



Willis Independent School District
Hiring Pay Structure
2026-2027

	Teacher's Scale	
	BACHELORS	MASTERS
Yrs	187 days	187 days
00	\$58,500	\$59,700
01	\$59,250	\$60,450
02	\$60,000	\$61,200
03	\$61,700	\$62,900
04	\$62,250	\$63,450
05	\$64,250	\$65,450
06	\$65,137	\$66,337
07	\$65,735	\$66,935
08	\$66,332	\$67,532
09	\$67,200	\$68,400
10	\$67,784	\$68,984
11	\$68,382	\$69,582
12	\$68,980	\$70,180
13	\$69,577	\$70,777
14	\$70,174	\$71,374
15	\$70,772	\$71,972
16	\$71,369	\$72,569
17	\$71,967	\$73,167
18	\$72,564	\$73,764
19	\$73,161	\$74,361
20	\$73,900	\$75,100
21	\$74,500	\$75,700
22	\$75,100	\$76,300
23	\$75,700	\$76,900
24	\$76,300	\$77,500
25	\$77,100	\$78,300
26	\$77,700	\$78,900
27	\$78,300	\$79,500
28	\$78,900	\$80,100
29	\$79,500	\$80,700
30	\$80,100	\$81,300
31	\$80,700	\$81,900
32	\$81,300	\$82,500
33	\$81,900	\$83,100
34	\$82,500	\$83,700



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Instructional Professionals				Counselor Scales			
	Non Teacher	ARD Facilitators	Nurse			Elementary Counselor	Secondary Counselor
Yrs	187 days	197 Days	192 days		Yrs	202 days	210 days
00	\$57,000	\$59,995	\$58,497		00	\$63,820	\$66,308
01	\$57,680	\$60,764	\$59,222		01	\$64,705	\$67,267
02	\$59,410	\$62,587	\$60,999		02	\$66,646	\$69,285
03	\$59,941	\$63,146	\$61,544		03	\$67,190	\$69,851
04	\$60,556	\$63,794	\$62,175		04	\$67,854	\$70,542
05	\$61,171	\$64,443	\$62,807		05	\$68,519	\$71,232
06	\$61,787	\$65,091	\$63,439		06	\$69,184	\$71,923
07	\$62,402	\$65,739	\$64,071		07	\$69,848	\$72,614
08	\$63,017	\$66,387	\$64,702		08	\$70,513	\$73,305
09	\$63,898	\$67,315	\$65,607		09	\$71,464	\$74,294
10	\$64,513	\$67,963	\$66,238		10	\$72,129	\$74,985
11	\$65,129	\$68,611	\$66,870		11	\$72,793	\$75,676
12	\$65,744	\$69,260	\$67,502		12	\$73,458	\$76,367
13	\$66,359	\$69,908	\$68,134		13	\$74,123	\$77,058
14	\$66,975	\$70,556	\$68,765		14	\$74,787	\$77,749
15	\$67,590	\$71,204	\$69,397		15	\$75,452	\$78,440
16	\$68,205	\$71,853	\$70,029		16	\$76,117	\$79,131
17	\$68,821	\$72,501	\$70,661		17	\$76,781	\$79,822
18	\$69,436	\$73,149	\$71,292		18	\$77,446	\$80,513
19	\$70,051	\$73,797	\$71,924		19	\$78,111	\$81,204
20	\$70,667	\$74,446	\$72,556		20	\$78,775	\$81,895
21	\$71,282	\$75,094	\$73,188		21	\$79,440	\$82,586
22	\$71,897	\$75,742	\$73,820		22	\$80,105	\$83,277
23	\$72,513	\$76,390	\$74,451		23	\$80,769	\$83,968
24	\$73,128	\$77,038	\$75,083		24	\$81,434	\$84,659
25	\$73,743	\$77,687	\$75,715		25	\$82,099	\$85,350
26	\$74,358	\$78,335	\$76,347		26	\$82,763	\$86,041
27	\$74,974	\$78,983	\$76,978		27	\$83,428	\$86,732
28	\$75,589	\$79,631	\$77,610		28	\$84,093	\$87,423
29	\$76,204	\$80,280	\$78,242		29	\$84,757	\$88,114
30	\$76,820	\$80,928	\$78,874		30	\$85,422	\$88,805
31	\$77,435	\$81,576	\$79,506		31	\$86,087	\$89,496
32	\$78,050	\$82,224	\$80,137		32	\$86,751	\$90,187
33	\$78,666	\$82,872	\$80,769		33	\$87,416	\$90,878
34	\$79,281	\$83,521	\$81,401		34	\$88,081	\$91,569



