
RED OAK ISD
2022-2023

COMPENSATION PLANS



RED OAK INDEPENDENT SCHOOL DISTRICT
Teacher Hiring Schedule

2022-2023

Experience Level

Bachelor's Degree

0	\$53,500
1	\$53,900
2	\$54,300
3	\$54,700
4	\$55,100
5	\$55,500
6	\$56,100
7	\$56,700
8	\$57,300
9	\$57,900
10	\$58,500
11	\$59,100
12	\$59,700
13	\$60,300
14	\$60,900
15	\$61,500
16	\$62,100
17	\$62,700
18	\$63,300
19	\$63,900
20	\$64,500
21	\$65,100
22	\$65,700
23	\$66,300
24	\$66,900
25	\$67,500
26	\$68,100
27	\$68,700
28	\$69,300
29	\$69,900
30+	\$70,500

EFFECTIVE JULY 1, 2014:

Master's degree stipend of \$2,000 will be issued to a teacher who is assigned to teach a subject area that correlates to his/her Master's Degree.

30+ Years will receive an annual \$600 Longevity Pay

2022-2023 Administrative/Professional Pay Plan

Red Oak ISD

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
1			Monthly	\$3,526	\$4,300	\$5,074
	Administrative Coordinator - Education Foundation	10				
	Coordinator - College & Career Readiness	11				
	Coordinator - Events	12				
	Coordinator - Communications	12				
	Coordinator - Transportation	12				
2			Monthly	\$4,161	\$5,074	\$5,987
	Assistant Director - Childcare	11				
	Communication & Marketing Specialist	12				
	Speech-Language Pathology Assistant	10				
3			Monthly	\$4,660	\$5,683	\$6,706
	Athletic Trainer	12				
	Counselor - ES	11				
	Counselor - HS	11				
	Counselor - MS	11				
	Transportation Operations Manager	12				
	Graphics & Multimedia Specialist	12				
	Testing Coordinator	11				
	Librarian	10				
	Nurse	10				
4			Monthly	\$4,986	\$6,081	\$7,175
	Auditory Specialist	10				
	Behavior Specialist	11				
	Coordinator - Curriculum	12				
	Coordinator - PEIMS	12				
	Diagnostician	11				
	Occupational Therapist	10				
	Payroll Manager	12				
	Psychologist	11				
	Speech Therapist	10				
	Technology - Helpdesk Manager	12				
	Technology - Network Analyst	12				
	Technology - Systems Analyst/AVL Specialist	12				
5			Monthly	\$5,335	\$6,506	\$7,677
	Assistant Director - Support Services	12				
	Assistant Principal - Elementary	11				
	Coordinator - Finance	12				
	Coordinator - HR Benefits & Leave	12				
	Executive Director - Educ Foundation/Volunteer Coordinator	12				
	HR Support Staff Specialist	12				
	Purchasing Agent	12				
	Director - Transportation	12				
	Speech Therapist Lead	11				

2022-23 Administrative/Professional Pay Plan

Red Oak ISD

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
6			Monthly	\$5,709	\$6,962	\$8,215
	Assistant Director - Specialized Learning	12				
	Assistant Director - State and Federal Programs	12				
	Assistant Principal - High School	12				
	Assistant Principal - Middle School	12				
	Associate Principal - MS/HS	12				
	Dean of Specialized Learning	12				
	DAEP Administrator	12				
	Director - Childcare	11				
	Director - Nursing & Health Services	11				
	Head Band Director	12				
	Truancy Administrator	12				
7			Monthly	\$6,108	\$7,449	\$8,790
	Director - Accounting	12				
	Director - Human Resources	12				
	Director - PEIMS	12				
	Director - Student Nutrition	12				
	Principal - Elementary	12				
	Director of School & Family Services	12				
	Director - Specialized Learning	12				
	Head Football Coach	12				
8			Monthly	\$7,516	\$9,166	\$10,816
	Executive Director - Communications	12				
	Executive Director - Curriculum and Instruction	12				
	Executive Director - Support Services	12				
	Director - Technology	12				
	Principal - Middle School	12				
	Director - Curriculum and Instruction	12				
	Director of Student Services	12				
	Director - Fine Arts					
	Director - Athletics	12				
	Principal - High School	12				
	Chief of Police	12				
9			Monthly	\$8,455	\$10,083	\$11,710
	Assistant Superintendent - Curriculum & Instruction	12				
	Assistant Superintendent - District Operations	12				
	Assistant Superintendent - Human Resources	12				
	Assistant Superintendent Business - Chief Financial Officer	12				

