



## Denison Independent School District **2023-2024 Compensation Plan**

The salary ranges in this pay schedule do not reflect any statutorily required salary allotments enacted by the Texas Legislature in the 88th Session. The district reserves the right to adjust salary amounts for the 2023-24 school year in response to legislative changes. Impacted district employees will receive written notice of salary adjustments, if any, prior to the penalty free resignation deadline for the 2023-24 school year.



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

# 2023-2024 Teacher Salary Schedule

## Bachelor's Degree - 187 days

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

| Step | 2023-2024 Salary |
|------|------------------|
| 0    | \$ 53,500        |
| 1    | \$ 53,810        |
| 2    | \$ 54,016        |
| 3    | \$ 54,222        |
| 4    | \$ 54,428        |
| 5    | \$ 54,634        |
| 6    | \$ 54,840        |
| 7    | \$ 55,046        |
| 8    | \$ 55,252        |
| 9    | \$ 55,458        |
| 10   | \$ 55,772        |
| 11   | \$ 55,978        |
| 12   | \$ 56,184        |
| 13   | \$ 56,391        |
| 14   | \$ 56,907        |
| 15   | \$ 57,681        |
| 16   | \$ 58,414        |
| 17   | \$ 59,115        |
| 18   | \$ 59,776        |
| 19   | \$ 60,395        |
| 20   | \$ 60,994        |
| 21   | \$ 61,551        |
| 22   | \$ 61,860        |
| 23   | \$ 62,050        |
| 24   | \$ 62,462        |
| 25   | \$ 63,080        |
| 26   | \$ 63,698        |
| 27   | \$ 64,316        |
| 28   | \$ 64,934        |
| 29   | \$ 65,449        |
| 30   | \$ 65,964        |

# NON-EXEMPT PAYGRADES

## Pay Grade 1

|                     |          |
|---------------------|----------|
| Instructional Aides | 187 Days |
| Head Start Aides    | 187 Days |

## Pay Grade 2

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

## Pay Grade 3

|                    |          |
|--------------------|----------|
| Library Aides      | 187 Days |
| Computer Lab Aides | 187 Days |

## Pay Grade 4

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

## Pay Grade 5

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

## Pay Grade 6

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

## Pay Grade 7

|                          |          |
|--------------------------|----------|
| Superintendent Secretary | 226 Days |
|--------------------------|----------|

## Pay Grade 8

|        |          |
|--------|----------|
| Nurses | 187 Days |
|--------|----------|

## Pay Grade 9

|                                      |          |
|--------------------------------------|----------|
| Student Support Services             | 197 Days |
| Discipline Management Center Manager | 187 Days |

**2023-2024 Denison ISD Salary Schedule**

**2023-2024 Paraprofessional Schedule**

**Pay Grade 1**

Instructional Aides 187 Days

Head Start Aide 187 Days

| <b>Step</b> |           |
|-------------|-----------|
| 0           | \$ 21,194 |
| 1           | \$ 21,450 |
| 2           | \$ 21,800 |
| 3           | \$ 22,090 |
| 4           | \$ 22,360 |
| 5           | \$ 22,650 |
| 6           | \$ 23,000 |
| 7           | \$ 23,425 |
| 8           | \$ 23,966 |
| 9           | \$ 24,476 |
| 10          | \$ 24,955 |
| 11          | \$ 25,351 |
| 12          | \$ 25,722 |
| 13          | \$ 26,072 |
| 14          | \$ 26,438 |
| 15          | \$ 26,839 |
| 16          | \$ 27,215 |
| 17          | \$ 27,576 |
| 18          | \$ 27,911 |
| 19          | \$ 28,230 |
| 20          | \$ 28,534 |
| 21          | \$ 28,817 |
| 22          | \$ 29,075 |
| 23          | \$ 29,384 |
| 24          | \$ 29,694 |
| 25          | \$ 30,002 |
| 26          | \$ 30,311 |
| 27          | \$ 30,620 |
| 28          | \$ 30,929 |
| 29          | \$ 31,186 |
| 30          | \$ 31,444 |

## 2023-2024 Denison ISD Salary Schedule

### 2023-2024 Paraprofessional Schedule

#### Pay Grade 2

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

| Step |           |
|------|-----------|
| 0    | \$ 22,750 |
| 1    | \$ 23,384 |
| 2    | \$ 23,560 |
| 3    | \$ 23,731 |
| 4    | \$ 24,015 |
| 5    | \$ 24,675 |
| 6    | \$ 25,264 |
| 7    | \$ 25,976 |
| 8    | \$ 26,581 |
| 9    | \$ 27,149 |
| 10   | \$ 27,684 |
| 11   | \$ 28,127 |
| 12   | \$ 28,541 |
| 13   | \$ 28,932 |
| 14   | \$ 29,341 |
| 15   | \$ 29,789 |
| 16   | \$ 30,209 |
| 17   | \$ 30,611 |
| 18   | \$ 30,985 |
| 19   | \$ 31,342 |
| 20   | \$ 31,681 |
| 21   | \$ 31,998 |
| 22   | \$ 32,285 |
| 23   | \$ 32,630 |
| 24   | \$ 32,975 |
| 25   | \$ 33,320 |
| 26   | \$ 33,665 |
| 27   | \$ 34,010 |
| 28   | \$ 34,355 |
| 29   | \$ 34,643 |
| 30   | \$ 35,227 |