Willis ISD
Hiring Pay Structure
Administrative - Professional
2026-2027

Pay Grade 1

Contract Days	Minimum \$257.31	Midpoint \$295.91
226	\$58,153	\$66,876
260	\$66,902	\$76,937
Accountant Community Engagement & Marketing Specialist Construction Field Supervisor Food Production Supervisor State and Federal Compliance Specialist Systems Compliance Manager Technology - Systems Manager Transportation Supervisor		

Pay Grade 2

Contract Days	Minimum \$303.63	Midpoint \$349.17
226	\$68,620	\$78,913
Assistant Director of Child Nutrition Assistant Director of Custodial Assistant Director of Facilities Athletic Trainer Construction Specialist Data and Google Administrator District Content Specialist District Strength and Conditioning Coach Network Operations Manager		

Pay Grade 3

Contract Days	Minimum \$327.92	Midpoint \$377.11
202	\$66,239	\$76,176
226	\$74,109	\$85,226
Principal Assistant - Elementary Principal - Roark Early Education Center		

Pay Grade 4

Contract Days	Minimum \$354.15	Midpoint \$407.28
197	\$69,768	\$80,234
207	\$73,306	\$84,306
217	\$76,851	\$88,379
226	\$80,039	\$92,045
Assistant Director - Special Education Principal Assistant - Secondary Middle School - Dean Diagnostician School Psychologist Digital Integration Coordinator District 504 Coordinator District Athletic Coordinator District Bilingual / ESL Coordinator District Instructional Coordinator Business and Finance Coordinator Communications Coordinator Payroll Coordinator Special Education Behavior Coordinator		

Pay Grade 5

Contract Days	Minimum \$382.49	Midpoint \$439.86
210	\$80,323	\$92,371
226	\$86,442	\$99,409
260	\$99,447	\$114,364
Asst Athletic Director Associate Principal Campus Athletic Coordinator Director of Child Nutrition Director of Custodial Services Director of Fine Arts Director of Guidance and Counseling Director of Maintenance Director of Nursing Director of PEIMS Director of Procurement Director of Student Services Director of Transportation District Testing Director Principal - Alternative School Principal - Elementary		

Administrative - Professional
2026-2027

Pay Grade 6

Contract Days	Minimum \$413.09	Midpoint \$475.05
226	\$93,357	\$107,361
Director of Athletics Director of Federal Programs, Compliance and Grants Director of Special Education Principal - Middle School		

Pay Grade 7

Contract Days	Minimum \$522.12	Midpoint \$597.35
226	\$117,999	\$135,001
Executive Director of Accountability, Research and Evaluations Executive Director of Elementary Education Executive Director of Secondary Education Executive Director of Teaching, Learning, PD Executive Director of Technology Principal - High School		

Pay Grade 9

Contract Days	Minimum \$597.34	Midpoint \$685.84
226	\$134,999	\$155,000
Chief Academic Officer Chief Communications Officer Chief of Construction and Operations Chief Financial Officer Chief of Human Resources		

Willis ISD
Hiring Pay Structure
Support - Non-Exempt
2026-2027

Pay Grade 1

Contract Days	Minimum \$13.35	Midpoint \$15.29
172	\$18,369	\$21,039
187	\$19,965	\$22,874
Instructional Aide		Parking Lot Attendant

Pay Grade 2

Contract Days	Minimum \$13.66	Midpoint \$15.63
187	\$20,428	\$23,383
207	\$22,613	\$25,884
Special Education Aide - Self-Contained Special Education Aide - Behavioral Clinic Aide		Receptionist HS Library Aide

Pay Grade 3

Contract Days	Minimum \$15.02	Midpoint \$17.20
197	\$23,674	\$27,110
207	\$24,876	\$28,487
217	\$26,078	\$29,863
Grade Level Secretary Registrar - Elementary PEIMS Clerk Case Management Clerk		Registrar - Middle School Attendance Clerk Receptionist - CTE

Pay Grade 4

Contract Days	Minimum \$16.29	Midpoint \$18.66
207	\$26,969	\$30,893
217	\$28,272	\$32,385
226	\$29,444	\$33,729
260	\$33,874	\$38,803
District Receptionist Secretary - Associate Principal Registrar - High School Data Clerk Communications Secretary		Transportation Secretary Maintenance Secretary Custodial Secretary Child Nutrition Financial Clerk

