

2020-2021

SALARY SCHEDULE AND COMPENSATION INFORMATION



Richardson ISD Human Resources

THIS SALARY SCHEDULE IS FOR THE 2020-2021 SCHOOL YEAR ONLY

The 2020-2021 school year pay schedules reflect the implementation of the Board approved salary increase.

The Richardson ISD Board of Trustees approved the following pay increases for the 2020-2021 school year:

All T-type job titles	1%
Non-exempt Professionals and Exempt Employees	1%
Non-exempt Employees	1%

Increases are calculated based on the Board approved percent of the employee's annual salary.

Neither past nor future salaries can be accurately calculated or predicted from this booklet. Only the salary ranges based on pay grades can be obtained from this information.

Salary plans are determined on an annual basis and salary advancement is not guaranteed. Pay increases are based on the annual pay raise approved by the Board of Trustees and per RISD Board Policy DEA (LOCAL). Salary increases are based on completion of a creditable year of service according to TEA guidelines and the employee's satisfactory annual evaluation.

The raise will appear in pay statements as follows:

- For 12 month Biweekly employees with the July 10, 2020 payroll
- For 12 month Monthly employees with the July 20, 2020 payroll
- For 11 month Monthly employees with the August 20, 2020 payroll
- For 10 month Biweekly employees with the August 21, 2020 payroll
- For 10 month Monthly employees with the September 18, 2020 payroll

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New Hire Pay Plans

Salary Guide for Teachers, Librarians, and School Nurses new to RISD

Years of Experience	New Hire Salary	Daily Rate 187 days	Daily Rate 191 days*
0	54,250	290.11	284.03
1	54,525	291.58	285.47
2	54,800	293.05	286.91
3	55,075	294.52	288.35
4	55,350	295.99	289.79
5	55,625	297.46	291.23
6	55,900	298.93	292.67
7	56,175	300.40	294.11
8	56,450	301.87	295.55
9	56,725	303.34	296.99
10	57,000	304.81	298.43
11	57,275	306.28	299.87
12	57,550	307.75	301.31
13	57,825	309.22	302.75
14	58,100	310.70	304.19
15	58,375	312.17	305.63
16	58,650	313.64	307.07
17	58,925	315.11	308.51
18	59,200	316.58	309.95
19	59,475	318.05	311.39
20	59,750	319.52	312.83
21	60,025	320.99	314.27
22	60,275	322.33	315.58
23	60,525	323.66	316.88
24	60,775	325.00	318.19
25	61,025	326.34	319.50

*Teachers new to RISD work a 191 day contract their first year. Thereafter, the contract is 187 days.

The annual salary quote applies to all eligible new hires without regard to educational level.

This hire-in schedule is not intended as and may not be used to determine salary levels for existing staff.

Salary plans are determined on an annual basis and salary advancement is not guaranteed. Pay increases are based on the annual pay raise approved by the Board of Trustees.

Employees hired after the first duty day for the 2020-2021 school year will receive an annual salary prorated to the first day of work.

Salary Guide for Counselors new to RISD

Years of Experience	Elementary 193 Days Annual Salary	Junior High 197 Days Annual Salary	High School 202 Days Annual Salary	Daily Rate
0	58,930	60,151	61,678	305.34
1	59,214	60,441	61,975	306.81
2	59,497	60,730	62,272	308.28
3	59,781	61,020	62,569	309.75
4	60,065	61,310	62,866	311.22
5	60,349	61,600	63,163	312.69
6	60,633	61,889	63,460	314.16
7	60,916	62,179	63,757	315.63
8	61,200	62,469	64,054	317.10
9	61,484	62,758	64,351	318.57
10	61,768	63,048	64,648	320.04
11	62,052	63,338	64,945	321.51
12	62,336	63,628	65,242	322.98
13	62,619	63,917	65,540	324.45
14	62,903	64,207	65,837	325.92
15	63,187	64,497	66,134	327.39
16	63,471	64,786	66,431	328.86
17	63,755	65,076	66,728	330.34
18	64,039	65,366	67,025	331.81
19	64,322	65,655	67,322	333.28
20	64,606	65,945	67,619	334.75
21	64,890	66,235	67,916	336.22
22	65,148	66,498	68,186	337.55
23	65,406	66,762	68,456	338.89
24	65,664	67,025	68,726	340.23
25	65,922	67,288	68,996	341.57

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Employees hired after the first duty day for the 2020-2021 school year will receive an annual salary prorated to the first day of work.

Administrative Pay Plan

ADMINISTRATIVE STAFF

Job Title	Pay Grade	Maximum Days Required	Experience Level	Annual Salary	Daily Rate
Chief Executive Director	AFQ	226	0	126,565	560.02
		226	1	130,597	577.86
		226	EC	134,405	594.71
Executive Director Curriculum & Instruction Business & Finance	ADQ	226	0	117,858	521.50
		226	1	121,157	536.09
		226	EC	124,414	550.51
Executive Director Curriculum & Instruction Business & Finance	ADS	261	0	136,112	521.50
		261	1	139,920	536.09
		261	EC	143,683	550.51
Executive Director Non-Instructional	AGQ	226	0	103,251	456.86
		226	1	106,135	469.63
		226	EC	109,020	482.39
Executive Director Accountability/Continued Improvement	AGQA	226	0	109,751	485.62
		226	1	112,817	499.19
		226	EC	115,883	512.76
Executive Director Athletics Fine Arts	AGR	240	0	109,648	456.87
		240	1	112,710	469.63
		240	EC	115,756	482.32
Executive Director	AGS	261	0	119,242	456.87
		261	1	122,572	469.63
		261	EC	125,885	482.32
Principal - High School	AHQ	226	0	122,610	542.52
		226	1	125,202	553.99
		226	2	127,793	565.46
		226	EC	130,385	576.92
Coordinating Director	AJQ	226	0	97,811	432.79
		226	1	100,959	446.72
		226	2	104,109	460.66
		226	EC	107,258	474.59
Coordinating Director	AJS	261	0	112,958	432.79
		261	1	116,595	446.72
		261	2	120,232	460.66
		261	EC	123,869	474.59
Athletic Coordinator - High School	AKR	240	0	94,171	392.38
		240	1	96,594	402.47
		240	2	99,016	412.57
		240	EC	101,439	422.66

