



Denison Independent School District
2025-2026 Compensation Plan
Amended 11-18-25

All new hires will be placed at Step 0 until Human Resources receives and verifies all service records. Employees who begin work after the first duty day of their schedule will receive an annual salary prorated to the first day of employment. This schedule may not be used to calculate future earnings. Annual raises are approved by the Board of Trustees



2026 Teacher Hiring Schedule

classroom teachers, full-time counselors, full-time librarians and full-time head nurse (R.N.)

Hiring Schedule/Pay Rates

0	\$56,700
1	\$56,800
2	\$57,100
3	\$58,900
4	\$59,100
5	\$63,310
6	\$63,520
7	\$63,730
8	\$63,940
9	\$64,150
10	\$64,360
11	\$64,570
12	\$64,890
13	\$65,100
14	\$65,310
15	\$65,520
16	\$66,050
17	\$66,840
18	\$67,590
19	\$68,300
20	\$68,980
21	\$69,610
22	\$70,220
23	\$70,790
24	\$71,100
25	\$71,300
26	\$71,720
27	\$72,350
28	\$72,980
29	\$73,610
30	\$74,760

Denison ISD
Nonexempt Paraprofessionals
Minimum
2025-2026

Pay Grade 1	Calendars	Hours/Day	Minimum	Midpoint	Maximum
			\$16.10	\$20.15	\$24.20
Instructional Aides	187	7.5	\$22,580	\$28,260	\$33,941
Head Start Aide	187	7.5	\$22,580	\$28,260	\$33,941
Pay Grade 2			Minimum	Midpoint	Maximum
			\$16.65	\$20.83	\$25.00
Attendance Clerks	197	7.5	\$24,600	\$30,769	\$36,938
B. McDaniel Registrar/Office Asst.	197	7.5	\$24,600	\$30,769	\$36,938
DHS Clerks-Principal's Office	197	7.5	\$24,600	\$30,769	\$36,938
DHS Counselor's Secretary	197	7.5	\$24,600	\$30,769	\$36,938
Secretary to Asst Principal SMS	197	7.5	\$24,600	\$30,769	\$36,938
SMS - Front Office Clerk	197	7.5	\$24,600	\$30,769	\$36,938
Parent Involvement Coordinators	197	7.5	\$24,600	\$30,769	\$36,938
Pay Grade 3			Minimum	Midpoint	Maximum
			\$17.20	\$21.35	\$25.50
Library Aides	187	7.5	\$24,123	\$29,943	\$35,764
Campus Computer Tech Aides	187	7.5	\$24,123	\$29,943	\$35,764
Pay Grade 4			Minimum	Midpoint	Maximum
			\$17.70	\$22.15	\$26.60
Pathways-Secretary	207	7.5	\$27,479	\$34,388	\$41,297
Elementary Secretaries	207	7.5	\$27,479	\$34,388	\$41,297
Athletic Director's Secretary	207	7.5	\$27,479	\$34,388	\$41,297
Pay Grade 5			Minimum	Midpoint	Maximum
			\$18.20	\$22.75	\$27.30
BMC, SMS, DHS Principal Secretaries	226	7.5	\$30,849	\$38,561	\$46,274
Admin - SPED Data Clerk	226	7.5	\$30,849	\$38,561	\$46,274
Pay Grade 6			Minimum	Midpoint	Maximum
			\$19.00	\$24.35	\$29.70
Account Payable Clerk	226	7.5	32,205	41,273	50,342
Business Office Coordinator	226	7.5	32,205	41,273	50,342
Business Office Seretary	226	7.5	32,205	41,273	50,342
Payroll Accounting Clerk	226	7.5	32,205	41,273	50,342
Purchasing Clerk	226	7.5	32,205	41,273	50,342
Receptionist/Assist. Supt. Secretary	226	7.5	32,205	41,273	50,342
Technology Assistant	226	7.5	32,205	41,273	50,342
Compensatory Ed. Secretary	226	7.5	32,205	41,273	50,342
Curriculum Dept. Secretary	226	7.5	32,205	41,273	50,342
Food Service Secretary	226	7.5	32,205	41,273	50,342
Facilities Secretary	226	7.5	32,205	41,273	50,342
SPED SERS Secretary	226	7.5	32,205	41,273	50,342
Pay Grade 7			Minimum	Midpoint	Maximum
			\$24.00	\$31.25	\$38.50
Superintendent Secretary	226	7.5	\$40,680	\$52,969	\$65,258
Pay Grade 8			Minimum	Midpoint	Maximum
			\$31.20	\$36.40	\$41.60
Nurses	187	7.5	\$43,758	\$51,051	\$58,344
Pay Grade 9			Minimum	Midpoint	Maximum
			\$33.30	\$37.45	\$41.60
Discipline Management Managers 187 Days	187	7.5	\$46,703	\$52,524	\$58,344
Student Support Services 197 Days	197	7.5	\$49,201	\$55,332	\$61,464
Pay Grade 10			Minimum	Midpoint	Maximum
			\$34.35	\$36.55	\$38.75
DISD Police Officers (TCOLE)	202	8	\$55,510	\$59,065	\$62,620

