



## Denison Independent School District 2024-2025 Compensation Plan

Please use this information as a resource only. All of the schedules and rates are for the 2024-2025 school year only. Other than if provided by state law, there is no assurance that these schedules and rates will be effective for any future years.



**IT'S GREAT TO BE A YELLOW JACKET!**

# 2024-2025 Teacher Salary Schedule

## Bachelor's Degree - 187 days

Full-time classroom teachers, full-time counselors, full-time librarians and full-time head nurse (R.N.)      Master's Degree  
receive an additional \$500

Step	2024-2025 Salary
0	\$ 54,500
1	\$ 54,570
2	\$ 54,890
3	\$ 55,100
4	\$ 55,310
5	\$ 55,520
6	\$ 55,730
7	\$ 55,940
8	\$ 56,150
9	\$ 56,360
10	\$ 56,570
11	\$ 56,890
12	\$ 57,100
13	\$ 57,310
14	\$ 57,520
15	\$ 58,050
16	\$ 58,840
17	\$ 59,590
18	\$ 60,300
19	\$ 60,980
20	\$ 61,610
21	\$ 62,220
22	\$ 62,790
23	\$ 63,100
24	\$ 63,300
25	\$ 63,720
26	\$ 64,350
27	\$ 64,980
28	\$ 65,610
29	\$ 66,240
30	\$ 66,760

# NON-EXEMPT PAYGRADES

## Pay Grade 1

Instructional Aides	187 Days
Head Start Aides	187 Days

## Pay Grade 2

Attendance Clerks	197 Days
B. McDaniel Registrar/Office Asst.	197 Days
DHS Clerks-Principal's Office	197 Days
DHS Counselor's Secretary	197 Days
Secretary to Asst Principal SMS	197 Days
Parent Involvement Coordinators	197 Days
SMS -Front Office Clerk	197 Days

## Pay Grade 3

Library Aides	187 Days
Computer Lab Aides	187 Days

## Pay Grade 4

Pathways-Secretary	207 Days
Elementary Secretaries	207 Days
Athletic Director's Secretary	207 Days

## Pay Grade 5

BMC, SMS, DHS Principal Secretaries	226 Days
Admin - SPED Data Clerk	226 Days
Admin- SPED Clerk	226 Days

## Pay Grade 6

Account Payable Clerk	226 Days
Business Office Coordinator	226 Days
Business Office Seretary	226 Days
Payroll Accounting Clerk	226 Days
Purchasing Clerk	226 Days
Receptionist/Assist. Supt. Secretary	226 Days
Technology Assistant	226 Days
Compensatory Ed. Secretary	226 Days
Curriculum Dept. Secretary	226 Days
Food Service Secretary	226 Days
Facilities Secretary	226 Days
SPED SERS Clerk Secretary	226 Days

## Pay Grade 7

Superintendent Secretary	226 Days
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## Pay Grade 8

Nurses	187 Days
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## Pay Grade 9

Student Support Services	197 Days
Discipline Management Center Manager	187 Days

**2024-2025 Denison ISD Salary Schedule**

**2024-2025 Paraprofessional Schedule**

**Pay Grade 1**

Instructional Aides 187 Days

Head Start Aide 187 Days

<b>Step</b>	
0	\$ 21,550
1	\$ 21,620
2	\$ 21,880
3	\$ 22,240
4	\$ 22,540
5	\$ 22,810
6	\$ 23,110
7	\$ 23,460
8	\$ 23,900
9	\$ 24,450
10	\$ 24,970
11	\$ 25,460
12	\$ 25,860
13	\$ 26,240
14	\$ 26,600
15	\$ 26,970
16	\$ 27,380
17	\$ 27,760
18	\$ 28,130
19	\$ 28,470
20	\$ 28,800
21	\$ 29,110
22	\$ 29,400
23	\$ 29,660
24	\$ 29,980
25	\$ 30,290
26	\$ 30,610
27	\$ 30,920
28	\$ 31,240
29	\$ 31,550
30	\$ 31,810

