

# COMPENSATION PLANS

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**RED OAK ISD**  
**2025-2026**

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**Human Resources Department**  
**[www.redoakisd.org](http://www.redoakisd.org)**

September 2025

RED OAK INDEPENDENT SCHOOL DISTRICT

Teacher Hiring Schedule

2025-2026

<u>Experience Level</u>	<u>2024 2025 Bachelor's Degree</u>	<u>89th Legislature Bachelor's Degree</u>
0	\$56,000	\$57,600
1	\$56,400	\$58,000
2	\$56,800	\$58,400
3	\$57,200	\$59,300
4	\$57,600	\$59,700
5	\$58,000	\$62,600
6	\$58,600	\$63,000
7	\$59,200	\$63,600
8	\$59,800	\$64,200
9	\$60,400	\$64,800
10	\$61,000	\$65,400
11	\$61,600	\$66,000
12	\$62,200	\$66,600
13	\$62,800	\$67,200
14	\$63,400	\$67,800
15	\$64,000	\$68,400
16	\$64,600	\$69,000
17	\$65,200	\$69,600
18	\$65,800	\$70,200
19	\$66,400	\$70,800
20	\$67,000	\$71,400
21	\$67,600	\$72,000
22	\$68,200	\$72,600
23	\$68,800	\$73,200
24	\$69,400	\$73,800
25	\$70,000	\$74,400
26	\$70,600	\$75,000
27	\$71,200	\$75,600
28	\$71,800	\$76,200
29	\$72,400	\$76,800
30+	\$73,000	\$77,400

- Master's degree and Doctorate degree stipend of \$2,000 will be issued to a teacher who is assigned to teach a subject area that correlates to his/her Master's degree.
- Teachers above the step 30 pay will receive an annual Longevity amount.
- House Bill 2 from the 89th Legislative created a Teacher Retention Allotment (TRA) to compensate and retain certain classroom teachers with funds provided by the State. If these funds are not provided in the future, the salary schedules will revert back to the base teacher salary schedule.
- In order to qualify for the TRA, a teacher must teach students 4 hours a day.

**2025-2026 Administrative/Professional Pay Plan**

Red Oak ISD

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
<b>1</b>			<b>Monthly</b>	<b>\$3,944</b>	<b>\$4,635</b>	<b>\$5,430</b>
	Administrative Coordinator - Education Foundation	10				
	Coordinator - College & Career Readiness	11				
	Coordinator - Communications	12				
	Coordinator - Transportation	12				
<b>2</b>			<b>Monthly</b>	<b>\$4,338</b>	<b>\$5,106</b>	<b>\$6,032</b>
	Assistant Director - Childcare	11				
<b>3</b>			<b>Monthly</b>	<b>\$5,350</b>	<b>\$6,299</b>	<b>\$7,438</b>
	Athletic Trainer	12				
	Speech-Language Pathology Assistant	10				
	Counselor - ES, MS, HS	11				
	Transportation Operations Manager	12				
	Graphics & Multimedia Specialist	12				
	Communications Web & Programs Specialist	12				
	Testing Coordinator	11				
	Librarian	10				
<b>4</b>			<b>Monthly</b>	<b>\$5,512</b>	<b>\$6,448</b>	<b>\$7,545</b>
	Nurse	10				
	Coordinator - Curriculum	12				
	Coordinator - PEIMS	12				
	Coordinator - SpEd	12				
	Coordinator - Assessment	12				
	Payroll Manager	12				
	Communication & Marketing Specialist	12				
	Technology - Helpdesk Manager	12				
<b>5</b>			<b>Monthly</b>	<b>\$5,774</b>	<b>\$6,760</b>	<b>\$7,908</b>
	Speech Language Pathologist	10				
	Psychologist	11				
	Occupational Therapist	10				
	Diagnostician	11				
	ARD Facilitator	11				
	Student Support Specialist	12				
	Behavior Specialist	11				
	Skyward Database Analyst	12				
	Auditory Specialist	10				
<b>6</b>			<b>Monthly</b>	<b>\$6,062</b>	<b>\$7,092</b>	<b>\$8,297</b>
	Assistant Principal - Elementary	11				
	Assessment & Accountability Coordinator	12				
	Coordinator - Finance	12				
	Technology Network and Systems Analyst	12				
	Executive Director - Ed. Foundation/Volunteer Coordinator	12				
	Director - Transportation	12				
	Speech Therapist Lead	11				