EC = Experience/Competency Level

ADMINISTRATIVE STAFF

Job Title	Pay Grade	Maximum Days Required	Experience Level	Annual Salary	Daily Rate
Principal - Junior High Principal - Alternative School	ALQ	226	0	102,098	451.76
		226	1	104,657	463.08
		226	2	107,215	474.40
		226	EC	109,774	485.73
Fine Arts Coordinator - High School	AMR	240	0	90,464	376.94
		240	1	92,887	387.03
		240	2	95,310	397.12
		240	EC	97,732	407.22
Principal - Elementary School Campus Administrator	ANO	219	0	94,636	432.13
		219	1	96,899	442.46
		219	2	99,162	452.79
		219	EC	101,425	463.13
Director	APN	207	0	79,884	385.91
		207	1	82,657	399.31
		207	2	85,431	412.71
		207	EC	88,204	426.11
Director	APQ	226	0	87,216	385.91
		226	1	90,243	399.31
		226	2	93,273	412.71
		226	EC	96,300	426.11
Director	APS	261	0	100,723	385.91
		261	1	104,219	399.31
		261	2	107,718	412.71
		261	EC	111,214	426.11
Director - Bilingual Services	APQB	226	0	91,216	403.61
		226	1	94,382	417.62
		226	2	97,551	431.64
		226	EC	100,717	445.65
Director - Guidance & Counseling	APQC	226	0	90,216	399.19
		226	1	93,347	413.04
		226	2	96,481	426.91
		226	EC	99,613	440.77
Director - Purchasing	APQP	226	0	91,216	403.61
		226	1	94,382	417.62
		226	2	97,551	431.64
		226	EC	100,717	445.65
Director - Risk Management	APQR	226	0	90,716	401.40
		226	1	93,864	415.33
		226	2	97,016	429.27
		226	EC	100,165	443.21

EC = Experience/Competency Level

ADMINISTRATIVE STAFF

Job Title	Pay Grade	Maximum Days Required	Experience Level	Annual Salary	Daily Rate
Assistant Athletic Director	APR	240	0	92,619	385.91
		240	1	95,834	399.31
		240	2	99,051	412.71
		240	EC	102,266	426.11
Associate Principal - High School	ARQ	226	0	80,759	357.34
		226	1	82,759	366.19
		226	2	84,759	375.04
		226	EC	86,759	383.89
Assistant Principal - High School	ARO	219	0	78,258	357.34
		219	1	80,196	366.19
		219	2	82,134	375.04
		219	EC	84,072	383.89
Assistant Principal - Junior High Assistant Principal - Alternative School	ARN	207	0	71,463	345.23
		207	1	73,401	354.59
		207	2	75,337	363.95
		207	EC	77,276	373.31
Assistant Principal - Elementary	ATN	207	0	68,943	333.06
		207	1	70,880	342.41
		207	2	72,819	351.78
		207	EC	74,758	361.15

EC = Experience/Competency Level

Child Nutrition Pay Plan

CHILD NUTRITION STAFF

Job Title	Pay Grade	Maximum Days Required	Exp Level	Annual Salary	Daily Rate	Hourly Rate	Hours per Day	Salary Basis / Payroll
Child Nutrition Supervisor	CEQ	226	0	50,642	224.08	28.01	8	Salaried Monthly
		226	EC	51,673	228.64	28.58	8	
Child Nutrition Supervisor	CEN	207	0	46,385	224.08	28.01	8	Salaried Monthly
		207	EC	47,328	228.64	28.58	8	
Child Nutrition Manager III	CGG	179	0	28,454	158.96	19.87	8	Salaried Monthly
		179	EC	29,070	162.40	20.30	8	
Child Nutrition Manager II	CJG	179	0	25,862	144.48	18.06	8	Salaried Monthly
		179	EC	26,406	147.52	18.44	8	
Child Nutrition Manager I	CLG	179	0	23,513	131.36	16.42	8	Salaried Monthly
		179	EC	24,000	134.08	16.76	8	
Child Nutrition - Assistant Manager	CNG	179	0	17,513	97.84	12.23	8	Salaried Monthly
		179	EC	17,929	100.16	12.52	8	
Child Nutritionist	CPF	177	0	12,762	72.10	10.30	7	Hourly Biweekly
		177	EC	13,084	73.92	10.56	7	
Child Nutritionist	CRF	177	0	10,939	61.80	10.30	6	Hourly Biweekly
		177	EC	11,215	63.36	10.56	6	

EC = Experience/Competency Level

Extended Learning Program Staff Pay Plan

EXTENDED LEARNING PROGRAM STAFF

Job Title	Pay Grade	Maximum Days Required	Experience Level	Annual Salary	Daily Rate	Hours Per Day
Coordinating Director	AJS	261	0	112,957	432.79	8
		261	1	116,595	446.73	8
		261	2	120,231	460.66	8
		261	EC	123,869	474.60	8
Coordinator Program Specialist II	AVQ	226	0	72,576	321.13	8
		226	1	75,147	332.51	8
		226	EC	77,719	343.89	8
Coordinator	AVS	261	0	83,816	321.13	8
		261	1	86,785	332.51	8
		261	EC	89,755	343.89	8
Program Specialist I	AYN	207	0	54,968	265.55	8
		207	1	57,232	276.48	8
		207	EC	59,496	287.42	8
Program Specialist I	AYQ	226	0	60,014	265.55	8
		226	1	62,485	276.48	8
		226	EC	64,957	287.42	8
Program Specialist I	AYS	261	0	69,308	265.55	8
		261	1	72,162	276.48	8
		261	EC	75,017	287.42	8
Site Coordinator I - 75%	PSL	197	0	20,441	103.76	6
		197	EC	21,053	106.87	6
Administrative Specialist IV	PES	261	0	48,200	184.67	8
		261	EC	49,590	190.00	8
Administrative Specialist III	PGS	261	0	43,890	168.16	8
		261	EC	45,289	173.52	8
Administrative Specialist I	PLQ	226	0	32,441	143.55	8
		226	EC	33,405	147.81	8
Executive Assistant I	PLN	207	0	29,714	143.55	8
		207	EC	30,597	147.81	8

