

2020-2021 Professional Compensation Plan

Texarkana ISD

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
P-1 (101)			Daily	\$ 166.39	\$ 207.99	\$ 249.58
	Academic Advisor	12	187 Days	31,115	38,894	46,671
	Administrative Intern	12	222 Days	36,939	46,174	55,407
	Assistant Director, Maintenance	12	261 Days	43,428	54,285	65,140
	Case Manager	11				
	Coordinator, Transportation	12				
	Coordinator, Campus Operations, Child Nutrition	12				
	Coordinator, Inventory and Warehouse Oper, CN	12				
	Instructor, (Ath, Content, Deaf Ed, ISS, SDAEP, SPED)	10				
	Student Information Specialist	12				
P-2 (102)			Daily	\$ 203.61	\$ 245.32	\$ 287.03
	Coordinator, Child Care Services	12	197 Days	40,111	48,328	56,545
	Coordinator, Risk Management and Safety	12	207 Days	42,147	50,781	59,415
	Family Engagement Specialist	12	222 Days	45,201	54,461	63,721
	Social Worker	11	261 Days	53,142	64,029	74,915
	Specialist, Academic Support	11				
	Specialist, Behavior Intervention	11				
	Specialist, Graphic Design	12				
	Trainer, Athletics	12				
P-3 (103)			Daily	\$ 250.44	\$ 301.73	\$ 353.03
	Assistant Director, Athletics	12	187 Days	46,832	56,424	66,017
	Assistant Principal, Elementary Campus	11	197 Days	49,337	59,441	69,547
	Chief Accountant, Business Operations	12	207 Days	51,841	62,458	73,077
	Comptroller, Child Nutrition	12	222 Days	55,598	66,984	78,373
	Coordinator, Dyslexia	11,12	261 Days	65,365	78,752	92,141
	Coordinator, Health Services	11				
	Counselor	10.5, 11				
	Diagnostician	11				
	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	\$ 265.46	\$ 319.85	\$ 374.21
	Assistant Principal, Middle School	11, 12	197 Days	52,296	63,010	73,719
	Associate Principal, Middle School	12	207 Days	54,950	66,209	77,461
	Chief of Police	12	222 Days	58,932	71,007	83,075
	Coordinator, Instructional Services	12	261 Days	69,285	83,481	97,669
	Coordinator, SPED	12				
	Curriculum Coach, Middle School	11				
	Director, MIS	12				
	Director, Student Services	12				
P-5 (105)			Daily	\$ 281.40	\$ 339.20	\$ 396.67
	Assistant Principal, High School	11, 12	187 Days	52,622	63,430	74,177
	Associate Principal, High School	12	207 Days	58,250	70,214	82,111
	Director, Music and High School Band	12	222 Days	62,471	75,302	88,061
	Director, Purchasing & Special Events	12	261 Days	73,445	88,531	103,531
	Occupational Therapist	10				
	Physical Therapist	10				

Principal, Options 12

P-6 (106)		Daily	\$ 315.15	\$ 379.71	\$ 444.25
Director, STEM Education	12	187 Days	58,933	71,006	83,075
Director, Maintenance & Construction	12	222 Days	69,963	84,296	98,624
Director, Child Nutrition	10	261 Days	82,254	99,104	115,949
Director, Humanities	12				
Exec Director, Quality Assurance	12				
Principal, Elem Campus	12				

P-7 (107)		Daily	\$ 337.21	\$ 406.28	\$ 475.35
Director, SPED and Federal Programs	12	222 Days	74,861	90,194	105,528
Exec Director, Athletics	12				
Exec Director, Human Resources	12				
Principal, Middle School	12				

P-8 (108)		Daily	\$ 360.81	\$ 437.72	\$ 508.63
Assistant Superintendent, Alternative Education	12	222 Days	80,100	97,174	112,916
Assistant Superintendent, Student & Community	12				
Chief Communications Officer	12				
Principal, High School	12				
Exec Director, Curriculum and Instruction	12				

P-9 (109)		Daily	\$ 461.90	\$ 543.41	\$ 624.91
Chief Financial Officer	12	222 Days	102,542	120,637	138,730
Chief Academic Officer	12				
Chief Operating Officer	12				

P-10 (110)		Daily	\$ 494.22	\$ 581.44	\$ 668.65
Deputy Superintendent	12	222 Days	109,717	129,080	148,440