



Denison Independent School District 2026-2027 Compensation Plan

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 new hire schedule may not be used to calculate future earnings. This hiring schedule is only for the 2026-2027 school year and does not guarantee any type of pay increase for future years.

2026-2027 Teacher Hiring Schedule



Teacher/Counselor/SLP/Diagnostician/Curriculum/Librarian

YEARS OF SERVICE

0 (no cert)	\$56,000
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

**2026-2027
Non-Exempt
Paraprofessional
Pay Rates**



DENISON ISD



2026-2027 Non-Exempt Paraprofessionals

Pay Grade 1	Calendar	Hours/Day	Minimum	Midpoint	Maximum
			\$16.10	\$20.15	\$24.20
Instructional Aides	187	7.5	\$16.10	\$20.15	\$24.20
Head Start Aide	187	7.5	\$16.10	\$20.15	\$24.20
Pay Grade 2	Calendar	Hours/Day	Minimum	Midpoint	Maximum
			\$16.65	\$20.83	\$25.00
Attendance Clerks	197	7.5	\$16.65	\$20.83	\$25.00
B. McDaniel Registrar/Office Asst.	197	7.5	\$16.65	\$20.83	\$25.00
DHS Clerks-Principal's Office	197	7.5	\$16.65	\$20.83	\$25.00
DHS Counselor's Secretary	197	7.5	\$16.65	\$20.83	\$25.00
Secretary to Asst Principal SMS	197	7.5	\$16.65	\$20.83	\$25.00
SMS - Front Office Clerk	197	7.5	\$16.65	\$20.83	\$25.00
Parent Involvement Coordinators	197	7.5	\$16.65	\$20.83	\$25.00
Pay Grade 3	Calendar	Hours/Day	Minimum	Midpoint	Maximum
			\$17.20	\$21.35	\$25.50
Library Aides	187	7.5	\$17.20	\$21.35	\$25.50
Campus Computer Tech Aides	187	7.5	\$17.20	\$21.35	\$25.50
Pay Grade 4	Calendar	Hours/Day	Minimum	Midpoint	Maximum
			\$17.70	\$22.15	\$26.60
Pathways-Secretary	207	7.5	\$17.70	\$22.15	\$26.60
Elementary Secretaries	207	7.5	\$17.70	\$22.15	\$26.60
Athletic Director's Secretary	207	7.5	\$17.70	\$22.15	\$26.60
K-8 ISS Discipline Managers	187	7.5	\$17.70	\$22.15	\$26.60



2026-2027 Non-Exempt Paraprofessionals

Pay Grade 5	Calendar	Hours/Day	Minimum	Midpoint	Maximum
			\$18.20	\$22.75	\$27.30
BMC, SMS, DHS Principal Secretaries	226	7.5	\$18.20	\$22.75	\$27.30
DHS Registrar	226	7.5	\$18.20	\$22.75	\$27.30
Admin - SPED Secretary	226	7.5	\$18.20	\$22.75	\$27.30
Admin - SPED Data Clerk	226	7.5	\$18.20	\$22.75	\$27.30
Pay Grade 6	Calendar	Hours/Day	Minimum	Midpoint	Maximum
			\$19.00	\$24.35	\$29.70
Account Payable Clerk	226	7.5	\$19.00	\$24.35	\$29.70
Business Office Coordinator	226	7.5	\$19.00	\$24.35	\$29.70
Business Office Seretary	226	7.5	\$19.00	\$24.35	\$29.70
Payroll Accounting Clerk	226	7.5	\$19.00	\$24.35	\$29.70
Purchasing Clerk	226	7.5	\$19.00	\$24.35	\$29.70
Receptionist/Assist. Supt. Secretary	226	7.5	\$19.00	\$24.35	\$29.70
Technology Assistant	226	7.5	\$19.00	\$24.35	\$29.70
Compensatory Ed. Secretary	226	7.5	\$19.00	\$24.35	\$29.70
Curriculum Secretary	226	7.5	\$19.00	\$24.35	\$29.70
Food Service Secretary	226	7.5	\$19.00	\$24.35	\$29.70
Facilities Secretary	226	7.5	\$19.00	\$24.35	\$29.70
PEIMS Specialist	226	7.5	\$19.00	\$24.35	\$29.70
Transportation Secretary	226	7.5	\$19.00	\$24.35	\$29.70
SPED SERS Secretary	226	7.5	\$19.00	\$24.35	\$29.70



2026-2027 Non-Exempt Paraprofessionals

Pay Grade 7	Calendar	Hours/Day	Minimum	Midpoint	Maximum
			\$24.00	\$31.25	\$38.50
Superintendent Secretary	226	7.5	\$24.00	\$31.25	\$38.50
Pay Grade 8	Calendar	Hours/Day	Minimum	Midpoint	Maximum
			\$31.20	\$36.40	\$41.60
Nurses	187	7.5	\$31.20	\$36.40	\$41.60
Pay Grade 9	Calendar	Hours/Day	Minimum	Midpoint	Maximum
			\$33.30	\$37.45	\$41.60
Discipline Managers (9-12, DAEP)	187	7.5	\$33.30	\$37.45	\$41.60
Student Support Services 197 Days	197	7.5	\$33.30	\$37.45	\$41.60
Pay Grade 10	Calendar	Hours/Day	Minimum	Midpoint	Maximum
			\$34.35	\$36.55	\$38.75
DISD Police Officers (TCOLE)	202	8	\$34.35	\$36.55	\$38.75

