



Employee Compensation Plan 2025-26



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Denton ISD
2025-2026 New Hire Guide for Teachers

\$1,750 Master's Degree - General Stipend
 \$3,500 Doctorate'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
Pay, Leave, Raise & Vacation General Information

Employee Type	Duty Days Position Works	Pay Schedule	Raise Effective Date	Local Leave Days (Sick, Other)	State Leave Days (Personal)	Vacation Days (Non-Contract Work Days)
10 Month	≤ 199 days	September to August	September	5	5	N/A
11 Month	200-218 days	August to July	August	6	5	N/A
12 Month	219-230 days	July to June	July	7	5	■ 230+ Day Employees
12 Month	260+	July to June	July	7	5	◆ 260+ Day Employees
<p>■ 230 Day employees earn vacation days as follows: The number of workdays from July 1 through June 30 as approved by the school board minus 230. The difference is the number of vacation days. To earn those days, the employee must remain employed through June 30. These days accumulate up to a maximum of 10 days.</p>						
<p>◆ 260+ Day employees earn vacation days as follows: After a full year of employment, the employee earns 10 paid vacation days based on their work schedule. After eight (8) years of service, the employee will earn 15 days of paid vacation.</p>						

Leave Prorations - Late Hires or Early Separation Calculations

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

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

Denton ISD

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

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	<p>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.</p>
Maximum Allowed Per Employee	<p>All professional employees are limited to receive payment for a maximum of five (5) stipends per year.</p>
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> <p>ALERT: In July 2025, a new 2025-26 database is in development, so these instructions are subject to change.</p>
Revisions (When Link is Closed - Midyear)	<p>Principals/Directors should encourage their staff has first reviewed their paychecks monthly in the Employee Access Center (EAC) for accuracy.</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	<p>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</p>
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 all their eligible stipends.</p>
Who to Contact	<p>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.</p>

Denton ISD**Limit: 5 Stipends Per Employee Per School Year****Maximum Split: 2 Employees****2025-26 Department Stipends (1 of 2)****HR Revisions: Mid-Year Adjustments Made As Needed**

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

Athletics Dept	\$
2nd Sport Asst HS	\$ 3,000
2nd Sport Head HS	\$ 4,000
Asst Athletic Coordinator HS	\$ 5,000
Athletic Facilities (1/District)	\$ 10,655
Athletic Trainer HS	\$ 12,000
Baseball Asst HS	\$ 8,000
Baseball Head HS	\$ 10,000
Basketball Asst HS	\$ 8,000
Basketball Head HS	\$ 10,000
Boys Coach MS	\$ 6,000
Boys Coordinator MS	\$ 7,000
Conditioning & Wellness (1/District)	\$ 5,000
Conditioning & Wellness HS	\$ 8,000
Cross Country Head HS	\$ 9,000
Football Asst Coach	\$ 8,000
Football Coord (Off/Def)	\$ 10,000
Girls Coach	\$ 6,000
Girls Coordinator MS	\$ 7,000
Golf Asst HS	\$ 8,000
Golf Head HS	\$ 9,000
PE Lead (1/District) EL	\$ 4,000
PE Lead 1 (District) Sec	\$ 4,000
Soccer Asst HS	\$ 8,000
Soccer Head HS	\$ 10,000
Softball Asst HS	\$ 8,000
Softball Head HS	\$ 10,000
Swim/Water Polo Asst HS	\$ 8,000
Swim/Water Polo Head HS	\$ 9,000
Tennis Asst HS	\$ 8,000
Tennis Head HS	\$ 10,000
Track Asst HS	\$ 8,000
Track Head HS	\$ 9,000
Volleyball Asst HS	\$ 8,000
Volleyball Head HS	\$ 10,000

Bilingual or State/Fed Funding	\$
Teaching Assign - Bil in Critical Area	\$ 4,000

Denton ISD

Limit: 5 Stipends Per Employee Per School Year

Maximum Split: 2 Employees

2025-26 Department Stipends (2 of 2)

