



Midland Independent School District

2023-2024 COMPENSATION MANUAL

*Board Approved 6/6/2023
Amended 7/25/2023, 11/14/2023*

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Purpose

This manual is a guide for administering salaries and wages for Teachers, Administrative/Professional, Clerical/Technical, Instructional, and Auxiliary personnel of the Midland Independent School District.

The District maintains position classification and pay range structures for all jobs. Each job is assigned a pay grade that determines the minimum to maximum pay range for the position.

Employee salaries will advance through the pay range when there is a general pay increase budgeted and approved by the Board. Annual pay increases are not guaranteed. Raises are generally based on the mid-point of each pay range. No employee will be paid more than the maximum rate for his/her position's pay grade.

This compensation plan is for the 2023-2024 school year. No salary increases are granted automatically each year; therefore, neither past nor future salaries can be calculated, assumed, or predicted on the basis of this schedule. District policy requires the Board of Trustees to adopt a new compensation plan annually.

IMPORTANT NOTICE

Starting salaries for all new hire Teachers, Nurses (BSN), and Librarians will be based upon verification of prior experience and in accordance with the district's financial decisions regarding increases for employees. Salary schedules are valid for the year shown on schedules and cannot be used to determine future years' earnings. Salary schedules are for reference only. Actual salary is calculated by the Human Resources Department.

When an exempt employee is assigned an additional duty at will, the supplemental duty is not part of a contract nor is the associated pay. A stipend is compensation in addition to the regular salary. The start dates and end dates for the supplemental duty(ies) may be different from the start and end dates under the employment contract with the district. Stipend(s) include(s) payment for all duties, responsibilities, and additional time the supplemental duty(ies) may require. A stipend associated with a particular supplemental duty may be prorated if the supplemental duty is not completed or if the supplemental duty is terminated for any reason.

An employee's supplemental duty(ies) is/are at-will and is/are not part of the employment contract with the district. There is no property right to the continuation of the supplemental duty(ies). Employees may resign one or more of these supplemental duties at any time or the district may reassign or terminate one or more supplemental duties at any time.

Teacher Incentive Allotment (TIA)

For any funds received by Midland ISD for a designated teacher under the Teacher Incentive Allotment (TIA), 90 percent will be paid to the designated teacher. The remaining 10 percent will be withheld by the district for program implementation and operational costs.



Teacher, Librarian, Nurse (BSN) Pay Plan

MIDLAND INDEPENDENT SCHOOL DISTRICT
2023-2024 Teacher/Librarian/Nurse (BSN) Pay Plan

THE ANNUAL SALARY IS BASED ON A 10 MONTH CALENDAR

This schedule is for the 2023-2024 school year only. This schedule cannot be used to project any future salary increases.

Teachers and Nurses (BSN) are on a 187 day work calendar for the 2023-2024 school year. Librarians are on a 191 day work calendar for the 2023-2024 school year.

A returning MISD employee in the same or similar position who received a Teacher Compensation Allotment (Career Ladder) supplement in 2022-2023 will receive the same supplement in 2023-2024, in addition to the salary appropriate for the individual employee employed on a full-time basis. Salary plans are determined on an annual basis and salary advancement is not guaranteed. Pay increases are based on the annual pay raise budgeted and approved by the Board of Trustees.

New Hire Teachers are capped at year step 30.

MIDLAND INDEPENDENT SCHOOL DISTRICT
2023-2024 Teacher/Librarian/Nurse (BSN) Pay Plan

Years of Experience	Bachelor's Degree Annual	Master's Degree Annual	Master's +30 Degree Annual	Doctorate Degree Annual
0	\$60,500	\$61,800	\$62,300	\$63,100
1	\$60,900	\$62,200	\$62,700	\$63,500
2	\$61,300	\$62,600	\$63,100	\$63,900
3	\$61,750	\$63,050	\$63,550	\$64,350
4	\$62,150	\$63,450	\$63,950	\$64,750
5	\$62,450	\$63,750	\$64,250	\$65,050
6	\$63,750	\$65,050	\$65,550	\$66,350
7	\$64,050	\$65,350	\$65,850	\$66,650
8	\$64,350	\$65,650	\$66,150	\$66,950
9	\$64,650	\$65,950	\$66,450	\$67,250
10	\$65,050	\$66,350	\$66,850	\$67,650
11	\$65,450	\$66,750	\$67,250	\$68,050
12	\$65,950	\$67,250	\$67,750	\$68,550
13	\$66,450	\$67,750	\$68,250	\$69,050
14	\$66,950	\$68,250	\$68,750	\$69,550
15	\$67,450	\$68,750	\$69,250	\$70,050
16	\$67,950	\$69,250	\$69,750	\$70,550
17	\$68,450	\$69,750	\$70,250	\$71,050
18	\$68,950	\$70,250	\$70,750	\$71,550
19	\$69,450	\$70,750	\$71,250	\$72,050
20	\$69,950	\$71,250	\$71,750	\$72,550
21	\$70,450	\$71,750	\$72,250	\$73,050
22	\$70,950	\$72,250	\$72,750	\$73,550
23	\$71,450	\$72,750	\$73,250	\$74,050
24	\$71,950	\$73,250	\$73,750	\$74,550
25	\$72,450	\$73,750	\$74,250	\$75,050
26	\$72,950	\$74,250	\$74,750	\$75,550
27	\$73,450	\$74,750	\$75,250	\$76,050
28	\$73,950	\$75,250	\$75,750	\$76,550
29	\$74,450	\$75,750	\$76,250	\$77,050
30+	\$74,950	\$76,250	\$76,750	\$77,550

This salary scale is based on 187 work days.
Exceptions include Librarians who work 191 days and "Other Teacher Pay Plan Positions"

MIDLAND INDEPENDENT SCHOOL DISTRICT
2023-2024 Teacher/Librarian/Nurse (BSN) Pay Plan

OTHER TEACHER PAY PLAN POSITIONS	NUMBER OF DAYS	PLUS STIPEND
Athletic Dept. - Head Athletic Trainer & Asst. Athletic Trainer	217	Yes
CTE Dept. - Law and Public Service Academy Coordinator	217	Yes
CTE Dept. - College, Career, & Military Readiness (CCMR) Coordinator	187	Yes
CTE Dept. - Health Science Academy Coordinator	217	Yes
CTE Dept. - Petroleum Academy Coordinator	217	Yes
CTE Dept. - Vocational Agriculture Teacher	217	Yes
CTE Dept. - Vocational CTE Teacher	187 + 15 days	No
EL Dept. - Bil/ESL Instructional Coach	187	No
EL Dept. - Bilingual Interventionist (Part-time)	187	No
EL Dept. - Dual Language Program Coordinator	197	Yes
EL Dept. - LPAC Compliance Coordinator	197	Yes
Fine Arts - Assistant Band Director (High School)	187	Yes
Fine Arts - Band Director (Freshman & Jr. High)	187	Yes
GT Dept. - GT Coordinator	217	Yes
SPED Dept. - ARD Facilitator	187	Yes
SPED Dept. - Dyslexia Teacher	191	No
SPED Dept. - LEAP Teacher	192	Yes
SPED Dept. - LSSP (Assistant/Intern)	197	Yes
SPED Dept. - Special Education Teacher	187	Yes
SPED Dept. - Special Services Program Specialist	197	Yes
SPED Dept. - Speech Pathologist Assistant/Intern	187	Yes
SPED Dept. - Student Transition Coordinator	197	Yes
T&L Dept. - At Risk Coordinator (CHS)	191	No
T&L Dept. - AVID Teacher and Coordinator	187	No
T&L Dept. - Campus Literacy Strategist	197	No
T&L Dept. - Campus Mathematics Strategist	197	No
T&L Dept. - Instructional Specialist	187	No
T&L Dept. - Interventionist	187	No
T&L Dept. - Library Media Specialist	191	No
T&L Dept. - Media/Instructional Specialist (MFHS/MHS/Goddard)	217	No
T&L Dept. - Principal Fellow*	197	No
T&L Dept. - Social Worker	187	No
T&L Dept. - Student Activities Coordinator (LHS/MHS)	197	Yes

ESSER Funded*



Administrative/Professional Pay Plan

MIDLAND INDEPENDENT SCHOOL DISTRICT
2023-2024 Administrative/Professional Pay Plan

Pay Grade 1	Job Title	Days		Minimum	Midpoint	Maximum
	Budget Analyst	226	Daily	\$285.60	\$340.00	\$394.40
	CNS Dietitian	226	226	\$64,545.60	\$76,840.00	\$89,134.40
	Payroll Specialist II	226				
	Specialist, Benefits and Risk Management	226				

