DENTON
INDEPENDENT SCHOOL DISTRICT

Employee Compensation Plan
2026-27

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Denton ISD

2026-2027 New Hire Guide for Classroom Teacher Compensation

$1,750 Master's Degree - General Stipend

$3,500 Doctorate Degree - General Stipend

Years of Experience	New Hire Daily Rate	New Hire Salary	HB 2 Teacher Retention Allotment	Total Salary
0	$339.57	$63,500		$63,500
1	$342.62	$64,070		$64,070
2	$345.29	$64,570		$64,570
3	$336.42	$62,910	$2,500	$65,410
4	$338.56	$63,310	$2,500	$65,810
5	$340.49	$63,671	$5,000	$68,671
6	$342.41	$64,031	$5,000	$69,031
7	$344.06	$64,340	$5,000	$69,340
8	$345.72	$64,649	$5,000	$69,649
9	$348.47	$65,164	$5,000	$70,164
10	$350.12	$65,473	$5,000	$70,473
11	$351.78	$65,782	$5,000	$70,782
12	$354.53	$66,297	$5,000	$71,297
13	$358.72	$67,080	$5,000	$72,080
14	$363.12	$67,904	$5,000	$72,904
15	$364.78	$68,213	$5,000	$73,213
16	$366.43	$68,522	$5,000	$73,522
17	$368.63	$68,934	$5,000	$73,934
18	$370.83	$69,346	$5,000	$74,346
19	$373.04	$69,758	$5,000	$74,758
20	$375.24	$70,170	$5,000	$75,170
21	$376.89	$70,479	$5,000	$75,479
22	$378.55	$70,788	$5,000	$75,788
23	$380.75	$71,200	$5,000	$76,200
24	$382.95	$71,612	$5,000	$76,612
Hiring Max 25	**$384.60**	**$71,921**	**$5,000**	**$76,921**

The salaries listed above are based on 10-month employment for the 2026-2027 school year. Salary plans are determined on an annual basis and salary advancement is not guaranteed. Pay increases are based on the annual pay raise budget approved by the Board of Trustees.

Salaries are determined individually with consideration for job-related experience and credentials.

Texas Education Code §5.001(2): "Classroom Teacher" means an educator who is employed by a school district and who, not less than an average of four hours each day, teaches in an academic instructional setting or a career and technology instructional setting.

Denton ISD

2026-2027 Classroom Teacher Compensation

$1,750 Master's Degree - General Stipend

$3,500 Doctorate Degree - General Stipend

2025-2026 Years of Experience	2025-2026 Salary	2026-2027 Years of Experience	Denton ISD March 2026 1% Pay Increase	Denton ISD 2026-2027 4% Pay Increase	2026-27 Base Salary (Before Local/HB2 Allotment)	Local Teacher Allotment	HB 2 Teacher Retention Allotment	2026-2027 Total Salary	Hired @ Max Allowed	School Year Hired at 25+ Years Maximum
		0						$63,500		
0	$60,500	1	$750	$2,820	$64,070			$64,070		
1	$59,000	2	$750	$2,820	$62,570	$2,000		$64,570		
2	$59,340	3	$750	$2,820	$62,910		$2,500	$65,410		
3	$59,740	4	$750	$2,820	$63,310		$2,500	$65,810		
4	$60,101	5	$750	$2,820	$63,671		$5,000	$68,671		
5	$60,461	6	$750	$2,820	$64,031		$5,000	$69,031		
6	$60,770	7	$750	$2,820	$64,340		$5,000	$69,340		
7	$61,079	8	$750	$2,820	$64,649		$5,000	$69,649		
8	$61,594	9	$750	$2,820	$65,164		$5,000	$70,164		
9	$61,903	10	$750	$2,820	$65,473		$5,000	$70,473		
10	$62,212	11	$750	$2,820	$65,782		$5,000	$70,782		
11	$62,727	12	$750	$2,820	$66,297		$5,000	$71,297		
12	$63,510	13	$750	$2,820	$67,080		$5,000	$72,080		
13	$64,334	14	$750	$2,820	$67,904		$5,000	$72,904		
14	$64,643	15	$750	$2,820	$68,213		$5,000	$73,213		
15	$64,952	16	$750	$2,820	$68,522		$5,000	$73,522		
16	$65,364	17	$750	$2,820	$68,934		$5,000	$73,934		
17	$65,776	18	$750	$2,820	$69,346		$5,000	$74,346		
18	$66,188	19	$750	$2,820	$69,758		$5,000	$74,758		
19	$66,600	20	$750	$2,820	$70,170		$5,000	$75,170		
20	$66,909	21	$750	$2,820	$70,479		$5,000	$75,479		
21	$67,218	22	$750	$2,820	$70,788		$5,000	$75,788		
22	$67,630	23	$750	$2,820	$71,200		$5,000	$76,200		
23	$68,042	24	$750	$2,820	$71,612		$5,000	$76,612		
24	**$68,351**	**Hiring Max 25**	**$750**	**$2,820**	**$71,921**		**$5,000**	**$76,921**		
25	$68,660	26	$750	$2,820	$72,230		$5,000	$77,230	← 25 yrs max + 1 DISD Years	2025-2026
26	$68,969	27	$750	$2,820	$72,539		$5,000	$77,539	← 25 yrs max + 2 DISD Years	2024-2025
27	$69,278	28	$750	$2,820	$72,848		$5,000	$77,848	← 25 yrs max + 3 DISD Years	2023-2024
28	$69,587	29	$750	$2,820	$73,157		$5,000	$78,157	← 25 yrs max + 4 DISD Years	2022-2023
29	$69,793	30	$750	$2,820	$73,363		$5,000	$78,363	← 25 yrs max + 5 DISD Years	2021-2022
30	$70,102	31	$750	$2,820	$73,672		$5,000	$78,672	← 25 yrs max + 6 DISD Years	2020-2021
31	$70,514	32	$750	$2,820	$74,084		$5,000	$79,084	← 25 yrs max + 7 DISD Years	2019-2020
32	$70,967	33	$750	$2,820	$74,537		$5,000	$79,537	← 25 yrs max + 8 DISD Years	2018-2019
33	$72,229	34	$750	$2,820	$75,799		$5,000	$80,799	← 25 yrs max + 9 DISD Years	2017-2018
34	$73,511	35	$750	$2,820	$77,081		$5,000	$82,081	← 25 yrs max + 10 DISD Years	2016-2017
35	$74,716	36	$750	$2,820	$78,286		$5,000	$83,286	← 25 yrs max + 11 DISD Years	2015-2016
36	$75,952	37	$750	$2,820	$79,522		$5,000	$84,522	← 25 yrs max + 12 DISD Years	2014-2015
37	$76,653	38	$750	$2,820	$80,223		$5,000	$85,223	← 25 yrs max + 13 DISD Years	2013-2014
38	$77,621	39	$750	$2,820	$81,191		$5,000	$86,191		
39	$78,610	40	$750	$2,820	$82,180		$5,000	$87,180		
40	$79,609	41	$750	$2,820	$83,179		$5,000	$88,179		
41	$80,793	42	$750	$2,820	$84,363		$5,000	$89,363		
42	$81,040	43	$750	$2,820	$84,610		$5,000	$89,610		

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Denton ISD

2026-2027 Professional Instructional Support Staff Compensation

$1,750 Master's Degree - General Stipend

$3,500 Doctorate Degree - General Stipend

Annualized salaries for Instructional Support Role Compensation, positions not meeting the Texas Education Code §5.001 definition of classroom teacher*, do not include HB2 Teacher Retention Allotment adjustments; however, a 4% raise has been applied.

Instructional Support Role Compensation Includes: Administrative Associate, Campus Administrator Intern, At-Risk, Behavior Specialist, Digital Learning Specialist, IB Coordinator, Librarian (MS/HS), SPED Transition Specialist

