

IMAGINE

2026

TEXARKANA ISD



COMPENSATION PLAN

2022-23

Texarkana ISD Compensation Plan 2022-2023

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Elodia Witterstaetter
Theresa Knight-Allen
Kedric Jones

INTRODUCTION

The TISD Compensation Plan is produced for all TISD employees and community members. It is designed to provide employees and community members information about the district's compensation procedures. The content of this report will be updated each year to reflect any changes that are made. Employees may receive a copy of the TISD Compensation Plan upon request. Copies are also available to community members upon request, and the plan is available on the TISD website www.txkisd.net. All employees are welcomed, invited, and encouraged to bring to the attention of the Administration any concerns related to compensation.

The information contained in this report is for the 2022-2023 fiscal year.

The compensation plan will be updated and changed annually through a process that begins with the development of each year's budget. The TISD Board of Trustees will adopt a compensation plan each year.

The Human Resources Department, regardless of any possible typographical errors contained in this or future compensation reports, shall determine final calculations of all wages and salaries.

TISD employs both contractual and non-contractual staff. Nothing in this report should be construed as an alteration of either the term contract status of contractual positions or the "at will" status of non-contractual positions.

2022-2023 COMPENSATION PLAN HIGHLIGHTS

We are pleased to provide raises and equity adjustments to district employees for the 2022-2023 school year. As a result of a Compensation Study conducted by the Texas Association of School Boards (TASB), the TISD Board of Trustees has approved new pay grades for all positions as recommended by TASB, including a new Teacher, Nurse, Librarian pay scale. Teachers will receive their step raises in accordance with the newly adopted Teacher, Nurse, Librarian pay scale. For employees in positions listed on other district pay ranges, the budget for 2022-2023 includes 3% of midpoint raises, based on the newly adopted pay grades, for employees who received a satisfactory performance rating of 3.0 or above on their appraisal for the 2022-2022 school year, as well as equity adjustments in variable amounts based on marked rates for their positions. Equity adjustments were applied to various job categories to remain competitive with the job market. Individuals who changed positions or duties received salary adjustments equivalent to their paygrade. Please note that an employee must also have been employed by TISD for at least six months to receive the midpoint raise.

GOALS OF THE COMPENSATION PLAN

The goals of the TISD Compensation Plan are to:

- Remain competitive with labor markets so that TISD can continue to recruit and retain highly qualified personnel.
- Reflect the varying and changing levels of knowledge, skill, effort, scope, and responsibility required of the different jobs within the school district.
- Reward outstanding performance of exemplary workers.
- Reflect compliance with all federal, state, and local laws and Board policies.

With these goals in mind, TISD has developed a job worth compensation system. A job worth system is designed to provide appropriate pay for the assessed market worth of individual jobs. The system takes into account the knowledge, skills, and effort needed to perform various jobs.

PAY SYSTEMS DESCRIPTION

Purpose and Authority

The TISD compensation system is designed and administered for the purpose of attracting and retaining qualified employees to achieve the goals of the district. The Superintendent is responsible for the development, maintenance, and administration of employee pay systems in accordance with Board policies and administrative procedures in the district compensation plan.

Description

Classroom teachers and full-time librarians, counselors and nurses will be paid no less than the state minimum salary schedule based on years of experience. The local salary schedule for staff will be determined annually upon Board approval of the amount budgeted for pay increases.

For other employees, the Superintendent will assign positions to pay ranges that set the minimum and maximum base pay for the position. Jobs are classified for pay purposes on the basis of qualifications and duties as defined by the district, and market surveys of competitive pay rates. All employees will be paid within the assigned pay range unless exceptions are granted by the Superintendent. Pay ranges are reviewed annually and adjusted as needed.

Pay Distribution

Employees will receive pay according to the district's payroll schedule. Paychecks are distributed at the employee work location during the school year to employees who have elected to receive paper paychecks. During the summer months of June and July, employees that have elected paper paychecks will be mailed their checks to each employee's home address as listed in the Human Resources Department. Employees who have elected direct deposit may access their pay information through the **Skyward** system at www.txkisd.net.

The schedule of pay dates for the new school year is as follows. The dates in bold are early paydays due to school holidays.

Pay Dates:

July 25, 2022

August 25, 2022

September 23, 2022

October 25, 2022

November 18, 2022

December 15, 2022

January 25, 2023

February 24, 2023

March 24, 2023

April 25, 2023

May 25, 2023

June 23, 2023

Direct Deposit

Direct Deposit is the only way to ensure that you will receive your check on time. Direct deposit money is deposited to your bank account on the morning of payroll. In the event you are not on direct deposit, and you lose your check, or it is lost in the mail, it will take **five business days** to receive a replacement check. All TISD employees are encouraged to sign up for direct deposit.

For more information regarding paycheck distribution, call the TISD Business Office at 903-794-3651 ext. 1021.

JOB CLASSIFICATION

Classification

Job classification determines the assigned pay range for a position and is based on an assessment of job qualifications and assigned duties. All jobs are classified on the basis of common factors that include the level of skill, effort and responsibility of assigned duties and working conditions. The Human Resources office has collected job information, evaluated jobs for pay classification purposes, conducted a market survey, and recommended pay-grade assignments. The Superintendent has final authority concerning job classifications.

The basic classification system is organized in four major divisions:

- Professional
- Para-Professional
- Auxiliary
- Information Technology

The compensable factors used in the job classification process include the following:

Knowledge

- Amount of education required for the job
- Amount of expertise required for the job
- Amount of experience required for the job
- Amount of structure inherent in the job
- Level of difficulty in the job
- Level of supervision received in the job

Decision Making

- Clarity of choices in decision making
- Scope of planning required in decision making
- Degree of interpersonal communications required
- Level of personal autonomy and responsibility

Job Responsibility/Accountability

- Level of organizational impact of the job
- Level of responsibility for financial assets
- Level and scope of interpersonal, business and public communications

Working Conditions

- Environment

Job Reclassification

Pay-grade assignments may be changed based on changes in the job duties assigned or changes in the competitive job market. A job reclassification occurs when the same position is moved to a different pay grade. A job reclassification is not the same as an employee promotion to a different job. No immediate pay change may result from reclassification actions if the employees are already paid within the new pay range. An upward or downward job reclassification will result in greater or lesser potential for pay advancement.

Review of job classifications initiated by the supervisor will be conducted as follows:

1. The immediate supervisor of a position may request a classification review during the time of the year designated by the Human Resources office. The designated time for classification review will be **April 1st through June 1st**.
2. The Human Resources office is responsible for reviewing the information, obtaining additional information if needed, and reevaluating the compensable job factors.
3. The Human Resources office will prepare a recommendation for final approval. The Human Resources office will notify the supervisor and employee(s) of any action taken and its effective date.