**2026-2027
Auxiliary
Pay Grades
and
Hourly Rates**





2026-2027 Auxiliary Pay Grades and Hourly Rates

Pay Grade 1	Calendar	Hours/Day	Minimum	Midpoint	Maximum
Per hour			\$14.90	\$19.13	\$23.35
Cooks	175	7.5	\$14.90	\$19.13	\$23.35
Custodian	260	8	\$14.90	\$19.13	\$23.35
General Maintenance (Grounds)	260	8	\$14.90	\$19.13	\$23.35
General Maintenance	260	8	\$14.90	\$19.13	\$23.35
Pay Grade 2	Calendar	Hours/Day	Minimum	Midpoint	Maximum
Per hour			\$15.95	\$20.18	\$24.40
General Maintenance - Irrigation Tech	260	8	\$15.95	\$20.18	\$24.40
General Maintenance - IPM Technician I	260	8	\$15.95	\$20.18	\$24.40
Custodian - Night shift	260	8	\$15.95	\$20.18	\$24.40
Pay Grade 3	Calendar	Hours/Day	Minimum	Midpoint	Maximum
Per hour			\$16.40	\$20.70	\$25.00
Bus Monitor	175	4	\$16.40	\$20.70	\$25.00
Food Service Asst. Manager	180	8	\$16.40	\$20.70	\$25.00
Pay Grade 4	Calendar	Hours/Day	Minimum	Midpoint	Maximum
Per hour			\$16.90	\$21.20	\$25.50
Food Service Manager: Elementary	180	8	\$16.90	\$21.20	\$25.50
Custodial Supervisor	260	8	\$16.90	\$21.20	\$25.50
Pay Grade 5	Calendar	Hours/Day	Minimum	Midpoint	Maximum
Per hour			\$17.45	\$21.73	\$26.00
Food Service Manager: Intermediate	180	8	\$17.45	\$21.73	\$26.00
Food Service Manager: Middle	180	8	\$17.45	\$21.73	\$26.00



2026-2027 Auxiliary Pay Grades and Hourly Rates

Pay Grade 6	Calendar	Hours/Day	Minimum	Midpoint	Maximum
Per hour			18.5	22.2	27.65
Food Service Manager High School	180	8	18.5	22.2	27.65
Painter	260	8	18.5	22.2	27.65
Pay Grade 7	Calendar	Hours/Day	Minimum	Midpoint	Maximum
Per hour			21.35	25.675	30
Bus Driver	175	4	21.35	25.675	30
Pay Grade 8	Calendar	Hours/Day	Minimum	Midpoint	Maximum
Per hour			23.25	27.5	34
Mechanic	260	8	23.25	27.5	34
Carpenter	260	8	23.25	27.5	34
Electrician	260	8	23.25	27.5	34
HVAC	260	8	23.25	27.5	34
IPM Technician II	260	8	23.25	27.5	34
Plumber	260	8	23.25	27.5	34
Welder	260	8	23.25	27.5	34

2026-2027 Professional Daily Rates





2026-2027 Professional Daily Rates

Pay Grades	Calendar	Minimum	Midpoint	Maximum
Assistant Principals / Administrator				
Daily Rates				
Assistant Principal Elementary	197	\$360.00	\$405.00	\$450.00
Assistant Principal Intermediate	207	\$370.00	\$410.00	\$450.00
Assistant Principal Middle School	207	\$370.00	\$410.00	\$450.00
Assistant Principal High School	217	\$370.00	\$410.00	\$450.00
Administrator		\$350.00	\$387.50	\$425.00
Assistant Director	250	\$320.00	\$340.00	\$450.00
Principals	Calendar	Minimum	Midpoint	Maximum
Daily Rates				
Principal Elementary	217	\$400.00	\$462.50	\$525.00
Principal Intermediate	217	\$400.00	\$462.50	\$525.00
Principal Middle School	226	\$420.00	\$485.00	\$550.00
Principal High School	226	\$450.00	\$550.00	\$650.00
Director	Calendar	Minimum	Midpoint	Maximum
Daily Rates	226	\$380.00	\$460.00	\$540.00
	250	\$380.00	\$440.00	\$500.00
Assistant Superintendent	Calendar	Minimum	Midpoint	Maximum
Daily Rates	226	\$550.00	\$702.50	\$855.00

