

Educating the Future!



Midland Independent School District

2019-2020 COMPENSATION MANUAL

Board Approved - June 24, 2019

**Midland Independent School District
Human Resources Department
615 W. Missouri Ave
Midland, TX 79701
432-240-1000
www.midlandisd.net**

Revised 6/20/2019

Purpose

This manual is a guide for administering salaries and wages for Teachers, Administrative/Professional, Clerical/Instructional, and Auxiliary personnel of 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 budget approved by the Board. Annual pay increases are not guaranteed. Raises are generally based on the mid-point of each pay range.

This compensation plan is for the 2019-2020 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. The Board of Trustees adopts a new compensation plan each year and future salaries cannot be assumed or predicted.

IMPORTANT NOTICE

Starting salaries for all newly hired Teachers, Nurses (BSN), and Librarians will be based upon verification of prior experience and in accordance with the district's financial decisions regarding increases for employees.

Salary schedules are valid for the year shown on schedules and cannot be used to determine future years salaries.

Salary schedules are for reference only.
Actual salary is calculated by the Human Resources

MIDLAND INDEPENDENT SCHOOL DISTRICT
2019-2020 Teacher Pay Plan

Educating the Future!



Midland Independent School District

Teacher Pay Plan

MIDLAND INDEPENDENT SCHOOL DISTRICT
2019-2020 Teacher Pay Plan

YRS EXP	BACHELOR'S	DAILY RATE	HOURLY RATE	MASTER'S	DAILY RATE	HOURLY RATE	MASTER'S	DAILY RATE	HOURLY RATE	DOCTORATE	DAILY RATE	HOURLY RATE
	DEGREE ANNUAL			DEGREE ANNUAL			+30 HOURS ANNUAL			DEGREE ANNUAL		
0	\$53,500	\$286.10	\$35.76	\$54,800	\$293.05	\$36.63	\$55,300	\$295.72	\$36.97	\$56,100	\$300.00	\$37.50
1	\$54,050	\$289.04	\$36.13	\$55,350	\$295.99	\$37.00	\$55,850	\$298.66	\$37.33	\$56,650	\$302.94	\$37.87
2	\$54,550	\$291.71	\$36.46	\$55,850	\$298.66	\$37.33	\$56,350	\$301.34	\$37.67	\$57,150	\$305.61	\$38.20
3	\$54,950	\$293.85	\$36.73	\$56,250	\$300.80	\$37.60	\$56,750	\$303.48	\$37.94	\$57,550	\$307.75	\$38.47
4	\$55,250	\$295.45	\$36.93	\$56,550	\$302.41	\$37.80	\$57,050	\$305.08	\$38.14	\$57,850	\$309.36	\$38.67
5	\$56,550	\$302.41	\$37.80	\$57,850	\$309.36	\$38.67	\$58,350	\$312.03	\$39.00	\$59,150	\$316.31	\$39.54
6	\$56,850	\$304.01	\$38.00	\$58,150	\$310.96	\$38.87	\$58,650	\$313.64	\$39.21	\$59,450	\$317.91	\$39.74
7	\$57,150	\$305.61	\$38.20	\$58,450	\$312.57	\$39.07	\$58,950	\$315.24	\$39.41	\$59,750	\$319.52	\$39.94
8	\$57,450	\$307.22	\$38.40	\$58,750	\$314.17	\$39.27	\$59,250	\$316.84	\$39.61	\$60,050	\$321.12	\$40.14
9	\$57,850	\$309.36	\$38.67	\$59,150	\$316.31	\$39.54	\$59,650	\$318.98	\$39.87	\$60,450	\$323.26	\$40.41
10	\$58,250	\$311.50	\$38.94	\$59,550	\$318.45	\$39.81	\$60,050	\$321.12	\$40.14	\$60,850	\$325.40	\$40.68
11	\$58,750	\$314.17	\$39.27	\$60,050	\$321.12	\$40.14	\$60,550	\$323.80	\$40.48	\$61,350	\$328.07	\$41.01
12	\$59,250	\$316.84	\$39.61	\$60,550	\$323.80	\$40.48	\$61,050	\$326.47	\$40.81	\$61,850	\$330.75	\$41.34
