



Midland Independent School District

# 2024-2025 COMPENSATION MANUAL

*Board Approved 5/14/2024*

*Amended 6/25/2024*

*Amended 10/15/2024*

Midland Independent School District Human  
Capital Management  
615 W. Missouri Ave  
Midland, TX 79701  
432-240-1000  
[www.midlandisd.net](http://www.midlandisd.net)

5/7/2024

# TABLE OF CONTENTS

Purpose and Notice . . . . .	1-2
Teacher Incentive Allotment (TIA) . . . . .	3
Teacher Pay Plan . . . . .	4-7
Administrative/Professional Pay Plan. . . . .	8-12
Clerical Pay Plan. . . . .	13-15
Instructional Support Pay Plan . . . . .	16-17
Auxiliary Pay Plan . . . . .	18-21
Child Nutrition Services Pay Plan . . . . .	22-23
Police Department Pay Plan . . . . .	24-25
Technology Services Pay Plan . . . . .	26-27
Substitute Pay Plan . . . . .	28-29
Stipends and Other Supplemental Pay . . . . .	30-41
Game Worker Pay Scales . . . . .	42
Travel . . . . .	43
Opportunity Culture . . . . .	44-45
Tiered Retention Incentive . . . . .	46
Attendance Incentive . . . . .	47

# 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 **2024-2025** 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 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.



Midland Independent School District

# Teacher and Librarian Pay Plan

MIDLAND INDEPENDENT SCHOOL DISTRICT  
2024-2025 Teacher/Librarian Pay Plan

THE ANNUAL SALARY IS BASED ON A 10 MONTH CALENDAR

This schedule is for the 2024-2025 school year only. This schedule cannot be used to project any future salary increases.

Teachers are on a 187 day work calendar for the 2024-2025 school year. Librarians are on a 191 day work calendar for the 2024-2025 school year.

A returning MISD employee in the same or similar position who received a Teacher Compensation Allotment (Career Ladder) supplement in 2023-2024 will receive the same supplement in 2024-2025, 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  
2024-2025 Teacher/Librarian Pay Plan

Years of Experience	Bachelor's Degree Annual	Master's Degree Annual	Master's +30 Degree Annual	Doctorate Degree Annual
0	\$61,200	\$62,500	\$63,000	\$63,800
1	\$61,620	\$62,920	\$63,420	\$64,220
2	\$62,020	\$63,320	\$63,820	\$64,620
3	\$62,420	\$63,720	\$64,220	\$65,020
4	\$62,870	\$64,170	\$64,670	\$65,470
5	\$63,270	\$64,570	\$65,070	\$65,870
6	\$63,750	\$65,050	\$65,550	\$66,350
7	\$64,870	\$66,170	\$66,670	\$67,470
8	\$65,170	\$66,470	\$66,970	\$67,770
9	\$65,470	\$66,770	\$67,270	\$68,070
10	\$65,770	\$67,070	\$67,570	\$68,370
11	\$66,170	\$67,470	\$67,970	\$68,770
12	\$66,570	\$67,870	\$68,370	\$69,170
13	\$67,070	\$68,370	\$68,870	\$69,670
14	\$67,570	\$68,870	\$69,370	\$70,170
15	\$68,070	\$69,370	\$69,870	\$70,670
16	\$68,570	\$69,870	\$70,370	\$71,170
17	\$69,070	\$70,370	\$70,870	\$71,670
18	\$69,570	\$70,870	\$71,370	\$72,170
19	\$70,070	\$71,370	\$71,870	\$72,670
20	\$70,570	\$71,870	\$72,370	\$73,170
21	\$71,070	\$72,370	\$72,870	\$73,670
22	\$71,570	\$72,870	\$73,370	\$74,170
23	\$72,070	\$73,370	\$73,870	\$74,670
24	\$72,570	\$73,870	\$74,370	\$75,170
25	\$73,070	\$74,370	\$74,870	\$75,670
26	\$73,570	\$74,870	\$75,370	\$76,170
27	\$74,070	\$75,370	\$75,870	\$76,670
28	\$74,570	\$75,870	\$76,370	\$77,170
29	\$75,070	\$76,370	\$76,870	\$77,670
30+	\$75,570	\$76,870	\$77,370	\$78,170

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  
2024-2025 Teacher/Librarian Pay Plan

<b>OTHER TEACHER PAY PLAN POSITIONS</b>	<b>NUMBER OF DAYS</b>	<b>PLUS STIPEND</b>
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 Specialist	191	Yes
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. - GEM 2.0 Teacher	187	No
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	187	No
T&L Dept. - Social Worker	187	No
T&L Dept. - Student Activities Coordinator (LHS/MHS)	197	Yes



# Administrative/Professional Pay Plan

MIDLAND INDEPENDENT SCHOOL DISTRICT  
2024-2025 Administrative/Professional Pay Plan

Pay Grade 1	Job Title	Days	Minimum	Midpoint	Maximum	
	Budget Analyst	226	Daily	\$288.46	\$343.40	\$398.34
	Specialist II, Payroll	226	226	\$65,191.96	\$77,608.40	\$90,024.84
	Specialist, Benefits and Risk Management	226				

Pay Grade 2	Job Title	Days	Minimum	Midpoint	Maximum	
	Registered Nurse	187	Daily	\$308.65	\$367.44	\$426.23
	Registered Nurse, BSN	187	187	\$57,717.55	\$68,711.28	\$79,705.01
	Apprentice, Elementary School Counselor	197	197	\$60,804.05	\$72,385.68	\$83,967.31
	Coordinator, ELL Transition	197	198	\$61,112.70	\$72,753.12	\$84,393.54
	Early Childcare Site Supervisor	198	217	\$66,977.05	\$79,734.48	\$92,491.91
	Apprentice, Secondary School Counselor	217	226	\$69,754.90	\$83,041.44	\$96,327.98
	Accountant, Staff	226				
	Coordinator, Family Outreach	226				
	Coordinator, Homeless Project	226				
	Specialist, Communications	226				

