

# 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)

