

# Richardson ISD



## Compensation Handbook 2021-2022 School Year

**THIS SALARY SCHEDULE IS FOR THE 2021-2022 SCHOOL YEAR ONLY**

The 2021-2022 school year pay schedules reflect the implementation of the Board approved salary increase.

The Richardson ISD Board of Trustees approved the following pay increases for the 2021-2022 school year:

<b>Years of experience for T-type job titles</b>				
1-5	6-10	11-15	16-19	20+
2%	2.25%	2.5%	2.75%	3%
<b>Non-exempt Professionals and Exempt Employees</b>				2%
<b>Non-exempt Employees</b>				2%

Increases are calculated based on the Board approved percent of the employee's annual salary.

Neither past nor future salaries can be accurately calculated or predicted from this booklet. Only the salary ranges based on pay grades can be obtained from this information.

Salary plans are determined on an annual basis and salary advancement is not guaranteed. Pay increases are based on the annual pay raise approved by the Board of Trustees and per RISD Board Policy DEA (LOCAL). Salary increases are based on completion of a creditable year of service according to TEA guidelines and the employee's satisfactory annual evaluation.

The raise will appear in pay statements as follows:

- For 12-month Biweekly employees with the July 9, 2021 payroll
- For 12-month Monthly employees with the July 20, 2021 payroll
- For 11-month Monthly employees with the August 20, 2021 payroll
- For 10-month Biweekly employees with the August 20, 2021 payroll
- For 10-month Monthly employees with the September 20, 2021 payroll

# Contents

- New Hire Pay Plans..... 5
  - New Teacher Hiring Schedule ..... 5
  - New Counselor Hiring Schedule ..... 6
  - Administrative Pay Plan..... 7
  - Child Nutrition Pay Plan..... 10
  - Extended Learning Program Staff Pay Plan ..... 11
  - Maintenance, Operations, Grounds, Warehouse & Print Shop Pay Plan ..... 12
  - Paraprofessional Pay Plan ..... 15
  - Professional Support Pay Plan..... 18
  - Technology Staff Pay Plan..... 21
  - Transportation Pay Plan ..... 22
  - Transportation Placement Scale..... 23
- Substitute Daily Rates..... 24
  - Professional Substitutes ..... 24
    - \*Long-term substitute teacher ..... 24
  - Paraprofessional Substitutes ..... 24
  - Substitute Incentive Pay ..... 24
- Stipends and Salary Supplements..... 25
  - ACE Campus Stipends..... 25
- Academic, Co-Curricular, and Extra-Curricular Stipends ..... 26
  - High School..... 26
- Academic, Co-Curricular, and Extra-Curricular Stipends ..... 27
  - Junior High and Elementary ..... 27
- Athletic Stipends ..... 28
  - High School..... 28
- Athletic Stipends ..... 29
  - Junior High..... 29
- Career Pathways Stipends ..... 30
- Additional Annual Stipends ..... 31
- Provisions and Applications of Salary Schedule of Richardson ISD ..... 32
  - Hourly Employees..... 32
  - Annualized Compensation..... 32
- Credit for Prior Experience..... 32

Payday.....	32
Payroll Deductions .....	33
Pay Information .....	33
Employee Benefits .....	34
RISD Teacher Annual Salary Increase History.....	35
RISD Annual Salary Increase History for Non-teaching positions .....	36

# New Hire Pay Plans

## New Teacher Hiring Schedule

*2021-2022 New Hire Salary Guide for Teachers, Librarians, and School Nurses*

Years of Experience	New Hire Salary	Daily Rate 187 days	Daily Rate 191 days*
0	55,000	294.12	287.96
1	55,275	295.59	289.40
2	55,550	297.06	290.84
3	55,825	298.53	292.28
4	56,100	300.00	293.72
5	56,375	301.47	295.16
6	56,650	302.94	296.60
7	56,925	304.41	298.04
8	57,200	305.88	299.48
9	57,475	307.35	300.92
10	57,750	308.82	302.36
11	58,025	310.29	303.80
12	58,300	311.76	305.24
13	58,575	313.24	306.68
14	58,850	314.71	308.12
15	59,125	316.18	309.55
16	59,400	317.65	310.99
17	59,675	319.12	312.43
18	59,950	320.59	313.87
19	60,225	322.06	315.31
20	60,500	323.53	316.75
21	60,775	325.00	318.19
22	61,025	326.34	319.50
23	61,275	327.67	320.81
24	61,525	329.01	322.12
25	61,775	330.35	323.43

\*Teachers new to RISD work a 191 day contract their first year. Thereafter, the contract is 187 days.

The annual salary quote applies to all eligible new hires without regard to educational level.

This hire-in schedule is not intended as and may not be used to determine salary levels for existing staff.

Salary plans are determined on an annual basis and salary advancement is not guaranteed. Pay increases are based on the annual pay raise approved by the Board of Trustees.

Employees hired after the first duty day for the 2021-2022 school year will receive an annual salary prorated to the first day of work.

## New Counselor Hiring Schedule

### 2021-2022 New Hire Salary Guide for Counselors

Years of Experience	Elementary 193 Days Annual Salary	Junior High 197 Days Annual Salary	High School 202 Days Annual Salary	Daily Rate
0	58,930	60,151	61,678	305.34
1	59,446	60,678	62,218	308.01
2	59,730	60,968	62,515	309.48
3	60,013	61,257	62,812	310.95
4	60,297	61,547	63,109	312.42
5	60,581	61,837	63,406	313.89
6	60,865	62,126	63,703	315.36
7	61,149	62,416	64,000	316.83
8	61,433	62,706	64,297	318.30
9	61,716	62,995	64,594	319.77
10	62,000	63,285	64,891	321.24
11	62,284	63,575	65,188	322.72
12	62,568	63,865	65,486	324.19
13	62,852	64,154	65,783	325.66
14	63,135	64,444	66,080	327.13
15	63,419	64,734	66,377	328.60
16	63,703	65,023	66,674	330.07
17	63,987	65,313	66,971	331.54
18	64,271	65,603	67,268	333.01
19	64,555	65,893	67,565	334.48
20	64,838	66,182	67,862	335.95
21	65,122	66,472	68,159	337.42
22	65,406	66,762	68,456	338.89
23	65,664	67,025	68,726	340.23
24	65,922	67,288	68,996	341.57
25	66,180	67,552	69,266	342.90

The annual salary quote applies to all eligible new hires without regard to educational level.

This hire-in schedule is not intended as and may not be used to determine salary levels for existing staff.

Salary plans are determined on an annual basis and salary advancement is not guaranteed. Pay increases are based on the annual pay raise approved by the Board of Trustees.

Employees hired after the first duty day for the 2021-2022 school year will receive an annual salary prorated to the first day of work.

**Administrative Pay Plan**

**ADMINISTRATIVE STAFF**

Job Title	Pay Grade	Maximum Days Required	Experience Level	Annual Salary	Daily Rate
<b>Chief Executive Director</b> <b>Chief Intervention Officer</b> <b>Chief Technology Officer</b>	AFQ	226	0	126,565	560.02
		226	1	130,597	577.86
		226	EC	134,405	594.71
<b>Executive Director</b> <b>Curriculum &amp; Instruction</b> <b>Business &amp; Finance</b>	ADQ	226	0	117,858	521.50
		226	1	121,157	536.09
		226	EC	124,414	550.51
<b>Executive Director</b> <b>Curriculum &amp; Instruction</b> <b>Business &amp; Finance</b>	ADS	261	0	136,112	521.50
		261	1	139,920	536.09
		261	EC	143,683	550.51
<b>Executive Director</b> <b>Non-Instructional</b>	AGQ	226	0	103,251	456.86
		226	1	106,135	469.63
		226	EC	109,020	482.39
<b>Executive Director</b> <b>Accountability/Continued Improvement</b>	AGQA	226	0	109,751	485.62
		226	1	112,817	499.19
		226	EC	115,883	512.76
<b>Executive Director</b> <b>Athletics</b> <b>Fine Arts</b>	AGR	240	0	109,648	456.87
		240	1	112,710	469.63
		240	EC	115,756	482.32
<b>Executive Director</b>	AGS	261	0	119,242	456.87
		261	1	122,572	469.63
		261	EC	125,885	482.32
<b>Principal - High School</b>	AHQ	226	0	122,610	542.52
		226	1	125,202	553.99
		226	2	127,793	565.46
		226	EC	130,385	576.92
<b>Coordinating Director</b>	AJQ	226	0	97,811	432.79
		226	1	100,959	446.72
		226	2	104,109	460.66
		226	EC	107,258	474.59
<b>Coordinating Director</b>	AJS	261	0	112,958	432.79
		261	1	116,595	446.72
		261	2	120,232	460.66
		261	EC	123,869	474.59
<b>Athletic Coordinator - High School</b>	AKR	240	0	94,171	392.38
		240	1	96,594	402.47
		240	2	99,016	412.57
		240	EC	101,439	422.66

