

2021-2022 Professional Compensation Plan

Texarkana ISD

Pay Grade	Job Title	Calendar		Minimum	Midpoint	Maximum
P-1 (101)			Daily	\$168.89	\$211.11	\$253.32
Academic Advisor	12	187	Days	31,582	39,478	47,371
Administrative Intern	12	222	Days	37,494	46,866	56,237
Assistant Director, Maintenance	12	261	Days	44,080	55,100	66,117
Case Manager	11					
Coordinator, Child Nutrition	12					
Coordinator, Transportation	12					
Instructor, (Ath, Content, Deaf Ed, ISS, SDAEP, SPED, Band)	10					
Student Information Specialist	12					
Testing Assistant/Academic Support (ESSER)	10					
P-2 (102)			Daily	\$206.66	\$249.00	\$291.34
Administrative Support Specialist	12	197	Days	40,712	49,053	57,394
Coordinator, Child Care Services	12	207	Days	42,779	51,543	60,307
Coordinator, Risk Management and Safety	12	222	Days	45,879	55,278	64,677
Family Engagement Specialist	11	261	Days	53,938	64,989	76,040
Social Worker	11					
Specialist, Behavior Intervention	12					
Specialist, Graphic Design	12					
Trainer, Athletics						
P-3 (103)			Daily	\$254.20	\$306.27	\$358.33
Assistant Director, Athletics	12	187	Days	47,535	57,272	67,008
Assistant Principal, Elementary Campus	11	197	Days	50,077	60,335	70,591
Chief Accountant, Business Operations	12	207	Days	52,619	63,398	74,174
Comptroller, Child Nutrition	12	222	Days	56,432	67,992	79,549
Coordinator, 21 Century Community Learning Center (ACE)	12	261	Days	66,346	79,936	93,524
Coordinator, 21 Century Family Engagement (ACE)	12					
Coordinator, Dyslexia	11,12					
Coordinator, Health Services	11					
Counselor	10.5, 11					
Diagnostician	11					
Director, Transportation	12					
Instructional Coach, Lead	11					
Licensed Specialist School Psychologist (LSSP)	11					
Principal, DAEP and TILC	12					
Speech Pathologist, Certified	10					
P-4 (104)			Daily	\$269.44	\$324.65	\$379.82
Assistant Principal, Middle School	11, 12	197	Days	53,080	63,956	74,825
Associate Principal, Middle School	12	207	Days	55,774	67,203	78,623
Coordinator, Instructional Services	12	222	Days	59,816	72,072	84,320
Coordinator, SPED	12	261	Days	70,324	84,734	99,133
Curriculum Coach, Middle School	11					
Director, MIS	12					
Director, Student Services	12					

P-5 (105)		Daily		\$285.62	\$344.29	\$402.62
Assistant Principal, High School	11, 12	187	Days	53,411	64,382	75,290
Associate Principal, High School	12	207	Days	59,123	71,268	83,342
Director School Security/Police Chief	12	222	Days	63,408	76,432	89,382
Director, 21st Century Project (ACE)	12	261	Days	74,547	89,860	105,084
Director, Music and High School Band	12					
Director, Purchasing & Special Events	12					
Occupational Therapist	10					
Physical Therapist	10					
Principal, Options	12					
P-6 (106)		Daily		\$319.89	\$385.41	\$450.91
Director, Child Nutrition	12	187	Days	59,819	72,072	84,320
Director, Construction & Facilities Projects	12	222	Days	71,016	85,561	100,102
Director, Humanities	12	261	Days	83,491	100,592	117,688
Director, Maintenance & Construction	12					
Director, CTE and STEM Education	12					
Principal, Elem Campus	12					
P-7 (107)		Daily		\$342.27	\$412.37	\$482.48
Director, SPED and Federal Programs	12	222	Days	75,984	91,546	107,111
Exec Director, Athletics	12					
Exec Director, Human Resources	12					
Principal, Middle School	12					
P-8 (108)		Daily		\$366.22	\$441.24	\$516.26
Assistant Superintendent, Alternative Education	12	222	Days	81,301	97,955	114,610
Exec Director, Curriculum and Instruction	12					
Principal, High School	12					
P-9 (109)		Daily		\$468.83	\$551.56	\$634.28
Associate Supt, Family & Community Engagement	12	222	Days	104,080	122,446	140,810
Chief Academic Officer	12					
Chief Communications Officer	12					
Chief Financial Officer	12					
Chief Innovation Officer	12					
Chief Operating Officer	12					
P-10 (110)		Daily		\$501.63	\$590.16	\$678.68
Deputy Superintendent	12	222	Days	111,362	131,016	150,667