



2025-2026 COMPENSATION MANUAL

Board Approved 6/10/25

Board Approved 7/29/25

Board Approved 8/26/25

Midland Independent School District
Human Capital Management
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Purpose

This manual is a guide for administering salaries and wages for personnel of the Midland Independent School District and serves as a new hire salary schedule.

This compensation plan is for the **2025-2026** 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. This compensation is primarily used to determine pay rates and ranges for newly hired employees.



Teacher Pay Plan

MIDLAND INDEPENDENT SCHOOL DISTRICT
2025-2026 Teacher Pay Plan

Years of Experience	New Hire Salary
0	\$61,500
1	\$62,400
2	\$62,820
3	\$64,520
4	\$64,920
5	\$67,870
6	\$68,270
7	\$68,750
8	\$69,870
9	\$70,170
10	\$70,470
11	\$70,770
12	\$71,170
13	\$71,570
14	\$72,070
15	\$72,570
16	\$73,070
17	\$73,570
18	\$74,070
19	\$74,570
20	\$75,070
21	\$75,570
22	\$76,070
23	\$76,570
24	\$77,070
25	\$77,570
26	\$78,070
27	\$78,570
28	\$79,070
29	\$79,570
30+	\$80,070

THE ANNUAL SALARY IS BASED ON A 10 MONTH CALENDAR

This schedule is for the 2025-2026 school year only. This schedule cannot be used to project any future salary increases. Teachers are on a 187 day work calendar for the 2025-2026 school year. New Hire Teachers are capped at step 30. (See Stipends for Master's Degree Pay.)



Administrative/Professional Pay Plan

MIDLAND INDEPENDENT SCHOOL DISTRICT
2025-2026 Administrative/Professional Pay Plan

Pay Grade 1	Job Title	Days
	Specialist, Benefits and Risk Management	217
	Specialist, Compensation	217
	Specialist, Payroll II	226

	Minimum	Midpoint	Maximum
Daily	\$288.46	\$343.40	\$398.34
217	\$62,595.82	\$74,517.80	\$86,439.78
226	\$65,191.96	\$77,608.40	\$90,024.84

Pay Grade 2	Job Title	Days
	ARD Facilitator	187
	Coordinator, CCMR	187
	Coordinator, SPED Student Transition	187
	Interventionist	187
	Librarian/Library Media Specialist	187
	Principal Fellow	187
	Registered Nurse	187
	Registered Nurse, BSN	187
	Specialist, Campus Instructional	187
	Specialist, Leadership	187/217
	Speech Language Pathologist (Assistant/Intern)	187
	Speech Language Pathology (Bilingual: Assistant/Intern)	187
	Coordinator, At Risk (Coleman HS)	191
	Specialist, Bilingual/ESL	191
	Apprentice, Elementary School Counselor	192
	Program Specialist, Special Services	192
	Coordinator, Dual Language	197
	Coordinator, ELL Transition	197
	Coordinator, LPAC Compliance	197
	Licensed Specialist in School Psychology- LSSP (Intern)	197
	Literacy Strategist	197
	Math Strategist	197
	Early Childcare Site Supervisor	198
	Apprentice, Secondary School Counselor	217
	Coordinator, District Community (Ed. Foundation)	217
	Coordinator, Homeless Project	217
	Accountant, Staff	226
	Specialist, Communications	226

	Minimum	Midpoint	Maximum
Daily	\$308.65	\$367.44	\$426.23
187	\$57,717.55	\$68,711.28	\$79,705.01
191	\$58,952.15	\$70,181.04	\$81,409.93
192	\$59,260.80	\$70,548.48	\$81,836.16
197	\$60,804.05	\$72,385.68	\$83,967.31
198	\$61,112.70	\$72,753.12	\$84,393.54
217	\$66,977.05	\$79,734.48	\$92,491.91
226	\$69,754.90	\$83,041.44	\$96,327.98

MIDLAND INDEPENDENT SCHOOL DISTRICT
2025-2026 Administrative/Professional Pay Plan

Pay Grade 3	Job Title	Days
	SPED Behavior Interventionist	187
	Counselor, Elementary	192
	Counselor, Licensed Professional	192
	Counselor, DAEP	192
	Intern, Elementary Administrative	197
	Specialist, Early Childhood	207
	Collegiate Coach	217
	Counselor, Freshman HS	217
	Counselor, Junior High	217
	Counselor, YWLA	217
	Intern, Secondary Administrative	217
	Specialist, Freshman Instructional	217
	Specialist, GT (Carver Only)	217
	Specialist, Talent Development	217
	Specialist, Title I	226
	Specialist, Textbook	226

	Minimum	Midpoint	Maximum
Daily	\$330.25	\$393.16	\$456.07
187	\$61,756.75	\$73,520.92	\$85,285.09
192	\$63,408.00	\$75,486.72	\$87,565.44
197	\$65,059.25	\$77,452.52	\$89,845.79
207	\$68,361.75	\$81,384.12	\$94,406.49
217	\$71,664.25	\$85,315.72	\$98,967.19
226	\$74,636.50	\$88,854.16	\$103,071.82

Pay Grade 4	Job Title	Days
	Licensed Speech Pathologist (SLP-CCC)	187
	Licensed Speech Pathologist (Bilingual)	187
	Therapist, Occupational	187
	Therapist, Physical	187
	Bilingual Diagnostician	197
	Diagnostician	197
	Licensed Specialist in School Psychology	197
	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

	Minimum	Midpoint	Maximum
Daily	\$350.07	\$416.75	\$483.43
187	\$65,463.09	\$77,932.25	\$90,401.41
197	\$68,963.79	\$82,099.75	\$95,235.71
207	\$72,464.49	\$86,267.25	\$100,070.01
217	\$75,965.19	\$90,434.75	\$104,904.31
226	\$79,115.82	\$94,185.50	\$109,255.18

MIDLAND INDEPENDENT SCHOOL DISTRICT
2025-2026 Administrative/Professional Pay Plan