EC = Experience/Competency Level

Maintenance, Operations, Grounds, Warehouse & Print Shop Pay Plan

MAINTENANCE, OPERATIONS, GROUNDS, WAREHOUSE & PRINT SHOP

Job Title	Pay Grade	Maximum Days Required	Exp Level	Annual Salary	Daily Rate	Hourly Rate	Hours per Day	Salary Basis / Payroll
Manager III	MBS	261	0	89,178	341.68	42.71	8	Salaried Monthly
		261	1	92,561	354.64	44.33	8	
		261	EC	94,816	363.28	45.41	8	
Bond Project Manager Manager I - Facilities Maintenance	MAS	261	0	84,898	325.28	40.66	8	Salaried Monthly
		261	1	87,926	336.88	42.11	8	
		261	EC	90,953	348.48	43.56	8	
Manager I - Grounds (Athletics) Manager I - Pest Control	MDS	261	0	70,762	271.12	33.89	8	Salaried Monthly
		261	1	73,790	282.72	35.34	8	
		261	EC	76,818	294.32	36.79	8	
Maintenance HVAC Specialist	MDS	261	0	70,762	271.12	33.89	8	Hourly Biweekly
		261	1	73,790	282.72	35.34	8	
		261	EC	76,818	294.32	36.79	8	
Energy Manager/Analyst Manager I - Energy Management Manager I - Print Shop	MCS	261	0	65,041	249.20	31.15	8	Salaried Monthly
		261	1	67,985	260.48	32.56	8	
		261	EC	70,950	271.84	33.98	8	
Maintenance Area Supervisor Manager I - Warehouse	MCS	261	0	65,041	249.20	31.15	8	Hourly Biweekly
		261	1	67,985	260.48	32.56	8	
		261	EC	70,950	271.84	33.98	8	
Assistant Manager - Print Shop EMS Foreman Fire Alarm Tech HVAC Foreman Irrigation Specialist Project Coordinator/Estimator - EMS Roofing Foreman	MFS	261	0	53,432	204.72	25.59	8	Hourly Biweekly
		261	EC	54,706	209.60	26.20	8	

EC = Experience/Competency Level

MAINTENANCE, OPERATIONS, GROUNDS, WAREHOUSE & PRINT SHOP

Job Title	Pay Grade	Maximum Days Required	Exp Level	Annual Salary	Daily Rate	Hourly Rate	Hours per Day	Salary Basis / Payroll
Grounds IV - Pest Control Grounds IV - Small Engine Mechanic Grounds IV Specialist HVAC Tech Licensed Electrician Licensed Plumber Safety & Security Specialist Supervisor II - Heavy Equipment	MES	261	0	47,251	181.04	22.63	8	Hourly Biweekly
		261	EC	48,692	186.56	23.32	8	
Custodial Area Supervisor Lead Locksmith Maintenance III Maintenance - Kitchen Specialist	MJS	261	0	45,581	174.64	21.83	8	Hourly Biweekly
		261	EC	47,001	180.08	22.51	8	
EMS Tech Maintenance Foreman Maintenance II Printer III - Bindery Printer III - (Docutech) Supervisor I - Operations Supervisor I - Security Supervisor II - Grounds Warehouse IV	MGS	261	0	42,512	162.88	20.36	8	Hourly Biweekly
		261	EC	43,783	167.75	20.97	8	
Maintenance I Printer II Warehouse Assistant	MLS	261	0	37,125	142.24	17.78	8	Hourly Biweekly
		261	EC	38,231	146.48	18.31	8	
Custodial IV - High School Lead Security Warehouse III	MMS	261	0	32,740	125.44	15.68	8	Hourly Biweekly
		261	EC	33,721	129.20	16.15	8	
Custodial III - Junior High Lead Printer I Warehouse I	MPS	261	0	30,318	116.16	14.52	8	Hourly Biweekly
		261	EC	31,236	119.68	14.96	8	
Custodial II - Elementary Lead Grounds II	MVS	261	0	27,770	106.40	13.30	8	Hourly Biweekly
		261	EC	28,626	109.68	13.71	8	

EC = Experience/Competency Level

MAINTENANCE, OPERATIONS, GROUNDS, WAREHOUSE & PRINT SHOP

Job Title	Pay Grade	Maximum Days Required	Exp Level	Annual Salary	Daily Rate	Hourly Rate	Hours per Day	Salary Basis / Payroll
Custodial II	MVL	197	0	20,961	106.40	13.30	8	Hourly
		197	EC	21,607	109.68	13.71	8	Biweekly
Custodial I (High School - 3rd shift late hours) (Late shift = 6:00 PM to 2:30 AM)	251	261	0	21,924	84.00	10.50	8	Hourly
		261	EC	22,550	86.40	10.80	8	Biweekly
Custodial I	MYS	261	0	21,298	81.60	10.20	8	Hourly
		261	EC	21,924	84.00	10.50	8	Biweekly
Custodial I	MYL	197	0	16,075	81.60	10.20	8	Hourly
		197	EC	16,548	84.00	10.50	8	Biweekly
Custodial I	MYD	176	0	14,362	81.60	10.20	8	Hourly
		176	EC	14,784	84.00	10.50	8	Biweekly
Parking Lot Attendant	MZE	174	0	13,920	80.00	10.00	8	Salaried
		174	EC	14,310	82.24	10.28	8	Monthly

EC = Experience/Competency Level

Paraprofessional Pay Plan

PARAPROFESSIONAL STAFF					
Job Title	Pay Grade	Maximum Days Required	Experience Level	Annual Salary	Daily Rate
Executive Assistant V	PFQ	226	0	45,562	201.60
		226	EC	46,773	206.96
Administrative Specialist IV	PFS	261	0	52,618	201.60
		261	EC	54,017	206.96
Administrative Specialist IV Administrative Specialist IV-Accts Payable Fleet Safety Specialist	PEQ	226	0	41,736	184.67
		226	EC	42,940	190.00
Administrative Specialist IV	PES	261	0	48,199	184.67
		261	EC	49,590	190.00
Community Liaison	PGJ	187	0	31,446	168.16
		187	EC	32,448	173.52
Community Liaison	PGN	207	0	34,809	168.16
		207	EC	35,919	173.52
Administrative Specialist III Executive Assistant IV Executive Assistant III	PGQ	226	0	38,004	168.16
		226	EC	39,216	173.52
Administrative Specialist III	PGS	261	0	43,890	168.16
		261	0	45,289	173.52
Administrative Specialist II	PJN	207	0	32,100	155.07
		207	EC	33,093	159.87
Administrative Specialist II	PJQ	226	0	35,046	155.07
		226	EC	36,130	159.87
Administrative Specialist II	PJS	261	0	40,473	155.07
		261	EC	41,726	159.87
Teacher Assistant	PKJ	187	0	31,515	168.53
		187	EC	32,460	173.58
School Liaison	PDN	207	0	31,542	152.38
		207	EC	32,471	156.86
Administrative Specialist II - Accts Payable	PMQ	226	0	34,316	151.84
		226	EC	35,292	156.16

