



Texarkana ISD Compensation Plan 2026-2027

Table of Contents

Board of Trustees	1
Central Office Administrative Staff	1
Campus Administrative Staff	2
Introduction	4
2026-2027 Compensation Plan Highlights	4
Goals of the Compensation Plan	5
Pay Systems Description	5
Job Classification	7
Exempt/Nonexempt Pay Basis	8
Overtime	9
Work Calendars	10
Compensable Time	10
Docking Pay	10
Employee Pay Increases	11
Promotion Increases	11
Hiring	12
Demotion	12
Adjusting Pay Structures	13
Supplemental Duty Pay	13
Other Compensation Programs	13
Teacher, Nurse, Librarian Pay Scale	16
Professional Pay Grades	17
Paraprofessional Pay Grades	19
Auxiliary Pay Grades	21
Technology Pay Grades	22
Stipend Schedule	23
Transportation Compensation	26
Policies Relating to Compensation	28

BOARD OF TRUSTEES 2026-2027

President

Amy Bowers

Vice President

Paul Miller

Secretary

Bryan DePriest

Members

Wanda Boyette

Bill Kimbro

Ben King

Pastor Ronald Ruffin

CENTRAL OFFICE ADMINISTRATIVE STAFF

Superintendent

Dr. Doug Brubaker

Chief Operating Officer

Todd Marshall

Chief of Elementary Schools

Christy Tidwell

Chief Financial Officer

Anita Clay

Chief of Secondary Schools

Ben Renner

Executive Directors

Athletics

Gerry Stanford

Human Resources

Kay Stickels

Student & Family Support Services

Lakesha Taylor

Directors

Curriculum & Instruction

Nichole Smith

Chief of Police/Director of Security

Brad Irvin

Child Nutrition

College & Career Readiness

Lauren Pilgreen

Communications and Marketing

Kelly Bixler

Construction and Maintenance

Jason Green

Facility Services

Jeremy Harrell

DAEP and BASE

Julius Anderson

Bands

Bass Deese

Information Technology

Rusty Ogburn

Special Programs

Interim Kay Stickels

State & Federal Programs

Elodia Witterstaetter

Student Information Services

Amanda Eisley

Transportation

Kaye Oliver

Campus Administrative Staff

PAUL LAURENCE DUNBAR EARLY EDUCATION CENTER

1201 Carroll Street
Texarkana, TX 75501

903-794-3786
Fax 903-798-2137

Principal
Assistant Principal

Karen Brown
Julie Watson

DAEP and BASE

401 W 25th Street
Texarkana, Texas 75503

903-793-5632

Director

Julius Anderson

MARTHA & JOSH MORRISS ELEMENTARY

4826 University Park
Texarkana, TX 75503

903-791-2262
Fax 903-798-6875

Principal
Assistant Principal

Patti O'Bannon
Alice McKinnon

NASH ELEMENTARY

100 Burton
Nash, TX 75569

903-838-4321
Fax 903-831-7158

Principal
Assistant Principals

Liliana Luna
Crystal Smith

OPTIONS

401 W 25th Street
Texarkana, TX 75503

903-793-5632 option 1
Fax 903-798-2131

Principal

Dr. Tabitha Dudley

PARKS ELEMENTARY

1915 Pine Street
Texarkana, TX 75501

903-798-6886
Fax 903-798-6890

Principal
Assistant Principals

Audrey Shumate
Jennifer Stacy
Brionna Wilson

TEXAS HIGH SCHOOL
4001 Summerhill Road
Texarkana, TX 75503

903-794-3891
Fax 903-792-8971

Principal

Amy Harrison

Associate Principals

Erin Davis
Jo Dee Lott

Assistant Principals

Adam Bell
Shawn Davis
Natosha Jones
Theresa Knight-Allen

Assistant Principal Intern

Dahlon Lee

TEXAS MIDDLE SCHOOL
2100 College Drive
Texarkana, TX 75503

903-793-5631
Fax 903- 792-2935

**Principal/Executive Director of Student &
Family Support Services**

Lakesha Taylor

**Associate Principal
Assistant Principals**

Franshicka Banks-Brown
Erica Dixon
Romegan Ford
Marsha Geraci
Ocie Hanes
Jeanna Morris
Kendrick Smith

WAGGONER CREEK ELEMENTARY
6335 Gibson Lane
Texarkana, TX 75503

903-255-3301
Fax 903-223-7945

**Principal
Assistant Principal**

Dr. Kasey Coggin
Rachel Sparks

WAKE VILLAGE ELEMENTARY
400 Wildcat Drive
Wake Village, TX 75501

903-838-4261
Fax 903-832-6809

**Principal
Assistant Principals**

Dr. Jacquelyn Smith
Derek Murphy
Amber Merrick

INTRODUCTION

The TISD Compensation Plan is produced for all TISD employees and community members. It is designed to provide employees and community members information about the district's compensation procedures. The content of this report will be updated each year to reflect any changes that are made. Employees may receive a copy of the TISD Compensation Plan upon request. Copies are also available to community members upon request, and the plan is available on the TISD website www.txkisd.net. All employees are welcomed, invited, and encouraged to bring to the attention of the Administration any concerns related to compensation.

The information contained in this report is for the 2026-2027 fiscal year.

The compensation plan will be updated and changed annually through a process that begins with the development of each year's budget. The TISD Board of Trustees will adopt a compensation plan each year. The Human Resources Department, regardless of any possible typographical errors contained in this or future compensation reports, shall determine final calculations of all wages and salaries. TISD employs both contractual and non-contractual staff. Nothing in this report should be construed as an alteration of either the term contract status of contractual positions or the "at will" status of non-contractual positions.

2026-2027 COMPENSATION PLAN HIGHLIGHTS

The District is pleased to provide raises and equity adjustments to district employees for the 2026-2027 school year. Teachers and Nurses will receive their step raises in accordance with the Teacher, Nurse, and Librarian pay scale. For employees in positions listed on other district pay ranges, the budget for 2026-2027 includes 1% of midpoint raises for employees who received a satisfactory performance rating of 3.0 or above on their appraisal for the 2025-2026 school year, as well as equity adjustments in variable amounts based on market rates for their positions. Equity adjustments were applied to various job categories to remain competitive with the job market. Individuals who changed positions or duties received salary adjustments equivalent to their paygrade. Please note that an employee must also have been employed by TISD for at least six months to receive the midpoint raise.

Additionally, the TISD Board of Trustees has approved an increase to the district contribution for employee health insurance. The previous contribution has been \$373 per month toward the employee's premium cost. The new contribution amount will be \$406 per month.

Note: The district reserves the right to adjust salary amounts for the 2026-2027 school year in response to legislative changes.

District of Innovation

HB 1842 was passed during the 84th Texas legislative Session in 2015 and provides Texas public school districts with the opportunity to be designated as a District of Innovation. To access these flexibilities, a school district must adopt an innovation plan, as set forth in Texas Education Code Chapter 12A.

Districts of Innovation may be exempted from a number of state statutes and will have:

- Greater local control as the decision makers over the educational and instructional model for students;
- Increased freedom and flexibility, with accountability, relative to state mandates that govern educational programming; and
- Empowerment to innovate and think differently.

Districts are not exempt from statutes including curriculum and graduation requirements and academic and financial accountability.

Term

Texarkana ISD's current District of Innovation Plan became effective on December 13, 2023, and remains in effect for five years, through December 13, 2028, unless terminated or amended earlier by the Board of Trustees, in accordance with the law, or by legislative action. The DQIC will monitor the effectiveness of the Plan and recommend to the Board of Trustees any suggested modifications to the Plan.

The full contents of the TISD District of Innovation Plan, including all approved exemptions, can be found on the district's website at <https://www.txkisd.net/our-district/district-of-innovation-plan>.

GOALS OF THE COMPENSATION PLAN

The goals of the TISD Compensation Plan are to:

- Remain competitive with labor markets so that TISD can continue to recruit and retain highly qualified personnel.
- Reflect the varying and changing levels of knowledge, skill, effort, scope, and responsibility required of the different jobs within the school district.
- Reward outstanding performance of exemplary workers.
- Reflect compliance with all federal, state, and local laws and Board policies.

With these goals in mind, TISD has developed a job worth compensation system. A job worth system is designed to provide appropriate pay for the assessed market worth of individual jobs. The system takes into account the knowledge, skills, and effort needed to perform various jobs.

PAY SYSTEMS DESCRIPTION

Purpose and Authority

The TISD compensation system is designed and administered for the purpose of attracting and retaining qualified employees to achieve the goals of the district. The Superintendent is responsible for the development, maintenance, and administration of employee pay systems in accordance with Board policies and administrative procedures in the district compensation plan.