Pay Grade 5	Job Title	Days
	Coordinator, Title IX	197
	Counselor, Career Endorsement	217
	Assistant Principal - JH	217
	Assistant Principal - MAP	217
	Assistant Principal - YWLA	217
	Coordinator, Guidance and Counseling	217
	Counselor, High School	217
	Coordinator, Advanced Academics	217
	Coordinator, Benefits	217
	Coordinator, College & Career Connections (MC Funded)	217
	Coordinator, CTE	217
	Coordinator, Fine Arts	217
	Coordinator, Human Resources	217
	Coordinator, K-5/School Improvement	217
	Coordinator, Leadership	217
	Coordinator, Recruitment	217
	Coordinator, RTI/MTSS	217
	Coordinator, T&L Instructional	217
	Coordinator, Performance & Data Mgmt.	217
	Assistant Director, Transportation	226
	Coordinator, Position Management	226
	Coordinator, State & Federal Grants	226

	Minimum	Midpoint	Maximum
Daily	\$371.08	\$441.76	\$512.44
197	\$73,102.76	\$87,026.72	\$100,950.68
217	\$80,524.36	\$95,861.92	\$111,199.48
226	\$83,864.08	\$99,837.76	\$115,811.44

Pay Grade 6	Job Title	Days
	Assistant Principal - FH, HS	217
	Band Director, High School	217
	Director, Early Childhood	217
	Director, Guidance and Counseling	217
	Director, Health Services	217
	Director, Education Foundation	226
	Director, Strategic Compensation	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

MIDLAND INDEPENDENT SCHOOL DISTRICT
2025-2026 Administrative/Professional Pay Plan

Pay Grade 7	Job Title	Days
	Associate Principal, High School	226
	Controller	226
	Principal, Coleman	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	217
	Director, Benefits & Risk Management	226
	Director, Human Resources	226
	Director, Payroll	226
	Director, Performance & Accountability	226
	Director, Procurement	226
	Director, State & Federal Programs	226
	Director, Talent Development	226
	Head Football/Athletic Coordinator	226
	Principal, JH/FH	226
	Principal, MAP	226

	Minimum	Midpoint	Maximum
Daily	\$441.97	\$526.15	\$610.33
217	\$95,907.49	\$114,174.55	\$132,441.61
226	\$99,885.22	\$118,909.90	\$137,934.58

Pay Grade 9	Job Title	Days
	Executive Director, Bilingual/ESL Ed.	226
	Executive Director, CTE	226
	Executive Director, Financial Services	226
	Executive Director, Fine Arts	226
	Executive Director, School Improvement	226
	Executive Director, Special Services	226
	Executive Director, Student Services	226
	Executive Director, Teaching & Learning	226

	Minimum	Midpoint	Maximum
Daily	\$471.14	\$560.88	\$650.62
226	\$106,477.64	\$126,758.88	\$147,040.12

Pay Grade 10	Job Title	Days
	Principal, Senior High School	226

	Minimum	Midpoint	Maximum
Daily	\$499.41	\$594.53	\$689.65
226	\$112,866.66	\$134,363.78	\$155,860.90

Pay Grade 11	Job Title	Days
	Chief Communication Officer	226
	Executive Director, Athletics	226
	Executive Director, School Leadership	226

	Minimum	Midpoint	Maximum
Daily	\$564.94	\$664.64	\$764.34
226	\$127,676.44	\$150,208.64	\$172,740.84

MIDLAND INDEPENDENT SCHOOL DISTRICT
2025-2026 Administrative/Professional Pay Plan

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
			226	\$163,953.96	\$192,886.48	\$221,819.00



Clerical Support Pay Plan

MIDLAND INDEPENDENT SCHOOL DISTRICT
2025-2026 Clerical Pay Plan

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

	Minimum	Midpoint	Maximum
Hourly	\$14.40	\$17.15	\$19.90
184	\$21,196.80	\$25,244.80	\$29,292.80

Pay Grade 2	Job Title	Days
	PBX Operator (Campus)	217
	PBX Operator (District)	226

	Minimum	Midpoint	Maximum
Hourly	\$15.25	\$18.16	\$21.07
217	\$26,474.00	\$31,525.76	\$36,577.52
226	\$27,572.00	\$32,833.28	\$38,094.56

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

	Minimum	Midpoint	Maximum
Daily	\$330.25	\$393.16	\$456.07
187	\$24,684.00	\$29,396.40	\$34,108.80
191	\$25,212.00	\$30,025.20	\$34,838.40
217	\$28,644.00	\$34,112.40	\$39,580.80

Pay Grade 4	Job Title	Days
	Clerk, High School Attendance	187
	Clerk, HR Data Entry	217
	Clerk, Police Department Data Entry	217
	Clerk, Student Records	217
	Clerk, Student Services	217
	HS Bookkeeper	217
	HS Registrar	217
	Specialist, PEIMS	217

	Minimum	Midpoint	Maximum
Hourly	\$17.75	\$21.13	\$24.51
187	\$26,554.00	\$31,610.48	\$36,666.96
217	\$30,814.00	\$36,681.68	\$42,549.36

Pay Grade 5	Job Title	Days
	Clerk, SPED Management System (SEMS)	192
	Clerk, Athletics	217
	Secretary, Elementary Principal	217
	Clerk, Payroll	226
	Liaison, Student Services	226

	Minimum	Midpoint	Maximum
Hourly	\$19.15	\$22.80	\$26.45
192	\$29,414.40	\$35,020.80	\$40,627.20
217	\$33,244.40	\$39,580.80	\$45,917.20
226	\$34,623.20	\$41,222.40	\$47,821.60

MIDLAND INDEPENDENT SCHOOL DISTRICT
2025-2026 Clerical Pay Plan

Pay Grade 6	Job Title	Days		Minimum	Midpoint	Maximum
	HR Generalist	217	Hourly	\$20.80	\$24.76	\$28.72
	Secretary, Principal (JH, FH)	217	217	\$36,108.80	\$42,983.36	\$49,857.92
	Specialist, Student Information Systems	217	226	\$37,606.40	\$44,766.08	\$51,925.76
	Clerk, Sr. Accounting Accounts Payable	226				
	Clerk, Sr. Accounting Activity Funds	226				
	Clerk, Sr. Payroll	226				
	Secretary, Director	226				
	Specialist, District Volunteer	226				
	Specialist, Warehouse	226				