13	\$59,750	\$319.52	\$39.94	\$61,050	\$326.47	\$40.81	\$61,550	\$329.14	\$41.14	\$62,350	\$333.42	\$41.68
14	\$60,250	\$322.19	\$40.27	\$61,550	\$329.14	\$41.14	\$62,050	\$331.82	\$41.48	\$62,850	\$336.10	\$42.01
15	\$60,750	\$324.87	\$40.61	\$62,050	\$331.82	\$41.48	\$62,550	\$334.49	\$41.81	\$63,350	\$338.77	\$42.35
16	\$61,250	\$327.54	\$40.94	\$62,550	\$334.49	\$41.81	\$63,050	\$337.17	\$42.15	\$63,850	\$341.44	\$42.68
17	\$61,750	\$330.21	\$41.28	\$63,050	\$337.17	\$42.15	\$63,550	\$339.84	\$42.48	\$64,350	\$344.12	\$43.02
18	\$62,250	\$332.89	\$41.61	\$63,550	\$339.84	\$42.48	\$64,050	\$342.51	\$42.81	\$64,850	\$346.79	\$43.35
19	\$62,750	\$335.56	\$41.95	\$64,050	\$342.51	\$42.81	\$64,550	\$345.19	\$43.15	\$65,350	\$349.47	\$43.68
20	\$63,250	\$338.24	\$42.28	\$64,550	\$345.19	\$43.15	\$65,050	\$347.86	\$43.48	\$65,850	\$352.14	\$44.02
21	\$63,750	\$340.91	\$42.61	\$65,050	\$347.86	\$43.48	\$65,550	\$350.53	\$43.82	\$66,350	\$354.81	\$44.35
22	\$64,250	\$343.58	\$42.95	\$65,550	\$350.53	\$43.82	\$66,050	\$353.21	\$44.15	\$66,850	\$357.49	\$44.69
23	\$64,750	\$346.26	\$43.28	\$66,050	\$353.21	\$44.15	\$66,550	\$355.88	\$44.49	\$67,350	\$360.16	\$45.02
24	\$65,250	\$348.93	\$43.62	\$66,550	\$355.88	\$44.49	\$67,050	\$358.56	\$44.82	\$67,850	\$362.83	\$45.35
25	\$65,750	\$351.60	\$43.95	\$67,050	\$358.56	\$44.82	\$67,550	\$361.23	\$45.15	\$68,350	\$365.51	\$45.69
26	\$66,250	\$354.28	\$44.29	\$67,550	\$361.23	\$45.15	\$68,050	\$363.90	\$45.49	\$68,850	\$368.18	\$46.02
27	\$66,750	\$356.95	\$44.62	\$68,050	\$363.90	\$45.49	\$68,550	\$366.58	\$45.82	\$69,350	\$370.86	\$46.36
28	\$67,250	\$359.63	\$44.95	\$68,550	\$366.58	\$45.82	\$69,050	\$369.25	\$46.16	\$69,850	\$373.53	\$46.69
29	\$67,750	\$362.30	\$45.29	\$69,050	\$369.25	\$46.16	\$69,550	\$371.93	\$46.49	\$70,350	\$376.20	\$47.03
30	\$68,100	\$364.17	\$45.52	\$69,400	\$371.12	\$46.39	\$69,900	\$373.80	\$46.73	\$70,700	\$378.07	\$47.26
31	\$68,800	\$367.91	\$45.99	\$70,100	\$374.87	\$46.86	\$70,600	\$377.54	\$47.19	\$71,400	\$381.82	\$47.73
32	\$69,400	\$371.12	\$46.39	\$70,700	\$378.07	\$47.26	\$71,200	\$380.75	\$47.59	\$72,000	\$385.03	\$48.13
33	\$69,900	\$373.80	\$46.73	\$71,200	\$380.75	\$47.59	\$71,700	\$383.42	\$47.93	\$72,500	\$387.70	\$48.46
34	\$70,550	\$377.27	\$47.16	\$71,850	\$384.22	\$48.03	\$72,350	\$386.90	\$48.36	\$73,150	\$391.18	\$48.90
35	\$71,100	\$380.21	\$47.53	\$72,400	\$387.17	\$48.40	\$72,900	\$389.84	\$48.73	\$73,700	\$394.12	\$49.27
36	\$71,400	\$381.82	\$47.73	\$72,700	\$388.77	\$48.60	\$73,200	\$391.44	\$48.93	\$74,000	\$395.72	\$49.47
37	\$71,700	\$383.42	\$47.93	\$73,000	\$390.37	\$48.80	\$73,500	\$393.05	\$49.13	\$74,300	\$397.33	\$49.67
38	\$72,050	\$385.29	\$48.16	\$73,350	\$392.25	\$49.03	\$73,850	\$394.92	\$49.37	\$74,650	\$399.20	\$49.90
39	\$72,350	\$386.90	\$48.36	\$73,650	\$393.85	\$49.23	\$74,150	\$396.52	\$49.57	\$74,950	\$400.80	\$50.10
40	\$72,650	\$388.50	\$48.56	\$73,950	\$395.45	\$49.43	\$74,450	\$398.13	\$49.77	\$75,250	\$402.41	\$50.30

THE ANNUAL SALARY IS BASED ON A 10 MONTH CALENDAR.

This schedule is for the 2019-2020 school year only. This schedule cannot be used to project any future salary increases.

