



Employee Compensation Plan 2025-26

CONTENTS

NEW TEACHER HIRING SCHEDULE

STIPENDS

STIPENDS OVERVIEW (EXCLUDES STATE/FED GRANTS)

DEPARTMENTAL STIPENDS

ELEMENTARY, MIDDLE & HIGH SCHOOL STIPENDS

SPECIAL CAMPUSES & DISTRICT STIPENDS

PAY FAMILIES / PAY GRADES

AUXILIARY – GENERAL

AUXILIARY - TRANSPORTATION

AUXILIARY - PART TIME

ADMINISTRATIVE - PROFESSIONAL

INFORMATION TECHNOLOGY

PARAPROFESSIONALS

SUPPLEMENTAL PAY RATES (REQ. TIMESHEET)

EMPLOYEE FORMS

FORM - ACADEMIC UIL CONTESTS

FORM - FINE ARTS EVENTS

FORM - STUDENT CLUBS

FORM – NOTICE OF SUPPLEMENTAL PAY AND TERMS

Empowering lifelong learners to be engaged citizens who
positively impact their local and global community.

Denton ISD
2025-2026 New Hire Guide for Teachers

\$1,750 Master's Degree - General Stipend

\$3,500 Master's Degree - General Stipend

Years of Experience	New Hire Salary	Local Allotment	HB 2 Allotment	Total Salary
0				\$60,500
1	\$59,000	\$2,000		\$61,000
2	\$59,340	\$2,000		\$61,340
3	\$59,740		\$2,500	\$62,240
4	\$60,101		\$2,500	\$62,601
5	\$60,461		\$5,000	\$65,461
6	\$60,770		\$5,000	\$65,770
7	\$61,079		\$5,000	\$66,079
8	\$61,594		\$5,000	\$66,594
9	\$61,903		\$5,000	\$66,903
10	\$62,212		\$5,000	\$67,212
11	\$62,727		\$5,000	\$67,727
12	\$63,510		\$5,000	\$68,510
13	\$64,334		\$5,000	\$69,334
14	\$64,643		\$5,000	\$69,643
15	\$64,952		\$5,000	\$69,952
16	\$65,364		\$5,000	\$70,364
17	\$65,776		\$5,000	\$70,776
18	\$66,188		\$5,000	\$71,188
19	\$66,600		\$5,000	\$71,600
20	\$66,909		\$5,000	\$71,909
21	\$67,218		\$5,000	\$72,218
22	\$67,630		\$5,000	\$72,630
23	\$68,042		\$5,000	\$73,042
24	\$68,351		\$5,000	\$73,351
25+	\$68,660		\$5,000	\$73,660

The salaries listed above are based on 10-month employment for the 2025-2026 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.

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.)
District Level Stipends	Only District level stipends listed in this Employee Compensation Plan are eligible to be issued and are established by HR.
Employee Form #1 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 #2 Academic UIL Contests	Employees should complete annually and submit to their campus principal for processing.
Employee Form #3 Fine Arts Events & Clubs	Employees should complete annually and submit to the Fine Arts director for processing (not principal.)
Employee Form #4 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.
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)	<p>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.</p> <p>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.)</p> <p>PAYMENT SCHEDULE: Payments typically 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.</p>
Payments & Schedule \$1,000+ Stipends (Paid in Monthly Paychecks)	Stipends \$1,000+ are paid in monthly paychecks divided over the school year. Annual stipends are eligible for 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.
Prorated Stipends	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 should an employee leave the District.
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)	<p>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.</p> <p>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.</p> <p>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.</p>

Stipend Overview (Excludes State/Federal Grants)

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

Administrator Instructions:

Database - Entering Initial Data	<p>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.</p> <p>Use the Employee Compensation Plan list of available District Stipends as a checklist.</p> <p>Only professional staff are eligible for District Stipends.</p> <p>Click desired dropdowns to enter new stipends, specific stipend, location then enter their ID number then select the appropriate dropdown option. Only tab between fields (mouse clicks will result in null fields.) Hit Submit. Use back arrow once the maximum number of stipends are submitted (feature so you do not lose all stipends in the event of power outage, etc.)</p>
Employee Forms Signature Required	<p>Administrators will maintain all employee forms on-site which are required annually.</p> <p>This includes the Notice of Supplemental Pay & Terms form for all employees receiving a stipend. In addition, to all Employee Requests Forms for clubs, UIL Student Contests and Fine Arts related stipends.</p>
Granting Stipends	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 in their dropdown options.
Maximum Allowed Per Employee	All professional employees are limited to receive payment for a maximum of five (5) stipends per year.
Revisions (During Entry Window)	<p>Click desired dropdown you want to review. Click EDIT, select desired stipend, location.</p> <p>A list will appear at the bottom of the screen with a unique Stipend ID# on the left of the row. You will need to "ADD" a revision, so enter this unique Stipend ID# above hit tab, then make adjustments as necessary (edit or delete) the incorrect stipend. Editing Note: "ADD" is a Laserfiche term that DISD cannot be edited so think of it as adding a revision.</p> <p>You must narrow the stipends to review, if you do not click all these fields then Laserfiche will just spin and not open since it does not know what you want to view.</p>
Revisions (When Link is Closed - Midyear)	<p>Principals/Directors should confirm their staff has first reviewed their paychecks in the Employee Access Center (EAC).</p> <p>After the submission window has closed, any new/edited/deleted stipends must be sent via email to Kim Kirby for processing.</p> <p>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.</p>
Split Stipends for Co-Sponsors	Enter all data on one row (1) since entering it twice will duplicate the payments for each co-sponsor. Alert: One Stipend=One Row Data Row of Entry
Stipends Available	<p>Refer to this Employee Compensation Plan as a reference guide of eligible stipends. Only stipends for your grade level or department will appear in your dropdown options. Alert: Do not grant a stipend other than it's intended purpose and eligible job assignment.</p> <p>Best practice: Use the Employee Compensation Plan stipend section as a checklist to ensure you have issued your staff's eligible stipends.</p>
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.