Pay Grade 7	Job Title	Days		Minimum	Midpoint	Maximum
	Secretary, Principal (HS)	217	Hourly	\$22.75	\$27.09	\$31.43
	Specialist, Certification	217	217	\$39,494.00	\$47,028.24	\$54,562.48
	Specialist, PEIMS/Special Programs (SPED)	217	226	\$41,132.00	\$48,978.72	\$56,825.44
	Exec Asst, Chief of Police	226				
	Exec Asst, Chief of Technology & Chief of Communications	226				
	Secretary, Executive Director	226				
	Specialist I, Payroll	226				

Pay Grade 8	Job Title	Days		Minimum	Midpoint	Maximum
	Exec Asst, Chief Academic Officer	226	Hourly	\$25.80	\$30.72	\$35.64
	Exec Asst, Chief of Human Capital Management	226	226	\$46,646.40	\$55,541.76	\$64,437.12
	Exec Asst, Executive Directors of School Leadership/School Improvement	226				
	Specialist, Public Information Request	226				

Pay Grade 9	Job Title	Days		Minimum	Midpoint	Maximum
	Exec Asst, Chief Operations Officer & Chief Financial Officer	226	Hourly	\$27.35	\$32.56	\$37.77
	Exec Asst, Deputy Supt	226	226	\$49,448.80	\$58,868.48	\$68,288.16

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



Instructional Support Pay Plan

MIDLAND INDEPENDENT SCHOOL DISTRICT
2025-2026 Instructional Support Pay Plan

Pay Grade 1	Job Title	Days		Minimum	Midpoint	Maximum
	Library Assistant	181	Hourly	\$14.40	\$17.35	\$20.30
	Teacher Assistant, A+ Lab	181	181	\$20,851.20	\$25,122.80	\$29,394.40
	Teacher Assistant, Bilingual	181	192	\$22,118.40	\$26,649.60	\$31,180.80
	Teacher Assistant, Computer Lab	181				
	Teacher Assistant, DAEP	181				
	Teacher Assistant, ESL	181				
	Teacher Assistant, General	181				
	Teacher Assistant, Interventionist	181				
	Teacher Assistant, ISS	181				
	Teacher Assistant, Math Lab	181				
	Teacher Assistant, PE	181				
	Teacher Assistant, Pre-K	181				
	Teacher Assistant, Pre-K Bilingual	181				
	Teacher Assistant, Visually Impaired	181				
	Childcare Provider I	192				

Pay Grade 2	Job Title	Days		Minimum	Midpoint	Maximum
	Teacher Assistant, Literacy Liaison	181	Hourly	\$15.70	\$18.91	\$22.12
	Teacher Assistant, SPED Autism Support	181	181	\$22,733.60	\$27,381.68	\$32,029.76
	Teacher Assistant, Visually Impaired	181	184	\$23,110.40	\$27,835.52	\$32,560.64
	Teacher Assistant, SPED Inclusion/Resource	184	187	\$23,487.20	\$28,289.36	\$33,091.52
	Apprentice I	187	192	\$24,115.20	\$29,045.76	\$33,976.32
	Childcare Provider II	192				

Pay Grade 3	Job Title	Days		Minimum	Midpoint	Maximum
	Teacher Assistant ECSE	184	Hourly	\$20.80	\$25.06	\$29.32
	Teacher Assistant, GT (Carver)	184	184	\$30,617.60	\$36,888.32	\$43,159.04
	Teacher Assistant, Newcomer	184	187	\$31,116.80	\$37,489.76	\$43,862.72
	Teacher Assistant, SPED BAC	184	192	\$31,948.80	\$38,492.16	\$45,035.52
	Teacher Assistant, SPED Life Skills, Encore, Project Search	184				
	Apprentice II	187				
	Teacher Assistant, VAC	187				
	Teacher Assistant, SPED LEAP	192				

MIDLAND INDEPENDENT SCHOOL DISTRICT
2025-2026 Instructional Support Pay Plan

Pay Grade 4	Job Title	Days		Minimum	Midpoint	Maximum
	Apprentice III	187	Hourly	\$22.00	\$26.51	\$31.02
	Reach Associate	187	187	\$32,912.00	\$39,658.96	\$46,405.92
	Teacher Resident	187				

Pay Grade 5	Job Title	Days		Minimum	Midpoint	Maximum
	Apprentice IV	187	Daily	\$216.00	\$252.00	\$288.00
	Associate Teacher	187	187	\$40,392.00	\$47,124.00	\$53,856.00

Pay Grade 1A	Job Title	Days	Flat Hourly Rate: \$25.00 (Part-time)			
	Parent Liaison (Title I Funded Only)	187				



Auxiliary Pay Plan

MIDLAND INDEPENDENT SCHOOL DISTRICT
2025-2026 Auxiliary Pay Plan

Pay Grade 1	Job Title	Days		Minimum	Midpoint	Maximum
	Bus Monitor	172	Hourly	\$14.40	\$17.35	\$20.30
	Bus Monitor (SPED)	172	236	\$19,814.40	\$23,873.60	\$27,932.80
	Custodian	236	236	\$27,187.20	\$32,756.80	\$38,326.40

Pay Grade 2	Job Title	Days		Minimum	Midpoint	Maximum
	Assistant Head Custodian	236	Hourly	\$15.30	\$18.43	\$21.56
			236	\$28,886.40	\$34,795.84	\$40,705.28

Pay Grade 3	Job Title	Days		Minimum	Midpoint	Maximum
	Material Handler I	226	Hourly	\$16.75	\$20.18	\$23.61
	Head Custodian (Elem/Central Office)	236	226	\$30,284.00	\$36,485.44	\$42,686.88
	Head Custodian (MAP, CHS, YWLA)	236	236	\$31,624.00	\$38,099.84	\$44,575.68
	Assistant Building Engineer	250	250	\$33,500.00	\$40,360.00	\$47,220.00
	Grounds Caretaker	250				
	Grounds Crew	250				
	Irrigation Installer	250				
	Preventative Maintenance Worker	250				

Pay Grade 4	Job Title	Days		Minimum	Midpoint	Maximum
	Head Custodian (JH/FR)	236	Hourly	\$18.25	\$21.98	\$25.71
			236	\$34,456.00	\$41,498.24	\$48,540.48

