

**RED OAK ISD**  
**2024-2025**

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# **COMPENSATION PLANS**

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**Human Resources Department**  
**WWW.REDOAKISD.ORG**

June 2024

RED OAK INDEPENDENT SCHOOL DISTRICT  
Teacher Hiring Schedule

2024-2025

Experience Level

Bachelor's Degree

0	\$56,000
1	\$56,400
2	\$56,800
3	\$57,200
4	\$57,600
5	\$58,000
6	\$58,600
7	\$59,200
8	\$59,800
9	\$60,400
10	\$61,000
11	\$61,600
12	\$62,200
13	\$62,800
14	\$63,400
15	\$64,000
16	\$64,600
17	\$65,200
18	\$65,800
19	\$66,400
20	\$67,000
21	\$67,600
22	\$68,200
23	\$68,800
24	\$69,400
25	\$70,000
26	\$70,600
27	\$71,200
28	\$71,800
29	\$72,400
30+	\$73,000

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.

Teachers above the step 30 pay will receive an annual \$1,000 Longevity Pay.

**2024-2025 Administrative/Professional Pay Plan**

Red Oak ISD

Pay Grade	Job Title	Calendars		Minimum	Midpoint	Maximum
<b>1</b>			<b>Monthly</b>	<b>\$3,944</b>	<b>\$4,635</b>	<b>\$5,430</b>
	Administrative Coordinator - Education Foundation	10				
	Coordinator - College & Career Readiness	11				
	Coordinator - Communications	12				
	Coordinator - Transportation	12				
<b>2</b>			<b>Monthly</b>	<b>\$4,338</b>	<b>\$5,106</b>	<b>\$6,032</b>
	Assistant Director - Childcare	11				
<b>3</b>			<b>Monthly</b>	<b>\$5,350</b>	<b>\$6,299</b>	<b>\$7,438</b>
	Athletic Trainer	12				
	Speech-Language Pathology Assistant	10				
	Counselor - ES	11				
	Counselor - HS	11				
	Counselor - MS	11				
	Transportation Operations Manager	12				
	Graphics & Multimedia Specialist	12				
	Communications Web & Programs Specialist	12				
	Testing Coordinator	11				
	Librarian	10				
<b>4</b>			<b>Monthly</b>	<b>\$5,512</b>	<b>\$6,448</b>	<b>\$7,545</b>
	Nurse	10				
	Coordinator - Curriculum	12				
	Coordinator - PEIMS	12				
	Coordinator - SpEd	12				
	Coordinator - Assessment	12				
	Payroll Manager	12				
	Communication & Marketing Specialist	12				
	Technology - Helpdesk Manager	12				
<b>5</b>			<b>Monthly</b>	<b>\$5,774</b>	<b>\$6,760</b>	<b>\$7,908</b>
	Speech Language Pathologist	10				
	Psychologist	11				
	Occupational Therapist	10				
	Diagnostician	11				
	ARD Facilitator	11				
	Student Support Specialist	12				
	Behavior Specialist	11				
	Skyward Database Analyst	12				
	Auditory Specialist	10				
<b>6</b>			<b>Monthly</b>	<b>\$6,062</b>	<b>\$7,092</b>	<b>\$8,297</b>
	Assistant Principal - Elementary	11				
	Assessment & Accountability Coordinator	12				
	Coordinator - Finance	12				
	Technology Network and Systems Analyst	12				
	Executive Director - Ed. Foundation/Volunteer Coordinator	12				
	Director - Transportation	12				
	Speech Therapist Lead	11				

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**2024-2025 Administrative/Professional Pay Plan**