Pay Grade 2	Job Title	Days		Minimum	Midpoint	Maximum
	Accountant, Special Revenue Staff	226	Daily	\$305.59	\$363.80	\$422.01
	Accountant, Staff	226	187	\$57,145.33	\$68,030.60	\$78,915.87
	Coordinator, ELL Transition	197	197	\$60,201.23	\$71,668.60	\$83,135.97
	Coordinator, Family Outreach	226	198	\$60,506.82	\$72,032.40	\$83,557.98
	Coordinator, Grant Project	226	217	\$66,313.03	\$78,944.60	\$91,576.17
	Coordinator, Homeless Project	226	226	\$69,063.34	\$82,218.80	\$95,374.26
	Registered Nurse	187				
	School Counselor Apprentice (Elem/Sec)	197, 217				
	Specialist, Communications	226				
	Specialist, Communications (Bilingual)	226				
	Supervisor, Early Childcare Site	198				

Pay Grade 3	Job Title	Days		Minimum	Midpoint	Maximum
	Behavior Interventionist	197	Daily	\$326.99	\$389.27	\$451.55
	Administrative Intern (Elem/Sec)	197, 217	197	\$64,417.03	\$76,686.19	\$88,955.35
	Advisor, College Connect	197	217	\$70,956.83	\$84,471.59	\$97,986.35
	Collegiate Coach	217	226	\$73,899.74	\$87,975.02	\$102,050.30
	Counselor, DEAP	217				
	Counselor, Elementary	197				
	Counselor, FH	217				
	Counselor, Junior High	217				
	Counselor, YWLA	217				
	Data Fellow	226				
	District Risk Manager	226				
	Licensed Professional Counselor	197				
	Specialist, Behavioral	197				
	Specialist, Freshman Instructional	217				
	Specialist, GT	217				
	Specialist, Parent Engagement	226				
	Specialist, Talent Development	217				
	Supervisor, CNS Finance	226				
	Supervisor, Early Childhood	217				

MIDLAND INDEPENDENT SCHOOL DISTRICT
2023-2024 Administrative/Professional Pay Plan

Pay Grade 4	Job Title	Days	Minimum	Midpoint	Maximum
	Assistant Principal, Elementary	217	Daily \$346.61	\$412.63	\$478.65
	Admin. Assistant, Supt/Board Liaison	226	187 \$64,816.07	\$77,161.81	\$89,507.55
	Counselor, Crisis	197	197 \$68,282.17	\$81,288.11	\$94,294.05
	Diagnostician	197	217 \$75,214.37	\$89,540.71	\$103,867.05
	HR Systems Analyst	226	226 \$78,333.86	\$93,254.38	\$108,174.90
	Licensed Specialist in School Psychology	197			
	Licensed Speech Pathologist (SLP-CCC)	187			
	Licensed Speech Pathologist Lead	197			
	Supervisor, ELL (Elem & Sec)	226			
	Supervisor, Special Services	217			
	Therapist, Occupational	197			
	Therapist, Physical	197			

Pay Grade 5	Job Title	Days	Minimum	Midpoint	Maximum
	Assistant Director, Transportation	226	Daily \$367.41	\$437.39	\$507.37
	Assistant Principal - JH	217	197 \$72,379.77	\$86,165.83	\$99,951.89
	Assistant Principal - MAP	217	217 \$79,727.97	\$94,913.63	\$110,099.29
	Assistant Principal - YWLA	217	226 \$83,034.66	\$98,850.14	\$114,665.62
	Assistant Principal - Coleman	217			
	Coordinator, Assessment & Evaluation	226			
	Coordinator, Benefits and Risk Mgt.	226			
	Coordinator, Budget	226			
	Coordinator, Child Find	226			
	Coordinator, Compensation	226			
	Coordinator, CTE	226			
	Coordinator, Dropout Prevention & Interv.	226			
	Coordinator, ECHS Student Services	217			
	Coordinator, Emergency Management	226			
	Coordinator, HR Position Management	226			
	Coordinator, Mental Health	217			
	Coordinator, Performance Data Mngt.	226			
	Coordinator, Recruitment	226			
	Coordinator, RTI/MTSS	226			
	Coordinator, State & Federal Grants	226			
	Coordinator, Student Behavioral	197			
	Coordinator, T&L Instructional	226			
	Coordinator, Title IX	197			
	Coordinator, Truancy Behavior	226			
	Counselor, High School	217			

MIDLAND INDEPENDENT SCHOOL DISTRICT
2023-2024 Administrative/Professional Pay Plan

Pay Grade 6	Job Title	Days
	Assistant Principal - FH, ECHS, HS	217
	Band Director, High School	217B
	Director, Child Nutrition Services	226
	Director, Custodial	250
	Director, Early Childhood	226
	Director, Education Foundation	226
	Director, Emergent Bil Parent & Student	226
	Director, Facility Design	250
	Director, Guidance and Counseling	226
	Director, Health Services	226
	Director, Instructional Service High School	226
	Director, Maintenance	250
	Director, Student Services	226
	Director, Transportation	226
	Virtual Dean (CHS)	226

	Minimum	Midpoint	Maximum
Daily	\$389.45	\$463.63	\$537.81
217	\$84,510.65	\$100,607.71	\$116,704.77
226	\$88,015.70	\$104,780.38	\$121,545.06
250	\$97,362.50	\$115,907.50	\$134,452.50

Pay Grade 7	Job Title	Days
	Associate Principal, High School	226
	Controller	226
	Principal, Coleman Alt HS	226
	Principal, ECHS	226
	Principal, Elementary	226
	Principal, YWLA	226

	Minimum	Midpoint	Maximum
Daily	\$412.82	\$491.45	\$570.08
226	\$93,297.32	\$111,067.70	\$128,838.08

Pay Grade 8	Job Title	Days
	Director, Advance Academics	226
	Director, Assessment & Evaluation	226
	Director, Athletics	226
	Director, Fine Arts	226
	Director, HR	226
	Director, HR Benefits & Risk Management	226
	Director, HR Employee Relations	226
	Director, HR Information Systems	226
	Director, Payroll	226
	Director, Performance & Accountability	226
	Director, Purchasing/Contracts	226
	Director, School Leadership	226
	Director, Talent Development	226
	Director, Teaching & Learning	226
	Head Football/Athletic Coordinator	226
	Principal, JH/FH	226
	Principal, MAP DAEP	226

	Minimum	Midpoint	Maximum
Daily	\$437.59	\$520.94	\$604.29
226	\$98,895.34	\$117,732.44	\$136,569.54

MIDLAND INDEPENDENT SCHOOL DISTRICT
2023-2024 Administrative/Professional Pay Plan

Pay Grade 9	Job Title	Days		Minimum	Midpoint	Maximum
	Executive Director, AEC	226	Daily	\$459.47	\$546.99	\$634.51
	Executive Director, Athletics	226	226	\$103,840.22	\$123,619.74	\$143,399.26
	Executive Director, Bilingual/ESL Education	226				
	Executive Director, CTE	226				
	Executive Director, Financial Services	226				
	Executive Director, Special Services	226				
	Executive Director, Student Services	226				
	Executive Director, Talent Acquisition & Dev.	226				
	Executive Director, Teaching & Learning	226				
	Principal, Senior High School	226				

Pay Grade 10	Job Title	Days		Minimum	Midpoint	Maximum
	Chief Communication Officer	226	Daily	\$548.63	\$645.45	\$742.27
	Executive Director, School Leadership	226	226	\$123,990.38	\$145,871.70	\$167,753.02

Pay Grade 11	Job Title	Days		Minimum	Midpoint	Maximum
	Associate Superintendent, T&L	226	Daily	\$658.36	\$774.54	\$890.72
	Chief Facilities and Operations Officer	226	226	\$148,789.36	\$175,046.04	\$201,302.72
	Chief Financial Officer	226				
	Chief of Human Capital Management	226				

Pay Grade 12	Job Title	Days		Minimum	Midpoint	Maximum
	Deputy Superintendent	226	Daily	\$711.03	\$836.50	\$961.98
	General Counsel	226	226	\$160,692.78	\$189,049.00	\$217,407.48



Clerical Support Pay Plan

MIDLAND INDEPENDENT SCHOOL DISTRICT
2023-2024 Clerical Pay Plan

Pay Grade 1	Job Title	Days
	Clerk, Office (Elem, JH, FH)	184

	Minimum	Midpoint	Maximum
Hourly	\$14.25	\$16.97	\$19.69
184	\$20,976.00	\$24,979.84	\$28,983.68

Pay Grade 2	Job Title	Days
	Clerk, LPAC	217
	PBX Operator	226

	Minimum	Midpoint	Maximum
Hourly	\$15.10	\$17.98	\$20.86
217	\$26,213.60	\$31,213.28	\$36,212.96
226	\$27,300.80	\$32,507.84	\$37,714.88

Pay Grade 3	Job Title	Days
	Clerk, Attendance (JH, FH)	187
	Clerk, Counselor (JH, FH, HS)	217
	Clerk, HS Data Entry	217
	Clerk, SPS Data Entry	226
	Student Services Specialist	191

	Minimum	Midpoint	Maximum
Hourly	\$16.30	\$19.41	\$22.52
187	\$24,384.80	\$29,037.36	\$33,689.92
191	\$24,906.40	\$29,658.48	\$34,410.56
217	\$28,296.80	\$33,695.76	\$39,094.72
226	\$29,470.40	\$35,093.28	\$40,716.16