Pay Grade 5	Job Title	Days		Minimum	Midpoint	Maximum
	Print Shop Assistant	226	Hourly	\$19.95	\$24.04	\$28.13
	Material Handler II	226	226	\$36,069.60	\$43,464.32	\$50,859.04
	Painter	250	250	\$39,900.00	\$48,080.00	\$56,260.00
	Worker, Environmental Services	250				

Pay Grade 6	Job Title	Days		Minimum	Midpoint	Maximum
	Mechanic I, Transportation	226	Hourly	\$22.00	\$26.51	\$31.02
	Print Shop Lead	226	226	\$39,776.00	\$47,930.08	\$56,084.16
	Shipping/Receiving Clerk	226	250	\$44,000.00	\$53,020.00	\$62,040.00
	Carpenter	250				
	Head Building Engineer (HS Maintenance)	250				
	Locksmith	250				
	Roofer/Carpenter	250				

MIDLAND INDEPENDENT SCHOOL DISTRICT
2025-2026 Auxiliary Pay Plan

Pay Grade 7	Job Title	Days
	Contract Administrator / Bid Manager	226
	HVAC Mechanic	250
	Journeyman Electrician	250
	Plumber	250

	Minimum	Midpoint	Maximum
Hourly	\$24.45	\$29.45	\$34.45
226	\$44,205.60	\$53,245.60	\$62,285.60
250	\$48,900.00	\$58,900.00	\$68,900.00

Pay Grade 8	Job Title	Days
	Coordinator, Extra Curricular Activities	226
	Coordinator, Transp. Data & Route (SPED)	226
	Coordinator, Transportation Safety	226
	Transportation Dispatcher	226
	Mechanic II, Transportation	226
	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, Preventative Maintenance	250
	Foreman, Plumbing	250
	Technician, EMS	250
	Technician, Fire Alarm Systems	250
	Technician, GIS/CAD	250

	Minimum	Midpoint	Maximum
Hourly	\$27.25	\$32.83	\$38.41
226	\$49,268.00	\$59,356.64	\$69,445.28
250	\$54,500.00	\$65,660.00	\$76,820.00

Pay Grade 9	Job Title	Days
	Supervisor, Supply Management	226
	Supervisor, Transportation	226
	Supervisor, Transportation Mechanic	226
	Supervisor, Transportation (SPED)	226
	Building Manager/HS Head Custodian	236
	Supervisor, Custodial Zone	236

	Minimum	Midpoint	Maximum
Hourly	\$30.65	\$36.93	\$43.21
226	\$55,415.20	\$66,769.44	\$78,123.68
236	\$57,867.20	\$69,723.84	\$81,580.48

MIDLAND INDEPENDENT SCHOOL DISTRICT
2025-2026 Auxiliary Pay Plan

Pay Grade 10	Job Title	Days
	Fleet Manager	217
	Procurement Supervisor	226

	Minimum	Midpoint	Maximum
Hourly	\$40.50	\$48.79	\$57.08
217	\$70,308.00	\$84,699.44	\$99,090.88
226	\$73,224.00	\$88,212.32	\$103,200.64

Pay Grade BD	Job Title	Days
	Bus Driver	172

	Minimum	Midpoint	Maximum
Hourly	\$25.25	\$28.46	\$31.67
172	\$34,744.00	\$39,160.96	\$43,577.92



Child Nutrition Services Pay Plan

MIDLAND INDEPENDENT SCHOOL DISTRICT
2025-2026 Child Nutrition Services Pay Plan

Pay Grade	Job Title	Days		Minimum	Midpoint	Maximum
Pay Grade 1	Food Service Worker I	172	Hourly	\$14.40	\$17.35	\$20.30
			172	\$19,814.40	\$23,873.60	\$27,932.80
Pay Grade 2	Food Service Worker II	172	Hourly	\$15.30	\$18.43	\$21.56
			172	\$21,052.80	\$25,359.68	\$29,666.56
	Manager Trainee	174	174	\$21,297.60	\$25,654.56	\$30,011.52
Pay Grade 3	Manager I, CNS ES	174	Hourly	\$19.70	\$23.74	\$27.78
			174	\$27,422.40	\$33,046.08	\$38,669.76
	Manager I, CNS YWLA	174	174	\$34,199.20	\$41,213.64	\$48,226.08
Driver, CNS Warehouse	217					
Pay Grade 4	Manager II, CNS FHS	174	Hourly	\$20.80	\$25.07	\$29.34
			174	\$28,953.60	\$34,897.44	\$40,841.28
	Manager II, CNS HS	174	174	\$36,108.80	\$43,521.52	\$50,934.24
	Manager II, CNS JH	174	174	\$37,606.40	\$45,326.56	\$53,046.72
	Foreman, CNS Warehouse	217	226			
Accounts Payable & Inv. Secretary, CNS	226					
Specialist, PEIMS CNS	226					
Secretary, Director of CNS	226					
Pay Grade 5	Supervisor, CNS	217	Hourly	\$30.65	\$36.93	\$43.21
			217	\$53,208.40	\$64,110.48	\$75,012.56
	Kitchen Equipment Technician, CNS	226	226	\$55,415.20	\$66,769.44	\$78,123.68
Supervisor, CNS Summer Feeding	226					
Pay Grade 6	Dietitian	226	Daily	\$288.45	\$343.39	\$398.33
			226	\$65,189.70	\$77,606.14	\$90,022.58
Pay Grade 7	Supervisor, Finance CNS	226	Daily	\$371.09	\$441.77	\$512.45
			226	\$74,636.50	\$88,854.16	\$103,071.82

MIDLAND INDEPENDENT SCHOOL DISTRICT
2025-2026 Child Nutrition Services Pay Plan

Pay Grade 8	Job Title	Days	Minimum	Midpoint	Maximum
	Vacant		Daily \$371.09	\$441.77	\$512.45
		226	\$83,866.34	\$99,840.02	\$115,813.70

Pay Grade 9	Job Title	Days	Minimum	Midpoint	Maximum
	Director, CNS	226	Daily \$453.56	\$555.71	\$657.85
			\$102,504.56	\$125,590.46	\$148,674.10



Police Department Pay Plan

MIDLAND INDEPENDENT SCHOOL DISTRICT
2025-2026 Police Department Pay Plan

Pay Grade 1	Job Title	Days		Minimum	Midpoint	Maximum
	Vacant		Hourly	\$15.15	\$18.04	\$20.93
			226	\$27,391.20	\$32,616.32	\$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	\$30,676.48	\$35,592.96
			226	\$31,640.00	\$37,678.72	\$43,717.44