Description

Classroom teachers and full-time librarians, counselors and nurses will be paid no less than the state minimum salary schedule based on years of experience. The local salary schedule for staff will be determined annually upon Board approval of the amount budgeted for pay increases.

For other employees, the Superintendent will assign positions to pay ranges that set the minimum and maximum base pay for the position. Jobs are classified for pay purposes on the basis of qualifications and duties as defined by the district, and market surveys of competitive pay rates. All employees will be paid within the assigned pay range unless exceptions are granted by the Superintendent. Pay ranges are reviewed annually and adjusted as needed.

Pay Distribution

Employees will receive pay according to the district's payroll schedule. Paychecks are distributed at the employee work location during the school year to employees who have elected to receive paper paychecks. During the summer months of June and July, employees that have elected paper paychecks will be mailed their checks to each employee's home address as listed in the Human Resources Department. Employees who have elected direct deposit may access their pay information through the **Skyward** system at www.txkisd.net.

The schedule of pay dates for the new school year is as follows. The dates in bold are early paydays due to school holidays.

26-27 PAY DATES

July 24, 2026
August 25, 2026
September 25, 2026
October 23, 2026
November 18, 2026
December 16, 2026
January 22, 2027
February 25, 2027
March 25, 2027
April 23, 2027
May 21, 2027
June 24, 2027

Direct Deposit

Direct Deposit is the only way to ensure that you will receive your check on time. **Direct deposit money is deposited to your bank account on the morning of payroll.** In the event you are not on direct deposit, and you lose your check, or it is lost in the mail, it will take **five business days** to receive a replacement check. All TISD employees are now required to sign up for direct deposit.

For more information regarding paycheck distribution, call the TISD Business Office at 903-794-3651 ext. 1021.

JOB CLASSIFICATION

Classification

Job classification determines the assigned pay range for a position and is based on an assessment of job qualifications and assigned duties. All jobs are classified on the basis of common factors that include the level of skill, effort and responsibility of assigned duties and working conditions. The Human Resources office has collected job information, evaluated jobs for pay classification purposes, conducted a market survey, and recommended pay-grade assignments. The Superintendent has final authority concerning job classifications.

The basic classification system is organized in four major divisions:

- Professional
- Paraprofessional
- Auxiliary
- Information Technology

The compensable factors used in the job classification process include the following:

Knowledge

Amount of education required for the job
Amount of expertise required for the job
Amount of experience required for the job
Amount of structure inherent in the job
Level of difficulty in the job
Level of supervision received in the job

Decision Making

Clarity of choices in decision making
Scope of planning required in decision making
Degree of interpersonal communications required
Level of personal autonomy and responsibility

Job Responsibility/Accountability

Level of organizational impact of the job
Level of responsibility for financial assets
Level and scope of interpersonal, business and public communications

Working Conditions

Environment

Job Reclassification

Pay grade assignments may be changed based on changes in the job duties assigned or changes in the competitive job market. A job reclassification occurs when the same position is moved to a different pay grade. A job reclassification is not the same as an employee promotion to a different job. No immediate pay change may result from reclassification actions if the employees are already paid within the new pay range. An upward or downward job reclassification will result in greater or lesser potential for pay advancement.

Review of job classifications initiated by the supervisor will be conducted as follows:

1. The immediate supervisor of a position may request a classification review during the time of the year designated by the Human Resources office. The designated time for classification review will be during annual campus and department budget planning, generally between April and June of each year.
2. The Human Resources office is responsible for reviewing the information, obtaining additional information if needed, and reevaluating the compensable job factors.
3. The Human Resources office will prepare a recommendation for final approval. The Human Resources office will notify the supervisor and employee(s) of any action taken and its effective date.

New Positions

New budgeted positions must have a written job description. The Human Resources office will recommend the initial pay grade classification of new positions based on the job description and consultation with the job supervisor. New positions must be classified in the pay system prior to hiring new employees.

EXEMPT/NONEXEMPT PAY BASIS

Classification

All jobs will be classified as exempt or nonexempt in accordance with the requirements of the federal Fair Labor Standards Act. The Human Resources office will determine the classification of each position based on a description of assigned job duties and the method of compensation. Generally, an employee is exempt if the employee's primary duties are executive, administrative, or professional as defined in federal regulations and the employee is compensated on a salary basis.

Exempt Pay Basis

Exempt employees are paid on a monthly salary basis for the number of months in their annual employment period. Exempt employees are not entitled to overtime compensation. Exempt employees are paid to perform a job and compensation is not based on an hourly rate. NOTE: Recent FLSA changes impacting exempt employee pay and becoming effective July 1, 2024, and January 1, 2025, are accounted for within this compensation plan document.

Nonexempt Pay Basis

Nonexempt employees are paid on an hourly or daily wage basis for all hours worked each week.

OVERTIME

Overtime Compensation

Nonexempt employees who physically work more than 40 hours in any work week will receive overtime compensation at time-and-a half rates in compensatory time off or pay. For nonexempt certified law enforcement employees, overtime calculation begins after 43 hours in any work week. Nonexempt employees shall not be allowed to work beyond their regular schedule without prior authorization from their supervisor. Required overtime will be compensated with compensatory time off whenever possible.

An employee's regular work schedule may be adjusted during the week to prevent overtime. The district's workweek begins at 12:01 a.m. on Sunday and ends at 12:00 p.m. on Saturday. Official time records of all hours worked, including overtime, and all compensatory time earned and used each week shall be maintained in district timekeeping records for all nonexempt employees.

Use of Compensatory Time

Compensatory time may be accumulated up to a maximum limit of 80 hours at full value. Compensatory time must be taken prior to using other employee leave.

Authorization of Overtime

A supervisor must approve all overtime worked in advance. Supervisors are responsible for preventing unauthorized overtime. Prior authorization must be obtained. If the supervisor has not approved overtime in advance, the time will be considered unauthorized, and the employee may receive a written reprimand regarding working beyond the regular schedule. Supervisors of nonexempt employees must ensure an agreement or understanding with the employees regarding the form of compensation for overtime (compensatory time off or pay) prior to the employee working overtime hours.

Time Clocks/Hourly Employees

The Employee Identification Number, as listed on the employee badge, will serve as the employee ID for time clock purposes. This number is to be used to clock in and clock out.

Time clocks and computers have been placed at various locations throughout the district, and employees must clock in for any and all time worked. If the clocking terminal being used does not function properly, this should be reported immediately to a supervisor.

Only **the employee** may clock in and out for himself/herself. Violation of this policy is grounds for immediate involuntary termination of employment for the employee who clocks in for another employee, and for the employee who allows another employee to clock in for him/her. Employees must **NEVER CLOCK ANOTHER EMPLOYEE'S TIME FOR ANY REASON.** Willful falsification of work or absence records is grounds for immediate involuntary termination of employment.

If an employee leaves the campus/department for a personal reason he/she must clock out. The employee must have authorization from the supervisor to leave the campus/department for any reason during scheduled work time.

Every employee is expected to report to work promptly at the scheduled time. Students and the jobs of other workers are dependent on each employee to be timely and to be ready to work at the designated start time. Hourly employees are not authorized to work in excess of their assigned schedule without prior approval from their supervisor.

An employee may clock in up to five minutes before the start of the scheduled work time. If an employee clocks in later than five minutes after the scheduled start time, the employee is “tardy”. This five-minute grace period is to be used only on an occasional, emergency basis. Abuse of the grace period may result in corrective action.

WORK CALENDARS

Work calendars and required duty days are designated by the Superintendent. TISD has established seven work calendars designated as 10 month, 10½ month, 11 month, and 12 month positions. They are as follows for the 2025-2026 school year.

Ten Month/Student Days	175 days	August 12, 2026 through May 28, 2027
Ten Month	187 days	August 2, 2026 through May 28, 2027
Ten and a Half Month	197 days	July 27, 2026 through June 8, 2027
Eleven Month	207 days	July 20, 2026 through June 15, 2027
Twelve Month	222 days	July 1, 2026 through June 30, 2027
Twelve Month	231 days	July 1, 2026 through June 30, 2027
Twelve Month	261 days	July 1, 2026 through June 30, 2027

COMPENSABLE TIME

An exempt employee's salary includes compensation for all scheduled work days during the employment period. All salaries will be paid out over a twelve-month calendar period regardless of the number of months assigned to the position.

Nonexempt employees are paid on an hourly or daily wage basis for all hours worked plus earned paid leave benefits. If breaks and meal periods of less than 30 minutes are provided, the time shall be included as compensable time worked for nonexempt employees.