Pay Grade 3	Job Title	Days	Minimum	Midpoint	Maximum	
	Behavior Interventionist	197	Daily	\$330.25	\$393.16	\$456.07
	College Connect Advisor	197	197	\$65,059.25	\$77,452.52	\$89,845.79
	Counselor, Elementary	197	217	\$71,664.25	\$85,315.72	\$98,967.19
	Counselor, Licensed Professional	197	226	\$74,636.50	\$88,854.16	\$103,071.82
	Intern, Elementary Administrative	197				
	Specialist, Behavioral	197				
	Collegiate Coach	217				
	Counselor, DEAP	217				
	Counselor, FH	217				
	Counselor, Junior High	217				
	Counselor, YWLA	217				
	Intern, Secondary Administrative	217				
	Specialist, Early Childhood	217				
	Specialist, Freshman Instructional	217				
	Specialist, GT	217				
	Specialist, Talent Development	217				
	Accountant, Special Revenue Staff	226				
	Coordinator, District Community	226				
	District Risk Manager	226				
	Specialist, Parent Engagement	226				
	1882 Partnership Specialist	226				

MIDLAND INDEPENDENT SCHOOL DISTRICT  
2024-2025 Administrative/Professional Pay Plan

Pay Grade 4	Job Title	Days	Minimum	Midpoint	Maximum
	Licensed Speech Pathologist (SLP-CCC)	187	Daily \$350.07	\$416.75	\$483.43
	Crisis Counselor	197	187 \$65,463.09	\$77,932.25	\$90,401.41
	Diagnostician	197	197 \$68,963.79	\$82,099.75	\$95,235.71
	Licensed Specialist in School Psychology	197	207 \$72,464.49	\$86,267.25	\$100,070.01
	Therapist, Occupational	197	217 \$75,965.19	\$90,434.75	\$104,904.31
	Therapist, Physical	197	226 \$79,115.82	\$94,185.50	\$109,255.18
	Lead Diagnostician	207			
	Lead Licensed Speech Pathologist	207			
	Assistant Principal, Elementary	217			
	Supervisor, Special Services	217			
	Coordinator, Child Find	217			
	HR Systems Analyst	226			
	Supervisor, ELL (Elem & Sec)	226			
	1882 Partnership Specialist	226			

Pay Grade 5	Job Title	Days	Minimum	Midpoint	Maximum
	Coordinator, Student Behavioral	197	Daily \$371.08	\$441.76	\$512.44
	Coordinator, Title IX	197	197 \$73,102.76	\$87,026.72	\$100,950.68
	Assistant Principal - JH	217	217 \$80,524.36	\$95,861.92	\$111,199.48
	Assistant Principal - MAP	217	226 \$83,864.08	\$99,837.76	\$115,811.44
	Assistant Principal - YWLA	217			
	Coordinator, ECHS Student Services	217			
	Coordinator, Mental Health	217			
	Counselor, High School	217			
	Elementary Rising Principal	217			
	Assistant Director, Transportation	226			
	Coordinator, Advanced Academics	226			
	Coordinator, Assessment	226			
	Coordinator, Benefits and Risk Mgt.	226			
	Coordinator, Budget	226			
	Coordinator, College & Career Connections	226			
	Coordinator, CTE	226			
	Coordinator, Dropout Prevention & Interv.	226			
	Coordinator, Emergency Management	226			
	Coordinator, Fine Arts	226			
	Coordinator, Human Resources	226			
	Coordinator, K-5/School Improvement	226			
	Coordinator, Recruitment	226			
	Coordinator, RTI/MTSS	226			
	Coordinator, State & Federal Grants	226			
	Coordinator, T&L Instructional	226			
	Coordinator, Truancy Behavior	226			

MIDLAND INDEPENDENT SCHOOL DISTRICT  
2024-2025 Administrative/Professional Pay Plan

Pay Grade 6	Job Title	Days
	Assistant Principal - FH, ECHS, HS	217
	Band Director, High School	217
	Secondary Rising Principal	217
	Director, Early Childhood	226
	Director, Education Foundation	226
	Director, Emergent Bil Parent & Student	226
	Director, Guidance and Counseling	226
	Director, Health Services	226
	Director, Student Services	226
	Director, Transportation	226
	Director, Custodial	250
	Director, Facility Design	250
	Director, Maintenance	250

	Minimum	Midpoint	Maximum
Daily	\$393.35	\$468.27	\$543.19
217	\$85,356.95	\$101,614.59	\$117,872.23
226	\$88,897.10	\$105,829.02	\$122,760.94
250	\$98,337.50	\$117,067.50	\$135,797.50

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	\$416.95	\$496.37	\$575.79
226	\$94,230.70	\$112,179.62	\$130,128.54

Pay Grade 8	Job Title	Days
	Director, Athletics	226
	Director, HR Benefits & Risk Management	226
	Director, Human Resources	226
	Director, Payroll	226
	Director, Performance & Accountability	226
	Director, Procurement	226
	Director, School Leadership	226
	Director, State & Federal Programs	226
	Director, Talent Development	226
	Head Football/Athletic Coordinator	226
	Principal, JH/FH	226
	Principal, MAP DAEP	226