Teachers and Nurses (BSN) are on a 187 calendar day for the 2019-2020 school year

Librarians are on a 191 calendar day for the 2019-2020 school year

Teachers, Nurses (BSN), and Librarians are compensated based on the 2019-2020 school year Teacher Pay Plan

A returning MISD employee in the same or similar position who received a Teacher Compensation Allotment (Career Ladder) supplement in 2018-2019 will receive the same supplement in 2019-2020 in addition to the salary appropriate for that individual employee employed on a full-time basis.

The Salaries listed above are based on 10-month employment for the 2019-2020 school year.

Salary plans are determined on an annual basis and salary advancement is not guaranteed.

Pay increases are based on the annual pay raise budget approved by the Board of Trustees.

***SUMMER SCHOOL TEACHERS: TEACHER HOURLY RATE BASED ON YEARS OF EXPERIENCE.**

Educating the Future!



Midland Independent School District

Administrative/Professional Pay Plan

MIDLAND INDEPENDENT SCHOOL DISTRICT
2019-2020 Administrative/Professional Pay Plan

Pay Grade 1	Job Title	Days
	Analyst I, Applications	236
	Analyst, Budget	236
	Analyst, Data/Dashboard Development	236
	Childcare Supervisor	197
	Custodial Services Director	260
	Registered Nurse	187
	Technology Project Manager	236
	Technology Trainer for Gradebook	236

	Minimum	Midpoint	Maximum
Daily	\$225.18	\$278.00	\$330.82
187	\$42,108.66	\$51,986.00	\$61,863.34
197	\$44,360.46	\$54,766.00	\$65,171.54
236	\$53,142.48	\$65,608.00	\$78,073.52
260	\$58,546.80	\$72,280.00	\$86,013.20

Pay Grade 2	Job Title	Days
	Administrator, Network	236
	Administrator, Server/Infrastructure	236
	Applications Analyst II	236
	Benefits Specialist	236
	College Connection Advisor	197
	Dietitian	236
	Staff Accountant	236

	Minimum	Midpoint	Maximum
Daily	\$240.94	\$297.46	\$353.98
197	\$47,465.18	\$58,599.62	\$69,734.06
236	\$56,861.84	\$70,200.56	\$83,539.28

Pay Grade 3	Job Title	Days
	Assistant Principal, Elementary	217
	Behavior Interventionist	197
	Collegiate Coach	202
	Coordinator, ELL Transition	197
	Coordinator, Instructional Tech Cust Svcs	236
	Coordinator, Title I	236
	Counselor - JH, Freshman, YWLA	217
	Counselor, Elementary	197
	Diagnostician	197
	Licensed Specialist in School Psychology	197
	Licensed Speech Pathologist	187
	Licensed Speech Pathologist Lead	236
	Police Sergeant/Investigator	236
	Specialist, Behavioral	197
	Specialist, Communications	236
	Specialist, Freshman Instructional	217
	Specialist, Life Skills	197
	Specialist, Math Data	217
	Specialist, T&L Data	217
	Supervisor, Early Childhood	217
	Supervisor, Teacher/Student	187
	Transformation Zone Project Manager*	236

	Minimum	Midpoint	Maximum
Daily	\$260.22	\$321.26	\$382.30
187	\$48,661.14	\$60,075.62	\$71,490.10
197	\$51,263.34	\$63,288.22	\$75,313.10
202	\$52,564.44	\$64,894.52	\$77,224.60
217	\$56,467.74	\$69,713.42	\$82,959.10
236	\$61,411.92	\$75,817.36	\$90,222.80

*Grant Funded Position

Pay Grade 4	Job Title	Days
	Applications Analyst III	236
	Assistant Principal -(JR, FR, MAP, Coleman, YWLA)	217
	Associate Principal, Elementary	226
	Coordinator, Compensation	236
	Coordinator, Dual Language Program	197
	Coordinator, Public Information	236
	Counselor, Career Endorsement	217
	Counselor, Crisis	202
	Counselor, Early College	217
	Counselor, ELL/SPED	217
	Counselor, HS	217
	Manager, District Risk	236
	Manager, Fleet	236
	Manager, School Performance & Policy	236
	Police Lieutenant	236
	Special Revenue Accountant	236
	Specialist, Energy	260
	Specialist, SIS	236
	Supervisor, CNS Finance	236
	Therapist, Occupational	217
	Therapist, Physical	217

	Minimum	Midpoint	Maximum
Daily	\$278.44	\$343.75	\$409.06
197	\$54,852.68	\$67,718.75	\$80,584.82
202	\$56,244.88	\$69,437.50	\$82,630.12
217	\$60,421.48	\$74,593.75	\$88,766.02
226	\$62,927.44	\$77,687.50	\$92,447.56
236	\$65,711.84	\$81,125.00	\$96,538.16
260	\$72,394.40	\$89,375.00	\$106,355.60

MIDLAND INDEPENDENT SCHOOL DISTRICT
2019-2020 Administrative/Professional Pay Plan