Denton ISD
Limit: 5 Stipends Per Employee Per School Year
Maximum Split: 2 Employees
2025-26 Department Stipends (1 of 2) (Excl. State/Fed Grants)
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)

Athletics Dept	Athletics Dept	Bilingual or State/Fed Funding	CTE Dept
2nd Sport Asst HS \$3,000	Girls Coach MS \$6,000	Teaching Assign - Bil in Critical Area \$4,000	CTE Workforce Solutions North Texas Externship (30 Hours) \$1,000
2nd Sport Head HS \$4,000	Girls Coordinator MS \$7,000		
Athletic Facilities (1/District) \$10,655	PE Lead (1/District) Elem \$4,000		
Asst Athletic Coordinator HS \$5,000	PE Lead (1/District) Sec \$4,000		
Athletic Trainer HS \$12,000	Soccer Asst HS \$8,000		
Baseball Asst HS \$8,000	Soccer Head HS \$10,000		
Baseball Head HS \$10,000	Softball Asst HS \$8,000		
Basketball Asst HS \$8,000	Softball Head HS \$10,000		
Basketball Head HS \$10,000	Swim/Water Polo Asst HS \$8,000		
Boys Coach MS \$6,000	Swim/Water Polo Head HS \$9,000		
Boys Coordinator MS \$7,000	Tennis Asst HS \$8,000		
Conditioning & Wellness (1/District) \$5,000	Tennis Head HS \$10,000		
Conditioning & Wellness HS \$8,000	Track Asst HS \$8,000		
Cross Country Head HS \$9,000	Track Head HS \$9,000		
Football Asst Coach HS \$8,000	Volleyball Asst HS \$8,000		
Football Coord (Off/Def) HS \$10,000	Volleyball Head HS \$10,000		
Golf Asst HS \$8,000			
Golf Head HS \$9,000			

Denton ISD

Limit: 5 Stipends Per Employee Per School Year

Maximum Split: 2 Employees

2025-26 Department Stipends (2 of 2) (Excludes State & Federal Grants)

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)

Fine Arts Dept	Fine Arts Dept	Fine Arts Dept	Health Services Dept	SPED Dept	SPED Dept
Acad UIL Event Coord (1/District) MS \$1,000	Choir Asst Director HS \$5,500	Fine Arts Center Mgr HS \$5,000	Nurse Leader (2/Zone) \$700	Bilingual District Level Position \$3,500	Lead Related Svc \$2,000
Art TAEA VASE HS \$500	Choir Asst Director MS \$2,500	Fine Arts Head HS \$1,700		Clinical Supervisor Diag \$1,000	Lead SLP (2/District) \$2,000
Art TAEA/TEAM Event EL \$500	Choir Director MS \$4,000	Fine Arts Head MS \$1,200		Clinical Supervisor Psychologist \$1,000	Lead SPED Behavior \$2,000
Art 4 Non School Events (Any Level) \$500	Choir Head Director HS \$8,500	Music 4 Non School Performances (EI) \$500		Clinical Supervisor SLP \$1,000	Parent/Infant Supplemental Duties \$3,500
Art TAEA Jr. VASE MS \$500	District Organizer DISD Sounds/Stadium \$400	Music 5th Grade Honor Choir \$500		CPI \$1,000	Psych BCBA Certified \$2,500
Auditorium Mgr Lights & Sound MS \$500	District Organizer GDAC/YAM \$400	Orchestra Asst Director HS \$6,000		Dyslexia Bilingual Interventionist \$4,000	Psych Family Counseling Ctr (T nights) \$3,000
Band Asst Director HS \$12,500	District Organizer 5GHC \$400	Orchestra Asst Director MS \$5,000		Lead CPI \$2,000	SEM Support \$1,000
Band Asst Director MS \$6,000	District Organizer 6GHC \$400	Orchestra Director MS \$7,000		Lead Diag (2/District) \$2,000	Special Olympics (4/District) \$500
Band Color Guard HS \$5,000	District Organizer All-District Band MS \$400	Orchestra Head Director HS \$9,000		Lead Dyslexia \$2,000	Teaching Assign - Bil in Critical Area \$4,000
Band Director Head MS \$8,500	District Organizer Denton on the Square \$400	Theater Asst Director HS \$5,000		Lead Psych Svc Direct \$2,000	Teaching Assign - SPED in Critical Area \$2,000
Cheer 7th Grade Team \$800	District Organizer GDAC MS \$400	Theater Asst Director MS \$3,000		Lead Psych Svc Eval \$2,000	
Cheer 8th Grade \$1,500	District Organizer One Act Play MS \$400	Theater Director MS \$4,000			
Cheer Asst HS (2/HS) \$3,500	Drill Team Asst HS \$3,500	Theater Head Director HS \$8,500			
Cheer Head HS \$7,000	Drill Team Head HS \$7,500	Theater Theatrical Design Contest \$500			

2025-26 Elementary, Middle & High School Stipends (Excl. State/Fed Grants)

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	Middle School	High School	High School
Mentor Liaison (New Teachers) \$500	Acad UIL - Campus Coord (MS) \$700	Acad UIL - HS Campus Coord \$1,800	Sponsor Honor Society (German) \$600
Mentor Liaison (Resident Host Teacher) * \$500	Acad UIL - Students Competing \$500	Acad UIL - Students Competing \$500	Sponsor Honor Society (Spanish) \$600
Student Club (Min 10 Students) \$400	Cafetorium Mgr - General Events MS \$500	Block Stipend MS AG in Zero Hour @ HS \$5,000	Sponsor Honor Society (Traditional) \$600
Team Lead PreK \$700	Dept Chair English \$1,200	Block Stipend MS Geometry in Zero Hour @ HS \$5,000	Sponsor Newspaper \$1,400
Team Lead Kindergarten \$700	Dept Chair Math \$1,200	Counseling Lead (1/HS) \$3,500	Sponsor PALS \$2,000
Team Lead 1st Grade \$700	Dept Chair Science \$1,200	Dept Chair English \$1,700	Sponsor ROTC Colorguard (2/HS) \$1,000
Team Lead 2nd Grade \$700	Dept Chair Social Studies \$1,200	Dept Chair Math \$1,700	Sponsor STUCO / Renaissance \$2,000
Team Lead 3rd Grade \$700	Mentor Liaison (New Teachers) \$500	Dept Chair Science \$1,700	Sponsor STUCO \$4,470
Team Lead 4th Grade \$700	Sponsor Honor Society (Junior) \$600	Dept Chair Social Studies \$1,700	Sponsor Yearbook \$1,800
Team Lead 5th Grade \$700	Sponsor Newspaper \$500	Dept Chair World Lang \$1,700	Student Club (Min 10 Students) \$400
Team Lead Inst Support \$700	Sponsor STUCO \$750	Mentor Liaison (New Teachers) \$500	Team Lead CTE \$700
Team Lead Special Area (Art/Lib/Music/PE) \$700	Sponsor Yearbook \$1,000	Sponsor Esports HS \$1,800	Team Lead ESL \$700
Team Lead SPED \$700	Student Club (Min 10 Students) \$400	Sponsor Honor Guard HS (Spirit Flags) \$1,000	Team Lead PE/Health/Phy Tests \$700
Web Manager \$1,000	Team Lead By Grade \$700	Sponsor Honor Society (English) \$600	Team Lead SPED \$700
	Team Lead CTE \$700	Sponsor Honor Society (French) \$600	Web Manager \$1,000
	Team Lead ESL \$700		
	Team Lead Foreign Lang (IB Only) \$700		
	Team Lead PE \$700		
	Team Lead SPED \$700		
	Web Manager \$1,000		

