



Texarkana
 Independent School District
PROFESSIONAL SALARY PAYGRADES
2018-2019

Pay Grade	Job Title	Calendars		Minimum	Midpoint	Maximum
P-1 (101)			Daily	\$ 160.72	\$ 200.90	\$ 241.07
	Academic Advisor	12	187 Days	30,055	37,568	45,080
	Administrative Intern	12	222 Days	35,680	44,600	53,518
	Assistant Director, Maintenance	12	261 Days	41,948	52,435	62,919
	Coordinator, Transportation	12				
	Coordinator, Campus Operations, Child Nutrition	12				
	Coordinator, Student Services/PEIMS/Records	12				
	Coordinator, Inventory and Warehouse Oper, CN	12				
	Instructor, (Ath, Bil, Deaf Ed, ISS, SDAEP, SPED)	10				
P-2 (102)			Daily	\$ 196.67	\$ 236.95	\$ 277.24
	Coordinator, Child Care Services	12	197 Days	38,744	46,679	54,616
	Family Engagement Specialist	12	207 Days	40,711	49,049	57,389
	Social Worker	11	222 Days	43,661	52,603	61,547
	Specialist, Academic Support	11	261 Days	51,331	61,844	72,360
	Specialist, Graphic Design	12				
	Trainer, Athletics	12				
P-3 (103)			Daily	\$ 241.90	\$ 291.45	\$ 340.99
	Assistant Director, Athletics	12	187 Days	45,235	54,501	63,765
	Assistant Principal, Elementary Campus	11	197 Days	47,654	57,416	67,175
	Chief Accountant, Business Operations	12	207 Days	50,073	60,330	70,585
	Comptroller, Child Nutrition	12	222 Days	53,702	64,702	75,700
	Coordinator, Autism Grant	12	261 Days	63,136	76,068	88,998
	Coordinator, Dyslexia Grant	11,12				
	Coordinator, Health Services	11				
	Coordinator, Quality Assurance	12				
	Counselor	10.5, 11				
	Diagnostician	11				
	Director, Risk Management	12				
	Director, Transportation	12				
	Instructional Coach, Lead	11				
	Principal, DAEP and TILC	12				
	Licensed Specialist School Psychologist (LSSP)	11				
	Speech Pathologist, Certified	10				
P-4 (104)			Daily	\$ 256.41	\$ 308.94	\$ 361.45
	Assistant Principal, Middle School	11, 12	197 Days	50,513	60,861	71,206
	Associate Principal, Middle School	12	207 Days	53,077	63,951	74,820
	Chief of Police	12	222 Days	56,923	68,585	80,242
	Coordinator, Instructional Services	12	261 Days	66,923	80,633	94,338
	Coordinator, SPED	12				
	Curriculum Coach, High School	12				
	Curriculum Coach, Middle School	11				
P-5 (105)			Daily	\$ 271.80	\$ 327.47	\$ 383.14
	Assistant Principal, High School	11, 12	187 Days	50,827	61,237	71,647
	Associate Principal, High School	12	207 Days	56,263	67,786	79,310
	Director, Music and High School Band	12	222 Days	60,340	72,698	85,057
	Director, Purchasing & Special Events	12	261 Days	70,940	85,470	100,000
	Occupational Therapist	10				
	Physical Therapist	10				
	Principal, Options	12				



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P-6 (106)		Daily	\$ 304.41	\$ 366.76	\$ 429.1
Director, Human Resources	12	187 Days	56,925	68,584	80,242
Director, STEM Education	12	222 Days	67,579	81,421	95,260
Director, Maintenance & Construction	12	261 Days	79,451	95,724	111,995
Director, Child Nutrition	10				
Director, Humanities	12				
Exec Director, Public Relations	12				
Exec Director, Quality Assurance	12				
Principal, Elem Campus	12				
P-7 (107)		Daily	\$ 325.71	\$ 392.43	\$ 459.15
Director, SPED and Federal Programs	12	222 Days	72,308	87,119	101,931
Exec Director, Athletics	12				
Principal, Middle School	12				
P-8 (108)		Daily	\$ 348.51	\$ 419.90	\$ 491.28
Assistant Superintendent, Alternative Education	12	222 Days	77,369	93,218	109,064
Assistant Superintendent, Student & Community	12				
Principal, High School	12				
Exec Director, Curriculum and Instruction	12				
P-9 (109)		Daily	\$ 446.15	\$ 524.88	\$ 603.6
Executive Director, Business Operations	12	222 Days	99,045	116,523	133,999
Chief Academic Officer	12				
Chief Operating Officer	12				
P-10 (110)		Daily	\$ 477.37	\$ 561.62	\$ 645.85
Deputy Superintendent	12	222 Days	105,976	124,680	143,379