**2023-2024 Denison ISD Salary Schedule**

**2023-2024 Paraprofessional Schedule**

**Pay Grade 3**

Library Aides 187 Days  
Computer Lab Aides 187 Days

| <b>Step</b> |           |
|-------------|-----------|
| 0           | \$ 22,250 |
| 1           | \$ 22,573 |
| 2           | \$ 22,746 |
| 3           | \$ 22,915 |
| 4           | \$ 23,191 |
| 5           | \$ 23,830 |
| 6           | \$ 24,395 |
| 7           | \$ 25,085 |
| 8           | \$ 25,669 |
| 9           | \$ 26,167 |
| 10          | \$ 26,737 |
| 11          | \$ 27,166 |
| 12          | \$ 27,566 |
| 13          | \$ 27,945 |
| 14          | \$ 28,339 |
| 15          | \$ 28,773 |
| 16          | \$ 29,179 |
| 17          | \$ 29,568 |
| 18          | \$ 29,929 |
| 19          | \$ 30,275 |
| 20          | \$ 30,603 |
| 21          | \$ 30,909 |
| 22          | \$ 31,187 |
| 23          | \$ 31,521 |
| 24          | \$ 31,855 |
| 25          | \$ 32,188 |
| 26          | \$ 32,522 |
| 27          | \$ 32,856 |
| 28          | \$ 33,189 |
| 29          | \$ 33,468 |
| 30          | \$ 33,746 |

## 2023-2024 Denison ISD Salary Schedule

### 2023-2024 Paraprofessional Schedule

#### Pay Grade 4

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

| Step |           |
|------|-----------|
| 0    | \$ 24,950 |
| 1    | \$ 25,200 |
| 2    | \$ 25,475 |
| 3    | \$ 25,745 |
| 4    | \$ 25,950 |
| 5    | \$ 26,550 |
| 6    | \$ 27,250 |
| 7    | \$ 27,950 |
| 8    | \$ 28,650 |
| 9    | \$ 29,250 |
| 10   | \$ 29,925 |
| 11   | \$ 30,715 |
| 12   | \$ 31,145 |
| 13   | \$ 31,450 |
| 14   | \$ 31,750 |
| 15   | \$ 32,230 |
| 16   | \$ 32,600 |
| 17   | \$ 32,950 |
| 18   | \$ 33,350 |
| 19   | \$ 33,710 |
| 20   | \$ 34,050 |
| 21   | \$ 34,465 |
| 22   | \$ 34,830 |
| 23   | \$ 35,150 |
| 24   | \$ 35,600 |
| 25   | \$ 35,910 |
| 26   | \$ 36,250 |
| 27   | \$ 36,650 |
| 28   | \$ 37,000 |
| 29   | \$ 37,450 |
| 30   | \$ 37,850 |

# 2023-2024 Denison ISD Salary Schedule

## 2023-2024 Paraprofessional Schedule

### Pay Grade 5

BMC, SMS, DHS Principal Secretaries 226 Days

Admin - SPED Data Clerk 226 Days

Admin - SPED Clerk 226 Days

| Step |           |
|------|-----------|
| 0    | \$ 29,250 |
| 1    | \$ 29,497 |
| 2    | \$ 29,740 |
| 3    | \$ 29,975 |
| 4    | \$ 30,346 |
| 5    | \$ 31,194 |
| 6    | \$ 31,928 |
| 7    | \$ 32,838 |
| 8    | \$ 33,610 |
| 9    | \$ 34,337 |
| 10   | \$ 35,021 |
| 11   | \$ 35,586 |
| 12   | \$ 36,116 |
| 13   | \$ 36,615 |
| 14   | \$ 37,136 |
| 15   | \$ 37,709 |
| 16   | \$ 38,247 |
| 17   | \$ 38,761 |
| 18   | \$ 39,239 |
| 19   | \$ 39,693 |
| 20   | \$ 40,127 |
| 21   | \$ 40,532 |
| 22   | \$ 40,899 |
| 23   | \$ 41,340 |
| 24   | \$ 41,781 |
| 25   | \$ 42,221 |
| 26   | \$ 42,662 |
| 27   | \$ 43,103 |
| 28   | \$ 43,544 |
| 29   | \$ 43,912 |
| 30   | \$ 44,279 |