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

2025-26 Special Campuses (Excl. State/Fed Grants)

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)

Early Childhood	Special Davis	Special LaGrone / ATC	Special Sparks
Mentor Liaison (New Teachers) \$500	Mentor Liaison (New Teachers) \$500	Acad UIL Campus Coordinator HS \$1,800	Campus Instr Lead Sparks \$1,750
Sponsor Yearbook (Ann Windle) EC \$400	Team Lead (Davis) HS \$700	Critical Need ATC \$5,000	Mentor Liaison (New Teachers) \$500
Team Lead Bilingual \$700	Team Lead (Davis) MS \$700	Block (1/2) Stipend Food Truck Class @ ATC \$2,500	Team Lead (Sparks) CTC/Post \$700
Team Lead ESL \$700	Webmasters \$1,000	Mentor Liaison (New Teachers) \$500	Team Lead (Sparks) Detention \$700
Team Lead Head Start \$700		Sponsor Esports HS \$1,800	Web Manager \$1,000
Team Lead Pod (6 Max @ Windle) EC \$700		Sponsor STUCO \$4,470	
Team Lead PPCD \$700		Sponsor Yearbook \$1,800	
Team Lead Pre-K \$700		Student Club (Min 10 Students) \$400	
Team Lead SPED \$700		Team Lead Auto \$700	
Web Manager \$1,000		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	

Denton ISD
HR Alert: Subject to Revisions as Needed
2025-26 Auxiliary Pay Family

PAY GRADE 01		# Days	Minimum	Midpoint	Maximum
			\$15.40	\$18.34	\$21.28
CDC Assistant FT, FMDNS	261	176 Days	21,683	25,823	29,962
CDC Assistant FT, Gallian	198	198 Days	24,394	29,051	33,708
CDC Assistant PT, FMDNS	261	261 Days	32,155	38,294	44,433
CDC Assistant PT, Gallian	198				
Child Nutrition Floater	176				
Child Nutrition Worker	176				
Custodian	261				

PAY GRADE 02		# Days	Minimum	Midpoint	Maximum
			\$16.35	\$19.47	\$22.59
CDC Lead Teacher, FMDNS	261	176 Days	23,021	27,414	31,807
CDC Lead Teacher, Gallian	198	198 Days	25,898	30,840	35,783
Child Nutr Worker Lead	176	261 Days	34,139	40,653	47,168
Custodian, Night Lead	261				
Mail Courier Publications	261				
Maintenance I	261				
Warehouse Driver	261				

PAY GRADE 03		# Days	Minimum	Midpoint	Maximum
			\$17.50	\$20.83	\$24.16
Custodian, Head @ EI/MS	261	261 Days	36,540	43,493	50,446
Foreman, Warehouse/Ground	261				

PAY GRADE 04		# Days	Minimum	Midpoint	Maximum
			\$18.55	\$22.08	\$25.61
Asst Manager, Child Nutr	179	179 Days	26,564	31,619	36,674
Maintenance II	261	261 Days	38,732	46,103	53,474
Parts Specialist, Transp	261				

PAY GRADE 05		# Days	Minimum	Midpoint	Maximum
			\$19.70	\$23.45	\$27.20
Custodian, Head @ HS	261	179 Days	28,210	33,580	38,950
Manager, Child Nutr @ CDC	261	210 Days	33,096	39,396	45,696
Manager, Child Nutr @ EI	179	230 Days	36,248	43,148	50,048
Specialist, Fleet Oper	261	261 Days	41,134	48,964	56,794
Specialist, Routing Tran	230				
Specialist, Security	261				
Specialist, Training Tran	230				
Specialist, Trips Tran	210				
Specialist, Turf Field	261				

PAY GRADE 06		# Days	Minimum	Midpoint	Maximum
			\$21.45	\$25.53	\$29.61
Asst Dispatcher, Full	230	179 Days	30,716	36,559	42,402
Asst Dispatcher, Partial	210	210 Days	36,036	42,890	49,745
Heavy Equip/Small Engine	261	230 Days	39,468	46,975	54,482
Maintenance III	261	261 Days	44,788	53,307	61,826
Manager, Child Nutr @ MS	179				

PAY GRADE 07		# Days	Minimum	Midpoint	Maximum
			\$24.25	\$28.86	\$33.47
Heavy Equip/Sm Eng Lead	261	179 Days	34,726	41,328	47,929
Locksmith	261	261 Days	50,634	60,260	69,885
Maintenance, General Lead	261				
Manager, Child Nutr @ HS	179				
Manager, Culinary @ ATC	179				

PAY GRADE 08		# Days	Minimum	Midpoint	Maximum
			\$26.40	\$31.44	\$36.48
Coordinator, Student Safe	210	210 Days	44,352	52,819	61,286
Journeyman Electric, Lead	261	230 Days	48,576	57,850	67,123
Supervisor, Dispatch/East	230	261 Days	55,123	65,647	76,170
Supervisor, Routing	230				
Supervisor, Special Needs	230				
Supervisor, Training	230				

2025-26 Transportation Pay Family

PAY GRADE 01			# Days	Minimum	Midpoint	Maximum
Bus Assistant (based on 4 hr/day)			187	11,594	13,793	15,992

PAY GRADE 02			# Days	Set Rate
Bus Driver Trainee (based on 4 hr/day)			187	15,334

PAY GRADE 03			# Days	Minimum	Midpoint	Maximum
Bus Driver (based on 4 hr/day)			187	17,578	21,438	25,297
Bus Driver Floater (based on 4 hr/day)			187			

PAY GRADE 04			# Days	Minimum	Midpoint	Maximum
Mechanic			261	63,266	75,314	87,362

PAY GRADE 05			# Days	Minimum	Midpoint	Maximum
Foreman, Transportation			261	67,756	80,659	93,563

Denton ISD**HR Alert: Subject to Revisions as Needed****2025-26 Part Time Pay Family**

				Minimum	Midpoint	Maximum
PAY GRADE 01						
# Days				\$15.40	\$18.55	\$21.70
ESD Instr 1-Teach Denton	183	170	Days	9,163	11,037	12,912
Extended Day Instr 1 (3.5 hr/day)	183	183	Days	9,864	11,881	13,899
Lunchroom Monitor (2 hrs/day)	170					