	Minimum	Midpoint	Maximum
Daily	\$441.97	\$526.15	\$610.33
226	\$99,885.22	\$118,909.90	\$137,934.58

MIDLAND INDEPENDENT SCHOOL DISTRICT  
2024-2025 Administrative/Professional Pay Plan

Pay Grade 9	Job Title	Days	Minimum	Midpoint	Maximum	
	Executive Director, Bilingual/ESL Ed.	226	Daily	\$471.14	\$560.88	\$650.62
	Executive Director, CTE	226	226	\$106,477.64	\$126,758.88	\$147,040.12
	Executive Director, Financial Services	226				
	Executive Director, Fine Arts	226				
	Executive Director, Special Services	226				
	Executive Director, Student Services	226				
	Executive Director, Talent Acquisition & Dev.	226				
	Executive Director, Teaching & Learning	226				

Pay Grade 10	Job Title	Days	Minimum	Midpoint	Maximum	
	Principal, Senior High School	226	Daily	\$499.41	\$594.53	\$689.65
			226	\$112,866.66	\$134,363.78	\$155,860.90

Pay Grade 11	Job Title	Days	Minimum	Midpoint	Maximum	
	Chief Communication Officer	226	Daily	\$564.94	\$664.64	\$764.34
	Executive Director, Athletics	226	226	\$127,676.44	\$150,208.64	\$172,740.84
	Executive Director, School Leadership	226				
	Executive Principal	226				

Pay Grade 12	Job Title	Days	Minimum	Midpoint	Maximum	
	Chief Academic Officer	226	Daily	\$671.72	\$790.26	\$908.80
	Chief Facilities and Operations Officer	226	226	\$151,808.72	\$178,598.76	\$205,388.80
	Chief Financial Officer	226				
	Chief of Human Capital Management	226				

Pay Grade 13	Job Title	Days	Minimum	Midpoint	Maximum	
	Deputy Superintendent	226	Daily	\$725.46	\$853.48	\$981.50
	General Counsel	226	226	\$163,953.96	\$192,886.48	\$221,819.00



Midland Independent School District

# Clerical Support Pay Plan

MIDLAND INDEPENDENT SCHOOL DISTRICT  
2024-2025 Clerical Support Pay Plan

Pay Grade 1	Job Title	Days	Minimum	Midpoint	Maximum	
	Clerk, Office (Elem, JH, FH)	184	Hourly \$14.40	\$17.15	\$19.90	
			184	\$21,196.80	\$25,244.80	\$29,292.80

Pay Grade 2	Job Title	Days	Minimum	Midpoint	Maximum	
	PBX Operator	226	Hourly \$15.25	\$18.16	\$21.07	
			226	\$27,572.00	\$32,833.28	\$38,094.56

Pay Grade 3	Job Title	Days	Minimum	Midpoint	Maximum	
	Clerk, Attendance (JH, FH)	187	Hourly \$16.50	\$19.65	\$22.80	
	Student Services Specialist	191	187	\$24,684.00	\$29,396.40	\$34,108.80
	Clerk, Counselor (JH, FH, HS)	217	191	\$25,212.00	\$30,025.20	\$34,838.40
	Clerk, HS Data Entry	217	217	\$28,644.00	\$34,112.40	\$39,580.80
	Clerk, SPS Data Entry	226	226	\$29,832.00	\$35,527.20	\$41,222.40

Pay Grade 4	Job Title	Days	Minimum	Midpoint	Maximum	
	Clerk, High School Attendance	187	Hourly \$17.75	\$21.13	\$24.51	
	HS Bookkeeper	217	187	\$26,554.00	\$31,610.48	\$36,666.96
	HS Registrar	217	217	\$30,814.00	\$36,681.68	\$42,549.36
	Clerk, HR Data Entry	226	226	\$32,092.00	\$38,203.04	\$44,314.08
	Clerk, IMS - Student Data Systems	226				
	Clerk, Police Department Data Entry	226				
	Clerk, Student Records	226				
	HR Receptionist	226				



MIDLAND INDEPENDENT SCHOOL DISTRICT  
2024-2025 Clerical Support Pay Plan

Pay Grade 5	Job Title	Days	Minimum	Midpoint	Maximum
	Clerk, SPED Management System (SEMS)	197	Hourly \$19.15	\$22.80	\$26.45
	Clerk, SPED Resource System (SERS)	197	226 \$30,180.40	\$35,932.80	\$41,685.20
	Clerk, Athletics	226	226 \$34,623.20	\$41,222.40	\$47,821.60
	Clerk, Budget	226			
	Clerk, Payroll	226			
	Secretary, Elementary Principal	226			

Pay Grade 6	Job Title	Days	Minimum	Midpoint	Maximum
	Clerk, Sr. Accounting Accounts Payable	226	Hourly \$20.80	\$24.76	\$28.72
	Clerk, Sr. Accounting Activity Funds	226	226 \$37,606.40	\$44,766.08	\$51,925.76
	Clerk, Sr. Accounting Cashier	226			
	Clerk, Sr. Payroll	226			
	HR Generalist	226			
	Secretary, Director	226			
	Secretary, Principal (JH, FH)	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 \$22.75	\$27.09	\$31.43
	Secretary, Executive Director	226	226 \$41,132.00	\$48,978.72	\$56,825.44
	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
	Exec Asst, Assoc Superintendent	226	Hourly \$25.80	\$30.72	\$35.64
	Exec Asst, CFO, CHO, COO, CTO	226	226 \$46,646.40	\$55,541.76	\$64,437.12
	Exec Asst, CCO/General Counsel	226			