DOCKING PAY

Purpose

For exempt employees, pay will be reduced in hours equal to whole-day or half-day increments for absences that occur on a scheduled work day after all paid leave benefits have been exhausted. For docking purposes, annual salaries of exempt employees will be converted to daily increments on the basis of all compensable time during the salary period.

For accrued hourly employees, time short of schedule in a monthly payroll may result in dock pay if an employee leave type is not entered to cover the time short of schedule. If leave is not entered and if there is no compensatory leave balance available, the employee will be docked any time short of schedule. This will be based on the employee's hourly wage calculated and the time short of schedule in the month.

Dock Schedule

For pre-approved medical leave, absence docks may be scheduled over a period ranging from one to six months following the absence(s). For all other absences, the total dock will be scheduled in the month immediately following the absence(s). Regardless of the docking schedule, when an employee

leaves employment with the district for any reason, the remaining dock balance will be deducted from the final paycheck.

EMPLOYEE PAY INCREASES

Purpose and Eligibility

Employee salaries and wages are reviewed by the Superintendent annually for adjustment. An employee's performance on their annual appraisal must be satisfactory and "Meet Expectations" to receive a pay increase, unless exceptions are granted by the Board. General pay increases are given to employees to reward continued service to the district and to retain employees through competitive pay practices. Employees must have worked for the district for at least six months to be eligible for a general pay increase or approved by the Superintendent or designee. In any event, classroom teachers and full-time librarians, counselors and nurses will be paid at least the minimum salary on the state salary schedule.

Pay Increases/Budget

The Superintendent will recommend an amount for employee pay increases to the Board each year as part of the annual budget process. Budget recommendations for pay increases will be based on available revenue, cost of living increases, changes in pay laws, competitive job markets, and district compensation objectives. Employee pay increases will be based on the budget approved by the Board.

General Pay Increases

The percent increase approved by the Board will be applied to the mid-point of each employee's pay range to calculate general pay increases. Employees may be paid over the maximum of the assigned pay range only with Superintendent or designee approval. Pay increases for classroom teachers and full-time librarians, counselors and nurses will be planned in accordance with adjustments to the state minimum salary schedule or as approved by the Board.

Equity Adjustments

The Superintendent may make adjustments to individual employee salaries to correct identified pay deficiencies or inequities. Individual equity adjustments may not exceed the payroll budget approved by the Board.

PROMOTION INCREASES

Promotion Defined

A promotion occurs when an employee is selected for a different job in a higher pay range. Reclassification of an existing job does not constitute a promotion. Promotions must be made effective at the beginning of a new payroll period.

Promotion Increase

A promotion increase is based on an employee's current base pay less any stipends paid for supplemental duties. Promotion increases are awarded in addition to any general annual pay raise given. The Superintendent or designee in accordance with these guidelines will determine promotion increases.

HIRING

Position Control

TISD has established a system for the hiring and transferring of employees. The TISD Position Control System precisely defines every position within the organization and systematically attaches every employee to a specific position. This system is established to set up a process for checks and balances between the Human Resources office and the annual budget. This system creates greater internal control, provides an instant overview of staffing, and ensures positions are not created without proper funding. It also simplifies the budget process, provides closer connection between the Human Resources office and the Business office, and permits tracking of new employees and employee transfers.

Salary Placement for Full-time Teachers, Librarians, Counselors and Nurses

Hiring rates for full-time classroom teachers will be based on creditable years of experience according to state regulations and the district's salary schedule. Creditable experience is experience in accredited school districts, as determined by the Texas Education Agency and recorded on the employee's official service record. Salary schedules are subject to change each year.

Other Personnel

Hiring rates for all other employees will be determined on an individual basis based on job-related qualifications, salary history, and salaries of other employees in the position. Job postings may advertise a starting salary range for the position.

Hiring rates for persons other than full-time teachers, librarians, counselors and nurses will be set in accordance with these guidelines:

1. New hires in positions that require little or no previous job experience will be placed at the minimum of the pay range whenever possible.
2. Persons with previous job experience or special skills may be hired at a rate comparable to their experience level. Starting pay will be determined with consideration given to each new employee's qualifications for the job, market competition and previous salary history.
3. Whenever possible, new employees will not start at pay rates above other district employees with comparable experience in the same position.

DEMOTION

Demotion Defined

A demotion occurs when an employee is reassigned to a different job with a reduction in their base pay. Demotions may be voluntary or involuntary. A demotion does not occur as the result of general salary structure or position reclassification change or reassignment to another position that does not result in a base pay reduction.

Pay Changes

When a pay reduction is made, the employee's base rate will generally be reduced to the same relative position in the new pay range. Pay adjustments may also be made for a longer or shorter work year associated with the demotion.

ADJUSTING PAY STRUCTURES

Adjustment Process

District pay structures will be reviewed annually and adjusted as needed by the Superintendent with approval of the Board. Pay ranges will be adjusted on a regular basis to ensure that the pay structure remains competitive and maintains its value against inflation. The percent of structure adjustment will be applied equally to the minimum, mid-point, and maximum rate of each pay range to preserve the design of the structure.

SUPPLEMENTAL DUTY PAY

Supplemental Duty Compensation

Supplemental pay occurs in addition to, but separate from, the employee's regular base salary. Supplemental pay is authorized by the Board of Trustees on a year-to-year basis and is not a property right. Supplemental pay is discontinued upon cessation of the assignment originally generating it or upon the occurrence of any other event, which would cause the employee to become ineligible to receive the supplement. In the area of supplemental pay, as in other areas of compensation, TISD strives to maintain amounts that are competitive within our market.

Exempt employees who are assigned supplemental duties that accrue extra pay will be compensated with salary stipends according to the district's supplemental duty pay schedule approved by the Board. Nonexempt employees who are assigned supplemental duties will be compensated on an hourly basis including overtime compensation when necessary.

Certain positions, as designated by the Superintendent, shall be eligible for cell phone and travel stipends in accordance with the demands of the position.

Stipend Pay Distribution

Stipends may be paid in lump sum payments twice a year in December and May/June or may be distributed in the employee's regular monthly paycheck, unless the Superintendent or his/her authorized designee approves another arrangement. Before any salary stipends are distributed, the supervisor must approve the supplemental duties.

OTHER COMPENSATION PROGRAMS

Texarkana ISD Tuition-Paid Degree Programs – “Find Your Path; Find Your Future”

Beginning in the 2024-2025 school year, TISD expanded its employee tuition program for Paraprofessionals interested in becoming Teachers and Professionals interested in pursuing Master's degrees in education-related fields. TISD now offers multiple pathways for employees to further their education. Applications are accepted annually, and participants are selected as the budget allows. Participants are selected based on application responses, areas of need and budget parameters. Participants must agree to the terms of the program in order to be enrolled in courses. This includes reimbursement of funds to the district if the program is not completed or the program's work requirement is not met. More information is available from Elodia Witterstaetter, Director of State and Federal Funding.

Paraprofessionals and Instructors employed with Texarkana ISD may apply to be part of the Pathway to Teaching Program. This program is for Paraprofessionals or Instructors who are interested in becoming a certified teacher. A focus on teacher shortage areas is a priority for this program. An annual application program is announced each year as funds are available. Paraprofessionals make application to the program and applicants are selected to be part of the program as funds are available. The program pays for tuition and books toward teacher certification. After completion of teacher certification, employees are required to work at least three years within the district or repay the tuition and book costs of the program. If an employee drops out of the program and does not complete certification, the money will be owed back to the district.

STEM Certification Requirement

New teachers hired to teach STEM at the following campuses will be required to complete National Institute of STEM Education (NISE) STEM Teacher Certification:

- Martha and Josh Morriss Math and Engineering Elementary School
- Texas Middle School STEM Academy
- Ross Perot STEM Academy at Texas High School.

Texarkana ISD is providing this certification to all STEM teachers at no cost. The NISE National Certification for STEM Teaching certifies teaching professionals in delivering high quality STEM education. Participants are guided through a self-paced, mentor-led, competency-based program that demonstrates proficiency in 15 teacher actions essential to STEM learning. The average completion time for this certification process is 5-6 months, but teachers can have up to 10-11 months for completion.

Performance Incentive Plans

Performance Incentives - Campus, Department and District Programs

Various performance incentives are provided to staff members based on local criteria as part of the overall compensation plan approved in budget developed for campus, department, and district programs.

Teacher Incentive Allotment Performance Pay

The Board of Trustees may adjust the compensation reflected in this plan as necessary to utilize funds available under the Teacher Incentive Allotment (TIA). Distribution of Teacher Incentive Allotment (TIA) funds will comply with state law and Texas Education Agency guidance.

