administrative Assistant - Business/Finance Administrative Assistant - Human Resources Administrative Assistant - Teaching & Learning</p> <p align="center">Administrative Assistant - Technology Administrative Assistant - Athletics Administrative Assistant - Special Education</p>		

Pay Grade 9

Contract Days	Minimum \$25.48	Midpoint \$29.24
226	\$46,062	\$52,868
<p align="center">Senior Buyer State and Federal Compliance Specialist</p> <p align="center">Technology Support Specialist</p>		

Pay Grade 10

Contract Days	Minimum \$27.97	Midpoint \$32.11
226	\$50,564	\$58,046
<p align="center">Administrative Assistant - Superintendent</p>		

Willis ISD
Hiring Pay Structure
Maintenance - Non-Exempt
2024-2025

Pay Grade 2

Contract Days	Minimum \$13.94	Midpoint \$15.97
260	\$28,997	\$33,209
Facility Specialist - Grounds		

Pay Grade 5

Contract Days	Minimum \$17.45	Midpoint \$20.03
260	\$36,299	\$41,653
Mechanic Helper Delivery Custodial - Mechanic Facility Specialist - Grounds Mechanic Facility Specialist - Pest Control Facility Specialist I		

Pay Grade 6

Contract Days	Minimum \$19.15	Midpoint \$21.98
260	\$39,831	\$45,715
Mechanic Facility Specialist II Facility Specialist - Plumber Electrical Apprentice		

Pay Grade 7

Contract Days	Minimum \$21.05	Midpoint \$24.17
260	\$43,789	\$50,267
Facility Specialist - HVAC Apprentice Lead Mechanic		

Pay Grade 8

Contract Days	Minimum \$23.25	Midpoint \$26.68
260	\$48,368	\$55,485
Facility Specialist - Electrician Journeyman Maintenance - Electrician Journeyman Shop Foreman Maintenance - HVAC Journeyman		

Willis ISD
Hiring Pay Structure
Transportation - Non-Exempt
2024-2025

Bus Drivers

Contract Days	Minimum \$20.52	Midpoint \$22.16
182 (6 Hours)	\$22,408	\$24,194
182 (8 Hours)	\$29,877	\$32,259
Bus Driver CDL Trainee		Lead Driver

Pay Grade 1

Contract Days	Minimum \$12.70	Midpoint \$14.55
182	\$13,871	\$15,893
Bus Monitor		

Pay Grade 5

Contract Days	Minimum \$18.14	Midpoint \$20.81
182 (6 Hours)	\$19,813	\$22,726
182 (8 Hours)	\$26,417	\$30,301
202 (8 Hours)	\$29,320	\$33,631
Trip Coordinator Student Management Coordinator		Trainer

Pay Grade 6

Contract Days	Minimum \$18.69	Midpoint \$21.44
226	\$33,794	\$38,766
Route Coordinator Dispatcher		Driver Trainer

Willis ISD
Hiring Pay Structure
Child Nutrition
2024-2025

Pay Grade 1

Contract Days	Minimum \$13.00	Midpoint \$14.88
182	\$18,928	\$21,665
Child Nutrition - Specialist		

Pay Grade 3

Contract Days	Minimum \$13.95	Midpoint \$15.98
182	\$20,311	\$23,267
Cafeteria Manager in Training		

Pay Grade 6

Contract Days	Minimum \$17.57	Midpoint \$20.18
182	\$25,582	\$29,382
Child Nutrition - Assistant Manager Child Nutrition - Manager - Elementary		

Pay Grade 7

Contract Days	Minimum \$19.09	Midpoint \$21.96
182	\$27,795	\$31,974
Cafeteria Manager - Middle School Child Nutrition - Manager - CTE		

Pay Grade 8

Contract Days	Minimum \$20.41	Midpoint \$23.48
182	\$29,717	\$34,187
Child Nutrition - Manager - High School		

