2026-2027

COMPENSATION PLAN

Table of Contents

Pay Guidelines	Page 2
Job Classification	Page 2
Pay Increases	Page 2
Pay Ranges	Page 3
Initial Employment	Page 3
Classroom Teachers	Page 4
Promotion	Page 4
Reclassification	Page 5
Demotion	Page 5
Reassignment	Page 5
Training/Adjustments	Page 6
Salary Ranges	Page 6
Hiring Schedule –Teachers/Nurses/Library Media Specialists	Page 7
Hiring Schedule – Administrative Program	Page 8
Hiring Schedule – Administrative Support	Page 12
Hiring Schedule – Instructional Support	Page 14
Hiring Schedule – ROCK After School Program	Page 15
Hiring Schedule – Auxiliary	Page 16

Pay Guidelines

This is a guide for administering salaries and wages for Teacher, Administrative Program, Administrative Support, Instructional Support, ROCK After School Program and Auxiliary (Child Nutrition, Facility Operations and Transportation) personnel of Rockwall Independent School District.

The practices described are intended to implement local School Board policy and goals, state and federal regulations, and appropriate accreditation standards.

Job Classification

District jobs are assigned to pay ranges based upon compensable factors and grouped with jobs of similar value.

Periodically, selected jobs from each job grade will be reviewed to ensure that conditions in the District, such as organizational structure, major programs, or significant responsibilities in a particular job, have not changed to a degree warranting a change in job range classification. This review is to be at the direction of the Superintendent or his designees, which shall be the Senior Chief Financial Officer and the Chief Human Resources Officer.

Newly established jobs should be analyzed, and range assignments determined prior to hiring personnel for the position. This procedure accomplishes two objectives. First, the appropriate pay range becomes part of the recruitment and hiring strategy of the District. Second, a consistent practice of salary administration is established at the initiation of each job.

Pay Increases

Annual pay increases are not guaranteed. If approved, raises are based on the mid–point of each pay range. **Rockwall ISD does not operate on a Step schedule**.

To **qualify for a raise**, an employee **must be employed on the last day of their Contract year** and, **without a break in service**, have **earned a year of creditable service**. The Texas Education Agency (TEA) refers to 90 full–time equivalent days (% of day employed multiplied by number of days employed) as a creditable year of Experience (i.e., days employed x FTE = Equivalent Days Worked).

Child Nutrition, Maintenance, Transportation and ROCK employees must be employed prior to the 90th day of the appropriate work schedule and **must be employed on the last day of their contract year** and**, without a break in service,** in order to earn a year of service.

General pay increase recommendations presented to the Rockwall ISD Board of Trustees by the administration shall be based on consideration of such factors as cost-of-living indexes, wage increases within competitive job markets and budget resources.

Pay Ranges

Pay ranges represent the internal job classification as well as external job market pay levels. The greater the level of compensable factors present in a job, the higher the placement in the pay range structure.

The use of pay range levels facilitates payroll administration and maintains the integrity of the job worth. The midpoint is the chief control point in the system. A minimum and maximum pay rate for each range is computed from the midpoint range using technical standards that are designed to maintain pay equity or fair pay for each job in the system of jobs.

Employees should be assigned to a pay range and paid a salary rate between the minimum and maximum (inclusive). Minimum and maximum pay rates are valid for only one year. No general pay action is intended to extend an employee's pay above the pay range or add pay to an employee's pay already paid above the assigned range maximum.

Initial Employment

Employment, assignment, and salary placement should be in accordance with the job requirements as specified in the job description. **Where job requirements include transcripts, certificates, or licenses, these must be official and on file with the District. A Texas educator service record or chronology of prior work history (if previously employed full time) including the last current salary or wage is required.**

Salary placement will be at the direction of the Superintendent or his designees, which shall be the Senior Chief Financial Officer and the Chief Human Resources Officer. The Department of Human Resources shall determine hiring rates based on job–related qualifications, salary history, and salaries of other employees in the same position. Advertisements for positions typically will identify the range minimum up to the maximum range as the possible starting salary range. Salary placement strategies may be different for each employee family consistent with objectives of District goals.