For any funds received by Texarkana ISD on behalf of a designated teacher under the Teacher Incentive Allotment (TIA), 90 percent of the allotment will be allocated to the designated teacher. This allocation represents gross compensation and is subject to all applicable payroll deductions, including federal taxes, retirement contributions (when applicable), and employee-elected benefit deductions.

The remaining 10 percent of the allotment will be retained by the district to support the ongoing implementation, maintenance, and expansion of the TIA system, including professional development, training, administrative costs, TIA program leadership, and other activities necessary to sustain and strengthen the district's TIA program.

Teacher Shortage Stipends

A shortage stipend of \$4,000 per year will be paid to certified teachers who teach a full schedule of academic coursework in the following grade levels/subject areas:

- 6-12 Science or Special Education Science
- 6-12 Math or Special Education Math
- 6-12 English Language Arts or Special Education ELAR

A shortage stipend of \$5,000 per year is provided to certified teachers who teach PK-5th Grade Bilingual.

A shortage stipend of \$3,000 per year is provided to certified teachers who teach a Secondary Foreign Language (6-12).

A shortage stipend of \$2,000 per year is provided to certified teachers who teach in a Special Education Self-Contained setting.

These stipends are due to the high market demand and need in these areas, given a limited supply of teaching candidates. Teachers must meet state certification in the subject assigned to be eligible to receive the shortage stipend amount. Teachers assigned to an approved shortage area without appropriate certification will receive half of the shortage stipend until full certification status is obtained.

These stipends are not based on the value of one subject area over another, but based solely on supply and demand to enable us to compete in the market. A recent statewide survey of teacher market salaries determined that a majority of school districts with similar student enrollment pay shortage area stipends.

For assistance or additional information regarding certification, please contact the Human Resources Office, at 903-794-8473 ext. 1012.

Dual Credit Stipend Guidelines

If teaching Dual Credit courses that have 10 or more students, the Dual Credit teacher will receive a base pay of \$1,650. In addition to the base pay, DC teachers with 10+DC students will earn \$40/DC student. Any DC teacher with less than 10 DC students will earn \$165/DC student (no base pay).

Examples:

Example 1: Teacher One has 7 DC students:

7 is less than 10, Teacher One does not earn the \$1,650 base pay
7 DC students times \$165 = \$1,155 per semester
(\$2,310 per year if the DC enrollment is the same for both semesters)

Example 2: Teacher Two has 97 DC students:

Teacher Two earns the \$1,650 base pay
97 DC students times \$40 = \$3,880
Total DC stipend: \$1,650 + \$3,880 = \$5,530 / semester
(\$11,060 per year if DC enrollment is the same for both semesters)

2026-2027 Texarkana ISD Scale for Teachers, Nurses and Librarians

Step / Years Completed	TISD Bachelor's Scale	TISD Master's Scale
0	\$46,000	\$47,000
1	\$46,500	\$47,500
2	\$47,000	\$48,000
3	\$49,500	\$50,500
4	\$50,000	\$51,000
5	\$53,000	\$54,000
6	\$53,600	\$54,600
7	\$54,200	\$55,200
8	\$54,800	\$55,800
9	\$55,400	\$56,400
10	\$56,400	\$57,400
11	\$57,400	\$58,400
12	\$58,555	\$59,555
13	\$59,590	\$60,590
14	\$60,745	\$61,745
15	\$61,900	\$62,900
16	\$63,204	\$64,204
17	\$64,462	\$65,462
18	\$65,193	\$66,193
19	\$65,778	\$66,778
20	\$66,480	\$67,480
21	\$67,972	\$68,972
22	\$68,440	\$69,440
23	\$68,820	\$69,820
24	\$69,020	\$70,020
25+	\$69,220	\$70,220
+ \$2,000 Shortage Stipend for Special Education Self-Contained Teachers		
+ \$3,000 Shortage Stipend for Secondary Foreign Language Teachers		
+ \$4,000 Shortage Stipend for 6th-12th Grade Math Teachers		
+ \$4,000 Shortage Stipend for 6th-12th Grade Science Teachers		
+ \$4,000 Shortage Stipend for 6th-12th Grade English Language Arts Teachers		
+ \$5,000 Shortage Stipend for PK-5th Grade Bilingual Teachers		

**** Other district positions paid in accordance with the Teacher pay scale include the following: 504 Specialist; Administrative Intern; ARD Facilitator; College & Career Progress Monitor (Part-time Position/Parks Elementary/Grant funded); Instructional Coach; Interventionist; Reading Academy Facilitator; STEM Instructional Specialist (Part-time Position)**

2026-2027 Professional Compensation Plan

Texarkana ISD

Pay Grade	Job Title	Calendar			Minimum	Midpoint	Maximum
101			Daily		\$234.80	\$288.11	\$341.41
	Academic Advisor	12	187	Days	43,908	53,877	63,844
	Case Manager	11	207	Days	48,604	59,639	70,672
	Child Nutrition Supervisor	12	222	Days	52,126	63,960	75,793
	Coordinator, Assessment and Attendance		261	Days	61,283	75,197	89,108
	Compliance	11					
	Coordinator, Facility Services	12					
	Coordinator, Tiger Learning Centers	12					
	Coordinator, Transportation	12					
	Instructor	10					
	Specialist, Digital Media and Marketing	12					
102			Daily		\$260.93	\$320.16	\$379.38
	Administrative Support Specialist	12	197	Days	51,403	63,072	74,738
	Athletics Trainer	12	207	Days	54,013	66,273	78,532
	Coordinator, ACE	12	222	Days	57,926	71,076	84,222
	Coordinator, CTE - Parks Elementary	11	261	Days	68,103	83,562	99,018
	Coordinator, Human Resources	12					
	Coordinator, Purchasing	12					
	Coordinator, Risk Management and Safety	12					
	Coordinator, Student Information	12					
	Foster Care/Homeless Liaison	11					
	Graphic Design Specialist	12					
103			Daily		\$277.10	\$340.00	\$402.91
	Assistant Coordinator, Athletic Operations	12	187	Days	51,818	63,580	75,344
	Assistant Director, Child Nutrition	12	197	Days	54,589	66,980	79,373
	Assistant Principal, Elementary Campus	11	207	Days	57,360	70,380	83,402
	Child Nutrition Comptroller	12	222	Days	61,516	75,480	89,446
	Coordinator, Dyslexia	12	261	Days	72,323	88,740	105,160
	Coordinator, Health Services	11					
	Curriculum Coach	11					
	Grant Manager, ACE	12					
	Licensed Professional Counselor	10.5, 11					
	Parent & Family Engagement Coordinator (Parks Elem)						
	School Counselor	10.5, 11					
	Staff Accountant	12					
104			Daily		\$301.76	\$370.26	\$438.76
	Assistant Principal, Middle School	11, 12	197	Days	59,447	72,941	86,436
	Associate Principal, Middle School	12	207	Days	62,464	76,644	90,823
	Business Office Comptroller	12	222	Days	66,991	82,198	97,405
	Coordinator, Instructional Services	12	261	Days	78,759	96,638	114,516
	Diagnostician	11					
	Director, Child Care Services	12					
	Director, DAEP/BASE	12					
	Director, Facility Services	12					
	Director, Transportation	12					
	Project Director	12					
105			Daily		\$322.29	\$395.44	\$468.59
	Assistant Principal, High School	11, 12	187	Days	60,268	73,947	87,626
	Associate Principal, High School	12	207	Days	66,714	81,856	96,998
	Coordinator, Student Support & Virtual Special Programs	12	222	Days	71,548	87,788	104,027
	Director, State & Federal Programs	12	261	Days	84,118	103,210	122,302
	Director, Bands	12					

Director, Maintenance & Construction	12
Director, School Security/Police Chief	12
School Psychologist	11
Occupational Therapist	10
Physical Therapist	10
Principal, Options	12
Speech Pathologist	10

106		Daily	\$364.82	\$447.64	\$530.44
Director, Child Nutrition	12	187 Days	68,221	83,709	99,192
Director, College and Career Readiness	12	222 Days	80,990	99,376	117,758
Director, Communications, Marketing & Developme	12	261 Days	95,218	116,834	138,445

Director, Curriculum & Instruction	12
Director, Student Information Services	12
Principal, Elementary Campus	12

107		Daily	\$418.81	\$464.96	\$608.96
Director, Information Technology	12	222 Days	92,976	103,221	135,189
Director, Special Populations	12				
Principal, Middle School	12				

108		Daily	\$476.20	\$584.29	\$692.38
Executive Director, Athletics	12	222 Days	105,716	129,712	153,708
Executive Director, Human Resources	12				
Executive Director, Student & Family Support	12				
Services/Middle School Principal					
Principal, High School	12				