# 2023-2024 Denison ISD Salary Schedule

## 2023-2024 Paraprofessional Schedule

### Pay Grade 6

Account Payable Clerk 226 Days  
Business Office Coordinator 226 Days  
Business Office Seretary 226 Days  
Payroll Accounting Clerk 226 Days  
Purchasing Clerk 226 Days  
Receptionist/Assist. Supt. Secretary 226 Days

Technology Assistant 226 Days  
Compensatory Ed. Secretary 226 Days  
Curriculum Dept. Secretary 226 Days  
Food Service Secretary 226 Days  
Facilities Secretary 226 Days  
SPED SERS Secretary 226 Days

| Step |    |        |
|------|----|--------|
| 0    | \$ | 30,950 |
| 1    | \$ | 31,734 |
| 2    | \$ | 32,013 |
| 3    | \$ | 32,287 |
| 4    | \$ | 32,694 |
| 5    | \$ | 33,621 |
| 6    | \$ | 34,402 |
| 7    | \$ | 35,391 |
| 8    | \$ | 36,230 |
| 9    | \$ | 37,019 |
| 10   | \$ | 37,762 |
| 11   | \$ | 38,375 |
| 12   | \$ | 38,951 |
| 13   | \$ | 39,493 |
| 14   | \$ | 40,061 |
| 15   | \$ | 40,683 |
| 16   | \$ | 41,266 |
| 17   | \$ | 41,824 |
| 18   | \$ | 42,342 |
| 19   | \$ | 42,837 |
| 20   | \$ | 43,309 |
| 21   | \$ | 43,747 |
| 22   | \$ | 44,147 |
| 23   | \$ | 44,625 |
| 24   | \$ | 45,103 |
| 25   | \$ | 45,582 |
| 26   | \$ | 46,061 |
| 27   | \$ | 46,540 |
| 28   | \$ | 47,019 |
| 29   | \$ | 47,419 |
| 30   | \$ | 47,817 |

**2023-2024 Denison ISD Salary Schedule**

**2023-2024 Paraprofessional Schedule**

**Pay Grade 7**

Superintendent Secretary      226 Days

| <b>Step</b> |           |
|-------------|-----------|
| 0           | \$ 38,750 |
| 1           | \$ 38,957 |
| 2           | \$ 39,394 |
| 3           | \$ 39,823 |
| 4           | \$ 40,386 |
| 5           | \$ 41,643 |
| 6           | \$ 43,152 |
| 7           | \$ 44,472 |
| 8           | \$ 45,696 |
| 9           | \$ 46,856 |
| 10          | \$ 47,951 |
| 11          | \$ 48,984 |
| 12          | \$ 49,962 |
| 13          | \$ 50,899 |
| 14          | \$ 51,761 |
| 15          | \$ 52,590 |
| 16          | \$ 53,367 |
| 17          | \$ 54,113 |
| 18          | \$ 54,804 |
| 19          | \$ 55,464 |
| 20          | \$ 56,092 |
| 21          | \$ 56,678 |
| 22          | \$ 57,210 |
| 23          | \$ 57,849 |
| 24          | \$ 58,487 |
| 25          | \$ 59,126 |
| 26          | \$ 59,763 |
| 27          | \$ 60,402 |
| 28          | \$ 61,041 |
| 29          | \$ 61,573 |
| 30          | \$ 62,105 |

## 2023-2024 Denison ISD Salary Schedule

### 2023-2024 Paraprofessional Schedule

Pay Grade 8

Nurses 187 Days

| Step |           |
|------|-----------|
| 0    | \$ 44,250 |
| 1    | \$ 45,240 |
| 2    | \$ 45,413 |
| 3    | \$ 45,586 |
| 4    | \$ 45,760 |
| 5    | \$ 45,933 |
| 6    | \$ 46,106 |
| 7    | \$ 46,279 |
| 8    | \$ 46,452 |
| 9    | \$ 46,625 |
| 10   | \$ 46,798 |
| 11   | \$ 47,020 |
| 12   | \$ 48,100 |
| 13   | \$ 49,100 |
| 14   | \$ 50,060 |
| 15   | \$ 50,960 |
| 16   | \$ 51,820 |
| 17   | \$ 52,620 |
| 18   | \$ 53,390 |
| 19   | \$ 54,110 |
| 20   | \$ 54,790 |
| 21   | \$ 55,290 |
| 22   | \$ 55,790 |
| 23   | \$ 56,250 |
| 24   | \$ 56,750 |
| 25   | \$ 57,250 |
| 26   | \$ 57,750 |
| 27   | \$ 58,250 |
| 28   | \$ 58,750 |
| 29   | \$ 59,250 |
| 30   | \$ 59,750 |