Administrators/Non–teaching Professional Employees – The Superintendent or his designees, which shall be the Senior Chief Financial Officer and the Chief Human Resources Officer, shall individually set hiring rates for the new administrators/non–teaching professional employees under the following guidelines:

1. Persons with previous job experience or special skills may be hired at a rate up to but not exceeding the control rate of the pay range.

2. New administrators/non–teaching professional employees shall normally not be started at a rate above the salary of other district employees with more experience in the job.

3. New administrators may be started at a salary above the control rate if a pay decrease would otherwise occur.

4. A new employee in a hard to fill position or with special qualifications may be placed above the control rate with consideration given for current employees in that specific pay range.

Classroom Teachers

The Superintendent or his designees, which shall be the Senior Chief Financial Officer and the Chief Human Resources Officer, shall annually establish a starting salary for all new hire teachers with zero years teaching experience. The starting salary will reflect the hiring objectives of the District. Starting salaries for all other new hire teachers will be based upon consideration for experience and area of teaching specialty. New teachers to the District will not be placed above salary levels of continuing teachers with similar training and teaching experience.

The Superintendent or his designees, which shall be the Senior Chief Financial Officer and the Chief Human Resources Officer, may approve hiring rates up to or above the midpoint range when an applicant has exceptional job qualifications or the position cannot otherwise be filled.

Promotion

For compensation purposes, a promotion occurs when an employee is placed in a higher pay range except for general structure changes or position reclassification. The effective date of the promotion is determined by the Superintendent or his designees, which shall be the Senior Chief Financial Officer and the Chief Human Resources Officer.

The new salary rate shall be equal to or greater than the minimum, rate for the new range, but in no case shall it exceed the maximum rate for the new range. Promotion increases shall normally follow these guidelines:

1. The basis for computing a promotion increase shall be the employee's previous base pay rate, exclusive of stipends or supplements, and the midpoint of the new range.

2. If current pay rate is above the midpoint of the new range, **may give up to** 3.0 percent of new range control rate for a promotion increase.

3. If current pay rate is below new midpoint, **may give up to** 7.0 percent of the new midpoint for a promotion increase.

4. If a promotion increase advances employee's pay above new midpoint, adjust promotion increase to a rate not to exceed new midpoint.

5. If promotion increase does not advance employee to new range minimum, adjust promoted employee's pay to new range minimum.

6. If the promotion adjustment is applied when new raises are effective, an employee may receive the general pay increase from his or her current pay range; and the promotional increase will then be computed.

7. The District can if necessary, exceed the promotion increase in order to keep at the current market value.

8. **The adjusted salary for newly promoted employees shall normally not be started at a rate above the salary of other District employees with more experience in the job.**

Increases are calculated on daily or hourly rates of pay. Increases over 30 percent in total pay must be approved by the Superintendent or his designees, which shall be the Senior Chief Financial Officer and the Chief Human Resources Officer.

Reclassification

On a periodic basis, jobs may be reclassified into a different pay range or salaries may be adjusted within pay ranges in order to maintain the internal/external equity to other jobs of similar worth in the District. Reclassification of a job is not a promotion or demotion. Reclassification changes result when there has been a significant modification of job duties or qualifications as determined by the District. If an employee's job is reclassified, no special increase will be given unless the employee is below the minimum for the new pay range or the current job incumbent's pay rate is in an inequitable position in comparison to comparable jobs.

These job reclassifications and salary adjustments may be conducted at the direction and approval of the Superintendent or his designees, which shall be the Senior Chief Financial Officer and the Chief Human Resources Officer.

Demotion

For compensation purposes, a demotion occurs when an employee is placed in a lower pay range except for general salary structure changes or position reclassification. At the direction of the Superintendent or his designees, which shall be the Senior Chief Financial Officer and the Chief Human Resources Officer, an employee's pay rate may be reduced.