Pay Grade 9	Job Title	Days	Minimum	Midpoint	Maximum
	Exec Asst, Deputy Supt/General Counsel	226	Hourly \$27.35	\$32.56	\$37.77
			226 \$49,448.80	\$58,868.48	\$68,288.16

Pay Grade 10	Job Title	Days	Minimum	Midpoint	Maximum
	Administrative Asst, Supt/ Board Liaison	226	Hourly \$29.00	\$34.52	\$40.04
			226 \$52,432.00	\$62,412.16	\$72,392.32



Midland Independent School District

# Instructional Support Pay Plan

**MIDLAND INDEPENDENT SCHOOL DISTRICT**  
**2024-2025 Instructional Support Pay Plan**

Pay Grade 1	Job Title	Days
	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
	Liaison, Family Support	191
	Childcare Provider I	192
	Liaison, Home/Parent	197

	Minimum	Midpoint	Maximum
Hourly	\$14.40	\$17.35	\$20.30
184	\$21,196.80	\$25,539.20	\$29,881.60
191	\$22,003.20	\$26,510.80	\$31,018.40
192	\$22,118.40	\$26,649.60	\$31,180.80
197	\$22,694.40	\$27,343.60	\$31,992.80

Pay Grade 2	Job Title	Days
	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, Visually Impaired	184
	Apprentice I	187
	Teacher Assistant, SPED Inclusion/Resource	187
	Childcare Provider II	192

	Minimum	Midpoint	Maximum
Hourly	\$15.70	\$18.91	\$22.12
184	\$23,110.40	\$27,835.52	\$32,560.64
187	\$23,487.20	\$28,289.36	\$33,091.52
192	\$24,115.20	\$29,045.76	\$33,976.32

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

	Minimum	Midpoint	Maximum
Hourly	\$20.80	\$25.06	\$29.32
184	\$30,617.60	\$36,888.32	\$43,159.04
187	\$31,116.80	\$37,489.76	\$43,862.72
192	\$31,948.80	\$38,492.16	\$45,035.52

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

	Minimum	Midpoint	Maximum
Hourly	\$22.00	\$26.51	\$31.02
187	\$32,912.00	\$39,658.96	\$46,405.92

Pay Grade 5	Job Title	Days
	Apprentice IV	187

	Minimum	Midpoint	Maximum
Hourly	\$27.00	\$31.50	\$36.00
187	\$40,392.00	\$47,124.00	\$53,856.00

Pay Grade 5-E	Job Title	Days
	Associate Teacher	187

	Minimum	Midpoint	Maximum
Daily	\$216.00	\$252.00	\$288.00
187	\$40,392.00	\$47,124.00	\$53,856.00

Pay Grade I-A	Job Title	Days
	Family Outreach Liaison	

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



# Auxiliary Pay Plan

MIDLAND INDEPENDENT SCHOOL DISTRICT  
2024-2025 Auxiliary Pay Plan

Pay Grade 1	Job Title	Days	Minimum	Midpoint	Maximum
	Bus Monitor	185	Hourly \$14.40	\$17.35	\$20.30
	Bus Monitor (SPED)	185	185 \$21,312.00	\$25,678.00	\$30,044.00
	Custodian	250	250 \$28,800.00	\$34,700.00	\$40,600.00

Pay Grade 2	Job Title	Days	Minimum	Midpoint	Maximum
	Assistant Head Custodian	250	Hourly \$15.30	\$18.43	\$21.56
			250 \$30,600.00	\$36,860.00	\$43,120.00

Pay Grade 3	Job Title	Days	Minimum	Midpoint	Maximum
	Assistant Building Engineer	250	Hourly \$16.75	\$20.18	\$23.61
	Equipment Operator	250	250 \$33,500.00	\$40,360.00	\$47,220.00
	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
	Head Custodian (JH)	250	Hourly \$18.25	\$21.98	\$25.71
			250 \$36,500.00	\$43,960.00	\$51,420.00

Pay Grade 5	Job Title	Days	Minimum	Midpoint	Maximum
	Custodial Trainer-Furniture Installer	250	Hourly \$19.95	\$24.04	\$28.13
	Head Custodian (MAP, CHS, YWLA)	250	250 \$39,900.00	\$48,080.00	\$56,260.00
	Material Handler II	250			
	Painter	250			
	Worker, Environmental Services	250			

MIDLAND INDEPENDENT SCHOOL DISTRICT  
2024-2025 Auxiliary Pay Plan

Pay Grade 6	Job Title	Days	Minimum	Midpoint	Maximum
	Carpenter	250	Hourly \$22.00	\$26.51	\$31.02
	Head Building Engineer	250	250 \$44,000.00	\$53,020.00	\$62,040.00
	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
	Contract Administrator Bid Manager	226	Hourly \$24.45	\$29.45	\$34.45
	HVAC Mechanic	250	226 \$44,205.60	\$53,245.60	\$62,285.60
	Journeyman Electrician	250	250 \$48,900.00	\$58,900.00	\$68,900.00
	Plumber	250			

Pay Grade 8	Job Title	Days	Minimum	Midpoint	Maximum
	Coordinator, Transp. Data & Route (SPED)	226	Hourly \$27.25	\$32.83	\$38.41
	Transportation Dispatcher	226	226 \$49,268.00	\$59,356.64	\$69,445.28
	Coordinator, Extra Curricular Activities	250	250 \$54,500.00	\$65,660.00	\$76,820.00
	Coordinator, Transportation Safety	250			
	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			