Pay Grade 5	Job Title	Days
	Band Director	217
	Associate Principal, JH & FR	226
	Coordinator, Dropout Prevention & Intervention	236
	Coordinator, Elementary Reading	236
	Coordinator, ELL Engagement	236
	Coordinator, Position Management	236
	Coordinator, RTI & At-Risk	236
	Coordinator, Student Behavioral	202
	Coordinator, Testing/504/At-Risk	217
	Coordinator, Truancy Intervention	236
	Database Admin/Programmer	236
	Network Administrator Sr	236
	SIS Programmer/Data Analyst	236
	Supervisor, Elementary Social Studies	236
	Supervisor, ELL (Elem & Sec)	236
	Supervisor, Health Services	217
	Supervisor, Payroll	236
	Supervisor, Procurement	236
	Supervisor, Special Services	217
	Supervisor, State Assessments	236

	Minimum	Midpoint	Maximum
Daily	\$300.19	\$366.09	\$431.99
202	\$60,638.38	\$73,950.18	\$87,261.98
217	\$65,141.23	\$79,441.53	\$93,741.83
226	\$67,842.94	\$82,736.34	\$97,629.74
236	\$70,844.84	\$86,397.24	\$101,949.64

Pay Grade 6	Job Title	Days
	Academic Dean	217
	Assistant Principal, HS & ECHS	217
	Controller	236
	Director, Accountability and School Improvement	236
	Director, Athletics	236
	Director, Budget	236
	Director, Counseling	236
	Director, CTE	236
	Director, Early Childhood	236
	Director, Facility Design	260
	Director, Fine Arts	236
	Director, Foreign Languages	236
	Director, Health Services	236
	Director, High School Instructional Services	217
	Director, HR - Benefits/Risk Management	236
	Director, HR - IMS	236
	Director, Human Resources	236
	Director, IMS - Students Data Systems	236
	Director, Instructional Technology	236
	Director, Language Arts	236
	Director, Math (Elem & Sec)	236
	Director, P.E., Health & Wellness	236
	Director, Payroll	236
	Director, PEIMS	236
	Director, Professional Support	236
	Director, Purchasing/Contracts	236
	Director, Reading	236
	Director, Science	236
	Director, Social Studies	236
	Director, Student Services	236
	Director, Translation Services	236

	Minimum	Midpoint	Maximum
Daily	\$319.71	\$389.89	\$460.07
217	\$69,377.07	\$84,606.13	\$99,835.19
236	\$75,451.56	\$92,014.04	\$108,576.52
260	\$83,124.60	\$101,371.40	\$119,618.20

Pay Grade 7	Job Title	Days
	Director, Child Nutrition Services	236
	Director, Ed. Foundation/Volunteer	236
	Director, G/T & Adv. Academic Services	236
	Director, Infrastructure/Database	236
	Director, Transportation	236
	Principal, Elementary	226
	Principal, HS Associate	236

	Minimum	Midpoint	Maximum
Daily	\$343.02	\$413.28	\$483.54
226	\$77,522.52	\$93,401.28	\$109,280.04
236	\$80,952.72	\$97,534.08	\$114,115.44

MIDLAND INDEPENDENT SCHOOL DISTRICT
2019-2020 Administrative/Professional Pay Plan

Pay Grade 8	Job Title	Days
	Principal - <i>JH, FH, ECHS, MAP, Coleman, YWLA</i>	236
	Head Football/Athletic Coordinator	236

	Minimum	Midpoint	Maximum
Daily	\$371.46	\$442.21	\$512.96
236	\$83,949.96	\$99,939.46	\$115,928.96
236	\$87,664.56	\$104,361.56	\$121,058.56

*Grant Funded Position

Pay Grade 9	Job Title	Days
	Chief of Police	236
	Executive Director, Accountability	236
	Executive Director, Athletics	236
	Executive Director, Bilingual/ESL Education	236
	Executive Director, Elementary Education	236
	Executive Director, Financial Services	236
	Executive Director, Human Resources	236
	Executive Director, Professional Development	236
	Executive Director, Secondary Education	236
	Executive Director, Special Services	236
	Executive Director, State & Federal Programs	236
	Executive Director, Student Services	236
	Executive Director, Technology	236
	Principal, High School	236

	Minimum	Midpoint	Maximum
Daily	\$424.75	\$499.70	\$574.66
236	\$100,241.00	\$117,929.20	\$135,619.76

Pay Grade 10	Job Title	Days
	Chief Communications Officer	236
	Chief Human Resources Officer	236
	Chief Transformation Officer*	236
	General Counsel	236

	Minimum	Midpoint	Maximum
Daily	\$482.09	\$567.16	\$652.23
236	\$113,773.24	\$133,849.76	\$153,926.28

*Grant Funded Position

Pay Grade 11	Job Title	Days
	Chief Academic Officer	236
	Chief Financial Officer	236
	Chief Operations Officer	236