New Positions

New budgeted positions must have a written job description. The Human Resources office will recommend the initial pay grade classification of new positions based on the job description and consultation with the job supervisor. New positions must be classified in the pay system prior to hiring new employees.

EXEMPT/NONEXEMPT PAY BASIS

Classification

All jobs will be classified as exempt or nonexempt in accordance with the requirements of the federal Fair Labor Standards Act. The Human Resources office will determine the classification of each position based on a description of assigned job duties and the method of compensation. Generally, an employee is exempt if the employee's primary duties are executive, administrative, or professional as defined in federal regulations and the employee is compensated on a salary basis.

Exempt Pay Basis

Exempt employees are paid on a monthly salary basis for the number of months in their annual employment period. Exempt employees are not entitled to overtime compensation. Exempt employees are paid to perform a job and compensation is not based on an hourly rate.

Nonexempt Pay Basis

Nonexempt employees are paid on an hourly or daily wage basis for all hours worked each week.

OVERTIME

Overtime Compensation

Nonexempt employees who physically work more than 40 hours in any work week will receive overtime compensation at time-and-a half rates in compensatory time off or pay. For nonexempt certified law enforcement employees, overtime calculation begins after 43 hours in any work week. Nonexempt employees shall not be allowed to work beyond their regular schedule without prior authorization from their supervisor. Required overtime will be compensated with compensatory time off whenever possible.

An employee's regular work schedule may be adjusted during the week to prevent overtime. The district's workweek begins at 12:01 a.m. on Sunday and ends at 12:00 p.m. on Saturday. Official time records of all hours worked, including overtime, and all compensatory time earned and used each week shall be maintained in district timekeeping records for all nonexempt employees.

Use of Compensatory Time

Compensatory time may be accumulated up to a maximum limit of 80 hours at full value. Compensatory time must be taken prior to using other employee leave.

Authorization of Overtime

A supervisor must approve all overtime worked in advance. Supervisors are responsible for preventing unauthorized overtime. Prior authorization must be obtained. If the supervisor has not approved overtime in advance, the time will be considered unauthorized, and the employee may receive a written reprimand regarding working beyond the regular schedule. Supervisors of nonexempt employees must ensure an agreement or understanding with the employees regarding the form of compensation for overtime (compensatory time off or pay) prior to the employee working overtime hours.

Time Clocks/Hourly Employees

The Employee Identification Number, as listed on the employee badge, will serve as the employee ID for time clock purposes. This number is to be used to clock in and clock out.

Time clocks and computers have been placed at various locations throughout the district, and employees must clock in and out on the clock that is designated by their supervisor. Employees should follow the time shown on this time clock and not the time of other clocks. If the clocking terminal does not function properly, this should be reported immediately to a supervisor.

Only **the employee** may clock in and out for himself/herself. Violation of this policy is grounds for immediate involuntary termination of employment for the employee who clocks in for another employee, and for the employee who allows another employee to clock in for him/her. Employees must **NEVER CLOCK ANOTHER EMPLOYEE'S TIME FOR ANY REASON.** Willful falsification of work or absence records is grounds for immediate involuntary termination of employment.

If an employee leaves the campus/department for a personal reason he/she must clock out. The employee must have authorization from the supervisor to leave the campus/department for any reason during scheduled work time.

Every employee is expected to report to work promptly at the scheduled time. Students and the jobs of other workers are dependent on each employee to be timely and to be ready to work at the

designated start time. Hourly employees are not authorized to work in excess of their assigned schedule without prior approval from their supervisor.

An employee may clock in up to five minutes before the start of the scheduled work time. If an employee clocks in later than five minutes after the scheduled start time, the employee is “tardy”. This five-minute grace period is to be used only on an occasional, emergency basis. Abuse of the grace period may result in corrective action.

WORK CALENDARS

Work calendars and required duty days are designated by the Superintendent. TISD has established seven work calendars designated as 10 month, 10½ month, 11 month, and 12 month positions. They are as follows for the 2022-2023 school year.

| | | |
|------------------------|----------|--------------------------------------|
| Ten Month/Student Days | 172 days | August 17, 2022 through May 26, 2023 |
| Ten Month | 187 days | August 4, 2022 through May 26, 2023 |
| Ten and a Half Month | 197 days | July 28, 2022 through June 7, 2023 |
| Eleven Month | 207 days | July 21, 2022 through June 14, 2023 |
| Twelve Month | 222 days | July 1, 2022 through June 30, 2023 |
| Twelve Month | 231 days | July 1, 2022 through June 30, 2023 |
| Twelve Month | 261 days | July 1, 2022 through June 30, 2023 |

COMPENSABLE TIME

An exempt employee’s salary includes compensation for all scheduled work days during the employment period. All salaries will be paid out over a twelve-month calendar period regardless of the number of months assigned to the position.

Nonexempt employees are paid on an hourly or daily wage basis for all hours worked plus earned paid leave benefits. If breaks and meal periods of less than 30 minutes are provided, the time shall be included as compensable time worked for nonexempt employees.

DOCKING PAY

Purpose

For exempt employees, pay will be reduced in hours equal to whole-day or half-day increments for absences that occur on a scheduled work day after all paid leave benefits have been exhausted. For docking purposes, annual salaries of exempt employees will be converted to daily increments on the basis of all compensable time during the salary period.

For accrued hourly employees, time short of schedule in a monthly payroll may result in dock pay if an employee leave type is not entered to cover the time short of schedule. If leave is not entered and if there is no compensatory leave balance available, the employee will be docked any time short of schedule. This will be based on the employee’s hourly wage calculated and the time short of schedule in the month.

Dock Schedule

For pre-approved medical leave, absence docks may be scheduled over a period ranging from one to six months following the absence(s). For all other absences, the total dock will be scheduled in the

month immediately following the absence(s). Regardless of the docking schedule, when an employee leaves employment with the district for any reason, the remaining dock balance will be deducted from the final paycheck.

EMPLOYEE PAY INCREASES

Purpose and Eligibility

Employee salaries and wages are reviewed by the Superintendent annually for adjustment. An employee's performance on their annual appraisal must be satisfactory and "Meet Expectations" to receive a pay increase, unless exceptions are granted by the Board. General pay increases are given to employees to reward continued service to the district and to retain employees through competitive pay practices. Employees must have worked for the district for at least six months to be eligible for a general pay increase or approved by the Superintendent or designee. In any event, classroom teachers and full-time librarians, counselors and nurses will be paid at least the minimum salary on the state salary schedule.

Pay Increases/Budget

The Superintendent will recommend an amount for employee pay increases to the Board each year as part of the annual budget process. Budget recommendations for pay increases will be based on available revenue, cost of living increases, changes in minimum pay laws, competitive job markets, and district compensation objectives. Employee pay increases will be based on the budget approved by the Board.