Reassignment

Placement in a lower pay range not resulting from a demotion may not immediately reduce salary. Programmatic, organizational, or funding changes are examples of such actions, which may create this condition.

Training Adjustments/Requirements

For the $1,500 differential for teachers earning a Master's Degree and/or a $1,000 differential for teachers earning a Doctorate Degree, the employee must provide an official transcript showing the date the Master/Doctorate degree was conferred/awarded.

Library Media Specialists must have completed a Master's degree in library science.

Rockwall Independent School District Compensation Package:

Unless otherwise specified by a supervisor, the District unilaterally designates that all employees will be paid on an annualized (12–month) basis in accordance with the District's payroll calendar.

Locally developed incentive programs, if any, shall be addressed in the compensation plan of the District.

In addition to salary, the compensation package also includes a District contribution of the lesser of $361.00 per month or the cost of insurance premiums, per employee, for those who are enrolled in the TRS Active Care Plan, along with a $20,000 term life insurance policy.

Salary Ranges

The District will continue to align its pay structure with the market data presented. The pay structure divides position titles into job grades and within each job grade is pay ranges that categorize/align those positions that have common skills, responsibilities, and expectations. Each pay range consists of a minimum rate, midpoint rate and maximum rate.

The midpoint is the market value of the position based on average salaries for similar positions in fourteen school districts that make up RISD's comparison/peer group.

The fourteen/peer districts are:

Allen	Carroll	Coppell
Forney	Frisco	Garland
Highland Park	McKinney	Mesquite
Northwest	Plano	Richardson
Royse City	Wylie	

To identify an employee's pay range, please refer to the 2026-2027 Compensation Plan located on the Human Resource page of the www.rockwallisd.com website. Rockwall ISD continues to be a market sensitive competitor for all positions in the District.

2026-2027
TEACHERS/NURSES/LIBRARY MEDIA SPECIALISTS
HIRING SCHEDULE

The salary scale below is based on a 10-month (187-day) employment contract for the 2026-2027 school year. Salary plans are determined annually, and salary advancement is not guaranteed. Pay increases depend on the annual pay raise budget approved by the Board of Trustees. Individual salaries are determined based on job-related experience and credentials.

CURRENT YEARS EXPERIENCE	NEW HIRE SALARY	MASTER'S DEGREE	DOCTORATE
0	$63,500	$65,000	$66,000
1	$64,000	$65,500	$66,500
2	$64,500	$66,000	$67,000
3	$67,300	$68,800	$69,800
4	$67,700	$69,200	$70,200
5	$70,500	$72,000	$73,000
6	$71,000	$72,500	$73,500
7	$71,500	$73,000	$74,000
8	$72,000	$73,500	$74,500
9	$72,500	$74,000	$75,000
10	$73,000	$74,500	$75,500
11	$73,500	$75,000	$76,000
12	$74,000	$75,500	$76,500
13	$74,500	$76,000	$77,000
14	$75,000	$76,500	$77,500
15	$75,500	$77,000	$78,000
16	$76,000	$77,500	$78,500
17	$76,500	$78,000	$79,000
18	$77,000	$78,500	$79,500
19	$77,500	$79,000	$80,000
20	$78,000	$79,500	$80,500
21	$78,500	$80,000	$81,000
22	$79,000	$80,500	$81,500
23	$79,500	$81,000	$82,000
24	$80,000	$81,500	$82,500
25 +	$80,500	$82,000	$83,000

STIPENDS

$1,500 for a Master's Degree
$1,000 for a Doctorate
$4,500 for a Bilingual Assignment
$4,000 for a Speech Language Pathologist, Diagnostician, School Psychologist
$2,500 for Speech Language Pathologist Assistant
$5,000 for an ACE, Adult Transition, ECSE, and BASE Special Ed Teacher

ADMINISTRATIVE PROGRAM COMPENSATION 2026-2027

	Job Grade	Minimum	Midpoint	Maximum
Daily Rate	AP 1	$255.83	$308.23	$360.62

Area Coordinator – ROCK After School Program
Child Nutrition Multi–Campus Supervisor
Network Engineer I
Staff Accountant
Systems Engineer I