Pay Grade 4	Job Title	Days
	Clerk, Attendance (HS)	187
	Clerk, CNS	226
	Clerk, HR Data Entry	226
	Clerk, IMS - Student Data Systems	226
	Clerk, Student Records	226
	HR Receptionist	226
	HS Bookkeeper	217
	HS Registrar	217

	Minimum	Midpoint	Maximum
Hourly	\$17.55	\$20.89	\$24.23
187	\$26,254.80	\$31,251.44	\$36,248.08
217	\$30,466.80	\$36,265.04	\$42,063.28
226	\$31,730.40	\$37,769.12	\$43,807.84

MIDLAND INDEPENDENT SCHOOL DISTRICT
2023-2024 Clerical Pay Plan

Pay Grade 5	Job Title	Days	Minimum	Midpoint	Maximum
	Clerk, Athletics	226	Hourly \$18.95	\$22.56	\$26.17
	Clerk, Budget	226	197 \$29,865.20	\$35,554.56	\$41,243.92
	Clerk, Payroll	226	226 \$34,261.60	\$40,788.48	\$47,315.36
	Clerk, SPED Management System (SEMS)	197			
	Clerk, SPED Resource System (SERS)	197			
	Secretary, Elementary Principal	226			

Pay Grade 6	Job Title	Days	Minimum	Midpoint	Maximum
	Clerk, Sr. Accounting Accounts Payable	226	Hourly \$20.60	\$24.52	\$28.44
	Clerk, Sr. Accounting Activity Funds	226	226 \$37,244.80	\$44,332.16	\$51,419.52
	Clerk, Sr. Accounting Cashier	226			
	Clerk, Sr. Payroll	226			
	HR Generalist	226			
	Secretary, Director	226			
	Secretary, Principal (JH, FH)	226			
	Specialist, CNS PEIMS	226			
	Specialist, District Volunteer	226			
	Specialist, EC Eligibility & Enrollment	226			
	Specialist, Transp. Employment Svcs.	226			
	Specialist, Warehouse/Purchasing	226			

Pay Grade 7	Job Title	Days	Minimum	Midpoint	Maximum
	Secretary, Chief of Police	226	Hourly \$22.45	\$26.73	\$31.01
	Secretary, Executive Director	226	226 \$40,589.60	\$48,327.84	\$56,066.08
	Specialist I, Payroll	226			
	Specialist, Athletics	226			
	Specialist, Certification	226			
	Specialist, Family Support Center	226			
	Specialist, PEIMS/Special Programs (SPED)	226			
	Secretary, Principal (HS)	226			

Pay Grade 8	Job Title	Days	Minimum	Midpoint	Maximum
	Executive Assistant, Cabinet	226	Hourly \$25.60	\$30.48	\$35.36
			226 \$46,284.80	\$55,107.84	\$63,930.88



Instructional Support Pay Plan

MIDLAND INDEPENDENT SCHOOL DISTRICT
2023-2024 Instructional Support Pay Plan

Pay Grade 1	Job Title	Days
	Childcare Provider I	192
	Liaison, Family Support	191
	Liaison, Home/Parent	197
	Liaison, Parent & Family Engagement	184
	Teacher Assistant, Bilingual	184
	Teacher Assistant, DAEP	184
	Teacher Assistant, ESL	184
	Teacher Assistant, General	184
	Teacher Assistant, Interventionist	184
	Teacher Assistant, ISS	184
	Teacher Assistant, Math Lab	184
	Teacher Assistant, PE	184
	Teacher Assistant, Pre-K	184
	Teacher Assistant, Pre-K Bilingual	184

	Minimum	Midpoint	Maximum
Hourly	\$14.25	\$17.17	\$20.09
184	\$20,976.00	\$25,274.24	\$29,572.48
191	\$21,774.00	\$26,235.76	\$30,697.52
192	\$21,888.00	\$26,373.12	\$30,858.24
197	\$22,458.00	\$27,059.92	\$31,661.84

Pay Grade 2	Job Title	Days
	Childcare Provider II	192
	Library Assistant	184
	Teacher Assistant, A+ Lab	184
	Teacher Assistant, Computer Lab	184
	Teacher Assistant, Literacy Liaison	184
	Teacher Assistant, SPED Autism Support	184
	Teacher Assistant, SPED Inclusion/Resource	187
	Teacher Assistant, Visually Impaired	184

	Minimum	Midpoint	Maximum
Hourly	\$15.55	\$18.73	\$21.91
184	\$22,889.60	\$27,570.56	\$32,251.52
187	\$23,262.80	\$28,020.08	\$32,777.36
192	\$23,884.80	\$28,769.28	\$33,653.76

Pay Grade 3	Job Title	Days
	Teacher Assistant, GT	184
	Teacher Assistant, Newcomer	187
	Teacher Assistant, SPED BAC	184
	Teacher Assistant, SPED LEAP/ECSE	192
	Teacher Assistant, SPED Life Skills	184
	Teacher Assistant, VAC	187

	Minimum	Midpoint	Maximum
Hourly	\$20.73	\$24.97	\$29.21
184	\$30,514.56	\$36,755.84	\$42,997.12
187	\$31,012.08	\$37,355.12	\$43,698.16
192	\$31,841.28	\$38,353.92	\$44,866.56

Pay Grade 4	Job Title	Days
	Reach Associate	187
	Teacher Resident	187

	Minimum	Midpoint	Maximum
Hourly	\$21.76	\$26.22	\$30.68
187	\$32,552.96	\$39,225.12	\$45,897.28

Pay Grade 5	Job Title	Days
	Classroom Instructional Facilitator	187

	Minimum	Midpoint	Maximum
Hourly	\$26.74	\$31.20	\$35.66
187	\$40,009.00	\$46,675.20	\$53,347.36

Pay Grade I-A	Job Title	Days
	Family Outreach Liaison	184

Flat Hourly Rate: \$25 (Part-time)



Auxiliary Pay Plan

MIDLAND INDEPENDENT SCHOOL DISTRICT
2023-2024 Auxiliary Pay Plan

Pay Grade 1	Job Title	Days	Minimum	Midpoint	Maximum
	Bus Monitor	185	Hourly \$14.25	\$17.17	\$20.09
	Bus Monitor (SPED)	185	181 \$20,634.00	\$24,862.16	\$29,090.32
	Custodian	250	185 \$21,090.00	\$25,411.60	\$29,733.20
	Food Service Worker I	181	250 \$28,500.00	\$34,340.00	\$40,180.00

Pay Grade 2	Job Title	Days	Minimum	Midpoint	Maximum
	Assistant Head Custodian	250	Hourly \$15.11	\$18.20	\$21.29
	CNS Manager in Training	183	181 \$21,879.28	\$26,353.60	\$30,827.92
	Food Service Worker II	181	183 \$22,121.04	\$26,644.80	\$31,168.56
			250 \$30,220.00	\$36,400.00	\$42,580.00

Pay Grade 3	Job Title	Days	Minimum	Midpoint	Maximum
	Assistant Building Engineer	250	Hourly \$16.51	\$19.89	\$23.27
	CNS Managing Cashier	183	183 \$24,170.64	\$29,118.96	\$34,067.28
	Equipment Operator	250	250 \$33,020.00	\$39,780.00	\$46,540.00
	Grounds Caretaker	250			
	Grounds Crew	250			
	Head Custodian (Elem/Central Office)	250			
	Irrigation Installer	250			
	Material Handler I	250			
	Periodic Maintenance Worker	250			

Pay Grade 4	Job Title	Days	Minimum	Midpoint	Maximum
	CNS Warehouse/Delivery Driver	226	Hourly \$18.03	\$21.72	\$25.41
	Head Custodian, (JH, Freshman)	250	226 \$32,598.24	\$39,269.76	\$45,941.28
			250 \$36,060.00	\$43,440.00	\$50,820.00

Pay Grade 5	Job Title	Days	Minimum	Midpoint	Maximum
	CNS Manager I	183	Hourly \$19.70	\$23.74	\$27.78
	CNS Manager II	183	183 \$28,840.80	\$34,755.36	\$40,669.92
	Custodial Trainer-Furniture Installer	250	250 \$39,400.00	\$47,480.00	\$55,560.00
	Head Custodian (MAP, CHS, YWLA)	250			
	Material Handler II	250			
	Painter	250			
	Worker, Environmental Services	250			

MIDLAND INDEPENDENT SCHOOL DISTRICT
2023-2024 Auxiliary Pay Plan

Pay Grade 6	Job Title	Days	Minimum	Midpoint	Maximum
	Carpenter	250	Hourly \$21.70	\$26.15	\$30.60
	Foreman, CNS Warehouse	226	226 \$39,233.60	\$47,279.20	\$55,324.80
	Head Building Engineer	250	250 \$43,400.00	\$52,300.00	\$61,200.00
	Locksmith	250			
	Mechanic I, Transportation	250			
	Print Shop Lead	250			
	Roofer/Carpenter	250			
	Shipping/Receiving Clerk	250			