MIDLAND INDEPENDENT SCHOOL DISTRICT  
2024-2025 Auxiliary Pay Plan

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

	Minimum	Midpoint	Maximum
Hourly	\$30.65	\$36.93	\$43.21
226	\$55,415.20	\$66,769.44	\$78,123.68
250	\$61,300.00	\$73,860.00	\$86,420.00

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

	Minimum	Midpoint	Maximum
Hourly	\$40.50	\$48.79	\$57.08
226	\$73,224.00	\$88,212.32	\$103,200.64

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

	Minimum	Midpoint	Maximum
Hourly	\$25.25	\$28.46	\$31.67
185	\$37,370.00	\$42,120.80	\$46,871.60
250	\$50,500.00	\$56,920.00	\$63,340.00



Midland Independent School District

# Child Nutrition Services Pay Plan



MIDLAND INDEPENDENT SCHOOL DISTRICT  
2024-2025 Child Nutrition Services Pay Plan

Pay Grade	Job Title	Days	Minimum	Midpoint	Maximum			
Pay Grade 1	Food Service Worker I	181, 183	Hourly	\$14.40	\$17.35	\$20.30		
			181	\$20,851.20	\$25,122.80	\$29,394.40		
			183	\$21,081.60	\$25,400.40	\$29,719.20		
Pay Grade 2	Food Service Worker II	181, 183	Hourly	\$15.30	\$18.43	\$21.56		
			181	\$22,154.40	\$26,686.64	\$31,218.88		
			183	\$22,399.20	\$26,981.52	\$31,563.84		
Pay Grade 3	Driver, CNS Warehouse	226	Hourly	\$19.70	\$23.74	\$27.78		
			183	\$28,840.80	\$34,755.36	\$40,669.92		
				226	\$35,617.60	\$42,921.92	\$50,226.24	
					Manager I, CNS (ES, YWLA)	183		
226	Manager II, CNS (JH, FH, HS)	183						
	Pay Grade 4	Accounts Payable, CNS	226	Hourly	\$20.80	\$25.07	\$29.34	
226				\$37,606.40	\$45,326.56	\$53,046.72		
226				Inventory Secretary, CNS	226			
				Foreman, CNS Warehouse	226			
				Secretary, Director of CNS	226			
				Specialist, PEIMS CNS	226			
Pay Grade 5	Equipment Technician, CNS	226	Hourly	\$30.65	\$36.93	\$43.21		
			226	\$55,415.20	\$66,769.44	\$78,123.68		
			Supervisor, CNS	226				
Pay Grade 6	Dietitian	226	Daily	\$288.45	\$343.39	\$398.33		
			226	\$65,189.70	\$77,606.14	\$90,022.58		
			226	Supervisor, Finance CNS	226			
226	Assistant Director, CNS	226						
	Pay Grade 7	Supervisor, Finance CNS	226	Daily	\$330.25	\$393.16	\$456.07	
226				\$74,636.50	\$88,854.16	\$103,071.82		
226				Assistant Director, CNS	226			
	226	Director, CNS	226					
Pay Grade 8		Assistant Director, CNS	226	Daily	\$371.09	\$441.77	\$512.45	
	226			\$83,866.34	\$99,840.02	\$115,813.70		
	226			Director, CNS	226			
Pay Grade 9		Director, CNS	226	Daily	\$453.56	\$539.83	\$626.20	
	226			\$102,504.56	\$122,001.58	\$141,521.20		
	226			\$102,504.56	\$122,001.58	\$141,521.20		



# Police Department Pay Plan

MIDLAND INDEPENDENT SCHOOL DISTRICT  
2024-2025 Police Department Pay Plan

Pay Grade 1	Job Title	Days	Minimum	Midpoint	Maximum
	Campus Security Officer	226	Hourly \$15.15	\$18.04	\$20.93
			226	\$27,391.20	\$37,841.44

Pay Grade 2	Job Title	Days	Minimum	Midpoint	Maximum
	Campus Support Monitor	184	Hourly \$17.50	\$20.84	\$24.18
	Access Control Worker	226	184	\$25,760.00	\$35,592.96
			226	\$31,640.00	\$43,717.44

Pay Grade 3	Job Title	Days	Minimum	Midpoint	Maximum
	Police Evidence Technician	226	Hourly \$20.75	\$24.70	\$28.65
	Police Telecommunicator	226	226	\$37,516.00	\$51,799.20

Pay Grade 4	Job Title	Days	Minimum	Midpoint	Maximum
	Vacant		Hourly \$25.75	\$30.66	\$35.57
			226	\$46,556.00	\$64,310.56

Pay Grade 5	Job Title	Days	Minimum	Midpoint	Maximum
	Police Officer	197	Hourly \$33.00	\$39.29	\$45.58
	Police Officer	207	197	\$52,008.00	\$71,834.08
	Police Officer	217	207	\$54,648.00	\$75,480.48
	Police Officer	226	217	\$57,288.00	\$79,126.88
	Security & Surveillance Sys. Lead Tech	226	226	\$59,664.00	\$82,408.64

Pay Grade 6	Job Title	Days	Minimum	Midpoint	Maximum
	Police Sergeant/Investigator	226	Hourly \$37.50	\$44.64	\$51.78
			226	\$67,800.00	\$93,618.24

Pay Grade 7	Job Title	Days	Minimum	Midpoint	Maximum
	Police Lieutenant	226	Daily \$338.98	\$403.55	\$468.12
			226	\$76,609.48	\$105,795.12

Pay Grade 8	Job Title	Days	Minimum	Midpoint	Maximum
	Chief of Police	226	Daily \$488.13	\$581.11	\$674.09
			226	\$110,317.38	\$152,344.34