General Pay Increases

The percent increase approved by the Board will be applied to the mid-point of each employee's pay range to calculate general pay increases. Employees may be paid over the maximum of the assigned pay range with Superintendent or designee approval. Pay increases for classroom teachers and full-time librarians, counselors and nurses will be planned in accordance with adjustments to the state minimum salary schedule.

Equity Adjustments

The Superintendent may make adjustments to individual employee salaries to correct identified pay deficiencies or inequities. Individual equity adjustments may not exceed the payroll budget approved by the Board.

PROMOTION INCREASES

Promotion Defined

A promotion occurs when an employee is selected for a different job in a higher pay range. Reclassification of an existing job does not constitute a promotion. Promotions must be made effective at the beginning of a new payroll period.

Promotion Increase

A promotion increase is based on an employee's current base pay less any stipends paid for supplemental duties. Promotion increases are awarded in addition to any general annual pay raise given. The Superintendent or designee in accordance with these guidelines will determine promotion increases.

HIRING

Position Control

TISD has established a system for the hiring and transferring of employees. The TISD Position Control System precisely defines every position within the organization and systematically attaches every employee to a specific position. This system is established to set up a process for checks and balances between the Human Resources office and the annual budget. This system creates greater internal control, provides an instant overview of staffing, and ensures positions are not created without proper funding. It also simplifies the budget process, provides closer connection between the Human Resources office and the Business office, and permits tracking of new employees and employee transfers.

Salary Placement for Full-time Teachers, Librarians, Counselors and Nurses

Hiring rates for full-time classroom teachers will be based on creditable years of experience according to state regulations and the district's salary schedule. Creditable experience is experience in accredited school districts, as determined by the Texas Education Agency and recorded on the employee's official service record. Salary schedules are subject to change each year.

Other Personnel

Hiring rates for all other employees will be determined on an individual basis based on job-related qualifications, salary history, and salaries of other employees in the position. Job postings may advertise a starting salary range for the position.

Hiring rates for persons other than full-time teachers, librarians, counselors and nurses will be set in accordance with these guidelines:

1. New hires in positions that require little or no previous job experience will be placed at the minimum of the pay range whenever possible.
2. Persons with previous job experience or special skills may be hired at a rate comparable to their experience level. Starting pay will be determined with consideration given to each new employee's qualifications for the job, market competition and previous salary history.
3. Whenever possible, new employees will not start at pay rates above other district employees with comparable experience in the same position.

DEMOTION

Demotion Defined

A demotion occurs when an employee is reassigned to a different job with a reduction in their base pay. Demotions may be voluntary or involuntary. A demotion does not occur as the result of general salary structure or position reclassification change or reassignment to another position that does not result in a base pay reduction.

Pay Changes

When a pay reduction is made, the employee's base rate will generally be reduced to the same relative position in the new pay range. Pay adjustments may also be made for a longer or shorter work year associated with the demotion.

ADJUSTING PAY STRUCTURES

Adjustment Process

District pay structures will be reviewed annually and adjusted as needed by the Superintendent with approval of the Board. Pay ranges will be adjusted on a regular basis to ensure that the pay structure remains competitive and maintains its value against inflation. The percent of structure adjustment will be applied equally to the minimum, mid-point, and maximum rate of each pay range to preserve the design of the structure.

SUPPLEMENTAL DUTY PAY

Supplemental Duty Compensation

Supplemental pay occurs in addition to, but separate from, the employee's regular base salary. Supplemental pay is authorized by the Board of Trustees on a year-to-year basis and is not a property right. Supplemental pay is discontinued upon cessation of the assignment originally generating it or upon the occurrence of any other event, which would cause the employee to become ineligible to receive the supplement. In the area of supplemental pay, as in other areas of compensation, TISD strives to maintain amounts that are competitive within our market.

Exempt employees who are assigned supplemental duties that accrue extra pay will be compensated with salary stipends according to the district's supplemental duty pay schedule approved by the Board. Nonexempt employees who are assigned supplemental duties will be compensated on an hourly basis including overtime compensation when necessary.

Stipend Pay Distribution

Salary stipends in amounts less than \$2500 may be paid in lump sum payments twice a year in December and May. Amounts greater than \$2500 will be distributed in the employee's regular paycheck, unless the Superintendent or his/her authorized designee approves another arrangement. Before any salary stipends are distributed, the supervisor must approve the supplemental duties.

OTHER COMPENSATION PROGRAMS

Texarkana ISD Tuition-Paid Master's Degree Programs

TISD has worked with Texas A&M University-Texarkana and other university programs, as applicable, to provide paid graduate degree programs, such as a Master of Education Degree in Curriculum and Instruction. Approved degree programs will be focused on current best practices, successful research and strategies to increase student achievement in the classroom.

Westlawn Elementary Teachers have the option of pursuing their Master's Degree after their first complete year of teaching at the campus. Bilingual PK- 5 fully certified teachers with permanent residency status also have the option to pursue a Master's Degree under this program that would apply to and enhance their bilingual teaching classroom.

The district will pay for the tuition and books for the required classes. Teachers must maintain a B average in each class or reimburse the district for tuition costs. If the course is dropped in the middle of the semester prior to the full reimbursement date, the teacher will reimburse the district for tuition costs. If the teacher begins the master's degree program and then drops out of the program, and has not taken classes for one year, they will begin the process of reimbursing the district any previous costs for coursework, books, etc. Teachers must also remain in the district for three years after the completion of the master's degree coursework or reimburse the district for the tuition paid for the program. Each year that a teacher remains in the district after the completion of the program is a year that "pays back" or "forgives" the tuition costs with all of the costs being negated after the third year of service following completion of the program. Please contact Instructional Services at 903-793-7561 for additional information.

TISD Master's Degree Program Frequently Asked Questions

Will the district pay for the tuition and books?

Yes, TISD will pay for the tuition costs and required books for each class. Tuition will be paid directly to the university.

Are there any grade requirements in the graduate classes?

Yes, students will be expected to make at least a B in each graduate course or reimburse the district for tuition costs for the class.

What if the employee does not finish the program....what if they take 3 classes and then drop out?

If an employee drops out of the program, they will be required to reimburse the district for tuition and book costs that had been spent up until that time.

What if an employee completes the degree program but then leaves the district two years after completion of the degree (which does not meet the three year requirement to stay)?

The employee would then have to reimburse the district for one year of tuition costs because the teacher only stayed two years after completion. Each year that an employee stays in the district after the completion of the degree, one year of tuition costs is "forgiven" for the employee.

STEM Certification Requirement

New teachers hired to teach STEM at the following campuses will be required to complete National Institute of STEM Education (NISE) STEM Teacher Certification:

- Martha and Josh Morriss Math and Engineering Elementary School
- Texas Middle School STEM Academy
- Ross Perot STEM Academy at Texas High School.

