

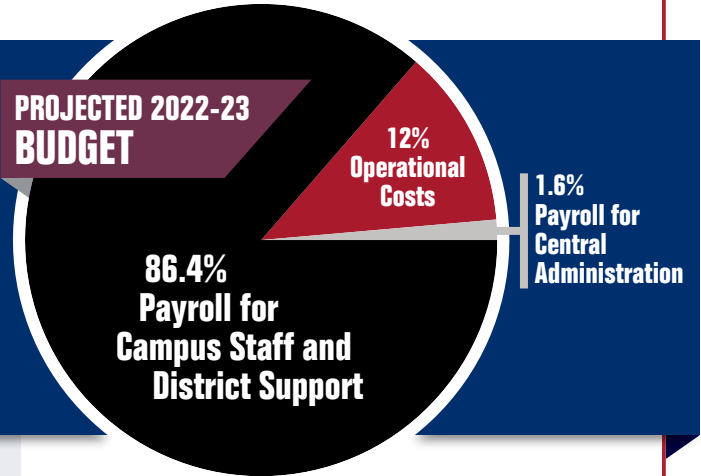
RICHARDSON ISD 2022-2023 COMPENSATION

“RISD’s single budget priority for 2022-23 is retaining and attracting quality teachers and staff in a fiscally sustainable way.

Simply put, we value our employees in Richardson ISD. We want our total compensation package, incentives, training, support, and district culture to not only attract quality staff, but more importantly, reward them for staying home here in RISD.”

- Interim Superintendent Tabitha Branum

PROJECTED 2022-23 BUDGET



RETURNING EMPLOYEE COMPENSATION

Teachers, Counselors, LITEs, and Nurses

Compensation Increase

1-4 years experience (total TRS)*	4.25%
5-9 years experience (total TRS)*	4.50%
10-15 years experience (total TRS)*	4.75%
16+ years experience (total TRS)*	5.00%

PLUS

Retention Stipend

1-10 years experience (total TRS)	\$1,500
11 or more years experience (total TRS)	\$2,000

PLUS

Stipends for Critical Needs Areas

Special education	\$2,000
Central program special education	\$4,000
Bilingual classroom	\$6,000

Full-Time, Non-Teaching Staff

Compensation increase*	4.00%
Retention stipend	\$1,000

*With satisfactory performance appraisal

NEW EMPLOYEE COMPENSATION

New Teachers

Starting salary	\$57,000
New teacher stipend	\$1,750

New Full-Time, Non-Teaching Staff

New hire stipend	\$.750
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INCENTIVES FOR FULL-TIME STAFF

TRS Health and Benefits

All staff will see either a **reduction or no change to their insurance premium**, depending on plan level.

RISD Employee Health Clinic

- Provides non-emergency care to RISD employees and their immediate family
- Hours compatible to RISD teaching schedules
- \$10 flat co-pay per visit for all employees

RISD Employee Daycare *Launching January 2023*

- Private, high quality, licensed daycare for employee children age 6 weeks to 3 years old
- Located in RISD facilities and operated by RISD employees in each learning community
- \$350/month (an estimated savings of \$7,500 per year when compared to non-RISD providers)

RISD Employee Pre-K

- High quality RISD pre-kindergarten programs available in most RISD elementary schools
- \$150/month (an estimated savings of \$8,700 per year when compared to non-RISD providers)

