

**THIS SALARY SCHEDULE IS FOR THE 2022-2023 SCHOOL YEAR ONLY**

The 2022-2023 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 2022-2023 school year:

**Years of experience for T-type job titles**

1-4: 4.25%    5-9: 4.5%    10-15: 4.75%    16+: 5%

**Non-exempt Professionals and Exempt Employees 4%**

**Non-exempt Employees 4%**

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 8, 2022 payroll
- For 12 month Monthly employees with the July 20, 2022 payroll
- For 11 month Monthly employees with the August 20, 2022 payroll
- For 10 month Biweekly employees with the August 19, 2022 payroll
- For 10 month Monthly employees with the September 20, 2022 payroll

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# New Hire Pay Plans

## New Teacher Hiring Schedule

### 2022-2023 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	57,000	304.81	298.43
1	57,275	306.28	299.87
2	57,550	307.75	301.31
3	57,825	309.22	302.75
4	58,100	310.70	304.19
5	58,375	312.17	305.63
6	58,650	313.64	307.07
7	58,925	315.11	308.51
8	59,200	316.58	309.95
9	59,475	318.05	311.39
10	59,750	319.52	312.83
11	60,025	320.99	314.27
12	60,300	322.46	315.71
13	60,575	323.93	317.15
14	60,850	325.40	318.59
15	61,125	326.87	320.03
16	61,400	328.34	321.47
17	61,675	329.81	322.91
18	61,950	331.28	324.35
19	62,225	332.75	325.79
20	62,500	334.22	327.23
21	62,775	335.70	328.66
22	63,025	337.03	329.97
23	63,275	338.37	331.28
24	63,525	339.71	332.59
25	63,775	341.04	333.90

\*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 2022-2023 school year will receive an annual salary prorated to the first day of work.

## New Counselor Hiring Schedule

### 2022-2023 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	61,768	63,048	64,648	320.04
1	62,052	63,338	64,945	321.51
2	62,336	63,628	65,242	322.98
3	62,619	63,917	65,540	324.45
4	62,903	64,207	65,837	325.92
5	63,187	64,497	66,134	327.39
6	63,471	64,786	66,431	328.86
7	63,755	65,076	66,728	330.34
8	64,039	65,366	67,025	331.81
9	64,322	65,655	67,322	333.28
10	64,606	65,945	67,619	334.75
11	64,890	66,235	67,916	336.22
12	65,174	66,525	68,213	337.69
13	65,458	66,814	68,510	339.16
14	65,741	67,104	68,807	340.63
15	66,025	67,394	69,104	342.10
16	66,309	67,683	69,401	343.57
17	66,593	67,973	69,698	345.04
18	66,877	68,263	69,995	346.51
19	67,161	68,553	70,292	347.98
20	67,444	68,842	70,590	349.45
21	67,728	69,132	70,887	350.92
22	67,986	69,395	71,157	352.26
23	68,244	69,659	71,427	353.60
24	68,502	69,922	71,697	354.93
25	68,760	70,185	71,967	356.27

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 2022-2023 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>Area Superintendent</b>	ANQ	226	0	140,000	619.47
		226	1	150,000	663.72
		226	EC	160,000	707.96
<b>Senior Executive Director</b>	AFQ	226	0	126,565	560.02
		226	1	130,597	577.86
		226	EC	134,405	594.71
<b>Executive Director -Curriculum &amp; Instruction -Business, Finance &amp; Technology</b>	ADQ	226	0	117,858	521.50
		226	1	121,157	536.09
		226	EC	124,414	550.51
<b>Executive Director -Curriculum &amp; Instruction -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 -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 -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 -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 -Athletics -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

EC = Experience/Competency Level

\* Generally assigned salary ranges. The district reserves the right to adjust these ranges as appropriate in special circumstances.

**ADMINISTRATIVE 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>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
<b>Principal - Junior High Principal - Alternative School</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
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**ADMINISTRATIVE 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>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
<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

\* Generally assigned salary ranges. The district reserves the right to adjust these ranges as appropriate in special circumstances.