Texarkana ISD is providing this certification to all STEM teachers at no cost. The NISE National Certification for STEM Teaching certifies teaching professionals in delivering high quality STEM education. Participants are guided through a self-paced, mentor-led, competency-based program that demonstrates proficiency in 15 teacher actions essential to STEM learning. The average completion time for this certification process is 5-6 months, but teachers can have up to 10-11 months for completion.

Teachers already teaching STEM at one of the locations listed above prior to the 2020-2021 school year may choose to proceed with completing their master's degree or may choose to transition to the STEM Certification pathway.

TISD Pathway to Teaching Program

Paraprofessionals and Instructors employed with Texarkana ISD may apply to be part of the Pathway to Teaching Program. This program is for Paraprofessionals or Instructors who are interested in becoming a certified teacher. A focus on teacher shortage areas is a priority for this program. An annual application program is announced each year as funds are available. Paraprofessionals make application to the program and applicants are selected to be part of the program as funds are available. The program pays for tuition and books toward teacher certification. After completion of teacher certification, employees are required to work at least three years within the district or repay the tuition and book costs of the program. If an employee drops out of the program and does not complete certification, the money will be owed back to the district.

NOTE: The above Pathway to Teaching criteria and guidelines also apply to participants selected for the TCLAS Grow Your Own Program.

Performance Incentive Plans

Performance Incentive for Perfect Attendance

The district will provide a Performance Incentive for Teachers for Perfect Attendance. Teachers that are performing their jobs with outstanding work attendance that is perfect for the school year, will receive a \$300 Teacher Performance Incentive in their July paycheck.

Performance Incentives- Campus, Department and District Programs

Various performance incentives are provided to staff members based on local criteria as part of the overall compensation plan approved in budget developed for campus, department, and district programs.

Teacher Incentive Allotment Performance Pay

The Board of Trustees may adjust the compensation reflected in this plan as necessary to utilize funds available under the Teacher Incentive Allotment (TIA), which were not known at the time the plan was initially adopted. Distribution of Teacher Incentive Allotment (TIA) funds will comply with state law and Texas Education Agency guidance.

For any funds received by Texarkana ISD for a designated teacher under the Teacher Incentive Allotment (TIA), 90 percent will be paid to the designated teacher. The remaining 10 percent will be used for training and support of the system, expansion of the system, administrative expenses, and professional development.

Teacher Shortage Stipends

A shortage stipend of \$4,000 per year will be paid to certified teachers who teach a full schedule of academic coursework in the following grade levels/subject areas:

- 8-12 Science or Special Education Science
- 8-12 Math or Special Education Math

A shortage stipend of \$5,000 per year is provided to certified teachers who teach PK-5th Bilingual.

A shortage stipend of \$3,000 per year is provided to certified teachers who teach Secondary Foreign Language (6-12).

A shortage stipend of \$2,000 per year is provided to certified teachers who teach in a Special Education Self-Contained setting.

These stipends are due to the high market demand and need in these areas, given a limited supply of teaching candidates. Teachers must meet state certification in the subject assigned to be eligible to receive the shortage stipend amount. Teachers assigned to an approved shortage area without appropriate certification will receive half of the shortage stipend until full certification status is obtained.

These stipends are not based on the value of one subject area over another, but based solely on supply and demand to enable us to compete in the market. A recent statewide survey of teacher market salaries determined that a majority of school districts with similar student enrollment pay shortage area stipends.

For assistance or additional information regarding certification, please contact the Human Resources Office, at 903-794-3651 ext. 1012.

Dual Credit Stipend Guidelines

If teaching Dual Credit courses that have 10 or more students, the Dual Credit teacher will receive a base pay of \$1,650. In addition to the base pay, DC teachers with 10+DC students will earn \$40/DC student. Any DC teacher with less than 10 DC students will earn \$200/DC student (no base pay).

Examples:

Example 1: Teacher One has 7 DC students:

7 is less than 10, Teacher One does not earn the \$1,650 base pay
7 DC students times \$200 = \$1,400 per semester
(\$2,800 per year if the DC enrollment is the same for both semesters)

Example 2: Teacher Two has 97 DC students:

Teacher Two earns the \$1,650 base pay
97 DC students times \$40 = \$3880
Total DC stipend: \$1,650 + \$3,880 = \$5530 / semester
(\$11,060 per year if DC enrollment is the same for both semesters)

2022-2023 Texarkana ISD Scale for Teachers, Nurses and Librarians

| Step / Years Completed | TISD Bachelor's Scale | TISD Master's Scale |
|---------------------------|-----------------------|---------------------|
| 0 | \$45,500 | \$46,500 |
| 1 | \$46,000 | \$47,000 |
| 2 | \$46,500 | \$47,500 |
| 3 | \$47,000 | \$48,000 |
| 4 | \$47,500 | \$48,500 |
| 5 | \$48,000 | \$49,000 |
| 6 | \$48,600 | \$49,600 |
| 7 | \$49,200 | \$50,200 |
| 8 | \$49,800 | \$50,800 |
| 9 | \$50,400 | \$51,400 |
| 10 | \$51,400 | \$52,400 |
| 11 | \$52,400 | \$53,400 |
| 12 | \$53,555 | \$54,555 |
| 13 | \$54,590 | \$55,590 |
| 14 | \$55,745 | \$56,745 |
| 15 | \$56,900 | \$57,900 |
| 16 | \$58,204 | \$59,204 |
| 17 | \$59,462 | \$60,462 |
| 18 | \$60,193 | \$61,193 |
| 19 | \$60,778 | \$61,778 |
| 20 | \$61,480 | \$62,480 |
| 21 | \$62,972 | \$63,972 |
| 22 | \$63,440 | \$64,440 |
| 23 | \$63,820 | \$64,820 |
| 24 | \$64,020 | \$65,020 |
| 25+ | \$64,220 | \$65,220 |