2025-2026 Years of Experience	2025-2026 Daily Rate	2025-2026 Salary (Includes $750 - March 2026 1% Increase) @187 Days	2026-2027 Years of Experience	2026-2027 Daily Rate	2026-2027 Board Approved Increase @187 Days	2026-2027 Salary @187 Days	2026-2027 Board Approved Increase @190 Days	2026-2027 Salary @190 Days	2026-2027 Board Approved Increase @197 Days	2026-2027 Salary @197 Days
1	$331.09	$61,914	2	$346.17	$2,820	$64,734	$2,865	$65,772	$2,971	$68,196
2	$332.91	$62,254	3	$347.99	$2,820	$65,074	$2,865	$66,118	$2,971	$68,554
3	$335.05	$62,654	4	$350.13	$2,820	$65,474	$2,865	$66,524	$2,971	$68,975
4	$336.98	$63,015	5	$352.06	$2,820	$65,835	$2,865	$66,891	$2,971	$69,356
5	$338.90	$63,375	6	$353.98	$2,820	$66,195	$2,865	$67,257	$2,971	$69,735
6	$340.56	$63,684	7	$355.64	$2,820	$66,504	$2,865	$67,571	$2,971	$70,061
7	$342.21	$63,993	8	$357.29	$2,820	$66,813	$2,865	$67,885	$2,971	$70,386
8	$344.96	$64,508	9	$360.04	$2,820	$67,328	$2,865	$68,408	$2,971	$70,929
9	$346.61	$64,817	10	$361.70	$2,820	$67,637	$2,865	$68,722	$2,971	$71,254
10	$348.27	$65,126	11	$363.35	$2,820	$67,946	$2,865	$69,036	$2,971	$71,580
11	$351.02	$65,641	12	$366.10	$2,820	$68,461	$2,865	$69,559	$2,971	$72,122
12	$355.21	$66,424	13	$370.29	$2,820	$69,244	$2,865	$70,355	$2,971	$72,947
13	$359.61	$67,248	14	$374.70	$2,820	$70,068	$2,865	$71,192	$2,971	$73,815
14	$361.27	$67,557	15	$376.35	$2,820	$70,377	$2,865	$71,506	$2,971	$74,141
15	$362.92	$67,866	16	$378.00	$2,820	$70,686	$2,865	$71,820	$2,971	$74,466
16	$365.12	$68,278	17	$380.20	$2,820	$71,098	$2,865	$72,238	$2,971	$74,900
17	$367.33	$68,690	18	$382.41	$2,820	$71,510	$2,865	$72,657	$2,971	$75,334
18	$369.53	$69,102	19	$384.61	$2,820	$71,922	$2,865	$73,076	$2,971	$75,768
19	$371.73	$69,514	20	$386.81	$2,820	$72,334	$2,865	$73,494	$2,971	$76,202
20	$373.39	$69,823	21	$388.47	$2,820	$72,643	$2,865	$73,808	$2,971	$76,528
21	$375.04	$70,132	22	$390.12	$2,820	$72,952	$2,865	$74,122	$2,971	$76,853
22	$377.24	$70,544	23	$392.32	$2,820	$73,364	$2,865	$74,541	$2,971	$77,287
23	$379.44	$70,956	24	$394.52	$2,820	$73,776	$2,865	$74,959	$2,971	$77,721
24	**$381.10**	**$71,265**	**Hiring Max 25**	**$396.18**	**$2,820**	**$74,085**	**$2,865**	**$75,273**	**$2,971**	**$78,047**
25	$382.75	$71,574	26	$397.83	$2,820	$74,394	$2,865	$75,587	$2,971	$78,372
26	$384.40	$71,883	27	$399.48	$2,820	$74,703	$2,865	$75,901	$2,971	$78,698
27	$386.05	$72,192	28	$401.13	$2,820	$75,012	$2,865	$76,215	$2,971	$79,024
28	$387.71	$72,501	29	$402.79	$2,820	$75,321	$2,865	$76,529	$2,971	$79,349
29	$388.81	$72,707	30	$403.89	$2,820	$75,527	$2,865	$76,738	$2,971	$79,566
30	$390.46	$73,016	31	$405.54	$2,820	$75,836	$2,865	$77,052	$2,971	$79,892
31	$392.66	$73,428	32	$407.74	$2,820	$76,248	$2,865	$77,471	$2,971	$80,326
32	$395.09	$73,881	33	$410.17	$2,820	$76,701	$2,865	$77,931	$2,971	$80,803
33	$401.83	$75,143	34	$416.91	$2,820	$77,963	$2,865	$79,214	$2,971	$82,132
34	$408.69	$76,425	35	$423.77	$2,820	$79,245	$2,865	$80,516	$2,971	$83,483
35	$415.13	$77,630	36	$430.21	$2,820	$80,450	$2,865	$81,740	$2,971	$84,752
36	$421.74	$78,866	37	$436.82	$2,820	$81,686	$2,865	$82,996	$2,971	$86,054
37	$425.49	$79,567	38	$440.57	$2,820	$82,387	$2,865	$83,708	$2,971	$86,793
38	$430.67	$80,535	39	$445.75	$2,820	$83,355	$2,865	$84,692	$2,971	$87,813
39	$435.96	$81,524	40	$451.04	$2,820	$84,344	$2,865	$85,697	$2,971	$88,855
40	$441.30	$82,523	41	$456.38	$2,820	$85,343	$2,865	$86,712	$2,971	$89,907
41	$447.63	$83,707	42	$462.71	$2,820	$86,527	$2,865	$87,915	$2,971	$91,154
42	$448.95	$83,954	43	$464.03	$2,820	$86,774	$2,865	$88,166	$2,971	$91,415

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Denton ISD

Stipend Overview (Excludes State/Federal Grants)

HR Alert: This is a working document subject to revisions as needed by the HR division.

General Information:

Co-Sponsors	Effective 2018-19, stipends may be split between two (2) employees maximum (50% per employee.)
Degree Stipends (Fiscal Years, Prorating, Transcripts)	Only positions on the Teacher Salary Scale are eligible. Amount may be prorated based on number of days worked in an eligible role following conferred date listed on transcript. Official Transcripts must be received by human resources during the academic year to receive stipend. Transcripts received after the academic year will be applied to the following school year.
District Level Stipends	Only District level stipends listed in this Employee Compensation Plan are eligible to be issued and are established by the HR department.
Employee Form Supplemental Pay Duties & Terms	Annually, all professional employees who are issued any type of stipend are required to sign this form and submit to their principal/director for processing.
Employee Form Academic UIL Contests	Employees should complete annually and submit to their campus principal for processing.
Employee Form Fine Arts Events & Clubs	Employees should complete annually and submit to the Fine Arts director for processing (not principal.)
Employee Form Student Clubs	Employees should complete annually and submit to their campus principal for processing. Clubs must have 10+ students to qualify for this stipend.
Grants (Not District Stipends)	Grants reimbursements must be coordinated with your Grant budget manager for that specific department that coordinate that particular Federal/State grant.
Maximum Allowed Per Employee	Effective 2015-16, professional employees may receive a maximum of five (5) stipends per year. NOTE: Degree stipends do not count against the 5 maximum.
Overpayments (Gift of Public Funds)	If the event of overpayments, payroll will schedule deductions to recovery of public funds from the employee's paycheck. If you were issued a stipend and stop that activity mid-year, please notify HR immediately.
Payment & Schedule(s) $400-$999 Stipends **(Estimated payments will be Nov=Fall Semester and June=Spring Semester)**	Stipends less than $1,000 are paid typically at the end of each semester. **ALERT:** These stipends are **NOT** eligible for prorating and will be forfeited if leaving DISD. **FINE ARTS:** Fine Arts Events & Clubs are paid in full in May after the events and artifacts have been submitted to the Fine Arts Director (no 1/2 payment in November.) **PAYMENT SCHEDULE:** Payments typcially occur in November and June after each semester. However, all payments may be delayed as necessary if any campus/department data arrives after payroll cutoff.
Payments & Schedule $1,000+ Stipends (Paid in Monthly Paychecks)	Stipends $1,000+ are paid in monthly paychecks divided over the school year. Annual stipends will be prorated based on actual days worked based on these stipends are calculated in monthly paychecks. Should an employee leave the district these prorated amounts will be included final payroll calculations, TRS reports, taxes, etc.
Prorating (Eligibility / Ineligible)	Monthly stipends ($1,000+) will be prorated and paid 'as earned' relative to the days of duty actually worked. Stipends less than $1,000 are **NOT** eligible for prorating and will be forfieted.
Staff Eligible to Receive Stipends	Only DISD professional employees are eligible to receive any DISD stipend.
Staff Ineligible to Receive Stipends	Based on Federal Labor Laws, hourly employees are **NOT** eligible for any type of District stipend listed within this Employee Compensation Plan. Hourly employees must be clocked in while working and earning their compensation.
Supplemental Rates for Extra Duty Activities	Includes a variety of departmental extra duties/activities and should be coordinated via your supervisor/department for processing (not stipends.) A list of duties/activities are listed by department coordinating in the Employee Compensation Plan under the "Supplemental Rates" section.
Verifying a Stipend (Paid or Missing)	Professional staff should check the Employee Access Center (EAC) and view their paycheck to see payments for stipends. Stipends over $1,000 are divided across their contract year and paid in monthly paychecks. Stipends $400-$999 are paid at the end of the Fall & Spring semesters. Professional employees will need to compare the previous month's paycheck to see any additional line items/payments. Reminder all stipends have taxes removed so the amounts will not be exactly as listed in the Employee Compensation Plan. If two employee share then it will be divided equally (50% and 50%) then taxes will be deducted so it will be less than total listed in the Employee Compensation Plan. After verifying your paycheck, if you feel a stipend is MISSING then you must notify your principal/director who will work with HR to review any action needed.

Denton ISD

Stipend Overview (Excludes State/Federal Grants)

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Administrator Instructions:

Database - General Information	HR will send an email with a Laserfiche link during the three (3) times per year the Stipends Database is open for entry with the deadline. The Employee Compensation Plan online may be utlized as a guilde to available District Stipends for entry. Only professional staff are eligible for District Stipends.
Database - Stipend 2.0 (new 2025-26)	Navigate to the Laserfiche Log In Portal - Laserfiche Login Portal • You will need to log in using your full district email address and district password. • Click "Start Process", then Click "Start" next to "Stipends 2.0" • Please refer to the Stipend 2.0 instructions for detailed information and screenshots (sent via email 08/15/25.)
Entry Screen vs Dropdown (New)	A campus principal or director may determine which eligible stipends they elect to grant, but must follow District guidelines on maximum number per employee and only issue stipends shown on their entry screen.
Employee Forms Signature Required	Administrators will maintain all employee forms on-site which are required annually. These forms have critical information about requirements, eligibiliy, splits, payments and various alerts. Forms include the Notice of Supplemental Pay & Terms and Employee Requests Forms for Student Clubs, UIL Student Contests and Fine Arts related stipends.
Maximum Allowed Per Employee	All professional employees are limited to receive payment for a **maximum of five (5)** stipends per year.
Revisions **(When Link is Closed - Midyear)**	Principals/Directors should encourage their staff has first reviewed their paychecks monthly in the Employee Access Center (EAC) for accuracy. After the submission window has closed, any new/edited/deleted stipends must be sent via email to Kim Kirby for processing. **Data Required:** Employee ID#, Stipend Name, Stipend Amount, Effective Date of the Change, # Duty Days Employee Works, Last Contract Day. These fields are necessary to manually calculate prorated stipends.
Stipends Available / Best Practice	Refer to this Employee Compensation Plan as a reference guide of eligible stipends. **ALERT:** Do not grant a stipend other than it's intended purpose and eligible job assignment.
Who to Contact	Principals/Directors should email **Kim Kirby** regarding stipend questions, additions, revisions, or deletions for the quickest review. The payroll department will not authorize any changes unless it comes directly from HR. Once items are reviews and necessary action is needed involved parties will be notified via email. Payroll will process any necessary payments or recovery of overpayments on the next pay cycle (based on monthly payroll

Denton ISD
Pay, Leave, Raise & Vacation General Information

Employee Type	Duty Days Position Works	Pay Schedule	Raise Effective Date	Local Leave Days (Sick, Other)	State Leave Days (Personal)	Vacation Days (Non-Contract Work Days)
10 Month	≤ 199 days	September to August	September	5	5	N/A
11 Month	200-218 days	August to July	August	6	5	N/A
12 Month	219-230 days	July to June	July	7	5	■ 230+ Day Employees
12 Month	260+	July to June	July	7	5	◆260+ Day Employees

■ 230 Day employees earn vacation days as follows: The number of workdays from July 1 through June 30 as approved by the school board minus 230. The difference is the number of vacation days. To earn those days, the employee must remain employed through June 30. These days accumulate up to a maximum of 10 days.

◆ 260+ Day employees earn vacation days as follows: After a full year of employment, the employee earns 10 paid vacation days based on their work schedule. After eight (8) years of service, the employee will earn 15 days of paid vacation.

Leave Prorations - Late Hires or Early Separation Calculations

If an employee separates from employment before the last duty day of the school year, the employee's final paycheck shall be reduced for state and local leave the employee used beyond his or her pro rata entitlement for the school year.