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	\$
Acad UIL Event Coord (1/District) MS	\$ 1,000
Art TAEA VASE HS	\$ 500
Art TAEA/TEAM Event EL	\$ 500
Art 4 Non School Events (Any Level)	\$ 500
Art TAEA Jr. VASE MS	\$ 500
Auditorium Mgr Lights & Sound MS	\$ 500
Band Asst Director HS	\$ 12,500
Band Asst Director MS	\$ 6,000
Band Color Guard HS	\$ 5,000
Band Director Head MS	\$ 8,500
Cheer 7th Grade Team	\$ 800
Cheer 8th Grade	\$ 1,500
Cheer Asst HS (2/HS)	\$ 3,500
Cheer Head HS	\$ 7,000
Choir Asst Director HS	\$ 5,500
Choir Asst Director MS	\$ 2,500
Choir Director MS	\$ 4,000
Choir Head Director HS	\$ 8,500
District Organizer DISD Sounds/Stadium	\$ 400
District Organizer GDAC/YAM	\$ 400
District Organizer 5GHC	\$ 400
District Organizer 6GHC	\$ 400
District Organizer All-District Band MS	\$ 400
District Organizer Denton on the Square	\$ 400
District Organizer GDAC MS	\$ 400
District Organizer One Act Play MS	\$ 400
Drill Team Asst HS	\$ 3,500
Drill Team Head HS	\$ 7,500
Fine Arts Center Mgr HS	\$ 5,000
Fine Arts Head HS	\$ 1,700
Fine Arts Head MS	\$ 1,200
Music 4 Non School Performances (EI)	\$ 500
Music 5th Grade Honor Choir	\$ 500
Orchestra Asst Director HS	\$ 6,000
Orchestra Asst Director MS	\$ 5,000
Orchestra Director MS	\$ 7,000
Orchestra Head Director HS	\$ 9,000
Theater Asst Director HS	\$ 5,000
Theater Asst Director MS	\$ 3,000
Theater Director MS	\$ 4,000
Theater Head Director HS	\$ 8,500
Theater Theatrical Design Contest	\$ 500

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

SPED Dept	\$
Bilingual District Level Position	\$ 3,500
Clinical Supervisor Diag	\$ 1,000
Clinical Supervisor School Psych	\$ 1,000
Clinical Supervisor SLP	\$ 1,000
CPI	\$ 1,000
Dyslexia Bilingual Interventionist	\$ 4,000
Lead CPI	\$ 2,000
Lead Diag (BHS/RHS or DHS/GHS)	\$ 2,000
Lead Dyslexia Therapy	\$ 2,000
Lead Related Services	\$ 2,000
Lead School Psych Direct Svc	\$ 2,000
Lead School Psych Svc for Eval	\$ 2,000
Lead SLP (BHS/RHS or DHS/GHS)	\$ 2,000
Lead Special Olympics (4/District)	\$ 1,000
Lead SPED Behavior Support	\$ 2,000
Parent/Infant Supplemental Duties	\$ 3,500
School Psych BCBA Certified	\$ 2,500
School Psych Family Counseling Ctr	\$ 3,000
SEM Support	\$ 1,000
Teaching Assign - Bil in Critical Area	\$ 4,000
Teaching Assign - SPED in Critical Area	\$ 2,000

Denton ISD

Limit: 5 Stipends Per Employee Per School Year

Maximum Split: 2 Employees

2025-26 Elementary, Middle & High School Stipends

HR Revisions: Mid-Year Adjustments Made As Needed

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

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

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

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

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

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

Denton ISD**Limit: 5 Stipends Per Employee Per School Year****Maximum Split: 2 Employees****2025-26 Special Campuses****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)

Early Childhood	\$
Mentor Liaison (New Teachers)	\$ 500
Sponsor Yearbook (Ann Windle) EC	\$ 400
Team Lead Bilingual	\$ 700
Team Lead ESL	\$ 700
Team Lead Head Start	\$ 700
Team Lead Pod (6 Max @ Windle) EC	\$ 700
Team Lead PPCD	\$ 700
Team Lead Pre-K	\$ 700
Team Lead SPED	\$ 700
Web Manager	\$ 1,000

Special LaGrone / ATC	\$
Acad UIL Campus Coordinator HS	\$ 1,800
Critical Need ATC	\$ 5,000
Block (1/2) Stipend Food Truck Class @ ATC	\$ 2,500
Mentor Liaison (New Teachers)	\$ 500
Sponsor Esports HS	\$ 1,800
Sponsor STUCO	\$ 4,470
Sponsor Yearbook	\$ 1,800
Student Club (Min 10 Students)	\$ 400
Team Lead Auto	\$ 700
Team Lead Cosmo	\$ 700
Team Lead Culinary	\$ 700
Team Lead Engineering	\$ 700
Team Lead Health Sciences	\$ 700
Team Lead Law Enforcement	\$ 700
Team Lead Visual Arts	\$ 700
Web Manager	\$ 1,000