Red Oak ISD

Pay Grade	Job Title	Calendars		Minimum	Midpoint	Maximum
<b>7</b>			<b>Monthly</b>	<b>\$6,351</b>	<b>\$7,493</b>	<b>\$8,788</b>
	Assistant Director - Specialized Learning	12				
	Assistant Director - State and Federal Programs	12				
	Assistant Principal - High School	12				
	Assistant Principal - Middle School	12				
	Associate Principal - HS / MS	12				
	Dean of Specialized Learning	12				
	DAEP Administrator	12				
	Benefits and Leave Administrator	12				
	Director - Purchasing	12				
	Director - Childcare	11				
	Director - Health Services	11				
	Director - Instructional Technology	12				
	Head Band Director	12				
	Truancy Administrator	12				
<b>8</b>			<b>Monthly</b>	<b>\$6,986</b>	<b>\$8,245</b>	<b>\$9,694</b>
	Director - Accounting	12				
	Director - CTE	12				
	Director - PEIMS	12				
	Director - Student Nutrition	12				
	Director - HR	12				
	Principal - Elementary	12				
	Director of Counseling & Family Services	12				
	Head Football Coach	12				
<b>9</b>			<b>Monthly</b>	<b>\$7,685</b>	<b>\$9,566</b>	<b>\$11,207</b>
	Executive Director - Specialized Learning	12				
	Executive Director - Support Services	12				
	Executive Director - Human Resources	12				
	Executive Director - CCMR	12				
	Executive Director - Student Services	12				
	Director - Information Technology	12				
	Director - Intervention and Grants	12				
	Principal - Middle School	12				
	Director - Curriculum and Instruction	12				
	Director - Fine Arts	12				
	Director - Athletics	12				
	Principal - High School	12				
	Chief of Police	12				
<b>10</b>			<b>Monthly</b>	<b>\$8,455</b>	<b>\$10,146</b>	<b>\$12,175</b>
	Chief Communications Officer	12				
	Chief Academic Officer	12				
	Chief Technology Officer	12				
	Chief Operations Officer	12				
	Chief of Secondary Schools and Programs	12				
	Chief Financial Officer	12				
	Deputy Superintendent	12				

**2024-2025 Paraprofessional/Technical Pay Plan**

Red Oak ISD

Pay Grade	Job Title	Calendars		Minimum	Midpoint	Maximum
<b>1</b>			<b>Hourly</b>	<b>\$11.06</b>	<b>\$12.72</b>	<b>\$15.26</b>
	Child Caregiver	193				
<b>2</b>			<b>Hourly</b>	<b>\$12.43</b>	<b>\$14.29</b>	<b>\$17.15</b>
	Aide - Instructional	187				
	Special Education Aide - General/Resource	187				
	Child Caregiver - Certified	193				
<b>3</b>			<b>Hourly</b>	<b>\$13.90</b>	<b>\$15.99</b>	<b>\$19.19</b>
	Aide - Bilingual/ESL	187				
	Aide - Computer Lab	187				
	Aide - Floater	187				
	Aide - ISS	187				
	Aide - Library	187				
	Aide - Nurse	190				
	Aide - SpEd Self Contained	187				
	Hall Monitor	187				
	Child Caregiver - Degreed	193				
	Child Caregiver Assistant Coordinator	193				
	Child Caregiver - Site Supervisor	193				
<b>4</b>			<b>Hourly</b>	<b>\$15.57</b>	<b>\$17.91</b>	<b>\$21.49</b>
	Aide - DAEP	187				
	Aide - SpEd Behavior Unit	187				
	Clerk - Specialized Learning	202				
	Clerk - Attendance HS	210				
	Clerk - Attendance MS	210				
	Clerk - SpEd Records HS	187				
	Clerk - PEIMS, ES	210				
	Clerk - PEIMS, MS	210				
	Clerk - Truancy	202				
	Receptionist - HS	207				
	Receptionist - MS	202				
	Secretary - Asst. Principal	207				
	Secretary - Little Hawks Learning Center	207				
<b>5</b>			<b>Hourly</b>	<b>\$17.47</b>	<b>\$20.09</b>	<b>\$24.11</b>
	Clerk - PEIMS, HS	226				
	Clerk - PEIMS Records	226				
	Coordinator - Child Caregiver	207				
	Coordinator - Instructional Materials & Subs	210				
	Receptionist - Admin.	226				
	Secretary - Principal ES	210				
<b>6</b>			<b>Hourly</b>	<b>\$19.63</b>	<b>\$22.57</b>	<b>\$27.08</b>
	HR Records Specialist	226				
	Accounting Specialist	226				
	Secretary - Principal MS	220				
	Secretary - Counselors HS	226				

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**2024-2025 Paraprofessional/Technical Pay Plan**