Support - Non-Exempt
2026-2027

Pay Grade 5

Contract Days	Minimum \$17.78	Midpoint \$20.38
210	\$29,862	\$34,244
226	\$32,137	\$36,854
District Outreach Liaison Clerk - Superintendent Special Ed PEIMS and Records Clerk		

Pay Grade 6

Contract Days	Minimum \$19.51	Midpoint \$22.38
226	\$35,280	\$40,468
Accounts Payable Clerk District Mentor Coordinator Accounts Receivable/Travel Clerk Software Systems Clerk Energy Management Clerk Campus Secretary Buyer Secretary - Child Nutrition		

Pay Grade 7

Contract Days	Minimum \$21.43	Midpoint \$24.59
226	\$38,746	\$44,453
Health Insurance / Payroll Clerk Campus Secretary - High School Personnel Specialist Technology Support Helper Secretary - Student Services Media Specialist Auxiliary Specialist Campus Secretary - CTE Leave and Substitute Specialist Registrar Specialist		

Pay Grade 8

Contract Days	Minimum \$23.53	Midpoint \$27.00
226	\$42,537	\$48,813
Administrative Assistant - Operations and Construction Administrative Assistant - Teaching & Learning Administrative Assistant - Human Resources Administrative Assistant - Athletics Administrative Assistant - Special Education		

Pay Grade 9

Contract Days	Minimum \$25.86	Midpoint \$29.68
226	\$46,753	\$53,661
Senior Buyer State and Federal Compliance Specialist Technology Support Specialist		

Pay Grade 10

Contract Days	Minimum \$28.39	Midpoint \$32.59
226	\$51,323	\$58,917
Administrative Assistant - Superintendent		

Willis ISD
Hiring Pay Structure
Maintenance - Non-Exempt
2026-2027

Pay Grade 2

Contract Days	Minimum \$14.15	Midpoint \$16.21
260	\$29,432	\$33,707
Facility Specialist - Grounds		

Pay Grade 5

Contract Days	Minimum \$17.71	Midpoint \$20.33
260	\$36,843	\$42,278
Custodial - Mechanic Facility Specialist - Grounds Mechanic		
General Maintenance -1 Facility Specialist I		

Pay Grade 6

Contract Days	Minimum \$19.44	Midpoint \$22.31
260	\$40,428	\$46,401
Electrician Journeyman Facility Specialist II		
Maintenance - General Maintenance II		

Pay Grade 8

Contract Days	Minimum \$23.60	Midpoint \$27.08
260	\$49,093	\$56,318
HVAC Journeyman Transportation - Lead Mechanic		
Shop Foreman Transportation - Mechanic		

Pay Grade 9

Contract Days	Minimum \$25.45	Midpoint \$28.87
260	\$52,936	\$60,054
Facilities - Lock & Pest Supervisor		
Facilities Supervisor		

Willis ISD
Hiring Pay Structure
Transportation - Non-Exempt
2026-2027

Bus Drivers

Contract Days	Minimum \$20.52	Midpoint \$23.41
182 (6 Hours)	\$22,403	\$25,559
182 (8 Hours)	\$29,871	\$34,079
Bus Driver		Lead Driver

Pay Grade 1

Contract Days	Minimum \$12.89	Midpoint \$14.77
182	\$14,080	\$16,132
Bus Monitor		

Pay Grade 5

Contract Days	Minimum \$18.42	Midpoint \$21.12
182 (6 Hours)	\$20,110	\$23,067
182 (8 Hours)	\$26,814	\$30,756
202 (8 Hours)	\$29,760	\$34,136
Transportation - Driver - White Fleet Field Trip Coordinator		Trainer

Pay Grade 6

Contract Days	Minimum \$18.97	Midpoint \$21.76
226	\$34,301	\$39,347
Route Coordinator Dispatcher		Driver Trainer

Willis ISD
Hiring Pay Structure
Child Nutrition
2026-2027

Pay Grade 1

Contract Days	Minimum \$13.20	Midpoint \$15.10
182	\$19,212	\$21,990
Child Nutrition - Specialist		

Pay Grade 3

Contract Days	Minimum \$14.16	Midpoint \$16.22
182	\$20,616	\$23,616
Cafeteria Manager in Training		