				Minimum	Midpoint	Maximum
PAY GRADE 02						
# Days				\$16.40	\$19.76	\$23.12
Extended Day Instr 2 Lead (3.5 hr/day)	183	183	Days	10,504	12,656	14,808

				Minimum	Midpoint	Maximum
PAY GRADE 03						
# Days				\$17.40	\$20.96	\$24.52
Extended Day Zone Lead (3.5 hr/day)	183	183	Days	11,145	13,425	15,705

Denton ISD**HR Alert: Subject to Revisions as Needed****2025-26 Professional/Administrators Pay Family**

PAY GRADE 01				Minimum	Midpoint	Maximum
# Days				\$254.52	\$303.00	\$351.48
Asst Coordinator, CDC	230	187	Days	47,595	56,661	65,727
Attendance Officer	198	198	Days	50,395	59,994	69,593
Career Navigator, NTAEL	230	215	Days	54,722	65,145	75,568
Deaf Ed Inter (Degreed)	187	230	Days	58,540	69,690	80,840
District Chef	198					
Instructional Coach, AEL	230					
Instructor, NTAEL	230					
Manager, Athletic Bus	230					
Manager, Child Nutr	230					
Manager, HR	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				Minimum	Midpoint	Maximum
# Days				\$305.68	\$363.90	\$422.12
Admin Asst to Supt	230	187	Days	57,162	68,049	78,936
Coordinator, Benefits	230	192	Days	58,691	69,869	81,047
Coordinator, CDC	230	197	Days	60,219	71,688	83,158
Coordinator, ESD	230	202	Days	61,747	73,508	85,268
Coordinator, HS Testing	202	230	Days	70,306	83,697	97,088
Coordinator, NTAEL	230					
Coordinator, P-Card	230					
Coordinator, Publications	230					
Coordinator, Travel	230					
Head Start Soc Work/ERSEA	197					
Nurse, Alt Ed	187					
Nurse, Elem/Middle	187					
Nurse, Head Start	192					
Nurse, High School	192					
Senior Buyer	230					
Social Worker, Campus	202					
Specialist, Comm Engage	230					
Specialist, Construction	230					
Specialist, CTE Spec Pop	192					
Specialist, Lead Interp	187					
Specialist, Library Svc	230					
Specialist, Risk Mgmt	230					
Specialist, SPED Autism	197					
Specialist, SPED Behavior	197					
Specialist, Video	230					
Specialist, Web Content	230					
Speech Path Asst, SPED	187					
Supervisor, Child Nutr	230					
Supervisor, Child Nutr F	197					
Supervisor, Custodial Svc	230					
Supervisor, Environmental	230					

Denton ISD**HR Alert: Subject to Revisions as Needed****2025-26 Professional/Administrators Pay Family**

Supervisor, Maintenance

230

PAY GRADE 03				Minimum	Midpoint	Maximum
# Days				\$336.24	\$400.29	\$464.34
Accountant	230	187	Days	62,877	74,854	86,832
Audiologist	192	192	Days	64,558	76,856	89,153
BCBA, SPED	197	197	Days	66,239	78,857	91,475
Coordinator, Aquatics	230	202	Days	67,920	80,859	93,797
Coordinator, Child Nutr	230	206	Days	69,265	82,460	95,654
Coordinator, CN Finance	230	210	Days	70,610	84,061	97,511
Coordinator, Comm Engage	230	220	Days	73,973	88,064	102,155
Coordinator, DLL	220	230	Days	77,335	92,067	106,798
Coordinator, NTAEL Prog	230					
Coordinator, Payroll	230					
Coordinator, Staff Engage	210					
Counselor, Elem	192					
Counselor, Lead @ HS	210					
Counselor, PG/Career/Sec	206					
Counselor, Relief	187					
Counselor, SCG	197					
Counselor, SPED	197					
Counselor, Student A/EI	187					
Counselor, Student A/Sec	197					
Diagnostician, Compliance	220					
Diagnostician, ECI	220					
Diagnostician, SPED	197					
Facilitator, DLE/ESL	202					
Facilitator, Family Ctrs	230					
School Psych Intern	197					
School Psychologist	197					
School Psychologist, Eval	210					
School Security Officer	187					
Specialist, Instr Coach	210					
Specialist, Instr Mat Inv	230					
Specialist, LMS	230					
Specialist, Prof Develop	202					
Specialist, SHARS/Medicaid	220					
Specialist, SPED Ast Tech	220					
Specialist, SPED O&M	187					
Specialist, World Lang	202					
Speech Path, SPED	187					
Speech Path, SPED Eval	220					
Supervisor, Acct Payable	230					
Therapist, SPED Music	197					
Therapist, SPED Occup	192					
Therapist, SPED Physical	192					

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

Denton ISD**HR Alert: Subject to Revisions as Needed****2025-26 Professional/Administrators Pay Family**

PAY GRADE 04				Minimum	Midpoint	Maximum
# Days				\$356.42	\$424.31	\$492.20
Asst Principal, EI	202	202	Days	71,997	85,711	99,424
Asst Principal, MS	210	210	Days	74,848	89,105	103,362
Coordinator, Assmt & Acct	230	220	Days	78,412	93,348	108,284
Coordinator, Compli, SPED	230	230	Days	81,977	97,591	113,206
Coordinator, BHS Ath Fac	230					
Coordinator, Bil/ESL	230					
Coordinator, Const/Bus Op	230					
Coordinator, Construction	230					
Coordinator, CTE	230					
Coordinator, Dig Learn	230					
Coordinator, Dist Testing	230					
Coordinator, Emerg Tech	230					
Coordinator, Emg Bil LPAC	230					
Coordinator, Fed Prog	230					
Coordinator, Instruction	230					
Coordinator, Intervention	230					
Coordinator, Library Svc	230					
Coordinator, Maintenance	230					
Coordinator, Position Con	230					
Coordinator, Read Recover	220					
Coordinator, SEL	230					
Coordinator, Social Svc	230					
Coordinator, SPED	230					
Coordinator, Teach Denton	230					
Coordinator, Trans Maint	230					
Coordinator, Web Content	230					
Ex Director, Foundation	230					
Liaison, CTE Str Partners (Grant Funded)	230					
Supervisor, SPED RDSPD	230					

PAY GRADE 05				Minimum	Midpoint	Maximum
# Days				\$402.75	\$479.47	\$556.19
Asst Director, Athletics	230	210	Days	84,578	100,689	116,800
Asst Director, Child Nutr	230	215	Days	86,591	103,086	119,581
Asst Director, Comm Dept	230	230	Days	92,633	110,278	127,924
Asst Director, Fine Arts	230					
Asst Director, Trans	230					
Asst Principal, HS	210					
Band Director, Head	215					
Director, Health Svc	230					
Director, NTAEL	230					