# Days Worked	Local Leave Hours Earned (Non-Exempt)	Local Leave Days Earned (Exempt)	# Days Worked	State Leave Hours Earned (Non-Exempt)	State Leave Days Earned (Exempt)	Employee Type
0-17	0	0	0-17	0	0	All
18-35	4	0.5	18-35	4	0.5	All
36-53	8	1	36-53	8	1	All
54-71	12	1.5	54-71	12	1.5	All
72-89	16	2	72-89	16	2	All
90-107	20	2.5	90-107	20	2.5	All
108-125	24	3	108-125	24	3	All
126-143	28	3.5	126-143	28	3.5	All
144-161	32	4	144-161	32	4	All
162-179	36	4.5	162-179	36	4.5	All
180-199	40	5	180-261	40 (State Max)	5 (State Max)	All
200-218	48	6	Unused State Personal Days accumulate without limit and are transferrable among public schools in the state of Texas.			11 & 12 Month
219+	56 (Local Max)	7 (Local Max)				12 Month

Denton ISD

Limit: **5 Stipends Per Employee Per School Year**

Maximum Split: **2 Employees**

HR Revisions: **Mid-Year Adjustments Made As Needed**

2026-27 Department Stipends (1 of 2)

No Shading=Included In Monthly Paycheck (Visible in EAC)

Athletics Dept	$
District Level	
2nd Sport Head HS 1/District	$ 4,000
Conditioning & Wellness 1/District	$ 5,000
District 6-5A District Support Staff	$ 4,000
District 6-5A Secretary to Chair	$ 1,000
PE Lead EL 1/District	$ 4,000
PE Lead Sec 1/District	$ 4,000
High School Level	
2nd Sport Asst HS (21 Max)	$ 3,000
Asst Athletic Coordinator HS	$ 5,000
Athletic Coordinator HS	$ 15,000
Athletic Trainer 2/HS	$ 12,000
Baseball Asst HS	$ 8,000
Baseball Head HS	$ 10,000
Basketball Asst HS	$ 8,000
Basketball Head HS	$ 10,000
Conditioning & Wellness HS	$ 8,000
Cross Country Head HS	$ 9,000
Football Asst Coach HS (21/HS)	$ 8,000
Football Coord (Off/Def) 2/HS	$ 10,000
Golf Asst HS	$ 8,000
Golf Head HS	$ 9,000
Soccer Asst HS	$ 8,000
Soccer Head HS	$ 10,000
Softball Asst HS	$ 8,000
Softball Head HS	$ 10,000
Swim/Water Polo Asst HS	$ 8,000
Swim/Water Polo Head HS	$ 9,000
Tennis Asst HS	$ 8,000
Tennis Head HS	$ 10,000
Track Asst HS	$ 8,000
Track Head HS	$ 9,000
Volleyball Asst HS	$ 8,000
Volleyball Head HS	$ 10,000
Middle School Level	
Boys Coach MS (6/MS)	$ 6,000
Boys Coordinator MS	$ 7,000
Girls Coach MS (5/MS)	$ 6,000

Bilingual Dept	$
Teaching Assign - Bil in Critical Area	$ 4,000

Counseling Dept	$
Lead Counseling El (5/District)	$ 2,000
Lead Counseling MS (2/District)	$ 2,000

Curriculum Dept	$
Lead Early Literacy	$ 2,000

Federal Programs	$
Teaching Assign - Bil in Critical Area	$ 4,000

Health Services Dept	$
Nurse Leader (2/Zone)	$ 700

Human Resources Dept	$
Turnaround Principal @ High Risk	$ 12,000

Denton ISD

Limit: 5 Stipends Per Employee Per School Year
Maximum Split: 2 Employees
HR Revisions: Mid-Year Adjustments Made As Needed

2026-27 Department Stipends (2 of 2)

No Shading=Included In Monthly Paycheck (Visible in EAC)
Shading=Paid 50% Fall Semester, 50% Spring Semester. Fine Arts Paid 100% Spring Semester (Not Listed in EAC)

Fine Arts	$
District Level	
Acad UIL Event Coord (1/District) MS	$ 1,000
District Organizer 5GHC	**$ 400**
District Organizer 6GHC	**$ 400**
District Organizer All-District Band MS	**$ 400**
District Organizer All-District Orchestra MS	**$ 400**
District Organizer DISD Art Show at UNT	**$ 400**
District Organizer HS Art Show	**$ 400**
District Organizer MS Art Show	**$ 400**
District Organizer Elem Art Show	**$ 400**
District Organizer One Act Play MS	**$ 400**
Elementary Level	
Art TAEA/TEAM Event EL	**$ 500**
Music 4 Non School Performances EL	**$ 500**
Music 5th Grade Honor Choir EL	**$ 500**
Art 4 Non School Events (Any Level)	**$ 500**
Student Club (Min 10 Students)	**$ 400**
High School Level	
Art TAEA VASE HS	**$ 500**
Band Asst Director HS	$ 12,500
Band Color Guard HS	$ 5,000
Cheer Asst HS (2/HS)	$ 3,500
Cheer Head HS	$ 7,000
Choir Asst Director HS	$ 5,500
Choir Head Director HS	$ 8,500
Drill Team Asst HS	$ 3,500
Drill Team Head HS	$ 7,500
Fine Arts Center Mgr HS	$ 5,000
Fine Arts Head HS	$ 1,700
Orchestra Asst Director HS	$ 6,000
Orchestra Head Director HS	$ 9,000
Student Club (Min 10 Students)	**$ 400**
Theater Asst Director HS	$ 5,000
Theater Head Director HS	$ 8,500
Art 4 Non School Events (Any Level)	**$ 500**
Theater Theatrical Design Contest	**$ 500**
Middle School Level	
Art TAEA Jr. VASE MS	**$ 500**
Band Asst Director MS	$ 6,000
Band Director Head MS	$ 8,500
Auditorium Mgr Lights & Sound MS	**$ 500**
Cheer 7th Grade Team MS	**$ 800**
Cheer 8th Grade MS	$ 1,500
Choir Asst Director MS	$ 2,500
Choir Director MS	$ 4,000
Fine Arts Head MS	$ 1,200
Orchestra Asst Director MS	$ 5,000
Orchestra Director MS	$ 7,000
Student Club (Min 10 Students)	**$ 400**
Theater Asst Director MS	$ 3,000
Theater Director MS	$ 4,000
Art 4 Non School Events (Any Level)	**$ 500**

SPED Dept	$
Bilingual District Level Position Paygrade: 3 Only	$ 3,500
Clinical Supervisor Diag	$ 1,000
Clinical Supervisor School Psych	$ 1,000
Clinical Supervisor SLP	$ 1,000
CPI Trainer	$ 1,000
Dyslexia Bilingual Interventionist Paygrade: Teacher Positions	$ 4,000
Lead CPI	$ 2,000
Lead Diag (BHS/RHS or DHS/GHS)	$ 2,000
Lead District Clinical	$ 2,000
Lead Dyslexia Therapy	$ 2,000
Lead Early Childhood Psych	$ 2,000
Lead Related Services	$ 2,000
Lead School Psych Clinical Supervisors	$ 2,000
Lead School Psych Direct Svc	$ 2,000
Lead School Psych Svc for Eval	$ 2,000
Lead SLP (BHS/RHS or DHS/GHS)	$ 2,000
Lead Special Olympics	$ 1,000
Lead SPED Behavior Support	$ 2,000
Parent/Infant Supplemental Duties	$ 3,500
School Psych BCBA Certified	$ 2,500
SEM Support	$ 1,000
Special Olympics (4/District)	**$ 750**
Teaching Assign - SPED in Critical Area	$ 2,000
Teaching Assign - Thrive	$ 2,000
Thrive Support Staff (5/District) Counselor, Nurse, Behavioral Coaches	$ 1,000

Denton ISD

Limit: 5 Stipends Per Employee Per School Year
Maximum Split: 2 Employees

2026-27 Elementary, Middle & High School Stipends

HR Revisions: Mid-Year Adjustments Made As Needed

No Shading=Included In Monthly Paycheck (Visible in EAC)
Shading=Paid 50% Fall Semester, 50% Spring Semester. Fine Arts Paid 100% Spring Semester (Not Listed in EAC)

Elementary	$
Mentor Liaison	$ 500
Resident Teacher Host ■	$ 500
Student Club (Min 10 Students)	$ 400
Team Lead PreK	$ 700
Team Lead Kindergarten	$ 700
Team Lead 1st Grade	$ 700
Team Lead 2nd Grade	$ 700
Team Lead 3rd Grade	$ 700
Team Lead 4th Grade	$ 700
Team Lead 5th Grade	$ 700
Team Lead Inst Support	$ 700
Team Lead Special Area (Art/Lib/Music/PE)	$ 700
Team Lead SPED	$ 700
Web Manager	$ 1,000

Middle	$
Acad UIL - Campus Coord (MS)	$ 700
Acad UIL - Students Competing	$ 500
Cafetorium Mgr MS	$ 500
Dept Chair English	$ 1,200
Dept Chair Math	$ 1,200
Dept Chair Science	$ 1,200
Dept Chair Social Studies	$ 1,200
Mentor Liaison	$ 500
Sponsor Honor Society (Junior)	$ 600
Sponsor Newspaper	$ 500
Sponsor STUCO	$ 750
Sponsor Yearbook	$ 1,000
Student Club (Min 10 Students)	$ 400
Team Lead By Grade	$ 700
Team Lead CTE	$ 700
Team Lead ESL	$ 700
Team Lead Foreign Lang (IB Only)	$ 700
Team Lead PE	$ 700
Team Lead SPED	$ 700
Web Manager	$ 1,000

High School	$
Acad UIL - HS Campus Coord	$ 1,800
Acad UIL - Students Competing	$ 500
Block Stipend MS Geometry in 0 Hour @ HS	$ 5,000
Counseling Lead (1/HS)	$ 3,500
Dept Chair English	$ 1,700
Dept Chair Math	$ 1,700
Dept Chair Science	$ 1,700
Dept Chair Social Studies	$ 1,700
Dept Chair World Lang	$ 1,700
Mentor Liaison	$ 500
Sponsor Esports HS	$ 1,800
Sponsor Honor Guard (Spirit Flags) HS	$ 1,000
Sponsor Honor Society (English)	$ 600
Sponsor Honor Society (French)	$ 600
Sponsor Honor Society (German)	$ 600
Sponsor Honor Society (Spanish)	$ 600
Sponsor Honor Society (Traditional)	$ 600
Sponsor Newspaper	$ 1,400
Sponsor PALS	$ 2,000
Sponsor ROTC Colorguard (2/HS)	$ 1,000
Sponsor STUCO	$ 4,470
Sponsor STUCO / Renaissance	$ 2,000
Sponsor Yearbook	$ 1,800
Student Club (Min 10 Students)	$ 400
Team Lead CTE	$ 700
Team Lead ESL	$ 700
Team Lead PE/Health/Phy Tests	$ 700
Team Lead SPED	$ 700
Web Manager	$ 1,000

