

## 2022-2023 Professional Compensation Plan

### Texarkana ISD

Pay Grade	Job Title	Calendar		Minimum	Midpoint	Maximum
<b>101</b>			<b>Daily</b>	<b>\$215.98</b>	<b>\$265.00</b>	<b>\$314.03</b>
Academic Advisor	12	<b>187</b>	<b>Days</b>	40,388	49,555	58,724
Assistant Director, Maintenance	12	<b>207</b>	<b>Days</b>	44,708	54,855	65,004
Case Manager	11	<b>222</b>	<b>Days</b>	47,948	58,830	69,715
Coordinator, Transportation	12	<b>261</b>	<b>Days</b>	56,371	69,165	81,962
Data Fellow (TCLAS)	12					
Instructor	10					
Testing Assistant/Academic Support (ESSER)	10					
<b>102</b>			<b>Daily</b>	<b>\$240.00</b>	<b>\$294.48</b>	<b>\$348.96</b>
Administrative Support Specialist	12	<b>197</b>	<b>Days</b>	47,280	58,013	68,745
Athletics Trainer	12	<b>207</b>	<b>Days</b>	49,680	60,957	72,235
Behavioral Intervention Coordinator	12	<b>222</b>	<b>Days</b>	53,280	65,375	77,469
Coordinator, Child Care Services	12	<b>261</b>	<b>Days</b>	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					
<b>103</b>			<b>Daily</b>	<b>\$254.88</b>	<b>\$312.74</b>	<b>\$370.60</b>
Assistant Director, Athletics	12	<b>187</b>	<b>Days</b>	47,663	58,482	69,302
Assistant Director, Child Nutrition	12	<b>197</b>	<b>Days</b>	50,211	61,610	73,008
Assistant Principal, Elementary Campus	11	<b>207</b>	<b>Days</b>	52,760	64,737	76,714
Business Office Comptroller	12	<b>222</b>	<b>Days</b>	56,583	69,428	82,273
Chief Accountant, Business Operations	12	<b>261</b>	<b>Days</b>	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					
<b>104</b>			<b>Daily</b>	<b>\$277.56</b>	<b>\$340.57</b>	<b>\$403.58</b>
Assistant Principal, Middle School	11, 12	<b>197</b>	<b>Days</b>	54,679	67,092	79,505
Associate Principal, Middle School	12	<b>207</b>	<b>Days</b>	57,455	70,498	83,541
Coordinator, Instructional Services	12	<b>222</b>	<b>Days</b>	61,618	75,607	89,595
Diagnostician	11	<b>261</b>	<b>Days</b>	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					
<b>105</b>			<b>Daily</b>	<b>\$296.44</b>	<b>\$363.73</b>	<b>\$431.02</b>
Assistant Principal, High School	11, 12	<b>187</b>	<b>Days</b>	55,434	68,018	80,601
Associate Principal, High School	12	<b>207</b>	<b>Days</b>	61,363	75,292	89,221
Director, 21st Century Project (ACE)	12	<b>222</b>	<b>Days</b>	65,810	80,748	95,686
Director, ASPIRe Program	12	<b>261</b>	<b>Days</b>	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

<b>106</b>		<b>Daily</b>	<b>\$335.57</b>	<b>\$411.74</b>	<b>\$487.91</b>
Director, Child Nutrition	12	<b>187 Days</b>	62,752	76,995	91,239
Director, Academics	12	<b>222 Days</b>	74,497	91,406	108,316
Director, CTE and STEM Education	12	<b>261 Days</b>	87,584	107,464	127,345
Principal, Elem Campus	12				
Principal, Options	12				

<b>107</b>		<b>Daily</b>	<b>\$385.23</b>	<b>\$427.68</b>	<b>\$560.13</b>
Director, Communications, Marketing and Development	12	<b>222 Days</b>	85,521	94,945	124,349
Director, Information Technology	12				
Director, Special Populations	12				
Principal, Middle School	12				

<b>108</b>		<b>Daily</b>	<b>\$438.01</b>	<b>\$537.44</b>	<b>\$636.87</b>
Exec Director, Athletics	12	<b>222 Days</b>	97,238	119,312	141,385
Exec Director, Curriculum and Instruction	12				
Exec Director, Human Resources	12				
Principal, High School	12				

<b>109</b>		<b>Daily</b>	<b>\$494.96</b>	<b>\$607.31</b>	<b>\$719.66</b>
Associate Supt, Family & Community Engagement	12	<b>222 Days</b>	109,881	134,823	159,765
Chief Academic Officer	12				
Chief Financial Officer	12				
Chief Innovation Officer	12				
Chief Operating Officer	12				

<b>110</b>		<b>Daily</b>	<b>\$555.34</b>	<b>\$681.40</b>	<b>\$807.46</b>
Deputy Superintendent	12	<b>222 Days</b>	123,285	151,271	179,256