109		Daily	\$538.09	\$660.25	\$782.39
Chief Financial Officer	12	222 Days	119,456	146,576	173,691
Chief of Elementary Schools	12				
Chief of Secondary Schools	12				
Chief Operating Officer	12				

2026-2027 Paraprofessional Compensation Plan

Texarkana ISD

*Annual amounts are generally based on 7.5 hours per day

Pay Grade	Job Title	Calendar		Minimum	Midpoint	Maximum
201			Hourly	\$12.23	\$14.73	\$17.23
	Clerical Aide	187 Days	187 Days	17,153	20,659	24,165
	Head Start Aide	187 Days				
	Instructional Aide	187 Days				
	Pre-Kindergarten Aide	187 Days				
	Athletics Trainer Aide	187 Days				
202			Hourly	\$12.84	\$15.47	\$18.10
	Special Assignment Aide	187 Days	187 Days	18,008	21,697	25,385
	Student Attendance Aide, High School	187 Days	207 Days	19,934	24,017	28,100
	Student Attendance Aide, Middle School	187 Days				
	Tiger Vision Assistant	207 Days				
203			Hourly	\$13.65	\$16.44	\$19.24
	Bilingual Instructional Aide	187 Days	187 Days	19,144	23,057	26,984
	Library Assistant, Middle School	187 Days	207 Days	21,192	25,523	29,870
	Campus Receptionist	187 Days	222 Days	22,727	27,373	32,035
		207 Days				
	Registrar, Virtual School	222 Days				
	Secondary ISS Aide	187 Days				
	Special Education Aide, Self-Contained	187 Days				
	Welcome Center Receptionist	222 Days				
204			Hourly	\$16.58	\$19.98	\$23.36
	Administrative Secretary, High School	207 Days	187 Days	23,253	28,022	32,762
		222 Days				
	Administrative Secretary, Middle School	207 Days	207 Days	25,740	31,019	36,266
	Administrative Secretary, Options	222 Days	222 Days	27,606	33,267	38,894
	Attendance Officer, High, School	207 Days				
	Attendance Officer, Middle School	207 Days				
	Bookkeeper, Middle School	222 Days				
	Health Aide	187 Days				
	Attendance Clerk/Registrar, Elementary	222 Days				
205			Hourly	\$18.50	\$22.29	\$26.07
	Administrative Assistant, Childcare	261 Days	207 Days	28,721	34,605	40,474
	Administrative Assistant, College & Career	207 Days	222 Days	30,803	37,113	43,407
	Administrative Assistant, Elementary	222 Days	261 Days	36,214	43,633	51,032
	Bilingual Administrative Secretary	222 Days				
	Bookkeeper, High School	222 Days				
	Family Resource Liaison	222 Days				
	Fingerprinting Specialist	222 Days				
	Registrar, Middle School	222 Days				
206			Hourly	\$21.17	\$25.49	\$29.82
	Accounting Clerk	222 Days	187 Days	29,691	35,750	41,823
	Administrative Assistant,	222 Days	222 Days	35,248	42,441	49,650
	Communications/Special Assignments					
	Administrative Assistant, High School	222 Days	261 Days	44,203	53,223	62,264
	Administrative Assistant, Maintenance & Facility Services	261 Days				
	Administrative Assistant, Middle School	222 Days				
	Behavior Support Specialist	187 Days				
	Licensed Vocational Nurse (LVN)	187 Days				
	Registrar, High School	222 Days				
	Specialist, Staff Development	222 Days				

207		Hourly	\$24.58	\$28.93	\$33.27
Administrative Assistant, Administration	222 Days	187 Days	34,473	40,574	46,661
Administrative Assistant, Athletics	222 Days	222 Days	40,926	48,168	55,395
Administrative Assistant/ Telecommunicator, Police Dept.	222 Days				
Administrative Assistant, Human Resources	222 Days				
Administrative Assistant, Purchasing	222 Days				
Administrative Assistant, Student Services	222 Days				
Communication Specialist, Deaf Education	187 Days				
Print Production Manager	222 Days				
Specialist, Accounts Payable	222 Days				
Specialist, Instructional Services	222 Days				
208		Hourly	\$26.86	\$31.61	\$36.32
Administrative Assistant, Superintendent & Board Of Trustees	222 Days	187 Days	37,671	44,333	50,939
Deaf Education Interpreter	187 Days	207 Days	41,700	49,075	56,387
Office Manager, IT	222 Days	222 Days	44,722	52,631	60,473
Specialist, Compensation & Postion Control	222 Days				
Specialist, Employee Benefits & Leave	222 Days				
Specialist, Student Services	207 Days				
Specialist, Payroll	222 Days				
2-TLC	Tiger Learning Centers	Hourly			
1. Childcare Worker	261 Days		\$13.79	\$14.85	\$15.91
Infant/Toddler Care Worker	261 Days				
2. Childcare Specialist	261 Days		\$13.92	\$16.44	\$19.24
3. Childcare Site Supervisor	261 Days		\$16.58	\$19.98	\$23.36
Curriculum & Recreation Supervisor	261 Days				
2-CN	Child Nutrition	Hourly			
1. Administrative Assistant, Child Nutrition	222 Days		\$18.50	\$22.29	\$26.07
2. Specialist, Child Nutrition	222 Days		\$21.17	\$25.49	\$29.82
Accounting Clerk	222 Days				
3. Menu Development Specialist	222 Days		\$26.78	\$32.68	\$38.56
Compliance Specialist	222 Days				

2026-2027 Auxiliary Compensation Plan

Texarkana ISD

*Annual amounts are generally based on 8 hours per day

Pay Grade	Job Title	Calendar		Minimum	Midpoint	Maximum
301			Hourly	\$11.42	\$13.86	\$16.31
	Bus Aide	Student Days	Part-time			
	Crosswalk Guard	Student Days				
302			Hourly	\$12.08	\$14.75	\$17.42
	Building Maintenance Worker	261 Days	261 Days	25,223	30,798	36,373
303			Hourly	\$13.27	\$16.28	\$19.30
	Building Maintenance Lead Floater	261 Days	261 Days	27,708	33,993	40,298
	Maintenance - General Labor	261 Days				
304			Hourly	\$14.15	\$17.36	\$20.56
	Building Maintenance Lead, Small School	261 Days	261 Days	29,545	36,248	42,929
305			Hourly	\$14.87	\$18.23	\$21.60
	Delivery Driver, Building Maintenance	261 Days	187 Days	22,246	27,272	32,314
	Delivery Driver, Warehouse	222 Days	222 Days	26,409	32,376	38,362
	Security Guard	187 Days	261 Days	31,049	38,064	45,101
306			Hourly	\$15.93	\$19.54	\$23.17
	Bus Mechanic Helper	261 Days	222 Days	28,292	34,703	41,150
	Groundskeeper	261 Days	261 Days	33,262	40,800	48,379
	Maintenance Helper, Skilled	261 Days				
	School Marshall	222 Days				
	Support Services Technician	261 Days				
	Transportation Specialist	261 Days				
	Warehouse Specialist	261 Days				
	** Bus Driver -- see separate compensation page					
307			Hourly	\$18.31	\$22.48	\$26.65
	Building Maintenance Lead, Large School	261 Days	261 Days	38,231	46,938	55,645
	Locksmith Technician	261 Days				
	Maintenance - Lead Painter	261 Days				
	Maintenance - Non-Licensed, Skilled	261 Days				
	Pool Technician	261 Days				
308			Hourly	\$20.30	\$24.90	\$29.53
	Bus Mechanic	261 Days	261 Days	42,386	51,991	61,659
	Maintenance - Licensed Electrician	261 Days				
	Maintenance - Licensed IPM	261 Days				
	Maintenance - Licensed Plumber	261 Days				
309			Hourly	\$22.94	\$28.15	\$33.35
	Building Maintenance Manager	261 Days	261 Days	47,899	58,777	69,635
	Maintenance - Master Locksmith	261 Days				
	Warehouse Manager	261 Days				
310			Hourly	\$26.66	\$32.31	\$37.96
	Coordinator, Maintenance	261 Days	261 Days	55,666	67,463	79,260
	Maintenance Foreman/IPM Coordinator	261 Days				
311			Hourly	\$31.24	\$39.25	\$47.25
	Maintenance - HVAC, Licensed	261 Days	261 Days	65,229	81,954	98,658
	Maintenance - Master Electrician, Licensed	261 Days				
	Maintenance - Master Plumber, Licensed	261 Days				
3-PD			Hourly			
	1. Police Officer	222 Days		\$27.60	\$33.17	\$38.75
	2. Police Sergeant	222 Days		\$30.72	\$37.13	\$43.53
3-CN	Child Nutrition		Hourly			
	1. Child Nutrition Worker/Floater	Student Days		\$12.85	\$14.47	\$16.07
	Catering Cook	222 Days				
	2. Child Nutrition Assistant Cafeteria Manager	Student Days		\$13.27	\$16.28	\$19.30
	Child Nutrition Custodial Lead	222 Days				
	Child Nutrition General Laborer	261 Days				
	3. Child Nutrition Warehouse Worker	222 Days		\$14.15	\$17.36	\$20.56
	4. Delivery Driver	222 Days		\$15.34	\$18.23	\$21.60
	5. Child Nutrition Cafeteria Manager	Student Days		\$16.61	\$18.95	\$21.28
	6. Child Nutrition Skilled Maintenance	261 Days		\$20.30	\$24.90	\$29.53

