

Ezzell ISD

2026-2027 Compensation Plan



Purpose

The purpose of this Compensation Manual is to communicate the District's Annual Compensation Plan for all District employees.

The Annual Compensation Plan includes wage and salary structures, stipends, benefits and incentives. The plan supports the District's goals for hiring and retaining high quality employees.

The pay for Administrative/Professional, Clerical/Technical and Manual Trades are based on market data. Market data is an essential tool for making decisions about pay. Pay rates are based on the experience level of current incumbents, specialized skill or expertise requirements, market volatility of the positions, and the number of incumbents.

Our pay schedules are competitive with the relevant market to ensure that we attract and retain highly qualified staff in all professional and support positions.

The Board of Trustees shall approve the Compensation Plan as part of the annual budget development process. In addition, the Board shall determine the total compensation package for the Superintendent in conjunction with the approval of the Superintendent's employment contract.

The Superintendent, or designee, shall implement the Compensation Plan and establish procedures for plan administration consistent with the adopted budget.

The Compensation Plan shall be administered in compliance with:

- School Board Policy DEA Legal
- School Board Policy DEA Local
- School Board Policy DEAA Legal
- School Board Policy DEAA Local
- Ezzell ISD Compensation Manual

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The 2026-2027 Employee Compensation Plan has been thoughtfully developed to ensure equity, clarity, and consistency across all positions within the district.

It serves as an important resource for both current and prospective employees and reflects Ezzell ISD's continued commitment to recognizing and rewarding the vital contributions of our staff. In accordance with district policy, the Superintendent recommends an annual compensation plan for all employees, which is subject to Board of Trustees approval. The plan may include salary and wage structures, stipends, extra duty opportunities and incentive programs.

Administration of this plan is consistent with board policies, the annually approved district budget, and all applicable administrative guidelines. Please refer to Board Policies DEA, DEAA, and DEAB (Legal and Local) for comprehensive details on compensation and related legal requirements.

Our employee pay systems are designed to attract and retain qualified individuals who help us fulfill our district's mission. The Superintendent's Office is responsible for maintaining and administering these systems.

The plan includes compensation guidelines for the following exempt and non-exempt employee groups:

Exempt – Teachers and Professional Staff

Non-Exempt – Paraprofessional and Clerical Staff

Classified Staff – Custodians, Food Service, and Transportation workers

Part-time professional support staff working fewer than 20 hours per week are compensated at established hourly rates and are not placed on either salary schedule.

All other non-teacher positions are assigned to pay scales with pay grades and range structure which are used to determine compensation during the hiring process based on minimum, midpoint, and maximum pay rates, along with the number of assigned workdays.

For professional support staff, principals/assistant principals and administrative staff, pay is determined by a daily rate within the salary range.

For paraprofessional, clerical, and classified employees, pay is determined by either a daily or hourly rate. In both cases, placement is based on relevant experience.

Please note, the salary guides are informational in nature and do not represent a contractual agreement. Thank you for your continued dedication to our students, our schools, and our shared success

Salary Structures

Teacher

The Teacher Minimum Salary Schedule is used for the initial placement of a teacher. The placement is based on the number of years of creditable service as specified in the TEA Commissioner's Rules on Creditable Years of Services (TAC 153.1021) and Minimum Salary Schedule for Certain Professional Staff (TAC 153.1022).

The total years of creditable service must be verified by receipt of a Teacher Service Record or other acceptable documentation.

Para-Professional

Paraprofessional employees are non-exempt employees who provide instructional, clerical, supervisory, or student-support services under the direction of certified or administrative staff. Compensation for paraprofessional positions is based on the adopted pay schedule, assigned work calendar, job responsibilities, and verified relevant experience. Placement on the pay schedule does not create a contractual right to continued employment or future compensation increases.

Classified

Classified employees include custodial, food service, transportation, maintenance, and other support-service employees. Classified employees are compensated according to the approved classified pay structure and assigned work calendar. Pay placement is determined by position requirements, relevant experience, district need, and available budgeted funds. Classified positions may be paid on an hourly, daily, or annualized basis depending on the nature of the assignment.

Substitute Employee Pay Scale

The Substitute Employee Pay Schedule shall be used to compensate employees categorized as "substitute". Substitutes, who are TRS retirees, shall be defined as determined by the Teacher Retirement System of Texas (TRS).

Substitute employees include: Substitute teachers, aides, food service, etc...

Stipend and Extra Duty Pay Schedule

The Stipend and Extra Duty Pay Schedule is used to compensate staff for either for providing instruction in high-demands areas, or assignments and/or extra duty beyond the normal workday or duty calendar.

Stipends are defined as a flat amount that is paid to an employee for performing a specific assignment. If an employee does not complete the full year stipend assignment, the stipend shall be prorated to compensate for the portion of the assignment verified by the immediate supervisor as completed.

Benefits

The Employee Benefits are described in detail in the Ezzell ISD Employee Handbook.