■ **Eligible campuses = Alexander, Borman, Evers Park, Hawk, McNair, Pecan Creek, Rayzor-N, Ryan-WS & Shultz**

Denton ISD

Limit: **5 Stipends Per Employee Per School Year**

Maximum Split: **2 Employees**

HR Revisions: **Mid-Year Adjustments Made As Needed**

2026-27 Special Campuses

No Shading=Included In Monthly Paycheck (Visible in EAC)

Shading=Paid 50% Fall Semester, 50% Spring Semester. Fine Arts Paid 100% Spring Semester (Not Listed in EAC)

Special - Ann Windle	$
Mentor Liaison	$ 500
Sponsor Yearbook	$ 400
Team Lead Pod (6 Max)	$ 700
Web Manager	$ 1,000

Special - LaGrone/ATC	$
Critical Need ATC	$ 5,000
Mentor Liaison	$ 500
Sponsor Esports HS	$ 1,800
Sponsor STUCO	$ 4,470
Sponsor Yearbook	$ 1,800
Student Club (Min 10 Students)	$ 400
Team Lead Auto	$ 700
Team Lead Cosmo	$ 700
Team Lead Culinary	$ 700
Team Lead Engineering	$ 700
Team Lead Health Sciences	$ 700
Team Lead Law Enforcement	$ 700
Team Lead Visual Arts	$ 700
Web Manager	$ 1,000

Special - Davis	$
Mentor Liaison	$ 500
Team Lead (Davis) HS	$ 700
Team Lead (Davis) MS	$ 700
Web Manager	$ 1,000

Special - Sparks	$
Campus Instr Lead Sparks	$ 1,750
Mentor Liaison	$ 500
Team Lead (Sparks) CTC/Post	$ 700
Team Lead (Sparks) Detention	$ 700
Web Manager	$ 1,000

Denton ISD

2026-27 Auxiliary Pay Family

HR Alert: Subject to Revisions as Needed

PAY GRADE 01	# Days		Minimum	Midpoint	Maximum	Raise 2% Mid
			$15.55	$18.52	$21.49	$0.37
CDC Assistant FT, FMDNS	261	177 Days	22,019	26,224	30,430	524
CDC Assistant FT, Gallian	198	198 Days	24,631	29,336	34,040	586
CDC Assistant PT, FMDNS	261	261 Days	32,468	38,670	44,871	773
CDC Assistant PT, Gallian	198					
Child Nutrition Floater	177					
Child Nutrition Worker	177					
Custodian	261					

PAY GRADE 02	# Days		Minimum	Midpoint	Maximum	Raise 2% Mid
			$16.65	$19.83	$23.01	$0.40
CDC Lead Teacher, FMDNS	261	177 Days	23,576	28,079	32,582	563
CDC Lead Teacher, Gallian	198	198 Days	26,374	31,411	36,448	634
Child Nutr Worker Lead	177	261 Days	34,765	41,405	48,045	835
Custodian, Night Lead	261					
Mail Courier Publications	261					
Maintenance I	261					
Warehouse Driver	261					

PAY GRADE 03	# Days		Minimum	Midpoint	Maximum	Raise 2% Mid
			$17.80	$21.19	$24.58	$0.42
Custodian, Head @ El/MS	261	261 Days	37,166	44,245	51,323	877
Foreman, Warehouse/Ground	261					

PAY GRADE 04	# Days		Minimum	Midpoint	Maximum	Raise 2% Mid
			$18.85	$22.44	$26.03	$0.45
Asst Manager, Child Nutr	180	180 Days	27,144	32,314	37,483	648
Maintenance II	261	261 Days	39,359	46,855	54,351	940
Parts Specialist, Transp	261					

PAY GRADE 05	# Days		Minimum	Midpoint	Maximum	Raise 2% Mid
			$20.00	$23.81	$27.62	$0.48
Custodian, Head @ HS	261	180 Days	28,800	34,286	39,773	691
Manager, Child Nutr @ CDC	261	210 Days	33,600	40,001	46,402	806
Manager, Child Nutr @ El	180	230 Days	36,800	43,810	50,821	883
Specialist, Fleet Oper	261	261 Days	41,760	49,715	57,671	1,002
Specialist, Routing Tran	210					
Specialist, Security	261					
Specialist, Training Tran	230					
Specialist, Turf Field	261					

PAY GRADE 06	# Days		Minimum	Midpoint	Maximum	Raise 2% Mid
			$21.70	$25.83	$29.96	$0.52
Coordinator, Trips	230	180 Days	31,248	37,195	43,142	749
Dispatcher	210	210 Days	36,456	43,394	50,333	874
Heavy Equip/Small Engine	261	230 Days	39,928	47,527	55,126	957
Maintenance III	261	261 Days	45,310	53,933	62,556	1,086
Manager, Child Nutr @ MS	180					

PAY GRADE 07	# Days		Minimum	Midpoint	Maximum	Raise 2% Mid
			$24.75	$29.45	$34.15	$0.59
Heavy Equip/Sm Eng Lead	261	180 Days	35,640	42,408	49,176	850
Locksmith	261	261 Days	51,678	61,492	71,305	1232
Maintenance, General Lead	261					
Manager, Child Nutr @ HS	180					
Manager, Culinary @ ATC	180					

PAY GRADE 08	# Days		Minimum	Midpoint	Maximum	Raise 2% Mid
			$26.95	$32.10	$37.25	$0.64
Coordinator, Student Safe	210	210 Days	45,276	53,928	62,580	1,075
Journeyman Electric, Lead	261	230 Days	49,588	59,064	68,540	1,178
Supervisor, Dispatch/East	230	261 Days	56,272	67,025	77,778	1,336
Supervisor, Routing	230					
Supervisor, Special Needs	230					
Supervisor, Training	230					

Denton ISD

HR Alert: Subject to Revisions as Needed

2026-27 Transportation Pay Family

PAY GRADE 01	# Days			Minimum	Midpoint	Maximum	Raise 2% Mid
				$15.65	$18.62	$21.59	$0.37
Bus Assistant (based on 4 hr/day)	187	187	Days	11,706	13,928	16,149	277

PAY GRADE 02	# Days			Minimum	Midpoint	Maximum	Raise 2% Mid
				$20.75	$20.75	$20.75	$0.42
Bus Driver Trainee (based on 4 hr/day)	187	187	Days	15,521	15,521	15,521	314

PAY GRADE 03	# Days			Minimum	Midpoint	Maximum	Raise 2% Mid
				$24.00	$29.27	$34.54	$0.59
Bus Driver (based on 4 hr/day)	187	187	Days	17,952	21,894	25,836	441
Bus Driver Floater (based on 4 hr/day)	187						

PAY GRADE 04	# Days			Minimum	Midpoint	Maximum	Raise 2% Mid
				$30.60	$36.43	$42.26	$0.73
Mechanic (based on 8 hr/day)	261	261	Days	63,893	76,066	88,239	762

PAY GRADE 05	# Days			Minimum	Midpoint	Maximum	Raise 2% Mid
				$33.10	$39.40	$45.70	$0.79
Foreman, Transportation (based on 8 hr/day)	261	261	Days	69,113	82,267	95,422	825

Denton ISD

HR Alert: Subject to Revisions as Needed

2026-27 Part Time Pay Family

PAY GRADE 01	# Days			Minimum	Midpoint	Maximum	Raise 2% Mid
				$15.55	$18.73	$21.91	$0.37
ESD Instr 1-Teach Denton (based on 3.5 hr/day)	183	171	Days	9,307	11,210	13,113	221
Extended Day Instr 1 (based on 3.5 hr/day)	183	183	Days	9,960	11,997	14,033	237
Lunchroom Monitor (based on 3.5 hr/day)	171						

PAY GRADE 02	# Days			Minimum	Midpoint	Maximum	Raise 2% Mid
				$16.55	$19.94	$23.33	$0.40
Extended Day Instr 2 Lead (based on 3.5 hr/day)	183	183	Days	10,600	12,772	14,943	256

PAY GRADE 03	# Days			Minimum	Midpoint	Maximum	Raise 2% Mid
				$17.55	$21.14	$24.73	$0.42
Extended Day Zone Lead (based on 3.5 hr/day)	183	183	Days	11,241	13,540	15,840	269

Denton ISD

HR Alert: Subject to Revisions as Needed

2026-27 Professional/Administrators Pay Family

PAY GRADE 01	# Days			Minimum	Midpoint	Maximum	Raise 2% Mid
				$257.07	$306.03	$354.99	$6.12
Analyst, HR	230	198	Days	50,900	60,594	70,288	1,212
Asst Coordinator, CDC	230	215	Days	55,270	65,796	76,323	1,316
Attendance Officer	198	230	Days	59,126	70,387	81,648	1,408
Career Navigator, NTAEL	230						
District Chef	198						
Instructional Coach, AEL	230						
Instructor, NTAEL	230						
Manager, Athletic Bus	230						
Manager, Child Nutr	230						
Manager, CN Procurement	230						
Manager, HR	230						
Manager, Publications	230						
Manager, Records Mgmt	230						
Specialist, CHOICES	198						
Specialist, Compliance	230						
Specialist, Governance	230						
Specialist, HS Comm Eng	215						
Specialist, NTAEL Program	230						
Specialst, NTAEL QA & PD	230						
Supervisor, Dispatch/Oper	230						
Supervisor, Fleet Oper	230						
Supervisor, Warehouse	230						