## 2024-2025 Denison ISD Salary Schedule

### 2024-2025 Paraprofessional Schedule

#### Pay Grade 2

Attendance Clerks	197 Days
B. McDaniel Registrar/Office Asst.	197 Days
DHS Clerks-Principal's Office	197 Days
DHS Counselor's Secretary	197 Days
Secretary to Asst Principal SMS	197 Days
SMS - Front Office Clerk	197 Days
Parent Involvement Coordinators	197 Days

Step	
0	\$ 23,150
1	\$ 23,210
2	\$ 23,860
3	\$ 24,040
4	\$ 24,210
5	\$ 24,500
6	\$ 25,170
7	\$ 25,770
8	\$ 26,500
9	\$ 27,120
10	\$ 27,700
11	\$ 28,240
12	\$ 28,690
13	\$ 29,120
14	\$ 29,520
15	\$ 29,930
16	\$ 30,390
17	\$ 30,820
18	\$ 31,230
19	\$ 31,610
20	\$ 31,970
21	\$ 32,320
22	\$ 32,640
23	\$ 32,940
24	\$ 33,290
25	\$ 33,640
26	\$ 33,990
27	\$ 34,340
28	\$ 34,700
29	\$ 35,050
30	\$ 35,340

**2024-2025 Denison ISD Salary Schedule**

**2024-2025 Paraprofessional Schedule**

**Pay Grade 3**

Library Aides 187 Days  
Computer Lab Aides 187 Days

<b>Step</b>	
0	\$ 22,625
1	\$ 22,700
2	\$ 23,030
3	\$ 23,210
4	\$ 23,380
5	\$ 23,660
6	\$ 24,310
7	\$ 24,890
8	\$ 25,590
9	\$ 26,190
10	\$ 26,690
11	\$ 27,280
12	\$ 27,710
13	\$ 28,120
14	\$ 28,510
15	\$ 28,910
16	\$ 29,350
17	\$ 29,770
18	\$ 30,160
19	\$ 30,530
20	\$ 30,880
21	\$ 31,220
22	\$ 31,530
23	\$ 31,820
24	\$ 32,160
25	\$ 32,500
26	\$ 32,840
27	\$ 33,180
28	\$ 33,520
29	\$ 33,860
30	\$ 34,140

## 2024-2025 Denison ISD Salary Schedule

### 2024-2025 Paraprofessional Schedule

#### Pay Grade 4

Pathways-Secretary	207 Days
Elementary Secretaries	207 Days
Athletic Director's Secretary	207 Days

Step	
0	\$ 25,400
1	\$ 25,450
2	\$ 25,710
3	\$ 25,990
4	\$ 26,260
5	\$ 26,470
6	\$ 27,090
7	\$ 27,800
8	\$ 28,510
9	\$ 29,230
10	\$ 29,840
11	\$ 30,530
12	\$ 31,330
13	\$ 31,770
14	\$ 32,080
15	\$ 32,390
16	\$ 32,880
17	\$ 33,260
18	\$ 33,610
19	\$ 34,020
20	\$ 34,390
21	\$ 34,740
22	\$ 35,160
23	\$ 35,530
24	\$ 35,860
25	\$ 36,320
26	\$ 36,630
27	\$ 36,980
28	\$ 37,390
29	\$ 37,740
30	\$ 38,200

## 2024-2025 Denison ISD Salary Schedule

### 2024-2025 Paraprofessional Schedule

#### Pay Grade 5

BMC, SMS, DHS Principal Secretaries 226 Days

Admin - SPED Data Clerk 226 Days

Admin - SPED Clerk 226 Days

Step	
0	\$ 29,700
1	\$ 29,840
2	\$ 30,100
3	\$ 30,340
4	\$ 30,600
5	\$ 31,250
6	\$ 31,950
7	\$ 32,900
8	\$ 33,650
9	\$ 34,350
10	\$ 35,050
11	\$ 35,800
12	\$ 36,300
13	\$ 36,850
14	\$ 37,350
15	\$ 37,900
16	\$ 38,475
17	\$ 39,050
18	\$ 39,550
19	\$ 40,050
20	\$ 40,500
21	\$ 40,950
22	\$ 41,350
23	\$ 41,750
24	\$ 42,200
25	\$ 42,650
26	\$ 43,100
27	\$ 43,550
28	\$ 44,000
29	\$ 44,450
30	\$ 44,800