2026-2027

TEACHER SALARY SCHEDULE

Years of Experience	State Min. Salary (10 month)	District Increment	HB2	Total Salary	Duty Days	Daily Rate
0	\$33,960	\$5,000	0	\$38,960	185	\$200
1	\$34,690	\$5,000	0	\$39,690	185	\$204
2	\$35,410	\$5,000	0	\$40,410	185	\$208
3	\$36,150	\$5,000	\$4,000	\$45,150	185	\$233
4	\$37,690	\$5,000	\$4,000	\$46,690	185	\$242
5	\$39,230	\$5,000	\$8,000	\$52,230	185	\$272
6	\$40,770	\$5,000	\$8,000	\$53,770	185	\$280
7	\$42,200	\$5,000	\$8,000	\$55,200	185	\$288
8	\$43,550	\$5,000	\$8,000	\$56,550	185	\$295
9	\$44,840	\$5,000	\$8,000	\$57,840	185	\$302
10	\$46,040	\$5,000	\$8,000	\$59,040	185	\$308
11	\$47,180	\$5,000	\$8,000	\$60,180	185	\$314
12	\$48,280	\$5,000	\$8,000	\$61,280	185	\$320
13	\$49,280	\$5,000	\$8,000	\$62,280	185	\$326
14	\$50,250	\$5,000	\$8,000	\$63,250	185	\$331
15	\$51,160	\$5,000	\$8,000	\$64,160	185	\$336
16	\$52,030	\$5,000	\$8,000	\$65,030	185	\$341
17	\$52,840	\$5,000	\$8,000	\$65,840	185	\$345
18	\$53,610	\$5,000	\$8,000	\$66,610	185	\$349
19	\$54,340	\$5,000	\$8,000	\$67,340	185	\$353
20	\$55,030	\$5,000	\$8,000	\$68,530	185	\$357
21	\$54,340	\$5,000	\$8,000	\$69,030	185	\$357
22	\$55,030	\$5,000	\$8,000	\$69,530	185	\$357
23	\$55,530	\$5,000	\$8,000	\$70,030	185	\$357
24	\$56,030	\$5,000	\$8,000	\$70,530	185	\$357
25	\$56,530	\$5,000	\$8,000	\$71,030	185	\$357
26	\$57,030	\$5,000	\$8,000	\$71,530	185	\$357
27	\$57,530	\$5,000	\$8,000	\$72,030	185	\$357
28	\$58,030	\$5,000	\$8,000	\$72,530	185	\$357
29	\$58,530	\$5,000	\$8,000	\$73,030	185	\$357
30+	\$59,030	\$5,000	\$8,000	\$73,530	185	\$360

If an employee on this salary schedule has more than 30 years of experience, he/she will receive an annual pay increase of \$500. The salaries listed above are for the 2026-2027 school year. The 2026-2027 salary scales should not be used to determine the EISD 2027-2028 salary schedule. Salary plans are determined on an annual basis and salary advancement is not guaranteed. Pay increases are based on the annual budget approved by the Board of Trustees.

PARAPROFESSIONAL / CLERICAL

(Hourly Rate)

PG1	Days	Min	Mid-Point	Max
Instructional Aide		\$14.50	\$17.50	\$20.50
	185	\$21,460	\$25,900	\$30,340
PG 2		Min.	Mid-Point	Max
District Secretary		\$18.00	\$21.00	\$24.00
	205	\$29,520	\$34,440	\$39,360
PG 3		Min.	Mid-Point	Max
Business Manager		\$21.00	\$24.00	\$27.00
	205	\$34,440	\$39,360	\$44,280

CLASSIFIED

(Hourly Rate)

		Min.	Mid-Point	Max
Transportation		\$20.00	\$28.00	\$34.00
(4 hours per day)	154	\$12,320	\$17,248	\$20,944
		Min.	Mid-Point	Max
Child Nutrition Supervisor		\$18.00	\$21.00	\$24.00
	164	\$23,616	\$27,552	\$31,488
		Min.	Mid-Point	Max
Child Nutrition Worker		\$14.00	\$17.00	\$20.00
	164	\$18,368	\$22,304	\$26,240
		Min.	Mid-Point	Max
Custodial/Maintenance		\$15.00	\$18.00	\$21.00
	220	\$26,400	\$31,680	\$39,960

Note: Bus Driver Wait Time = \$10 per hour.

Other

Non-Certified Teachers earn 85% of Base Salary plus 100% of Local Increment. Non-Certified Teachers shall be placed on the Teach Pay Scale for experience purposes.

Stipends

Stipend	Amount	Paid	Installment Dates
Secondary ELA	\$5,000.00	Annually	Monthly
Secondary Math	\$5,000.00	Annually	Monthly
Secondary Science	\$5,000.00	Annually	Monthly
Secondary Social Studies	\$5,000.00	Annually	Monthly
Athletic Coordinator	\$5,000	Annually	Monthly
<i>Note: Secondary Stipends are prorated based on assigned schedule</i>			
Guardian	\$2,000.00	Annually	December & June
District Safety Coordinator	\$10,000.00	Annually	Monthly
One or More Lead/Coordinator Events	\$1,000.00	Annually	June
	\$100 per event (up to 5)	Annually	June
After School Tutoring - Teacher	\$40 per hour		Monthly
Summer School Teacher	\$40 per hour		August
Summer School Aide	\$20 per hour		August

Substitutes

Non-Certified	\$75 per day
Certified	\$100 per day
Long-Term Non-Certified	\$100 per day after Day 10 of Consecutive Days
Long-Term Certified	\$125 per day after Day 10 of Consecutive Days

**Note: Long-Term is in the same position for longer than 10 days.*