2025-2026 Denison ISD Salary Schedule

Auxiliary Pay Grades and Hourly Rates

2025-26

Pay Grade 1	Calendars	Hours/Day	Minimum	Midpoint	Maximum
Per hour			\$14.90	\$19.13	\$23.35
Cooks	180	7.5	21,456	25,819	31,523
Custodian	260	8	30,992	39,780	48,568
General Maintenance / Grounds	260	8	30,992	39,780	48,568
Pay Grade 2			Minimum	Midpoint	Maximum
Per hour			\$15.95	\$20.18	\$24.40
Custodian - night shift	260	8	\$33,176	\$41,964	\$50,752
Pay Grade 3			Minimum	9.00	Maximum
Per hour			\$16.40	\$20.70	\$25.00
Bus Monitor	175	4	\$11,480	\$14,490	\$17,500
Food Service Asst. Manager	180	8	\$23,616	\$29,808	\$36,000
Pay Grade 4			Minimum	Midpoint	Maximum
Per hour			\$16.90	\$21.20	\$25.50
Food Service Manager: Elementary	180	8	\$24,336	\$30,528	\$36,720
Custodial Supervisor	260	8	\$35,152	\$44,096	\$53,040
Pay Grade 5			Minimum	Midpoint	Maximum
Per hour			\$17.45	\$21.73	\$26.00
Food Service Manager: Intermediate	180	8	\$25,128	\$31,284	\$37,440
Food Service Manager: Middle	180	8	\$25,128	\$31,284	\$37,440
Pay Grade 6			Minimum	Midpoint	Maximum
Per hour			\$18.50	\$22.20	\$27.65
Food Service Manager High School	180	8	\$26,640	\$31,968	\$39,816
General Maintenance Painter / Irrigation	260	8	\$38,480	\$46,176	\$57,512
Pay Grade 7			Minimum	Midpoint	Maximum
Per hour			\$21.35	\$27.65	\$35.18
Bus Driver	175	4	14,945.00	19,355.00	24,626.00
Transportation Assistant	251	8	42,870.80	55,521.20	70,641.44
Pay Grade 8			Minimum	Midpoint	Maximum
Per hour			\$23.25	\$27.50	\$34.00
Mechanic	260	8	\$48,360	\$57,200	\$70,720
Carpenter	260	8	\$48,360	\$57,200	\$70,720
Electrician	260	8	\$48,360	\$57,200	\$70,720
HVAC	260	8	\$48,360	\$57,200	\$70,720
IPM Technician	260	8	\$48,360	\$57,200	\$70,720
Plumber	260	8	\$48,360	\$57,200	\$70,720
Welder	260	8	\$48,360	\$57,200	\$70,720

Denison ISD				
Professional Daily Rates				
2025-2026				
Pay Grades	Calendar	Minimum	Midpoint	Maximum
Daily Rates				
Assistant Principal Elementary	197	\$360.00	\$427.50	\$495.00
Assistant Principal Intermediate	207	\$380.00	\$437.50	\$495.00
Assistant Principal Middle School	207	\$380.00	\$437.50	\$495.00
Assistant Principal High School	217	\$380.00	\$437.50	\$495.00
Pay Grades		Minimum	Midpoint	Maximum
Daily Rates				
Principal Elementary	217	\$400.00	\$485.00	\$570.00
Principal Intermediate	226	\$420.00	\$510.00	\$600.00
Principal Middle School	226	\$420.00	\$510.00	\$600.00
Principal High School	226	\$450.00	\$550.00	\$650.00
Director		Minimum	Midpoint	Maximum
Director (Daily Rates)	226	\$331.00	\$465.50	\$600.00
Assistant Superintendent		Minimum	Midpoint	Maximum
Daily Rates	226	\$550.00	\$702.50	\$855.00
Superintendent		Minimum	Midpoint	Maximum
Daily Rates	226	\$600.00	\$820.00	\$1,040.00