+ \$2,000 Shortage Stipend for Special Education Self-Contained Teachers

+ \$3,000 Shortage Stipend for Secondary Foreign Language Teachers

+ \$4,000 Shortage Stipend 8-12 Math and Science Teachers

+ \$5,000 Shortage Stipend for PK-5th grade Bilingual Teachers

2022-2023 Professional Compensation Plan

Texarkana ISD

| Pay Grade | Job Title | Calendar | | Minimum | Midpoint | Maximum |
|---|-----------|------------|--------------|-----------------|-----------------|-----------------|
| 101 | | | Daily | \$215.98 | \$265.00 | \$314.03 |
| Academic Advisor | 12 | 187 | Days | 40,388 | 49,555 | 58,724 |
| Assistant Director, Maintenance | 12 | 207 | Days | 44,708 | 54,855 | 65,004 |
| Case Manager | 11 | 222 | Days | 47,948 | 58,830 | 69,715 |
| Coordinator, Transportation | 12 | 261 | Days | 56,371 | 69,165 | 81,962 |
| Data Fellow (TCLAS) | 12 | | | | | |
| Instructor | 10 | | | | | |
| Testing Assistant/Academic Support (ESSER) | 10 | | | | | |
| 102 | | | Daily | \$240.00 | \$294.48 | \$348.96 |
| Administrative Support Specialist | 12 | 197 | Days | 47,280 | 58,013 | 68,745 |
| Athletics Trainer | 12 | 207 | Days | 49,680 | 60,957 | 72,235 |
| Behavioral Intervention Coordinator | 12 | 222 | Days | 53,280 | 65,375 | 77,469 |
| Coordinator, Child Care Services | 12 | 261 | Days | 62,640 | 76,859 | 91,079 |
| Coordinator, Risk Management and Safety | 12 | | | | | |
| Coordinator, Student Information | 12 | | | | | |
| Family Engagement Specialist | 11 | | | | | |
| Graphic Design Specialist | 12 | | | | | |
| Program Specialist (ASPIRe) | 11 | | | | | |
| Transition Specialist (ASPIRe) | 11 | | | | | |
| 103 | | | Daily | \$254.88 | \$312.74 | \$370.60 |
| Assistant Director, Athletics | 12 | 187 | Days | 47,663 | 58,482 | 69,302 |
| Assistant Director, Child Nutrition | 12 | 197 | Days | 50,211 | 61,610 | 73,008 |
| Assistant Principal, Elementary Campus | 11 | 207 | Days | 52,760 | 64,737 | 76,714 |
| Business Office Comptroller | 12 | 222 | Days | 56,583 | 69,428 | 82,273 |
| Chief Accountant, Business Operations | 12 | 261 | Days | 66,524 | 81,625 | 96,727 |
| Child Nutrition Comptroller | 12 | | | | | |
| Coordinator, 21 Century Community Learning Center (ACE) | 12 | | | | | |
| Coordinator, Dyslexia | 11,12 | | | | | |
| Coordinator, Health Services | 11 | | | | | |
| Counselor | 10.5, 11 | | | | | |
| Curriculum Coach, Middle School | 11 | | | | | |
| Program Coordinator (ASPIRe) | 12 | | | | | |
| Licensed Professional Counselor (ESSER) | 10.5,11 | | | | | |
| Site Coordinator, 21 Century Family Engagement (ACE) | 12 | | | | | |
| Site Coordinator, TCLAS - THS | 12 | | | | | |
| 104 | | | Daily | \$277.56 | \$340.57 | \$403.58 |
| Assistant Principal, Middle School | 11, 12 | 197 | Days | 54,679 | 67,092 | 79,505 |
| Associate Principal, Middle School | 12 | 207 | Days | 57,455 | 70,498 | 83,541 |
| Coordinator, Instructional Services | 12 | 222 | Days | 61,618 | 75,607 | 89,595 |
| Diagnostician | 11 | 261 | Days | 72,443 | 88,889 | 105,334 |
| Director, Facility Services | 12 | | | | | |
| Director, MIS | 12 | | | | | |
| Director, Student Services | 12 | | | | | |
| Director, Transportation | 12 | | | | | |
| Principal, DAEP and TILC | 12 | | | | | |
| Virtual Special Programs Supervisor | 12 | | | | | |
| 105 | | | Daily | \$296.44 | \$363.73 | \$431.02 |
| Assistant Principal, High School | 11, 12 | 187 | Days | 55,434 | 68,018 | 80,601 |
| Associate Principal, High School | 12 | 207 | Days | 61,363 | 75,292 | 89,221 |
| Director, 21st Century Project (ACE) | 12 | 222 | Days | 65,810 | 80,748 | 95,686 |
| Director, ASPIRe Program | 12 | 261 | Days | 77,371 | 94,934 | 112,496 |
| Director, Maintenance & Construction | 12 | | | | | |
| Director, Music and High School Band | 12 | | | | | |
| Director, Purchasing & Special Events | 12 | | | | | |

Director, School Security/Police Chief 12
 Licensed Specialist School Psychologist (LSSP) 11
 Occupational Therapist 10
 Physical Therapist 10
 Speech Pathologist, Certified 10

| | | | | | |
|----------------------------------|----|-----------------|-----------------|-----------------|-----------------|
| 106 | | Daily | \$335.57 | \$411.74 | \$487.91 |
| Director, Child Nutrition | 12 | 187 Days | 62,752 | 76,995 | 91,239 |
| Director, Academics | 12 | 222 Days | 74,497 | 91,406 | 108,316 |
| Director, CTE and STEM Education | 12 | 261 Days | 87,584 | 107,464 | 127,345 |

Principal, Elem Campus 12
 Principal, Options 12

| | | | | | |
|---|----|-----------------|-----------------|-----------------|-----------------|
| 107 | | Daily | \$385.23 | \$427.68 | \$560.13 |
| Director, Communications, Marketing and Development | 12 | 222 Days | 85,521 | 94,945 | 124,349 |

Director, Information Technology 12
 Director, Special Populations 12
 Principal, Middle School 12

| | | | | | |
|--------------------------|----|-----------------|-----------------|-----------------|-----------------|
| 108 | | Daily | \$438.01 | \$537.44 | \$636.87 |
| Exec Director, Athletics | 12 | 222 Days | 97,238 | 119,312 | 141,385 |

Exec Director, Curriculum and Instruction 12
 Exec Director, Human Resources 12
 Principal, High School 12

| | | | | | |
|---|----|-----------------|-----------------|-----------------|-----------------|
| 109 | | Daily | \$494.96 | \$607.31 | \$719.66 |
| Associate Supt, Family & Community Engagement | 12 | 222 Days | 109,881 | 134,823 | 159,765 |

Chief Academic Officer 12
 Chief Financial Officer 12
 Chief Innovation Officer 12
 Chief Operating Officer 12

| | | | | | |
|-----------------------|----|-----------------|-----------------|-----------------|-----------------|
| 110 | | Daily | \$555.34 | \$681.40 | \$807.46 |
| Deputy Superintendent | 12 | 222 Days | 123,285 | 151,271 | 179,256 |