PAY GRADE 02	# Days			Minimum	Midpoint	Maximum	Raise 2% Mid
				$317.99	$378.56	$439.13	$7.57
Coordinator, Benefits	230	187	Days	59,464	70,791	82,117	1,416
Coordinator, CDC	230	192	Days	61,054	72,684	84,313	1,454
Coordinator, ESD	187	197	Days	62,644	74,576	86,509	1,492
Coordinator, HS Testing	202	202	Days	64,234	76,469	88,704	1,529
Coordinator, NTAEL	230	230	Days	73,138	87,069	101,000	1,741
Coordinator, P-Card	230						
Coordinator, Travel	230						
Coordinator, Student Supp	230						
Exec Asst, Board and Supt	230						
Head Start Soc Work/ERSEA	197						
Nurse, Alt Ed	187						
Nurse, Early Childhood	192						
Nurse, Elem/Middle	187						
Nurse, High School	192						
Nurse, Thrive	187						
Senior Buyer	230						
Social Worker, Campus	202						
Social Worker, Campus T1A	202						
Specialist, Comm Engage	230						
Specialist, Construction	230						
Specialist, Lead Interp	187						
Specialist, Library Svc	230						
Specialist, Risk Mgmt	230						
Specialist, SPED Autism	197						
Specialist, SPED Behavior	197						
Specialist, SPED Thrive	197						
Specialist, Video	230						
Speech Path Asst, SPED	187						
Supervisor, Child Nutr	230						
Supervisor, Child Nutr F	197						
Supervisor, Custodial Svc	230						
Supervisor, Environmental	230						
Supervisor, Maintenance	230						

Denton ISD

HR Alert: Subject to Revisions as Needed

2026-27 Professional/Administrators Pay Family

PAY GRADE 03	# Days			Minimum	Midpoint	Maximum	Raise 2% Mid
				$343.11	$408.47	$473.83	$8.17
Accountant	230	187	Days	64,162	76,384	88,606	1,528
Analyst, Budget and Bonds	230	192	Days	65,877	78,426	90,975	1,569
Analyst, Construct & Bonds	230	197	Days	67,593	80,469	93,345	1,609
Audiologist	192	202	Days	69,308	82,511	95,714	1,650
BCBA, SPED	197	206	Days	70,681	84,145	97,609	1,683
Behavior Support Coach	187	210	Days	72,053	85,779	99,504	1,716
Coordinator, Aquatics	230	220	Days	75,484	89,863	104,243	1,797
Coordinator, Child Nutr	230	230	Days	78,915	93,948	108,981	1,879
Coordinator, CN Finance	230						
Coordinator, Comm Engage	230						
Coordinator, DLL	220						
Coordinator, NTAEL Prog	230						
Coordinator, Payroll	230						
Coordinator, Staff Engage	210						
Counselor, Elem	192						
Counselor, Impact	197						
Counselor, Impact T1A	197						
Counselor, Lead @ HS	210						
Counselor, PG/Career/Sec	206						
Counselor, Relief	187						
Counselor, SCG	197						
Counselor, SPED	197						
Counselor, SPED Thrive	197						
Facilitator, DLE/ESL T3A	202						
Facilitator, Family Ctrs	230						
School Psych Intern	197						
School Psychologist, ECI	210						
School Security Officer	187						
Specialist, Instr Coach	210						
Specialist, Instr Mat Inv	230						
Specialist, Interv Thrive	197						
Specialist, LMS	230						
Specialist, Prof Develop	202						
Specialist, SHARS/Medicaid	220						
Specialist, SPED Interv	197						
Specialist, World Lang	202						
Supervisor, Acct Payable	230						
Therapist, SPED Music	197						

NOTE: Interns are paid 50% & 1 yr appointments only.

Denton ISD

2026-27 Professional/Administrators Pay Family

HR Alert: Subject to Revisions as Needed

PAY GRADE 04	# Days			Minimum	Midpoint	Maximum	Raise 2% Mid
				$360.27	$428.89	$497.51	$8.58
Behav Admin Supp Thrive	197	187	Days	67,370	80,202	93,034	1,604
Coordinator, Assmt & Acct	230	192	Days	69,172	82,347	95,522	1,647
Coordinator, BHS Ath Fac	230	197	Days	70,973	84,491	98,009	1,690
Coordinator, Const/Bus Op	230	210	Days	75,657	90,067	104,477	1,801
Coordinator, Construction	230	220	Days	79,259	94,356	109,452	1,887
Coordinator, Dist Testing	230	230	Days	82,862	98,645	114,427	1,973
Coordinator, ED Pathways	230						
Coordinator, Fed Prog	230						
Coordinator, Maintenance	230						
Coordinator, Multimedia	230						
Coordinator, Position Con	230						
Coordinator, Trans Maint	230						
Coordinator, Web Content	230						
Diagnostician, Compliance	210						
Diagnostician, Compliance	220						
Diagnostician, ECI	220						
Diagnostician, SPED	197						
Ex Director, Foundation	230						
Liaison, CTE Str Partners (Grant Funded)	230						
Payroll Manager	230						
School Psychologist	197						
School Psychologist, Eval	210						
Specialist, SPED Ast Tech	220						
Specialist, SPED O&M	187						
Speech Path, SPED	187						
Speech Path, SPED Eval	210						
Speech Path, SPED Lead	192						
Speech Path, SPED PNP	187						
Therapist, SPED Occup	192						
Therapist, SPED Physical	192						

PAY GRADE 05	# Days			Minimum	Midpoint	Maximum	Raise 2% Mid
				$378.28	$450.33	$522.38	$9.01
Asst Principal, El	202	202	Days	76,413	90,967	105,521	1,819
Asst Principal, MS	210	210	Days	79,439	94,569	109,700	1,891
Coordinator, Bil/ESL	230	230	Days	87,004	103,576	120,147	2,072
Coordinator, Compli, SPED	230						
Coordinator, Digital Prog	230						
Coordinator, Emg Bil LPAC	230						
Coordinator, Instruction	230						
Coordinator, Intervention	230						
Coordinator, Library Svc	230						
Coordinator, Perkins CTE	230						
Coordinator, Social Svc	230						
Coordinator, SPED	230						
Supervisor, SPED RDSPD	230						

Denton ISD

2026-27 Professional/Administrators Pay Family

HR Alert: Subject to Revisions as Needed

PAY GRADE 06	# Days			Minimum	Midpoint	Maximum	Raise 2% Mid
				$406.74	$484.21	$561.68	$9.68
Asst Director, Athletics	230	210	Days	85,415	101,684	117,953	2,034
Asst Director, Child Nutr	230	215	Days	87,449	104,105	120,761	2,082
Asst Director, Counseling	230	230	Days	93,550	111,368	129,186	2,227
Asst Director, Finance	230						
Asst Director, Fine Arts	230						
Asst Director, Maint	230						
Asst Director, Trans	230						
Asst Principal, HS	210						
Band Director, Head	215						
Director, Data Integrity	230						
Director, Health Services	230						
Director, NTAEL	230						

PAY GRADE 07	# Days			Minimum	Midpoint	Maximum	Raise 2% Mid
				$460.84	$548.62	$636.40	$10.97
Associate Principal, HS	230	215	Days	99,081	117,953	136,826	2,359
Athletic Coordinator	230	230	Days	105,993	126,183	146,372	2,524
Director, Adv Acad/Assess	230						
Director, Benefits	230						
Director, Bil/ESL Prog	230						
Director, Budget/Bonds	230						
Director, Child Nutrition	230						
Director, Comms/Mktg	230						
Director, Finance	230						
Director, Grants & Sp Rev	230						
Director, HR	230						
Director, Maintenance	230						
Director, Purchasing	230						
Director, Safety/Security	230						
Director, SPED Thrive	230						
Director, Transportation	230						
House Prin @ 9th Gr Ctr	230						
Manager, Construction	230						
Principal, Alt Ed Prog	230						
Principal, Fred Moore HS	215						
Principal, Sparks	230						

PAY GRADE 08	# Days			Minimum	Midpoint	Maximum	Raise 2% Mid
				$483.88	$576.05	$668.22	$11.52
Director, Counseling	230	215	Days	104,034	123,851	143,667	2,477
Director, CTE	230	230	Days	111,292	132,492	153,691	2,650
Director, Facilities Proj	230						
Director, HR Staff Engage	230						
Principal, ATC	230						
Principal, Elementary	215						
Principal, ES	230						
Principal, Middle School	230						

Denton ISD

HR Alert: Subject to Revisions as Needed

2026-27 Professional/Administrators Pay Family

Denton ISD

2026-27 Professional/Administrators Pay Family

HR Alert: Subject to Revisions as Needed

PAY GRADE 09	# Days			Minimum	Midpoint	Maximum	Raise 2% Mid
				$541.95	$645.18	$748.41	$12.90
Director, Athletics	230	230	Days	124,649	148,391	172,134	2,968
Director, Fine Arts	230						
Director, SPED	230						

PAY GRADE 10	# Days			Minimum	Midpoint	Maximum	Raise 2% Mid
				$569.05	$677.44	$785.83	$13.55
Ex Director, Budget	230	230	Days	130,882	155,811	180,741	3,116
Ex Director, CN/Benefits	230						
Ex Director, Curriculum	230						
Ex Director, Dist/Stu Svc	230						
Ex Director, Fed Prog	230						
Ex Director, HR	230						
Ex Director, SPED	230						
Ex Mgr, Construction	230						
Principal, High School	230						

PAY GRADE 11	# Days			Minimum	Midpoint	Maximum	Raise 2% Mid
				$652.13	$776.35	$900.57	$15.53
Area Supt, Academic Prog	230	230	Days	149,990	178,561	207,131	3,571
Ex Director, Operations	230						

PAY GRADE 12	# Days			Minimum	Midpoint	Maximum	Raise 2% Mid
				$719.30	$856.31	$993.32	$17.13
Asst Supt, Academic Programs	230	230	Days	165,439	196,951	228,464	3,939
Asst Supt, Human Resource	230						
Chief Comm/Mktg Officer	230						
Chief Financial Officer	230						
Chief Operations Officer	230						
Chief Technology Officer	230						

PAY GRADE 13	# Days			Minimum	Midpoint	Maximum	Raise 2% Mid
				$755.27	$899.13	$1,042.99	$17.98
General Counsel	230	230	Days	173,712	206,800	239,888	4,136

PAY GRADE 14	# Days			Minimum	Midpoint	Maximum	Raise 2% Mid
				$838.35	$998.03	$1,157.71	$19.96
Chief Academic Officer	230	230	Days	192,821	229,547	266,273	4,591
Deputy Superintendent	230						

Denton ISD

HR Alert: Subject to Revisions as Needed

2026-27 Clerical/Paraprofessional Pay Family

PAY GRADE 01	# Days			Minimum	Midpoint	Maximum	Raise 2% Mid
				$15.55	$18.73	$21.91	$0.37
Aide, General	187	187	Days	23,263	28,020	32,777	554
Aide, Head Start	192	192	Days	23,885	28,769	33,654	568
Aide, Head Start PFCE	192	197	Days	24,507	29,518	34,530	583
Aide, Head Start Safety	192	230	Days	28,612	34,463	40,314	681
Aide, Head Start Soc Work	192						
Aide, Office @ MS or HS	187						
Aide, PK	187						
Aide, PK T1A	187						
Aide, SPED Case Mgmt	197						
Clerk, ESD	183						
Copy Tech @ Publications	230						
PCA, SPED	187						
PCA, SPED RDSPD	187						
PCA, SPED Thrive	187						