## Child Nutrition Pay Plan

<b>CHILD NUTRITION STAFF</b>								
<b>Job Title</b>	<b>Pay Grade</b>	<b>Maximum Days Required</b>	<b>Exp Level</b>	<b>Annual Salary</b>	<b>Daily Rate</b>	<b>Hourly Rate</b>	<b>Hours per Day</b>	<b>Salary Basis / Payroll</b>
<b>Child Nutrition Supervisor</b>	CEQ	226	0	50,642	224.08	28.01	8	Salaried Monthly
		226	EC	51,673	228.64	28.58	8	
<b>Child Nutrition Supervisor</b>	CEN	207	0	46,385	224.08	28.01	8	Salaried Monthly
		207	EC	47,328	228.64	28.58	8	
<b>Kitchen Maintenance Specialist</b>	CGS	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>Child Nutrition Manager III</b>	CGG	180	0	31,493	174.96	21.87	8	Salaried Monthly
		180	EC	32,112	178.40	22.30	8	
<b>Child Nutrition Manager II</b>	CJG	180	0	28,886	160.48	20.06	8	Salaried Monthly
		180	EC	29,434	163.52	20.44	8	
<b>Child Nutrition Manager I.5</b>	CMG	180	0	28,033	155.74	19.47	8	Salaried Monthly
		180	EC	28,522	158.46	19.81	8	
<b>Child Nutrition Manager I</b>	CLG	180	0	26,525	147.36	18.42	8	Salaried Monthly
		180	EC	27,014	150.08	18.76	8	
<b>Child Nutrition - Assistant Manager</b>	CNG	180	0	21,211	117.84	14.73	8	Salaried Monthly
		180	EC	21,629	120.16	15.02	8	
<b>Child Nutritionist</b>	CRF	178	0	13,884	78.00	13.00	6	Hourly Biweekly
		178	EC	14,162	79.56	13.26	6	

EC = Experience/Competency Level



## Extended Learning Program Staff Pay Plan

<b>EXTENDED LEARNING PROGRAM STAFF</b>						
<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	29,550	150.00	6
		197	EC	30,141	153.00	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

<i>MAINTENANCE, OPERATIONS, GROUNDS, WAREHOUSE &amp; PRINT SHOP</i>									
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 Roofing Foreman</b>	MFS	261	0	53,432	204.72	25.59	8	Hourly Biweekly	
		261	EC	54,706	209.60	26.20	8		
<b>Project Coordinator/Estimator- EMS</b>	MHS	261	0	53,432	204.72	25.59	8	Salaried Monthly	
		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</b>	MES	261	0	47,251	181.04	22.63	8	Hourly Biweekly
<b>Grounds IV - Small Engine Mechanic</b>		261	EC	48,692	186.56	23.32	8	
<b>Grounds IV Specialist</b>								
<b>HVAC Tech</b>								
<b>Licensed Electrician</b>								
<b>Licensed Plumber</b>								
<b>Safety &amp; Security Specialist</b>								
<b>Supervisor II - Heavy Equipment</b>								
<b>Custodial Area Supervisor</b>	MJS	261	0	45,581	174.64	21.83	8	Hourly Biweekly
<b>Lead Locksmith</b>		261	EC	47,001	180.08	22.51	8	
<b>Maintenance III</b>								
<b>Maintenance - Kitchen Specialist</b>								
<b>EMS Tech</b>	MGS	261	0	42,512	162.88	20.36	8	Hourly Biweekly
<b>Maintenance Foreman</b>		261	EC	43,783	167.75	20.97	8	
<b>Maintenance II</b>								
<b>Printer III - Bindery</b>								
<b>Printer III - (Docutech)</b>								
<b>Supervisor I - Operations</b>								
<b>Supervisor I - Security</b>								
<b>Supervisor II - Grounds</b>								
<b>Warehouse IV</b>								
<b>Maintenance I</b>	MLS	261	0	37,125	142.24	17.78	8	
<b>Printer II</b>		261	EC	38,231	146.48	18.31	8	
<b>Warehouse Assistant</b>								
<b>Custodial IV - High School Lead</b>	MMS	261	0	32,740	125.44	15.68	8	Hourly Biweekly
<b>Security</b>		261	EC	33,721	129.20	16.15	8	
<b>Warehouse III</b>								
<b>Custodial III - Junior High Lead</b>	MPS	261	0	30,318	116.16	14.52	8	Hourly Biweekly
<b>Printer I</b>		261	EC	31,236	119.68	14.96	8	
<b>Warehouse I</b>								
<b>Custodial II - Elementary Lead</b>	MVS	261	0	27,770	106.40	13.30	8	Hourly Biweekly
<b>Grounds II</b>		261	EC	28,626	109.68	13.71	8	