2022-2023 Para-Professional Compensation Plan

Texarkana ISD

*Annual amounts are based on 7.5 hours per day

| PayGrade | Job Title | Calendars | Hourly | | Minimum | Midpoint | Max |
|------------|---|-----------|---------------|-------------|----------------|----------------|----------------|
| 201 | | | Hourly | | \$11.25 | \$13.55 | \$15.85 |
| | TLC - Child Care Worker | 261 | 187 | Days | 15,778 | 19,004 | 22,230 |
| | Clerical Aide | 187 | 222 | Days | 18,731 | 22,561 | 26,390 |
| | Instructional Aide | 187 | 261 | Days | 22,022 | 26,524 | 31,026 |
| | Athletics Aide | 187 | | | | | |
| 202 | | | Hourly | | \$11.81 | \$14.23 | \$16.65 |
| | Special Assignment Aide | 187 | 187 | Days | 16,564 | 19,958 | 23,352 |
| | Student Attendance Aide, High School | 187 | 207 | Days | 18,335 | 22,092 | 25,849 |
| | Student Attendance Aide, Middle School | 187 | 232 | Days | 20,549 | 24,760 | 28,971 |
| | Tiger Vision Assistant | 207 | | | | | |
| 203 | | | Hourly | | \$12.55 | \$15.12 | \$17.69 |
| | Bilingual Instructional Aide | 187 | 187 | Days | 17,601 | 21,206 | 24,810 |
| | Fingerprinting Specialist | 232 | 207 | Days | 19,484 | 23,474 | 27,464 |
| | Child Nutrition Inventory Clerk | 222 | 222 | Days | 20,896 | 25,175 | 29,454 |
| | Library Assistant, Middle School | 187 | 261 | Days | 24,567 | 29,597 | 34,628 |
| | Receptionist, Elem Campus | 187 | | | | | |
| | Receptionist, High School | 207 | | | | | |
| | Receptionist, Middle School | 187, 207 | | | | | |
| | Secondary ISS Aide | 187 | | | | | |
| | Special Assignment Aide, Special Education Self-Contained | 187 | | | | | |
| 204 | | | Hourly | | \$15.25 | \$18.37 | \$21.49 |
| | Administrative Secretary, Central Office | 222 | 207 | Days | 23,676 | 28,519 | 33,363 |
| | Administrative Secretary, High School | 207, 222 | 222 | Days | 25,391 | 30,586 | 35,781 |
| | Administrative Secretary, Instructional Services & 21st Century Grant | 222 | 261 | Days | 29,852 | 35,959 | 42,067 |
| | Administrative Secretary, Middle School | 207 | | | | | |
| | Administrative Secretary, Options | 222 | | | | | |
| | Attendance Officer, High, School | 207 | | | | | |
| | Attendance Officer, Middle School | 207 | | | | | |
| | Bookkeeper, Middle School | 222 | | | | | |
| | Health Aide | 187 | | | | | |
| | Print Production Specialist | 222 | | | | | |
| | Registrar/Attendance Officer, Elementary | 222 | | | | | |
| | TLC - Childcare Site Supervisor | 261 | | | | | |
| | TLC - Curriculum and Recreation Supervisor | 261 | | | | | |
| 205 | | | Hourly | | \$17.02 | \$20.50 | \$23.98 |
| | Administrative Assistant, Childcare & Risk Management | 261 | 187 | Days | 23,871 | 28,751 | 33,632 |
| | Administrative Assistant, Child Nutrition | 222 | 207 | Days | 26,424 | 31,826 | 37,229 |
| | Administrative Assistant, College & Career | 207 | 222 | Days | 28,338 | 34,133 | 39,927 |
| | Administrative Assistant, Elementary | 222 | 261 | Days | 33,317 | 40,129 | 46,941 |
| | Administrative Assistant, High School | 222 | | | | | |
| | Administrative Assistant, Middle School | 222 | | | | | |
| | Bookkeeper, High School | 222 | | | | | |
| | Registrar, Middle School | 222 | | | | | |
| | Specialist, Child Nutrition Records & Logistics | 222 | | | | | |
| | Virtual School Registrar/PEIMS Specialist | 222 | | | | | |
| 206 | | | Hourly | | \$19.47 | \$23.45 | \$27.43 |
| | Accounting Clerk | 222 | 187 | Days | 27,307 | 32,889 | 38,471 |
| | Administrative Assistant, Chief Academic Officer | 222 | 222 | Days | 32,418 | 39,044 | 45,671 |

| | | | | | | |
|--|-----|------------|---------------|----------------|----------------|----------------|
| Behavioral Support Specialist | 187 | 261 | Days | 38,113 | 45,903 | 53,694 |
| Child Nutrition Area Supervisor | 222 | | | | | |
| Child Nutrition Lead Manager/Training Supervisor | 222 | | | | | |
| Licensed Vocational Nurse (LVN) | 187 | | | | | |
| Office Manager, Maintenance | 261 | | | | | |
| Print Production Manager | 222 | | | | | |
| Registrar, High School | 222 | | | | | |
| Specialist, Accounts Payable | 222 | | | | | |
| Specialist, Child Nutrition | 222 | | | | | |
| Specialist, Staff Development | 222 | | | | | |
| 207 | | | Hourly | \$22.61 | \$26.61 | \$30.61 |
| Administrative Assistant, Athletics | 222 | 187 | Days | 31,711 | 37,321 | 42,931 |
| Administrative Assistant, Police Dept/DAEP/TILC | 222 | 207 | Days | 35,102 | 41,312 | 47,522 |
| Administrative Assistant, Human Resources | 222 | 222 | Days | 37,646 | 44,306 | 50,966 |
| Administrative Assistant, Purchasing | 222 | | | | | |
| Administrative Assistant, Student Services | 222 | | | | | |
| Communication Specialist, Deaf Ed | 187 | | | | | |
| Specialist, Instructional Services | 222 | | | | | |
| 208 | | | Hourly | \$24.71 | \$29.06 | \$33.41 |
| Administrative Assistant, Superintendent & BOT | 222 | 187 | Days | 34,656 | 40,757 | 46,858 |
| Deaf Education Interpreter | 187 | 207 | Days | 38,362 | 45,116 | 51,869 |
| HR Generalist | 222 | 222 | Days | 41,142 | 48,385 | 55,628 |
| Office Manager, IT | 222 | | | | | |
| Specialist, Compensation & Position Control | 222 | | | | | |
| Specialist, Employee Benefits | 222 | | | | | |
| Specialist, Family & Community Engagement | 222 | | | | | |
| Specialist, Payroll | 222 | | | | | |
| Student Services Specialist | 207 | | | | | |

