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

Willis Independent School District
Hiring Pay Structure
2026-2027

	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

*Additional $1200 with Masters Degree

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	PEIMS Manager
	Community Engagement & Marketing Specialist	Technology - Data Systems Analyst
	Construction Field Supervisor	Technology - Systems Compliance Manager
	Food Production Supervisor	Technology - Systems Manager
	State and Federal Compliance Specialist	Transportation Supervisor

Pay Grade 2

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

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	District Athletic Coordinator
	Principal Assistant - Secondary	District Bilingual / ESL Coordinator
	Middle School - Dean	District Instructional Coordinator
	Diagnositician	Business and Finance Coordinator
	School Psychologist	Communications Coordinator
	Digital Integration Coordinator	Payroll Coordinator
	District 504 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	Director of Nursing
	Associate Principal	Director of PEIMS
	Campus Athletic Coordinator	Director of Procurement
	Director of Child Nutrition	Director of Student Services
	Director of Custodial Services	Director of Transportation
	Director of Fine Arts	District Testing Director
	Director of Guidance and Counseling	Principal - Alternative School
	Director of Maintenance	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 Continous Improvement & Accountability 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 Human Resources Officer

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	Receptionist
	Special Education Aide - Behavioral	HS Library Aide
	Campus Behavior Aide	Clinic Aide

Pay Grade 3

Contract Days	Minimum $15.02	Midpoint $17.20
187	$22,470	$25,731
197	$23,674	$27,110
207	$24,876	$28,487
217	$26,078	$29,863
	Grade Level Secretary	Registrar - Middle School
	Registrar - Elementary	Attendance Clerk
	PEIMS Clerk	Receptionist - CTE
	Case Management Clerk	Safety Monitor

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	Transportation Secretary
	Secretary - Associate Principal	Maintenance Secretary
	Registrar - High School	Custodial Secretary
	Data Clerk	Child Nutrition Financial Clerk
	Communications Secretary	

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
187	$29,186	$33,480
226	$35,280	$40,468
	Accounts Payable Clerk District Mentor Coordinator Accounts Receivable/Travel Clerk Software Systems Clerk	Energy Management Clerk Campus Secretary Buyer Child Nutrition Secretary

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

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	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 Transportation - Mechanic Helper	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	

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	Custodial - Lead - Floater

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

Substitute Teacher:	**Current Rate**
Non-degreed	$95 a day
Degreed	$115 a day
Certified	$125 a day
Long Term Non- Degreed Substitute Teacher:	
11+ days	$105 a day
Long Term Degreed Substitute Teacher:	
11+ days	$125 a day
Long Term Certified Substitute Teacher:	
11+ days	$140 a day
Substitute Aide:	
Degreed or non-degreed	$95 a day

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

Part Time Custodian	12.68 an hour
Part Time Nutrition	13.00 an hour
Part Time CDL Driver	20.52 an hour

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
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/UIL - 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