Pay Grade PD-A	Job Title	Days	Flat Annual Rate: \$54,000		
	School Safety Officer	187			



# Technology Services Pay Plan

MIDLAND INDEPENDENT SCHOOL DISTRICT  
2024-2025 Technology Services Pay Plan

Pay Grade 1	Job Title	Days	Minimum	Midpoint	Maximum
	Help Desk Technician	226	Hourly \$22.25	\$26.49	\$30.73
	Network Technician I	226	226 \$40,228.00	\$47,893.92	\$55,559.84
	Technician, Computer	226			
	Technology Purchasing Specialist	226			

Pay Grade 2	Job Title	Days	Minimum	Midpoint	Maximum
	Network Technician II	226	Hourly \$25.50	\$30.36	\$35.22
			226 \$46,104.00	\$54,890.88	\$63,677.76

Pay Grade 3	Job Title	Days	Minimum	Midpoint	Maximum
	Administrator, Network	226	Daily \$297.05	\$353.63	\$410.21
	Administrator, Server/Infrastructure	226	226 \$67,133.30	\$79,920.38	\$92,707.46
	Mobile Device Specialist	226			
	Technology Project Manager	226			

Pay Grade 4	Job Title	Days	Minimum	Midpoint	Maximum
	Network Administrator Specialist	226	Daily \$320.81	\$381.92	\$443.03
			226 \$72,503.06	\$86,313.92	\$100,124.78

Pay Grade 5	Job Title	Days	Minimum	Midpoint	Maximum
	Analyst, Student Information Systems	226	Daily \$346.47	\$412.47	\$478.47
	Coordinator, Instructional Technology	226	226 \$78,302.22	\$93,218.22	\$108,134.22
	Coordinator, PEIMS	226			

Pay Grade 6	Job Title	Days	Minimum	Midpoint	Maximum
	Coordinator, Technology Support	226	Daily \$377.66	\$449.59	\$521.52
	Cybersecurity Officer	226	226 \$85,351.16	\$101,607.34	\$117,863.52
	Database Admin./Programmer	226			
	Senior Network Administrator	226			
	Student Information Systems Programmer	226			

Pay Grade 7	Job Title	Days	Minimum	Midpoint	Maximum
	Director, Information Technology	226	Daily \$441.86	\$526.02	\$610.18
	Director, Student Information Systems	226	226 \$99,860.36	\$118,880.52	\$137,900.68
	Director, Technology Integration	226			

Pay Grade 8	Job Title	Days	Minimum	Midpoint	Maximum
	Chief Technology Officer	226	Daily \$564.94	\$664.64	\$764.34
			226 \$127,676.44	\$150,208.64	\$172,740.84



# Substitute Pay Plan

MIDLAND INDEPENDENT SCHOOL DISTRICT  
2024-2025 Substitute Pay Plan

<b>*Full Day Substitute Teacher</b>	<b>Non-Cert Daily</b>	<b>Texas Cert Daily</b>
Regular	\$150	\$228

*\*Teacher 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.*

<b>Full Day Nurse Substitute</b>	<b>Daily</b>
Regular	\$180

<b>Full Day Clerical/Technical/Teacher Assistant Substitute</b>	<b>Daily</b>
Regular	\$115
Retired: Full Day Clerical/Technical/Teacher Assistant	\$125

<b>**Long-Term Teacher Substitute Pay:</b>	<b>Daily</b>
Long Term: Non-Degreed is \$200.00 per day starting on day 11.	\$200
Long Term: Degreed is \$250.00 per day starting on day 11.	\$250
Long Term: (Degreed & Certified) is \$327.27 per day starting on day 11.	\$327.27
Long Term: Retired (Degreed & Certified): is \$347.56 per day starting on day 11.	\$347.56
<i>In accordance with TRS guidelines, retired Teachers cannot sub more than 20 days in a vacancy.</i>	

Long-Term Teacher Substitute pay begins on day 11 of the same professional Long-Term Teacher Substitute assignment and remains in effect as long as the Substitute has continuous employment in that assignment, with no break.

- Should a break in service occur, the pay reverts back to the standard substitute pay until the substitute works another 10 consecutive days in the same assignment as the Long-Term Substitute Teacher.
- Long-Term Teacher assignments require advance approval by Human Resources.



# Stipends and Other Supplemental Pay



## 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  
2024-2025 Stipends and Other Supplemental Pay

**ATHLETIC STIPENDS**

GROUP 1 ( <i>HS Head Coaches, Group 1 Assistant Coaches</i> )	<u>Annual Rate</u>
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 ( <i>Head Track, Head Cross Country, Head Powerlifting, HS Asst.</i> )	<u>Annual Rate</u>
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 ( <i>Dual Sports, Trainers, Equipment Managers, Laundry</i> )	<u>Annual Rate</u>
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 ( <i>Freshman</i> )	<u>Annual Rate</u>
Coordinator\2 Sports (2)	\$8,500
Assistant Coach\2 Sports (8)	\$7,500
Freshman Assistant Tennis	\$5,000

GROUP 5 ( <i>Junior High</i> )	<u>Annual Rate</u>
Coordinator\3 Sports (2)	\$7,250
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 ( <i>Swim/Dive</i> )	<u>Annual Rate</u>
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  
2024-2025 Stipends and Other Supplemental Pay

**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 &amp; 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  
2024-2025 Stipends and Other Supplemental Pay

**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	\$2,500
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  
2024-2025 Stipends and Other Supplemental Pay