2022-2023 Paraprofessional/Technical Pay Plan

Red Oak ISD

Pay Grade	Job Title	Calendars	Hourly	Minimum	Midpoint	Maximum
1			Hourly	\$10.00	\$11.68	\$13.36
	Child Caregiver	193				
2			Hourly	\$11.00	\$13.20	\$15.84
	Aide - Instructional	187				
	Special Education Aide - General/Resource	187				
	Child Caregiver - Certified	193				
3			Hourly	\$11.70	\$14.04	\$17.30
	Aide - Bilingual/ESL	187				
	Aide - Computer Lab	187				
	Aide - Floater	187				
	Aide - ISS	187				
	Aide - Library	187				
	Aide - Nurse	190				
	Aide - Sp Ed Behavior Unit	187				
	Aide - Sp Ed Self Contained	187				
	Child Caregiver - Degreed	193				
	Child Caregiver Assistant Coordinator	193				
	Child Caregiver - Site Supervisor	193				
4			Hourly	\$13.56	\$16.26	\$19.51
	Aide - DAEP	187				
	Clerk - Attendance HS	210				
	Clerk - Attendance MS	210				
	Clerk - SpEd Records HS	187				
	Clerk - PEIMS, ES	210				
	Clerk - PEIMS, MS	210				
	Receptionist - HS	207				
	Receptionist - MS	202				
	Secretary - Asst Principal	207				
	Secretary - Little Hawks Learning Center	207				
5			Hourly	\$15.75	\$18.90	\$22.68
	Clerk - Accounting	226				
	Clerk - PEIMS, HS	226				
	Clerk - PEIMS Records	226				
	Coordinator - Child Caregiver	207				
	Coordinator - Catering	226				
	Coordinator - Instructional Materials & Sub	210				
	Receptionist - Admin	226				
	Secretary - Principal ES	210				
6			Hourly	\$16.85	\$20.22	\$24.26
	HR Records Specialist	226				
	Secretary - Principal MS	220				
	Secretary - Counselors HS	226				

2022-23 Paraprofessional/Technical Pay Plan

Red Oak ISD

Pay Grade	Job Title	Calendars		Minimum	Midpoint	Maximum
7			Hourly	\$18.75	\$22.50	\$27.00
	LVN	190				
	Secretary - Athletic Director	226				
	Secretary - Specialized Learning	220				
	Secretary - Director Student Nutrition	226				
	Secretary - Director Technology	226				
	Secretary - Director of Curriculum	226				
	Administrative Assistant - Police	226				
	Secretary - Principal HS	226				
	Student Nutrition Accounts Clerk	226				
	Specialist - Accounts Payable	226				
	Specialist - Payroll/Benefits	226				
8			Hourly	\$19.50	\$23.40	\$28.08
	Manager - Accounts Payable	226				
	Coordinator - Support Services	226				
	Instructional Support Specialist	226				
	Admin Assistant - Asst Supt	226				
9			Hourly	\$23.66	\$29.58	\$35.50
	Admin Assistant - Superintendent	226				

2022-2023 Auxiliary Pay Plan

Red Oak ISD

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum
1			\$10.00	\$12.15	\$14.58
	Bus Monitor	181			
	Student Nutrition Monitor	177			
2			\$10.35	\$12.54	\$15.05
	Student Nutrition Worker	181			
	Student Nutrition Warehouse/Delivery	207			
3			\$11.61	\$14.16	\$16.71
	Groundskeeper	236			
	Delivery / Warehouse	236			
	Custodian	236			
4			\$12.78	\$15.58	\$18.38
	Student Nutrition - Lead	181			
5			\$15.71	\$19.16	\$22.61
	Maintenance I	236			
	Pest Control Specialist	236			
	Police Dispatcher	197			
	Student Nutrition Manager	181			
	Transportation - Dispatcher	236			
	Transportation - Mechanic I	236			
6			\$17.29	\$21.08	\$24.87
	Custodial Supervisor	236			
	Maintenance II	236			
	Transportation - Mechanic II	236			
	Transportation - Dispatcher/Bus Driver	236			
	Bus Driver (Full-time)	207			
	Bus Driver	181			
	Nutrition Specialist	226			
	Security Guard	187			
7			\$19.30	\$23.66	\$27.79
	Carpenter	236			
	Desktop Support Technician	226			
	Desktop Support Technician - Events	226			
	Campus Supervisor - Student Nutrition	226			
	Maintenance III	236			
	Kitchen Equipment Technician	236			
	Supervisor - Grounds	236			
8			\$23.00	\$27.60	\$33.12
	Electrician	236			
	HVAC Mechanic (Licensed)	236			
	Plumber	236			
	Police Officer	202, 226			
	Transportation Shop Foreman	236			

RED OAK ISD 2022-2023

ROISD SCHOOL BOARD

President - John Anderson, Place 3

Vice President - Melanie Petersen, Place 7

Secretary - Brian Sebring, Place 2

Donna Knight, Place 1

Johnny Knight, Place 4

Michelle Porter, Place 6

Penny Story, Place 5

Superintendent Brenda Sanford