## 2023-2024 Denison ISD Salary Schedule

### 2023-2024 Paraprofessional Schedule

#### Pay Grade 9

Discipline Management Managers 187 Days

Student Support Services 197 Days

| Step |           |
|------|-----------|
| 0    | \$ 44,250 |
| 1    | \$ 45,240 |
| 2    | \$ 45,413 |
| 3    | \$ 45,586 |
| 4    | \$ 45,760 |
| 5    | \$ 45,933 |
| 6    | \$ 46,106 |
| 7    | \$ 46,279 |
| 8    | \$ 46,452 |
| 9    | \$ 46,625 |
| 10   | \$ 46,798 |
| 11   | \$ 46,971 |
| 12   | \$ 47,144 |
| 13   | \$ 47,317 |
| 14   | \$ 47,749 |
| 15   | \$ 48,398 |
| 16   | \$ 49,012 |
| 17   | \$ 49,601 |
| 18   | \$ 50,155 |
| 19   | \$ 50,674 |
| 20   | \$ 51,175 |
| 21   | \$ 51,643 |
| 22   | \$ 51,902 |
| 23   | \$ 52,162 |
| 24   | \$ 52,508 |
| 25   | \$ 53,027 |
| 26   | \$ 53,546 |
| 27   | \$ 54,061 |
| 28   | \$ 54,585 |
| 29   | \$ 55,017 |
| 30   | \$ 55,450 |

**2023-2024 Denison ISD Salary Schedule****Auxiliary Pay Grades and Hourly Rates  
2023-2024**

| <b>Pay Grade 1</b>  | <b>Minimum</b> | <b>Midpoint</b> | <b>Maximum</b> |
|---------------------|----------------|-----------------|----------------|
| Cooks               | \$14.15        | \$15.25         | \$22.00        |
| Custodian           | \$14.15        | \$15.25         | \$22.00        |
| General Maintenance | \$14.15        | \$15.25         | \$22.00        |

| <b>Pay Grade 2</b>      | <b>Minimum</b> | <b>Midpoint</b> | <b>Maximum</b> |
|-------------------------|----------------|-----------------|----------------|
| Custodian - night shift | \$15.15        | \$19.00         | \$23.00        |

| <b>Pay Grade 3</b>         | <b>Minimum</b> | <b>Midpoint</b> | <b>Maximum</b> |
|----------------------------|----------------|-----------------|----------------|
| Bus Monitor                | \$15.50        | \$19.00         | \$23.50        |
| Food Service Asst. Manager | \$15.50        | \$19.00         | \$23.50        |

| <b>Pay Grade 4</b>               | <b>Minimum</b> | <b>Midpoint</b> | <b>Maximum</b> |
|----------------------------------|----------------|-----------------|----------------|
| Food Service Manager: Elementary | \$16.00        | \$19.50         | \$24.00        |
| Custodial Supervisor             | \$16.00        | \$18.50         | \$21.00        |

| <b>Pay Grade 5</b>                 | <b>Minimum</b> | <b>Midpoint</b> | <b>Maximum</b> |
|------------------------------------|----------------|-----------------|----------------|
| Food Service Manager: Intermediate | \$16.50        | \$20.50         | \$24.50        |
| Food Service Manager: Middle       | \$16.50        | \$20.50         | \$24.50        |

| <b>Pay Grade 6</b>               | <b>Minimum</b> | <b>Midpoint</b> | <b>Maximum</b> |
|----------------------------------|----------------|-----------------|----------------|
| Food Service Manager High School | \$17.50        | \$21.00         | \$26.00        |
| Painter                          | \$17.50        | \$21.00         | \$26.00        |

| <b>Pay Grade 7</b>       | <b>Minimum</b> | <b>Midpoint</b> | <b>Maximum</b> |
|--------------------------|----------------|-----------------|----------------|
| Bus Driver               | \$20.25        | \$23.00         | \$26.00        |
| Transportation Assistant | \$20.25        | \$23.00         | \$26.00        |

| <b>Pay Grade 8</b> | <b>Minimum</b> | <b>Midpoint</b> | <b>Maximum</b> |
|--------------------|----------------|-----------------|----------------|
| Mechanic           | \$22.00        | \$27.00         | \$32.00        |
| Carpenter          | \$22.00        | \$27.00         | \$32.00        |
| Electrician        | \$22.00        | \$27.00         | \$32.00        |
| HVAC               | \$22.00        | \$27.00         | \$32.00        |
| IPM Technician     | \$22.00        | \$27.00         | \$32.00        |
| Plumber            | \$22.00        | \$27.00         | \$32.00        |
| Welder             | \$22.00        | \$27.00         | \$32.00        |