## 2024-2025 Denison ISD Salary Schedule

### 2024-2025 Paraprofessional Schedule

#### Pay Grade 6

Account Payable Clerk 226 Days	Technology Assistant 226 Days
Business Office Coordinator 226 Days	Compensatory Ed. Secretary 226 Days
Business Office Seretary 226 Days	Curriculum Dept. Secretary 226 Days
Payroll Accounting Clerk 226 Days	Food Service Secretary 226 Days
Purchasing Clerk 226 Days	Facilities Secretary 226 Days
Receptionist/Assist. Supt. Secretary 226 Days	SPED SERS Secretary 226 Days

Step	
0	\$ 31,450
1	\$ 31,570
2	\$ 32,370
3	\$ 32,660
4	\$ 32,940
5	\$ 33,350
6	\$ 34,300
7	\$ 35,090
8	\$ 36,100
9	\$ 36,960
10	\$ 37,760
11	\$ 38,520
12	\$ 39,150
13	\$ 39,730
14	\$ 40,290
15	\$ 40,870
16	\$ 41,500
17	\$ 42,100
18	\$ 42,660
19	\$ 43,190
20	\$ 43,700
21	\$ 44,180
22	\$ 44,630
23	\$ 45,030
24	\$ 45,520
25	\$ 46,010
26	\$ 46,500
27	\$ 47,000
28	\$ 47,480
29	\$ 47,960
30	\$ 48,370

**2024-2025 Denison ISD Salary Schedule**

**2024-2025 Paraprofessional Schedule**

**Pay Grade 7**

Superintendent Secretary      226 Days

<b>Step</b>	
0	\$ 39,450
1	\$ 39,530
2	\$ 39,750
3	\$ 40,190
4	\$ 40,620
5	\$ 41,200
6	\$ 42,480
7	\$ 44,020
8	\$ 45,370
9	\$ 46,610
10	\$ 47,800
11	\$ 48,910
12	\$ 49,970
13	\$ 50,970
14	\$ 51,920
15	\$ 52,800
16	\$ 53,650
17	\$ 54,440
18	\$ 55,200
19	\$ 55,900
20	\$ 56,580
21	\$ 57,220
22	\$ 57,820
23	\$ 58,360
24	\$ 59,010
25	\$ 59,660
26	\$ 60,310
27	\$ 60,960
28	\$ 61,610
29	\$ 62,270
30	\$ 62,810

## 2024-2025 Denison ISD Salary Schedule

### 2024-2025 Paraprofessional Schedule

Pay Grade 8

Nurses 187 Days

<b>Step</b>	
0	\$ 45,000
1	\$ 45,140
2	\$ 46,150
3	\$ 46,330
4	\$ 46,500
5	\$ 46,680
6	\$ 46,860
7	\$ 47,030
8	\$ 47,210
9	\$ 47,390
10	\$ 47,560
11	\$ 47,740
12	\$ 47,960
13	\$ 49,070
14	\$ 50,090
15	\$ 51,070
16	\$ 51,980
17	\$ 52,860
18	\$ 53,680
19	\$ 54,460
20	\$ 55,200
21	\$ 55,890
22	\$ 56,400
23	\$ 56,910
24	\$ 57,380
25	\$ 57,890
26	\$ 58,400
27	\$ 58,910
28	\$ 59,420
29	\$ 59,930
30	\$ 60,440

# 2024-2025 Denison ISD Salary Schedule

## 2024-2025 Paraprofessional Schedule

### Pay Grade 9

Discipline Management Managers 187 Days

Student Support Services 197 Days

Step	
0	\$ 44,880
1	\$ 45,140
2	\$ 46,150
3	\$ 46,330
4	\$ 46,500
5	\$ 46,680
6	\$ 46,860
7	\$ 47,030
8	\$ 47,210
9	\$ 47,390
10	\$ 47,560
11	\$ 47,740
12	\$ 47,910
13	\$ 48,090
14	\$ 48,270
15	\$ 48,710
16	\$ 49,370
17	\$ 50,000
18	\$ 50,600
19	\$ 51,160
20	\$ 51,690
21	\$ 52,200
22	\$ 52,680
23	\$ 52,950
24	\$ 53,210
25	\$ 53,560
26	\$ 54,090
27	\$ 54,620
28	\$ 55,150
29	\$ 56,310
30	\$ 56,500