2026-2027 Information Technology Compensation Plan

Texarkana ISD

*Annual amounts are generally based on 7.5 hours per day

Pay Grade	Job Title	Calendar		Minimum	Midpoint	Maximum
401			Hourly	\$23.48	\$28.81	\$34.14
	Chromebook Repair Technician	222	222	39,094	47,969	56,843
	Computer Technician	222				
	Help Desk Manager	222				
402			Hourly	\$27.24	\$33.42	\$39.61
	Infrastructure Technician	222	222	45,355	55,644	65,951
	Network Technician	222				
403			Hourly	\$34.07	\$41.81	\$49.54
	Child Nutrition Systems Analyst	222	Daily	\$255.53	\$313.58	\$371.55
	Senior Infrastructure Technician	222	222	56,727	69,614	82,484
404			Daily	\$274.21	\$336.44	\$398.69
	Systems Administrator	222	222	60,875	74,690	88,509
405			Daily	\$293.40	\$359.99	\$426.59
	Senior Network Administrator	222	222	65,135	79,918	94,703
	Senior Systems Administrator	222				

Stipend Schedule 2026-2027

Type of Supplemental Duty	Stipend
ATHLETICS	
Aquatic Center Director	\$ 11,000.00
Aquatic Center Facility Co-Director	\$ 2,000.00
Assistant Coach (per sport)	\$3,000.00-\$3,500.00
Athletic Coordinator	\$ 10,000.00
Athletic Filming	\$ 3,500.00
Athletic Grounds	\$ 10,000.00
Athletic Technology	\$ 4,600.00
Esports	\$ 6,000.00
Head Coach	\$4,500.00-\$9,000.00
Ticket Sales	\$ 4,000.00
CAREER and TECHNOLOGY	
Co-Curricular	\$ 3,000.00
Convergent Media Stipend	\$ 1,500.00
CTE HS Media	\$ 5,000.00
Culinary Arts Catering Program	\$ 14,000.00
Land and Facilities Management Stipend	\$ 3,000.00
Skills USA Coordinator	\$ 1,000.00
Technology Coordinator	\$ 2,500.00
TISD Tiger Vision/Media	\$ 14,710.00
HIGH SCHOOL	
HS Campus Safety Coordinator	\$ 3,000.00
HS CCMR/Transcribing	\$ 1,000.00
HS Cheer Coach/Assistant Coach	\$4,000.00-\$5,000.00
HS Department Chair	\$1,250.00-\$2,000.00
HS Detention Supervision	\$ 2,500.00
HS Drama Assistant Sponsor	\$ 3,000.00
HS Drama Sponsor	\$ 6,000.00
HS Dual Credit Teacher	see page 16
HS Facility Management	\$ 1,500.00
HS Independent Research Coordinator	\$ 500.00
HS Lead Teacher (Math)	\$ 3,000.00
HS Leader In Me Facilitator	\$ 1,000.00
HS Leadership	\$ 5,000.00
HS Make Up Hours Supervisor	\$1,000.00-\$2,500.00
HS Mu Alpha Theta Sponsor	\$ 1,000.00
HS Musicals Choir	\$ 500.00
HS Musicals Dance	\$ 500.00
HS National Honor Society Sponsor	\$ 750.00
HS REACH Coordinator	\$ 2,500.00
HS REACH Teacher	\$ 2,000.00
HS Rosebud Sponsor	\$ 500.00

HS Student Council	\$ 4,000.00
HS Student Council Co-Sponsor	\$ 2,000.00
HS TBOTS	\$ 1,000.00
HS Theater Technical Director	\$ 14,000.00
HS UIL Academic Coordinator	\$ 3,000.00
HS Yearbook Sponsor	\$ 6,500.00
MIDDLE SCHOOL	
MS Cheer Coach/Assistant Coach	\$4,000.00-\$4,500.00
MS Drama	\$ 500.00
MS Lead Teacher (Math/RLA) (grant-funded)	\$ 10,000.00
MS Lighthouse Coordinator	\$ 1,000.00
MS Math Teacher Grant Stipend	\$ 3,000.00
MS National Honor Society Sponsor	\$ 600.00
MS Pep Squad Co-Chair	\$ 1,000.00
MS REACH Coordinator	\$ 2,500.00
MS REACH Teacher	\$ 1,000.00
MS RLA Teacher Grant Stipend	\$ 3,000.00
MS Robotics Facilitator	\$ 750.00
MS Robotics Facilitator and Club Sponsor	\$ 1,500.00
MS Student Council Co-Sponsor	\$ 2,500.00
MS Team Leader	\$ 1,000.00
MS Tiger Vision	\$ 3,000.00
MS UIL Coach	\$ 300.00
MS UIL Coordinator	\$ 600.00
MS UIL One-Act Play	\$ 600.00
MS Yearbook Sponsor	\$ 3,000.00
MUSIC	
Director of Bands	\$ 8,100.00
HS and MS Band Assistant Director	\$ 7,700.00
HS Band Director & Director of Percussion	\$ 10,500.00
HS Color Guard Director	\$ 5,000.00
HS Drill Team Director	\$ 5,000.00
HS Head Band Director	\$ 8,700.00
MS Head Band Director	\$ 11,700.00
Red Lick Band Director	\$ 11,000.00
Strings Program Director	\$ 2,500.00
OTHER STIPENDS	
Alternative Education Bus Driver	\$ 5,500.00
Alternative Teacher Placement (SDAEP, BASE)	\$ 2,000.00
ARD Facilitator	\$ 4,000.00
ARD Monitoring	\$ 1,500.00
Assistant Principal Intern	\$ 4,000.00
BCBA Coordinator	\$ 5,000.00
Campus Chromebook Device Manager	\$ 1,000.00
Campus/Department Bilingual Translator Services (assigned staff at approved locations)	\$ 1,000.00

Campus Club Stipend (Student Development)	\$ 500.00
Campus PIE Contact	\$ 1,000.00
College & Career Progress Monitoring - Parks Elementary (grant funded)	\$ 5,000.00
CTE Curriculum Writing - Parks Elementary (grant funded)	\$ 5,000.00
Curriculum Support	\$ 5,000.00
Director On-Call	\$1,200.00-\$2,400.00
District Bilingual Translator Services (assigned staff at approved locations)	\$ 2,500.00
District Graphic Design	\$4,000.00-\$5,000.00
District Special Education Case Manager	\$ 5,000.00
District Student Lighthouse Coordinator	\$ 5,000.00
Elementary Archery Coordinator	\$ 1,000.00
Elementary Robotics Coordinator	\$ 5,000.00
Elementary Yearbook Sponsor	\$ 500.00
Fine Arts Teacher	\$ 500.00
Founding Administrator (SAF Grant)	\$ 5,000.00
Handle With Care Trainer	\$ 2,000.00
In-home Training (Special Populations)	\$ 3,500.00
Instructional Coach	\$ 4,000.00
Intramural Coach	\$2,000.00-\$2,500.00
Lead IEP System Implementation	\$ 2,500.00
Lead Teacher (Visually Impaired)	\$ 2,000.00
Media Specialist - Parks Elementary (grant-funded)	\$ 4,000.00
PIE/CI Club	\$500.00-\$1,000.00
Pre-Kindergarten HeadStart	\$ 750.00
Police Corporal	\$ 6,000.00
Police Crosswalk Management	\$ 1,500.00
Reading Academy Facilitator	\$ 8,000.00
Secondary Campus Metal Detector	\$ 4,000.00
Secondary Teacher Conference Period Buy-Out (per section)	\$ 5,500.00
Specialist, 504	\$ 4,000.00
Special Needs Bus Driver Trainer	\$ 2,000.00
Teacher Mentor	varies based on annual numbers
Teacher of the Year	\$ 300.00
TISD Education Foundation	\$ 5,000.00

Texarkana ISD Transportation Compensation Regulation Bus Drivers
--

Hourly Driver Pay

Applicable to:

- Employees serving exclusively as Substitute/As-Needed Bus Drivers.
- Transportation Department employees who drive outside of their regularly scheduled workday.