Pay Grade 3	Job Title	Days		Minimum	Midpoint	Maximum
	Police Evidence Technician	217	Hourly	\$20.75	\$24.70	\$28.65
	Police Telecommunicator	217	217	\$36,022.00	\$42,879.20	\$49,736.40

Pay Grade 4	Job Title	Days		Minimum	Midpoint	Maximum
	Vacant		Hourly	\$25.75	\$30.66	\$35.57
			226	\$46,556.00	\$55,433.28	\$64,310.56

Pay Grade 5	Job Title	Days		Minimum	Midpoint	Maximum
	Police Officer	217	Hourly	\$33.00	\$39.29	\$45.58
	Security & Surveillance Sys. Lead Tech	226	217	\$57,288.00	\$68,207.44	\$79,126.88
			226	\$59,664.00	\$71,036.32	\$82,408.64

Pay Grade 6	Job Title	Days		Minimum	Midpoint	Maximum
	Police Sergeant	217	Hourly	\$37.50	\$44.64	\$51.78
			217	\$65,100.00	\$77,495.04	\$89,890.08

Pay Grade 7	Job Title	Days		Minimum	Midpoint	Maximum
	Police Lieutenant	226	Daily	\$338.98	\$403.55	\$468.12
			226	\$76,609.48	\$91,202.30	\$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	\$131,330.86	\$152,344.34



Technology Services Pay Plan

MIDLAND INDEPENDENT SCHOOL DISTRICT
2025-2026 Technology Services Pay Plan

Pay Grade 1	Job Title	Days		Minimum	Midpoint	Maximum
	Specialist, Information Technology	217	Hourly	\$22.25	\$26.49	\$30.73
	Technician, Help Desk	217	217	\$38,626.00	\$45,986.64	\$53,347.28
	Technician, Network I	217				
	Technician, Computer	217				

Pay Grade 2	Job Title	Days		Minimum	Midpoint	Maximum
	Technician, Network II	217	Hourly	\$25.50	\$30.36	\$35.22
			217	\$44,268.00	\$52,704.96	\$61,141.92

Pay Grade 3	Job Title	Days		Minimum	Midpoint	Maximum
	Administrator, Network	217	Daily	\$297.05	\$353.63	\$410.21
	Administrator, Server/Infrastructure	217	217	\$64,459.85	\$76,737.71	\$89,015.57
	Manager, Network Technician	217				

Pay Grade 4	Job Title	Days		Minimum	Midpoint	Maximum
	Network Administrator Specialist	217	Daily	\$320.81	\$381.92	\$443.03
			217	\$69,615.77	\$82,876.64	\$96,137.51

Pay Grade 5	Job Title	Days		Minimum	Midpoint	Maximum
	Analyst, Student Information Systems	217	Daily	\$346.47	\$412.47	\$478.47
	Coordinator, Instructional Technology	217	217	\$75,183.99	\$89,505.99	\$103,827.99
	Coordinator, PEIMS	217				

Pay Grade 6	Job Title	Days		Minimum	Midpoint	Maximum
	Coordinator, Technology Support	217	Daily	\$377.66	\$449.59	\$521.52
	Programmer, Student Information Systems	217	217	\$81,952.22	\$97,561.03	\$113,169.84
	Senior Network Administrator	217				

Pay Grade 7	Job Title	Days		Minimum	Midpoint	Maximum
	Director, Information Technology	217	Daily	\$441.86	\$526.02	\$610.18
	Director, Student Information Systems	217	217	\$95,883.62	\$114,146.34	\$132,409.06
	Director, Technology Integration	217				

MIDLAND INDEPENDENT SCHOOL DISTRICT
2025-2026 Technology Services Pay Plan

Pay Grade 8	Job Title	Days
	Chief Technology Officer	226

	Minimum	Midpoint	Maximum
Daily	\$564.94	\$664.64	\$764.34
226	\$127,676.44	\$150,208.64	\$172,740.84



Substitute Pay Plan

MIDLAND INDEPENDENT SCHOOL DISTRICT
2025-2026 Substitute Pay Plan

Teacher

Substitute Teacher (Full Day)
Substitute Teacher (Half Day)

Non-Cert Daily	Texas Cert Daily
\$135	\$175
\$67.50	\$87.50

*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. Not paid in long-term sub placements.

Nurse

Substitute Nurse (Full Day)
Substitute Nurse (Half Day)

Daily
\$160
\$80

Clerical/Support/Teacher Assistant (Campus Positions Only)

Substitute Campus Clerical/Campus Support/Campus Teacher Assistant (Full Day)
Substitute Campus Clerical/Campus Support/Campus Teacher Assistant (Half Day)

Daily
\$115
\$57.50

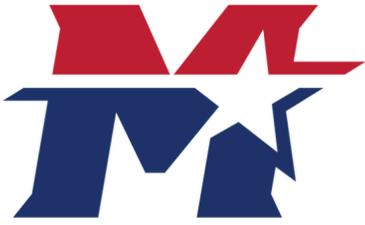
****Long-Term Teacher Substitute Pay:**

Long Term (For Teaching Assignments Only)

Daily
\$200

**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.

- Long Term Subs Placements are for extended leave (FMLA, Worker's Comp, Assault Leave, etc.)
- 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.
 - Exception: Only 1 Excused doctor's note is allowed per long term placement which must be submitted to the HR Generalist to prevent pay from reverting.
- In accordance with TRS guidelines, retired Teachers cannot sub more than 20 days in a vacancy.
- Requires Human Capital Approval



Teacher and Principal Incentive Allotment

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, but the gross amount will be further reduced for the district's cost associated with the payout. This includes but is not limited to the districts required TRS contributions, medicare taxes, unemployment and workers' compensation. The remaining 10 percent will be withheld by the district for program implementation and operational costs. All TIA pay is subject to taxes and benefits.