EC = Experience/Competency Level

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

<b>Job Title</b>	<b>Pay Grade</b>	<b>Maximum Days Required</b>	<b>Exp Level</b>	<b>Annual Salary</b>	<b>Daily Rate</b>	<b>Hourly Rate</b>	<b>Hours per Day</b>	<b>Salary Basis / Payroll</b>
<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</b> <b>(High School - 3rd shift late hours)</b> <b>(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

<b>PARAPROFESSIONAL STAFF</b>					
<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>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</b>	PEQ	226	0	41,736	184.67
		226	EC	42,940	190.00
<b>Administrative Specialist IV-Accts Payable</b>					
<b>Fleet Safety Specialist</b>					
<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</b>	PGQ	226	0	38,004	168.16
		226	EC	39,216	173.52
<b>Executive Assistant IV</b>					
<b>Executive Assistant III</b>					
<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</b>					
<b>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**

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

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

EC = Experience/Competency Level

## Professional Support Pay Plan

<b>PROFESSIONAL SUPPORT STAFF</b>					
<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>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**

<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>Cash Manager</b>	AVQ	226	0	72,576	321.13
<b>Coordinator</b>		226	1	75,148	332.51
<b>STEM Specialist</b>		226	EC	77,719	343.89
<b>Internal Auditor</b>					
<b>Program Specialist II</b>					
<b>Lead Reading Academy Coach</b>					
<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</b>	AQJ-1	191	0	60,052	314.41
<b>Speech Therapist</b>		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>Hippy Specialist</b>	AYJ	187	0	55,000	294.12
<b>Enterprise City Specialist</b>		187	1	57,045	305.05
		187	EC	59,090	315.99
<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**

<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>Communications Specialist</b>	AYN	207	0	54,968	265.55
<b>Program Specialist I</b>		207	1	57,232	276.48
		207	EC	59,496	287.42
<b>Administrative Manager (Accounting)</b>	AYQ	226	0	60,013	265.55
<b>Administrative Manager (Board Relations)</b>		226	1	62,485	276.48
<b>Paralegal</b>		226	EC	64,957	287.42
<b>Program Specialist I</b>					
<b>Translation Specialist</b>					
<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</b>	AZQ	226	0	53,050	234.74
<b>Senior Buyer Specialist</b>		226	1	55,231	244.38
<b>Digital Media Specialist</b>		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</b>	ASQ	226	0	45,426	201.00
<b>Counseling Program Specialist I</b>		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

<b>TECHNOLOGY STAFF</b>								
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
		261	EC	125,904	482.39		8	Monthly
<b>Tech Engineer/Manager III</b>	NES	261	0	90,850	348.08		8	Salaried
		261	EC	109,020	417.70		8	Monthly
<b>Tech Engineer/Manager III Communications Tech Specialist</b>	NEQ	226	0	78,667	348.08		8	Salaried
		226	EC	94,400	417.70		8	Monthly
<b>PEIMS Coordinator Principal Applications Admin Principal Programmer/Analyst</b>	NGS	261	0	78,737	301.67		8	Salaried
		261	EC	96,904	371.28		8	Monthly
<b>Tech Engineer/Manager II</b>	NJS	261	0	76,406	292.75		8	Salaried
		261	EC	91,551	350.77		8	Monthly
<b>Graphic Designer Graphic Designer/Webmaster</b>	NJQ	226	0	66,160	292.75		8	Salaried
		226	EC	79,274	350.77		8	Monthly
<b>Videographer</b>	NKQ	226	0	58,748	259.95		8	Salaried
		226	EC	70,864	313.56		8	Monthly
<b>Tech Engineer/Manager I</b>	NLQ	226	0	52,971	234.38		8	Salaried
		226	EC	66,079	292.39		8	Monthly
<b>Tech Engineer/Manager I</b>	NLS	261	0	61,174	234.38		8	Salaried
		261	EC	76,313	292.39		8	Monthly
<b>Technology Specialist II</b>	NNS	261	0	55,117	211.18		8	Salaried
		261	EC	67,228	257.58		8	Monthly
<b>Project Manager Technology Specialist I Project Mgr/Tech Specialist I</b>	NQS	261	0	49,058	187.96		8	Salaried
		261	EC	61,175	234.39		8	Monthly
<b>Technology Support II</b>	NUS	261	0	42,612	163.27	20.41	8	Hourly
		261	EC	50,026	191.67	23.96	8	Biweekly
<b>Notes:</b>								
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