Denton ISD**HR Alert: Subject to Revisions as Needed****2025-26 Professional/Administrators Pay Family**

PAY GRADE 06				Minimum	Midpoint	Maximum
# Days				\$447.46	\$532.69	\$617.92
Associate Principal, HS	230	215	Days	96,204	114,528	132,853
Athletic Coordinator	230	230	Days	102,916	122,519	142,122
Director, Adv Acad/Assess	230					
Director, Benefits	230					
Director, Bil/ESL Prog	230					
Director, Budget/Bonds	230					
Director, Child Nutrition	230					
Director, Digital Learn	230					
Director, Finance	230					
Director, Grants & Sp Rev	230					
Director, HR	230					
Director, Payroll	230					
Director, Purchasing	230					
Director, Safety/Security	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 07				Minimum	Midpoint	Maximum
# Days				\$469.83	\$559.32	\$648.81
Director, Counseling	230	215	Days	101,013	120,254	139,494
Director, CTE	230	230	Days	108,061	128,644	149,226
Director, Dist/Stu Svcs	230					
Director, ECE	230					
Director, Facilities Proj	230					
Director, Fed Pro/Sch Imp	230					
Director, HR Staff Engage	230					
Principal, ATC	230					
Principal, Elementary	215					
Principal, ES	230					
Principal, Middle School	230					

PAY GRADE 08				Minimum	Midpoint	Maximum
# Days				\$526.21	\$626.44	\$726.67
Director, Athletics	230	230	Days	121,028	144,081	167,134
Director, Fine Arts	230					
Director, Special Prog	230					
Director, SPED Eval/Compl	230					

2025-26 Professional/Administrators Pay Family

PAY GRADE 09			# Days	Minimum	Midpoint	Maximum
				\$552.52	\$657.76	\$763.00
Director, Communications	230	230	Days	127,080	151,285	175,490
Ex Director, Budget	230					
Ex Director, Business Op	230					
Ex Director, CN/Benefits	230					
Ex Director, Curriculum	230					
Ex Director, HR	230					
Ex Mgr, Construction	230					
Principal, High School	230					

PAY GRADE 10			# Days	Minimum	Midpoint	Maximum
				\$633.18	\$753.79	\$874.40
Area Supt, Academic Prog	230	230	Days	145,631	173,372	201,112
Chief Comm/Mktg Officer	230					
Ex Director, Construction	230					
Ex Director, Operations	230					

PAY GRADE 11			# Days	Minimum	Midpoint	Maximum
				\$698.40	\$831.43	\$964.46
Asst Supt, Academic Programs	230	230	Days	160,632	191,229	221,826
Asst Supt, Human Resource	230					
Chief Technology Officer	230					

PAY GRADE 12			# Days	Minimum	Midpoint	Maximum
				\$733.32	\$873.00	\$1,012.68
General Counsel	230	230	Days	168,664	200,790	232,916

PAY GRADE 13			# Days	Minimum	Midpoint	Maximum
				\$813.99	\$969.03	\$1,124.07
Deputy Superintendent	230	230	Days	187,218	222,877	258,536

Denton ISD
HR Alert: Subject to Revisions as Needed
2025-26 Information Technology Pay Family

PAY GRADE 01			# Days	Min-Hourly	Mid-Hourly	Max-Hourly
				\$18.70	\$22.53	\$26.36
Facilitator, Chromebook	220	220 Days		32,912	39,653	46,394

PAY GRADE 02			# Days	Min-Hourly	Mid-Hourly	Max-Hourly
				\$23.75	\$28.61	\$33.47
Specialist, Ship/Rec	230	202 Days		38,380	46,234	54,088
Tech, Campus Support	202	230 Days		43,700	52,642	61,585
Tech, Central Support	230					
Tech, NTAEL Support	230					

PAY GRADE 03			# Days	Min-Hourly	Mid-Hourly	Max-Hourly
				\$26.25	\$31.63	\$37.01
Specialist, Central Supp	230	220 Days		46,200	55,669	65,138
Specialist, EIS Support	230	230 Days		48,300	58,199	68,098
Specialist, Hardware	230					
Specialist, HS Support	220					
Specialist, Service Desk	230					

PAY GRADE 04			# Days	Min-Hourly	Mid-Hourly	Max-Hourly
				\$29.30	\$35.30	\$41.30
Sr Specialist, Assets	230	230 Days		53,912	64,952	75,992
Sr Specialist, Collab Inf	230					
Sr Specialist, SIS Supp	230					

↑ Non-Exempt (Hourly) ↓ Exempt (Daily)

PAY GRADE 05			# Days	Min-Daily	Mid-Daily	Max-Daily
				\$273.07	\$329.00	\$384.93
Analyst, AV	230	230 Days		62,806	75,670	88,534
Analyst, BI	230					
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					
Supervisor, Tech Ops	230					
Supervisor, Zone Support	230					

PAY GRADE 06			# Days	Min-Daily	Mid-Daily	Max-Daily
				\$311.30	\$375.06	\$438.82
Sr Analyst, Integrations	230	230 Days		71,599	86,264	100,929
Sr Analyst, Project	230					
Sr Analyst, Service Desk	230					
Sr Analyst, Systems Infr	230					

PAY GRADE 07			# Days	Min-Daily	Mid-Daily	Max-Daily
				\$342.43	\$412.57	\$482.71
PEIMS Lead	230	230 Days		78,759	94,891	111,023

PAY GRADE 08			# Days	Min-Daily	Mid-Daily	Max-Daily
				\$383.53	\$462.08	\$540.63
Architect, AV	230	230 Days		88,212	106,278	124,345
Architect, BI	230					
Architect, Cybersecurity	230					
Architect, Financial Sys	230					
Architect, Net Infr	230					
Architect, PEIMS	230					
Architect, Platforms	230					
Architect, SIS	230					
Architect, Systems	230					
Manager, Tech Svc Ops	230					

PAY GRADE 09			# Days	Min-Daily	Mid-Daily	Max-Daily
				\$414.21	\$499.05	\$583.89
Dept Manager, Tech Svc	230	230 Days		95,268	114,782	134,295
Sr Architect, EIS	230					
Sr Architect, Integration	230					
Sr Architect, Net Infr	230					
Sr Architect, Sys Infr	230					

2025-26 Clerical/Paraprofessional Pay Family

PAY GRADE 01		# Days		Minimum	Midpoint	Maximum
				\$15.40	\$18.55	\$21.70
Aide, General	187	187	Days	23,038	27,751	32,463
Aide, Head Start	192	192	Days	23,654	28,493	33,331
Aide, Head Start PFCE	192	197	Days	24,270	29,235	34,199
Aide, Head Start Safety	192	230	Days	28,336	34,132	39,928
Aide, Head Start Soc Work	192					
Aide, Office @ MS or HS	187					
Aide, PK	187					
Aide, SPED Case Mgmt	197					
Clerk, ESD	230					
Copy Tech @ Publications	230					
PCA, SPED	187					
PCA, SPED Thrive	187					