PAY GRADE 02	# Days			Minimum	Midpoint	Maximum	Raise 2% Mid
				$16.60	$20.00	$23.40	$0.40
AIDE, Behavior T1A	187	187	Days	24,834	29,920	35,006	598
AIDE, Behavior T4A	187	192	Days	25,498	30,720	35,942	614
Aide, Bilingual	187	198	Days	26,294	31,680	37,066	634
Aide, Bilingual Head St	192	202	Days	26,826	32,320	37,814	646
AIDE, Bilingual T3A	187	230	Days	30,544	36,800	43,056	736
Aide, Bilingual/LPAC	187						
Aide, CHOICES (Campus Funded)	187						
Aide, Head Start Behavior	192						
Aide, ISS	187						
Aide, Library	187						
Aide, NTAEL	230						
Aide, PE	187						
Aide, PK Bilingual	187						
AIDE, PK Bilingual T1A	187						
Aide, SPED General	187						
Clerk, Attendance @ Elem	198						
CLERK, ECI/Child Find	220						
Parent Liaison @ EC	198						
Receptionist @ ATC	192						
Receptionist @ EC/EL	198						
Receptionist @ HS	202						
Receptionist @ MS	192						
Receptionist, SPED Thrive	187						

PAY GRADE 03	# Days			Minimum	Midpoint	Maximum	Raise 2% Mid
				$17.60	$21.20	$24.80	$0.42
Aide, PK SPED Deaf Ed	187	187	Days	26,330	31,715	37,101	628
Aide, SPED AFS **(El Only)**	187	196	Days	27,597	33,242	38,886	659
Aide, SPED AVLS **(Sec Only)**	187	202	Days	28,442	34,259	40,077	679
Aide, SPED Comm	187	210	Days	29,568	35,616	41,664	706
Aide, SPED Comm Behav AU	187	220	Days	30,976	37,312	43,648	739
Aide, SPED Comm Stepup AU	187	230	Days	32,384	39,008	45,632	773
Aide, SPED Deaf Ed	187						

Denton ISD

HR Alert: Subject to Revisions as Needed

2026-27 Clerical/Paraprofessional Pay Family

PAY GRADE 03 (cont)	# Days			Minimum	Midpoint	Maximum	Raise 2% Mid
				$17.60	$21.20	$24.80	$0.42
Aide, SPED ECSE	187	187	Days	26,330	31,715	37,101	628
Aide, SPED FLS	187	196	Days	27,597	33,242	38,886	659
Aide, SPED PABS	187	202	Days	28,442	34,259	40,077	679
		210	Days	29,568	35,616	41,664	706
Aide, SPED Rise	187	220	Days	30,976	37,312	43,648	739
Aide, SPED SERS	220	230	Days	32,384	39,008	45,632	773
Aide, SPED Transition	187						
Asst Registrar @ HS	210						
Asst Registrar Sparks T1D	202						
Behav Admin Supp Thrive	197						
Braillist, SPED	187						
Campus Security	187						
Cataloger, Library Svc	230						
Clerk, Attendance @ Sec	196						
Facilitator, SPED Comm	187						
Intervener, SPED Df/Blind	187						
Recept/Attend 9th Gr Ctr	202						
Receptionist, 230 Days	230						
Registrar @ MS	202						
Specialist, Intake/Data	230						

PAY GRADE 04	# Days			Minimum	Midpoint	Maximum	Raise 2% Mid
				$18.90	$22.77	$26.64	$0.46
Aide, SPED FLS Thrive	187	187	Days	28,274	34,064	39,853	688
Aide, SPED PABS Thrive	187	202	Days	30,542	36,796	43,050	743
Parent Liaison, BE/ESL T3A	187	210	Days	31,752	38,254	44,755	773
Receptionist, Central Srv	230	220	Days	33,264	40,075	46,886	810
Registrar @ HS	220	230	Days	34,776	41,897	49,018	846
Secretary, @ 9th Gr Ctr	220						
Secretary, AP @ HS	202						
Secretary, Coord/Supv 210	210						
Secretary, Coord/Supv 220	220						
Secretary, Coord/Supv 230	230						
Secretary, Counselor @ HS	202						
Secretary, General	230						
Secretary, RDSPD	230						

PAY GRADE 05	# Days			Minimum	Midpoint	Maximum	Raise 2% Mid
				$20.15	$24.27	$28.39	$0.49
Admin Asst, Director	230	196	Days	31,595	38,055	44,516	768
Attendance, Liais/Crt T1D	196	202	Days	32,562	39,220	45,878	792
Attendance, Liaison/Court	196	206	Days	33,207	39,997	46,787	808
Bookkeeper, ATC	206	210	Days	33,852	40,774	47,695	823
Bookkeeper, Cash Receipt	230	215	Days	34,658	41,744	48,831	843
Bookkeeper, Head Start	215	230	Days	37,076	44,657	52,238	902
Bookkeeper, High School	206						
Graphic Designer	230						
Registrar/Attend @ ATC	210						
Secretary, Prin @ Davis	202						

Denton ISD

HR Alert: Subject to Revisions as Needed

2026-27 Clerical/Paraprofessional Pay Family

PAY GRADE 05 (Cont.)	# Days		Minimum	Midpoint	Maximum	Raise 2% Mid
			$20.15	$24.27	$28.39	$0.49
Secretary, Prin @ EC/EL	215	196 Days	31,595	38,055	44,516	768
Secretary, Prin @ MS	230	202 Days	32,562	39,220	45,878	792
Specialist, Accts Receive	230	206 Days	33,207	39,997	46,787	808
Specialist, CN Procure	230	210 Days	33,852	40,774	47,695	823
Specialist, ESD	230	215 Days	34,658	41,744	48,831	843
Specialist, NTAEL Lead	230	230 Days	37,076	44,657	52,238	902

PAY GRADE 06	# Days		Minimum	Midpoint	Maximum	Raise 2% Mid
			$22.10	$26.62	$31.14	$0.53
Secretary, Prin @ HS	230	210 Days	37,128	44,722	52,315	890
Secretary, Prin @ Sparks	210	230 Days	40,664	48,981	57,298	975
Specialist, BIL ESL PEIMS	230					
Specialist, SPED PEIMS	230					

PAY GRADE 07	# Days		Minimum	Midpoint	Maximum	Raise 2% Mid
			$23.40	$28.19	$32.98	$0.56
Licensed Voc Nurse RDSPD	187	187 Days	35,006	42,172	49,338	838
Licensed Vocational Nurse	187	230 Days	43,056	51,870	60,683	1,030
Specialist, Accounting	230					
Specialist, AP/Purch	230					
Specialist, Benefits	230					
Specialist, Bil/ESL Comm	230					
Specialist, CN Payroll	230					
Specialist, Dir Fed Prog	230					
Specialist, Fine Arts	230					
Specialist, Payroll Data	230					
Specialist, Textbooks	230					
Specialist, Utilities	230					

PAY GRADE 08	# Days		Minimum	Midpoint	Maximum	Raise 2% Mid
			$25.75	$31.02	$36.29	$0.62
Admin Asst, Area Supt	230	230 Days	47,380	57,077	66,774	1,141
Admin Asst, Bus Ops/Legal	230					
Admin Asst, Ex Director	230					
Admin Asst, Sr Architects	230					
Specialist, HR	230					
Specialist, HR Staff Eng	230					
Specialist, Lead AP	230					
Specialist, Payroll	230					
Specialist, PDC	230					

Denton ISD

HR Alert: Subject to Revisions as Needed

2026-27 Clerical/Paraprofessional Pay Family

PAY GRADE 09	# Days			Minimum	Midpoint	Maximum	Raise 2% Mid
				$27.30	$32.89	$38.48	$0.66
Admin Asst, Asst Supt	230	187	Days	40,841	49,203	57,566	987
Admin Asst, CT Officer	230	230	Days	50,232	60,518	70,803	1,214
Deaf Ed Inter 1 (Basic)	187						

PAY GRADE 10	# Days			Minimum	Midpoint	Maximum	Raise 2% Mid
				$29.95	$36.08	$42.21	$0.72
Admin Asst, CAO	230	187	Days	44,805	53,976	63,146	1,077
Admin Asst, Deputy Supt	230	230	Days	55,108	66,387	77,666	1,325
Deaf Ed Inter (Advanced)	187						

PAY GRADE 11	# Days			Minimum	Midpoint	Maximum	Raise 2% Mid
				$39.75	$47.32	$54.89	$0.95
Deaf Ed Inter (Master)	187	187	Days	59,466	70,791	82,115	1421

Denton ISD

2026-27 Information Technology Pay Family

HR Alert: Subject to Revisions as Needed

PAY GRADE 01	# Days		Min-Hourly	Mid-Hourly	Max-Hourly	Raise 2% Mid
			$19.00	$22.89	$26.78	$0.46
Facilitator, Chromebook	220	220 Days	33,440	40,286	47,133	806

PAY GRADE 02	# Days		Min-Hourly	Mid-Hourly	Max-Hourly	Raise 2% Mid
			$24.15	$29.09	$34.03	$0.58
Specialist, Ship/Rec	230	202 Days	39,026	47,009	54,992	940
Tech, Campus Support	202	230 Days	44,436	53,526	62,615	1,071
Tech, NTAEL Support	230					

PAY GRADE 03	# Days		Min-Hourly	Mid-Hourly	Max-Hourly	Raise 2% Mid
			$26.50	$31.93	$37.36	$0.64
Specialist, Central Supp	230	220 Days	46,640	56,197	65,754	1,124
Specialist, EIS Support	230	230 Days	48,760	58,751	68,742	1,175
Specialist, Hardware	230					
Specialist, HS Support	220					
Specialist, Service Desk	230					

PAY GRADE 04	# Days		Min-Hourly	Mid-Hourly	Max-Hourly	Raise 2% Mid
			$29.60	$35.66	$41.72	$0.71
Sr Specialist, Assets	230	230 Days	54,464	65,614	76,765	1,312
Sr Specialist, Collab Inf	230					
Sr Specialist, SIS Supp	230					