EC = Experience/Competency Level

PARAPROFESSIONAL STAFF

Job Title	Pay Grade	Maximum Days Required	Experience Level	Annual Salary	Daily Rate
Parent Education Specialist	PLJ	187	0	26,843	143.55
		187	EC	27,641	147.81
Executive Assistant I	PLN	207	0	29,714	143.55
		207	EC	30,597	147.81
Administrative Specialist I Executive Assistant I Executive Assistant I - Financial	PLQ	226	0	32,441	143.55
		226	EC	33,405	147.81
Administrative Specialist I	PLS	261	0	37,465	143.55
		261	EC	38,579	147.81
Immigrant Liaison Technical Assistant (CAI Lab)	POJ	187	0	24,310	130.00
		187	EC	24,714	132.16
Secretary III Student Data Specialist Additional Allocation at HS	PNJ	187	0	23,906	127.84
		187	EC	24,310	130.00
Student Data Specialist - Elem/JH	PNL	197	0	25,184	127.84
		197	EC	25,610	130.00
Secretary III Student Data Specialist	PNN	207	0	26,463	127.84
		207	EC	26,910	130.00
Fixed Assets Specialist Secretary III Secretary II - Receptionist Student Data Specialist - HS	PNQ	226	0	28,892	127.84
		226	EC	29,380	130.00
Secretary III	PNS	261	0	33,366	127.84
		261	EC	33,930	130.00
Educational Assistant Health Aide	PUJ	187	0	22,934	122.64
		187	EC	23,338	124.80
Secretary II	PPJ	187	0	21,722	116.16
		187	EC	22,126	118.32
Secretary II	PPL	197	0	22,884	116.16
		197	EC	23,309	118.32
Secretary II	PPN	207	0	24,045	116.16
		207	EC	24,492	118.32
Secretary II	PPQ	226	0	26,252	116.16
		226	EC	26,740	118.32

EC = Experience/Competency Level

PARAPROFESSIONAL STAFF

Job Title	Pay Grade	Maximum Days Required	Experience Level	Annual Salary	Daily Rate
Special Education Aide Aide I - PreK Inclusion	PQJ	187	0	21,632	115.68
		187	EC	21,711	116.10
Special Education Aide	PQM	202	0	23,367	115.68
		202	EC	23,452	116.10
Aide I Library Assistant Secretary I	PRJ	187	0	19,751	105.62
		187	EC	20,344	108.79
Secretary I	PRN	207	0	21,859	105.60
		207	EC	22,520	
Clerk	PVJ	187	0	17,952	96.00
Clerk	PVQ	226	0	21,696	96.00

PARAPROFESSIONAL STAFF

Combined Paraprofessional Positions (50% in each Job Title)	Pay Grade	Maximum Days Required	Experience Level	Annual Salary	Daily Rate
Special Education Aide/Aide I	PQJ/PRJ	187	0	20,690	110.64
		187	EC	21,299	113.90
Clerk/Secretary II	PVJ/PPJ	187	0	19,837	106.08
Aide I/Secretary I Library Assistant/Secretary I	PRJ/PTJ	187	0	19,747	105.60
		187	EC	20,045	107.19
Special Education Aide/Clerk	PQJ/PVJ	187	0	19,792	105.84
		187	EC	20,103	107.50
Aide I/Clerk Library Assistant/Clerk	PRJ/PVJ	187	0	18,850	100.80
		187	EC	19,147	102.39
Secretary I/Clerk	PTJ/PVJ	187	0	18,850	100.80

EC = Experience/Competency Level

Professional Support Pay Plan

PROFESSIONAL SUPPORT STAFF

Job Title	Pay Grade	Maximum Days Required	Experience Level	Annual Salary	Daily Rate
Behavior Specialist	AUI	190	0	68,400	360.00
		190	1	70,562	371.38
		190	EC	72,724	382.76
Central Testing Coordinator Outreach Program Specialist - Campus Program Specialist II	AVJ	187	0	60,052	321.13
		187	1	62,180	332.51
		187	EC	64,307	343.89
Occupational Therapist Physical Therapist Program Specialist II SEL Counselor	AVI	190	0	61,015	321.13
		190	1	63,177	332.51
		190	EC	65,339	343.89
New Hire Scale for First Year in District	AVI-1	194	0	61,015	314.51
		194	1	63,177	325.66
		194	EC	65,339	336.79
Coordinator Diagnostician Lead LSSP Lead Related Service Lead	AVL	197	0	63,263	321.13
		197	1	65,505	332.51
		197	EC	67,746	343.89
Audiologist Diagnostician LSSP Program Specialist II (BCBA)	AVL-S	197	0	63,263	321.13
		197	1	65,505	332.51
		197	EC	67,746	343.89
New Hire Scale for First Year in District Diagnostician LSSP	AVL-1	201	0	63,263	314.74
		201	1	65,505	325.90
		201	EC	67,746	337.04
Program Specialist II	AVM	202	0	64,869	321.13
		202	1	67,168	332.51
		202	EC	69,465	343.89
Community Engagement Coordinator Coordinator Program Specialist II	AVN	207	0	66,474	321.13
		207	1	68,830	332.51
		207	EC	71,185	343.89

EC = Experience/Competency Level

PROFESSIONAL SUPPORT STAFF

Job Title	Pay Grade	Maximum Days Required	Experience Level	Annual Salary	Daily Rate
Cash Manager Coordinator Executive Admin Manager Internal Auditor Program Specialist II STEM Specialist	AVQ	226	0	72,576	321.13
		226	1	75,148	332.51
		226	EC	77,719	343.89
Coordinator	AVS	261	0	83,815	321.13
		261	1	86,786	332.51
		261	EC	89,755	343.89
Speech Therapist	AQJ	187	0	60,052	321.13
		187	1	62,180	332.51
		187	EC	64,307	343.89
New Hire Scale for First Year in District Speech Therapist	AQJ-1	191	0	60,052	314.41
		191	1	62,180	325.55
		191	EC	64,307	336.69
Speech Therapist	AQI	190	0	61,015	321.13
		190	1	63,177	332.51
		190	EC	65,339	343.89
Speech Therapist Lead	AQL	197	0	63,263	321.13
		197	1	65,505	332.51
		197	EC	67,746	343.89
Speech Therapist Eval Team	AQL-S	197	0	63,263	321.13
		197	1	65,505	332.51
		197	EC	67,746	343.89
Speech Therapist	AQM	202	0	64,868	321.13
		202	1	67,167	332.51
		202	EC	69,466	343.89
Program Specialist I	AYJ	187	0	49,657	265.55
		187	1	51,702	276.48
		187	EC	53,747	287.42
Program Specialist I	AYL	197	0	52,313	265.55
		197	1	54,467	276.48
		197	EC	56,622	287.42