EC = Experience/Competency Level

**ADMINISTRATIVE STAFF**

Job Title	Pay Grade	Maximum Days Required	Experience Level	Annual Salary	Daily Rate
<b>Principal - Junior High</b>	ALQ	226	0	102,098	451.76
		226	1	104,657	463.08
		226	2	107,215	474.40
		226	EC	109,774	485.73
<b>Fine Arts Coordinator - High School</b>	AMR	240	0	90,464	376.94
		240	1	92,887	387.03
		240	2	95,310	397.12
		240	EC	97,732	407.22
<b>Principal - Elementary School Campus Administrator</b>	ANO	219	0	94,636	432.13
		219	1	96,899	442.46
		219	2	99,162	452.79
		219	EC	101,425	463.13
<b>Director</b>	APN	207	0	79,884	385.91
		207	1	82,657	399.31
		207	2	85,431	412.71
		207	EC	88,204	426.11
<b>Director</b>	APQ	226	0	87,216	385.91
		226	1	90,243	399.31
		226	2	93,273	412.71
		226	EC	96,300	426.11
<b>Director</b>	APS	261	0	100,723	385.91
		261	1	104,219	399.31
		261	2	107,718	412.71
		261	EC	111,214	426.11
<b>Director - Bilingual Services</b>	APQB	226	0	91,216	403.61
		226	1	94,382	417.62
		226	2	97,551	431.64
		226	EC	100,717	445.65
<b>Director - Guidance &amp; Counseling</b>	APQC	226	0	90,216	399.19
		226	1	93,347	413.04
		226	2	96,481	426.91
		226	EC	99,613	440.77
<b>Director - Purchasing</b>	APQP	226	0	91,216	403.61
		226	1	94,382	417.62
		226	2	97,551	431.64
		226	EC	100,717	445.65
<b>Director - Risk Management</b>	APQR	226	0	90,716	401.40
		226	1	93,864	415.33
		226	2	97,016	429.27
		226	EC	100,165	443.21

EC = Experience/Competency Level



**ADMINISTRATIVE STAFF**

Job Title	Pay Grade	Maximum Days Required	Experience Level	Annual Salary	Daily Rate
<b>Assistant Athletic Director</b>	APR	240	0	92,619	385.91
		240	1	95,834	399.31
		240	2	99,051	412.71
		240	EC	102,266	426.11
<b>Associate Principal - High School</b>	ARQ	226	0	80,759	357.34
		226	1	82,759	366.19
		226	2	84,759	375.04
		226	EC	86,759	383.89
<b>Assistant Principal - High School</b>	ARO	219	0	78,258	357.34
		219	1	80,196	366.19
		219	2	82,134	375.04
		219	EC	84,072	383.89
<b>Assistant Principal - Junior High Assistant Principal - Alternative School</b>	ARN	207	0	71,463	345.23
		207	1	73,401	354.59
		207	2	75,337	363.95
		207	EC	77,276	373.31
<b>Assistant Principal - Elementary</b>	ATN	207	0	68,943	333.06
		207	1	70,880	342.41
		207	2	72,819	351.78
		207	EC	74,758	361.15

EC = Experience/Competency Level

**Child Nutrition Pay Plan**

**CHILD NUTRITION STAFF**

Job Title	Pay Grade	Maximum Days Required	Exp Level	Annual Salary	Daily Rate	Hourly Rate	Hours per Day	Salary Basis / Payroll
Child Nutrition Supervisor	CEQ	226	0	50,642	224.08	28.01	8	Salaried Monthly
		226	EC	51,673	228.64	28.58	8	
Child Nutrition Supervisor	CEN	207	0	46,385	224.08	28.01	8	Salaried Monthly
		207	EC	47,328	228.64	28.58	8	
Child Nutrition Manager III	CGG	179	0	28,454	158.96	19.87	8	Salaried Monthly
		179	EC	29,070	162.40	20.30	8	
Child Nutrition Manager II	CJG	179	0	25,862	144.48	18.06	8	Salaried Monthly
		179	EC	26,406	147.52	18.44	8	
Child Nutrition Manager I	CLG	179	0	23,513	131.36	16.42	8	Salaried Monthly
		179	EC	24,000	134.08	16.76	8	
Child Nutrition - Assistant Manager	CNG	179	0	17,513	97.84	12.23	8	Salaried Monthly
		179	EC	17,929	100.16	12.52	8	
Child Nutritionist	CRF	177	0	12,744	72.00	12.00	6	Hourly Biweekly
		177	EC	13,339	75.36	12.56	6	

EC = Experience/Competency Level

**Extended Learning Program Staff Pay Plan**

**EXTENDED LEARNING PROGRAM STAFF**

<b>Job Title</b>	<b>Pay Grade</b>	<b>Maximum Days Required</b>	<b>Experience Level</b>	<b>Annual Salary</b>	<b>Daily Rate</b>	<b>Hours Per Day</b>
<b>Coordinating Director</b>	AJS	261	0	112,957	432.79	8
		261	1	116,595	446.73	8
		261	2	120,231	460.66	8
		261	EC	123,869	474.60	8
<b>Coordinator Program Specialist II</b>	AVQ	226	0	72,576	321.13	8
		226	1	75,147	332.51	8
		226	EC	77,719	343.89	8
<b>Coordinator</b>	AVS	261	0	83,816	321.13	8
		261	1	86,785	332.51	8
		261	EC	89,755	343.89	8
<b>Program Specialist I</b>	AYN	207	0	54,968	265.55	8
		207	1	57,232	276.48	8
		207	EC	59,496	287.42	8
<b>Program Specialist I</b>	AYQ	226	0	60,014	265.55	8
		226	1	62,485	276.48	8
		226	EC	64,957	287.42	8
<b>Program Specialist I</b>	AYS	261	0	69,308	265.55	8
		261	1	72,162	276.48	8
		261	EC	75,017	287.42	8
<b>Site Coordinator I - 75%</b>	PSL	197	0	20,441	103.76	6
		197	EC	21,053	106.87	6
<b>Administrative Specialist IV</b>	PES	261	0	48,200	184.67	8
		261	EC	49,590	190.00	8
<b>Administrative Specialist III</b>	PGS	261	0	43,890	168.16	8
		261	EC	45,289	173.52	8
<b>Administrative Specialist I</b>	PLQ	226	0	32,441	143.55	8
		226	EC	33,405	147.81	8
<b>Executive Assistant I</b>	PLN	207	0	29,714	143.55	8
		207	EC	30,597	147.81	8