	Minimum	Midpoint	Maximum
Daily	\$623.39	\$700.44	\$777.49
236	\$147,120.04	\$165,303.84	\$183,487.64

MIDLAND INDEPENDENT SCHOOL DISTRICT
2019-2020 Clerical Support Pay Plan

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Midland Independent School District

Clerical Support Pay Plan

**MIDLAND INDEPENDENT SCHOOL DISTRICT
2019-2020 Clerical Support Pay Plan**

Pay Grade 1	Job Title	Days
	Clerk, Office (Elem, JH, FR)	184
	Office Clerk/Teacher Assistant (YWLA)	184

	Minimum	Midpoint	Maximum
Daily	\$80.00	\$98.96	\$117.92
184	\$14,720.00	\$18,208.64	\$21,697.28

Pay Grade 2	Job Title	Days
	Clerk, Attendance (JH,FR,HS)	184
	Clerk, Library	184
	Clerk, Transportation Dispatcher	217
	PBX Operator	236

	Minimum	Midpoint	Maximum
Daily	\$86.00	\$106.56	\$127.12
184	\$15,824.00	\$19,607.04	\$23,390.08
217	\$18,662.00	\$23,123.52	\$27,585.04
236	\$20,296.00	\$25,148.16	\$30,000.32

Pay Grade 3	Job Title	Days
	Clerk, Coleman Childcare	192
	Clerk, Counselor (JH,FR,HS)	217
	Clerk, HR Records	236
	Clerk, Secondary Data Entry	217
	Clerk, SPED/ELL	217
	Data Entry/Registrar	217
	HR Receptionist	236
	Registrar	217
	Specialist, Payroll	236
	Specialist, Student Services	192

	Minimum	Midpoint	Maximum
Daily	\$92.64	\$114.80	\$136.96
192	\$17,786.88	\$22,041.60	\$26,296.32
217	\$20,102.88	\$24,911.60	\$29,720.32
236	\$21,863.04	\$27,092.80	\$32,322.56

Pay Grade 4	Job Title	Days
	Clerk, Certification	236
	Clerk, CNS	236
	Clerk, Custodial Payroll	236
	Clerk, IMS - Student Data Systems	236
	Clerk, Records Management/Fingerprinting	236
	Clerk, SEMS	192
	Clerk, SPED Student Records	192
	Clerk, Sr Attendance	236
	Clerk, Student Records	236
	Clerk, Student Services	236
	High School Bookkeeper	217
	Specialist, Call Center	236
	Specialist, Travel/Pcard	236

	Minimum	Midpoint	Maximum
Daily	\$99.76	\$123.68	\$147.60
192	\$19,153.92	\$23,746.56	\$28,339.20
217	\$21,647.92	\$26,838.56	\$32,029.20
236	\$23,543.36	\$29,188.48	\$34,833.60

**MIDLAND INDEPENDENT SCHOOL DISTRICT
2019-2020 Clerical Support Pay Plan**

Pay Grade 5	Job Title	Days
	AD Bookkeeper	236
	Clerk, Athletics	236
	Clerk, Budget	236
	Clerk, Payroll	236
	Clerk, SERS	192
	Clerk, Sr Accounting Cashier	236
	Clerk, Sr Benefits	236
	Clerk, Substitute Management	236
	Secretary, CNS Purchasing	236
	Secretary, Principal (Elem)	226

	Minimum	Midpoint	Maximum
Daily	\$108.40	\$134.48	\$160.56
192	\$20,812.80	\$25,820.16	\$30,827.52
226	\$24,498.40	\$30,392.48	\$36,286.56
236	\$25,582.40	\$31,737.28	\$37,892.16

Pay Grade 6	Job Title	Days
	Clerk, Sr Accounting Accounts Payable	236
	Clerk, Sr Accounting Activity Funds	236
	Clerk, Sr Payroll	236
	HR Generalist	236
	Secretary, CNS Accounting/Inventory	236
	Secretary, Director of CNS	236
	Secretary, Director of CTE	236
	Secretary, Director of Early Childhood	236
	Secretary, Director of School Plant Services	236
	Secretary, Director of T&L	236
	Secretary, Director Transportation	236
	Secretary, Principal - HS	236
	Secretary, Principal-JH,FH,MAP,ECHS, Coleman, Young Women's Academy.	226
	Specialist, Accounts Payable/Inventory	236
	Specialist, District Volunteer	236
	Specialist, Info Student Management	236
	Specialist, PEIMS/Special Programs	236
	Specialist, Printing Tech	236
	Specialist, Tech Purchasing	236
	Transportation Bookkeeper	236

	Minimum	Midpoint	Maximum
Daily	\$117.84	\$146.24	\$174.64
226	\$26,631.84	\$33,050.24	\$39,468.64
236	\$27,810.24	\$34,512.64	\$41,215.04