<i>TRANSPORTATION</i>								
Job Title	Pay Grade	Maximum Days Required	Exp Level	Annual Salary	Daily Rate	Hourly Rate	Hours per Day	Salary Basis / Payroll
<b>Fleet Manager</b>	BAS	261	0	75,000	287.36	35.92	8	Hourly
		261	EC	80,000	306.48	38.31	8	Biweekly
<b>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	52,200	200.00	25.00	8	Hourly
		261	EC	53,495	204.96	25.62	8	Biweekly
<b>Dispatcher Tech Router</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	22,883	129.00	21.50	6	Hourly
		177	EC	24,426	138.00	23.00	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	14,379	81.24	13.54	6	Hourly
		177	EC	14,719	83.16	13.86	6	Biweekly

EC = Experience/Competency Level

## Transportation Placement Scale

<b>Position</b>	<b>2022-22 Job Exp</b>	<b>Bus Driver</b>	<b>Bus Monitor (177 Days)</b>
<b>Minimum</b>	<b>0</b>	21.50	13.54
	<b>1</b>	22.00	13.86
	<b>2</b>	22.29	14.04
	<b>3</b>	22.58	14.23
	<b>4</b>	22.87	14.41
	<b>5</b>	23.16	14.60
	<b>6</b>	23.45	14.78
	<b>7</b>	23.74	14.97
	<b>8</b>	24.03	15.15
	<b>9</b>	24.32	15.34
	<b>10</b>	24.61	15.52
	<b>11</b>	24.90	15.70
	<b>12</b>	25.19	15.89
	<b>13</b>	25.48	16.07
	<b>14</b>	25.77	16.26
<b>Midpoint</b>	<b>15</b>	26.06	16.44
	<b>16</b>	26.35	16.64
	<b>17</b>	26.64	16.81
	<b>18</b>	26.93	17.00
	<b>19</b>	27.22	17.18
	<b>20</b>	27.51	17.36
	<b>21</b>	27.80	17.55
	<b>22</b>	28.09	17.73
	<b>23</b>	28.38	17.92
	<b>24</b>	28.67	18.10
	<b>25</b>	28.96	18.29
	<b>26</b>	29.16	18.39
	<b>27</b>	29.36	18.49
	<b>28</b>	29.56	18.59
	<b>29</b>	29.76	18.70
<b>Maximum</b>	<b>30</b>	29.96	18.80

## 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. 2022)	Payout #2 (Dec. 2022)	Payout #3 (May 2023)
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
Teachers	1,000	500	0	500

## Academic, Co-Curricular, and Extra-Curricular Stipends

### High School

<b>HIGH SCHOOL</b>			
<b>Supplement Type</b>	<b>Annual Amount</b>	<b>Supplement Type</b>	<b>Annual Amount</b>
Academic Decathlon Head Coach	4,905	Cheerleader - Head Sponsor	4,565
Academic Decathlon Associate Coach	2,865	Cheerleader - Assistant Sponsor	2,500
		Cheerleader/Pep Squad - 9th grade	1,715
Annual Sponsor	1,675		
		Drill Team Sponsor	6,000
AP Lab Teacher	920	Drill Team Assistant	2,200
Auditorium Manager	3,480	High School Lead Counselor	2,500
Ballet Folklorico	2,200		
		High School Librarian	1,550
Crisis Intervention	1,190	<b>Music:</b>	
		Band Director - Assistant	8,000
Debate / Speech	3,135	Choir Director - Head	6,750
		Choir Director - Assistant	4,500
Theater Director - Head	6,750	Orchestra Director - Head	6,750
Theater Director - Assistant	4,000	Orchestra Director - Assistant	4,000
Math Team & Mu Alpha Theta Sponsor	1,190	<b>Department Chairperson:</b>	
		(if at least 3 staff members in each dept)	
Mock Trial Sponsor	1,700	English	2,060
		ESL	2,060
National Honor Society	860	Foreign Language	2,060
		Math	2,060
Student Council Sponsor	1,635	Physical Education	2,060
		Science	2,060
Western Dance - Head	4,900	Social Studies	2,060
Western Dance - Assistant	2,865	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