PAY GRADE 05	# Days		Min-Daily	Min-Daily	Min-Daily	Raise 2% Mid
			$277.20	$333.98	$390.76	$6.68
Analyst, BI	230	230 Days	63,756	76,815	89,875	1,536
Analyst, Child Nutrition	230					
Analyst, Financial Sys	230					
Analyst, Integration	230					
Analyst, Network Infr	230					
Analyst, PEIMS	230					
Analyst, Service Desk	230					
Analyst, SIS	230					
Analyst, Systems Infr	230					

PAY GRADE 06	# Days		Min-Daily	Mid-Daily	Max-Daily	Raise 2% Mid
			$316.01	$380.74	$445.47	$7.61
Sr Analyst, Integrations	230	230 Days	72,682	87,570	102,458	1,751
Sr Analyst, Project	230					
Sr Analyst, Service Desk	230					
Sr Analyst, SW Assets	230					
Sr Anaylst, Systems Infr	230					
Sr Zone Supervisor	230					

PAY GRADE 07	# Days		Min-Daily	Mid-Daily	Max-Daily	Raise 2% Mid
			$347.61	$418.81	$490.01	$8.38
AV Design Lead	230	230 Days	79,950	96,326	112,702	1,927
AV Operations Lead	230					
PEIMS Lead	230					

PAY GRADE 08	# Days		Min-Daily	Mid-Daily	Max-Daily	Raise 2% Mid
			$393.15	$473.67	$554.19	$9.47
Architect, BI	230	230 Days	90,425	108,944	127,464	2,179
Architect, Cybersecurity	230					
Architect, Financial Sys	230					
Architect, Net Infr	230					
Architect, PEIMS	230					
Architect, Platforms	230					
Architect, SIS	230					
Architect, Systems	230					
Architect, Tech Alignment	230					
Manager, Tech Svc Ops	230					

PAY GRADE 09	# Days		Min-Daily	Mid-Daily	Max-Daily	Raise 2% Mid
			$418.30	$503.98	$589.66	$10.08
Dept Manager, Tech Svc	230	230 Days	96,209	115,915	135,622	2,318
Sr Architect, EIS	230					
Sr Architect, Integration	230					
Sr Architect, Net Infr	230					
Sr Architect, Sys Infr	230					

Denton ISD - 2026-27 Supplemental Pay Rates - Athletics - High School

Timesheet Required, Paid Via Department Funds

HR Alert: This is a working document subject to revisions as needed by the HR division.

Baseball (HS)	1 Game	2 Games
Announcer (Varsity Game Only)	$30	$60
Clock/Scoreboard	$30	$60
Event Supervisor	$50	$100
Pitch Count	$25	$50
Tickets/Seller/Validator	$25	$50
Video Board	$25	$50

Basketball (HS)	1 Game	Max
Announcer (Varsity Game Only)	$30	$60
Clock/Scoreboard	$30	$60
Door Keeper	$20	$40
Event Supervisor	$50	$100
Official Scorebook	$30	$60
Ticket Validator	$25	$50

Football (Varsity) Collins/Carrico	Season Pay Scales	Playoff Pay Scales
40 second Clock	$85	$100
Administrator	$150	$300
Administrator Assistant	$100	$150
Administrator/VIP Parking	$100	$150
Announcer	$85	$100
Band Buses/Gate	$85	$100
Bus Parking	$85	$100
Chain Crew	$85	$100
Clean up	$120	$120
Clock	$85	$100
Custodian Work	$150	$150
Elevator/Foyer	$85	$100
Elevator/Res. Seats	$85	$100
Floater	$175	$175
Locker Room - Home, Visitor	$85	$100
Main Building/Gates	$200	$200
Main Building/Vouchers	$100	$110
Maintenance	$150	$150
Official- Estimated Average Amt	$145	**Varies**
Pass Gate & Crossovers	$85	$100
Press Box	$85	$100
Press Box Manager	$150	$150
Reserved Seats	$85	$100

Denton ISD - 2026-27 Supplemental Pay Rates - Athletics - High School

Timesheet Required, Paid Via Department Funds

HR Alert: This is a working document subject to revisions as needed by the HR division.

Football (Varsity) Collins/Carrico	Season Pay Scales	Playoff Pay Scales
Security	$300	$300
Security Supervisor	$320	$320
Spotter	$85	$100
Stairs	$85	$100
Ticket Sales	$85	$100
Ticket Taker	$85	$100
Traffic Control/Sherrif	$300	$300
VFB Game Prep	$85	$100
Video Board, Assist (DISD Student)	$50	$50
Video Board, Director/TD	$100	$100
Video Board, Producer	$250	$250
VIP Parking	$85	$100

Football (HS) - Sub Varsity	1 Game	2+ Games
Announcer	$30	$60
Clock/Scoreboard	$30	$60
Event Supervisor	$50	$100
Security ($65/hr, 4 hr min)	$260	$260
Ticket Seller	$25	$50
Ticket Taker	$20	$40

Soccer (HS)	1 Game	2 Games	3 Games
Announcer	$25 (Varsity Only)		
Clock/Scoreboard	$30	$50	$60
Event Supervisor	$50	$65	$100
Ticket Seller	$25	$40	$55
Ticket Taker	$20	$35	$50

Softball (HS)	1 Game	2 Games
Announcer (Varsity Game Only)	$30	$60
Clock/Scoreboard	$30	$60
Event Supervisor	$50	$100
Ticket Seller	$25	$50
Ticket Taker	$20	$40
Video Board	$25	$50

Denton ISD - 2025-26 Supplemental Pay Rates - Athletics - High School

Timesheet Required, Paid Via Department Funds

HR Alert: This is a working document subject to revisions as needed by the HR division.

Volleyball (HS)	1 Game	2 or more	Playoff 1 Game
Announcer (Varsity Game Only)	$25	$0	$35
Clock/Scoreboard	$30	$60	$40
Door Keeper	$20	$40	$30
Event Supervisor	$50	$100	$60
Libero Tracker	$10	$30	$20
Linesman (varsity only)	$25	$0	$35
Offical Scorebook	$30	$60	$40
Security ($65/hr, 4 hr min)	$260	$260	$260
Ticket Validator	$25	$50	$35

Dept / Funding	Event Role	Rate	Segment
Athletics (All Levels)	Bus Drivers/Coaches	$100	Per Round Trip

Dept / Funding	Event Role	Rate	Segment
Athletics (All Levels)	Security	$65/hr	4 hr min

Denton ISD - 2026-27 Supplemental Pay Rates - Athletics - Middle School

Timesheet Required, Paid Via Department Funds

HR Alert: This is a working document subject to revisions as needed by the HR division.

Volleyball (MS)	Rec. 1 Game	Rec. 2 or more
Clock/Scoreboard	$30	$60
Event Supervisor	$50	$75
Libero Tracker	$10	$30
Official Scorebook	$30	$60
Ticket Seller	$25	$50
Ticket Taker	$20	$40

Basketball (MS)	1 Game	Max
Clock/Scoreboard	$30	$60
Event Supervisor	$50	$75
Official Scorebook	$30	$60
Ticket Seller	$25	$50
Ticket Taker	$20	$40

Football (MS)	1 Game	2+ Games
Announcer	$30	$60
Clock/Scoreboard	$30	$60
Event Supervisor	$50	$100
Security ($65/hr, 4 hr min)	$260	$260
Ticket Seller	$25	$50
Ticket Taker	$20	$40

Dept / Funding	Event Role	Rate	Segment
Athletics (All Levels)	Drivers/Coaches	$100	Per Round Trip

Dept / Funding	Event Role	Rate	Segment
Athletics (All Levels)	Security	$65/hr	4 hr min

Denton ISD - 2026-27 Supplemental Pay Rates (Excludes Athletics)

Timesheet Required, Paid Via Department Funds

HR Alert: This is a working document subject to revisions as needed by the HR division.

Dept / Funding	SUPPLEMENTAL ACTIVITY	RATE	SEGMENT	LIMITS
Campus Budget	Data Input and Analysis (Max $1k/yr)	$50	Per Hour	
Campus Budget	Student - Technical Theater (Fine Arts) Set Jobs/Approved in Advance	$15	Per Hour	
Campus Budget	Student - Advanced Technician (Fine Arts Set Jobs/Approved in Advance	$18	Per Hour	
Counseling	Outside of Contract	$45	Per Hour	
Counseling	Credit By Exam (Set Up, Monitoring, Proctoring & Clean Up)	$20	Per Hour	
ESD	6 am to 8 am ONLY	$17	Per Hour	
Fine Arts	Center Manager, Lights & Sound Boards (Off Contract or Summer Training) Only applicable for external groups (**not** DISD events.)	$50	Per Hour	
Fine Arts	Student - Technician	$15	Per Hour	N/A
Payroll	Student - LaGrone Café	$12	Per Hour	N/A
Payroll	Student - VOE 1st Year	$8.50	Per Hour	N/A
Payroll	Student - VOE 2nd Year	$9	Per Hour	N/A
Teaching & Learning	AP Practice Exam Proctors (Evenings or Saturdays)	$30	Per Hour	N/A
Teaching & Learning	AP Practice Test	$30	Per Hour	N/A
Teaching & Learning	Assessment Development	$30	Per Hour	N/A
Teaching & Learning (Campus Paid)	Credit Recovery (Outside of regular teaching assignment.)	$150	Per course Per semester Per student	N/A
Teaching & Learning	Curriculum Writing	$30	Per Hour	N/A
Teaching & Learning	Detentions (After School)	$30	Per Hour	N/A
Teaching & Learning	First Year Teacher Academy Trainers	$30	Per Hour	N/A
Teaching & Learning (Campus Paid)	Online Original Credit (Outside of regular teaching assignment.)	$150	Per course Per semester Per student	N/A
Teaching & Learning	Saturday School	$30	Per Hour	N/A
Teaching & Learning	Saturday School (Bilingual/ESL)	$30	Per Hour	N/A
Teaching & Learning	Staff Development Attendees (Evenings or Saturdays)	$30	Per Hour	N/A
Teaching & Learning	Staff Development Trainers	$30	Per Hour	N/A
Teaching & Learning	Summer School **(BE/ESL Pre K – K)** - Principal	$7,500	Flat Rate	N/A
Teaching & Learning	Summer School **(BE/ESL Pre K – K)** - Aide, Bilingual	$20	Per Hour	N/A
Teaching & Learning	Summer School **(BE/ESL Pre K – K)** - ESL Interventionist	$30	Per Hour	N/A
Teaching & Learning	Summer School **(BE/ESL Pre K – K)** ESL Teacher Nurse	$45	Per Hour	N/A
Teaching & Learning	Summer School **(BE/ESL Pre K – K)** - Secretary	$22	Per Hour	N/A
Teaching & Learning	Summer School **(Credit Recovery)** Administrative Intern (High School)	$2,000	Flat Rate	N/A
Teaching & Learning	Summer School **(Credit Recovery)** Principal (High School)	$7,500	Flat Rate	N/A
Teaching & Learning	Summer School **(Credit Recovery)** - High School Assistant Principal, Counselor or Teacher	$3,000	Flat Rate	N/A