PAY GRADE 02		# Days		Minimum	Midpoint	Maximum
				\$16.40	\$19.76	\$23.12
Aide, Behavioral	187	187	Days	24,534	29,561	34,588
Aide, Bilingual	187	192	Days	25,190	30,351	35,512
Aide, Bilingual Head St	192	198	Days	25,978	31,300	36,622
Aide, Bilingual/LPAC	187	202	Days	26,502	31,932	37,362
Aide, CHOICES (Campus Funded)	187	230	Days	30,176	36,358	42,541
Aide, Head Start Behavior	192					
Aide, ISS	187					
Aide, Library	187					
Aide, NTAEL	230					
Aide, PE	187					
Aide, PK Bilingual	187					
Aide, SPED General	187					
Clerk, Attendance @ Elem	198					
Clerk, Health Services	187					
Parent Liaison @ EC	198					
Receptionist @ ATC	192					
Receptionist @ EC/EL	198					
Receptionist @ HS	202					
Receptionist @ MS	192					

PAY GRADE 03		# Days		Minimum	Midpoint	Maximum
				\$17.40	\$20.96	\$24.52
Aide, PK SPED Deaf Ed	187	187	Days	26,030	31,356	36,682
Aide, SPED AFS (EI Only)	187	196	Days	27,283	32,865	38,447
Aide, SPED AVLS (Sec Only)	187	202	Days	28,118	33,871	39,624
Aide, SPED Comm	187	210	Days	29,232	35,213	41,194
Aide, SPED Comm Behav AU	187	230	Days	32,016	38,566	45,117
Aide, SPED Comm Stepup AU	187					
Aide, SPED Deaf Ed	187					
Aide, SPED ECSE	187					
Aide, SPED ES Non-Categ	187					
Aide, SPED FLS	187					
Aide, SPED FLS Thrive	187					
Aide, SPED PABS	187					
Aide, SPED PABS Thrive	187					
Aide, SPED SERS	220					
Aide, SPED Transition	187					
Brailist, SPED	187					

Denton ISD
HR Alert: Subject to Revisions as Needed
2025-26 Clerical/Paraprofessional Pay Family

PAY GRADE 03 (cont.)				Minimum	Midpoint	Maximum
# Days				\$17.40	\$20.96	\$24.52
Campus Security	187	187	Days	26,030	31,356	36,682
Cataloger, Library Svc	230	196	Days	27,283	32,865	38,447
Clerk, Attendance @ Sec	196	202	Days	28,118	33,871	39,624
Facilitator, SPED Comm	187	210	Days	29,232	35,213	41,194
Intervener, SPED Df/Blind	187	230	Days	32,016	38,566	45,117
Recept/Attend 9th Gr Ctr	202					
Receptionist, 230 Days	230					
Registrar @ MS	202					
Registrar, Asst @ HS	210					
Registrar, Asst @ Sparks	202					
Specialist, Intake/Data	230					

PAY GRADE 04				Minimum	Midpoint	Maximum
# Days				\$18.70	\$22.53	\$26.36
Parent Liaison, BE/ESL	187	187	Days	27,975	33,705	39,435
Receptionist, Central Srv	230	202	Days	30,219	36,408	42,598
Registrar @ HS	220	210	Days	31,416	37,850	44,285
Secretary, @ 9th Gr Ctr	220	220	Days	32,912	39,653	46,394
Secretary, AP @ HS	202	230	Days	34,408	41,455	48,502
Secretary, Coord/Superv	210,220,230					
Secretary, Counselor @ HS	202					
Secretary, General	230					

PAY GRADE 05				Minimum	Midpoint	Maximum
# Days				\$19.95	\$24.03	\$28.11
Admin Asst, Director	230	196	Days	31,282	37,679	44,076
Attendance Liaison/Court	196	202	Days	32,239	38,832	45,426
Bookkeeper, ATC	206	206	Days	32,878	39,601	46,325
Bookkeeper, Cash Receipt	230	215	Days	34,314	41,332	48,349
Bookkeeper, Head Start	215	230	Days	36,708	44,215	51,722
Bookkeeper, High School	206					
Clerk, Risk Mgmt	230					
Graphic Designer	230					
Registrar/Attend @ ATC	210					
Secretary, Prin @ Davis	202					
Secretary, Prin @ EC/EL	215					
Secretary, Prin @ MS	230					
Specialist, Accts Receive	230					
Specialist, CN Procure	230					
Specialist, NTAEL Lead	230					

PAY GRADE 06				Minimum	Midpoint	Maximum
# Days				\$21.65	\$26.08	\$30.51
Secretary, Prin @ HS	230	210	Days	36,372	43,814	51,257
Secretary, Prin @ Sparks	210	230	Days	39,836	47,987	56,138
Specialist, BIL ESL PEIMS	230					

2025-26 Clerical/Paraprofessional Pay Family

				Minimum	Midpoint	Maximum
PAY GRADE 07		# Days		\$22.95	\$27.65	\$32.35
Licensed Voc Nurse RDSPD	187	187	Days	34,333	41,364	48,396
Licensed Vocational Nurse	187	230	Days	42,228	50,876	59,524
Specialist, Accounting	230					
Specialist, AP/Purch	230					
Specialist, Benefits	230					
Specialist, Bil/ESL Comm	230					
Specialist, Child Nutr	230					
Specialist, CN Payroll	230					
Specialist, Dir Fed Prog	230					
Specialist, Fine Arts	230					
Specialist, Payroll Data	230					
Specialist, Tech Bond	230					
Specialist, Textbooks	230					
Specialist, Utilities	230					

				Minimum	Midpoint	Maximum
PAY GRADE 08	# Days			\$25.25	\$30.42	\$35.59
Admin Asst, Area Supt	230	187	Days	37,774	45,508	53,243
Admin Asst, Bus Ops/Legal	230	230	Days	46,460	55,973	65,486
Admin Asst, Ex Director	230					
Admin Asst, Sr Architects	230					
Deaf Ed Inter 1 (Cert)	187					
Specialist, HR	230					
Specialist, HR Staff Eng	230					
Specialist, Lead AP	230					
Specialist, Payroll	230					
Specialist, PDC	230					