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

Special Sparks	\$
Campus Instr Lead Sparks	\$ 1,750
Mentor Liaison (New Teachers)	\$ 500
Team Lead (Sparks) CTC/Post	\$ 700
Team Lead (Sparks) Detention	\$ 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	Raise 3% Mid
				\$15.40	\$18.34	\$21.28	\$0.55
CDC Assistant FT, FMDNS	261	176 Days		21,683	25,823	29,962	775
CDC Assistant FT, Gallian	198	198 Days		24,394	29,051	33,708	871
CDC Assistant PT, FMDNS	261	261 Days		32,155	38,294	44,433	1,148
CDC Assistant PT, Gallian	198						
Child Nutrition Floater	176						
Child Nutrition Worker	176						
Custodian	261						

PAY GRADE 02			# Days	Minimum	Midpoint	Maximum	Raise 3% Mid
				\$16.35	\$19.47	\$22.59	\$0.58
CDC Lead Teacher, FMDNS	261	176 Days		23,021	27,414	31,807	822
CDC Lead Teacher, Gallian	198	198 Days		25,898	30,840	35,783	919
Child Nutr Worker Lead	176	261 Days		34,139	40,653	47,168	1,211
Custodian, Night Lead	261						
Mail Courier Publications	261						
Maintenance I	261						
Warehouse Driver	261						

PAY GRADE 03			# Days	Minimum	Midpoint	Maximum	Raise 3% Mid
				\$17.50	\$20.83	\$24.16	\$0.62
Custodian, Head @ EI/MS	261	261 Days		36,540	43,493	50,446	1,295
Foreman, Warehouse/Ground	261						

PAY GRADE 04			# Days	Minimum	Midpoint	Maximum	Raise 3% Mid
				\$18.55	\$22.08	\$25.61	\$0.66
Asst Manager, Child Nutr	179	179 Days		26,564	31,619	36,674	949
Maintenance II	261	261 Days		38,732	46,103	53,474	1,378
Parts Specialist, Transp	261						

PAY GRADE 05			# Days	Minimum	Midpoint	Maximum	Raise 3% Mid
				\$19.70	\$23.45	\$27.20	\$0.70
Custodian, Head @ HS	261	179 Days		28,210	33,580	38,950	107
Manager, Child Nutr @ CDC	261	210 Days		33,096	39,396	45,696	1,176
Manager, Child Nutr @ EI	179	230 Days		36,248	43,148	50,048	1,288
Specialist, Fleet Oper	261	261 Days		41,134	48,964	56,794	1,462
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	Raise 3% Mid
				\$21.45	\$25.53	\$29.61	\$0.77
Asst Dispatcher, Full	230	179 Days		30,716	36,559	42,402	1,097
Asst Dispatcher, Partial	210	210 Days		36,036	42,890	49,745	1,294
Heavy Equip/Small Engine	261	230 Days		39,468	46,975	54,482	1,417
Maintenance III	261	261 Days		44,788	53,307	61,826	1,608
Manager, Child Nutr @ MS	179						

PAY GRADE 07			# Days	Minimum	Midpoint	Maximum	Raise 3% Mid
				\$24.25	\$28.86	\$33.47	\$0.87
Heavy Equip/Sm Eng Lead	261	179 Days		34,726	41,328	47,929	1,240
Locksmith	261	261 Days		50,634	60,260	69,885	1,817
Maintenance, General Lead	261						
Manager, Child Nutr @ HS	179						
Manager, Culinary @ ATC	179						

PAY GRADE 08			# Days	Minimum	Midpoint	Maximum	Raise 3% Mid
				\$26.40	\$31.44	\$36.48	\$0.94
Coordinator, Student Safe	210	210 Days		44,352	52,819	61,286	1,579
Journeyman Electric, Lead	261	230 Days		48,576	57,850	67,123	1,730
Supervisor, Dispatch/East	230	261 Days		55,123	65,647	76,170	1,963
Supervisor, Routing	230						
Supervisor, Special Needs	230						
Supervisor, Training	230						

Denton ISD

HR Alert: Subject to Revisions as Needed

2025-26 Transportation Pay Family

PAY GRADE 01		# Days	Minimum	Midpoint	Maximum	Raise 3% Mid
Bus Assistant (based on 4 hr/day)		187	\$15.50	\$18.44	\$21.38	\$0.55
		187 Days	11,594	13,793	15,992	411

