

RICHARDSON ISD 2026-2027 COMPENSATION

“The value of our employees in Richardson ISD is priceless. We are committed to providing our staff with competitive compensation packages, a comprehensive support system, innovative professional learning, and quality incentives. We strive to show appreciation to educators who choose RISD as their work family and reward their commitment to our district North Star Goal for every child, every day.”

- Superintendent Tabitha Branum



NEW TEACHER COMPENSATION

- First year certified teacher salary \$63,500
- First year uncertified teacher salary \$63,000
- Offering highest salaries for veteran teachers in the metroplex.

RETURNING EMPLOYEE COMPENSATION With satisfactory performance appraisal

- Teachers and T-Types: LITES, Counselors and Nurses (1–3 years) \$1,000 raise
- Teachers and T-Types: LITES, Counselors and Nurses (4+ years) \$2,000 raise
- Campus and Central Professional 2% increase
- Paraprofessionals and Auxiliary Staff 3% increase


ANNUAL CRITICAL NEEDS STIPENDS

- Bilingual classroom stipend \$6,000
- Bilingual campus administrators \$3,000
- Local resource special education/ICTS teacher \$2,000
- Central program special education classroom teacher \$4,000
- Central program special education classroom aide \$1,500

ADDITIONAL BENEFITS AND INCENTIVES

RISD 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

 www.risd.org/home/acute-care-clinic

Child Learning Academy (Employee Daycare)

- Private, high-quality, licensed daycare
- \$400/month (approximately \$7,500 savings compared to non-RISD provider)
- Three locations include Little Eagles, Little Mustangs, and Little Rams and Wildcats at Springridge

 www.risd.org/home/child-learning-academies

Employee Pre-K

- High quality RISD pre-kindergarten programs available in most RISD elementary schools
- \$200/month (an estimated savings of \$8,700 per year when compared to non-RISD providers)

Sick Leave Bank

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

Teacher Incentive Allotment Campuses

Mental Wellness Clinic

Bring Your Child to Richardson ISD

Professional Growth & Advancement

Collaborative Team Culture

New Teacher Mentorship & Support

Employee Perks and Discounts