				Minimum	Midpoint	Maximum
PAY GRADE 09	# Days			\$26.75	\$32.23	\$37.71
Admin Asst, Asst Supt	230	187	Days	40,018	48,216	56,414
Admin Asst, CT Officer	230	230	Days	49,220	59,303	69,386
Deaf Ed Inter (AA Degree)	187					

				Minimum	Midpoint	Maximum
PAY GRADE 10		# Days		\$29.35	\$35.36	\$41.37
Admin Asst, Deputy Supt		230	230 Days	54,004	65,062	76,121

Denton ISD

2025-26 Supplemental Pay Rates (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
Athletics	Baseball - Administrator	\$40	1 Game
Athletics	Baseball - Announcer	\$25	1 Game
		\$45	2 Games
Athletics	Baseball - Coordinator/Administrator	\$10	Per Hour
Athletics	Baseball - Gate	\$20	Per Game
Athletics	Baseball - Scorekeeper	\$25	1 Game
		\$45	2 Games
Athletics	Basketball - HS - Administrator	\$40	1 game
Athletics	Basketball - HS - Administrator	\$55	3+ Games
Athletics	Basketball - HS - Door	\$15	Per Game
Athletics	Basketball - HS - Score	\$15	Per Game
Athletics	Basketball - HS - Security/Police	\$35	Per Hour
Athletics	Basketball - HS - Ticket Seller	\$15	Per Game
Athletics	Basketball - HS - Tournament	\$10	Per Game
Athletics	Basketball - MS - Administrator	\$50	Per Game
Athletics	Basketball - MS - Door	\$15	Per Game
Athletics	Basketball - MS - Score	\$15	Per Game
Athletics	Basketball - MS - Security/Police	\$35	Per Hour
Athletics	Basketball - MS - Ticket Seller	\$15	Per Game
Athletics	Bus Drivers/Coaches	\$100	Per Round Trip
Athletics	CH Collins Clean Up Crew	\$120	Per Night
Athletics	Football - 7th/8th Grade - Extra Quarters - Announcer (i.e. C teams)	\$5	Per Quarter
Athletics	Football - 7th/8th Grade - Extra Quarters - Score (i.e. C teams)	\$5	Per Quarter
Athletics	Football - Administrator (Sub Varsity)	\$65	Per Game
Athletics	Football - Administrator (Varsity)	\$150	Per Game
Athletics	Football - Announcer (Sub Varsity)	\$26	1 Game
		\$45	2 Games
		\$58	3 Games
Athletics	Football - Announcer (Varsity)	\$60	Per Game
Athletics	Football - Asst. Administrators (Varsity)	\$100	Per Game
Athletics	Football - Clock (Varsity)	\$70	Per Game
Athletics	Football - Elevator (Varsity)	\$55	Per Game
Athletics	Football - Gate (Sub Varsity)	\$26	1 Game
		\$39	2 Games
		\$58	3 Games
Athletics	Football - Gate Band/Bus (Varsity)	\$65	Per Game
Athletics	Football - Press Box (Varsity)	\$80	Per Game
Athletics	Football - Pro Star Operator (Varsity)	\$80	Per Game
Athletics	Football - Reserved Seat (Varsity)	\$45	Per Game
Athletics	Football - Score (Sub Varsity)	\$26	1 Game
		\$45	2 Games
		\$58	3 Games
Athletics	Football - Security/Police (Sub Varsity)	\$35	Per Hour
Athletics	Football - Seller (Sub Varsity)	\$26	1 Game
		\$39	2 Games
		\$52	3 Games
Athletics	Football - Spotter (Varsity)	\$60	Per Game
Athletics	Football - Stairs (Varsity)	\$85	Per Game
Athletics	Football - Ticket Sales (Varsity)	\$45	Per Game
Athletics	Football - Ticket Taker (Varsity)	\$45	Per Game
Athletics	Football - VIP Parking (Varsity)	\$85	Per Game

Dept / Funding	SUPPLEMENTAL ACTIVITY	RATE	SEGMENT
Athletics	Soccer - Administrator	\$65	1 Game
		\$78	2 Games
		\$100	3 Games
Athletics	Soccer - Clock	\$26	1 Game
		\$45	2 Games
		\$58	3 Games
Athletics	Soccer - Gate	\$26	1 Game
		\$39	2 Games
		\$52	3 Games
Athletics	Softball - Administrator	\$10	Per Hour
Athletics	Softball - Scoreboard	\$25	1 Game
		\$45	2 Games
Athletics	Softball - Workers (Sales/Gate)	\$20	Per Game
Athletics	Volleyball - Door	\$15	Per Match
Athletics	Volleyball - Facility Manager	\$50	3 Matches
		\$15	Additional Match
Athletics	Volleyball - Facility Manager - Tournament	\$15	Per Match
Athletics	Volleyball - Liberto Tracker	\$15	Per Match
Athletics	Volleyball - Line (Varsity)	\$25	Per Match
Athletics	Volleyball - Score	\$15	Per Match
Athletics	Volleyball - Seller	\$15	Per Match
Campus Budget	Data Input and Analysis (Max \$1k/yr)	\$50	Per Hour
Campus Budget	Student Technical Theater - set jobs/approved in advance	\$8.50	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
Payroll	Student VOE - 1st Year	\$8.50	Per Hour
Payroll	Student VOE - 2nd Year	\$9.00	Per Hour
Teaching & Learning	AP Practice Exam Proctors (Evenings or Saturdays)	\$30	Per Hour
Teaching & Learning	AP Practice Test	\$30	Per Hour
Teaching & Learning	Assessment Development	\$30	Per Hour
Teaching & Learning	Credit Recovery (Per course, per semester, per student)	\$150	Per course
			Per semester
			Per student
Teaching & Learning	Curriculum Writing	\$30	Per Hour
Teaching & Learning	Detentions (After School)	\$30	Per Hour
Teaching & Learning	First Year Teacher Academy Trainers	\$30	Per Hour
Teaching & Learning	Saturday School	\$30	Per Hour
Teaching & Learning	Saturday School (Bilingual/ESL)	\$30	Per Hour
Teaching & Learning	Staff Development Attendees (Evenings or Saturdays)	\$30	Per Hour
Teaching & Learning	Staff Development Trainers	\$30	Per Hour
Teaching & Learning	Summer School (BE/ESL Pre K – K) - Principal	\$7,500	Flat Rate
Teaching & Learning	Summer School (BE/ESL Pre K – K) - Aide, Bilingual	\$20	Per Hour
Teaching & Learning	Summer School (BE/ESL Pre K – K) - ESL Interventionist	\$30	Per Hour
Teaching & Learning	Summer School (BE/ESL Pre K – K) - ESL Teacher	\$45	Per Hour
Teaching & Learning	Summer School (BE/ESL Pre K – K) - Nurse	\$45	Per Hour
Teaching & Learning	Summer School (BE/ESL Pre K – K) - Secretary	\$22	Per Hour
Teaching & Learning	Summer School (Credit Recovery) - Administrative Intern (High School)	\$2,000	Flat Rate
Teaching & Learning	Summer School (Credit Recovery) - Principal (High School)	\$7,500	Flat Rate
Teaching & Learning	Summer School (Credit Recovery) - Assistant Principal (High School)	\$3,000	Flat Rate
Teaching & Learning	Summer School (Credit Recovery) - Counselor (High School)	\$3,000	Flat Rate
Teaching & Learning	Summer School (Credit Recovery) - Teacher (High School)	\$3,000	Flat Rate
Teaching & Learning	Summer School (ESL Credit Recovery) - Principal (High School)	\$5,000	Flat Rate
Teaching & Learning	Summer School (ESL Credit Recovery) - ESL Teacher (High School)	\$45	Per Hour
Teaching & Learning	Summer School (ESL Credit Recovery) - Secretary (High School)	\$22	Per Hour
Teaching & Learning	Summer School (ESY) - Licensed Specialist in School Psychology (LSSP)	\$45	Per Hour
Teaching & Learning	Summer School (ESY) - Administrative Intern	\$2,000	Flat Rate
Teaching & Learning	Summer School (ESY) - Music Therapist	\$45	Per Hour
Teaching & Learning	Summer School (ESY) - Nurse (Pre K - 5)	\$45	Per Hour