Willis ISD
Hiring Pay Structure
Custodial
2024-2025

Pay Grade 1

Contract Days	Minimum \$12.68	Midpoint \$14.56
260	\$26,374	\$30,285
Custodian		

Pay Grade 4

Contract Days	Minimum \$13.94	Midpoint \$16.02
260	\$28,995	\$33,322
Custodian - Night Supervisor - HS		

Pay Grade 5

Contract Days	Minimum \$15.68	Midpoint \$18.04
260	\$32,614	\$37,523
Custodian - Lead - Elementary		

Pay Grade 6

Contract Days	Minimum \$17.25	Midpoint \$19.86
260	\$35,880	\$41,309
Custodian - Lead - Middle School		Custodian - Lead - CTE

Pay Grade 8

Contract Days	Minimum \$20.09	Midpoint \$23.16
260	\$41,787	\$48,173
Custodian - Lead - High School		

Willis Independent School District
Pay Grades
2024-2025

Administrative/Professional			
Pay Grade	Min Rate	Mid Rate	Max Rate
1	\$ 253.51	\$ 291.54	\$ 459.87
2	\$ 299.14	\$ 344.01	\$ 542.65
3	\$ 323.08	\$ 371.54	\$ 586.06
4	\$ 348.92	\$ 401.26	\$ 632.94
5	\$ 376.84	\$ 433.36	\$ 683.58
6	\$ 406.98	\$ 468.03	\$ 738.26
7	\$ 439.54	\$ 505.47	\$ 797.33
8	\$ 474.70	\$ 545.91	\$ 820.11
9	\$ 522.17	\$ 600.50	\$ 975.23

Maintenance			
Pay Grade	Min Rate	Mid Rate	Max Rate
1	\$ 11.25	\$ 12.86	\$ 18.07
2	\$ 13.94	\$ 15.97	\$ 22.04
3	\$ 14.70	\$ 16.83	\$ 23.74
4	\$ 16.11	\$ 18.45	\$ 26.05
5	\$ 17.45	\$ 20.03	\$ 28.36
6	\$ 19.15	\$ 21.98	\$ 31.17
7	\$ 21.05	\$ 24.17	\$ 34.25
8	\$ 23.25	\$ 26.68	\$ 37.79
9	\$ 25.45	\$ 28.87	\$ 41.54

Support			
Pay Grade	Min Rate	Mid Rate	Max Rate
1	\$ 13.15	\$ 15.06	\$ 22.92
2	\$ 13.45	\$ 15.40	\$ 23.94
3	\$ 14.80	\$ 16.95	\$ 26.37
4	\$ 16.04	\$ 18.38	\$ 28.72
5	\$ 17.51	\$ 20.08	\$ 31.47
6	\$ 19.22	\$ 22.05	\$ 34.57
7	\$ 21.11	\$ 24.22	\$ 38.00
8	\$ 23.18	\$ 26.60	\$ 41.73
9	\$ 25.48	\$ 29.24	\$ 45.87
10	\$ 27.97	\$ 32.11	\$ 57.24

Transportation			
Pay Grade	Min Rate	Mid Rate	Max Rate
1	\$ 12.70	\$ 14.55	\$ 21.10
5	\$ 18.14	\$ 20.81	\$ 30.23
6	\$ 18.69	\$ 21.44	\$ 31.24

Transportation - Bus Drivers			
Pay Grade	Min Rate	Mid Rate	Max Rate
5	\$ 19.27	\$ 22.16	\$ 30.18

Custodial			
Pay Grade	Min Rate	Mid Rate	Max Rate
1	\$ 12.68	\$ 14.56	\$ 16.75
4	\$ 13.94	\$ 16.02	\$ 18.44
5	\$ 15.68	\$ 18.04	\$ 20.78
6	\$ 17.25	\$ 19.86	\$ 22.90
8	\$ 20.09	\$ 23.16	\$ 26.72

Child Nutrition			
Pay Grade	Min Rate	Mid Rate	Max Rate
1	\$ 13.00	\$ 14.88	\$ 17.07
3	\$ 13.95	\$ 15.98	\$ 18.34
6	\$ 17.57	\$ 20.18	\$ 23.22
7	\$ 19.09	\$ 21.96	\$ 25.28
8	\$ 20.41	\$ 23.48	\$ 27.04