Pay Grade 6

Contract Days	Minimum \$17.83	Midpoint \$20.48
182	\$25,966	\$29,823
Child Nutrition - Assistant Manager Child Nutrition - Manager - Elementary		

Pay Grade 7

Contract Days	Minimum \$19.38	Midpoint \$22.29
182	\$28,212	\$32,453
Cafeteria Manager - Middle School Child Nutrition - Manager - CTE		

Pay Grade 8

Contract Days	Minimum \$20.72	Midpoint \$23.83
182	\$30,163	\$34,700
Child Nutrition - Manager - High School		

Willis ISD
Hiring Pay Structure
Custodial
2026-2027

Pay Grade 1

Contract Days	Minimum \$12.87	Midpoint \$14.78
260	\$26,770	\$30,739
Custodian		

Pay Grade 4

Contract Days	Minimum \$14.15	Midpoint \$16.26
260	\$29,430	\$33,821
Custodian - Night Supervisor - HS		

Pay Grade 5

Contract Days	Minimum \$15.92	Midpoint \$18.31
260	\$33,104	\$38,086
Custodian - Lead - Elementary		

Pay Grade 6

Contract Days	Minimum \$17.51	Midpoint \$20.16
260	\$36,418	\$41,928
Custodian - Lead - Middle School		Custodian - Lead - CTE

Pay Grade 8

Contract Days	Minimum \$20.39	Midpoint \$23.51
260	\$42,414	\$48,895
Custodian - Lead - High School		

Substitute Pay for 2026-2027

<u>Substitute Teacher:</u>	Current Rate
Non-degreed	\$95 a day
Degreed	\$115 a day
Certified	\$125 a day

<u>Long Term Non- Degreed Substitute Teacher:</u>	
1-10 days	\$95 a day
11+ days	\$105 a day

<u>Long Term Degreed Substitute Teacher:</u>	
1-10 days	\$115 a day
11+ days	\$125 a day

<u>Long Term Certified Substitute Teacher:</u>	
1-10 days	\$125 a day
11+ days	\$140 a day

<u>Substitute Aide:</u>	
Degreed or non-degreed	\$95 a day

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

<u>Part Time Custodian</u>	12.68 an hour
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<u>Part Time Nutrition</u>	13.00 an hour
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<u>Part Time CDL Driver</u>	20.52 an hour
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Willis ISD
Stipend Schedule
2026-2027

Assignment	2026-2027
Campus Academics & Misc.	
Bilingual Stipend - Elem/Diag/Instr Coach/Dyslex.	\$4,000
Department Leaders - HS	\$675
Department Leaders - MS	\$675
ESL Campus Coordinator	\$1,500
Grade Level Leaders - ES/PK	\$600
Lead Counselor - HS	\$3,500
Lead Counselor - MS	\$1,000
Lead Counselor - EL	\$1,000
Library Coordinator	\$5,000
New Teacher(s) Mentor (PREP Grant)	\$1,000
Host Teacher (PREP Grant)	\$1,000
National Honor Society - HS	\$1,000
National Honor Society - MS	\$500
Newspaper/Journalism - HS	\$2,000
Destination Imagination	\$1,000
Robotics (Pre - K - 5)	\$500
Robotics - Middle School (6-8)	\$750
Robotics - High School (9-12)	\$1,500
ROTC	\$3,500
Self Contained Special Education Teacher	\$3,000
Speech/Debate - HS	\$1,000
Student Council - HS	\$1,000
Student Council - MS	\$500
Student Organization Sponsor - HS	\$500
UIL Organization Sponsor	\$500
Testing Coordinator - HS	\$4,350
UIL Coordinator - HS	\$1,500
Yearbook - MS	\$1,000
Yearbook - HS	\$2,500
Career and Technical Education	
CTE - Agriculture Science	\$8,500
CTE - Agriculture Science - Lead	\$11,000
CTE - Auto Mechanics	\$3,450
CTE - CAD	\$2,900
CTE - Construction Trades	\$1,600
CTE - Construction Trades - Lead	\$3,450
CTE - Cosmetology	\$4,350
CTE - Culinary Arts	\$3,600
CTE - Engineering Design/Princ. Manufact.	\$1,600
CTE - Health Science	\$3,000
CTE - Instructional Technology	\$2,500
CTE - Marketing	\$3,000
CTE - Perkins Grant	\$500
CTE - Perkins Grant - Lead	\$2,000
CTE - Welding	\$1,600
CTE - Welding - Lead	\$3,450