Compensation:

- Hourly Rate: \$25.00 per hour

Additional Requirements:

- Professional/Exempt employees (i.e., coaches, band, teachers, etc.), who serve as Substitute/As-Needed Drivers for activities outside of their assigned coaching, teaching, or stipend-paid responsibilities must use an approved personal leave day, as applicable.

Accrued Driver Pay

Applicable to:

- Employees serving exclusively as full-time Special Education Bus Drivers.

Compensation:

- Minimum hourly rate: \$25.00 per hour
- Guaranteed minimum of eight (8) hours per day

Additional Requirements:

- Special Education Bus Drivers who are assigned or perform General Education transportation duties during their 8 hour work day must clock out of their Special Education assignment and clock into the appropriate General Education transportation assignment.

Flat-Rate Bus Driver Pay Only

Applicable to:

- Professional/Exempt employees who drive for their assigned athletic, extracurricular, or stipend-paid activity.

Compensation:

- Flat-Rate Trip Compensation:
 - o 1–50 miles: \$50.00
 - o More than 50 miles: \$100.00

Other Transportation Assignments

Tutorials/Clubs Route

- Compensation: \$25.00 per hour

ACE Route

- Compensation: \$45.00 per hour

Summer School Route

- Compensation: \$50.00 per hour

COMPENSATION AND BENEFITS
COMPENSATION PLAN

DEA
(LEGAL)

**Minimum Salary
Schedule —
Educators**

A district shall pay each classroom teacher, full-time librarian, full-time school counselor, or full-time nurse not less than the minimum monthly salary, based on the employee's level of experience, specified in Education Code 21.402 and 19 Administrative Code 153.1021.

Definitions

*Classroom
Teacher*

"Classroom teacher" means an educator who teaches an average of at least four hours per day in an academic or career and technology instructional setting, focusing on the delivery of the Texas Essential Knowledge and Skills, and who holds the relevant certificate from the State Board for Educator Certification (SBEC). Although noninstructional duties do not qualify as teaching, necessary functions related to the educator's instructional assignment, such as instructional planning and transition between instructional periods, should be applied to creditable classroom time.

Librarian

"Librarian" means an educator who provides full-time library services and holds the relevant certificate from SBEC.

School Counselor

"School counselor" means an educator who provides full-time counseling and guidance services and holds the relevant certificate from SBEC.

Nurse

"Nurse" means an educator employed to provide full-time nursing and health-care services and who meets all the requirements to practice as a registered nurse (RN) pursuant to the Nursing Practice Act and the rules and regulations relating to professional nurse education, licensure, and practice and has been issued a license to practice professional nursing in Texas.

Full-Time

"Full-time" means contracted employment for at least ten months (187 days) for 100 percent of the school day, in accordance with the definitions of school day in Education Code 25.082, employment contract in Education Code 21.002, and school year in Education Code 25.081.

19 TAC 153.1022(a)

**Placement on
Salary Schedule**

The commissioner's rules determine the experience for which a teacher, librarian, school counselor, or nurse is to be given credit in placing the teacher, librarian, school counselor, or nurse on the minimum salary schedule. A district shall credit the teacher, librarian, school counselor, or nurse for each year of experience, whether or not the years are consecutive. *Education Code 21.402(a), .403(c); 19 TAC 153.1022*

**Employees
Formerly on Career
Ladder**

A teacher or librarian who received a career ladder supplement on August 31, 1993, is entitled to at least the same gross monthly salary the teacher or librarian received for the 1994-95 school year as long as the teacher or librarian is employed by the same district.

COMPENSATION AND BENEFITS
COMPENSATION PLAN

DEA
(LEGAL)

In addition, a teacher or librarian who was on level two or three of the career ladder is entitled, as long as he or she is employed by the same district, to placement on the minimum salary schedule according to the guidelines at Education Code 21.403(d). *Education Code 21.402(f), .403(d)*

Pay Increases

A district shall not grant any extra compensation, fee, or allowance to a public officer, agent, servant, or contractor after service has been rendered or a contract entered into and performed in whole or in part. *Tex. Const. Art. III, Sec. 53*

Public Hearing —
Contract Employees

A district may not pay an employee or former employee more than an amount owed under a contract with the employee unless the district holds at least one public hearing. Notice of the hearing must be given in accordance with notice of a public meeting under the Texas Open Meetings Act [see BE].

The board must state the following at the public hearing:

1. The source and exact amount of the payment;
2. The reason the payment is being offered including the public purpose that will be served by making the payment; and
3. The terms for distribution of the payment that effect and maintain the public purpose.

Local Gov't Code 180.007

Severance Pay

A district that enters into a contract or employment agreement, or renewal or renegotiation of an existing contract or employment agreement, that contains a provision for severance pay with an employee must include:

1. A requirement that severance pay that is paid from public money may not exceed the amount of compensation, at the rate at the termination of employment or the contract, the employee would have been paid for 20 weeks, excluding paid time off or accrued vacation leave; and
2. A prohibition of the provision of severance pay when the employee is terminated for misconduct.

Definitions

“Misconduct” means an act or omission by any employee of a political subdivision in the performance of the employee’s duties that the school board determines to be misconduct. The term includes any finding of criminal conduct.

“Severance pay” means a dismissal or separation income paid on termination of the employment of an employee that is in addition to

COMPENSATION AND BENEFITS
COMPENSATION PLAN

DEA
(LEGAL)

	the employee's usual earnings from the employer at the time of termination.
Website Posting	A political subdivision shall post each severance agreement in a prominent place on the political subdivision's internet website.
Application	These requirements apply to an action brought against a district by an employee of the district arising from the termination of the person's employment. A court may not issue a writ of execution or mandamus in connection with a judgment in the action if the judgment does not comply with this section. <i>Local Gov't Code 180.011</i> [For provisions related to severance agreements for independent contractors, see C.J.]
Salary Advances and Loans	A district shall not lend its credit or gratuitously grant public money or things of value in aid of any individual, association, or corporation. <i>Tex. Const. Art. III, Sec. 52; Brazoria County v. Perry, 537 S.W.2d 89 (Tex. Civ. App.—Houston [1st Dist.] 1976, no writ)</i>
Designation of Compensation for Benefits	An employee who is covered by a cafeteria plan or who is eligible to pay health-care premiums through a premium conversion plan may elect to designate a portion of the employee's compensation to be used as health-care supplementation. The amount designated may not exceed the amount permitted under federal law. <i>Education Code 22.103</i>
Use	An employee may use the compensation designated for health-care supplementation for any employee benefit, including depositing the designated amount into a cafeteria plan in which the employee is enrolled or using the designated amount for health-care premiums through a premium conversion plan. <i>Education Code 22.106</i>
Annual Election	Each school year, an active employee must elect in writing whether to designate a portion of the employee's compensation to be used as health-care supplementation. The election must be made at the same time that the employee elects to participate in a cafeteria plan, if applicable. <i>Education Code 22.105</i>
Definition	For purposes of the designation of compensation as health-care supplementation, "employee" means an active, contributing member of the Teacher Retirement System (TRS) who: 1. Is employed by a district; 2. Is not a retiree eligible for coverage under Insurance Code Chapter 1575 (retiree group health benefits); 3. Is not eligible for coverage by a group insurance plan under Insurance Code Chapter 1551 (state employee health insurance).

COMPENSATION AND BENEFITS
COMPENSATION PLAN

DEA
(LEGAL)

ance) or Chapter 1601 (state university employee health insurance); and

4. Is not an individual performing personal services for the district as an independent contractor.

Education Code 22.101(2)

**TRS Contributions
for New Hires**

During each fiscal year, a district shall pay an amount equal to the state contribution rate, as established by the General Appropriations Act for the fiscal year, applied to the aggregate compensation of new members of the retirement system, during their first 90 days of employment.

“New member” means a person first employed on or after September 1, 2005, including a former member who withdrew retirement contributions under Government Code 822.003 and is reemployed on or after September 1, 2005.

On a monthly basis, a district shall:

1. Certify to TRS the total amount of salary paid during the first 90 days of employment of a new member and the total amount of employer payments under this section for the payroll periods; and
2. Retain information, as determined by TRS, sufficient to allow administration of this section, including information for each employee showing the applicable salary as well as aggregate compensation for the first 90 days of employment for new employees.