**2025-2026 Administrative/Professional Pay Plan**

Red Oak ISD

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
<b>7</b>			<b>Monthly</b>	<b>\$6,351</b>	<b>\$7,493</b>	<b>\$8,788</b>
	Assistant Director - Specialized Learning	12				
	Assistant Director - State and Federal Programs	12				
	Assistant Principal - Middle/High School	12				
	Associate Principal - HS	12				
	Dean of Specialized Learning	12				
	DAEP Administrator	12				
	Benefits and Leave Administrator	12				
	Director - Purchasing	12				
	Director - Childcare	11				
	Director - Health Services	11				
	Director - Instructional Technology	12				
	Head Band Director	12				
	Truancy Administrator	12				
<b>8</b>			<b>Monthly</b>	<b>\$6,986</b>	<b>\$8,245</b>	<b>\$9,694</b>
	Director - Accounting	12				
	Director - CTE	12				
	Director - PEIMS	12				
	Director - Student Nutrition	12				
	Director - HR	12				
	Principal - Elementary	12				
	Director - Counseling & Family Services	12				
	Head Football Coach	12				
<b>9</b>			<b>Monthly</b>	<b>\$7,685</b>	<b>\$9,566</b>	<b>\$11,207</b>
	Executive Director - Specialized Learning	12				
	Executive Director - Support Services	12				
	Executive Director - Human Resources	12				
	Executive Director - CCMR	12				
	Executive Director - Student Services	12				
	Director - Information Technology	12				
	Director - Grants and 504	12				
	Principal - Middle School	12				
	Director - Curriculum and Instruction	12				
	Director - Fine Arts	12				
	Director - Athletics	12				
	Principal - High School	12				
	Chief of Police	12				
<b>10</b>			<b>Monthly</b>	<b>\$8,455</b>	<b>\$10,146</b>	<b>\$12,175</b>
	Chief Communications Officer	12				
	Chief Academic Officer	12				
	Chief Technology Officer	12				
	Chief Operations Officer	12				
	Chief of Secondary Schools and Programs	12				
	Chief Financial Officer	12				
	Deputy Superintendent	12				

**2025-2026 Paraprofessional/Technical Pay Plan**

Red Oak ISD

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
<b>1</b>			<b>Hourly</b>	<b>\$11.06</b>	<b>\$12.72</b>	<b>\$15.26</b>
	Child Caregiver	193				
<b>2</b>			<b>Hourly</b>	<b>\$12.43</b>	<b>\$14.29</b>	<b>\$17.15</b>
	Aide - Instructional	187				
	Special Education Aide - General/Resource	187				
	Child Caregiver - Certified	193				
<b>3</b>			<b>Hourly</b>	<b>\$13.90</b>	<b>\$15.99</b>	<b>\$19.19</b>
	Aide - Bilingual/ESL	187				
	Aide - Computer Lab	187				
	Aide - Floater	187				
	Aide - ISS	187				
	Aide - Library	187				
	Aide - SpEd Self Contained	187				
	Child Caregiver - Degreed	193				
	Child Caregiver Assistant Coordinator	193				
	Child Caregiver - Site Supervisor	193				
<b>4</b>			<b>Hourly</b>	<b>\$15.57</b>	<b>\$17.91</b>	<b>\$21.49</b>
	Aide - DAEP	187				
	Aide - SpEd Behavior Unit	187				
	Clerk - Specialized Learning - Elem	202				
	Clerk - Attendance MS/HS	210				
	Clerk - PEIMS, ES/MS	210				
	Clerk - Truancy	202				
	Receptionist - HS	207				
	Receptionist - MS	202				
	Receptionist - Admin.	226				
	Secretary - Asst. Principal	207				
	Secretary - Little Hawks Learning Center	207				
<b>5</b>			<b>Hourly</b>	<b>\$17.47</b>	<b>\$20.09</b>	<b>\$24.11</b>
	Clerk - PEIMS, HS	226				
	Clerk - Specialized Learning Clerk MS/HS	220				
	Coordinator - Child Caregiver	207				
	Coordinator - Instructional Materials & Subs	210				
	Secretary - Principal ES	210				
<b>6</b>			<b>Hourly</b>	<b>\$19.63</b>	<b>\$22.57</b>	<b>\$27.08</b>
	HR Records Specialist	226				
	Clerk - PEIMS/Truancy District	226				
	Accounting Specialist	226				
	Secretary - Principal MS	220				
	Secretary - Counselors HS	226				