Substitute Pay for 2024-25

Substitute Teacher:

	Current Rate
Non-degreed	\$85 a day
Degreed	\$115 a day
Certified	\$125 a day

Long Term Non- Degreed Substitute Teacher:

1-10 days	\$85 a day
11+ days	\$95 a day

Long Term Degreed Substitute Teacher:

1-10 days	\$115 a day
11+ days	\$125 a day

Long Term Certified Substitute Teacher:

1-10 days	\$125 a day
11+ days	\$135 a day

Substitute Aide:

Degreed or non-degreed	\$85 a day
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Nurse Substitute:

\$125 a day

**** Long-term means filling the same position for consecutive days.**

Part Time Pay for 2024-25

Part Time Custodial Worker:

10.25 an hour

Part Time Nutrition Worker:

10.25 an hour

Part Time Bus Driver:

19.50 an hour

Part Time Non CDL Driver:

16.50 an hour

Willis ISD
Stipend Schedule
2024-2025

Assignment	Number of Stipends	2024-2025
Campus Academics & Misc.		
Bilingual Stipend - Elem/Diag/Instr Coach/Dyslex.	37	\$4,000
Department Leaders - HS	8	\$675
Department Leaders - MS	12	\$675
ESL Campus Coordinator	3	\$1,500
Grade Level Leaders - ES/PK	51	\$600
Lead Counselor	1	\$3,500
Library Coordinator	2	\$5,000
Mentor	TBD	\$400
National Honor Society - HS	1	\$1,000
National Honor Society - MS	2	\$500
Newspaper/Journalism - HS	1	\$1,500
Robotics - HS	2	\$300
Robotics - K-8	22	\$150
ROTC	1	\$3,500
Self Contained Special Education Teacher	28	\$1,500
Speech/Debate - HS	1	\$500
Student Council - HS	1	\$1,000
Student Council - MS	2	\$500
Student Organization Sponsor - HS	7	\$500
Testing Coordinator - HS	1	\$4,350
UIL Coordinator - HS	1	\$1,500
Yearbook - MS	2	\$1,000
Yearbook - HS	1	\$1,500
Career and Technical Education		
CTE - Agriculture Science	2	\$8,500
CTE - Agriculture Science - Lead	1	\$11,000
CTE - Auto Mechanics	1	\$1,600
CTE - Auto Mechanics - Lead	1	\$3,450
CTE - CAD	1	\$2,900
CTE - Construction Trades	1	\$1,600
CTE - Construction Trades - Lead	1	\$3,450
CTE - Cosmetology	2	\$4,350
CTE - Culinary Arts	1	\$3,600
CTE - Engineering Design/Princ. Manufact.	1	\$1,600
CTE - Health Science	2	\$3,000
CTE - Instructional Technology	1	\$2,500
CTE - Marketing	1	\$3,000
CTE - Perkins Grant	8	\$500
CTE - Perkins Grant - Lead	2	\$2,000
CTE - Welding	1	\$1,600
CTE - Welding - Lead	1	\$3,450