Dept / Funding	SUPPLEMENTAL ACTIVITY	RATE	SEGMENT
Teaching & Learning	Summer School (ESY) - Nurse (Secondary)	\$45	Per Hour
Teaching & Learning	Summer School (ESY) - Paraprofessional (Pre K - 5)	\$20	Per Hour
Teaching & Learning	Summer School (ESY) - Paraprofessional (Secondary)	\$20	Per Hour
Teaching & Learning	Summer School (ESY) - Special Education Teacher (Pre K - 5)	\$45	Per Hour
Teaching & Learning	Summer School (ESY) - Special Education Teacher (Secondary)	\$45	Per Hour
Teaching & Learning	Summer School (ESY) - Specialist, SPED Behavior Coach	\$45	Per Hour
Teaching & Learning	Summer School (ESY) - Speech Language Pathologist (SLP)	\$45	Per Hour
Teaching & Learning	Summer School (Jump Start) - Principal (Elementary)	\$5,000	Flat Rate
Teaching & Learning	Summer School (Jump Start) - Principal (High School/Middle School)	\$5,000	Flat Rate
Teaching & Learning	Summer School (Jump Start) - Algebra I Teacher (High School)	\$45	Per Hour
Teaching & Learning	Summer School (Jump Start) - Nurse	\$45	Per Hour
Teaching & Learning	Summer School (Jump Start) - Teacher (Elementary)	\$45	Per Hour
Teaching & Learning	Summer School (Jump Start) - Teacher (Middle School)	\$45	Per Hour
Teaching & Learning SCE	Testing (STAAR & TAKS)	\$30	Per Hour
Teaching & Learning Title 1	Tutor (DISD Employees)	\$30	Per Hour
Teaching & Learning Title 1	Tutor (Non-DISD Employees/Subs)	*	* Sub Rates Apply
Teaching & Learning Lantana Grant / Campus	Study Sessions (After School)	\$30	Per Hour
Teaching & Learning Lantana Grant / Campus	Study Sessions (Saturday)	\$30	Per Hour
Transportation	On Call Emergencies (Dispatcher / Mechanic)	\$100	Per Week

2025-26 Academic UIL Contests - Stipend Employee Request Form

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 _____

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)

Eligibility: 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.

2025-26 Fine Arts Events Stipends - Employee Request Form

Name: _____

Employee ID#: _____

Position: _____

Campus/Location: _____

Supplemental Fine Arts Events

- Art Shows - 4+ Approved Events (Any Level)
- Art - TAEA Jr. VASE Event (MS)
- Art - TAEA VASE Event (HS)
- Art - TAEA / TEAM Event (Elem)
- Music - 5th Grade Honor Choir
- Music - 4+ Approved Performances (Elem)
- Theatre - Theatrical Design Contest (4+ Entries)

Staff will be required to provide artifacts to the Director of Fine Arts.

- ☐ \$500 (Artifacts/documentation required)
- ☐ \$500 (Artifacts/documentation r
- ☐ \$500 (Artifacts/documentation required)
- ☐ \$500 (Artifacts/documentation required)
- ☐ \$500 (Artifacts/documentation required)
- ☐ \$500 (Artifacts/documentation required)
- ☐ \$500 (Artifacts/documentation required)

Student Club Options for Fine Arts
(Must be after school not during a class.)

- ☐ Art Club (Any Level)
- ☐ Dance Club (Any Level)
- ☐ Fiddle Club (Middle Only)
- ☐ Jazz Band Club (Middle Only)
- ☐ Mariachi Club (Middle Only)
- ☐ Music Club (Elem Only)
- ☐ Orchestra Club (Any Level)
- ☐ Show Choir (Middle School Only)
- ☐ Theater Club (Elem Only)

Club \$

- \$400
- \$400
- \$400
- \$400
- \$400
- \$400
- \$400
- \$400
- \$400

Students
(Requires 10+)

Requires 15+ Meetings
(Documentation Req.)

Officers Elected
Y / N

District Level Event Organizer (1/Event)

- ☐ 5GHC
- ☐ 6GHC
- ☐ Art Show (District @ UNT)
- ☐ Art Show (Elem Only)
- ☐ Art Show (Middle Only)
- ☐ Art Show (HS Only)
- ☐ DISD Sounds/Stadium
- ☐ MS All-District Band
- ☐ MS One Act Play

Rep \$

- \$400
- \$400
- \$400
- \$400
- \$400
- \$400
- \$400
- \$400
- \$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 _____

2025-26 Student Clubs Stipends - Employee Request Form

Name: _____

Employee ID#: _____

Position: _____

Campus/Location: _____

Student Club Name	Category (See Options Below)	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 _____

Notice of Supplemental Pay & Terms

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	<ul style="list-style-type: none"> • 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
<input type="checkbox"/> 100% <input type="checkbox"/> 50% Split	<input type="checkbox"/> 100% <input type="checkbox"/> 50% Split	<input type="checkbox"/> 100% <input type="checkbox"/> 50% Split	<input type="checkbox"/> 100% <input type="checkbox"/> 50% Split	<input type="checkbox"/> 100% <input type="checkbox"/> 50% Split
Employee Instructions	<ul style="list-style-type: none"> • 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:	