EC = Experience/Competency Level

**Maintenance, Operations, Grounds, Warehouse & Print Shop Pay Plan**

***MAINTENANCE, OPERATIONS, GROUNDS, WAREHOUSE & PRINT SHOP***

Job Title	Pay Grade	Maximum Days Required	Exp Level	Annual Salary	Daily Rate	Hourly Rate	Hours per Day	Salary Basis / Payroll	
<b>Manager III</b>	MBS	261	0	89,178	341.68	42.71	8	Salaried Monthly	
		261	1	92,561	354.64	44.33	8		
		261	EC	94,816	363.28	45.41	8		
<b>Bond Project Manager Manager I - Facilities Maintenance</b>	MAS	261	0	84,898	325.28	40.66	8	Salaried Monthly	
		261	1	87,926	336.88	42.11	8		
		261	EC	90,953	348.48	43.56	8		
<b>Manager I - Grounds (Athletics) Manager I - Pest Control</b>	MDS	261	0	70,762	271.12	33.89	8	Salaried Monthly	
		261	1	73,790	282.72	35.34	8		
		261	EC	76,818	294.32	36.79	8		
<b>Maintenance HVAC Specialist</b>	MDS	261	0	70,762	271.12	33.89	8	Hourly Biweekly	
		261	1	73,790	282.72	35.34	8		
		261	EC	76,818	294.32	36.79	8		
<b>Energy Manager/Analyst Manager I - Energy Management Manager I - Print Shop</b>	MCS	261	0	65,041	249.20	31.15	8	Salaried Monthly	
		261	1	67,985	260.48	32.56	8		
		261	EC	70,950	271.84	33.98	8		
<b>Maintenance Area Supervisor Manager I - Warehouse</b>	MCS	261	0	65,041	249.20	31.15	8	Hourly Biweekly	
		261	1	67,985	260.48	32.56	8		
		261	EC	70,950	271.84	33.98	8		
<b>Assistant Manager - Print Shop EMS Foreman Fire Alarm Tech HVAC Foreman Irrigation Specialist Project Coordinator/Estimator - EMS Roofing Foreman</b>	MFS	261	0	53,432	204.72	25.59	8	Hourly Biweekly	
		261	EC	54,706	209.60	26.20	8		

EC = Experience/Competency Level

**MAINTENANCE, OPERATIONS, GROUNDS, WAREHOUSE & PRINT SHOP**

Job Title	Pay Grade	Maximum Days Required	Exp Level	Annual Salary	Daily Rate	Hourly Rate	Hours per Day	Salary Basis / Payroll	
<b>Grounds IV - Pest Control Grounds IV - Small Engine Mechanic Grounds IV Specialist HVAC Tech Licensed Electrician Licensed Plumber Safety &amp; Security Specialist Supervisor II - Heavy Equipment</b>	MES	261	0	47,251	181.04	22.63	8	Hourly Biweekly	
		261	EC	48,692	186.56	23.32	8		
<b>Custodial Area Supervisor Lead Locksmith Maintenance III Maintenance - Kitchen Specialist</b>	MJS	261	0	45,581	174.64	21.83	8	Hourly Biweekly	
		261	EC	47,001	180.08	22.51	8		
<b>EMS Tech Maintenance Foreman Maintenance II Printer III - Bindery Printer III - (Docutech) Supervisor I - Operations Supervisor I - Security Supervisor II - Grounds Warehouse IV</b>	MGS	261	0	42,512	162.88	20.36	8	Hourly Biweekly	
		261	EC	43,783	167.75	20.97	8		
<b>Maintenance I Printer II Warehouse Assistant</b>	MLS	261	0	37,125	142.24	17.78	8	Hourly Biweekly	
		261	EC	38,231	146.48	18.31	8		
<b>Custodial IV - High School Lead Security Warehouse III</b>	MMS	261	0	32,740	125.44	15.68	8	Hourly Biweekly	
		261	EC	33,721	129.20	16.15	8		
<b>Custodial III - Junior High Lead Printer I Warehouse I</b>	MPS	261	0	30,318	116.16	14.52	8	Hourly Biweekly	
		261	EC	31,236	119.68	14.96	8		
<b>Custodial II - Elementary Lead Grounds II</b>	MVS	261	0	27,770	106.40	13.30	8	Hourly Biweekly	
		261	EC	28,626	109.68	13.71	8		

EC = Experience/Competency Level

**MAINTENANCE, OPERATIONS, GROUNDS, WAREHOUSE & PRINT SHOP**

Job Title	Pay Grade	Maximum Days Required	Exp Level	Annual Salary	Daily Rate	Hourly Rate	Hours per Day	Salary Basis / Payroll
<b>Custodial II</b>	MVL	197	0	20,961	106.40	13.30	8	Hourly
		197	EC	21,607	109.68	13.71	8	Biweekly
<b>Custodial I (High School - 3rd shift late hours) (Late shift = 6:00 PM to 2:30 AM)</b>	251	261	0	21,924	84.00	10.50	8	Hourly
		261	EC	22,550	86.40	10.80	8	Biweekly
<b>Custodial I</b>	MYS	261	0	21,298	81.60	10.20	8	Hourly
		261	EC	21,924	84.00	10.50	8	Biweekly
<b>Custodial I</b>	MYL	197	0	16,075	81.60	10.20	8	Hourly
		197	EC	16,548	84.00	10.50	8	Biweekly
<b>Custodial I</b>	MYD	176	0	14,362	81.60	10.20	8	Hourly
		176	EC	14,784	84.00	10.50	8	Biweekly
<b>Parking Lot Attendant</b>	MZE	174	0	13,920	80.00	10.00	8	Salaried
		174	EC	14,310	82.24	10.28	8	Monthly

EC = Experience/Competency Level

**Paraprofessional Pay Plan**

**PARAPROFESSIONAL STAFF**

Job Title	Pay Grade	Maximum Days Required	Experience Level	Annual Salary	Daily Rate
<b>Executive Assistant V</b>	PFQ	226	0	45,562	201.60
		226	EC	46,773	206.96
<b>Administrative Specialist V</b>	PFS	261	0	52,618	201.60
		261	EC	54,017	206.96
<b>Administrative Specialist IV Administrative Specialist IV-Accts Payable Fleet Safety Specialist</b>	PEQ	226	0	41,736	184.67
		226	EC	42,940	190.00
<b>Administrative Specialist IV</b>	PES	261	0	48,199	184.67
		261	EC	49,590	190.00
<b>Community Liaison</b>	PGJ	187	0	31,446	168.16
		187	EC	32,448	173.52
<b>Community Liaison</b>	PGN	207	0	34,809	168.16
		207	EC	35,919	173.52
<b>Administrative Specialist III Executive Assistant IV Executive Assistant III</b>	PGQ	226	0	38,004	168.16
		226	EC	39,216	173.52
<b>Administrative Specialist III</b>	PGS	261	0	43,890	168.16
		261	0	45,289	173.52
<b>Administrative Specialist II</b>	PJN	207	0	32,100	155.07
		207	EC	33,093	159.87
<b>Administrative Specialist II</b>	PJQ	226	0	35,046	155.07
		226	EC	36,130	159.87
<b>Administrative Specialist II</b>	PJS	261	0	40,473	155.07
		261	EC	41,726	159.87
<b>Teacher Assistant</b>	PKJ	187	0	31,515	168.53
		187	EC	32,460	173.58
<b>School Liaison SSS Central Lead</b>	PDN	207	0	31,542	152.38
		207	EC	32,471	156.86
<b>Administrative Specialist II - Accts Payable</b>	PMQ	226	0	34,316	151.84
		226	EC	35,292	156.16

EC = Experience/Competency Level

**PARAPROFESSIONAL STAFF**

Job Title	Pay Grade	Maximum Days Required	Experience Level	Annual Salary	Daily Rate
Parent Education Specialist	PLJ	187	0	26,843	143.55
		187	EC	27,641	147.81
Executive Assistant I	PLN	207	0	29,714	143.55
		207	EC	30,597	147.81
Administrative Specialist I Executive Assistant I	PLQ	226	0	32,441	143.55
		226	EC	33,405	147.81
Administrative Specialist I-Transportation	PLS	261	0	37,465	143.55
		261	EC	38,579	147.81
Immigrant Liaison	POJ	187	0	24,310	130.00
		187	EC	24,714	132.16
Technical Assistant (CAI Lab)	PCJ	187	0	28,310	151.39
		187	EC	28,714	153.55
Secretary III	PNJ	187	0	23,906	127.84
		187	EC	24,310	130.00
Student Data Specialist Additional Allocation at HS	PBJ	187	0	26,389	141.12
		187	EC	26,791	143.27
Student Data Specialist - Elem/JH	PNL	197	0	27,801	141.12
		197	EC	28,224	143.27
Secretary III	PNN	207	0	26,463	127.84
		207	EC	26,910	130.00
Student Data Specialist	PBN	207	0	29,212	141.12
		207	EC	29,657	143.27
Fixed Assets Specialist Secretary III Secretary II - Receptionist	PNQ	226	0	28,892	127.84
		226	EC	29,380	130.00
Student Data Specialist - HS	PBQ	226	0	31,893	141.12
		226	EC	32,379	143.27
Secretary III	PNS	261	0	33,366	127.84
		261	EC	33,930	130.00
Educational Assistant Health Aide	PUJ	187	0	22,934	122.64
		187	EC	23,338	124.80
Secretary II	PPJ	187	0	21,722	116.16
		187	EC	22,126	118.32

EC = Experience/Competency Level

This salary schedule cannot be used to compute future earnings.