	Job Grade	Minimum	Midpoint	Maximum
Daily Rate	AP 2	$296.70	$361.86	$426.99

Adapted PE Specialist
Broadcast/Marketing Manager
Budget & Planning Manager
Elementary Student Information Systems Manager
Facility Services Project Coordinator
Help Desk Manager
Network Engineer II
Purchasing Manager
Reservations Manager
Secondary Student Information Systems Manager
Speech Language Pathologist Assistant
Systems Engineer II

	Job Grade	Minimum	Midpoint	Maximum
Daily Rate	AP 3	$316.85	$386.40	$455.95

Accounting Manager
Assistant Director – Aquatics
Assistant Director – Child Nutrition
Assistant Director – Maintenance
Assistant Director – Transportation
Behavior Specialist
Bilingual Specialist
Counselor – Elementary
Counselor – Middle School
Diagnostician
Dual Language Specialist
Elementary Literacy Specialist
Elementary Math Specialist
English Learner (EL) Instructional Specialist
Facility Services Project Manager
Fleet Manager
Language Testing/Translation Specialist
Orientation & Mobility Specialist
Payroll Manager
School Psychologist
Special Education Compliance Specialist
Special Programs Learning Specialist
Speech Language Pathologist
Support Nurse
Transition Specialist
Visually Impaired Specialist

	Job Grade	Minimum	Midpoint	Maximum
Daily Rate	AP 4	$335.86	$409.58	$483.32

Assistant Principal – Choice/DAEP
Assistant Principal – Elementary
Counselor – 9th Grade Campus
Counselor – Choice/DAEP
Counselor – High School
Executive Assistant to Superintendent and Board of Trustees
Lead Counselor – High School
Occupational Therapist
Physical Therapist

	Job Grade	Minimum	Midpoint	Maximum
Daily Rate	AP 5	$360.36	$434.15	$507.96

Assistant Principal – Middle School
Coordinator – 504 & Intervention Services
Coordinator – Advanced Academics/Secondary Social Studies
Coordinator – Assessment & Educator Support
Coordinator – Band
Coordinator – Benefits
Coordinator - Communications
Coordinator – Counselor & Student Support
Coordinator – District Website & Multi–Media
Coordinator – Elementary Math
Coordinator – Elementary Science
Coordinator – Early Childhood & Federal Programs
Coordinator – Gifted & Talented
Coordinator – Instructional Resources
Coordinator – Instructional Technology
Coordinator – Elementary Literacy/Social Studies
Coordinator – Secondary ELA/LOTE
Coordinator – Secondary Math
Coordinator – Secondary Science

	Job Grade	Minimum	Midpoint	Maximum
Daily Rate	AP 6	$381.98	$460.22	$538.45

Assistant Principal – 9th Grade Campus
Assistant Principal – High School
Associate Principal – High School
Principal – Choice/DAEP

	Job Grade	Minimum	Midpoint	Maximum
Daily Rate	AP 7	$404.89	$487.82	$570.75

Director – 504 & Intervention
Director – Accounts Payables
Director – Aquatics
Director - Athletics
Director – Child Nutrition
Director – Finance
Director – Health Services
Director – Human Resources
Director – Instructional Technology & Media Services
Director – Maintenance
Director – Multilingual Services
Director – Payroll
Director – Purchasing
Director – Safety & Security
Director – Special Education
Director – Student Information Services & PEIMS
Director – Technology Infrastructure
Director – Technology Operations
Director – Transportation
Principal – Elementary
ROCK Programming Director

	Job Grade	Minimum	Midpoint	Maximum
Daily Rate	AP 8	$454.85	$541.49	$628.12

Director – Fine Arts
Director – Project Planning & Construction
Principal – 9th Grade Campus
Principal – Middle School