TEACHER INCENTIVE ALLOTMENT

Teacher Incentive Allotment			
Area of Responsibility	Duties Performed	Pay Basis	Limit/Qualifications
Teaching & Learning	Teacher Incentive Allotment - Recognized	\$3,000 - \$9,000	Must Meet Qualifications
Teaching & Learning	Teacher Incentive Allotment - Exemplary	\$6,000 - \$18,000	Must Meet Qualifications
Teaching & Learning	Teacher Incentive Allotment - Master	\$12,000 - \$32,000	Must Meet Qualifications

Principal Incentive Allotment (PIA)

The Principal Incentive Allotment (PIA) is a performance-based incentive designed to recognize and reward principals for their impact on student success. This allotment is not guaranteed and is earned on a yearly basis based on established criteria. The availability and amount of the allotment are dependent on funding and are subject to change each year. Eligibility requirements may be adjusted annually in alignment with district and state guidelines. PIA will be based on the fall October PEIMS Snapshot related to the economically disadvantaged numbers for each campus. Gross amount is subject to withholdings which include district and fringe benefits. This includes but is not limited to the districts required TRS contributions, medicare taxes, unemployment and workers' compensation.

PRINCIPAL INCENTIVE ALLOTMENT

Principal Incentive Allotment			
Area of Responsibility	Duties Performed	Pay Basis	Limit/Qualifications
School Leadership	Principal Incentive Allotment-Recognized	\$5,000-\$10,000	Must Meet Qualifications
School Leadership	Principal Incentive Allotment-Exemplary	\$7,500-\$12,500	Must Meet Qualifications
School Leadership	Principal Incentive Allotment-Master	\$10,000-\$15,000	Must Meet Qualifications
School Leadership	Admissions Based Campuses	\$2,500	Must Meet Qualifications

2025-2026 PIA Pay is determined by the 2024-2025 MISD PIA Guidebook.



Stipends and Other Supplemental Pay

MIDLAND INDEPENDENT SCHOOL DISTRICT
2025-2026 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 will be prorated if the supplemental duty is not completed or if the supplemental duty is terminated for any reason or based on workload, master schedule, or days.

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. To qualify, a stipend acknowledgement form must be completed and executed by HR and employee. The stipend will be paid based on qualification and approval.

MIDLAND INDEPENDENT SCHOOL DISTRICT
2025-2026 Stipends and Other Supplemental Pay

ATHLETIC STIPENDS

GROUP 1 (HS Head Coaches, Assistant Coaches)

	Annual Rate
Head Basketball	\$11,000
Head Soccer	\$11,000
Head Softball\Facility Manager	\$11,000
Head Baseball\Facility Manager	\$11,000
Head Volleyball	\$11,000
Assistant Head Football Coach\2 Sports	\$15,000
Offensive Football Coordinator\2 Sports	\$15,000
Defensive Football Coordinator\2 Sports	\$15,000
First Football Assistant \2 Sports	\$15,000
Girls Coordinator	\$5,000

GROUP 2 (Head Track, Head Cross Country, Head Powerlifting, HS Asst.)

	Annual Rate
Head Cross Country	\$6,000
Head Track	\$7,500
Head Powerlifting	\$4,000
HS Assistant / 2 Sports	\$11,000

GROUP 3 (Dual Sports, Trainers, Equipment Managers)

	Annual Rate
Head Golf	\$8,000
Assistant Golf	\$5,000
Head Tennis	\$8,000
Assistant Tennis	\$5,000
Head Athletic Trainer + Trainer Travel (217 work calendar)	\$11,000
Assistant Athletic Trainers + Trainer Travel (217 work calendar)	\$9,000

GROUP 4 (Freshman)

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

ATHLETIC STIPENDS

GROUP 5 (Junior High)

	Annual Rate
Coordinator\3 Sports	\$7,250
Assistant\3 Sports	\$6,000
Cross Country	\$1,500
Swim/ Dive For all Jr Highs	\$1,500
Tennis	\$3,000
Soccer (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

STUDENT ACTIVITIES STIPENDS

Academic Sponsors

High School Decathlon - Assistant
High School Decathlon

Annual Rate

\$1,000
\$3,500

Cheerleader

7th Grade Cheer
8th Grade Cheer
Freshman High Cheer w\o class
High School JV Cheer w\class
High School Cheer

Annual Rate

\$3,500
\$3,500
\$3,500
\$4,500
\$7,000

Class Sponsors

Early College
9th - 10th
11th - 12th Grade

Annual Rate

\$300
\$600
\$1,150

Dance Teacher

High School Assistant
High School

Annual Rate

\$1,500
\$2,000

Debate

High School

Annual Rate

\$3,000

Model Organization of American States (MOAS)

MHS & LHS

Annual Rate

\$1,500

STUDENT ACTIVITIES STIPENDS

Sponsor (French/National/Spanish Honor Society)

Junior High
Early College
High School

Annual Rate

\$600

\$600

\$1,000

Robotics

High School

Annual Rate

\$2,100

Student Council

Junior High
Freshman High
Early College
High School

Annual Rate

\$1,300

\$1,300

\$300

\$3,000

Yearbook

Junior High
Freshman High
Early College
High School

Annual Rate

\$1,300

\$1,300

\$700

\$3,000

FINE ARTS STIPENDS

Band	Days	Annual Rate
Junior High Assistant	187	\$5,000
Junior High Director	187	\$7,000
Freshman High Director	187	\$8,000
High School Assistant	187	\$8,000
High School Director	217	\$10,000

Choir	Days	Annual Rate
Junior High	187	\$3,000
Freshman High	187	\$5,000
High School Assistant	187	\$5,000
High School	187	\$8,000

Orchestra/Strings	Days	Annual Rate
Junior High	187	\$3,000
Freshman High/High School Assistant	187	\$5,000
High School	187	\$8,000

Theater Arts	Days	Annual Rate
Junior High	187	\$3,000
Freshman High - Assistant	187	\$5,000
High School	187	\$8,000

Performance Dance	Days	Annual Rate
High School Assistant	187	\$4,000
High School	187	\$6,000