Pay Grade 7	Job Title	Days	Minimum	Midpoint	Maximum
	HVAC Mechanic	250	Hourly \$24.13	\$29.07	\$34.01
	Journeyman Electrician	250	226 \$43,627.04	\$52,558.56	\$61,490.08
	Operations Warehouse Buyer	226	250 \$48,260.00	\$58,140.00	\$68,020.00
	Plumber	250			

Pay Grade 8	Job Title	Days	Minimum	Midpoint	Maximum
	Coordinator, Extra Curricular Activities	250	Hourly \$26.92	\$32.43	\$37.94
	Coordinator, Transp. Data & Route (SPED)	226	226 \$48,671.36	\$58,633.44	\$68,595.52
	Coordinator, Transportation Safety	250	250 \$53,840.00	\$64,860.00	\$75,880.00
	Foreman, Carpenter	250			
	Foreman, Electrical	250			
	Foreman, Environmental Services	250			
	Foreman, Facility Design-Spec. Project	250			
	Foreman, Grounds	250			
	Foreman, HVAC	250			
	Foreman, Irrigation	250			
	Foreman, Locksmith	250			
	Foreman, Mill Shop	250			
	Foreman, Paint	250			
	Foreman, Periodic Maintenance	250			
	Foreman, Plumbing	250			
	Mechanic II, Transportation	250			
	Technician, EMS	250			
	Technician, Fire Alarm Systems	250			
	Technician, GIS/CAD	250			
	Transportation Dispatcher	226			

MIDLAND INDEPENDENT SCHOOL DISTRICT
2023-2024 Auxiliary Pay Plan

Pay Grade 9	Job Title	Days
	Building Manager/Head Custodian	250
	Specialist, Assistant Energy	226
	Supervisor, CNS	226
	Supervisor, Custodial Zone	250
	Supervisor, Facilities Control/Compliance	250
	Supervisor, Supply Management	250
	Supervisor, Transportation	226
	Supervisor, Transportation (SPED)	226
	Supervisor, Transportation Mechanic	250

	Minimum	Midpoint	Maximum
Hourly	\$30.32	\$36.53	\$42.74
226	\$54,818.56	\$66,046.24	\$77,273.92
250	\$60,640.00	\$73,060.00	\$85,480.00

Pay Grade 10	Job Title	Days
	Fleet Manager	226
	Procurement Supervisor	250

	Minimum	Midpoint	Maximum
Hourly	\$40.06	\$48.26	\$56.46
226	\$72,428.48	\$87,254.08	\$102,079.68
250	\$80,120.00	\$96,520.00	\$112,920.00

Pay Grade BD	Job Title	Days
	Bus Driver	185
	Transportation Technician	250

	Minimum	Midpoint	Maximum
Hourly	\$25.00	\$28.19	\$31.37
185	\$37,000.00	\$41,721.20	\$46,427.60
250	\$50,000.00	\$56,380.00	\$62,740.00

PG BD-Trainee	Job Title	Days
	Entry Level Bus Driver Trainee	185

Flat Hourly Rate: \$14.50



Police Department Pay Plan

MIDLAND INDEPENDENT SCHOOL DISTRICT
2023-2024 Police Department Pay Plan

Pay Grade 1	Job Title	Days	Minimum	Midpoint	Maximum
	Campus Security Officer	226	Hourly \$15.00	\$17.86	\$20.72
		226	\$27,120.00	\$32,290.88	\$37,461.76
Pay Grade 2	Job Title	Days	Minimum	Midpoint	Maximum
	Campus Support Monitor	184	Hourly \$17.25	\$20.54	\$23.83
	Access Control Worker	226	184 \$25,392.00	\$30,234.88	\$35,077.76
			226 \$31,188.00	\$37,136.32	\$43,084.64
Pay Grade 3	Job Title	Days	Minimum	Midpoint	Maximum
	Police Evidence Technician	226	Hourly \$20.50	\$24.40	\$28.30
	Police Telecommunicator	226	226 \$37,064.00	\$44,115.20	\$51,166.40
Pay Grade 4	Job Title	Days	Minimum	Midpoint	Maximum
	Vacant		Hourly \$25.49	\$30.35	\$35.21
			226 \$46,085.92	\$54,872.80	\$63,659.68
Pay Grade 5	Job Title	Days	Minimum	Midpoint	Maximum
	Police Officer	197	Hourly \$31.00	\$36.91	\$42.82
	Police Officer	207	197 \$48,856.00	\$58,170.16	\$67,484.32
	Police Officer	217	207 \$51,336.00	\$61,122.96	\$70,909.92
	Police Officer	226	217 \$53,816.00	\$64,075.76	\$74,335.52
	Security & Surveillance Sys. Lead Tech	226	226 \$56,048.00	\$66,733.28	\$77,418.56
Pay Grade 6	Job Title	Days	Minimum	Midpoint	Maximum
	Police Sergeant/Investigator	226	Hourly \$35.50	\$42.26	\$49.02
			226 \$64,184.00	\$76,406.08	\$88,628.16
Pay Grade 7	Job Title	Days	Minimum	Midpoint	Maximum
	Police Lieutenant	226	Daily \$323.74	\$385.41	\$447.08
			226 \$73,165.24	\$87,102.66	\$101,040.08
Pay Grade 8	Job Title	Days	Minimum	Midpoint	Maximum
	Chief of Police	226	Daily \$459.72	\$547.28	\$634.84
			226 \$103,896.72	\$123,685.28	\$143,473.84
Pay Grade PD-A	Job Title	Days	Flat Annual Rate: \$54,000		
	School Safety Officer	187			



Technology Services Pay Plan

MIDLAND INDEPENDENT SCHOOL DISTRICT
2023-2024 Technology Services Pay Plan

Pay Grade 1	Job Title	Days	Minimum	Midpoint	Maximum
	Technician, Call Center Support	226	Hourly \$22.00	\$26.19	\$30.38
	Technician, Computer	226	226 \$39,776.00	\$47,351.52	\$54,927.04
	Technician, Network Cable Installer/PC	226			
	Technology Purchasing Specialist	226			
Pay Grade 2	Job Title	Days	Minimum	Midpoint	Maximum
	Electronics Technician	226	Hourly \$25.10	\$29.88	\$34.66
			226 \$45,380.80	\$54,023.04	\$62,665.28
Pay Grade 3	Job Title	Days	Minimum	Midpoint	Maximum
	Administrator, Network	226	Daily \$294.16	\$350.19	\$406.22
	Administrator, Server/Infrastructure	226	226 \$66,480.16	\$79,142.94	\$91,805.72
	Technology Integration Coordinator	226			
	Technology Project Manager	226			
Pay Grade 4	Job Title	Days	Minimum	Midpoint	Maximum
	Network Administrator Specialist (Wifi,WAN,VOIP)	226	Daily \$317.70	\$378.21	\$438.72
			226 \$71,800.20	\$85,475.46	\$99,150.72
Pay Grade 5	Job Title	Days	Minimum	Midpoint	Maximum
	Analyst, Student Information Systems	226	Daily \$343.11	\$408.47	\$473.83
	Coordinator, PEIMS	226	226 \$77,542.86	\$92,314.22	\$107,085.58
	Coordinator, Instructional Technology	226			
Pay Grade 6	Job Title	Days	Minimum	Midpoint	Maximum
	Coordinator, Technology Support	226	Daily \$373.99	\$445.23	\$516.47
	Senior Network Administrator	226	226 \$84,521.74	\$100,621.98	\$116,722.22
	Student Information Systems Programmer	226			
	Database Admin./Programmer	226			
Pay Grade 7	Job Title	Days	Minimum	Midpoint	Maximum
	Director, Information Technology	226	Daily \$441.69	\$525.82	\$609.95
	Director, Technology Integration	226	226 \$99,821.94	\$118,835.32	\$137,848.70
	Director, Student Information Systems	226			
Pay Grade 8	Job Title	Days	Minimum	Midpoint	Maximum
	Executive Director, Technology	226	Daily \$485.86	\$578.40	\$670.94
			226 \$109,804.36	\$130,718.40	\$151,632.44



Substitute Pay Plan

MIDLAND INDEPENDENT SCHOOL DISTRICT
2023-2024 Substitute Pay Plan

Full Day Substitute Teacher *	Non-Cert/Cert
Regular	\$120/\$150
After 10 cumulative days regardless of the location (Effective on 11th day)	\$135/\$198
After 90 cumulative days regardless of the location (Effective on 91st day)	\$150/\$228

*Substitutes will be compensated an additional \$20.00 for service on Mondays and \$30.00 for service on Fridays if serving in a teaching capacity only.