**PARAPROFESSIONAL STAFF**

Job Title	Pay Grade	Maximum Days Required	Experience Level	Annual Salary	Daily Rate
Secretary II	PPL	197	0	22,884	116.16
		197	EC	23,309	118.32
Secretary II	PPN	207	0	24,045	116.16
		207	EC	24,492	118.32
Secretary II	PPQ	226	0	26,252	116.16
		226	EC	26,740	118.32
Special Education Aide Aide I - PreK Inclusion	PQJ	187	0	21,632	115.68
		187	EC	21,711	116.10
Special Education Aide	PQM	202	0	23,367	115.68
		202	EC	23,452	116.10
Aide I Library Assistant Secretary I	PRJ	187	0	19,751	105.62
		187	EC	20,344	108.79
Secretary I	PRN	207	0	21,859	105.60
		207	EC	22,520	108.79
Clerk	PVJ	187	0	17,952	96.00
Clerk	PVQ	226	0	21,696	96.00
Special Education Aide/Aide I	PQJ/PRJ	187	0	20,690	110.64
		187	EC	21,299	113.90
Clerk/Secretary II	PVJ/PPJ	187	0	19,837	106.08
Aide I/Secretary I Library Assistant/Secretary I	PRJ/PTJ	187	0	19,747	105.60
		187	EC	20,045	107.19
Special Education Aide/Clerk	PQJ/PVJ	187	0	19,792	105.84
		187	EC	20,103	107.50
Aide I/Clerk Library Assistant/Clerk	PRJ/PVJ	187	0	18,850	100.80
		187	EC	19,147	102.39
Secretary I/Clerk	PTJ/PVJ	187	0	18,850	100.80

EC = Experience/Competency Level

**Professional Support Pay Plan**

**PROFESSIONAL SUPPORT STAFF**

Job Title	Pay Grade	Maximum Days Required	Experience Level	Annual Salary	Daily Rate
<b>Behavior Specialist</b>	AUI	190	0	68,400	360.00
		190	1	70,562	371.38
		190	EC	72,724	382.76
<b>Central Testing Coordinator Outreach Program Specialist - Campus Program Specialist II</b>	AVJ	187	0	60,052	321.13
		187	1	62,180	332.51
		187	EC	64,307	343.89
<b>Occupational Therapist Physical Therapist Program Specialist II SEL Counselor</b>	AVI	190	0	61,015	321.13
		190	1	63,177	332.51
		190	EC	65,339	343.89
<b>New Hire Scale for First Year in District</b>	AVI-1	194	0	61,015	314.51
		194	1	63,177	325.66
		194	EC	65,339	336.79
<b>Coordinator Diagnostician Lead LSSP Lead Related Service Lead</b>	AVL	197	0	63,263	321.13
		197	1	65,505	332.51
		197	EC	67,746	343.89
<b>Audiologist Diagnostician LSSP Program Specialist II (BCBA)</b>	AVL-S	197	0	63,263	321.13
		197	1	65,505	332.51
		197	EC	67,746	343.89
<b>New Hire Scale for First Year in District Diagnostician LSSP</b>	AVL-1	201	0	63,263	314.74
		201	1	65,505	325.90
		201	EC	67,746	337.04
<b>Program Specialist II</b>	AVM	202	0	64,869	321.13
		202	1	67,168	332.51
		202	EC	69,465	343.89
<b>Community Engagement Coordinator Coordinator Program Specialist II</b>	AVN	207	0	66,474	321.13
		207	1	68,830	332.51
		207	EC	71,185	343.89

EC = Experience/Competency Level

**PROFESSIONAL SUPPORT STAFF**

Job Title	Pay Grade	Maximum Days Required	Experience Level	Annual Salary	Daily Rate
<b>Cash Manager Coordinator STEM Specialist Internal Auditor Program Specialist II Lead Reading Academy Coach</b>	AVQ	226	0	72,576	321.13
		226	1	75,148	332.51
		226	EC	77,719	343.89
<b>Coordinator</b>	AVS	261	0	83,815	321.13
		261	1	86,786	332.51
		261	EC	89,755	343.89
<b>Speech Therapist</b>	AQJ	187	0	60,052	321.13
		187	1	62,180	332.51
		187	EC	64,307	343.89
<b>New Hire Scale for First Year in District Speech Therapist</b>	AQJ-1	191	0	60,052	314.41
		191	1	62,180	325.55
		191	EC	64,307	336.69
<b>Speech Therapist</b>	AQI	190	0	61,015	321.13
		190	1	63,177	332.51
		190	EC	65,339	343.89
<b>Speech Therapist Lead</b>	AQL	197	0	63,263	321.13
		197	1	65,505	332.51
		197	EC	67,746	343.89
<b>Speech Therapist Eval Team</b>	AQL-S	197	0	63,263	321.13
		197	1	65,505	332.51
		197	EC	67,746	343.89
<b>Speech Therapist</b>	AQM	202	0	64,868	321.13
		202	1	67,167	332.51
		202	EC	69,466	343.89
<b>Program Specialist I</b>	AYJ	187	0	49,657	265.55
		187	1	51,702	276.48
		187	EC	53,747	287.42
<b>Program Specialist I</b>	AYL	197	0	52,313	265.55
		197	1	54,467	276.48
		197	EC	56,622	287.42

EC = Experience/Competency Level

**PROFESSIONAL SUPPORT STAFF**

Job Title	Pay Grade	Maximum Days Required	Experience Level	Annual Salary	Daily Rate
<b>Communications Specialist Program Specialist I</b>	AYN	207	0	54,968	265.55
		207	1	57,232	276.48
		207	EC	59,496	287.42
<b>Administrative Manager (Accounting) Administrative Manager (Board Relations) Paralegal Program Specialist I Translation Specialist</b>	AYQ	226	0	60,013	265.55
		226	1	62,485	276.48
		226	EC	64,957	287.42
<b>Program Specialist I</b>	AYS	261	0	69,307	265.54
		261	1	72,161	276.48
		261	EC	75,016	287.42
<b>SSS Campus Facilitator</b>	T-Type	190	See Teacher Pay Scale		
<b>Student Assistance Specialist</b>	TJ	197	See 197-Day Counselor Pay Scale		
<b>School/Community Outreach Specialist</b>	AZJ	187	0	43,896	234.74
		187	1	45,699	244.38
		187	EC	47,504	254.03
<b>Administrative Manager Senior Buyer Specialist Digital Media Specialist</b>	AZQ	226	0	53,050	234.74
		226	1	55,231	244.38
		226	EC	57,411	254.03
<b>Administrative Manager - Bond</b>	AZS	261	0	61,267	234.74
		261	1	63,784	244.38
		261	EC	66,302	254.03
<b>College/Career Coordinator</b>	AXM	202	0	43,002	212.88
<b>Accounting Program Specialist I Counseling Program Specialist I</b>	ASQ	226	0	45,426	201.00
		226	EC	46,336	205.03
<b>Workers Comp Coordinator</b>	AWQ	226	0	50,721	224.43
		226	EC	51,737	228.93
<b>LSSP Intern</b>	INI	190	0	28,450	149.74