Drill Team	Days	Annual Rate
High School	187	\$2,800

SPECIAL SERVICES STIPENDS

Special Education	Days	Annual Rate
Certified Orientation & Mobility Specialist (COMS)	187	\$2,100
Supervision of Speech Language Pathologist-Assistants, CFY's, & Licensed Specialist School Psychology Intern	187/197	\$1,200
Teacher - Autism Support (Parker, Bush, San Jacinto)	187	\$2,500
Teacher - Behavior Adjustment Class/Interventionist (BAC) (9th-12th Grade)	187	\$10,000
Teacher - Behavior Adjustment Class (BAC) (Kinder - 8th Grade)	187	\$10,000
Teacher - Encore	187	\$10,000
Teacher - Learning for Everyone at Preschool (LEAP) (Minimum of 7 SPED Students)	192	\$10,000
Teacher - Life Skills, Early Childhood Special Education Teachers	187	\$10,000
Teacher - Resource/Inclusion/Homebound	187	\$2,000
Teacher - Deaf Hard of Hearing	187	\$4,000
Teacher - Visually Impaired	187	\$4,000
Teacher - Vocational Adjustment Coordinator (VAC), Project Search	187	\$2,500
Adapted PE Coach	187	\$2,500

ENGLISH LEARNERS STIPENDS

Bilingual Teachers/Others	Days	Annual Rate
Bilingual Classroom - Teacher (PK-4) Hold Bil Cert & Certified teacher of content English as a Second Language (ESL)/English Language Arts (ELA) Teacher (PK-6) (serving at least 10 students in each instructional class period)		\$5,000
English as a Second Language (ESL)/ English Language Arts (ELA)-Teacher (7th-12th)(serving at least 10 students in each instructional class period)		\$3,000
Newcomer English as a Second Language (ESL)Teacher (9-12th Grade)		\$2,000
		\$5,000

OTHER MISCELLANEOUS STIPENDS

Other Miscellaneous Supplements	Days	Annual Rate
**Destination Imagination Coach (YWLA/Carver ONLY)		\$2,000
**Destination Imagination Lead Coach (YWLA/Carver ONLY)		\$3,000
*Department Chair - Freshman		\$3,500
*Department Chair - High School		\$4,500
*Department Chair - Junior High		\$3,500
Career and Technical Student Organizations (CTSO) Sponsor		\$2,100
Law and Public Service Academy Coordinator	197	\$9,000
Health Science Academy Coordinator	217	\$9,000
Oil & Gas Academy Coordinator	217	\$9,000
Vocational CTE Teacher	207	No Stipend Only Days
Disciplinary Alternative Education Program (DAEP) Stipend - Elementary		\$5,000
Disciplinary Alternative Education Program (DAEP) Stipend - MAP		\$5,000
ELL/SPED-Counselor (LHS/MHS)		\$2,500
Lead Librarian - Elementary and Secondary		\$2,000
7th-12th Grade Math Teacher (certified and teaching)		\$2,000
7th-12th Grade Science Teacher (certified and teaching)		\$2,000
Assistant Vocational Agriculture	217	\$1,500
Lead Vocational Agriculture	217	\$4,500
Classroom Teachers Only: Master's Degree in unrelated field		\$1,000
Classroom Teachers Only: Master's Degree in related field (Ex: Math Degree/Math Teacher)		\$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.

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	2
Teaching & Learning	Assistant UIL Coordinator	\$500	2
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	4
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			
Area of Responsibility	Supplemental Duties Performed	Pay Basis	Limit/Qualifications
Fine Arts	Fine Arts Camp	\$25 per hour	
Fine Arts	Midland Youth Chorus Director	\$1,000	
Fine Arts	VASE-MS	\$1,000	
Fine Arts	VASE-HS	\$1,500	

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 SKILLS Conditioning Coach	\$25 Hourly	

Curriculum and Professional Development			
Area of Responsibility	Duties Performed	Pay Basis	Limit/Qualifications
Gifted and Talented	Gifted and Talented (GT) Test Administrator	\$50 Hourly	
Talent Development	Required Training - Participant	\$100 Per Day	Off-Contract
Talent Development	Required Training - Presenter	\$300 Per Day	Off-Contract
Talent Development	Mentor Teacher	\$1,000	Paid 1/2 in the Fall & 1/2 in the Spring
Talent Development	Principal Mentor for Fellows	\$1,000	Paid 1/2 in the Fall & 1/2 in the Spring
Talent Development	Supervisor Teacher Stipend	\$8,000	Paid 1/2 in the Fall & 1/2 in the Spring

Curriculum and Professional Development			
Area of Responsibility	Duties Performed	Pay Basis	Limit/Qualifications
Teaching & Learning	School Action	Up to \$15,000	Requires approval from Chief Academic Officer
Teaching & Learning	Grant: School Action Fund	Up to \$15,000	Requires approval from Chief Academic Officer

EXTRA DUTY, ENHANCEMENT, AND OTHER SUPPLEMENTAL PAY

Educational Aide Certification			
Area of Responsibility	Supplemental Duties Performed	Flat Rate	Limit/Qualifications
Human Capital Management	Level II (Criteria)*	\$250.00	One-time Payment in June
	*Teacher Assistant/Library Assistant who hold a valid Educational Aide II Certificate, required for the current position		
Human Capital Management	Level III (Criteria)**	\$500.00	One-time Payment in June
	**Teacher Assistant/Library Assistant who hold a valid Educational Aide III Certificate, required for the current position		

The following district criteria must be met in order to qualify for the Educational Aide Certification Incentive

- The Educational Aide certification must be a requirement on their job description.
- Employees 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 FMLA/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.)

Conference Period Enhancement			
Area of Responsibility	Supplemental Duties Performed	Teacher Hourly Rate	Limit/Qualifications
Human Capital Management	Elementary Unfilled Sub	\$30	Half Day (1 Teacher)
		\$60	Whole Day (1-2 Teachers)
		\$150	Max Per Day (3+ Teachers)
	Junior High Unfilled Sub	\$30	Rate: A Teacher may serve for only "ONE" period per day
	High School Unfilled Sub	\$30	

Texas Commission on Law Enforcement (TCOLE) Supplemental Pay			
Area of Responsibility	Supplemental Duties Performed	Pay Basis	Limit/Qualifications
Police Department	Intermediate	\$1,800	
Police Department	Advance	\$2,000	
Police Department	Master	\$2,500	