	Job Grade	Minimum	Midpoint	Maximum
Daily Rate	AP 9	$541.26	$644.36	$747.46

Athletic Coordinator – Head Football Coach
Executive Director – Assessment, Accountability & Professional Learning
Executive Director – Athletics
Executive Director/Principal – Career & Technical Education
Executive Director – Finance
Principal – High School
Senior Executive Director – Elementary Curriculum & Instruction
Senior Executive Director – Human Resources
Senior Executive Director – Operations
Senior Executive Director – Secondary Curriculum & Instruction
Senior Executive Director – Special Programs
Senior Executive Director – Student Services
Senior Executive Director – Technology

	Job Grade	Minimum	Midpoint	Maximum
Daily Rate	AP 10	$624.39	$734.58	$844.76

Chief Academic Officer
Chief Communications Officer
Chief Human Resources Officer
Chief Student Services Officer

	Job Grade	Minimum	Midpoint	Maximum
Daily Rate	AP 11	$755.52	$888.85	$1,022.16

Senior Chief Financial Officer

ADMINISTRATIVE SUPPORT COMPENSATION 2026-2027

	Job Grade	Minimum	Midpoint	Maximum
Hourly Rate	AS 1	$13.98	$17.03	$20.10

Campus Receptionist

	Job Grade	Minimum	Midpoint	Maximum
Hourly Rate	AS 2	$15.79	$19.25	$22.71

Campus Receptionist – Choice/DAEP
Elementary Attendance/PEIMS Clerk

	Job Grade	Minimum	Midpoint	Maximum
Hourly Rate	AS 3	$16.73	$20.41	$24.09

Assistant Principal Secretary
Associate Principal Secretary
Attendance Clerk
Bilingual Parent Center Secretary
Counselor Secretary
Department Secretary
Receptionist – Administration/Education Center
ROCK Program Assistant
Special Programs Secretary

	Job Grade	Minimum	Midpoint	Maximum
Hourly Rate	AS 4	$19.25	$23.47	$27.69

Bilingual Community Liaison
Campus Athletic Secretary
Principal Secretary – Elementary
Print Shop Specialist
Registrar

	Job Grade	Minimum	Midpoint	Maximum
Hourly Rate	AS 5	$21.17	$25.82	$30.47

Accounts Payable Specialist
Bookkeeper
Business Specialist – Child Nutrition
Director Secretary
Federal Programs Secretary
Fingerprint/Background Specialist
Payroll Specialist
Principal Secretary – Choice/DAEP
Principal Secretary – Middle School
Principal Secretary – High School
Secretary – ROCK After School Program
Student Information Specialist

	Job Grade	Minimum	Midpoint	Maximum
Hourly Rate	AS 6	$22.79	$27.63	$32.46

District Athletic Secretary
Executive Director Secretary
Field Technician
Human Resources Assistant
Truancy Specialist

	Job Grade	Minimum	Midpoint	Maximum
Hourly Rate	AS 7	$26.54	$31.22	$35.89

Administrative Assistant
Audio–Visual Technician
Certification Assistant
Facility Services Specialist
Hardware Repair Technician
Help Desk Specialist
Lead Field Technician
Operations Services Specialist
Public Information Specialist

INSTRUCTIONAL SUPPORT COMPENSATION 2026-2027

	Job Grade	Minimum	Midpoint	Maximum
Hourly Rate	IS 1	$13.79	$16.50	$19.19

Instructional Assistant – Bilingual
Instructional Assistant – Computer Lab
Instructional Assistant – English as a Second Language (ESL)
Instructional Assistant – General Education
Instructional Assistant – Physical Education
Instructional Assistant – Positive Behavior Intervention (PBI)
Instructional Assistant – Pre–Kindergarten
Instructional Assistant – Title 1
Library Assistant
Special Ed Instructional Assistant
Special Ed Instructional Assistant – Communication Happening All the Time (CHAT)

	Job Grade	Minimum	Midpoint	Maximum
Hourly Rate	IS 2	14.54	$17.43	$20.32

Health Services Assistant
Special Ed Instructional Assistant – Behavior, Academic & Social/Emotional Learning (BASE)
Special Ed Instructional Assistant – Alternate Curriculum Education (ACE)
Special Ed Instructional Assistant – Adult Transition
Special Ed Instructional Assistant – Early Childhood Special Education (ECSE)