EC = Experience/Competency Level

**Technology Staff Pay Plan**

**TECHNOLOGY STAFF**

Job Title	Pay Grade	Maximum Days Required	Exp Level	Annual Salary	Daily Rate	Hourly Rate	Hours per Day	Salary Basis / Payroll
<b>Executive Director</b>	NCS	261	0	104,919	401.99		8	Salaried Monthly
		261	EC	125,904	482.39		8	
<b>Tech Engineer/Manager III</b>	NES	261	0	90,850	348.08		8	Salaried Monthly
		261	EC	109,020	417.70		8	
<b>Tech Engineer/Manager III Communications Tech Specialist</b>	NEQ	226	0	78,667	348.08		8	Salaried Monthly
		226	EC	94,400	417.70		8	
<b>PEIMS Coordinator Principal Applications Admin Principal Programmer/Analyst</b>	NGS	261	0	78,737	301.67		8	Salaried Monthly
		261	EC	96,904	371.28		8	
<b>Tech Engineer/Manager II</b>	NJS	261	0	76,406	292.75		8	Salaried Monthly
		261	EC	91,551	350.77		8	
<b>Graphic Designer Graphic Designer/Webmaster</b>	NJQ	226	0	66,160	292.75		8	Salaried Monthly
		226	EC	79,274	350.77		8	
<b>Videographer</b>	NKQ	226	0	58,748	259.95		8	Salaried Monthly
		226	EC	70,864	313.56		8	
<b>Tech Engineer/Manager I</b>	NLQ	226	0	52,971	234.38		8	Salaried Monthly
		226	EC	66,079	292.39		8	
<b>Tech Engineer/Manager I</b>	NLS	261	0	61,174	234.38		8	Salaried Monthly
		261	EC	76,313	292.39		8	
<b>Technology Specialist II</b>	NNS	261	0	55,117	211.18		8	Salaried Monthly
		261	EC	67,228	257.58		8	
<b>Project Manager Technology Specialist I Project Mgr/Tech Specialist I</b>	NQS	261	0	49,058	187.96		8	Salaried Monthly
		261	EC	61,175	234.39		8	
<b>Technology Support II</b>	NUS	261	0	42,612	163.27	20.41	8	Hourly Biweekly
		261	EC	50,026	191.67	23.96	8	

**Notes:**

Salaries are represented as a starting range. Initial salary offers will be based on factors such as critical need, relevant experience, competitive market conditions, education, industry certifications, and the candidate's previous salary history. All salary offers must be approved by the Deputy Superintendent or the Assistant Superintendent of Human Resources.

EC = Experience/Competency Level

## Transportation Pay Plan

### **TRANSPORTATION**

Job Title	Pay Grade	Maximum Days Required	Exp Level	Annual Salary	Daily Rate	Hourly Rate	Hours per Day	Salary Basis / Payroll
<b>Fleet Manager Transportation Supervisor</b>	BDS	261	0	54,778	209.88	26.23	8	Hourly
		261	EC	56,077	214.86	26.86	8	Biweekly
<b>Transportation Coordinator</b>	BFS	261	0	50,723	194.34	24.29	8	Hourly
		261	EC	52,242	200.16	25.02	8	Biweekly
<b>Vehicle Mechanic</b>	BGS	261	0	43,575	166.95	20.87	8	Hourly
		261	EC	44,877	171.94	21.49	8	Biweekly
<b>Dispatcher</b>	BKS	261	0	44,036	168.72	21.09	8	Hourly
		261	EC	45,163	173.04	21.63	8	Biweekly
<b>Bus Driver</b>	BNF	177	0	21,240	120.00	20.00	6	Hourly
		177	EC	21,771	123.00	20.50	6	Biweekly
<b>Transportation I</b>	BOS	261	0	33,366	127.84	15.98	8	Hourly
		261	EC	33,930	130.00	16.25	8	Biweekly
<b>Bus Driver (Non-CDL)</b>	BQF	177	0	16,328	92.25	15.38	6	Hourly
		177	EC	16,873	95.33	15.89	6	Biweekly
<b>Mechanic Assistant</b>	BPS	261	0	41,760	160.00	20.00	8	Hourly
		261	EC	42,804	164.00	20.50	8	Biweekly
<b>Bus Monitor</b>	BWF	177	0	12,257	69.25	13.54	6	Hourly
		177	EC	12,595	71.16	13.86	6	Biweekly

EC = Experience/Competency Level

## Transportation Placement Scale

Position Range	2021-22 Job Exp	Bus Driver (177 Days)	Bus Monitor (177 Days)
<b>Minimum</b>	<b>0</b>	20.00	11.54
	<b>1</b>	20.50	11.86
	<b>2</b>	20.79	12.04
	<b>3</b>	21.08	12.23
	<b>4</b>	21.37	12.41
	<b>5</b>	21.66	12.60
	<b>6</b>	21.95	12.78
	<b>7</b>	22.24	12.97
	<b>8</b>	22.53	13.15
	<b>9</b>	22.82	13.34
	<b>10</b>	23.11	13.52
	<b>11</b>	23.40	13.70
	<b>12</b>	23.69	13.89
	<b>13</b>	23.98	14.07
	<b>14</b>	24.27	14.26
<b>Midpoint</b>	<b>15</b>	24.56	14.44
	<b>16</b>	24.85	14.64
	<b>17</b>	25.14	14.81
	<b>18</b>	25.43	15.00
	<b>19</b>	25.72	15.18
	<b>20</b>	26.01	15.36
	<b>21</b>	26.30	15.55
	<b>22</b>	26.59	15.73
	<b>23</b>	26.88	15.92
	<b>24</b>	27.17	16.10
	<b>25</b>	27.46	16.29
	<b>26</b>	27.66	16.39
	<b>27</b>	27.86	16.49
	<b>28</b>	28.06	16.59
	<b>29</b>	28.26	16.70
<b>Maximum</b>	<b>30</b>	28.46	16.80

## Substitute Daily Rates

### Professional Substitutes

<b>PROFESSIONAL DAILY RATES</b>	
Degreed Teacher – Bachelor’s Degree or higher	100
Certified Teacher – Valid certification from any state or valid alternative certification program	125
Certified Teacher – Special Education class (does not include Local Resource)	135
Retired RISD Certified Teacher	135
Certified Teacher – ACE Campuses (FLA, CBE, TME and RISD Academy)	135
Dyslexia Teacher	145
Bilingual Certified Teacher	135
Bilingual Non-Certified Teacher	110
Long Term Certified Substitute Teacher*	150
Long Term Non-Certified Substitute Teacher*	125
Selected Permanent Virtual Substitute Teacher**	175
Counselor	225
School Nurse	250
Emergency Teacher Coverage – for 50-60 minute class	20
Emergency Teacher Coverage – for 90 minute class	30

Substitutes who work a half-day (four hours), will be paid 50% of daily rate.

#### \*Long-term substitute teacher

- Long-term assignments begin on the 11<sup>th</sup> consecutive day of the long-term assignment. The rate is retroactive to the first day that the substitute employee began serving in the long-term assignment.
- Long-term substitute employees are allowed only two (2) absences during the assignment.

### Paraprofessional Substitutes

<b>PARAPROFESSIONAL SUBSTITUTE DAILY RATES</b>	
Paraprofessional – High school diploma or higher	75
Paraprofessional – Special Education class (does not include Local Resource)	85
Permanent Paraprofessional Substitute	85

### Substitute Incentive Pay

<b>SUBSTITUTE INCENTIVE PAY FOR TEACHERS AND INSTRUCTIONAL AIDES ONLY</b>	<b>Extra Pay</b>
Monday and/or Friday assignments	+ 10 day
Same day assignment pick up	+ 10 day
Traveling teachers (teach at multiple campuses on same day)	+ 5 day
Subbing 66 days or more during a semester (full day, half day or combination) ***	350 semester
Subbing 44-65 days during a semester (full day, half day or combination)***	250 semester

\*\*\*Only one attendance stipend will be paid each semester. Fall semester will be paid on January paycheck and spring semester will be paid on June paycheck.