SPECIAL SERVICES STIPENDS	
Special Education	Annual Rate
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 - Intern	\$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/Homebound	\$2,000
Teacher - Special Services Lead (Secondary)	\$2,500
Teacher - Deaf Hard of Hearing	\$4,000
Teacher - Visually Impaired	\$4,000
Teacher - Vocational Adjustment Coordinator (VAC)	\$2,500
Transition Coordinator	\$5,000
Adapted PE Coach	\$2,500

MIDLAND INDEPENDENT SCHOOL DISTRICT  
2024-2025 Stipends and Other Supplemental Pay

OTHER MISCELLANEOUS STIPENDS	
Other Miscellaneous Supplements	Annual Rate
Destination Imagination Sponsor (excluding 1882 partnership schools)	\$300
**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
In-District Charter Services	\$7,500
Lead Librarian - Elementary and Secondary	\$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  
2024-2025 Stipends and Other Supplemental Pay

**EXTRA DUTY, ENHANCEMENT, AND OTHER SUPPLEMENTAL PAY**

**Academic UIL - Stipends per campus - High School and Freshman Campus**

Area of Responsibility	Supplemental Duties Performed	Pay Basis	Limit/Qualifications
Teaching & Learning	Academic UIL Coordinator	\$1,500	
Teaching & Learning	Assistant UIL Coordinator	\$500	
Teaching & Learning	UIL Coach	\$500	Up to 8

**Academic UIL - Stipends per campus - Junior High School (A + Events)**

Area of Responsibility	Supplemental Duties Performed	Pay Basis	Limit/Qualifications
Teaching & Learning	Academic A+ Coordinator	\$1,000	
Teaching & Learning	UIL Coach	\$500	

**Academic UIL - Stipends per campus - Elementary School (A + Events)**

Area of Responsibility	Supplemental Duties Performed	Pay Basis	Limit/Qualifications
Teaching & Learning	A+ Coordinator	\$1,000	
Teaching & Learning	UIL Coach	\$500	

**Special Olympics Unified Sports**

Area of Responsibility	Supplemental Duties Performed	Pay Basis	Limit/Qualifications
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

**Fine Arts**

Area of Responsibility	Supplemental Duties Performed	Pay Basis	Limit/Qualifications
Fine Arts	Bowie Fine Arts After School Program	\$4,000	
Fine Arts	Career and Technical Student Organizations (CTSO) Sponsor	\$2,100	
Fine Arts	Fine Arts Camps	\$100 per day	
Fine Arts	Midland Youth Chorus Director	\$1,000	
Fine Arts	Sixth Grade Strings Supervisor	\$4,000	
Fine Arts	VASE-MS	\$1,000	
Fine Arts	VASE-HS	\$1,500	

MIDLAND INDEPENDENT SCHOOL DISTRICT  
2024-2025 Stipends and Other Supplemental Pay

**EXTRA DUTY, ENHANCEMENT, AND OTHER SUPPLEMENTAL PAY**

**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	\$25 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**

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	
Talent Acquisition & Dev.	Training - Participant	\$100 Per Day	Off-Contract
Talent Acquisition & Dev.	Training - Presenter	\$300 Per Day	Off-Contract
Talent Acquisition & Dev.	Mentor Teacher	\$1,000	Paid 1/2 in the Fall & 1/2 in the Spring
Talent Acquisition & Dev.	Principal Mentor for Fellows	\$1,500	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 - Recognized	\$3,000 - \$9,000	
Teaching & Learning	Teacher Incentive Allotment - Exemplary	\$6,000 - \$18,000	
Teaching & Learning	Teacher Incentive Allotment - Master	\$12,000 - \$32,000	
Teaching & Learning	Supervisor Teacher Stipend	\$8,000	Paid 1/2 in the Fall & 1/2 in the Spring
Teaching & Learning	Principal Incentive Allotment-Recognized	\$10,000 - \$32,000	
Teaching & Learning	Principal Incentive Allotment-Exemplary	\$12,500 - \$34,500	
Teaching & Learning	Principal Incentive Allotment-Master	\$15,000 - \$37,000	
Teaching & Learning	School Action	up to \$15,000	



MIDLAND INDEPENDENT SCHOOL DISTRICT  
2024-2025 Stipends and Other Supplemental Pay

<b>EXTRA DUTY, ENHANCEMENT, AND OTHER SUPPLEMENTAL PAY</b>			
<b>Educational Aide Certification</b>			
<u>Area of Responsibility</u>	<u>Supplemental Duties Performed</u>	<u>Pay Basis</u>	<u>Limit/Qualifications</u>
Human Capital Management	Level II (Criteria)* *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.	1%	One-time Payment in June
Human Capital Management	Level III (Criteria)** **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.	2%	One-time Payment in June
<p><b><i>The following district criteria must be met in order to qualify for the Educational Aide Certification Incentive</i></b></p> <ul style="list-style-type: none"> <li>-The Educational Aide certification must be a requirement on their job description.</li> <li>-Employee must be in the position at least 90 days and employed until the last day of their work calendar.</li> <li>-Incentive is held for employees on FMLA/TDL/Worker's comp, etc until return date.</li> <li>-Must hold a valid certificate by the last day of school. (Those with expired certificates will become ineligible.)</li> </ul>			

<b>Enhancement</b>			
<u>Area of Responsibility</u>	<u>Supplemental Duties Performed</u>	<u>Pay Basis</u>	<u>Limit/Qualifications</u>
	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: <i>A Teacher may serve for only "ONE" period per day</i>	\$30	
	Conference Period (High School Unfilled Sub)		
	- Rate: <i>A Teacher may serve for only "ONE" period per day</i>	\$30	