Pay Grade 7	Job Title	Days
	Parent/Community Liaison	184
	Secretary, Chief of Police	236
	Secretary, Executive Director	236
	Specialist, Athletics	236
	Specialist, Certification	236
	Technician, Call Center Support	236
	Technician, Computer	236
	Technician, Electronics	236
	Technician, Network Cable Installer/PC	236

	Minimum	Midpoint	Maximum
Daily	\$142.88	\$177.52	\$212.16
184	\$26,289.92	\$32,663.68	\$39,037.44
236	\$33,719.68	\$41,894.72	\$50,069.76

Pay Grade 8	Job Title	Days
	Executive Assistant, CAO/Attorney	236
	Executive Assistant, CFO/Dir. Finance	236
	Executive Assistant, CHCM	236
	Executive Assistant, COO/Communications	236
	Executive Assistant, Chief of Police	236
	Executive Assistant, CTO	236

	Minimum	Midpoint	Maximum
Daily	\$170.56	\$212.24	\$253.92
236	\$40,252.16	\$50,088.64	\$59,925.12

Pay Grade 9	Job Title	Days
	Administrative Assistant to Superintendent	236

	Minimum	Midpoint	Maximum
Daily	\$200.56	\$249.76	\$298.96
236	\$47,332.16	\$58,943.36	\$70,554.56

MIDLAND INDEPENDENT SCHOOL DISTRICT
2019-2020 Instructional Support Pay Plan

Educating the Future!



Midland Independent School District

Instructional Support Pay Plan

**MIDLAND INDEPENDENT SCHOOL DISTRICT
2019-2020 Instructional Support Pay Plan**

Pay Grade 1	Job Title	Days
	Teacher Asst, Bilingual	184
	Teacher Asst, Childcare	184
	Teacher Asst, DAEP	184
	Teacher Asst, ELL	184
	Teacher Asst, ESL	184
	Teacher Asst, General	184
	Teacher Asst, Interventionist	184
	Teacher Asst, ISS	184
	Teacher Asst, Math Lab	184
	Teacher Asst, PE	184
	Teacher Asst, Pre-K	184
	Teacher Asst, Pre-K Bilingual	184

	Minimum	Midpoint	Maximum
Daily	\$80.00	\$98.24	\$116.48
184	\$14,720.00	\$18,076.16	\$21,432.32

Pay Grade 2	Job Title	Days
	Library Asst	184
	Teacher Asst, A+ Lab	184
	Teacher Asst, Computer Lab	184
	Teacher Asst, SPED Inclusion	184
	Teacher Asst, SPED Resource	184

	Minimum	Midpoint	Maximum
Daily	\$85.12	\$104.64	\$124.16
184	\$15,662.08	\$19,253.76	\$22,845.44

Pay Grade 3	Job Title	Days
	Childcare Provider I	197
	Liaison, Family Support	192
	Liaison, Home/Parent	197
	Liaison, Parent	184
	Liaison, Social Worker	187
	Teacher Asst, Autistic	184
	Teacher Asst, Literacy Liaison	184
	Teacher Asst, SPED BAC	184
	Teacher Asst, SPED DAEP BAC	184
	Teacher Asst, SPED LEAP	187
	Teacher Asst, SPED Life Skills	184
	Teacher Asst, Transition PE	184
	Teacher Asst, Visual Improvement	184

	Minimum	Midpoint	Maximum
Daily	\$89.84	\$110.48	\$131.12
184	\$16,530.56	\$20,328.32	\$24,126.08
187	\$16,800.08	\$20,659.76	\$24,519.44
192	\$17,249.28	\$21,212.16	\$25,175.04
197	\$17,698.48	\$21,764.56	\$25,830.64

Pay Grade 4	Job Title	Days
	Childcare Provider II	197
	LVN	187
	Teacher Asst, Instructional Facilitator	184

	Minimum	Midpoint	Maximum
Daily	\$131.12	\$155.92	\$180.72
184	\$24,126.08	\$28,689.28	\$33,252.48
187	\$24,519.44	\$29,157.04	\$33,794.64
197	\$25,830.64	\$30,716.24	\$35,601.84

MIDLAND INDEPENDENT SCHOOL DISTRICT
2019-2020 Auxiliary Pay Plan

Educating the Future!