Red Oak ISD

Pay Grade	Job Title	Calendars		Minimum	Midpoint	Maximum
<b>7</b>			<b>Hourly</b>	<b>\$22.08</b>	<b>\$25.39</b>	<b>\$30.47</b>
	LVN	193				
	Secretary - Athletic Director	226				
	Secretary - Specialized Learning (District)	226				
	Secretary - Director Student Nutrition	226				
	Secretary - Executive Director of Student Services	226				
	Administrative Assistant - Police	226				
	Secretary - Principal HS	226				
	Student Nutrition Accounts Clerk	226				
	Specialist - Accounts Payable	226				
	Specialist - Payroll	226				
<b>8</b>			<b>Hourly</b>	<b>\$24.81</b>	<b>\$28.53</b>	<b>\$34.24</b>
	Manager - Accounts Payable	226				
	Coordinator - Support Services	226				
	Instructional Support Specialist	226				
	Admin Assistant - Chief/Deputy	226				
<b>9</b>			<b>Hourly</b>	<b>\$27.90</b>	<b>\$32.09</b>	<b>\$38.51</b>
	Admin Assistant - Superintendent	226				

**2024-2025 Auxiliary Pay Plan**

Red Oak ISD

Pay Grade	Job Title	Calendars		Minimum	Midpoint	Maximum
<b>1</b>			<b>Hourly</b>	<b>\$11.08</b>	<b>\$12.19</b>	<b>\$14.63</b>
	Bus Monitor	181				
	Student Nutrition Monitor	177				
<b>2</b>			<b>Hourly</b>	<b>\$12.40</b>	<b>\$13.64</b>	<b>\$16.37</b>
	Student Nutrition Worker	181				
	Student Nutrition Warehouse/Delivery	207				
<b>3</b>			<b>Hourly</b>	<b>\$13.88</b>	<b>\$15.27</b>	<b>\$18.32</b>
	Warehouse Assistant	236				
	Custodian	236				
<b>4</b>			<b>Hourly</b>	<b>\$15.55</b>	<b>\$17.10</b>	<b>\$20.52</b>
	Student Nutrition - Lead	181				
	Groundskeeper	236				
<b>5</b>			<b>Hourly</b>	<b>\$17.41</b>	<b>\$20.02</b>	<b>\$24.02</b>
	Maintenance I	236				
	Pest Control Specialist	236				
	Agriculture Facility Assistant	187				
	Police Dispatcher	197				
	Student Nutrition Manager	181				
	Warehouse Supervisor	226				
	Transportation - Dispatcher	236				
	Transportation - Mechanic I	236				
<b>6</b>			<b>Hourly</b>	<b>\$19.50</b>	<b>\$22.43</b>	<b>\$26.92</b>
	Maintenance II	236				
	Transportation - Mechanic II	236				
	Security Analyst	220				
	Menu Specialist	226				
<b>7</b>			<b>Hourly</b>	<b>\$21.84</b>	<b>\$25.11</b>	<b>\$30.13</b>
	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				
	Transportation - Dispatcher/Bus Driver	236				
	Transportation - Lead Trainer/Bus Driver	226				
	Transportation - Route Specialist / Bus Driver	226				
	Bus Driver (Full-time)	207				
	Bus Driver	181				
	Custodial Supervisor	236				
	Security Guard	187				
<b>8</b>			<b>Hourly</b>	<b>\$24.46</b>	<b>\$28.13</b>	<b>\$33.76</b>
	Electrician	236				
	HVAC Mechanic (Licensed)	236				
	Plumber	236				
	Transportation Shop Foreman	236				
<b>9</b>			<b>Hourly</b>	<b>\$31.00</b>	<b>\$35.65</b>	<b>\$42.78</b>
	Police Officer	202, 226				

6/10/2024

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# **RED OAK ISD 2024-2025**

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## **ROISD SCHOOL BOARD**

**President - Melanie Petersen, Place 7**  
**Vice President - Johnny Knight, Place 4**  
**Secretary - Michelle Porter, Place 6**  
**Donna Knight, Place 1**  
**Brian Sebring, Place 2**  
**John Anderson, Place 3**  
**Sean Kelly, Place 5**

**Superintendent Brenda Sanford**

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