MIDLAND INDEPENDENT SCHOOL DISTRICT  
2024-2025 Stipends and Other Supplemental Pay

EXTRA DUTY, ENHANCEMENT, AND OTHER SUPPLEMENTAL PAY			
Summer Programs			
Area of Responsibility	Supplemental Duties Performed	Pay Basis	Limit/Qualifications
Auxiliary	Temporary Summer Help	District Hourly Minimum	
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 Associate Teachers (including Bilingual)	Current Daily Rate	
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	Assessment staff (SLIPs 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	
Special Services	Extended School Year (ESY) Diagnostician & SLP's	\$55 Hourly	Hourly Rate for ARDS
Special Services	Extended School Year (ESY) I/SSP	\$55 Hourly	Hourly Rate for ARDS
Special Services	Extended School Year (ESY) Teacher	\$50 Hourly	
Teaching & Learning	Extended School Year Paraprofessional	\$25 Per Hour	
Teaching & Learning	Extended School Year Teacher	\$50 Per Hour	
Teaching & Learning	Bilingual Summer Learning Principal	\$9,100	One-time
Teaching & Learning	Summer Learning - Teacher	\$40 Per Hour	
Teaching & Learning	Summer Learning Clerks/TA's (Only for 10 month Clerks/TA's)	Current Hourly Rate	
Teaching & Learning	Summer Learning Counselor	\$50 Hourly	
Teaching & Learning	Summer Learning Nurse	\$50 Hourly	
Teaching & Learning	Summer Learning Principal (9th-12th)	\$6,900	One-time
Teaching & Learning	Summer Learning Principal (K-8th)	\$8,500	One-time
Teaching & Learning	Summer Learning Device Distribution/Collection	\$40 Per Hour or Current Hourly Rate	
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	TA's Before/After School	\$25 Per Hour	

MIDLAND INDEPENDENT SCHOOL DISTRICT  
2024-2025 Stipends and Other Supplemental Pay

EXTRA DUTY, ENHANCEMENT, AND OTHER SUPPLEMENTAL PAY		
Texas Commission on Law Enforcement (TCOLE) Supplemental Pay		
Area of Responsibility	Supplemental Duties Performed	Limit/Qualifications
Police Department	Intermediate	\$1,800
Police Department	Advance	\$2,000
Police Department	Master	\$2,500

Other		
Area of Responsibility	Supplemental Duties Performed	Limit/Qualifications
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	Varies
Cabinet	Transitional Support Supplement	Varies
Counseling	Dual Credit Counselor Stipend	\$350
Custodial	Night Shift Custodians receive an additional \$1 per hour	\$1 Additional
Federal Programs	Title 1 Stipends	Not to Exceed \$5000 Annually
Federal Programs	ESSER Professional Development	\$100 Per Day
Federal Programs	*Program Leads	\$1,000 Per Semester
Federal Programs	*Instructional Coach (Activities after the contract day)	\$1,900 Per Semester
Federal Programs	*Teacher Receiving Coaching (Activities after the contract day)	\$1,600 Per Semester
Human Capital Management	Designated District Service Provider (DDSP)	Teacher Hourly Rate
Human Capital Management	ROTC Teachers (Minimum Instructor Pay - MIP)	Varies
Human Capital Management	Perfect Attendance	Varies
Teaching & Learning	Campus Tutors	\$25 Hourly
Teaching & Learning	Saturday School, Tutorials	\$30 Hourly
Teaching & Learning	Permian Basin Workforce Development Board - Retention Bonus	\$600-\$2000
Transportation	Bus Driver Safety Incentive (No vehicular accidents)	\$1,000 Annual
	Capturing Kids Hearts	\$100 Per Day
	Carl Ripken FDN	\$500
	Student Workers	\$10 Hourly
		Issued by the Military
		See Page 46
		*All Federally Funded
		*All Federally Funded
		*All Federally Funded
		One-time Payment
		One-time Payment

# Midland ISD Athletics - Game Worker Pay Scales

(updated 4/23/2024)

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

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
Junior High Track Worker	\$65.00	Per Meet
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 High School Meet Worker	\$225.00	Per Day
Partial Day High School 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.

MIDLAND INDEPENDENT SCHOOL DISTRICT  
2024-2025 Travel Allowance

DAILY	STAFF	2024-2025	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
Travel Daily	Other Professional Staff	\$245.00	
Travel Daily	11 Month Special Services	\$300.00	

*\*Travel rates are based on traveling 5 days each week. If travel is less than 5 days per week, the travel amount is then prorated.*

FLAT	Athletic Trainer	\$385.00
FLAT	Athletic Director	\$400.00
FLAT	Head Football Coach	\$660.00

*\*(FLAT rates are paid per month)*

\*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  
2024-2025 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
Team Reach Teacher I 50% Reach	187 + 5 Days	\$8,000
Team Reach Teacher II 100% Reach	187 + 5 Days	\$10,000
Master Team Reach Teacher >50% Reach + Duties	187 + 5 Days	\$12,000

*IMPORTANT: The 5 additional days are covered by the annual rate stipend.*

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



### Tiered Retention Incentive

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, 2024.

The full retention incentive will be disbursed in December 2024.





Midland Independent School District

### Attendance Incentive

	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, Associate Teachers	\$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 2024 Fall semester and will run through the end of the 2025 Spring Semester.

**Eligibility:**

Applicable for all part time and full time employees. Part time employees must work at least 20 hours per week to qualify.

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:

- Assault Leave
- Professional Development (Campus and District)
- Jury Duty
- Co/Extra Curricular
- School Business
- Court Subpoena

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.