PAY GRADE 02		# Days	Minimum	Midpoint	Maximum	Raise 3% Mid
Bus Driver Trainee (based on 4 hr/day)		187	\$20.50	\$20.50	\$20.50	\$0.62
		187 Days	15,334	15,334	15,334	464

PAY GRADE 03		# Days	Minimum	Midpoint	Maximum	Raise 3% Mid
Bus Driver (based on 4 hr/day)		187	\$23.50	\$28.66	\$33.82	\$0.86
Bus Driver Floater (based on 4 hr/day)		187	17,578	21,438	25,297	643

PAY GRADE 04		# Days	Minimum	Midpoint	Maximum	Raise 3% Mid
Mechanic (based on 8 hr/day)		261	\$30.30	\$36.07	\$41.84	\$1.08
		261 Days	63,266	75,314	87,362	1,128

PAY GRADE 05		# Days	Minimum	Midpoint	Maximum	Raise 3% Mid
Foreman, Transportation (based on 8 hr/day)		261	\$32.45	\$38.63	\$44.81	\$1.16
		261 Days	67,756	80,659	93,563	1,211

PAY GRADE 01				# Days		Minimum	Midpoint	Maximum	Raise 3% Mid
						\$15.40	\$18.55	\$21.70	\$0.56
ESD Instr 1-Teach Denton (based on 3.5 hr/day)				183	170 Days	9,163	11,037	12,912	331
Extended Day Instr 1 (based on 3.5 hr/day)				183	183 Days	9,864	11,881	13,899	359
Lunchroom Monitor (based on 3.5 hr/day)				170					

PAY GRADE 02				# Days		Minimum	Midpoint	Maximum	Raise 3% Mid
						\$16.40	\$19.76	\$23.12	\$0.59
Extended Day Instr 2 Lead (based on 3.5 hr/day)				183	183 Days	10,504	12,656	14,808	378

PAY GRADE 03				# Days		Minimum	Midpoint	Maximum	Raise 3% Mid
						\$17.40	\$20.96	\$24.52	\$0.63
Extended Day Zone Lead (based on 3.5 hr/day)				183	183 Days	11,145	13,425	15,705	404

2025-26 Professional/Administrators Pay Family

PAY GRADE 01				Minimum	Midpoint	Maximum	Raise 3% Mid
# Days				\$254.52	\$303.00	\$351.48	\$9.09
Asst Coordinator, CDC	230	187	Days	47,595	56,661	65,727	1,700
Attendance Officer	198	198	Days	50,395	59,994	69,593	1,800
Career Navigator, NTAEL	230	215	Days	54,722	65,145	75,568	1,954
Deaf Ed Inter (Degreed)	187	230	Days	58,540	69,690	80,840	2,091
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	Raise 3% Mid
# Days				\$305.68	\$363.90	\$422.12	\$10.92
Admin Asst to Supt	230	187	Days	57,162	68,049	78,936	2,041
Coordinator, Benefits	230	192	Days	58,691	69,869	81,047	2,096
Coordinator, CDC	230	197	Days	60,219	71,688	83,158	2,151
Coordinator, ESD	230	202	Days	61,747	73,508	85,268	2,205
Coordinator, HS Testing	202	230	Days	70,306	83,697	97,088	2,511
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						
Nurse, Thrive	187						
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						
Supervisor, Maintenance	230						

2025-26 Professional/Administrators Pay Family

PAY GRADE 03				Minimum	Midpoint	Maximum	Raise 3% Mid
# Days				\$336.24	\$400.29	\$464.34	\$12.01
Accountant	230	187	Days	62,877	74,854	86,832	2,246
Audiologist	192	192	Days	64,558	76,856	89,153	2,306
BCBA, SPED	197	197	Days	66,239	78,857	91,475	2,366
Coordinator, Aquatics	230	202	Days	67,920	80,859	93,797	2,426
Coordinator, Child Nutr	230	206	Days	69,265	82,460	95,654	2,474
Coordinator, CN Finance	230	210	Days	70,610	84,061	97,511	2,522
Coordinator, Comm Engage	230	220	Days	73,973	88,064	102,155	2,642
Coordinator, DLL	220	230	Days	77,335	92,067	106,798	2,762
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.