Willis ISD
Stipend Schedule
2026-2027

Assignment	2026-2027
District Assigned Stipends	
Campus Instructional Coach	\$5,000
Doctorate	\$1,200
Early Bird Coordinator	\$4,000
Hope Academy Coordinator	\$6,500
SPED - District Behavior Specialist	\$3,400
SPED - Instructional Coach	\$3,400
SPED - Occupational Therapist	\$10,000
SPED - Physical Therapist	\$10,000
SPED - Speech Therapist	\$8,500
SPED - Speech Therapist Assistant	\$3,000
SPED - Speech Therapist Asst. Level II	\$4,000
SPED - Visually Impaired Teacher	\$8,000
Technology Innovation Coach	\$5,000
Fine Arts	
FA - Band Director - HS	\$16,700
FA - Band Director - MS	\$8,500
FA - Band Assistant Director - HS	\$9,000
FA - Band Assistant Director - MS	\$7,800
FA - Choir Director - HS	\$7,700
FA - Choir Director - MS	\$4,000
FA - Choir Assistant Director - HS	\$4,500
FA - Drill Team Director - HS	\$7,400
FA - Drill Team Director - MS	\$3,000
FA - Fine Arts Elementary Leaders	\$600
FA - Orchestra - MS	\$4,500
FA - Theater Arts - HS	\$5,000
FA - Technical Theatre	\$4,500
FA - Theater Arts/UII - MS	\$2,000
Athletics	
HS Baseball - Assistant Coach	\$3,500
HS Baseball - Head Coach	\$6,500
HS Basketball - Assistant Coach - Boys	\$3,500
HS Basketball - Assistant Coach - Girls	\$3,500
HS Basketball - Head Coach - Boys	\$6,500
HS Basketball - Head Coach - Girls	\$6,500
HS Cheerleading - Freshman Coach	\$1,500
HS Cheerleading - Head Coach	\$4,000
HS Cheerleading - JV Coach	\$1,500
HS Cross Country - Assistant Coach	\$3,000
HS Cross Country - Head Coach	\$6,000

Willis ISD
Stipend Schedule
2026-2027

Assignment	2026-2027
Athletics Cont.	
HS Football - Asst. Head FB Coach	\$3,000
HS Football - Defensive Coordinator	\$9,000
HS Football - Freshman FB Coach	\$6,000
HS Football - JV Asst. FB Coach	\$6,750
HS Football - Off Season Coord Asst.	\$500
HS Football - Off Season Coord Head	\$2,500
HS Football - Offensive Coordinator	\$9,000
HS Football - Special Teams Coordinator	\$2,000
HS Football - Varsity FB Asst. Coach	\$6,750
HS Golf - Head Coach - Boys	\$5,250
HS Golf - Head Coach - Girls	\$5,250
HS Powerlifting - Assistant Coach	\$2,000
HS Powerlifting - Head Coach	\$4,500
HS Soccer - Assistant Coach - Boys	\$3,500
HS Soccer - Assistant Coach - Girls	\$3,500
HS Soccer - Head Coach - Boys	\$6,500
HS Soccer - Head Coach - Girls	\$6,500
HS Softball - Assistant Coach	\$3,500
HS Softball - Head Coach	\$6,500
HS Swim - Assistant Coach	\$2,500
HS Swim - Head Coach	\$6,000
HS Tennis - Assistant Coach	\$5,000
HS Tennis - Head Coach	\$8,000
HS Track - Assistant Coach - Boys	\$3,500
HS Track - Assistant Coach - Girls	\$3,500
HS Track - Head Coach - Girls	\$6,000
HS Track- Head Coach - Boys	\$6,000
HS Volleyball - Assistant Coach	\$3,500
HS Volleyball - Head Coach	\$7,000
HS Wrestling - Assistant Coach	\$3,500
HS Wrestling - Head Coach	\$6,500
MS Athletic Coordinator - Boys	\$2,000
MS Athletic Coordinator - Girls	\$2,000
MS Basketball - Boys	\$2,150
MS Basketball - Girls	\$2,150
MS Cheerleading - MS Coach	\$2,000
MS Cross Country	\$1,750
MS Football	\$2,750
MS Golf	\$1,750
MS Soccer	\$1,750
MS Tennis	\$1,750
MS Track	\$2,000
MS Volleyball	\$2,350
Videography and Photography	\$2,500