2022-2023 Auxiliary Compensation Plan

Texarkana ISD

*Annual amounts are based on 8 hours per day

| Pay Grade | Job Title | Calendars | Hourly | | Minimum | Midpoint | Maximum |
|---|-----------|--------------|----------------|-------------|----------------|----------------|----------------|
| 301 | | | Hourly | | \$10.50 | \$12.75 | \$15.00 |
| Bus Aide | | Student Days | Student | Days | | | |
| Child Nutrition Worker | | Student Days | | | | | |
| Crosswalk Guard | | Student Days | | | | | |
| 302 | | | Hourly | | \$11.11 | \$13.57 | \$16.03 |
| Catering Cook | 222 | | 222 | Days | 19,731 | 24,100 | 28,469 |
| Building Maintenance Worker | 261 | | 261 | Days | 23,198 | 28,334 | 33,471 |
| Athletics Groundskeeper | 261 | | | | | | |
| 303 | | | Hourly | | \$12.21 | \$14.98 | \$17.75 |
| Building Maintenance Floater | 261 | | Student | Days | | | |
| Child Nutrition Asst Cafeteria Manager | | Student Days | 261 | Days | 25,494 | 31,278 | 37,062 |
| Child Nutrition Custodial Lead | 261 | | | | | | |
| Child Nutrition Floater | | Student Days | | | | | |
| General Labor, Maintenance | 261 | | | | | | |
| 304 | | | Hourly | | \$13.02 | \$15.97 | \$18.92 |
| Building Maintenance Lead, Small School | 261 | | 261 | Days | 27,186 | 33,345 | 39,505 |
| 305 | | | Hourly | | \$13.67 | \$16.77 | \$19.87 |
| Bus Mechanic Helper | 261 | | Student | Days | | | |
| Child Nutrition Cafeteria Manager | | Student Days | 187 | Days | 20,450 | 25,088 | 29,726 |
| Delivery Driver, Building Maintenance | 261 | | 222 | Days | 24,278 | 29,784 | 35,289 |
| Delivery Driver, Child Nutrition | 222 | | 261 | Days | 28,543 | 35,016 | 41,489 |
| Delivery Driver, Warehouse | 222 | | | | | | |
| Life Guard | | As Needed | | | | | |
| Security Guard | 187 | | | | | | |
| 306 | | | Hourly | | \$14.65 | \$17.98 | \$21.31 |
| Bus Driver, Special Education | | Student Days | Student | Days | | | |
| Building Maintenance Lead, Large School | 261 | | 187 | Days | 21,916 | 26,898 | 31,880 |
| Lead Security Guard | 222 | | 222 | Days | 26,018 | 31,932 | 37,847 |
| Maintenance Helper, Skilled | 261 | | 261 | Days | 30,589 | 37,542 | 44,495 |
| Support Services Technician | 187,261 | | | | | | |
| Warehouse Specialist | 261 | | | | | | |
| 307 | | | Hourly | | \$16.85 | \$20.68 | \$24.51 |
| Maintenance Lead Painter | 261 | | 261 | Days | 35,183 | 43,180 | 51,177 |
| Maintenance Non-Licensed, IPM | 261 | | | | | | |
| Maintenance Non-Licensed, Skilled | 261 | | | | | | |
| Pool Technician | 261 | | | | | | |
| 308 | | | Hourly | | \$18.67 | \$22.91 | \$27.15 |
| Bus Mechanic | 261 | | 261 | Days | 38,983 | 47,836 | 56,689 |
| Child Nutrition Skilled Maintenance | 261 | | | | | | |
| 309 | | | Hourly | | \$21.10 | \$25.89 | \$30.68 |
| Maintenance Electrician Licensed | 261 | | 261 | Days | 44,057 | 54,058 | 64,060 |
| Maintenance HVAC Licensed | 261 | | | | | | |
| Maintenance Master Licensed Plumber | 261 | | | | | | |
| Warehouse Manager | 261 | | | | | | |
| 310 | | | Hourly | | \$24.52 | \$29.72 | \$34.92 |
| Coordinator, Maintenance | 261 | | 222 | Days | 43,548 | 52,783 | 62,018 |
| Maintenance Forement | 261 | | 261 | Days | 51,198 | 62,055 | 72,913 |
| Police Officer | 222 | | | | | | |
| 311 | | | Hourly | | \$28.26 | \$34.15 | \$40.04 |
| Police Sergeant | 222 | | 222 | Days | 50,190 | 60,650 | 71,111 |

2022-2023 Information Technology Compensation Plan

Texarkana ISD

*Annual amounts are based on 7.5 hours per day

| PayGrade | Job Title | Calendars | | Minimum | Midpoint | Max |
|------------|----------------------------------|-----------|---------------|-----------------|-----------------|-----------------|
| 401 | | | Hourly | \$21.60 | \$26.50 | \$31.40 |
| | Computer Technician | 222 | 222 | 35,964 | 44,123 | 52,281 |
| | Help Desk Manager | 222 | | | | |
| | Mobile Device Technician (ESSER) | 222 | | | | |
| 402 | | | Hourly | \$25.05 | \$30.74 | \$36.43 |
| | Infrastructure Technician | 222 | 222 | 41,708 | 51,182 | 60,656 |
| | Network Technician | 222 | | | | |
| 403 | | | Hourly | \$31.34 | \$38.46 | \$45.57 |
| | Applications Developer | 222 | Daily | \$235.06 | \$288.42 | \$341.78 |
| | Child Nutrition Systems Analyst | 222 | 222 | 52,183 | 64,029 | 75,875 |
| | Senior Infrastructure Technician | 222 | | | | |
| 404 | | | Daily | \$252.22 | \$309.47 | \$366.72 |
| | Systems Administrator | 222 | 222 | 55,993 | 68,702 | 81,412 |
| 405 | | | Daily | \$269.87 | \$331.13 | \$392.39 |
| | Senior Network Administrator | 222 | 222 | 59,911 | 73,511 | 87,111 |
| | Senior Systems Administrator | 222 | | | | |

Stipend Schedule 2022-2023

| Type of Supplemental Duty | Stipend |
|---|-----------------------|
| ATHLETICS | |
| Aquatic Center Facility Co-Director | \$ 2,000.00 |
| Assistant Coach 1st Sport | \$3,000.00-\$3,500.00 |
| Assistant Coach 2nd Sport | \$3,000.00-\$3,500.00 |
| Assistant Coach 3rd Sport | \$3,000.00-\$3,500.00 |
| Head Coach High School | \$ 7,000.00 |
| Head Coach Middle School | \$ 6,000.00 |
| CAREER and TECHNOLOGY | |
| Co-Curricular | \$ 3,000.00 |
| Convergent Media Stipend | \$ 1,500.00 |
| CTE HS Media | \$ 5,000.00 |
| Landscaping/Facilities Management Stipend | \$ 3,000.00 |
| Skills USA Coordinator | \$ 1,000.00 |
| Technology Coordinator | \$ 2,500.00 |
| TISD Tiger Vision Video, Media and other projects | \$ 14,700.00 |
| HIGH SCHOOL | |
| Dual Credit Teacher Base (with 10 or more students) | \$ 1,650.00 |
| Dual Credit Teacher (with 10 or more students) per student amount | \$ 40.00 |
| Dual Credit Teacher (with less than 10 students) per student amount | \$ 200.00 |
| HS Cheer Coach | \$ 3,500.00 |
| HS Dance Assistant/Choreographer for Theatre Production | \$ 500.00 |
| HS Debate Sponsor | \$ 2,000.00 |
| HS Department Chair | \$ 2,000.00 |
| HS Department Chair PE | \$ 1,250.00 |
| HS Department Chair SPED | \$ 2,000.00 |
| HS Detention and Supervision | \$ 2,500.00 |
| HS Drama Assistant Sponsor | \$ 3,000.00 |
| HS Drama Sponsor | \$ 6,000.00 |
| HS Dream Sponsor | \$ 1,000.00 |
| HS Grounds Improvement Program | \$ 2,500.00 |
| HS Independent Research Coordinator | \$ 2,000.00 |
| HS Lead Teacher Leader in Me | \$ 2,000.00 |
| HS Leadership | \$ 5,000.00 |
| HS Make Up Hours Supervisor | \$1,000.00-\$2,500.00 |
| HS Lead Teacher (Math) | \$ 3,000.00 |
| HS Mu Alpha Theta Sponsor | \$ 1,000.00 |
| HS Musical Assistant for Theatre Production | \$ 500.00 |
| HS Musicals Choir | \$ 500.00 |
| HS Musicals Dance | \$ 500.00 |
| HS National Honor Society Sponsor | \$ 750.00 |
| HS REACH Coordinator | \$ 2,500.00 |
| HS REACH Teacher | \$ 1,000.00 |