	Job Grade	Minimum	Midpoint	Maximum
Hourly Rate	IS 3	$15.76	$18.87	$21.99

In–School Suspension Assistant
Special Ed Instructional Assistant – Behavior, Academic & Social/Emotional Learning (BASE) – Centrally Deployed

	Job Grade	Minimum	Midpoint	Maximum
Hourly Rate	IS 4	$20.87	$25.00	$29.14

Color Guard Assistant
Licensed Vocational Nurse (LVN)

ROCK AFTER SCHOOL PROGRAM COMPENSATION 2026-2027

	Job Grade	Minimum	Midpoint	Maximum
Hourly Rate	ROCK 1	$11.90	$14.47	$17.05

Aide

	Job Grade	Minimum	Midpoint	Maximum
Hourly Rate	ROCK 2	$14.06	$16.56	$19.06

Instructional Assistant

	Job Grade	Minimum	Midpoint	Maximum
Hourly Rate	ROCK 3	$14.74	$16.96	$19.17

Assistant Site Coordinator

	Job Grade	Minimum	Midpoint	Maximum
Hourly Rate	ROCK 4	$20.91	$23.17	$25.45

Site Coordinator

AUXILIARY COMPENSATION 2026-2027

	Job Grade	Minimum	Midpoint	Maximum
Hourly Rate	AUX 1	$11.09	$13.52	$15.95

Lead Lifeguard

	Job Grade	Minimum	Midpoint	Maximum
Hourly Rate	AUX 2	$11.58	$14.47	$17.36

Bus Monitor
Child Nutrition Worker I
Crossing Guard

	Job Grade	Minimum	Midpoint	Maximum
Hourly Rate	AUX 3	$14.35	$17.94	$21.54

Child Nutrition Worker II
General Maintenance Helper
Grounds Keeper
School Safety Guard
Warehouse Delivery

	Job Grade	Minimum	Midpoint	Maximum
Hourly Rate	AUX 4	$16.87	$20.83	$24.79

Child Nutrition Delivery/Maintenance Helper
Child Nutrition Manager Trainee
Landscape Gardener
Lead Grounds Keeper
Lead Warehouse Delivery
Non-CDL Bus Driver

	Job Grade	Minimum	Midpoint	Maximum
Hourly Rate	AUX 5	$19.02	$23.47	$27.92

Child Nutrition Manager – Elementary
Bus Driver
Bus Driver – Flex Driver
Bus Driver – Trainer

	Job Grade	Minimum	Midpoint	Maximum
Hourly Rate	AUX 6	$20.15	$24.87	$29.60

Aquatics Swim Coach
Child Nutrition Manager – Secondary
Concessions/Catering Manager
Equipment Repair Technician
General Maintenance I
Regular Education Route Coordinator
Special Education Route Coordinator
Transportation Dispatcher
Transportation Operations Specialist

	Job Grade	Minimum	Midpoint	Maximum
Hourly Rate	AUX 7	$22.30	$26.87	$31.43

Field Trip Coordinator
Game Field Supervisor
General Maintenance II
Locksmith/Safety Trainer
Mechanic
Sr. Regular Education Route Coordinator
Warehouse Manager

	Job Grade	Minimum	Midpoint	Maximum
Hourly	AUX 8	$25.57	$30.08	$34.61

HVAC Technician
Journeyman Electrician
Journeyman Plumber
Landscape Irrigator
Purchasing Agent – Child Nutrition
Trainer Cafeteria

	Job Grade	Minimum	Midpoint	Maximum
Hourly	AUX 9	$29.16	$34.29	$39.43

Master Electrician
Master Plumber
Lead HVAC Technician
Sr. HVAC Technician

	Job Grade	Minimum	Midpoint	Maximum
Hourly	AUX 10	$33.53	$39.44	$45.36

Armed Security Officer
Facility Services Environmental Technician
General Maintenance Supervisor
Grounds Supervisor
Security Systems Technician