EXTRA DUTY, ENHANCEMENT, AND OTHER SUPPLEMENTAL PAY

Other			
Area of Responsibility	Supplemental Duties Performed	Pay Basis	Limit/Qualifications
Bilingual/ESL	Bilingual/ESL PreK testing Professional Development (PD)	\$40 Per Hour	
Bilingual/ESL	ESL Certification Training	\$40 Per Hour	Presenter Only
Special Services	Assessment staff (LSSPs, SLPs and Diagnosticians)	\$50 Per Hour Limit 5 Hours	Must be approved by Chief Academic Officer
Cabinet	Acting/Interim Administrator	Varies	
Custodial	Night Shift Custodians	+\$1 Per Hour	
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	Saturday School, Tutorials	\$30 Hourly	
Transportation	Bus Driver Safety Incentive (No vehicular accidents)	\$1,000 Annual	
Varies	Student Workers	\$10 Hourly	

Title I Stipends			
Area of Responsibility	Supplemental Duties Performed	Pay Basis	Limit/Qualifications
Campus	Instructional Lead	\$1,900 per semester	Requires EDL Approval
Campus	Instructional Support Teacher	\$1,000 per semester	Requires EDL Approval
Campus	Lead Counselor	\$1,000 per semester	Requires EDL Approval
Campus	EB Lead Teacher	\$1,000 per semester	Requires EDL Approval
Campus	TLAC Lead Teacher	\$500 per semester	Requires EDL Approval
Campus	Instructional Rounds Lead	\$500 per semester	Requires EDL Approval
Campus	PLC Lead	\$1,000 per semester	Requires EDL Approval
Campus	Technology Lead	\$1,750 per semester	Requires EDL Approval
Campus	Behavior Support	\$1,000 per semester	Requires EDL Approval



Athletics Game Worker Pay Scales

ATHLETICS GAME WORKER PAY SCALES

Football	Income	Work Schedule
Varsity Media Director	\$200.00	Varsity Game
Varsity Game - Athletics Specialist	\$200.00	Varsity Game
Varsity Field Operator 1	\$200.00	Varsity Game
Varsity Announcer	\$200.00	Varsity Game
Varsity Media Tech	\$150.00	Varsity Game
Varsity Field Specialist 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	Varsity Game
JV Field Operator (Astound)	\$80.00	Night
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

ATHLETICS GAME WORKER PAY SCALES

Volleyball	Income	Work Schedule
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

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
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

ATHLETICS GAME WORKER PAY SCALES

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.

GRADUATION WORKER PAY SCALES

High School Graduation Workers (LHS/MHS)	Income	Work Schedule
Media Director	\$250.00	Per Graduation
Field Specialist	\$200.00	Per Graduation
Sound Tech	\$100.00	Per Graduation
Video Board Tech	\$100.00	Per Graduation
Camera #1 - #3	\$100.00	Per Graduation
Staff Manager	\$80.00	Per Graduation
Parking Pass Gate (North Zone)	\$75.00	Per Graduation
Ticket Taker Gate #1 - #4	\$65.00	Per Graduation
Northeast/Southwest Bridge	\$65.00	Per Graduation
Monitor No-Berm Seating Area	\$65.00	Per Graduation
Elevator	\$65.00	Per Graduation
Runner/SUB	\$65.00	Per Graduation
SUB	\$65.00	Per Graduation



Travel Pay Plan

MIDLAND INDEPENDENT SCHOOL DISTRICT
2025-2026 Travel Pay Plan

DAILY	STAFF	2025-2026	Qualifications
Mileage Tracker	Approved Staff	GSA Rate per Mile	Must submit approved documentation for compensation. Eligible employees must be approved for mileage by Cabinet.

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

*FLAT rates are paid per month

Athletics			
Area of Responsibility	Duties Performed	Pay Basis	Limit/Qualifications
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	Teacher/Coach CDL Driver Incentive	\$1000 Annual	Must be Available as Scheduled (ADD MAY)



Opportunity Culture

MIDLAND INDEPENDENT SCHOOL DISTRICT
2025-2026 Opportunity Culture

Opportunity Culture

Role	Work Days	Stipend
Partial Release Multi-Classroom Leader I (2-3 Teachers)	187 + 5 Days	\$15,000
Partial Release Multi-Classroom Leader II (4-5 Teachers)	187 + 5 Days	\$17,000
Master Team Reach Teacher (50% Additional Reach and 1 Teacher)	187 + 5 Days	\$12,000
Team Reach Teacher I (50% Additional Reach)	187 + 5 Days	\$8,000
Team Reach Teacher II (100% Additional Reach)	187 + 5 Days	\$10,000

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

Role	Work Days	Salary
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

MIDLAND INDEPENDENT SCHOOL DISTRICT
 2025-2026 Tiered Retention Incentive
 (Contingent On External Funding)

Tiered Retention Incentive	
MISD Completed Years of Service	Total Amount
1-5 years	\$1,000.00
6-15 years	\$1,200.00
16+ years	\$1,500.00

The Tiered Retention Incentive will be distributed in December 2025 contingent on external funding.

Eligibility Guidelines:

- Employees must have been employed 90+ days and worked through their calendar end date for the previous school year (2024-2025) to be eligible for this incentive.
- Communication about funding will be shared by the end of November 2025.
- Employees resigning or retiring in December do not qualify for the retention incentive.

AND

- Employees must return and be working through December 15, 2025.

Incentive Hold for Extended Leave:

- The incentive is held for employees on FMLA, TDL, Workers' Compensation, or similar leave until they return to work.



Perfect Attendance Incentive

MIDLAND INDEPENDENT SCHOOL DISTRICT
2025-2026 Perfect Attendance Incentive

Perfect Attendance Incentive

Eligible Staff	Per Semester	Annual
Associate Teachers and Teacher Assistants	\$750	\$1,500
Teachers	\$1,500	\$3,000.00

Timeline

The Perfect Attendance Incentive will begin in the first six weeks of the Fall 2025 semester and continue through the end of the Spring 2026 semester.

Eligibility Guidelines

- The school year is defined by the academic calendar's days of instruction.
- New hires who are hired after the teacher start date only qualify for the second semester.
- No unexcused absences are permitted. Any absence deemed unexcused will disqualify the employee from receiving the incentive for that six-weeks cycle.

Excused Absences

Excused absences include:

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

Extended Leave

Incentive Hold for Extended Leave:

- The incentive is held for employees on FMLA, TDL, Workers' Compensation, or similar leave until they return to work.

Contact

Contact us by emailing perfectattendanceincentive@midlandisd.net