Dept / Funding	SUPPLEMENTAL ACTIVITY	RATE	SEGMENT	LIMITS
Teaching & Learning	Summer School **(ESL Credit Recovery)** Principal (High School)	$5,000	Flat Rate	N/A
Teaching & Learning	Summer School **(ESL Credit Recovery)** ESL Teacher (High School)	$45	Per Hour	N/A
Teaching & Learning	Summer School **(ESL Credit Recovery)** Secretary (High School)	$22	Per Hour	N/A
Teaching & Learning	Summer School **(ESY)** Administrative Intern	$2,000	Flat Rate	N/A
Teaching & Learning	Summer School **(ESY)** Music Therapist Nurse (Any Level) School Psychologist Special Education Teacher (Any Level) Specialist, SPED Behavior Coach Speech Language Pathologist (SLP)	$45	Per Hour	N/A
Teaching & Learning	Summer School **(ESY)** Paraprofessional (Any Level)	$20	Per Hour	N/A
Teaching & Learning	Summer School **(Jump Start)** Principal (Any Level)	$5,000	Flat Rate	N/A
Teaching & Learning	Summer School **(Jump Start)** Algebra I Teacher (High School) Nurse Teacher (Elementary or Middle School)	$45	Per Hour	N/A
Teaching & Learning SCE	Testing (STAAR & TAKS)	$30	Per Hour	N/A
Teaching & Learning Title 1	Tutor (DISD Employees)	$30	Per Hour	N/A
Teaching & Learning Title 1	Tutor (Non-DISD Employees/Subs)	*	* Sub Rates Apply	N/A
Teaching & Learning Lantana Grant / Campus	Study Sessions (After School or Saturday)	$30	Per Hour	N/A
Transportation	On Call Emergencies (Dispatcher / Mechanic)	$100	Per Week	N/A

Denton ISD

Limit: 5 Stipends per Employee per School Year
Club Requirement: 10+ Students and must meet the entire semester.
Maximum Split: 2 Employees (50/50 Split)
Eligibilty: Fine Arts Employees Only
Payment: Will be paid in full at the end of the year in May (after events.)
Alert: If employment ends mid fiscal year, this stipend type is forfeited in full.

2026-27 Fine Arts Events Stipends - Employee Request Form (Submit to Fine Arts Director)

Name: _____ Employee ID#: _____

Position: _____ Campus/Location: _____

Supplemental Fine Arts Events	Event $
Art Shows - 4+ Approved Events (Any Level)	☐ $500 (Artifacts/documentation required)
Art - TAEA Jr. VASE Event (MS)	☐ $500 (Artifacts/documentation required)
Art - TAEA VASE Event (HS)	☐ $500 (Artifacts/documentation required)
Art - TAEA / TEAM Event (Elem)	☐ $500 (Artifacts/documentation required)
Music - 5th Grade Honor Choir	☐ $500 (Artifacts/documentation required)
Music - 4+ Approved Performances (Elem)	☐ $500 (Artifacts/documentation required)
Theatre - Theatrical Design Contest (4+ Entries)	☐ $500 (Artifacts/documentation required)

Student Club Options for Fine Arts (Must be after school not during a class.)	Club $	# Students (Requires 10+)	Requires 15+ Meetings (Documentation Req.)	Officers Elected Y / N
Art Club (Any Level)	☐ $400			
Dance Club (Any Level)	☐ $400			
Fiddle Club (Middle Only)	☐ $400			
Jazz Band Club (Middle Only)	☐ $400			
Mariachi Club (Middle Only)	☐ $400			
Music Club (Elem Only)	☐ $400			
Orchestra Club (Any Level)	☐ $400			
Show Choir (Middle School Only)	☐ $400			
Theater Club (Elem Only)	☐ $400			

District Level Event Organizer (1/Event)	Org $
District Organizer 5GHC	☐ $400
District Organizer 6GHC	☐ $400
District Organizer All-District Band MS	☐ $400
District Organizer All-District Orchestra MS	☐ $400
District Organizer DISD Art Show at UNT	☐ $400
District Organizer HS Art Show	☐ $400
District Organizer MS Art Show	☐ $400
District Organizer Elem Art Show	☐ $400
District Organizer One Act Play MS	☐ $400

Only select if the Fine Arts Director has assigned you to one of these positions.

DIRECTIONS: Fine Arts employees must complete this form and submit completed form to the Fine Arts Director for approval. Once approved, the stipends must be included in the Director of Fine Art's HR Stipend Database. Request forms are retained by the Fine Arts Director.

ALERT: Stipends may be approved, paid and/or deleted when necessary during the school year.

EMPLOYEE REVIEW STEPS FOR STIPENDS:
1st--Employee must compare their deposit (May) to the amounts of the previous month's paycheck (Apr) to confirm payment.
2nd--If you feel a stipend is 'missing' please contact your Director of Fine Arts to verify it was submitted to HR.
3rd--Only emails from the Principal/Supervisor can initiate a correction. Emails must contain all details & employee ID#.

Employee's Signature _____ Date _____

Director of Fine Arts' Signature _____ Date _____

Denton ISD

Limit: **5 Stipends per Employee per School Year**
Maximum Split: **2 Employees (50/50 Split)**
Payments: **Will be split in 1/2 payments in November and May.**
Alert: **If employment ends mid fiscal year, this stipend type is forfeited in full.**

2026-27 Academic UIL Contests - Stipend Employee Request Form (Submit to Principal)

Name: _____ Employee ID#: _____

Position: _____ Campus/Location: _____

Academic UIL Event Name	Frequency of Meetings	Date Round #1	Date Round #2	Date Round #3	Date Round #4	Co-Sponsor Name (if any) Listed Here - To Split Stipend (50/50)

UIL Academic Contests: http://www.uiltexas.org/academics

DIRECTIONS: Employees must complete this form if you qualify to receive a stipend for any Academic UIL Events. Submit completed form to campus principal for approval & entry into the HR database (do not sent to HR).

ALERT: Stipends may be approved, paid and/or deleted when necessary during the school year.

EMPLOYEE REVIEW STEPS FOR STIPENDS:
1st--Employee must compare their deposit (Nov/May) to the amounts of the previous month's paycheck to confirm payment.
2nd--If you feel a stipend is 'missing' please contact your Director/Principal to verify it was submitted to HR on their stipend template.
3rd--Only emails from the Principal/Supervisor can initiate a correction. Emails must contain all details & employee ID#.

Employee's Signature _____ Date _____

Principal's Signature _____ Date _____

Denton ISD

Limit: **5 Stipends per Employee per School Year**
Club Requirement: **10+ Students and must meet the entire semester.**
Maximum Split: **2 Employees (50/50 Split)**
Payments: **Will be split in 1/2 payments in November and May.**
Excludes: **Fine Arts Employees**
Alert: **If employment ends mid fiscal year, this stipend type is forfeited in full.**

2026-27 Student Clubs Stipends - Employee Request (Submit to Principal)

Name: _____ Employee ID#: _____

Position: _____ Campus/Location: _____

Student Club Name	Officers Elected Y / N	Frequency of Meetings	Co-Sponsor Name (if any) Listed Here - To Split Stipend

DIRECTIONS: Employees must complete this form if you qualify to receive a stipend for Student Clubs, Groups or Organizations. Submit completed form to principal for approval. Once approved, the stipends must be included in principal's HR Stipend Template. Request forms are retained by the Campus Principal for their records only.

ALERT: Stipends may be approved, paid and/or deleted when necessary during the school year.

EMPLOYEE REVIEW STEPS FOR STIPENDS:
1st--Employee must compare their deposit (Nov/May) to the amounts of the previous month's paycheck to confirm payment.
2nd--If you feel a stipend is 'missing' please contact your Director/Principal to verify it was submitted to HR on their stipend template.
3rd--Only emails from the Principal/Supervisor can initiate a correction. Emails must contain all details & employee ID#.

Employee's Signature _____ Date _____

Principal's Signature _____ Date _____

DENTON INDEPENDENT SCHOOL DISTRICT

2026-27 Notice of Supplemental Pay & Terms (Required)

Emp ID #		Employee Name		School Year

A maximum of five (5) stipends are allowed per employee per school year. Discovery of stipends exceeding the maximum allowed will result in a **deducted** from future paychecks. **Initials**_____

Assignment to any supplemental duty and receipt of compensation is separate from your employment contract and from any compensation for which you may earn under your employment contract with Denton ISD. **Initials** _____

Any supplemental duty assigned or volunteered for does not create a property right in the duty or in the compensation for the duty. **Initials** _____

Any supplemental duty assignment does not create any future right to assignment of any supplemental duty. **Initials** _____

Assignment of any supplemental duty for any school year will not guarantee that any supplemental duties will be assigned in subsequent school years. **Initials** _____

If a supplemental duty is changed during the school year, you will receive compensation for only the actual supplemental duties performed. Monthly stipends ($1,000+) will be prorated as necessary by HR. ALERT: Stipends less than $1,000 will be forfeited should employment end mid-fiscal year. Initials _____

Any supplemental pay received will be treated this way now and for future school years unless and until the employee is notified otherwise. **Initials** _____

Only DISD employees are eligible to receive any DISD stipend. **Initials** _____

This form is required annually if you are granted any type of a stipend. **Initials** _____

Administrator Instructions

- Must review this document & secure the employee's signature annually if granting stipend(s.)
- Identify all the stipends granted (maximum 5) for this school year in squares below.
- This original document must be maintained onsite/department records.
- Administrators should coordinate with each other if an employee is receiving a mixture of campus/department stipends.
- Administrators should contact HR via email for any stipend adjustments need outside of standard stipend submission windows.

Stipend 1	Stipend 2	Stipend 3	Stipend 4	Stipend 5 Maximum Allowed
☐ 100% ☐ 50% Split	☐ 100% ☐ 50% Split	☐ 100% ☐ 50% Split	☐ 100% ☐ 50% Split	☐ 100% ☐ 50% Split

Employee Instructions

- Employee must read and initial each section of this document.
- Must verify stipend(s) by reviewing paychecks in the Employee Access Center (EAC) monthly.
- If you discover an issue, contact the principal/director who granted the stipend (not HR/Payroll

Employee Signature:			Date:	