



# Texarkana

## Independent School District

### PROFESSIONAL SALARY PAYGRADES

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
<b>P-1 (101)</b>						
			<b>Daily</b>	<b>\$ 158.34</b>	<b>\$ 197.93</b>	<b>\$ 237.51</b>
	Academic Advisor	12	187 Days	29,610	37,012	44,414
	Administrative Intern	12	222 Days	35,151	43,939	52,727
	Assistant Director, Transportation	12	261 Days	41,327	51,658	61,990
	Career Navigator, Adult Ed	12				
	Coordinator, Child Care Services	12				
	Coordinator, Inventory Control	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				
<b>P-2 (102)</b>						
			<b>Daily</b>	<b>\$ 193.76</b>	<b>\$ 233.45</b>	<b>\$ 273.14</b>
	Family Engagement Specialist	12	197 Days	38,171	45,990	53,808
	Social Worker	11	222 Days	43,015	51,826	60,636
	Specialist, Graphic Design	12	261 Days	50,572	60,930	71,289
	Trainer, Athletics	12				
<b>P-3 (103)</b>						
			<b>Daily</b>	<b>\$ 238.33</b>	<b>\$ 287.14</b>	<b>\$ 335.9549</b>
	Academic Services Coordinator	12	187 Days	44,568	53,696	62,824
	Assistant Director, Athletics	12	197 Days	46,951	56,567	66,183
	Assistant Principal, Elementary Campus	11	207 Days	49,335	59,439	69,543
	Chief Accountant, Business Operations	12	222 Days	52,910	63,746	74,582
	Comptroller, Child Nutrition	12	261 Days	62,205	74,944	87,684
	Coordinator, Health Services	11				
	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				
<b>P-4 (104)</b>						
			<b>Daily</b>	<b>\$ 252.62</b>	<b>\$ 304.37</b>	<b>\$ 356.1128</b>
	Assistant Principal, Middle School	11, 12	197 Days	49,767	59,961	70,154
	Assistant Director, Food Service	12	207 Days	52,293	63,004	73,715
	Associate Principal, Middle School	12	222 Days	56,082	67,570	79,057
	Chief of Police	12	261 Days	65,935	79,440	92,945
	Coordinator, Academic Advancement High School	12				
	Coordinator, Instructional Services	12				
	Coordinator, SPED	11, 12				
	Coordinator, STEM	12				
	Curriculum Coach, High School	12				
	Curriculum Coach, Middle School	10.5, 11				
	Director, Adult Education	12				
	Director, Risk Management/Childcare	12				
<b>P-5 (105)</b>						
			<b>Daily</b>	<b>\$ 267.78</b>	<b>\$ 322.63</b>	<b>\$ 377.48</b>
	Assistant Principal, High School	11, 12	207 Days	55,430	66,784	78,138
	Associate Principal, High School	12	222 Days	59,447	71,623	83,800
	Director, Music and High School Band	12	261 Days	69,890	84,206	98,522
	Director, Purchasing & Special Events	12				
	Occupational Therapist	10				
	Physical Therapist	10				
	Principal, Options	12				



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<b>P-6 (106)</b>		Daily	\$ 299.91	\$ 361.34	\$ 422.7678
Chief Operating Officer	12	<b>222 Days</b>	66,581	80,217	93,854
Director, Human Resources	12	<b>261 Days</b>	78,277	94,310	110,342
Director, STEM Education	12				
Director, Maintenance & Construction	12				
Director, Child Nutrition	10				
Director, Humanities	12				
Exec Director, Public Relations	12				
Exec Director, Quality Assurance	12				
Principal, Elem Campus	12				
<b>P-7 (107)</b>		Daily	\$ 320.90	\$ 386.63	\$ 452.3652
Director, SPED and Federal Programs	12	<b>222 Days</b>	71,240	85,833	100,425
Exec Director, Athletics	12				
Principal, Middle School	12				
<b>P-8 (108)</b>		Daily	\$ 343.36	\$ 413.69	\$ 484.0231
Assistant Superintendent, Alternative Education	12	<b>222 Days</b>	76,227	91,840	107,453
Assistant Superintendent, Student & Community Development	12				
Principal, High School	12				
<b>P-9 (109)</b>		Daily	\$ 439.56	\$ 517.12	\$ 594.6885
Chief Financial Officer	12	<b>222 Days</b>	97,581	114,801	132,021
Chief Academic Officer	12				
Exec Director, Instructional Services	12				
<b>P-10 (110)</b>		Daily	\$ 470.32	\$ 553.32	\$ 636.3137
Deputy Superintendent	12	<b>222 Days</b>	104,411	122,836	141,262