Full Day Nurse Substitute	Daily
Regular	\$150
After 10 cumulative days regardless of the location (Effective on 11th day)	\$170
After 90 cumulative days regardless of the location (Effective on 91st day)	\$180

Full Day Clerical/Technical/Teacher Assistant Substitute	Daily
Regular/ Retired	\$100
Full Day Clerical/Technical/Teacher Assistants (10 or more cumulative days)	\$115
Retired: Full Day Clerical/Technical/Teacher Assistant (10 or more cumulative days)	\$125

Long-Term Teacher Vacancy & Long Term FMLA: (25 or more consecutive days in the same assignment required)	Daily
Long Term: Non-Degreed <ul style="list-style-type: none"> Long Term-Teacher Vacancy- pay rate starting on day 1 Long Term- FMLA- pay rate will apply on the 26th consecutive day retroactively 	\$200
Long Term: Degreed <ul style="list-style-type: none"> Long Term-Teacher Vacancy- pay rate starting on day 1 Long Term- FMLA- pay rate will apply on the 26th consecutive day retroactively 	\$250
Teacher (Degreed & Certified): <ul style="list-style-type: none"> Long Term-Teacher Vacancy- pay rate starting on day 1 Long Term- FMLA- pay rate will apply on the 26th consecutive day retroactively 	\$323.53
Retired Teacher (Degreed & Certified)*: <ul style="list-style-type: none"> Long Term-FMLA- pay rate will apply on the 26th consecutive day retroactively 	\$343.59

**In accordance with TRS guidelines, retired Teachers cannot sub more than 20 days in a vacancy.*



Stipends and Other Salary

IMPORTANT NOTICE

When an exempt employee is assigned an additional duty at will, the supplemental duty is not part of a contract nor is the associated pay. A stipend is compensation in addition to the regular salary. The start dates and end dates for the supplemental duty(ies) may be different from the start and end dates under the employment contract with the district. Stipend(s) include(s) payment for all duties, responsibilities, and additional time the supplemental duty(ies) may require. A stipend associated with a particular supplemental duty may be prorated if the supplemental duty is not completed or if the supplemental duty is terminated for any reason.

An employee's supplemental duty(ies) is/are at-will and is/are not part of the employment contract with the district. There is no property right to your continuation of the supplemental duty(ies). Employees may resign one or more of these supplemental duties at any time or the district may reassign or terminate one or more supplemental duties at any time.

MIDLAND INDEPENDENT SCHOOL DISTRICT
2023-2024 Stipends and Other Salary

ATHLETIC STIPENDS

GROUP 1 (HS Head Coaches, Group 1 Assistant Coaches)	Annual Rate
Head Basketball (2)	\$11,000
Head Soccer (2)	\$10,000
Head Softball\Facility Manager (1)	\$11,000
Head Baseball\Facility Manager (1)	\$11,000
Head Volleyball (1)	\$10,000
Assistant Head Football Coach\2 Sports (1)	\$15,000
Offensive Football Coordinator\2 Sports (1)	\$15,000
Defensive Football Coordinator\2 Sports (1)	\$15,000
First Football Assistant \2 Sports (1)	\$15,000
Girls Coordinator (From Staff)	\$5,000

GROUP 2 (Head Track, Head Cross Country, Head Powerlifting, HS Asst.)	Annual Rate
Head Cross Country (1) (From Staff)	\$6,000
Head Track (2) (From Staff)	\$7,500
Head Power Lifting (1) (From Staff)	\$4,000
HS Assistant / 2 Sports (15)	\$11,000

GROUP 3 (Dual Sports, Trainers, Equipment Managers, Laundry)	Annual Rate
Head Golf (1)	\$8,000
Assistant Golf (1)	\$5,000
Head Tennis (1)	\$8,000
Assistant Tennis (1)	\$5,000
Head Athletic Trainer (1) +Trainer Travel (217 work calendar)	\$11,000
Assistant Athletic Trainers (2) +Trainer Travel (217 work calendar)	\$9,000
Laundry (2) (1 Boys Sport, 1 Girls Sport)	\$2,000
Equipment (4) (2 Boys Sport, 2 Girls Sport)	\$2,000
HS Assistant Tennis	\$5,000

GROUP 4 (Freshman)	Annual Rate
Coordinator\2 Sports (2)	\$8,500
Assistant Coach\2 Sports (8)	\$7,500
Freshman Assistant Tennis	\$5,000

GROUP 5 (Junior High)	Annual Rate
Coordinator\3 Sports (2)	\$6,500
Assistant\3 Sports (8)	\$6,000
Cross Country	\$1,500
Swim/ Dive (1) For all Jr Highs	\$1,500
Tennis (1)	\$3,000
Soccer (4) (From staff/Spring Semester Only)	\$1,000

GROUP 6 (Swim/Dive)	Annual Rate
Head Coach (LHS/MHS)	\$11,000
Assistant Coach	\$5,000
In District Travel (Coaches Who Must Travel to Sport Facility)	\$500

MIDLAND INDEPENDENT SCHOOL DISTRICT
2023-2024 Stipends and Other Salary

STUDENT ACTIVITIES STIPENDS

<u>Academic Sponsors</u>	<u>Annual Rate</u>
High School Decathlon - Assistant	\$1,000
High School Decathlon	\$3,500

<u>Cheerleader</u>	<u>Annual Rate</u>
7th Grade Pep Squad w/o class	\$3,500
8th Grade Cheer w/o class	\$3,500
7th Grade Pep Squad w/ class	\$3,000
8th Grade Cheer w/ class	\$3,000
Freshman High Cheer w\ class	\$3,000
Freshman High Cheer w\o class	\$3,500
High School JV Cheer w\class	\$4,500
High School Cheer	\$7,000

<u>Class Sponsors</u>	<u>Annual Rate</u>
Early College	\$300
9th - 10th	\$600
11th - 12th Grade	\$1,150

<u>Dance Teacher</u>	<u>Annual Rate</u>
High School/High School Assistant	\$2,000

<u>Performance Dance</u>	<u>Annual Rate</u>
High School	\$6,000
High School Assistant	\$4,000

<u>Debate & Forensics</u>	<u>Annual Rate</u>
High School	\$3,000

<u>Drill Team</u>	<u>Annual Rate</u>
High School	\$2,800

<u>Model Organization of American States (MOAS)</u>	<u>Annual Rate</u>
MHS & LHS	\$3,500

<u>Sponsor (French/National/Spanish Honor Society)</u>	<u>Annual Rate</u>
Junior High	\$600
Early College	\$600
Freshman	\$800
High School	\$1,000

<u>Robotics</u>	<u>Annual Rate</u>
High School	\$2,100

<u>Student Council</u>	<u>Annual Rate</u>
Junior High	\$1,300
Freshman High	\$1,300
Early College	\$300
High School	\$3,000

MIDLAND INDEPENDENT SCHOOL DISTRICT
2023-2024 Stipends and Other Salary

STUDENT ACTIVITIES STIPENDS CONT.

<u>Yearbook</u>	<u>Annual Rate</u>
Junior High	\$1,300
Freshman High	\$1,300
Early College	\$700
High School	\$3,000

FINE ARTS STIPENDS

<u>Band</u>	<u>Annual Rate</u>
Junior High Assistant	\$5,000
Junior High	\$7,000
Freshman High	\$8,000
High School Assistant	\$8,000
High School Director	\$10,000

<u>Choir</u>	<u>Annual Rate</u>
Junior High	\$3,000
Freshman High	\$5,000
High School - Assistant	\$5,000
High School/Freshman	\$7,000

<u>Orchestra/Strings</u>	<u>Annual Rate</u>
Junior High	\$3,000
Freshman High	\$5,000
High School	\$7,000

<u>Theater Arts</u>	<u>Annual Rate</u>
Junior High	\$3,000
Freshman High - Assistant	\$8,000
High School	\$10,000

ENGLISH LEARNERS STIPENDS

<u>Bilingual Teachers/Others</u>	<u>Annual Rate</u>
Bilingual Classroom - Teacher (PK-4)	\$5,000
Dual Language Program Coordinator	\$2,500
EL Instructional Specialist	\$2,000
ESL/ELA Teacher (PK-6)	\$3,000
English as a Second Language (ESL)/ English Language Arts (ELA)-Teacher (7th-12th)	\$2,000
English Learner Transition Coordinator	\$2,500
Language Proficiency Assessment Committee (LPAC) Compliance Coordinator	\$2,500
Newcomer Academy Teacher (5th-12th grade)	\$5,000

MIDLAND INDEPENDENT SCHOOL DISTRICT
2023-2024 Stipends and Other Salary

SPECIAL SERVICES STIPENDS	
<u>Special Education</u>	<u>Annual Rate</u>
Admission, Review, and Dismissal (ARD) Facilitator	\$4,000
Assisted Technology (AT) Coordinator	\$5,000
Behavior Interventionist	\$5,000
Certified Orientation & Mobility Specialist (COMS)	\$2,100
Diagnostician	\$8,000
Diagnostician-Bilingual Certified	\$10,500
Diagnostician-Lead	\$5,000
Licensed Specialist in School Psychology - Assistant (LSSP - Assistant)	\$5,000
Licensed Specialist in School Psychology (LSSP)	\$10,000
Licensed Speech Language Pathologist - Assistant	\$4,000
Licensed Speech Pathologist (SLP-CCC)	\$8,000
Licensed Speech Pathologist Bilingual (SLP-CCC)	\$10,000
Licensed Speech Pathologist Lead	\$5,000
Occupational Therapist	\$8,000
Physical Therapist	\$8,000
SLP- Assistant & CFY Bilingual	\$6,000
Special Services Program Specialist	\$7,500
Supervision of SLP-A's and CFY's	\$1,500
Teacher - Autism Support	\$2,500
Teacher - Behavior Adjustment Class (BAC) (10th-12th Grade)	\$10,000
Teacher - Behavior Adjustment Class (BAC) (Kinder-9th Grade)	\$10,000
Teacher - Encore	\$10,000
Teacher - Learning for Everyone at Preschool (LEAP)	\$10,000
Teacher - Life Skills	\$10,000
Teacher - Resource/Inclusion	\$2,000
Teacher - Special Services Lead (Secondary)	\$2,500
Teacher - Visually Impaired	\$4,000
Teacher - Vocational Adjustment Coordinator (VAC)	\$2,500
Transition Coordinator	\$5,000