| | | |
|--|----|-----------------------|
| HS Rosebud Sponsor | \$ | 750.00 |
| HS Student Council | \$ | 4,000.00 |
| HS Student Council Co-Sponsor | | \$1,000.00-\$2,500.00 |
| HS TBOTS (Asst Coach, Design, Head Coach) | \$ | 1,000.00 |
| HS Theater Technical Director | \$ | 6,000.00 |
| HS UIL Academic Coordinator | \$ | 3,000.00 |
| HS Yearbook Sponsor | \$ | 6,500.00 |
| MIDDLE SCHOOL | | |
| MS Cheer Assistant/Tumbling Coach | \$ | 2,000.00 |
| MS Cheer Head Coach | \$ | 6,000.00 |
| MS Drama | \$ | 500.00 |
| MS Interventions | | \$2,000.00-\$4,000.00 |
| MS National Honor Society Sponsor | \$ | 600.00 |
| MS Pep Squad Co-Chair | \$ | 1,000.00 |
| MS REACH Coordinator | \$ | 2,500.00 |
| MS REACH Teacher | \$ | 1,000.00 |
| MS Robotics Facilitator | \$ | 750.00 |
| MS Robotics Facilitator and Club Sponsor | \$ | 1,500.00 |
| MS Student Council Co-Sponsor | \$ | 2,500.00 |
| MS Team Leader | \$ | 1,000.00 |
| MS Tiger Vision | \$ | 3,000.00 |
| MS UIL Coach | \$ | 300.00 |
| MS UIL Co-Coordinator | \$ | 600.00 |
| MS Yearbook Sponsor | \$ | 3,000.00 |
| MUSIC | | |
| HS and MS Band Assistant Director | | \$7,500.00-\$7,700.00 |
| HS Band Director & Director of Percussion | \$ | 9,200.00 |
| HS Choir | \$ | 5,000.00 |
| HS Color Guard | \$ | 5,000.00 |
| HS Drill Team | \$ | 5,000.00 |
| MS Choir | \$ | 5,000.00 |
| MS Head Band Director | \$ | 11,700.00 |
| Strings Program | \$ | 2,500.00 |
| OTHER STIPENDS | | |
| Academic Support Specialist | \$ | 4,000.00 |
| Administrator Intern | \$ | 4,000.00 |
| Alternative Education Bus Driver | \$ | 5,500.00 |
| Alternative Teacher Placement/Extended Day (SDAEP, TILC, RISE) | \$ | 2,000.00 |
| ARD Facilitator | \$ | 4,000.00 |
| Bilingual Teacher (Certified, approved placement) | \$ | 5,000.00 |
| Bilingual/Translator Services (assigned staff at approved locations) | \$ | 1,000.00 |
| Campus Club Stipend (Student Development) | \$ | 500.00 |
| Campus PIE Contact | \$ | 1,000.00 |
| Digital Learning Coach | \$ | 4,000.00 |
| Director on-call Increment | \$ | 1,200.00 |

| | |
|--|-----------------------|
| District Bilingual/Translator Services (assigned staff at approved locations) | \$ 2,500.00 |
| Elementary Archery Coordinator | \$ 1,000.00 |
| ESSER Teacher Retention Stipend (ESSER funded) | \$ 1,000.00 |
| Fine Arts | \$ 500.00 |
| Handle With Care Trainer | \$ 2,000.00 |
| HS and MS Conference Period Buy-out/ Teaching per section | \$ 5,500.00 |
| In-home Training (Special Populations) | \$ 3,500.00 |
| Instructional Coach | \$ 4,000.00 |
| Intramural Coach | \$2,000.00-\$2,500.00 |
| Lead IEP System Implementation | \$ 2,500.00 |
| Lead Teacher (Visually Impaired) | \$ 2,000.00 |
| Performing Arts Center Coordination | \$ 2,500.00 |
| Pre-Kindergarten HeadStart | \$ 750.00 |
| Police Crosswalk Management | \$ 1,500.00 |
| Reading Academy Facilitator | \$ 8,000.00 |
| Self-Contained Special Education Teacher | \$ 2,000.00 |
| Shortage Stipend (8th-12th grade Math & Science, Certified approved placement) | \$ 4,000.00 |
| Shortage Stipend (Secondary Foreign Language) | \$ 3,000.00 |
| Specialist, 504 | \$ 4,000.00 |

Texarkana ISD
Transportation Compensation Administrative Regulation
Bus Drivers

Hourly Driver Pay Plus Flat Rate for Out-of-Town Trips Only

- Employees who are employed only as Substitute/As Needed Drivers
- Other Transportation Department employees who are driving outside of their regular workday schedule
- Hourly Pay Scale:
 - 0 to 5 years: \$12.00 an hour
 - 6 to 10 years: \$13.00 an hour
 - 11+ years: \$14.00 an hour
- Flat Rate Trip Pay Scale (out-of-town trips only):
 - 1 to 50 miles - \$20
 - 51 to 100 miles - \$30
 - 101 to 149 miles - \$40
 - 150+ miles - \$50

Accrued Driver Pay

- Employees who are employed only as full-time Special Education Bus Drivers

Half-Route Driver Pay

- Drivers for summer school, tutorials, clubs, other special in-town routes outside the regular school day
- Half-route pay - \$23.00

Flat Rate Driver Pay Only

- Professional/Exempt employees driving for the employee's assigned sport/extracurricular activity (stipend-paid area)
- Flat Rate Trip Pay Scale:
 - 1 to 50 miles - \$20
 - 51 to 100 miles - \$30
 - 101 to 149 miles - \$40
 - 150+ miles - \$50



TEXARKANA
Independent School District