2025-26 Professional/Administrators Pay Family

PAY GRADE 04				# Days	Minimum	Midpoint	Maximum	Raise 3% Mid
					\$356.42	\$424.31	\$492.20	\$12.73
Asst Principal, EI	202	202	Days		71,997	85,711	99,424	2,571
Asst Principal, MS	210	210	Days		74,848	89,105	103,362	2,673
Coordinator, Assmt & Acct	230	220	Days		78,412	93,348	108,284	2,800
Coordinator, Compli, SPED	230	230	Days		81,977	97,591	113,206	2,928
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				# Days	Minimum	Midpoint	Maximum	Raise 3% Mid
					\$402.75	\$479.47	\$556.19	\$14.38
Asst Director, Athletics	230	210	Days		84,578	100,689	116,800	3,021
Asst Director, Child Nutr	230	215	Days		86,591	103,086	119,581	3,093
Asst Director, Comm Dept	230	230	Days		92,633	110,278	127,924	3,308
Asst Director, Fine Arts	230							
Asst Director, Trans	230							
Asst Principal, HS	210							
Band Director, Head	215							
Director, Health Svc	230							
Director, NTAEL	230							

2025-26 Professional/Administrators Pay Family

PAY GRADE 06				Minimum	Midpoint	Maximum	Raise 3% Mid
# Days				\$447.46	\$532.69	\$617.92	\$15.98
Associate Principal, HS	230	215	Days	96,204	114,528	132,853	3,436
Athletic Coordinator	230	230	Days	102,916	122,519	142,122	3,676
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	Raise 3% Mid
# Days				\$469.83	\$559.32	\$648.81	\$16.78
Director, Counseling	230	215	Days	101,013	120,254	139,494	3,608
Director, CTE	230	230	Days	108,061	128,644	149,226	3,859
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	Raise 3% Mid
# Days				\$526.21	\$626.44	\$726.67	\$18.79
Director, Athletics	230	230	Days	121,028	144,081	167,134	4,322
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	Raise 3% Mid
					\$552.52	\$657.76	\$763.00	\$19.73
Director, Communications	230	230	Days		127,080	151,285	175,490	4,539
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	Raise 3% Mid
					\$633.18	\$753.79	\$874.40	\$22.61
Area Supt, Academic Prog	230	230	Days		145,631	173,372	201,112	5,201
Chief Comm/Mktg Officer	230							
Ex Director, Construction	230							
Ex Director, Operations	230							

PAY GRADE 11				# Days	Minimum	Midpoint	Maximum	Raise 3% Mid
					\$698.40	\$831.43	\$964.46	\$24.94
Asst Supt, Academic Programs	230	230	Days		160,632	191,229	221,826	5,737
Asst Supt, Human Resource	230							
Chief Technology Officer	230							

PAY GRADE 12				# Days	Minimum	Midpoint	Maximum	Raise 3% Mid
					\$733.32	\$873.00	\$1,012.68	\$26.19
General Counsel	230	230	Days		168,664	200,790	232,916	6,024

PAY GRADE 13				# Days	Minimum	Midpoint	Maximum	Raise 3% Mid
					\$813.99	\$969.03	\$1,124.07	\$29.07
Deputy Superintendent	230	230	Days		187,218	222,877	258,536	6,686

2025-26 Clerical/Paraprofessional Pay Family

PAY GRADE 01		# Days		Minimum	Midpoint	Maximum	Raise 3% Mid
				\$15.40	\$18.55	\$21.70	\$0.56
Aide, General	187	187	Days	23,038	27,751	32,463	838
Aide, Head Start	192	192	Days	23,654	28,493	33,331	860
Aide, Head Start PFCE	192	197	Days	24,270	29,235	34,199	883
Aide, Head Start Safety	192	230	Days	28,336	34,132	39,928	1,030
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	Raise 3% Mid
				\$16.40	\$19.76	\$23.12	\$0.59
Aide, Behavioral	187	187	Days	24,534	29,561	34,588	883
Aide, Bilingual	187	192	Days	25,190	30,351	35,512	906
Aide, Bilingual Head St	192	198	Days	25,978	31,300	36,622	935
Aide, Bilingual/LPAC	187	202	Days	26,502	31,932	37,362	953
Aide, CHOICES (Campus Funded)	187	230	Days	30,176	36,358	42,541	1,086
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	Raise 3% Mid
				\$17.40	\$20.96	\$24.52	\$0.63
Aide, PK SPED Deaf Ed	187	187	Days	26,030	31,356	36,682	942
Aide, SPED AFS (El Only)	187	196	Days	27,283	32,865	38,447	988
Aide, SPED AVLS (Sec Only)	187	202	Days	28,118	33,871	39,624	1,018
Aide, SPED Comm	187	210	Days	29,232	35,213	41,194	1,058
Aide, SPED Comm Behav AU	187	220	Days	30,624	36,890	43,155	1,109
Aide, SPED Comm Stepup AU	187	230	Days	32,016	38,566	45,117	1,159
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						