## Stipends and Salary Supplements

Supplemental pay (stipends) represents remuneration in addition to, but separate from, regular base salary, and includes assignment stipends, athletics and fine arts stipends, and others as identified. ***Supplemental pay is authorized on a year-to-year basis and is not to be considered a property right.*** Supplemental pay will be discontinued upon cessation of assignment or upon the occurrence of an event which otherwise causes the employee to be ineligible to receive the supplemental pay

### ACE Campus Stipends

Professional Position	Stipend Amount	Payout #1 (Sept. 2020)	Payout #2 (Dec. 2020)	Payout #3 (May 2021)
Principal	15,000	3,000	6,000	6,000
Assistant Principal	12,000	2,400	4,800	4,800
Instructional Coach/Interventionist (Math & Literacy)/Assessment-Data Coach/Student Culture Coach/ SLP/Dyslexia Teacher	7,000	1,400	2,800	2,800

Academic, Co-Curricular, and Extra-Curricular Stipends  
**High School**

**HIGH SCHOOL**

Supplement Type	Annual Amount
Academic Decathlon Head Coach	4,905
Academic Decathlon Associate Coach	2,865
Annual Sponsor	1,675
AP Lab Teacher	920
Auditorium Manager	3,480
Ballet Folklorico	2,200
Crisis Intervention	1,190
Debate / Speech	3,135
Theater Director - Head	6,750
Theater Director - Assistant	4,000
Math Team & Mu Alpha Theta Sponsor	1,190
Mock Trial Sponsor	1,700
National Honor Society	860
Student Council Sponsor	1,635
Western Dance - Head	4,900
Western Dance - Assistant	2,865

Supplement Type	Annual Amount
Cheerleader - Head Sponsor	4,565
Cheerleader - Assistant Sponsor	2,500
Cheerleader/Pep Squad - 9th grade	1,715
Drill Team Sponsor	6,000
Drill Team Assistant	2,200
High School Lead Counselor	2,500
High School Librarian	1,550
<b>Music:</b>	
Band Director - Assistant	8,000
Choir Director - Head	6,750
Choir Director - Assistant	4,500
Orchestra Director - Head	6,750
Orchestra Director - Assistant	4,000
<b>Department Chairperson:</b>	
(if at least 3 staff members in each dept)	
English	2,060
ESL	2,060
Foreign Language	2,060
Math	2,060
Physical Education	2,060
Science	2,060
Social Studies	2,060
Special Education	2,060

**Supplemental pay is authorized on a year-to-year basis and is not to be considered a property right. Supplemental pay will be discontinued upon cessation of assignment or upon the occurrence of an event which otherwise causes the employee to be ineligible to receive the supplemental pay.**

Academic, Co-Curricular, and Extra-Curricular Stipends

**Junior High and Elementary**

**JUNIOR HIGH**

Supplement Type	Annual Amount
Academic Pentathlon Sponsor	970
Annual Sponsor	880
Beta Club Sponsor	715
Crisis Intervention	1,190
National Honor Society Sponsor	715
Student Council	815
Spirit Leader - 7th grade	1,020
Cheerleader/Pep Squad - 8th grade	1,715
Theater Director - only RWJH	2,500

Supplement Type	Annual Amount
<b>Music:</b>	
Band Director - Head	8,000
Band Director - Assistant	5,000
Choir Director - Head	4,000
Choir Director - Assistant	3,000
Orchestra Director	4,000
Orchestra Director - Assistant	3,000
<b>Department Chairperson:</b>	
(if at least 3 staff members in each dept)	
English	1,670
ESL	1,670
Foreign Language	1,670
Math	1,670
Physical Education	1,670
Science	1,670
Social Studies	1,670
Special Education	1,670

**ELEMENTARY**

All District Elementary Choir Director	2,000	All District Elementary Accompanist	1,000
----------------------------------------	-------	-------------------------------------	-------

*Supplemental pay is authorized on a year-to-year basis and is not to be considered a property right. Supplemental pay will be discontinued upon cessation of assignment or upon the occurrence of an event which otherwise causes the employee to be ineligible to receive the supplemental pay.*

Athletic Stipends  
**High School**

**HIGH SCHOOL**

Supplement Type	Annual Amount
Baseball - Head Coach	7,215
Baseball - Assistant Coach	4,000
Basketball - Head Coach - Boys	8,525
Basketball - Assistant Coach - Boys	5,275
Basketball - Head Coach - Girls	8,525
Basketball - Assistant Coach - Girls	5,275
Cross Country - Head Coach	4,565
Diving - Head Coach	4,985
Football - 1st Varsity Assistant Coach	9,025
Football - Assistant Coach	6,095
Football - Defensive Coord Coach	9,025
Football - Offensive Coord Coach	9,025
Football - Special Coord Coach	8,365
Golf - Head Coach - Boys	5,730
Golf - Head Coach - Girls	5,730
Soccer - Head Coach - Boys	6,640
Soccer - Head Coach - Girls	6,640
Soccer - Assistant Coach - Boys	3,810
Soccer - Assistant Coach - Girls	3,810
Strength & Conditioning Coach	9,000

Supplement Type	Annual Amount
Softball - Head Coach - Girls	7,215
Softball - Assistant Coach - Girls	4,000
Swimming - Head Coach	7,095
Swimming - Assistant Coach	4,730
Tennis - Head Coach	6,130
Tennis - Assistant Coach	4,730
Track - Head Coach - Boys	5,540
Track - Assistant Coach - Boys	4,125
Track - Head Coach - Girls	5,540
Track - Assistant Coach - Girls	4,125
Trainer - Head	10,015
Trainer - Assistant	8,655
Co Trainer - if Head & Asst duties split evenly	9,335
Volleyball - Head Coach	8,525
Volleyball - Assistant Coach	5,275
Wrestling - Head Coach	5,590
Wrestling - Assistant Coach	4,320
Boys Assistant Coach	6,095
Girls Assistant Coach	6,095
Press Box Manager	1,400
Camera Operator	1,400

***Supplemental pay is authorized on a year-to-year basis and is not to be considered a property right. Supplemental pay will be discontinued upon cessation of assignment or upon the occurrence of an event which otherwise causes the employee to be ineligible to receive the supplemental pay.***

Athletic Stipends  
**Junior High**

**JUNIOR HIGH**

Supplement Name	Annual Amount
Athletic Coordinator for Both Boys & Girls Programs*	7,421
Athletic Coordinator for Boys Program	7,071
Athletic Coordinator for Girls Program	7,071
Assistant Coach - Boys	5,585
Assistant Coach - Girls	5,585
Extra Coach - Boys	1,020
Extra Coach - Girls	1,020
B-Team Basketball - Boys	750
B-Team Basketball - Girls	750

Supplement Name	Annual Amount
Soccer - Girls - 8th Grade	1,225
Soccer - Girls - 7th Grade	1,225
Soccer - Boys - 8th Grade	1,225
Soccer - Boys - 7th Grade	1,225
Tennis - Both Boys and Girls Coach (use if one coach has both boys & girls tennis programs)	1,874
Tennis - Boys Only	1,474
Tennis - Girls Only	1,474
Cross Country - Boys	1,020

\* A school cannot use the Athletic Coordinator Boys & Girls AND Athletic Coordinator Boys or Athletic Coordinator Girls amounts. The principal may opt to have one Athletic Coordinator OR may split the Athletic Coordinator responsibilities as to boys/girls programs. **Supplemental pay is authorized on a year-to-year basis and is not to be considered a property right. Supplemental pay will be discontinued upon cessation of assignment or upon the occurrence of an event which otherwise causes the employee to be ineligible to receive the supplemental pay.**

