

RICHARDSON ISD 2023-2024 COMPENSATION

“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.”

- Superintendent Tabitha Branum



NEW EMPLOYEE COMPENSATION

New Teachers

Starting salary \$60,000

RETURNING EMPLOYEE COMPENSATION

Teachers, Counselors, LITEs, and Nurses*

Compensation Increase

1-4 years experience (total TRS) 5.75%
 5-9 years experience (total TRS) 7.00%
 10-15 years experience (total TRS) 7.50%
 16+ years experience (total TRS) 8.00%

Total TRS creditable years of teaching experience.

Full-Time, Non-Teaching Staff Compensation Increase*

Exempt “professional” 3.00%
 Non-exempt “para professional, classified” 4.00%
 Custodians \$3 increase in hourly wage
 Electricians, HVAC, and Plumbers 6.00%
 Special Education Aides 6.00%

*With satisfactory performance appraisal

CRITICAL NEEDS TEACHER STIPENDS

Secondary math/science/lote up to \$2,000
 Resource special education stipend \$2,000
 CTE critical need \$3,000
 Central program special education stipend \$4,000
 Bilingual classroom stipend \$6,000

INCENTIVES FOR FULL-TIME STAFF

2023-2024 Benefit Expansion

- Maternity/paternity leave as allowable use of sick leave bank and hardship days
- Allow three sick leave bank days to be used for bereavement

RISD Employee Acute Care Clinic

- Provides non-emergency care to RISD employees and their immediate family
- Virtual visits available
- \$10 flat co-pay per visit for all employees

RISD Employee Daycare/ Child Learning Academy

- Private, high-quality, licensed daycare
- Little Eagles site opening Fall 2023
- Little Mustangs site expected January 2024
- \$350/month (approximately \$7,500 savings compared to non-RISD provider)

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)