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

PAY GRADE 03 (cont.)				# Days		Minimum	Midpoint	Maximum	Raise 3% Mid
						\$17.40	\$20.96	\$24.52	\$0.63
Aide, SPED SERS	220	187	Days			26,030	31,356	36,682	942
Aide, SPED Transition	187	196	Days			27,283	32,865	38,447	988
Braillist, SPED	187	202	Days			28,118	33,871	39,624	1,018
Campus Security	187	210	Days			29,232	35,213	41,194	1,058
Cataloger, Library Svc	230	220	Days			30,624	36,890	43,155	1,109
Clerk, Attendance @ Sec	196	230	Days			32,016	38,566	45,117	1,159
Facilitator, SPED Comm	187								
Intervener, SPED Df/Blind	187								
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				# Days		Minimum	Midpoint	Maximum	Raise 3% Mid
						\$18.70	\$22.53	\$26.36	\$0.68
Parent Liaison, BE/ESL	187	187	Days			27,975	33,705	39,435	1,017
Receptionist, Central Srv	230	202	Days			30,219	36,408	42,598	1,099
Registrar @ HS	220	210	Days			31,416	37,850	44,285	1,142
Secretary, @ 9th Gr Ctr	220	220	Days			32,912	39,653	46,394	1,197
Secretary, AP @ HS	202	230	Days			34,408	41,455	48,502	1,251
Secretary, Coord/Superv	210,220,230								
Secretary, Counselor @ HS	202								
Secretary, General	230								

PAY GRADE 05				# Days		Minimum	Midpoint	Maximum	Raise 3% Mid
						\$19.95	\$24.03	\$28.11	\$0.72
Admin Asst, Director	230	196	Days			31,282	37,679	44,076	1,129
Attendance Liaison/Court	196	202	Days			32,239	38,832	45,426	1,164
Bookkeeper, ATC	206	206	Days			32,878	39,601	46,325	1,187
Bookkeeper, Cash Receipt	230	215	Days			34,314	41,332	48,349	1,238
Bookkeeper, Head Start	215	230	Days			36,708	44,215	51,722	1,325
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								

Denton ISD

HR Alert: Subject to Revisions as Needed

2025-26 Clerical/Paraprofessional Pay Family

PAY GRADE 06			# Days	Minimum	Midpoint	Maximum	Raise 3% Mid
				\$21.65	\$26.08	\$30.51	\$0.78
Secretary, Prin @ HS	230	210 Days		36,372	43,814	51,257	1,310
Secretary, Prin @ Sparks	210	230 Days		39,836	47,987	56,138	1,435
Specialist, BIL ESL PEIMS	230						

PAY GRADE 07			# Days	Minimum	Midpoint	Maximum	Raise 3% Mid
				\$22.95	\$27.65	\$32.35	\$0.83
Licensed Voc Nurse RDSPD	187	187 Days		34,333	41,364	48,396	1,242
Licensed Vocational Nurse	187	230 Days		42,228	50,876	59,524	1,527
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						

PAY GRADE 08			# Days	Minimum	Midpoint	Maximum	Raise 3% Mid
				\$25.25	\$30.42	\$35.59	\$0.91
Admin Asst, Area Supt	230	187 Days		37,774	45,508	53,243	1,361
Admin Asst, Bus Ops/Legal	230	230 Days		46,460	55,973	65,486	1,674
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						

PAY GRADE 09			# Days	Minimum	Midpoint	Maximum	Raise 3% Mid
				\$26.75	\$32.23	\$37.71	\$0.97
Admin Asst, Asst Supt	230	187 Days		40,018	48,216	56,414	1,451
Admin Asst, CT Officer	230	230 Days		49,220	59,303	69,386	1,785
Deaf Ed Inter (AA Degree)	187						

PAY GRADE 10			# Days	Minimum	Midpoint	Maximum	Raise 3% Mid
				\$29.35	\$35.36	\$41.37	\$1.06
Admin Asst, Deputy Supt	230	230 Days		54,004	65,062	76,121	1,950

