



Texarkana

Independent School District

PROFESSIONAL SALARY PAYGRADES

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
P-1 (101)			Daily	\$ 156.00	\$ 195.00	\$ 234.00
	Academic Advisor	12	187 Days	29,172	36,465	43,758
	Assistant Director, Transportation	12	222 Days	34,632	43,290	51,948
	Career Navigator, Adult Ed	12	261 Days	40,716	50,895	61,074
	Coordinator, Child Care Services	12				
	Coordinator, Maintenance	12				
	Coordinator, Risk Management	12				
	Coordinator, Student Serv. & Character Education, SDAEP	10				
	Coordinator, Student Services/PEIMS/Records	12				
	Coordinator, Nutrition Analysis/Edu/Training, Child Nutrition	12				
	Family Liaison Specialist	10				
	Instructor, (Athletics, Bilingual, Deaf Ed, ISS, SDAEP, SPED)	10				
P-2 (102)			Daily	\$ 190.90	\$ 230.00	\$ 269.10
	Social Worker	11	197 Days	37,607	45,310	53,013
	Specialist, Graphic Design	12	222 Days	42,380	51,060	59,740
	Trainer, Athletics	12	261 Days	49,825	60,030	70,235
P-3 (103)			Daily	\$ 234.81	\$ 282.90	\$ 330.99
	Academic Services Coordinator	12	187 Days	43,909	52,902	61,895
	Assistant Principal, Elementary Campus	11	197 Days	46,258	55,731	65,205
	Chief Accountant, Business Operations	12	207 Days	48,606	58,560	68,515
	Comptroller, Child Nutrition	12	222 Days	52,128	62,804	73,480
	Coordinator, Health Services	11	261 Days	61,285	73,837	86,388
	Coordinator, Quality Assurance	12				
	Coordinator, Student Services Elem Campus	11				
	Dean of Students, Middle School	11				
	Counselor	10.5, 11				
	Diagnostician	11				
	Director, Transportation	12				
	Instructional Coach, Lead	11				
	Principal, SDAEP	12				
	Principal, TILC & EDEAP	10				
	School Psychologist Licensed Specialist	11				
	Speech Pathologist, Certified	10				
	Assistant Director, Athletics	12				
P-4 (104)			Daily	\$ 248.89	\$ 299.87	\$ 350.85
	Assistant Principal, Middle School	11, 12	197 Days	49,031	59,074	69,117
	Assistant Director, Food Service	12	207 Days	51,520	62,073	72,626
	Associate Principal, Middle School	12	222 Days	55,254	66,571	77,889
	Chief of Police	12	261 Days	64,960	78,266	91,571
	Coordinator, Academic Advancement High School	12				
	Coordinator, Instructional Services	12				
	Coordinator, SPED	11, 12				
	Curriculum Coach, High School	12				
	Curriculum Coach, Middle School	10.5, 11				
	Director, Adult Education	12				
	Director, Risk Management/Childcare	12				
P-5 (105)			Daily	\$ 263.82	\$ 317.86	\$ 371.90
	Assistant Principal, High School	11, 12	207 Days	54,611	65,797	76,983
	Associate Principal, High School	12	222 Days	58,568	70,565	82,562
	Director, Music and High School Band	12	261 Days	68,857	82,961	97,066
	Director, Purchasing & Special Events	12				
	Occupational Therapist	10				
	Physical Therapist	10				
	Principal, Options	12				



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P-6 (106)		Daily	\$ 295.48	\$ 356.00	\$ 416.52
Director, Elementary Campus Operations	12	222 Days	65,597	79,032	92,467
Director, Human Resources	12	261 Days	77,120	92,916	108,712
Director, STEM Education	12				
Director, Maintenance & Construction	12				
Director, Child Nutrition	10				
Exec Director, Public Relations	12				
Exec Director, Quality Assurance	12				
Chief Operating Officer	12				
Principal, Elem Campus	12				
P-7 (107)		Daily	\$ 316.16	\$ 380.92	\$ 445.68
Director, SPED and Federal Programs	12	222 Days	70,188	84,564	98,941
Exec Director, Athletics	12				
Principal, Middle School	12				
P-8 (108)		Daily	\$ 338.29	\$ 407.58	\$ 476.87
Assistant Superintendent, Alternative Education	12	222 Days	75,100	90,483	105,865
Assistant Superintendent, Student & Community Development	12				
Principal, High School	12				
P-9 (109)		Daily	\$ 433.06	\$ 509.48	\$ 585.9
Exec Director, Instructional Services	12	222 Days	96,139	113,105	130,070
Chief Financial Officer	12				
P-10 (110)		Daily	\$ 463.37	\$ 545.14	\$ 626.91
Deputy Superintendent	12	222 Days	102,868	121,021	139,174