MIDLAND INDEPENDENT SCHOOL DISTRICT
2023-2024 Stipends and Other Salary

OTHER MISCELLANEOUS STIPENDS	
Other Miscellaneous Supplements	Annual Rate
**Destination Imagination Coach (YWLA/Carver ONLY)	\$2,000
**Destination Imagination Lead Coach (YWLA/Carver ONLY)	\$3,000
*Department Chair - Freshman	\$4,500
*Department Chair - High School	\$4,500
*Department Chair - Junior High	\$3,500
College, Career, and Military Readiness (CCMR) Coordinator	\$5,000
CTE Academy Coordinator	\$9,000
Department Chair + 13	\$1,344
Disciplinary Alternative Education Program (DAEP) Stipend - Elementary	\$5,000
Disciplinary Alternative Education Program (DAEP) Stipend - MAP	\$5,000
ELL/SPED Counselor	\$5,000
GT Coordinator	\$9,000
In-District Charter Services	\$7,500
Instructional Services Director	\$2,500
Project Think - Second Language	\$2,500
Project Think Lead Teacher	\$2,000
Secondary Math Teacher	\$2,000
Secondary Science Teacher	\$2,000
Student Activities Coordinator (LHS/MHS)	\$2,500
Vocational Agriculture	\$1,500

**IMPORTANT: The 10 additional days worked are covered by the annual rate stipend.*

***No employee can receive the DI Coach and the DI Lead Coach stipends simultaneously.*

MIDLAND INDEPENDENT SCHOOL DISTRICT 2023-2024 Stipends and Other Salary	
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EXTRA DUTY, ENHANCEMENT, AND OTHER SUPPLEMENTAL PAY	
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Athletics

Area of Responsibility	Duties Performed	Pay Basis	Limit/Qualifications
Athletics Department	Athletic Camps	Varies	Based on student participation
Athletics Department	Athletics Summer Strength and Conditioning Coach	\$10 Hourly	
Athletics Department	Bus Driver Fee - 2 Hour Round Trip	\$75 Per Game	Rates are for eligible Teachers & Coaches
Athletics Department	Bus Driver Fee - Driving for Others	\$30 Per Hour	Rates are for eligible Teachers & Coaches
Athletics Department	Bus Driver Fee - In Town Round Trip	\$35 Per Game	Rates are for eligible Teachers & Coaches
Athletics Department	Bus Driver Fee - Odessa Round Trip	\$50 Per Game	Rates are for eligible Teachers & Coaches
Athletics Department	Game Workers	Varies	See attachment
Athletics Department	Teacher/Coach CDL Driver Incentive	\$1000 Annual	Must be available as scheduled

Curriculum and Professional Development	
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Area of Responsibility	Duties Performed	Pay Basis	Limit/Qualifications
Bilingual/ESL	Dual Language Professional Development (PD)	Teacher Daily Rate	
Gifted and Talented	Gifted and Talented (GT) Test Administrator	\$50 Hourly	
Gifted and Talented	Gifted and Talented (GT) Training	\$40 Per hour	
Talent Acquisition & Dev.	New Teacher Academy	\$100 Per Day	
Talent Acquisition & Dev.	*First Year Teacher Academy Trainer & Campus Lead Mentor	\$6,000	Paid 1/2 in the fall & 1/2 in the spring
Talent Acquisition & Dev.	*Lead First Year Teacher Academy Trainer	\$6,000	Paid 1/2 in the fall & 1/2 in the spring
Talent Acquisition & Dev.	*First Year Teacher Academy Trainer	\$4,000	Paid 1/2 in the fall & 1/2 in the spring
Talent Acquisition & Dev.	*Campus Lead Mentor	\$3,000	Paid 1/2 in the fall & 1/2 in the spring
Talent Acquisition & Dev.	*Principal Mentor for Fellows	\$7,000	Paid 1/2 in the fall & 1/2 in the spring
Teaching & Learning	Aspiring Principals	\$2,000	(One-time payment per year)
Teaching & Learning	Department Chair (Grandfathered)	Varies	7% of base pay salary
Teaching & Learning	Teacher Incentive Allotment	\$3,314 - \$21,645 Annual	
Teaching & Learning	Reading Academy (STR)	\$1,000	One time upon successful completion blend.
Teaching & Learning	School Improvement Support	\$5,000 – \$15,000 Annual	
Teaching & Learning	Supervisor Teacher Stipend	\$8,000.00	Paid 1/2 in the fall & 1/2 in the spring
	Principal Incentive Allotment-Recognized	(\$10,000-\$32,000)	
	Principal Incentive Allotment-Exemplary	(\$12,500-\$34,500)	
	Principal Incentive Allotment-Master	(\$15,000-\$37,000)	
	*ESSER Funded		

MIDLAND INDEPENDENT SCHOOL DISTRICT
2023-2024 Stipends and Other Salary

EXTRA DUTY, ENHANCEMENT, AND OTHER SUPPLEMENTAL PAY			
Fine Arts			
<u>Area of Responsibility</u>	<u>Duties Performed</u>	<u>Pay Basis</u>	<u>Limit/Qualifications</u>
Fine Arts	Bowie Fine Arts after school program	\$4,000.00	One-time payment
Fine Arts	Career and Technical Student Organization (CTSO) Sponsor	\$2,100.00	One-time payment
Fine Arts	Debate	\$2,000.00	One-time payment, conditional stipend
Fine Arts	Drill Team	\$2,800.00	One-time payment
Fine Arts	Fine Arts Camps	\$100 per day	One-time payment
Fine Arts	HS Assistant Band Director	\$2,000.00	One-time payment, conditional stipend
Fine Arts	HS Asst./Freshman Theatre Director	\$2,000.00	One-time payment, conditional stipend
Fine Arts	HS Dance	\$2,000.00	One-time payment, conditional stipend
Fine Arts	HS Head Band Director	\$2,000.00	One-time payment, conditional stipend
Fine Arts	HS Head Choir Director	\$2,000.00	One-time payment, conditional stipend
Fine Arts	HS Head Theatre Director	\$2,000.00	One-time payment, conditional stipend
Fine Arts	Midland Youth Chorus Director	\$2,000.00	One-time payment
Fine Arts	Sixth grade strings Supervisor	\$4,000.00	One-time payment
Fine Arts	Visual Arts Scholastic Event (VASE) Freshman Art	\$1,500.00	One-time payment, conditional stipend
Fine Arts	Visual Arts Scholastic Event (VASE) Freshman Art	\$1,000.00	One-time payment, conditional stipend
Fine Arts	Visual Arts Scholastic Event (VASE) HS Art	\$1,500.00	One-time payment, conditional stipend
Fine Arts	Visual Arts Scholastic Event (VASE) HS Art	\$1,000.00	One-time payment, conditional stipend
Fine Arts	Visual Arts Scholastic Event (VASE) Middle School Art	\$1,000.00	One-time payment, conditional stipend

Special Services			
<u>Area of Responsibility</u>	<u>Duties Performed</u>	<u>Pay Basis</u>	<u>Limit/Qualifications</u>
Special Services	Special Services Intersession Testing	(\$275-\$750 Per evaluation)	One-time payment
Special Services	Extended School Year (ESY) Diagnostician & SLP's	\$55 Hourly	Hourly rate for ARDS
Special Services	Extended School Year (ESY) LSSP	\$55 Hourly	Hourly rate for ARDS
Special Services	Extended School Year (ESY) Teacher	\$50 Hourly	