**2024-2025 Denison ISD Salary Schedule**

**Auxiliary Pay Grades and Hourly Rates  
2024-2025**

<b>Pay Grade 1</b>	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
Cooks	\$14.30	\$18.38	\$22.45
Custodian	\$14.30	\$18.38	\$22.45
General Maintenance	\$14.30	\$18.38	\$22.45
<b>Pay Grade 2</b>	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
Custodian - night shift	\$15.30	\$19.38	\$23.45
<b>Pay Grade 3</b>	<b>Minimum</b>	<b>9</b>	<b>Maximum</b>
Bus Monitor	\$15.75	\$19.88	\$24.00
Food Service Asst. Manager	\$15.75	\$19.88	\$24.00
<b>Pay Grade 4</b>	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
Food Service Manager: Elementary	\$16.25	\$20.38	\$24.50
Custodial Supervisor	\$16.25	\$20.38	\$24.50
<b>Pay Grade 5</b>	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
Food Service Manager: Intermediate	\$16.75	\$20.88	\$25.00
Food Service Manager: Middle	\$16.75	\$20.88	\$25.00
<b>Pay Grade 6</b>	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
Food Service Manager High School	\$17.75	\$22.20	\$26.55
Painter	\$17.85	\$22.20	\$26.55
<b>Pay Grade 7</b>	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
Non TCOLE Security Resource Offices	\$20.00	\$23.50	\$27.00
<b>Pay Grade 8</b>	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
Bus Driver	\$20.50	\$23.53	\$26.55
Transportation Assistant	\$20.50	\$23.53	\$26.55
<b>Pay Grade 9</b>	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
Mechanic	\$22.35	\$27.50	\$32.65
Carpenter	\$22.35	\$27.50	\$32.65
Electrician	\$22.35	\$27.50	\$32.65
HVAC	\$22.35	\$27.50	\$32.65
IPM Technician	\$22.35	\$27.50	\$32.65
Plumber	\$22.35	\$27.50	\$32.65
Welder	\$22.35	\$27.50	\$32.65
<b>Pay Grade 10</b>	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
TCOLE Certified Security Resource Officers	\$30.00	\$33.75	\$37.25

**2024-2025 Denison ISD Salary Schedule**

**Professional Daily Rates  
2024-25**

<b>Assistant Principal</b>	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
	\$300.00	\$350.00	\$400.00

<b>Principal</b>	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
	\$420.00	\$485.00	\$620.00

<b>Director</b>	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
	\$380.00	\$480.00	\$580.00

<b>Assistant Superintendent</b>	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
	\$610.00	\$710.00	\$810.00

<b>Superintendent</b>	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
	\$730.00	\$855.00	\$980.00