<b>JUNIOR HIGH</b>			
<b>Supplement Type</b>	<b>Annual Amount</b>	<b>Supplement Type</b>	<b>Annual Amount</b>
Academic Pentathlon Sponsor	970	<b>Music:</b>	
Annual Sponsor	880	Band Director - Head	8,000
Beta Club Sponsor	715	Band Director - Assistant	5,000
Crisis Intervention	1,190	Choir Director - Head	4,000
National Honor Society Sponsor	715	Choir Director - Assistant	3,000
Student Council	815	Orchestra Director	4,000
Spirit Leader - 7th grade	1,020	Orchestra Director - Assistant	3,000
Cheerleader/Pep Squad - 8th grade	1,715	<b>Department Chairperson:</b>	
Theater Director - only RWJH	2,500	(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
<b>ELEMENTARY</b>			
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

<b>HIGH SCHOOL</b>			
<b>Supplement Type</b>	<b>Annual Amount</b>	<b>Supplement Type</b>	<b>Annual Amount</b>
Baseball - Head Coach	7,215	Softball - Head Coach - Girls	7,215
Baseball - Assistant Coach	4,000	Softball - Assistant Coach - Girls	4,000
Basketball - Head Coach - Boys	8,525	Swimming - Head Coach	7,095
Basketball - Assistant Coach - Boys	5,275	Swimming - Assistant Coach	4,730
Basketball - Head Coach - Girls	8,525		
Basketball - Assistant Coach - Girls	5,275	Tennis - Head Coach	6,130
		Tennis - Assistant Coach	4,730
Cross Country - Head Coach	4,565		
		Track - Head Coach - Boys	5,540
Diving - Head Coach	4,985	Track - Assistant Coach - Boys	4,125
		Track - Head Coach - Girls	5,540
Football - 1st Varsity Assistant Coach	9,025	Track - Assistant Coach - Girls	4,125
Football - Assistant Coach	6,095		
Football - Defensive Coord Coach	9,025	Trainer - Head	10,015
Football - Offensive Coord Coach	9,025	Trainer - Assistant	8,655
Football - Special Coord Coach	8,365	Co Trainer - if Head & Asst duties split evenly	9,335
Golf - Head Coach - Boys	5,730	Volleyball - Head Coach	8,525
Golf - Head Coach - Girls	5,730	Volleyball - Assistant Coach	5,275
Soccer - Head Coach - Boys	6,640	Wrestling - Head Coach	5,590
Soccer - Head Coach - Girls	6,640	Wrestling - Assistant Coach	4,320
Soccer - Assistant Coach - Boys	3,810		
Soccer - Assistant Coach - Girls	3,810	Boys Assistant Coach	6,095
		Girls Assistant Coach	6,095
Strength & Conditioning Coach	9,000		
		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

<b>JUNIOR HIGH</b>			
<b>Supplement Name</b>	<b>Annual Amount</b>	<b>Supplement Name</b>	<b>Annual Amount</b>
Athletic Coordinator for Both Boys & Girls Programs*	7,421	Soccer - Girls - 8th Grade	1,225
Athletic Coordinator for Boys Program	7,071	Soccer - Girls - 7th Grade	1,225
Athletic Coordinator for Girls Program	7,071	Soccer - Boys - 8th Grade	1,225
		Soccer - Boys - 7th Grade	1,225
Assistant Coach - Boys	5,585		
Assistant Coach - Girls	5,585	Tennis - Both Boys and Girls Coach (use if one coach has both boys & girls tennis programs)	1,874
Extra Coach - Boys	1,020	Tennis - Boys Only	1,474
Extra Coach - Girls	1,020	Tennis - Girls Only	1,474
B-Team Basketball - Boys	750		
B-Team Basketball - Girls	750	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.

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## Career Pathways Stipends

<b>RICHARDSON ISD CAREER PATHWAYS SUPPLEMENTS 2022-2023</b>			
<b>CAMPUS</b>		<b>DISTRICT</b>	
<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

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## 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)		1,000
<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		4,500
Special Education Team Lead		2,000
Special Education Supplemental – SSS Campus Facilitators		2,000

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# 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 [TRS Website](#)
- Federal income tax (FIT) – For W4 forms submitted before 1/1/2022, 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 1/1/2022 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 Munis 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 [RISD Benefits Portal](#) to view the current year Employee Benefits Guide.