MIDLAND INDEPENDENT SCHOOL DISTRICT
2023-2024 Other Stipends and Salary

EXTRA DUTY, ENHANCEMENT, AND OTHER SUPPLEMENTAL PAY			
Summer Programs			
Area of Responsibility	Supplemental Duties Performed	Pay Basis	Limit/Qualifications
Bilingual/ESL	BIL/ESL Summer ESL Training	Teacher daily rate	
Bilingual/ESL	Summer PK-K Bilingual Teacher	\$40 per hour	8 hours per day
Bilingual/ESL	Summer Bilingual Classroom Instructional Facilitators	Current Daily Rate	
Auxiliary	Temporary Summer Help	District Hourly Minimum	
Human Capital Management	Perfect Attendance	Varies	See page 46
Special Services	Extended School Year Occupational Therapist/Physical Therapist	\$55 per hour	
Special Services	Extended School Year Speech Therapy Services	\$55 per hour	
Special Services	Extended School Year Visual Impaired Teacher	\$50 per hour	
Special Services	Summer Assessment staff (SLPs and Diagnosticians)	\$500 per assessment	
Special Services	Summer Dyslexia Teacher	\$40 per hour	
Special Services	Summer Licensed Specialist in School Psychology	\$500 per assessment	
Special Services	Summer Occupational Therapist/Physical Therapist Assessment	\$250 per assessment	
Special Services	Summer Occupational Visually Impaired Assessment	\$250 per assessment	
Teaching & Learning	Additional Days School Year (ADSY) - Teacher	\$40 Per hour	*6 hours a day
Teaching & Learning	Additional Days School Year (ADSY) Summer School	\$1,200	One-Time
Teaching & Learning	Additional Days School Year (ADSY) Summer School Principal	\$12,500	One-Time
Teaching & Learning	Class Coverage	\$25 Per Hour	
Teaching & Learning	Class Coverage TA's-Full Day	\$42 Per Day	
Teaching & Learning	Class Coverage TA's-Half Day	\$21 Per Day	
Teaching & Learning	Extended School Year (ESY) Summer School Teacher	\$40 hourly	
Teaching & Learning	Extended School Year Paraprofessional	\$25 per hour	
Teaching & Learning	Extended School Year Teacher	\$50 per hour	
Teaching & Learning	Summer School - Principals	\$8,500 Annual	
Teaching & Learning	Summer School - School Improvement Teacher Stipend	\$1,200 (One-time payment)	Scharbauer Elem only
Teaching & Learning	Summer School - Teacher	\$40 Per hour	
Teaching & Learning	Summer School Certified Teachers	\$40 Hourly	
Teaching & Learning	Summer School Clerks/TA's (Only for 10 month Clerks/TA's)	Current Hourly Rate	
Teaching & Learning	Summer School Counselor	\$50 Hourly	
Teaching & Learning	Summer School Nurse	\$50 Hourly	
Teaching & Learning	Summer School Principal (9th-12th)	\$6,900	One-Time
Teaching & Learning	Summer School Principal (K-8th)	\$8,500	One-Time
Teaching & Learning	TA's Before/After School	\$25 Per Hour	

MIDLAND INDEPENDENT SCHOOL DISTRICT
2023-2024 Other Stipends and Salary

EXTRA DUTY, ENHANCEMENT, AND OTHER SUPPLEMENTAL PAY			
Other			
<u>Area of Responsibility</u>	<u>Supplemental Duties Performed</u>	<u>Pay Basis</u>	<u>Limit/Qualifications</u>
Bilingual/ESL	Certification Training	\$40 Per Hour	
Bilingual/ESL	Bilingual/ESL PreK testing Professional Development (PD)	\$40 per hour	
Bilingual/ESL	ESL Certification training	\$40 per hour	
Cabinet	Superintendent Advisory Committee	\$30 Per hour	
Cabinet	Acting/Interim Administrator	Varies	
Cabinet	Interim Executive Director	\$50 Per day	
Cabinet	Acting Administrator Stipend	\$39.67 - \$133.63 daily	
Cabinet	Transitional Support Supplement	\$14.63 - \$46.48 daily	
Counseling	Dual Credit Counselor Stipend	\$350	
Early Childhood	Childcare Staff Longevity Bonus	\$500-\$2000	(Bi-annual)
Human Capital Management	Designated District Service Provider (DDSP)	Teacher Hourly Rate	
Human Capital Management	ROTC Teachers (Minimum Instructor Pay - MIP)	Varies	Issued by the Military
Teaching & Learning	Academic Decathlon Sponsor	\$10,000 Annual	
Teaching & Learning	Temporary Executive Principal	\$1000 Per month	
Teaching & Learning	Campus Tutors	\$25 Hourly	
Teaching & Learning	Literacy Tutors	\$25 Hourly	
Teaching & Learning	Saturday School, Tutorials	\$30 Hourly	
Transportation	Bus Driver Safety Incentive (No vehicular accidents)	\$1000 annual	
	Midland ISD Long-Term Substitutes in an Administrative role such as	Teacher Daily Rate	
	Midland ISD Long-Term Substitutes in an Administrative role	Teacher Daily Rate	
	such as "Principal" are paid based on the Teacher Pay Plan		
	and years of experience (BA column only)		
	Midland ISD Long-Term Substitutes in an Administrative role such as	Teacher Daily Rate	
	paid based on the Teacher Pay Plan and years of experience		*ESSER Funded
	(BA column only)		

MIDLAND INDEPENDENT SCHOOL DISTRICT
2023-2024 Other Stipends and Salary

EXTRA DUTY, ENHANCEMENT, AND OTHER SUPPLEMENTAL PAY			
Other Continued			
Area of Responsibility	Supplemental Duties Performed	Pay Basis	Limit/Qualifications
Custodial	Night Shift Custodians receive an additional \$1 per hour	\$1 additional	
Federal Programs	Title 1 Stipends	Varies (Paid twice a year)	
Federal Programs	ESSER Professional Development	\$100 Per day	
Federal Programs	*Program Leads	\$1,000 Per semester	*All federally funded
Federal Programs	*Instructional Coach (Activities after the contract day)	\$1,900 Per semester	*All federally funded
Federal Programs	*Teacher Receiving Coaching (Activities after the contract day)	\$1,600 Per semester	*All federally funded
	Capturing Kids Hearts	\$100 per day	One-time payment
	Carl Ripken FDN	\$500	One-time payment
	Student Workers	\$10 Hourly	
Enhancement			
Area of Responsibility	Supplemental Duties Performed	Pay Basis	Limit/Qualifications
	Enhancement	Teacher Hourly Rate	
	Pay for Conference (Elementary Unfilled Sub)		
	- Half Day (1 Teacher)	\$30	
	- Whole Day (1-2 Teachers)	\$60	
	- Max Per Day (3+ Teachers)	\$150	
	Conference Period (Junior High Unfilled Sub)		
	- Rate: A Teacher may serve for only "ONE" period per day	\$30	
	Conference Period (High School Unfilled Sub)		
	- Rate: A Teacher may serve for only "ONE" period per day	\$30	
Texas Commission on Law Enforcement (TCOLE) Supplemental Pay			
Area of Responsibility	Supplemental Duties Performed	Pay Basis	Limit/Qualifications
Police Department	Intermediate	\$1,800	
	Advance	\$2,000	
	Master	\$2,500	

MIDLAND INDEPENDENT SCHOOL DISTRICT
2023-2024 Other Stipends and Salary

EXTRA DUTY, ENHANCEMENT, AND OTHER SUPPLEMENTAL PAY			
Academic UIL - Stipends per campus - High School and Freshman Campus			
<u>Area of Responsibility</u>	<u>Supplemental Duties Performed</u>	<u>Pay Basis</u>	<u>Limit/Qualifications</u>
Teaching & Learning	Academic UIL Coordinator	\$1,500	
Teaching & Learning	Assistant UIL Coordinator	\$500	
Teaching & Learning	Coach per district/invitation event	\$500	
Teaching & Learning	Coach per district/invitation event (Journalism)	\$1,000	
Teaching & Learning	Coach per district/invitation event (Science)	\$750	
Teaching & Learning	Coach per district/invitation event (Biology, Chemistry, Physics)	\$250	

Academic UIL - Stipends per campus - Junior High School (A+ Events)			
<u>Area of Responsibility</u>	<u>Supplemental Duties Performed</u>	<u>Pay Basis</u>	<u>Limit/Qualifications</u>
Teaching & Learning	Academic A+ Coordinator	\$1,000	
Teaching & Learning	Coach per district/invitation event	\$500	

Academic UIL - Stipends per campus - Elementary School (A+ Events)			
<u>Area of Responsibility</u>	<u>Supplemental Duties Performed</u>	<u>Pay Basis</u>	<u>Limit/Qualifications</u>
Teaching & Learning	A+ Coordinator	\$1,000	
Teaching & Learning	Coach per event	\$500	

Special Olympics Unified Sports			
<u>Area of Responsibility</u>	<u>Supplemental Duties Performed</u>	<u>Pay Basis</u>	<u>Limit/Qualifications</u>
Special Services	Special Olympics Unified Sports District Coordinator (USDC)	\$2,700	Paid 1/2 in the fall & 1/2 in the spring
Special Services	Special Olympics Unified Sports District Coach (USDC)	\$2,100	Paid 1/2 in the fall & 1/2 in the spring
Special Services	Special Olympics Unified Sports District Assistant Coach (USDC)	\$900	Paid 1/2 in the fall & 1/2 in the spring

MIDLAND INDEPENDENT SCHOOL DISTRICT
2023-2024 Other Stipends and Salary

EXTRA DUTY, ENHANCEMENT, AND OTHER SUPPLEMENTAL PAY			
Educational Aide Certification			
Area of Responsibility	Supplemental Duties Performed	Pay Basis	Limit/Qualifications
Human Capital Management	Level II (Criteria)*	1%	One-time payment in June
	*Teacher Assistant/Library Assistant who hold a valid Educational Aide II Certificate, required for the current position, will be eligible to receive a 1% increase of the minimum of the pay grade.		
Human Capital Management	Level III (Criteria)**	2%	One-time payment in June
	**Teacher Assistant/Library Assistant who hold a valid Educational Aide III Certificate, required for the current position, will be eligible to receive a 2% increase of the minimum of the pay grade.		
<i>The following district criteria must be met in order to qualify for the Educational Aide Certification Incentive</i>			
-The Educational Aide certification must be a requirement on their job description.			
-Employee must be in the position at least 90 days and employed until the last day of their work calendar.			
-Incentive is held for employees on FML/TDL/Worker's comp, etc until return date.			
-Must hold a valid certificate by the last day of school. (Those with expired certificates will become ineligible.)			