2026-2027 STIPENDS





2026-2027 STIPENDS

Position	Stipend
Ag. Teacher	\$2,000.00
ARD Facilitator	\$4,500.00
Auditorium Supervisor	\$2,500.00
Band: High School Assistants	\$3,500.00
Band: Middle School Director	\$3,000.00
Band: BMC and SMS Assistants	\$3,000.00
Benefits Specialist	\$3,000.00
Bilingual Testing/Translator	\$3,000.00
Bilingual Aide	\$1,500.00
Bilingual Teacher (certified) year 1	\$4,000.00
Bilingual Teacher (certified) year 2	\$5,000.00
Bilingual Teacher (certified) year 3	\$6,000.00
Bilingual Teacher (certified) year 4	\$8,000.00
Business Office Coordinator	\$6,000.00
Business Office	\$1,000.00
Cheerleader Sponsor - SMS	\$4,000.00
Cheerleader Sponsors - DHS	\$5,500.00
Choral Music Coord. - DHS	\$5,000.00
Choral Music Teachers-B Mc & Scott	\$2,000.00
Counselors	\$5,000.00
Curriculum Team Member	\$2,000.00
Debate Coach - DHS	\$1,500.00
Department Head - DHS	\$1,200.00



2026-2027 STIPENDS

Position	Stipend
Department Head - SMS	\$1,200.00
Diagnostician	\$6,500.00
Diagnostician Mentor	\$1,000.00
Drama Coach (Head)	\$4,000.00
Drill Team Coordinator - DHS	\$4,500.00
Drill Team Assistant - DHS	\$3,000.00
Dyslexia Coordinator	\$4,500.00
Fishing Sponsor	\$1,200.00
Fine Arts Coordinator	\$7,500.00
Foreign Language Teachers	\$3,500.00
Good News Ambassadors	\$400 (Paid in May)
Head Counselor - DHS	\$3,000.00
Head Nurse - District	\$4,000.00
Head Nurse - SMS	\$1,000.00
Head Start Aide with Assoc. or CDA	\$1,000.00
Librarian (certified)	\$500.00
Library Coordinator (District)	\$1,000.00
Longevity (Paid at 10 year increments)	\$1,000 every 10 years with DISD
Master's Degree in teaching capacity	\$500.00
Math Teachers - DHS (certified)	\$3,000.00
Math Teachers - SMS (certified)	\$1,500.00



2026-2027 STIPENDS

Position	Stipend
Math Teacher - BMC	Grandfathered 5/15/23 \$1200
Mentor	\$1,000 (Paid in May)
Mentor Leaders	\$1,200 (Paid in May)
Payroll Clerk	\$5,000.00
Publications Sponsor - DHS	\$2,500.00
Publications Sponsor - SMS	\$1,000.00
Recept/Secretary Stipend-Admin	\$6,000.00
Robotics Sponsor - DHS	\$4,000.00
Robotics Sponsor -SMS	\$4,000.00
Science Teachers - DHS (certified)	\$3,000.00
Science Teachers - SMS (certified)	\$1,500.00
Special Olympics Coach	\$1,500.00
SPED Self Contained Teachers	\$3,000.00
SPED Self Contained Paraprofessionals	\$500.00
Speech Therapist	\$4,500.00
Speech Language Pathologist	\$5,000.00
Speech CCC Stipend	\$2,500.00
Student Council Sponsor - DHS	\$1,000.00
Supervisor - Speech Pathologist	\$1,500.00
Tech. Asst. Eschool Duties	\$2,000.00
Theatre Arts - Director - DHS	\$10,000.00
Theatre Arts - Assistant Director - DHS	\$6,500.00



2026-2027 STIPENDS

Position	Stipend
Theatre Arts - Assistant Director - DHS	\$6,500.00
Theatre Arts - Scott M.S. Director	\$3,000.00
Video Board Coordinator	\$2,000.00
Video Board Faculty Advisors	\$7,500.00
Denison High School Athletics	STIPEND
Assistant Athletic Director	\$6,500-\$8,000
Baseball - Head	\$7,000.00
Baseball Assistants	\$2,000-\$3,000
Cross Country- Head	\$6,000.00
Basketball - Head	\$9,000.00
Basketball Assistants	\$2,250-\$4,000
Football Coordinators	\$12,000-\$17,000
Football Assistants	\$6,000-\$12,000
Golf - Head	\$6,500.00
Powerlifting - Head	\$4,000.00
Powerlifting -Assistant	\$1,000 -\$2,250
Soccer - Head	\$6,000.00
Soccer Assistants	\$2,250-\$3,000
Softball - Head	\$7,000.00
Softball Assistants	\$2,000-\$4,000
Swim - Head	\$5,000.00
Tennis - Head	\$7,000.00
Tennis - Assistants	\$2,500-\$3,250



2026-2027 STIPENDS

Position	Stipend
Track - Head	\$4,500.00
Track - Assistants	\$2,250.00
Volleyball Head	\$8,500.00
Volleyball Assistants	\$2,250-\$4,000
Strength and Conditioning	\$500-\$2,500
Trainer	\$11,000-\$11,500
Scott Middle School Athletics	
Coordinators	\$2,000.00
Football	\$3,000 - \$6,000
Volleyball	\$3,000 - \$4,000
Basketball	\$2000 - \$2,500
Track	\$2000 - \$2,500
Cross Country, Soccer, Tennis	\$1,000-\$3,500
Tennis	\$3,250.00
Soccer	\$1,000.00