**2025-2026 Paraprofessional/Technical Pay Plan**

Red Oak ISD

Pay Grade	Job Title	Calendars		Minimum	Midpoint	Maximum
<b>7</b>			<b>Hourly</b>	<b>\$22.08</b>	<b>\$25.39</b>	<b>\$30.47</b>
	LVN	193				
	Secretary - Athletic Director	226				
	Secretary - Specialized Learning (District)	226				
	Secretary - Director Student Nutrition	226				
	Secretary - Executive Director of Student Services	226				
	Administrative Assistant - Police	226				
	Secretary - Principal HS	226				
	Student Nutrition Accounts Clerk	226				
	Specialist - Accounts Payable	226				
	Specialist - Payroll	226				
<b>8</b>			<b>Hourly</b>	<b>\$24.81</b>	<b>\$28.53</b>	<b>\$34.24</b>
	Manager - Accounts Payable	226				
	Coordinator - Support Services	226				
	Coordinator - Purchasing (Bond Funded)	226				
	Instructional Support Specialist	226				
	Admin Assistant - Chief/Deputy	226				
<b>9</b>			<b>Hourly</b>	<b>\$27.90</b>	<b>\$32.09</b>	<b>\$38.51</b>
	Admin Assistant - Superintendent	226				

**2025-2026 Auxiliary Pay Plan**

Red Oak ISD

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum
<b>1</b>			<b>\$11.08</b>	<b>\$12.19</b>	<b>\$14.63</b>
	Bus Monitor	181			
	Student Nutrition Monitor	177			
<b>2</b>			<b>\$12.40</b>	<b>\$13.64</b>	<b>\$16.37</b>
	Student Nutrition Worker	181			
	Student Nutrition Warehouse/Delivery	207			
<b>3</b>			<b>\$13.88</b>	<b>\$15.27</b>	<b>\$18.32</b>
	Warehouse/Event/Delivery	236			
	Hall Monitor	187			
	Custodian	236			
<b>4</b>			<b>\$15.55</b>	<b>\$17.10</b>	<b>\$20.52</b>
	Student Nutrition - Lead	181			
	Groundskeeper	236			
<b>5</b>			<b>\$17.41</b>	<b>\$20.02</b>	<b>\$24.02</b>
	Maintenance I	236			
	Pest Control Specialist	236			
	Agriculture Facility Assistant	187			
	Police Dispatcher	197			
	Student Campus Safety Coordinator	187			
	Student Nutrition Manager	181			
	Warehouse Supervisor	226			
	Transportation - Dispatcher	236			
	Transportation - Mechanic I	236			
<b>6</b>			<b>\$19.50</b>	<b>\$22.43</b>	<b>\$26.92</b>
	Maintenance II	236			
	Transportation - Mechanic II	236			
	Security Analyst	220			
	Menu Specialist	226			
<b>7</b>			<b>\$21.84</b>	<b>\$25.11</b>	<b>\$30.13</b>
	Carpenter	236			
	Desktop Support Technician	226			
	Desktop Support Technician - Events	226			
	Campus Supervisor - Student Nutrition	226			
	Maintenance III	236			
	Kitchen Equipment Technician	236			
	Transportation - Dispatcher/Bus Driver	236			
	Transportation - Lead Trainer/Bus Driver	226			
	Transportation - Route Specialist / Bus Driver	226			
	Bus Driver (Full-time)	207			
	Bus Driver	181			
	Custodial Supervisor	236			
	Security Guard	187			
<b>8</b>			<b>\$24.46</b>	<b>\$28.13</b>	<b>\$33.76</b>
	Electrician	236			
	HVAC Mechanic (Licensed)	236			
	Plumber	236			
	Supervisor - Maintenance	236			
	Transportation Shop Foreman	236			
<b>9</b>			<b>\$31.00</b>	<b>\$35.65</b>	<b>\$42.78</b>
	Police Officer	202, 226			

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# **RED OAK ISD 2025-2026**

## **ROISD SCHOOL BOARD**

**President - Melanie Petersen, Place 7**  
**Vice President - Johnny Knight, Place 4**  
**Secretary - Sean Kelly, Place 5**  
**Donna Knight, Place 1**  
**Brian Sebring, Place 2**  
**John Anderson, Place 3**  
**Donny Lutrick, Place 6**

**Superintendent Brenda Sanford**

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