2025-26 Information Technology Pay Family

PAY GRADE 01		# Days		Min-Hourly	Mid-Hourly	Max-Hourly	Raise 3% Mid
				\$18.70	\$22.53	\$26.36	\$0.68
Facilitator, Chromebook	220	220 Days		32,912	39,653	46,394	1,190

PAY GRADE 02		# Days		Min-Hourly	Mid-Hourly	Max-Hourly	Raise 3% Mid
				\$23.75	\$28.61	\$33.47	\$0.86
Specialist, Ship/Rec	230	202 Days		38,380	46,234	54,088	1,387
Tech, Campus Support	202	230 Days		43,700	52,642	61,585	1,579
Tech, Central Support	230						
Tech, NTAEL Support	230						

PAY GRADE 03		# Days		Min-Hourly	Mid-Hourly	Max-Hourly	Raise 3% Mid
				\$26.25	\$31.63	\$37.01	\$0.95
Specialist, Central Supp	230	220 Days		46,200	55,669	65,138	1,670
Specialist, EIS Support	230	230 Days		48,300	58,199	68,098	1,746
Specialist, Hardware	230						
Specialist, HS Support	220						
Specialist, Service Desk	230						

PAY GRADE 04		# Days		Min-Hourly	Mid-Hourly	Max-Hourly	Raise 3% Mid
				\$29.30	\$35.30	\$41.30	\$1.06
Sr Specialist, Assets	230	230 Days		53,912	64,952	75,992	1,949
Sr Specialist, Collab Inf	230						
Sr Specialist, SIS Supp	230						

PAY GRADE 05		# Days		Min-Daily	Min-Daily	Min-Daily	Raise 3% Mid
				\$273.07	\$329.00	\$384.93	\$9.87
Analyst, AV	230	230 Days		62,806	75,670	88,534	2,270
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	Raise 3% Mid
				\$311.30	\$375.06	\$438.82	\$11.25
Sr Analyst, Integrations	230	230 Days		71,599	86,264	100,929	2,588
Sr Analyst, Project	230						
Sr Analyst, Service Desk	230						
Sr Anaylst, Systems Infr	230						

PAY GRADE 07		# Days		Min-Daily	Mid-Daily	Max-Daily	Raise 3% Mid
				\$342.43	\$412.57	\$482.71	\$12.38
PEIMS Lead	230	230	Days	78,759	94,891	111,023	2,847

PAY GRADE 08		# Days		Min-Daily	Mid-Daily	Max-Daily	Raise 3% Mid
				\$383.53	\$462.08	\$540.63	\$13.86
Architect, AV	230	230	Days	88,212	106,278	124,345	3,188
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	Raise 3% Mid
				\$414.21	\$499.05	\$583.89	\$14.97
Dept Manager, Tech Svc	230	230	Days	95,268	114,782	134,295	3,443
Sr Architect, EIS	230						
Sr Architect, Integration	230						
Sr Architect, Net Infr	230						
Sr Architect, Sys Infr	230						

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

Dept / Funding	SUPPLEMENTAL ACTIVITY	RATE	SEGMENT
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
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 _____

Denton ISD

Limit: 5 Stipends per Employee per School Year

Club Requirement: 10+ Students and must meet the entire semester.

Maximum Split: 2 Employees (50/50 Split)

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)
☐ \$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
\$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
\$400



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

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

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

EMPLOYEE REVIEW STEPS FOR STIPENDS:

1st--Employee must compare their deposit (May) to the amounts of the previous month's paycheck (Apr) to confirm payment.

2nd--If you feel a stipend is 'missing' please contact your Director of Fine Arts to verify it was submitted to HR.

3rd--Only emails from the Principal/Supervisor can initiate a correction. Emails must contain all details & employee ID#.

Employee's Signature _____

Date _____

Director of Fine Arts' Signature _____

Date _____

Denton ISD

Limit: 5 Stipends per Employee per School Year

Club Requirement: 10+ Students and must meet the entire semester.

Maximum Split: 2 Employees (50/50 Split)

Payments: Will be split in 1/2 payments in November and May.

Excludes: Fine Arts Employees

Alert: If employment ends mid fiscal year, this stipend type is forfeited in full.

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

Principal's Signature

Date

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/departments records. • Administrators should coordinate with each other if an employee is receiving a mixture of campus/departments 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:	