EC = Experience/Competency Level

PROFESSIONAL SUPPORT STAFF

Job Title	Pay Grade	Maximum Days Required	Experience Level	Annual Salary	Daily Rate
Communications Specialist Program Specialist I	AYN	207	0	54,968	265.55
		207	1	57,232	276.48
		207	EC	59,496	287.42
Administrative Manager (Accounting) Administrative Manager (Board Relations) Paralegal Program Specialist I Translation Specialist	AYQ	226	0	60,013	265.55
		226	1	62,485	276.48
		226	EC	64,957	287.42
Program Specialist I	AYS	261	0	69,307	265.54
		261	1	72,161	276.48
		261	EC	75,016	287.42
SSS Campus Facilitator	T-Type	190	See Teacher Pay Scale		
Student Assistance Specialist	TJ	197	See 197-Day Counselor Pay Scale		
School/Community Outreach Specialist	AZJ	187	0	43,896	234.74
		187	1	45,699	244.38
		187	EC	47,504	254.03
Administrative Manager Senior Buyer Specialist Digital Media Specialist	AZQ	226	0	53,050	234.74
		226	1	55,231	244.38
		226	EC	57,411	254.03
Administrative Manager - Bond	AZS	261	0	61,267	234.74
		261	1	63,784	244.38
		261	EC	66,302	254.03
College/Career Coordinator	AXM	202	0	43,002	212.88
Accounting Program Specialist I Counseling Program Specialist I	ASQ	226	0	45,426	201.00
		226	EC	46,336	205.03
Workers Comp Coordinator	AWQ	226	0	50,721	224.43
		226	EC	51,737	228.93
LSSP Intern	INI	190	0	28,450	149.74

EC = Experience/Competency Level

Technology Staff Pay Plan

TECHNOLOGY STAFF

Job Title	Pay Grade	Maximum Days Required	Exp Level	Annual Salary	Daily Rate	Hourly Rate	Hours per Day	Salary Basis / Payroll
Executive Director	NCS	261	0	104,919	401.99		8	Salaried Monthly
		261	EC	125,904	482.39		8	
Tech Engineer/Manager III	NES	261	0	90,850	348.08		8	Salaried Monthly
		261	EC	109,020	417.70		8	
Tech Engineer/Manager III Communications Tech Specialist	NEQ	226	0	78,667	348.08		8	Salaried Monthly
		226	EC	94,400	417.70		8	
PEIMS Coordinator Principal Applications Admin Principal Programmer/Analyst	NGS	261	0	78,737	301.67		8	Salaried Monthly
		261	EC	96,904	371.28		8	
Tech Engineer/Manager II	NJS	261	0	76,406	292.75		8	Salaried Monthly
		261	EC	91,551	350.77		8	
Graphic Designer Graphic Designer/Webmaster	NJQ	226	0	66,160	292.75		8	Salaried Monthly
		226	EC	79,274	350.77		8	
Videographer	NKQ	226	0	58,748	259.95		8	Salaried Monthly
		226	EC	70,864	313.56		8	
Tech Engineer/Manager I	NLQ	226	0	52,971	234.38		8	Salaried Monthly
		226	EC	66,079	292.39		8	
Tech Engineer/Manager I	NLS	261	0	61,174	234.38		8	Salaried Monthly
		261	EC	76,313	292.39		8	
Technology Specialist II	NNS	261	0	55,117	211.18		8	Salaried Monthly
		261	EC	67,228	257.58		8	
Project Manager Technology Specialist I Project Mgr/Tech Specialist I	NQS	261	0	49,058	187.96		8	Salaried Monthly
		261	EC	61,175	234.39		8	
Technology Support II	NUS	261	0	42,612	163.27	20.41	8	Hourly Biweekly
		261	EC	50,026	191.67	23.96	8	

Notes:

Salaries are represented as a starting range. Initial salary offers will be based on factors such as critical need, relevant experience, competitive market conditions, education, industry certifications, and the candidate's previous salary history. All salary offers must be approved by the Deputy Superintendent or the Assistant Superintendent of Human Resources.

EC = Experience/Competency Level

Transportation Pay Plan

TRANSPORTATION								
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Job Title	Pay Grade	Maximum Days Required	Exp Level	Annual Salary	Daily Rate	Hourly Rate	Hours per Day	Salary Basis / Payroll
Fleet Manager Transportation Supervisor	BDS	261	0	54,778	209.88	26.23	8	Hourly
		261	EC	56,077	214.86	26.86	8	Biweekly
Transportation Coordinator	BFS	261	0	50,723	194.34	24.29	8	Hourly
		261	EC	52,242	200.16	25.02	8	Biweekly
Vehicle Mechanic	BGS	261	0	43,575	166.95	20.87	8	Hourly
		261	EC	44,877	171.94	21.49	8	Biweekly
Dispatcher	BKS	261	0	44,036	168.72	21.09	8	Hourly
		261	EC	45,163	173.04	21.63	8	Biweekly
Bus Driver	BNF	177	0	21,240	120.00	20.00	6	Hourly
		177	EC	21,771	123.00	20.50	6	Biweekly
Transportation I	BOS	261	0	33,366	127.84	15.98	8	Hourly
		261	EC	33,930	130.00	16.25	8	Biweekly
Bus Driver (Non-CDL)	BQF	177	0	16,328	92.25	15.38	6	Hourly
		177	EC	16,873	95.33	15.89	6	Biweekly
Mechanic Assistant	BPS	261	0	41,760	160.00	20.00	8	Hourly
		261	EC	42,804	164.00	20.50	8	Biweekly
Bus Monitor	BWF	177	0	12,257	69.25	11.54	6	Hourly
		177	EC	12,595	71.16	11.86	6	Biweekly

EC = Experience/Competency Level

Transportation Placement Scale

Position Range	2020-2021 Job Exp	Bus Driver (177 Days)	Bus Monitor (177 Days)
Minimum	0	20.00	11.54
	1	20.50	11.86
	2	20.79	12.04
	3	21.08	12.23
	4	21.37	12.41
	5	21.66	12.60
	6	21.95	12.78
	7	22.24	12.97
	8	22.53	13.15
	9	22.82	13.34
	10	23.11	13.52
	11	23.40	13.70
	12	23.69	13.89
	13	23.98	14.07
	14	24.27	14.26
Midpoint	15	24.56	14.44
	16	24.85	14.64
	17	25.14	14.81
	18	25.43	15.00
	19	25.72	15.18
	20	26.01	15.36
	21	26.30	15.55
	22	26.59	15.73
	23	26.88	15.92
	24	27.17	16.10
	25	27.46	16.29
	26	27.66	16.39
	27	27.86	16.49
	28	28.06	16.59
	29	28.26	16.70
Maximum	30	28.46	16.80