## Career Pathways Stipends

RICHARDSON ISD CAREER PATHWAYS SUPPLEMENTS 2021-2022			
CAMPUS		DISTRICT	
<b>Teacher Leader</b>	<b>Annual Amount</b>	<b>Supplement Type</b>	<b>Annual Amount</b>
Cooperating Teacher	250/semester	Area Academic Facilitator	1,500
ILT Member (elementary)	250/semester	Dyslexia Coach	1,500
Mentor Teacher	250/semester	G/T Specialist	1,500
Mentor Lead Teacher	250/semester	Instructional Tech Specialist (central)	1,500
<b>Campus Specialist</b>	<b>Annual Amount</b>	Literacy Interventionist (Central)	1,500
Assessment Data Coach	1,000	Literacy Specialist	1,500
Campus Math Specialist	1,000	Pre K Specialist	1,500
Campus Reading Specialist	1,000	STEM Specialist	1,500
Instructional Coach	1,000	Teaching & Learning Specialist	1,500
Instructional Tech Specialist	1,000		
Math/Literacy Interventionist	1,000		
Student Culture Coach	1,000		
<b>ADMINISTRATION</b>			
<b>Administration</b>	<b>Annual Amount</b>		
Associate Principal (4) - One at each High School	5,000		
Lead Principal (7) Elementary (3) Secondary	5,000		

**Supplemental pay is authorized on a year-to-year basis and is not to be considered a property right. Supplemental pay will be discontinued upon cessation of assignment or upon the occurrence of an event which otherwise causes the employee to be ineligible to receive the supplemental pay.**

## Additional Annual Stipends

<b>ELEMENTARY</b>		
<b>Supplement Type</b>		<b>Annual Amount</b>
Special Education Teacher (Local Resource)		2,000
Special Education Teacher (Centralized Program Classroom-DLC, PASS, PPCD, SC)		4,000
Special Education Paraprofessional (Centralized Program Classroom-DLC, PASS, PPCD, SC)		1,500
Bilingual Teacher - Bilingual Certified in a Bilingual Classroom at a Bilingual Campus		6,000
Bilingual Support (Campus) - Bilingual Certified at a Bilingual Campus		3,000
Bilingual Administrator - Bilingual Certified at a Bilingual Campus		3,000
Bilingual Paraprofessional (Campus – based on proficiency and need)		1,500
Literacy Liaison		1,000

<b>SECONDARY</b>		
<b>Supplement Type</b>		<b>Annual Amount</b>
ESL - \$200/sheltered class up to \$1000 (Teacher must be dual certified in the core subject and ESL)		up to 1,000
LOTE - \$400/class up to \$2000		up to 2,000
Math - \$400/class up to \$2000 (cannot be combined with Special Ed supplement)		up to 2,000
Science - \$400/class up to \$2000 (cannot be combined with Special Ed supplement)		up to 2,000
Special Education Supplemental – \$400/class up to \$2000 – Secondary Local Resource and ICTS		up to 2,000
Special Education Supplemental – \$800/class up to \$4000 – Secondary Central Program Classroom Teachers (DLC, PASS, PPCD, SC)		up to 4,000
Special Education Paraprofessional (Centralized Program Classroom-DLC, PASS, PPCD, SC)		1,500
HS Lead Counselor		2,500
HS Dual Credit & Dual Enrollment (One-time payment in June)	1-29 students	500
HS Dual Credit & Dual Enrollment (One-time payment in June)	30-59 students	1,000
HS Dual Credit & Dual Enrollment (One-time payment in June)	60-89 students	1,500
HS Dual Credit & Dual Enrollment (One-time payment in June)	90+ students	2,000
On-Ramps		Up to 2,000
CTE Critical Need - Health Science (Must have high level industry licensure/certification AND certified in Health Science)		3,000
Bilingual Support - Bilingual Proficient servicing Bilingual Students and Parents		3,000
Bilingual Paraprofessional (Campus – based on proficiency and campus need)		1,500

<b>CENTRAL</b>		
<b>Supplement Type</b>		<b>Annual Amount</b>
Bilingual Support - Bilingual proficient & offering bilingual services for the district.		3,000
Nurse Critical Need (New hire to RISD, stipend is paid in 4 equal payments first year only)		1,500
Nurse Team Leader		2,500
Special Education Team Lead		2,000
Special Education Supplemental – SSS Campus Facilitators		2,000

**Supplemental pay is authorized on a year-to-year basis and is not to be considered a property right. Supplemental pay will be discontinued upon cessation of assignment or upon the occurrence of an event which otherwise causes the employee to be ineligible to receive the supplemental pay.**

# Provisions and Applications of Salary Schedule of Richardson ISD

## Hourly Employees

District personnel employed on an hourly basis are hired and placed on a wage scale commensurate with the position and established by the Board of Trustees and Administration. Under no circumstances is an hourly worker to be placed on a higher hourly rate of pay without prior authorization from Human Resources.

## Annualized Compensation

The district pays all salaried employees over a 12-month period regardless of the number of months worked during the school year. Salaried employees will be paid in equal monthly payments, beginning with the first pay period of the school year. Salaried employees who separate from employment or retire under TRS before the last day of their calendar year will receive a lump sum payment for wages actually earned from the beginning of the school year to the date of separation in his or her final paycheck. Salaried employees who separate after completing their calendar year will continue to receive paychecks through the end of their annual pay period.

Annual Pay Periods		
10-month employees	174-201 days	September – August
11-month employees	202-219 days	August – July
12-month employees	220-261 days	July – June

## Credit for Prior Experience

Newly hired Richardson ISD employees are placed at the appropriate salary step of their respective salary schedule according to the rules and regulations set by the Texas Education Agency (TEA) and local policy. Experience credit is granted by placement on the Salary Schedule according to years of creditable experience and/or prior experience that is directly related to the position for which they are being hired.

- It is the responsibility of the employee to submit original service records. **Copies will not be accepted.**
- Employees who provide service records with verifiable, creditable experience may receive additional salary if service records are submitted to Human Resources **no later than 5 pm on June 30<sup>th</sup> following employee's hire date of the current school year.** Service records received after this date that qualify for a salary adjustment will be processed for the following school year and will not qualify for or receive back pay.

## Payday

Direct Deposit is available to all employees and required for monthly employees. Direct Deposit forms are located in the Payroll Office or on the Payroll Department page on the RISD Intranet. If assistance is required, please contact Payroll at 469-593-0605.

For monthly paid professional and paraprofessional employees, payday is the 20<sup>th</sup> of each month. If the 20<sup>th</sup> occurs on a weekend, payday will be the Friday before.



## Payroll Deductions

RISD is required to make the following automatic payroll deductions:

- Teacher Retirement System of Texas (TRS) – For TRS eligible positions, a contribution of 7.7% of the employee’s TRS eligible earnings is deducted and sent to the Teacher Retirement System of Texas for deposit in the employee’s account. This money accumulates with interest as a tax-deferred retirement benefit. The state contributes to the retirement system, also. The money that an employee contributes and the interest that money earns may be withdrawn only if the employee ceases to work for a Texas public school. Upon withdrawal, federal income tax is due on the principal and interest that has been treated as tax-deferred. For more detailed information on the retirement system contact Payroll or visit the TRS website at [www.trs.texas.gov](http://www.trs.texas.gov)
- Federal income tax (FIT) – For W4 forms submitted before 1/1/2021, Federal Income Tax is figured automatically by the income tax withholding percentage method according to the marital status and number of exemptions claimed on the W4 form. W4 forms submitted after 1/1/2020 do not use exemptions but have additional fields including additional income and deductions.
- Medicare Tax - Employees hired after March 31, 1986 are required to contribute to Medicare. The employee and employer both contribute 1.45% Medicare Tax that is sent to the Social Security Administration. If an employee has Medicare eligible wages greater than \$200,000 in a calendar year, an additional .009% will be paid by the employee. The benefit of this tax to the employee is that at the age of 65 the employee would be eligible for free Medicare Part A coverage, if this tax or a combination of the tax as regular Social Security participation has been paid for at least 10 years (40 credits of 40 quarters).
- TRS-Care – For TRS eligible positions, a contribution of .065% of the employee’s TRS eligible earnings will be deducted to help support the Teacher Retirement System health care plan for retired employees.
- Plan 457 – RISD employees do not pay into Social Security. In lieu of Social Security, employees who are not TRS eligible will contribute to the 457 Plan.