Midland Independent School District

Auxiliary Pay Plan

**MIDLAND INDEPENDENT SCHOOL DISTRICT
2019-2020 Auxiliary Pay Plan**

Pay Grade 1	Job Title	Days
	Bus Monitor	179
	Bus Monitor (SPED)	179
	CNS Worker (Helper/Floater)	174
	Custodian	260

	Minimum	Midpoint	Maximum
Hourly	\$10.00	\$12.25	\$14.50
174	\$13,920.00	\$17,052.00	\$20,184.00
179	\$14,320.00	\$17,542.00	\$20,764.00
260	\$20,800.00	\$25,480.00	\$30,160.00

Pay Grade 2	Job Title	Days
	Assistant Head Custodian	260
	Campus Security Officer	236
	Caretaker (Northfield/Stadium/Grounds)	260
	CNS Managing Cashier Trainee	177
	CNS Worker (Cashier/Meat Cook/Pastry/Driver)	174
	Grounds Crew Leader (Athletic/Field)	260

	Minimum	Midpoint	Maximum
	\$12.16	\$14.95	\$17.74
174	\$16,926.72	\$20,810.40	\$24,694.08
177	\$17,218.56	\$21,169.20	\$25,119.84
236	\$22,958.08	\$28,225.60	\$33,493.12
260	\$25,292.80	\$31,096.00	\$36,899.20

Pay Grade 3	Job Title	Days
	Assistant Building Engineer	260
	CNS Managing Cashier	177
	Equipment Operator	260
	Graphics Art Tech	260
	Head Custodian (Elementary/Central Office)	260
	Irrigation Installer	260
	Materials Handler	260
	Periodic Maintenance	260

	Minimum	Midpoint	Maximum
Hourly	\$12.83	\$15.79	\$18.75
177	\$18,167.28	\$22,358.64	\$26,550.00
260	\$26,686.40	\$32,843.20	\$39,000.00

Pay Grade 4	Job Title	Days
	Access Control worker	260
	CNS Manager 1	177
	CNS Warehouse/Delivery Driver	236
	Head Custodian, (JH, Freshman)	260
	Mechanic I	260

	Minimum	Midpoint	Maximum
Hourly	\$14.02	\$17.27	\$20.52
177	\$19,852.32	\$24,454.32	\$29,056.32
236	\$26,469.76	\$32,605.76	\$38,741.76
260	\$29,161.60	\$35,921.60	\$42,681.60

Pay Grade 5	Job Title	Days
	CNS Computer Tech	177
	CNS Manager 2	177
	Furniture Installation/Cust Trainer	260
	Head Custodian (MAP, Coleman)	260
	Material Handler (w/CDL)	260
	Mechanic II	260
	Painter	260
	Worker, Environmental Services	260
	Worker, Mill Shop	260

	Minimum	Midpoint	Maximum
Hourly	\$15.58	\$19.22	\$22.86
177	\$22,061.28	\$27,215.52	\$32,369.76
236	\$29,415.04	\$36,287.36	\$43,159.68
260	\$32,406.40	\$39,977.60	\$47,548.80

Pay Grade 6	Job Title	Days
	Carpenter	260
	Construction Scheduler	260
	Foreman, CNS Warehouse	236
	Foreman, Procurement Warehouse	260
	Head Building Engineer	260
	Locksmith	260
	Machinist/Welder	260
	Mechanic III	260
	Print shop Lead	260
	Roofer/Carpenter	260
	Security Systems Installer	236
	Specialist, Lead Driver/Routing	260
	Specialist, Safety Management	236
	Telecommunications Operator	236

	Minimum	Midpoint	Maximum
Hourly	\$17.62	\$21.77	\$25.92
236	\$33,266.56	\$41,101.76	\$48,936.96
260	\$36,649.60	\$45,281.60	\$53,913.60

**MIDLAND INDEPENDENT SCHOOL DISTRICT
2019-2020 Auxiliary Pay Plan**

Pay Grade 7	Job Title	Days
	Custodial Zone Trainer	260
	HVAC Mechanic	260
	Journeyman Electrician	260
	Plumber	260
	Procurement Warehouse Buyer	260
	Specialist, Irrigation	260
	Specialist, Transportation Manager	236

	Minimum	Midpoint	Maximum
Hourly	\$19.94	\$24.68	\$29.42
236	\$37,646.72	\$46,595.84	\$55,544.96
260	\$41,475.20	\$51,334.40	\$61,193.60

Pay Grade 8	Job Title	Days
	Foreman, Carpenter	260
	Foreman, Electrical	260
	Foreman, Environmental Services	260
	Foreman, Facility Compliance	260
	Foreman, Facility Design-Spec Project	260
	Foreman, Grounds	260
	Foreman, HVAC	260
	Foreman, Locksmith	260
	Foreman, Mechanic	260
	Foreman, Mill Shop	260
	Foreman, Paint	260
	Foreman, Plumbing	260
	Foreman, PM Crew	260
	Foreman, Preventive Maintenance	260
	Technician, Compliance & Control System	260
	Technician, EMS Controls	260
	Technician, GIS/CAD	260
	Technician, Security & Surveillance Sys Lead	260

	Minimum	Midpoint	Maximum
Hourly	\$21.84	\$27.05	\$32.26
260	\$45,427.20	\$56,264.00	\$67,100.80