Willis ISD
Stipend Schedule
2024-2025

Assignment	Number of Stipends	2024-2025
District Assigned Stipends		
Campus Instructional Coach	19	\$3,400
Doctorate	TBD	\$1,200
Early Bird Coordinator	1	\$4,000
Hope Academy Coordinator	1	\$6,500
SPED - District Behavior Specialist	1	\$3,400
SPED - Instructional Coach	1	\$3,400
SPED - Occupational Therapist	2	\$8,000
SPED - Physical Therapist	1	\$8,000
SPED - Speech Therapist	4	\$6,500
SPED - Speech Therapist Assistant	4	\$2,000
SPED - Speech Therapist Asst. Level II	1	\$3,000
SPED - Visually Impaired Teacher	1	\$8,000
Technology Innovation Coach	5	\$3,400
Year Long Residents	25	\$5,000
Fine Arts		
FA - Band Director - HS	1	\$16,700
FA - Band Director - MS	2	\$8,500
FA - Band Assistant Director - HS	2	\$9,000
FA - Band Assistant Director - MS	3	\$7,800
FA - Choir Director - HS	1	\$7,700
FA - Choir Director - MS	2	\$3,500
FA - Choir Assistant Director - HS	1	\$4,000
FA - Drill Team Director - HS	1	\$7,400
FA - Drill Team Director - MS	2	\$3,000
FA - Fine Arts Elementary Leaders	2	\$600
FA - Orchestra - MS	2	\$3,500
FA - Theater Arts - HS	1	\$4,500
FA - Theater Arts/UII - MS	2	\$1,500
Athletics		
HS Baseball - Assistant Coach	3	\$3,500
HS Baseball - Head Coach	1	\$6,500
HS Basketball - Assistant Coach - Boys	3	\$3,500
HS Basketball - Assistant Coach - Girls	3	\$3,500
HS Basketball - Head Coach - Boys	1	\$6,500
HS Basketball - Head Coach - Girls	1	\$6,500
HS Cheerleading - Freshman Coach	1	\$1,500
HS Cheerleading - Head Coach	1	\$3,500
HS Cheerleading - JV Coach	1	\$1,500
HS Cross Country - Assistant Coach	1	\$3,000
HS Cross Country - Head Coach	1	\$6,000

Willis ISD
Stipend Schedule
2024-2025

Assignment	Number of Stipends	2024-2025
Athletics Cont.		
HS Football - Asst. Head FB Coach	1	\$3,000
HS Football - Defensive Coordinator	1	\$9,000
HS Football - Freshman FB Coach	4	\$6,000
HS Football - JV Asst. FB Coach	2	\$6,750
HS Football - Off Season Coord Asst.	1	\$500
HS Football - Off Season Coord Head	1	\$2,500
HS Football - Offensive Coordinator	1	\$9,000
HS Football - Special Teams Coordinator	1	\$2,000
HS Football - Varsity FB Asst. Coach	7	\$6,750
HS Golf - Head Coach - Boys	1	\$5,250
HS Golf - Head Coach - Girls	1	\$5,250
HS Powerlifting - Assistant Coach	2	\$2,000
HS Powerlifting - Head Coach	1	\$4,500
HS Soccer - Assistant Coach - Boys	3	\$3,500
HS Soccer - Assistant Coach - Girls	3	\$3,500
HS Soccer - Head Coach - Boys	1	\$6,500
HS Soccer - Head Coach - Girls	1	\$6,500
HS Softball - Assistant Coach	3	\$3,500
HS Softball - Head Coach	1	\$6,500
HS Swim - Assistant Coach	1	\$2,500
HS Swim - Head Coach	1	\$6,000
HS Tennis - Assistant Coach	1	\$5,000
HS Tennis - Head Coach	1	\$8,000
HS Track - Assistant Coach - Boys	3	\$3,500
HS Track - Assistant Coach - Girls	3	\$3,500
HS Track - Head Coach - Girls	1	\$6,000
HS Track - Head Coach - Boys	1	\$6,000
HS Volleyball - Assistant Coach	3	\$3,500
HS Volleyball - Head Coach	1	\$7,000
HS Wrestling - Assistant Coach	1	\$3,500
HS Wrestling - Head Coach	1	\$6,500
MS Athletic Coordinator - Boys	2	\$2,000
MS Athletic Coordinator - Girls	2	\$2,000
MS Basketball - Boys	8	\$2,150
MS Basketball - Girls	8	\$2,150
MS Cheerleading - MS Coach	2	\$2,000
MS Cross Country	2	\$1,750
MS Football	12	\$2,750
MS Golf	2	\$1,750
MS Soccer	8	\$1,750
MS Tennis	2	\$1,750
MS Track	10	\$2,000
MS Volleyball	8	\$2,350