Other payroll deductions that employees may elect include deductions for the employee’s share of health, dental, life, and disability insurance and annuities. Employees may also request a payroll deduction for payment of membership dues to teacher professional organizations and donations to the RISD Foundation Fund.

Salary deductions are automatically made for unauthorized or unpaid leave.

## Pay Information

Employees have the responsibility of ensuring their pay is accurate by reviewing their pay slip through ClassLink or OEBS Self Service each time they are paid. It is important to ensure all information on each pay slip is accurate. Any wage overpayment must be promptly repaid to the District.

## Employee Benefits

The Richardson Independent School District is pleased to make the following benefit programs available to all eligible employees:

- Medical Insurance
- Dental Insurance
- Vision Insurance
- Flexible Spending Accounts (FSA)
- Health Savings Accounts (HSA)
- Life & Disability Insurance
- Long Term Care
- Employee Assistance Program
- Retirement Investment Plans

Please visit [http://www.risd.org/Group/Employment/new\\_hire\\_information.html](http://www.risd.org/Group/Employment/new_hire_information.html) to view the current year Employee Benefits Guide.

# RISD Teacher Annual Salary Increase History

For School Year	Days	Increase Amount
2021-2022	187	Salary scale increased. Current T-Types will receive the following % raise based on Total Experience or the appropriate step amount – whichever is higher. 1-5 years = 2%, 6-10 years = 2.25%, 11-15 years = 2.5%, 16-19 years = 2.75%, 20+ years = 3%
2020-2021	187	Salary scale increased. Current T-types will receive a 1% raise or the appropriate step amount – whichever is higher.
2019-2020	187	Salary scale increased. Current T-Types will receive the following % raise based on Total Experience or the appropriate step amount – whichever is higher. 1-5 years = 3.5%, 6-10 years = 3.85%, 11-15 years = 4.2%, 16-20 years = 4.6%, 21+ years = 5%
2018-2019	187	Salary scale increased. Current T-Types will receive a 2.5% raise or the appropriate step amount – whichever is higher. 0-1 have same starting salary.
2017-2018	187	Salary scale increased. Current T-types will receive a 3% raise or the appropriate step amount – whichever is higher.
2016-2017	187	Salary scale increased. Current T-types will receive a 3% raise or the appropriate step amount – whichever is higher.
2015-2016	187	Salary scale increased. Current T-types will receive a 3% raise or the appropriate step amount – whichever is higher.
2014-2015	187	Salary scale increased. Current T-types will receive a 3% raise or the appropriate step amount – whichever is higher.
2013-2014	187	Salary scale increased. Current T-types will receive a 5% raise or the appropriate step amount – whichever is higher.
2012-2013	187	Salary scale is same for 2012-13. T1 and TJ will receive step increase unless they are above the amount for that step. T2 and T3 will receive no step increase. A 2% one-time payment will be made to eligible employees in November, 2012.
2011-2012	187	No increase. Salaries frozen. 2010-11 Teacher Salary Schedule for 2010-11 was decreased by \$300. Master & Doctorate scale was eliminated for new hires. Current T2 and T3 employees will be grandfathered.
2010-2011	187	2% increase of 2009-10 salary OR placement on new Teacher Salary Schedule for 2010-11 (whichever is higher)
2009-2010	187	2% increase of 2008-09 salary or placement on new Teacher Salary Schedule (whichever is higher)
2008-2009	187	\$1000 or placement on new Teacher Salary Schedule (whichever is higher)
2007-2008	187	\$1000 RISD increase plus \$350 state raise (calculated on WADA) or placement on new Teacher Salary Schedule (whichever is higher)
2006-2007	187	\$1000 RISD increase plus \$2000 state raise and \$500 health care supplement rolled in to salary
2005-2006	187	\$1000 or placement on new Teacher Salary Schedule (whichever is higher)
2004-2005	187	\$1003
2003-2004	187	\$788.75
2002-2003	187	\$787.25
2001-2002	187	\$750
2000-2001	187	\$675 step amount + 1% of 1999-2000 salary OR 1% of 1999-2000 salary if above step schedule
1999-2000	187	\$3000 (per Senate Bill 4) + \$675 step amount (if applicable)
1998-1999	187	Placement on new Teacher Salary Step Schedule OR 3% increase from 1997-98 (whichever was higher)
1997-98	186	4% + 1 day added
1996-97	185	\$1,000 + 2 days added
1995-96	183	\$1,000 + Career Ladder included in salary

Per RISD Board Policy DEA (LOCAL) salary increases are based on completion of a creditable year of service according to TEA guidelines AND an annual evaluation rating of at least satisfactory or better.

# RISD Annual Salary Increase History for Non-teaching positions

For School Year	Increase Amount
2021-2022	Eligible employees will receive a 2% increase or movement on the Salary Scale (whichever is higher).
2020-2021	Eligible employees will receive a 1% increase or movement on the Salary Scale (whichever is higher).
2019-2020	Eligible employees will receive a 3.5% increase or movement on the Salary Scale (whichever is higher).
2018-2019	Eligible employees will receive a 2.5% increase or movement on the Salary Scale (whichever is higher). Existing Non-teacher salary scales were increased by 2.5%. Salary adjustments were made to Auxiliary and Paraprofessional pay grades so that all pay grades are equal to or greater than the market minimum for all job titles per TASB Salary Study.
2017-2018	Eligible employees will receive a 3% increase or movement on the Salary Scale (whichever is higher). Existing Non-teacher salary scales were increased by 3%.
2016-2017	Eligible employees will receive a 3% increase or movement on the Salary Scale (whichever is higher). Existing Non-teacher salary scales were increased by 3%.
2015-2016	Eligible employees will receive a 3% increase or movement on the Salary Scale (whichever is higher). Existing Non-teacher salary scales were increased by 3%.
2014-2015	Eligible employees will receive a 3% increase or movement on the Salary Scale (whichever is higher). Existing Non-teacher salary scales were increased by 3%.
2013-2014	Eligible employees will receive a 5% increase or movement on the Salary Scale (whichever is higher). Existing Non-teacher salary scales were increased by 5%.
2012-2013	Salaries frozen for all non-T-type employees. A 2% one-time payment will be made to eligible employees in November, 2012.
2011-2012	Salaries frozen for all non-T-type employees.
2010-2011	2% for all non-T-type employees OR movement on the Salary Scale (whichever is higher)
2009-2010	3.25% for paraprofessionals, auxiliary & non-supervisory/managerial positions. 2.75% for administrators and supervisory/managerial positions OR movement on the Salary Scale (whichever is higher)
2008-2009	3.5% for paraprofessionals, auxiliary & non-supervisory/managerial positions. 2.75% for administrators and supervisory/managerial positions OR movement on the Salary Scale (whichever is higher)
2007-2008	4% for paraprofessionals, auxiliary & non-supervisory/managerial positions. 2.5% for administrators and supervisory/managerial positions OR movement on the Salary Scale (whichever is higher)
2006-2007	4% for paraprofessionals, auxiliary & non-supervisory/managerial positions. 2% for administrators and supervisory/managerial positions OR movement on the Salary Scale (whichever is higher) \$500 state health care supplement for eligible employees is rolled into salary.
2005-2006	2% or movement on Salary Scale (whichever is higher)
2004-2005	2% or movement on Salary Scale (whichever is higher)
2003-2004	2% or movement on Salary Scale (whichever is higher)
2002-2003	2% or movement on Salary Scale (whichever is higher)
2001-2002	2% or movement on Salary Scale (whichever is higher)
2000-2001	2% or movement on Salary Scale (whichever is higher)

Per RISD Board Policy DEA (LOCAL) salary increases are based on completion of a creditable year of service according to TEA guidelines AND an annual evaluation rating of at least satisfactory or better.