A district must remit the amount required under this section to TRS at the same time the district remits the member’s contribution. In computing the amount required to be remitted, a district shall include compensation paid to an employee for the entire pay period that contains the 90th calendar day of new employment.

Gov’t Code 825.4041

**TRS Surcharge for
Rehired Retirees**

TRS Fund
Contributions

During each payroll period for which a retiree is reported, a district shall contribute to the retirement system for each retiree reported an amount based on the retiree’s salary equal to the sum of:

1. The current contribution amount that would be contributed by the retiree if the retiree were an active, contributing member; and

COMPENSATION AND BENEFITS
COMPENSATION PLAN

DEA
(LEGAL)

2. The current contribution amount authorized by the General Appropriations Act that the state would contribute for that retiree if the retiree were an active, contributing member.

Gov't Code 825.4092(b)

Health Insurance
Contributions

In addition, each payroll period and for each rehired retiree who is enrolled in TRS Care (retiree group health insurance), a district shall contribute to the TRS Care trust fund an amount established by TRS. In determining the amount to be contributed by the district, TRS shall consider the amount a retiree is required to pay for the retiree and any enrolled dependents to participate in the group program and the full cost of the retiree's and enrolled dependents' participation in the group program. If more than one employer reports the retiree to TRS during a month, the amount of the required payment shall be prorated among employers. *Gov't Code 825.4092(c); Insurance Code 1575.204(b)*

Exception

A district is not required to contribute these amounts for a retiree who retired from the retirement system before September 1, 2005. *Gov't Code 825.4092(e)*

**Notice Regarding
Earned Income Tax
Credit**

Not later than March 1 of each year, a district shall provide employees with information regarding general eligibility requirements for the federal earned income tax credit by one of the following means:

1. In person;
2. Electronically at the employee's last known email address;
3. Through a flyer included, in writing or electronically, as a payroll stuffer; or
4. By first class mail to the employee's last known address.

A district may not satisfy this requirement solely by posting information in the workplace.

In addition, a district may provide employees with IRS publications and forms, or information prepared by the comptroller, relating to the earned income tax credit.

Labor Code 104.001-.003

Decreasing Pay

The commissioner has held that a district may reduce educator compensation if it gives sufficient warning of a possible reduction in pay when educators can still unilaterally resign from their contracts. A sufficient warning must be both formal enough and specific enough to give educators a meaningful opportunity to decide whether to continue employment with a district. *Brajenovich v. Alief*

COMPENSATION AND BENEFITS
COMPENSATION PLAN

DEA
(LEGAL)

Indep. Sch. Dist., Tex. Comm'r of Educ. Decision No. 021-R10-1106 (2009)

Widespread Salary
Reductions

The following provisions apply only to a widespread reduction in the amount of annual salaries paid to classroom teachers in a district based primarily on district financial conditions rather than on teacher performance.

For any school year in which a district has reduced the amount of the annual salaries paid to classroom teachers from the amount paid for the preceding school year, the district shall reduce the amount of the annual salary paid to each district administrator or other professional employee by a percent or fraction of a percent that is equal to the average percent or fraction of a percent by which teacher salaries have been reduced.

Education Code 21.4032

A board may not reduce salaries until the district has complied with the requirements at Education Code 21.4022 [see Salary Reduction/Furlough Process, below]. *Education Code 21.4022*

Furlough Program

In accordance with district policy [see DFFA], a board may implement a furlough program and reduce the number of days of service otherwise required under Education Code 21.401 [see DC] by not more than six days of service during a school year if the commissioner certifies that the district will be provided with less state and local funding for that year than was provided to the district for the 2010-11 school year. *Education Code 21.4021(a)*

A board may not implement a furlough program until the district has complied with the requirements at Education Code 21.4022 [see Salary Reduction/Furlough Process, below]. *Education Code 21.4022*

Funding Levels

Not later than July 1 of each year, the commissioner shall determine for each district whether the estimated amount of state and local funding per student in weighted average daily attendance to be provided to the district under the Foundation School Program for maintenance and operations for the following school year is less than the amount provided to the district for the 2010-11 school year. If the amount estimated to be provided is less, the commissioner shall certify the percentage decrease in funding to be provided to the district. *Education Code 48.010*

Salaries

Notwithstanding Education Code 21.402 (minimum salary schedule), a board may reduce the salary of an employee who is furloughed in proportion to the number of days by which service is reduced. Any reduction in the amount of the annual salary must be

COMPENSATION AND BENEFITS
COMPENSATION PLAN

DEA
(LEGAL)

equally distributed over the course of the employee's current contract with the district.

Furlough Days

A furlough program must subject all contract personnel to the same number of furlough days. An educator may not be furloughed on a day that is included in the number of days of instruction required under Education Code 25.081 [see EB]. Implementation of a furlough program may not result in an increase in the number of required teacher workdays. An educator may not use personal, sick, or any other paid leave while the educator is on a furlough.

*Contract
Resignation*

If a board adopts a furlough program after the date by which a teacher must give notice of resignation from a probationary, term, or continuing contract [see DFE], an employee who subsequently resigns is not subject to sanctions imposed by SBEC.

No Appeal

A decision by a board to implement a furlough program is final and may not be appealed and does not create a cause of action or require collective bargaining.

Education Code 21.4021

*Salary Reduction /
Furlough Process*

A board may not implement a furlough program under Education Code 21.4021 or reduce salaries until the district has complied with the requirements below.

*Employee
Involvement*

A district must use a process to develop a furlough program or other salary reduction proposal, as applicable, that:

1. Includes the involvement of the district's professional staff; and
2. Provides district employees with the opportunity to express opinions regarding the furlough program or salary reduction proposal, as applicable, at the public meeting described below.

Public Meeting

A board must hold a public meeting at which the board and district administration present:

1. Information regarding the options considered for managing the district's available resources, including consideration of a tax rate increase and use of the district's available fund balance;
2. An explanation of how the district intends, through implementation of a furlough program or salary reductions, as applicable, to limit the number of district employees who will be discharged or whose contracts will not be renewed. Any explanation of a furlough program must state the specific number of furlough days proposed to be required; and

COMPENSATION AND BENEFITS
COMPENSATION PLAN

DEA
(LEGAL)

3. Information regarding the local option residence homestead exemption.

The public and district employees must be provided with an opportunity to comment at the public meeting.

Education Code 21.4022

COMPENSATION AND BENEFITS
COMPENSATION PLAN

DEA
(LOCAL)

The Superintendent shall recommend an annual compensation plan for all District employees. The compensation plan may include wage and salary structures, stipends, benefits, and incentives. [See also DEAA] The recommended plan shall support District goals for hiring and retaining highly qualified employees. The Board shall review and approve the compensation plan to be used by the District. The Board shall also determine the total compensation package for the Superintendent. [See BJ series]

Pay Administration

The Superintendent shall implement the compensation plan and establish procedures for plan administration consistent with the budget. The classification of each job title within the compensation plan shall be based on the qualifications, duties, and market value of the position.

Annualized Salary

The District shall pay all salaried employees over 12 months in equal monthly or semi-monthly installments, regardless of the number of months employed during the school year. Salaried employees hired during the school year shall be paid in accordance with administrative regulations.

Pay Increases

The Superintendent shall recommend to the Board an amount for employee pay increases as part of the annual budget. Any pay adjustments for individual employees shall be determined within the approved budget following established procedures.

***Midyear Pay
Increases***

Contract
Employees

A contract employee's pay may be increased after performance on the contract has begun only if authorized by the compensation plan of the District or there is a change in the employee's job assignment or duties during the term of the contract that warrants additional compensation. Any such changes in pay that do not conform with the compensation plan shall require Board approval. [See DEA(LEGAL) for provisions on pay increases and public hearing requirements.]

Noncontract
Employees

The Superintendent may grant a pay increase to a noncontract employee after duties have begun because of a change in the employee's job assignment or to address pay equity.

Pay During Closing

During an emergency closure, all employees shall continue to be paid for their regular duty schedule unless otherwise provided by Board action. Following an emergency closure, the Board shall adopt a resolution or take other Board action establishing the purpose and parameters for such payments. [See EB for the authority to close schools.]

**Premium Pay
During Disasters**

Nonexempt employees who are required to work to mitigate the reason for an emergency closing shall be paid at the rate of one and one-half times their regular rate of pay for all hours worked up

COMPENSATION AND BENEFITS
COMPENSATION PLAN

DEA
(LOCAL)

to 40 hours per week. All other nonexempt employees who are required to work during an emergency closing shall be paid their regular rate of pay.

Overtime for time worked over 40 hours in a week shall be calculated and paid according to law. [See DEAB] The Superintendent shall approve payments and ensure that accurate time records are kept of actual hours worked during emergency closings.