Substitute Daily Rates

Professional Substitutes

PROFESSIONAL DAILY RATES	
Degreed Teacher – Bachelor’s Degree or higher	100
Certified Teacher – Valid certification from any state or valid alternative certification program	125
Certified Teacher – Special Education class (does not include Local Resource)	135
Retired RISD Certified Teacher	135
Certified Teacher – ACE Campuses (FLA, CBE, TME and RISD Academy)	135
Dyslexia Teacher	145
Bilingual Certified Teacher	135
Bilingual Non-Certified Teacher	110
Long Term Certified Substitute Teacher*	150
Long Term Non-Certified Substitute Teacher*	125
Selected Permanent Virtual Substitute Teacher**	175
Counselor	225
School Nurse	250
Emergency Teacher Coverage – for 50-60 minute class	20
Emergency Teacher Coverage – for 90 minute class	30

Substitutes who work a half-day (four hours), will be paid 50% of daily rate.

*Long-term substitute teacher

- Long-term assignments begin on the 11th consecutive day of the long-term assignment. The rate is retroactive to the first day that the substitute employee began serving in the long-term assignment.
- Long-term substitute employees are allowed only two (2) absences during the assignment.

**Virtual Substitute Teachers

- must be proficient in Zoom Platform, Google Classroom and other online teaching platforms
- will report Monday through Friday
- will be assigned to a designated Elementary or Secondary campus

Paraprofessional Substitutes

PARAPROFESSIONAL SUBSTITUTE DAILY RATES	
Paraprofessional – High school diploma or higher	75
Paraprofessional – Special Education class (does not include Local Resource)	85
Permanent Paraprofessional Substitute	85

Substitute Incentive Pay

SUBSTITUTE INCENTIVE PAY FOR TEACHERS AND INSTRUCTIONAL AIDES ONLY	Extra Pay
Monday and/or Friday assignments	+ 10 day
Same day assignment pick up	+ 10 day
Traveling teachers (teach at multiple campuses on same day)	+ 5 day
Subbing 66 days or more during a semester (full day, half day or combination) ***	350 semester
Subbing 44-65 days during a semester (full day, half day or combination)***	250 semester

*****Only one attendance stipend will be paid each semester. Fall semester will be paid on January paycheck and spring semester will be paid on June paycheck.**

Stipends and Salary Supplements

Supplemental pay (stipends) represents remuneration in addition to, but separate from, regular base salary, and includes assignment stipends, athletics and fine arts stipends, and others as identified. ***Supplemental pay is authorized on a year-to-year basis and is not to be considered a property right.*** Supplemental pay will be discontinued upon cessation of assignment or upon the occurrence of an event which otherwise causes the employee to be ineligible to receive the supplemental pay

ACE Campus Stipends

Professional Position	Stipend Amount	Payout #1 (Sept. 2020)	Payout #2 (Dec. 2020)	Payout #3 (May 2021)
Principal	15,000	3,000	6,000	6,000
Assistant Principal	12,000	2,400	4,800	4,800
Teacher & Speech Therapist	10,000	2,000	4,000	4,000
Instructional Coach/Interventionist (Math & Literacy)/Assessment-Data Coach/Student Culture Coach	7,000	1,400	2,800	2,800
Counselor & Nurse	5,000	1,000	2,000	2,000
LITE & Outreach Program Specialist (RACD)	5,000	1,000	2,000	2,000
Community Outreach Specialist (TME)	2,500	500	1,000	1,000

Paraprofessional Position	Stipend Amount	Payout #1 (Dec. 2020)	Payout #2 (May 2021)
Executive Assistant I	1,500	750	750
Student Data Specialist	1,500	750	750
Special Education Aide	1,250	625	625
Aide I	\$,000	500	500
Technical Assistant (CAI Lab)	1,000	500	500
Clerk	750	375	375
LITE Assistant	750	375	375
Secretary	750	375	375

Academic, Co-Curricular, and Extra-Curricular Stipends

High School

High School Supplement Type	Annual Amount
Academic Decathlon Head Coach	4,905
Academic Decathlon Associate Coach	2,865
Annual Sponsor	1,675
AP Lab Teacher	920
Auditorium Manager	3,480
Crisis Intervention	1,190
Debate / Speech	3,135
Theater Director - Head	6,750
Theater Director - Assistant	4,000
Math Team & Mu Alpha Theta Sponsor	1,190
Mock Trial Sponsor	1,700
National Honor Society	860
Student Council Sponsor	1,635
Western Dance - Head	4,900
Western Dance - Assistant	2,865

High School Supplement Type	Annual Amount
Cheerleader - Head Sponsor	4,565
Cheerleader - Assistant Sponsor	2,500
Cheerleader/Pep Squad - 9th grade	1,715
Drill Team Sponsor	6,000
Drill Team Assistant	2,200
High School Lead Counselor	2,500
High School Librarian	1,550
Music:	
Band Director - Assistant	8,000
Choir Director - Head	6,750
Choir Director - Assistant	4,500
Orchestra Director - Head	6,750
Orchestra Director - Assistant	4,000
Department Chairperson:	
(if at least 3 staff members in each dept)	
English	2,060
ESL	2,060
Foreign Language	2,060
Math	2,060
Physical Education	2,060
Science	2,060
Social Studies	2,060
Special Education	2,060

Supplemental pay is authorized on a year-to-year basis and is not to be considered a property right. Supplemental pay will be discontinued upon cessation of assignment or upon the occurrence of an event which otherwise causes the employee to be ineligible to receive the supplemental pay.