Midland ISD Athletics - Game Worker Pay Scales

(updated 3-7-23)

Football	Income	Work Schedule
Varsity Game Administrator- Athletics	\$200.00	Varsity Game
Varsity Announcer	\$200.00	Varsity Game
Varsity Media Director	\$200.00	Varsity Game
Varsity Media Tech	\$150.00	Varsity Game
Varsity Field Manager 1	\$200.00	Varsity Game
Varsity Field Manager 2	\$100.00	Varsity Game
Varsity Field Manager 3	\$100.00	Varsity Game
Varsity Chain Crew Leader	\$100.00	Varsity Game
Varsity Clock	\$85.00	Varsity Game
Varsity Scoreboard	\$85.00	Varsity Game
Varsity Replay Tech	\$85.00	Varsity Game
Varsity Media	\$85.00	Varsity Game
Varsity Game Spotter	\$85.00	Varsity Game
Varsity Video Tech	\$85.00	Varsity Game
Varsity Camera Operator	\$65.00	Varsity Game
Varsity Elevator	\$65.00	Varsity Game
Varsity Parking Gate	\$85.00	Varsity Game
Varsity Ticket Scanner	\$65.00	Varsity Game
Varsity Ticket Assistant	\$65.00	Varsity Game
Varsity Usher	\$65.00	Varsity Game
Varsity Chain Crew	\$65.00	Varsity Game
Varsity Novelty Room	\$65.00	Varsity Game
Varsity Pass Gate	\$65.00	Varsity Game
Varsity Press Box	\$65.00	Varsity Game
Freshman/JV Ticket Seller or Taker	\$25.00	Per Game
Freshman/JV Scoreboard	\$27.50	Per Game
Freshman/JV Announcer	\$25.00	Per Game
JV Field Manager (Astound)	\$80.00	Night
JV Back Gate Attendant	\$45.00	Night
Freshman Field set up/take down (Memorial)	\$20.00	Night
Junior High Ticket Seller or Taker (Saturdays)	\$25.00	Per Game (1 hr before game until 3rd quarter)

Volleyball	Income	Work Schedule
Varsity Clock Operator or Bookkeeper	\$25.00	Per Game
Varsity Libero tracker	\$25.00	Per Game
Varsity Announcer (throughout the game)	\$20.00	Varsity Game
Junior High/Freshman/JV/Varsity Ticket Seller or Taker	\$25.00	Per Game (1 hr before game until 2/3 of last game)
Junior High/Freshman/JV Clock Operator or Bookkeeper	\$20.00	Per Game
Junior High/Freshman/JV Libero tracker	\$20.00	Per Game

Basketball	Income	Work Schedule
Varsity Clock Operator or Bookkeeper	\$25.00	Per Game
Varsity Announcer (throughout the game)	\$20.00	Varsity Game
Junior High/Freshman/JV/Varsity Ticket Seller or Taker	\$25.00	Per Game (1 hr before game until 3rd quarter)
Junior High/Freshman/JV Clock Operator or Bookkeeper	\$20.00	Per Game

Soccer	Income	Work Schedule
JV/Varsity Ticket Seller or Taker	\$40.00	Per Game (1 hr before game until 1/2 of 2nd half.)
Clock Operator	\$50.00	Per Game
Ticket Seller or Taker (Saturdays)	\$55.00	Per Game
Back Gate Attendant	\$45.00	Night

Softball	Income	Work Schedule
JV/Varsity Ticket Seller or Taker	\$40.00	Per Game (1 hr before game until end of 4th inning)
Score/Clock Operator	\$35.00	Per Game
Varsity Announcer (throughout the game)	\$35.00	Per Game

Baseball	Income	Work Schedule
JV/Varsity Ticket Seller or Taker	\$40.00	Per Game (1 hr before game until end of 4th inning)
Score/Clock Operator	\$35.00	Per Game
Varsity Announcer (throughout the game)	\$35.00	Per Game
Back Gate Attendant	\$45.00	Night

Track	Income	Work Schedule
Ticket Seller	\$20.00	Per Hour
Gate Keeper	\$20.00	Per Hour
Press Box Attendant	\$20.00	Per Hour
Varsity Meet Referee	\$225.00	Per Day
Varsity Finish Clerk	\$225.00	Per Day
Varsity Starter/Back-up Starter	\$225.00	Per Day
All Day Meet Worker	\$225.00	Per Day
Partial Day Meet Worker	\$130.00	Per Day
Junior High Starter	\$125.00	Per Day
Junior Clerk	\$125.00	Per Day

* MISD coaches/employees may or may not be paid for working track meets; most are volunteer positions.

<p>MIDLAND INDEPENDENT SCHOOL DISTRICT 2023-2024 Travel Allowance</p>

DAILY	STAFF	2023-2024	10 MONTHS
2 Locations	Itinerant	\$85.00	\$850.00
3 Locations	Itinerant	\$105.00	\$1,050.00
4 Locations	Itinerant	\$120.00	\$1,200.00
5 Locations	Itinerant	\$165.00	\$1,650.00
6 Locations	Itinerant	\$220.00	\$2,200.00
FLAT	11 Month Special Services	\$300.00	
FLAT	Other Professional Staff	\$245.00	
FLAT	Athletic Trainer	\$385.00	
FLAT	Head Football Coach	\$660.00	
FLAT	Athletic Director	\$400.00	

*All Travel is paid over 10 months (September-June)

*All Travel requests must be initiated by the immediate supervisor.



Opportunity Culture

MIDLAND INDEPENDENT SCHOOL DISTRICT
2023-2024 Opportunity Culture

<u>Role</u>	<u>Work Days</u>	<u>Teacher Pay + Stipend</u>
Multi-Classroom Leader I 2-3 Teachers (PR)	187 + 5 Days	\$15,000
Multi-Classroom Leader II 4-5 Teachers (PR)	187 + 5 Days	\$17,000
Multi-Classroom Leader III 6-8 Teachers (PR)	187 + 5 Days	\$20,000
Team Reach Teacher I 50% Reach	187	\$8,000
Team Reach Teacher II 100% Reach	187	\$10,000
Master Team Reach Teacher >50% Reach + Duties	187	\$12,000

<u>Role</u>	<u>Work Days</u>	<u>Salary</u>
Reach Associate I & II (Assists MCL's & TRT's)	187	Instructional PG 4
Teacher Resident (Assists MCL's & TRT's)	187	Instructional PG 4



Tiered Retention Stipend

MISD Years of Service Completed	Retention Stipend
1-5	\$1,000
6-15	\$1,200
16+	\$1,500

Eligibility:

- Employees active and working during the previous school year*. Stipend is contingent upon the MISD employee returning.
- Employees must return and be working through Dec 5th, 2023.

The full retention incentive will be disbursed in December 2023.

*Note: Any late hires must meet 90 days to meet 1 year experience. Employees are credited with 1 year experience with a minimum of 90 days of work within the fiscal year. TRS also provides the same credit.



Midland Independent School District

Perfect Attendance Stipend

	Each Six Weeks	Annual Total
Teachers	\$500	\$3,000
Bus Drivers	\$300	\$1,800
Campus Based Non-Exempt Employees, Assistant Principals, Counselors, Nurses, Librarians, Media Specialists, Auxiliary	\$250	\$1,500
Campus Based Part-Time Employees	Prorated based on employment percentage	Prorated based on employment percentage

The Perfect Attendance Incentive will take effect the first six weeks of the 2023 Fall semester and will run through the end of the 2024 Spring Semester (May 24th, 2024).

Eligibility:

- Applicable for all part time and full time employees. Part time employees must work at least 20 hours per week to qualify.
- Employees active and working during the entire school year.
- School year will be defined as the academic calendar.
- New hires would not be eligible if hired during a six-weeks cycle. They would be eligible starting in the following six-weeks cycle.
- Must not have any unexcused absence. Absences that are excused include:
 - o Assault Leave
 - o Professional Development (Campus and District)
 - o Jury Duty
 - o Co/Extra Curricular
 - o School Business
 - o Court Subpoena
 - o Compensatory Time

All other absence reasons are considered unexcused and will disqualify an employee from receiving the stipend that six weeks in which the absence took place.

This stipend will be disbursed | February 2024 and June 2024