SCHEDULE OF STIPENDS**2025-2026**

<u>Position</u>	<u>Stipend (days)</u>
Ag. Teacher	\$2,000 (12 month)
ARD Facilitator	\$4,500 (15)
Auditorium Supervisor	\$2,500
Band: High School Assistants	\$3,500 (20)
Band: Middle School Director	\$3,000 (20)
Band: Middle & Intermed. Assistants	\$3,000 (10)
Benefits Specialist	\$3,000
Bilingual Testing/Translator	\$3,000
Bilingual Aide	\$1,500
Bilingual Teacher (certified) year 1	\$4,000
Bilingual Teacher (certified) year 2	\$5,000
Bilingual Teacher (certified) year 3	\$6,000
Bilingual Teacher (certified) year 4	\$8,000
Bilingual Lead Facilitator	\$1,200
Business Office Coordinator	\$6,000
Business Office	\$1,000
Cheerleader Sponsor - Scott	\$4,000
Cheerleader Sponsors - DHS	\$5,500
Choral Music Coord. - DHS	\$5,000
Choral Music Teachers-B Mc & Scott	\$2,000
Counselor - DHS	\$5,000 (15)
Counselor - SMS & B Mc.	\$5,000 (10)
Counselor - Elementary & Pathways	\$5,000
Curriculum Team Member	\$2,000 (20)
Debate Coach - DHS	\$1,500
Department Head - DHS	\$1,200
Department Head - SMS	\$1,200
Diagnostician	\$6,500 (15)
Diagnostician Mentor	\$1,000
Drama Coach (Head)	\$4,000
Drill Team Coordinator - DHS	\$4,500 (20)
Drill Team Assistant - DHS	\$3,000 (20)
Dyslexia Coordinator	\$4,500
Fishing Sponsor	\$1,200
Foreign Language Teachers	\$500 per class
Good News Ambassadors	\$400 (Paid in May)
Head Counselor - DHS	\$3000 (30)
Head Nurse - District	\$4,000
Head Nurse - SMS	\$1,000
Head Start Aide with Assoc. or CDA	\$1,000

Librarian (certified)	\$500
Library Coordinator (District)	\$1,000 (10)
Longevity	\$1,000 every 10 years with DISD
Master's Degree in teaching capacity	\$500
Math Teachers - DHS	\$500 per class
Math Teachers - SMS	\$300 per class
Math Teacher - BMC	Grandfathered 5/15/23
Mentor	\$1,000 (Paid in May)
Mentor Leaders	\$1,200 (Paid in May)
Payroll Clerk	\$5,000
Publications Sponsor - DHS	\$2,500
Recept/Secretary Stipend-Admin	\$6,000
Robotics Sponsor - DHS	\$4,000
Science Teachers - DHS	\$500 per class
Science Teachers - SMS	\$300 per class
Special Olympics Coach	\$1,500
SPED Self Contained Teachers	\$3,000
SPED Self Contained Paraprofessionals	\$500
Speech Therapist	\$4,500
Speech Language Pathologist	\$5,000
Speech CCC Stipend	\$2,500
Student Council Sponsor - DHS	\$1,000
Supervisor - Speech Pathologist	\$1,500
Tech. Asst. Eschool Duties	\$2,000
Theatre Arts - Director - DHS	\$13,000
Theatre Arts - Assistant Director - DHS	\$8,000
Theatre Arts - Scott M.S. Director	\$3,000
UIL Coaches	\$300 (Plus \$75 per meet)
Video Board Coordinator	\$2,000
Video Board Faculty Advisors	\$3,000-\$6000
Visual Impairment Teacher	\$3,000
Denison High School Athletics	
STIPEND	
Assistant Athletic Director	\$6,500-\$8,000
Baseball - Head	\$7,000
Baseball - Assistants	\$2,250-\$3,000
Cross Country	\$2,250 - \$6,000
Basketball - Head	\$9,000
Basketball JV / Assistants	\$2,000-\$3,000
Football Coordinators	\$15,750-\$16,830
Football Assistants	\$11,000-\$12,125
Football JV	\$6,000-\$6,750

Golf - Head	\$6,500
Golf - Assistant	\$2,750
Powerlifting - Head	\$4,000
Powerlifting -Assistant	\$1000-\$2250
Soccer - Head	\$6,000
Soccer JV / Assistants	\$2,250
Softball - Head	\$7,000
Softball Assistants / JV	\$2,250-\$2,500
Swim - Head	\$5,000
Tennis - Head	\$6,000
Tennis - JV	\$2,500
Track - Head	\$4,500
Track - Assistants	\$2,250
Volleyball Head	\$8,500
Volleyball Assistants/JV	\$2,250-\$5,500
Strength and Conditioning	\$3,000
Trainer	\$11,000-\$11,250
Scott Middle School Athletics	
	STIPEND
Coordinators	\$2,000
Football	\$3,250 - \$6,500
Volleyball	\$3,000 - \$3,500
Basketball	\$2,000
Track	\$2,000
Cross Country	\$1,250
Tennis	\$2,000
Soccer	\$1,000