Academic, Co-Curricular, and Extra-Curricular Stipends

Junior High and Elementary

Junior High Supplement Type	Annual Amount
Academic Pentathlon Sponsor	970
Annual Sponsor	880
Beta Club Sponsor	715
Crisis Intervention	1,190
National Honor Society Sponsor	715
Student Council	815
Spirit Leader - 7th grade	1,020
Cheerleader/Pep Squad - 8th grade	1,715
Theater Director - only RWJH	2,500

Junior High Supplement Type	Annual Amount
Music:	
Band Director - Head	8,000
Band Director - Assistant	5,000
Choir Director - Head	4,000
Choir Director - Assistant	3,000
Orchestra Director	4,000
Orchestra Director - Assistant	3,000
Department Chairperson:	
(if at least 3 staff members in each dept)	
English	1,670
ESL	1,670
Foreign Language	1,670
Math	1,670
Physical Education	1,670
Science	1,670
Social Studies	1,670
Special Education	1,670

Elementary Supplement Type	Annual Amount
All District Elementary Choir Director	2,000
All District Elementary Choir Accompanist	1,000

Supplemental pay is authorized on a year-to-year basis and is not to be considered a property right. Supplemental pay will be discontinued upon cessation of assignment or upon the occurrence of an event which otherwise causes the employee to be ineligible to receive the supplemental pay.

Athletic Stipends

High School

High School Supplement Type	Annual Amount
Baseball - Head Coach	7,215
Baseball - Assistant Coach	4,000
Basketball - Head Coach - Boys	8,525
Basketball - Assistant Coach - Boys	5,275
Basketball - Head Coach - Girls	8,525
Basketball - Assistant Coach - Girls	5,275
Cross Country - Head Coach	4,565
Diving - Head Coach	4,985
Football - 1st Varsity Assistant Coach	9,025
Football - Assistant Coach	6,095
Football - Defensive Coord Coach	9,025
Football - Offensive Coord Coach	9,025
Football - Special Coord Coach	8,365
Golf - Head Coach - Boys	5,730
Golf - Head Coach - Girls	5,730
Soccer - Head Coach - Boys	6,640
Soccer - Head Coach - Girls	6,640
Soccer - Assistant Coach - Boys	3,810
Soccer - Assistant Coach - Girls	3,810
Strength & Conditioning Coach	9,000

High School Supplement Type	Annual Amount
Softball - Head Coach - Girls	7,215
Softball - Assistant Coach - Girls	4,000
Swimming - Head Coach	7,095
Swimming - Assistant Coach	4,730
Tennis - Head Coach	6,130
Tennis - Assistant Coach	4,730
Track - Head Coach - Boys	5,540
Track - Assistant Coach - Boys	4,125
Track - Head Coach - Girls	5,540
Track - Assistant Coach - Girls	4,125
Trainer - Head	10,015
Trainer - Assistant	8,655
Co Trainer - if Head & Asst duties split evenly	9,335
Volleyball - Head Coach	8,525
Volleyball - Assistant Coach	5,275
Wrestling - Head Coach	5,590
Wrestling - Assistant Coach	4,320
Boys Assistant Coach	6,095
Girls Assistant Coach	6,095
Press Box Manager	1,400
Camera Operator	1,400

Supplemental pay is authorized on a year-to-year basis and is not to be considered a property right. Supplemental pay will be discontinued upon cessation of assignment or upon the occurrence of an event which otherwise causes the employee to be ineligible to receive the supplemental pay.

Athletic Stipends

Junior High

Junior High Supplement Name	Annual Amount
Athletic Coordinator for Both Boys & Girls Programs*	7,421
Athletic Coordinator for Boys Program	7,071
Athletic Coordinator for Girls Program	7,071
Assistant Coach - Boys	5,585
Assistant Coach - Girls	5,585
Extra Coach - Boys	1,020
Extra Coach - Girls	1,020
B-Team Basketball - Boys	750
B-Team Basketball - Girls	750

Junior High Supplement Name	Annual Amount
Soccer - Girls - 8th Grade	1,225
Soccer - Girls - 7th Grade	1,225
Soccer - Boys - 8th Grade	1,225
Soccer - Boys - 7th Grade	1,225
Tennis - Both Boys and Girls Coach (use if one coach has both boys & girls tennis programs)	1,874
Tennis - Boys Only	1,474
Tennis - Girls Only	1,474
Cross Country - Boys	1,020

*A school cannot use the Athletic Coordinator Boys & Girls AND Athletic Coordinator Boys or Athletic Coordinator Girls amounts. The principal may opt to have one Athletic Coordinator OR may split the Athletic Coordinator responsibilities as to boys/girls' programs.

Supplemental pay is authorized on a year-to-year basis and is not to be considered a property right. Supplemental pay will be discontinued upon cessation of assignment or upon the occurrence of an event which otherwise causes the employee to be ineligible to receive the supplemental pay.

Career Pathways Stipends

Campus	Annual Amount
Cooperating Teacher	250/semester
ILT Member (Elementary)	250/semester
Mentor Teacher	250/semester
Mentor Lead Teacher	250/semester
Assessment Data Coach	1,000
Campus Math Specialist	1,000
Campus Reading Specialist	1,000
Instructional Coach	1,000
Instructional Tech Specialist	1,000
Math/Literacy Coach	1,000
Student Culture Coach	1,000

District	Annual Amount
Area Academic Facilitator	1,500
Dyslexia Coach	1,500
G/T Specialist	1,500
Instructional Tech Specialist (central)	1,500
Literacy Interventionist	1,500
Literacy Specialist	1,500
Pre-K Specialist	1,500
STEM Specialist	1,500
Teaching & Learning Specialist	1,500

Administration	Annual Amount
Associate Principal (4) - One at each High School	5,000
Lead Principal (7) Elementary (3) Secondary	5,000
Assistant Principal Intern (1) Elementary (1) Secondary	20 extra days per diem

Supplemental pay is authorized on a year-to-year basis and is not to be considered a property right. Supplemental pay will be discontinued upon cessation of assignment or upon the occurrence of an event which otherwise causes the employee to be ineligible to receive the supplemental pay.