**Denison Independent School District**

**2024-2025 Stipends Schedule**

Position	Stipend
Ag. Teacher	\$2,000 (12 month)
ARD Facilitator	\$4,500 (15)
Auditorium Supervisor	\$2,500
Band: High School Assistants	\$3,500 (20)
Band: Middle School Director	\$3,000 (20)
Band: Middle & Intermed. Assistants	\$3,000 (10)
Benefits Specialist	\$3,000
Bilingual Testing/Translator	\$3,000
Bilingual Aide	\$1,500
Bilingual Teacher (certified) year 1	\$4,000
Bilingual Teacher (certified) year 2	\$5,000
Bilingual Teacher (certified) year 3	\$6,000
Bilingual Teacher (certified) year 4	\$8,000
Bilingual Lead Facilitator	\$1,200
Business Office Coordinator	\$6,000
Business Office	\$1,000
Cheerleader Sponsor - Scott	\$4,000
Cheerleader Sponsors - DHS	\$5,500
Choral Music Coord. - DHS	\$5,000
Choral Music Teachers-B Mc & Scott	\$2,000
Counselor - DHS	\$5,000 (15)
Counselor - SMS & B Mc.	\$5,000 (10)
Counselor - Elementary & Pathways	\$5,000
Curriculum Team Member	\$2,000 (20)
Debate Coach - DHS	\$1,500
Department Head - DHS	\$1,200
Department Head - SMS	\$1,200
Diagnostician	\$6,500 (15)
Diagnostician Mentor	\$1,000
Drama Coach (Head)	\$4,000
Drill Team Coordinator - DHS	\$4,500 (20)
Drill Team Assistant - DHS	\$3,000 (20)
Dyslexia Coordinator	\$4,500
Fishing Team Sponsor	\$1,200
Foreign Language Teachers	\$500 per class
Good News Ambassadors	\$400 (Paid in May)
Head Counselor - DHS	\$3000 (30)
Head Nurse - District	\$4,000
Head Nurse - SMS	\$1,000
Librarian (certified)	\$500
Library Coordinator (District)	\$1,000 (10)
Longevity	\$1,000 every 10 years with DISD
Master's Degree in teaching capacity	\$500
Math Teachers - DHS	\$500 per class
Math Teachers - SMS	\$300 per class
Math Teacher - BMC	Grandfathered 5/15/23
Mentor	\$1,000 (Paid in May)
Mentor Leaders	\$1,200 (Paid in May)
Payroll Clerk	\$4,000
Publications Sponsor - DHS	\$2,500
Recept/Secretary Stipend-Admin	\$6,000
Robotics Sponsor - DHS	\$4,000
Robotics Sponsor - SMS	\$4,000
Science Teachers - DHS	\$500 per class
Science Teachers - SMS	\$300 per class
Special Olympics Coach	\$1,500
SPED Self Contained Teachers	\$3,000
SPED Self Contained Paraprofessionals	\$500
Speech Therapist	\$4,500
Speech Language Pathologist	\$5,000
Speech CCC Stipend	\$2,500
Student Council Sponsor - DHS	\$1,000
Supervisor - Speech Pathologist	\$1,500
Tech. Asst. Eschool Duties	\$2,000
Theatre Arts - Director - DHS	\$13,000
Theatre Arts - Assistant Director - DHS	\$8,000
Theatre Arts - Scott M.S. Director	\$3,000
UIL Coaches	\$300 (Plus \$75 per meet)
Video Board Coordinator	\$2,000
Video Board Faculty Advisors	\$3,000-\$6000
Visual Impairment Teacher	\$3,000

## Denison Independent School District

### 2024-2025 Stipends Schedule

Position	Stipend
<b>Denison High School Athletics</b>	
Assistant Athletic Director	\$5,500-\$8,000
Baseball - Head	\$5,500
Baseball - Assistants	\$2,250-\$3,000
Cross Country	\$2,250 - \$6,000
Basketball - Head	\$9,000
Basketball JV / Assistants	\$2,000-\$3,000
Football Coordinators	\$15,750-\$16,830
Football Assistants	\$11,150-\$12,125
Football JV	\$6,300-\$6,750
Golf - Head	\$6,500
Golf - Assistant	\$2,750
Powerlifting - Head	\$3,500
Powerlifting -Assistant	\$2,250
Soccer - Head	\$6,000
Soccer JV / Assistants	\$2,250
Softball - Head	\$5,500
Softball Assistants / JV	\$2,250-\$2,500
Swim - Head	\$5,500
Tennis - Head	\$5,500
Tennis - JV	\$3,000
Track - Head	\$4,500
Track - Assistants	\$2,250
Volleyball Head	\$8,500
Volleyball Assistants/JV	\$2,250-\$5,500
Strength and Conditioning	\$3,000
Trainer	\$11,000-\$11,500
<b>Scott Middle School Athletics</b>	
Coordinators	\$2,000
Football	\$3,000 - \$5,950
Volleyball	\$3,100 - \$3,500
Basketball	\$2,000
Track	\$2,000
Cross Country	\$1,250
Tennis	\$2,000
Soccer	\$1,000