Additional Annual Stipends

ELEMENTARY		
Supplement Type		Annual Amount
Special Education Teacher (Local Resource)		2,000
Special Education Teacher (Centralized Program Classroom-DLC, PASS, PPCD, SC)		4,000
Special Education Paraprofessional (Centralized Program Classroom-DLC, PASS, PPCD, SC)		1,500
Bilingual Teacher - Bilingual Certified in a Bilingual Classroom at a Bilingual Campus		4,000
Bilingual Support (Campus) - Bilingual Certified at a Bilingual Campus		3,000
Bilingual Administrator - Bilingual Certified at a Bilingual Campus		3,000

SECONDARY		
Supplement Type		Annual Amount
ESL - \$200/sheltered class up to \$1000 (Teacher must be dual certified in the core subject and ESL)		up to 1,000
LOTE - \$400/class up to \$2000		up to 2,000
Math - \$400/class up to \$2000 (cannot be combined with Special Ed supplement)		up to 2,000
Science - \$400/class up to \$2000 (cannot be combined with Special Ed supplement)		up to 2,000
Special Education Supplemental – \$400/class up to \$2000 – Secondary Local Resource and ICTS		up to 2,000
Special Education Supplemental – \$800/class up to \$4000 – Secondary Central Program Classroom Teachers (DLC, PASS, PPCD, SC)		up to 4,000
Special Education Paraprofessional (Centralized Program Classroom-DLC, PASS, PPCD, SC)		1,500
HS Lead Counselor		2,500
HS Dual Credit & Dual Enrollment (One-time payment in June)	1-29 students	500
HS Dual Credit & Dual Enrollment (One-time payment in June)	30-59 students	1,000
HS Dual Credit & Dual Enrollment (One-time payment in June)	60-89 students	1,500
HS Dual Credit & Dual Enrollment (One-time payment in June)	90+ students	2,000
On-Ramps		Up to 2,000
CTE Critical Need - Health Science (Must have high level industry licensure/certification AND certified in Health Science)		3,000
Bilingual Support - Bilingual Proficient servicing Bilingual Students and Parents		3,000

CENTRAL		
Supplement Type		Annual Amount
Bilingual Support - Bilingual proficient & offering bilingual services for the district.		3,000
Nurse Critical Need (New hire to RISD, stipend is paid in 4 equal payments first year only)		1,500
Nurse Team Leader		2,500
Special Education Team Lead		2,000
Special Education Supplemental – SSS Campus Facilitators		2,000

Supplemental pay is authorized on a year-to-year basis and is not to be considered a property right. Supplemental pay will be discontinued upon cessation of assignment or upon the occurrence of an event which otherwise causes the employee to be ineligible to receive the supplemental pay.

Provisions and Applications of Salary Schedule of Richardson ISD

Hourly Employees

District personnel employed on an hourly basis are hired and placed on a wage scale commensurate with the position and established by the Board of Trustees and Administration. Under no circumstances is an hourly worker to be placed on a higher hourly rate of pay without prior authorization from Human Resources.

Annualized Compensation

The district pays all salaried employees over a 12-month period regardless of the number of months worked during the school year. Salaried employees will be paid in equal monthly payments, beginning with the first pay period of the school year. Salaried employees who separate from employment or retire under TRS before the last day of their calendar year will receive a lump sum payment for wages actually earned from the beginning of the school year to the date of separation in his or her final paycheck. Salaried employees who separate after completing their calendar year will continue to receive paychecks through the end of their annual pay period.

Annual Pay Periods		
10-month employees	174-201 days	September – August
11-month employees	202-219 days	August – July
12-month employees	220-261 days	July – June

Credit for Prior Experience

Newly hired Richardson ISD employees are placed at the appropriate salary step of their respective salary schedule according to the rules and regulations set by the Texas Education Agency (TEA) and local policy. Experience credit is granted by placement on the Salary Schedule according to years of creditable experience and/or prior experience that is directly related to the position for which they are being hired.

- It is the responsibility of the employee to submit original service records. **Copies will not be accepted.**
- Employees who provide service records with verifiable, creditable experience may receive additional salary if service records are submitted to Human Resources **no later than 5 pm on June 30th following employee's hire date of the current school year.** Service records received after this date that qualify for a salary adjustment will be processed for the following school year and will not qualify for or receive back pay.

Payday

Direct Deposit is available to all employees and required for monthly employees. Direct Deposit forms are located in the Payroll Office or on the Payroll Department page on the RISD Intranet. If assistance is required, please contact Payroll at 469-593-0605.

For monthly paid professional and paraprofessional employees, payday is the 20th of each month. If the 20th occurs on a weekend, payday will be the Friday before.

Payroll Deductions

RISD is required to make the following automatic payroll deductions:

- Teacher Retirement System of Texas (TRS) – For TRS eligible positions, a contribution of 7.7% of the employee's TRS eligible earnings is deducted and sent to the Teacher Retirement System of Texas for deposit in the employee's account. This money accumulates with interest as a tax-deferred retirement benefit. The state contributes to the retirement system, also. The money that an employee contributes and the interest that money earns may be withdrawn only if the employee ceases to work for a Texas public school. Upon withdrawal, federal income tax is due on the principal and interest that has been treated as tax-deferred. For more detailed information on the retirement system contact Payroll or visit the TRS website at www.trs.texas.gov
- Federal income tax (FIT) – For W4 forms submitted before 1/1/2020, Federal Income Tax is figured automatically by the income tax withholding percentage method according to the marital status and number of exemptions claimed on the W4 form. W4 forms submitted after 1/1/2020 do not use exemptions but have additional fields including additional income and deductions.
- Medicare Tax - Employees hired after March 31, 1986 are required to contribute to Medicare. The employee and employer both contribute 1.45% Medicare Tax that is sent to the Social Security Administration. If an employee has Medicare eligible wages greater than \$200,000 in a calendar year, an additional .009% will be paid by the employee. The benefit of this tax to the employee is that at the age of 65 the employee would be eligible for free Medicare Part A coverage, if this tax or a combination of the tax as regular Social Security participation has been paid for at least 10 years (40 credits of 40 quarters).
- TRS-Care – For TRS eligible positions, a contribution of .065% of the employee's TRS eligible earnings will be deducted to help support the Teacher Retirement System health care plan for retired employees.
- Plan 457 – RISD employees do not pay into Social Security. In lieu of Social Security, employees who are not TRS eligible will contribute to the 457 Plan.

Other payroll deductions that employees may elect include deductions for the employee's share of health, dental, life, and disability insurance and annuities. Employees may also request a payroll deduction for payment of membership dues to teacher professional organizations and donations to the RISD Foundation Fund.

Salary deductions are automatically made for unauthorized or unpaid leave.

Pay Information

Employees have the responsibility of ensuring their pay is accurate by reviewing their pay slip through ClassLink or OEBS Self Service each time they are paid. It is important to ensure all information on each pay slip is accurate. Any wage overpayment must be promptly repaid to the District.

Employee Benefits

The Richardson Independent School District is pleased to make the following benefit programs available to all eligible employees:

- Medical Insurance
- Dental Insurance
- Vision Insurance
- Flexible Spending Accounts (FSA)
- Health Savings Accounts (HSA)
- Life & Disability Insurance
- Long Term Care
- Employee Assistance Program
- Retirement Investment Plans

Please visit http://www.risd.org/Group/Employment/new_hire_information.html to view the current year Employee Benefits Guide.