Pay Grade 9	Job Title	Days
	Building Manager/Head Custodian	260
	Construction Inspector	260
	Police Officer	236
	Specialist, Assistant Energy	260
	Supervisor, CNS	236
	Supervisor, Facilities Control/Compliance	260
	Supervisor, Grounds	260
	Supervisor, Mechanic	260
	Supervisor, Print Shop	236
	Supervisor, Supply Management	260
	Supervisor, Transportation	236

	Minimum	Midpoint	Maximum
Hourly	\$23.93	\$29.66	\$35.39
236	\$45,179.84	\$55,998.08	\$66,816.32
260	\$49,774.40	\$61,692.80	\$73,611.20

Pay Grade BD	Job Title	Days
	Bus Driver	179
	Bus Driver, Charter	179
	Bus Driver, Coach	179
	Safety Management/Bus Driver	260

	Minimum	Midpoint	Maximum
Hourly	\$15.70	\$20.09	\$24.48
179	\$22,482.40	\$28,768.88	\$35,055.36
260	\$32,656.00	\$41,787.20	\$50,918.40

MIDLAND INDEPENDENT SCHOOL DISTRICT
2019-2020 Substitute Teacher Pay Plan

Educating the Future!



Midland Independent School District

Substitute Teacher Pay Plan

**MIDLAND INDEPENDENT SCHOOL DISTRICT
2019-2020 Substitute Teacher Pay Plan**

Midland Independent School district has partnered with ESS to manage our substitute program.

Regular: Full Day Substitute Teacher

Regular
After 30 cumulative days regardless of the location (Effective on 31st day)
After 90 cumulative days regardless of the location (Effective on 91st day)

	Regular	After 30 Days	After 90 Days
Daily	\$85.00	\$95.00	\$105.00

Regular: Full Day Nurse Substitute

Regular
After 30 cumulative days regardless of the location (Effective on 31st day)
After 90 cumulative days regardless of the location (Effective on 91st day)

	Regular	After 30 Days	After 90 Days
Daily	\$125.00	\$135.00	\$150.00

Regular: Full Day Clerical/Technical/Teacher Assistant Substitute

Regular

	Regular
Daily	\$70.00

**Long-Term/FMLA: Full Day Substitute Teacher
(25 Consecutive or more days in the same assignment)**

Long Term Pay in a **Teacher Vacancy** will receive the higher rate from the first day of the assignment. **FMLA long term subs** will receive normal rate of pay for the first 25 days and on the 26th day they will be retro-paid for the first 25 days the difference and will get the higher rate of pay from then on.

Retired Long-Term: Full Day Substitute Teacher - Long Term/FMLA (25 consecutive or more days in the same assignment) At 6.2% for Social Security.

	Long Term Degreed (Must have Bachelor's Degree and be Teacher Certified)	Retired Long Term Degreed (Must have Bachelor's Degree and be Teacher Certified)	Long Term - Degreed	Long Term - Non-Degreed
Daily	\$286.10	\$303.84	\$175	\$125

Long-Term: Full Day Clerical/Technical/Teacher Assistant Substitute

Regular
Long-Term: Full Day Clerical/Teacher Assistants - Long Term (10 or more consecutive days in the same assignment)
Retired Long-Term: Full Day Clerical/Teacher Assistant - Long Term (10 or more consecutive days in the same assignment) At 6.2 % for Social Security.

	Regular	Long-Term	Retired Long-Term
Daily	\$70.00	\$75.00	\$80

MIDLAND INDEPENDENT SCHOOL DISTRICT
2019-2020 Supplements

Educating the Future!



Midland Independent School District

Supplements & Extra Days

**MIDLAND INDEPENDENT SCHOOL DISTRICT
2019-2020 Supplements**

ATHLETICS		
GROUP 1 (HS Head Coaches, Group 1 Assistant Coaches)	<u>Annual Rate</u>	<u>Extra Days</u>
Head Basketball (2)	\$10,000	15
Head Soccer (2)	\$9,000	5
Head Softball\Facility Manager (1)	\$10,000	5
Head Baseball\Facility Manager (1)	\$10,000	5
Head Volleyball (1)	\$9,000	15
Assistant Head Football Coach\2 Sports (1)	\$14,250	25
Offensive Football Coordinator\2 Sports (1)	\$14,250	15
Defensive Football Coordinator\2 Sports (1)	\$14,250	15
First Football Assistant \2 Sports (1)	\$14,250	15
Girls Coordinator * (From Staff)	\$4,500	5

GROUP 2(Head Track, Head Cross Country, Head Powerlifting, HS Asst)	<u>Annual Rate</u>	<u>Extra Days</u>
Head Cross Country* (1) (From Staff)	\$5,000	15
Head Track * (2) (From Staff)	\$7,000	15
Head Power Lifting* (1) (From Staff)	\$3,750	NONE
HS Assistant / 2 Sports (15)	\$10,000	15

GROUP 3 (Dual Sports, Trainers, Equipment Managers, Laundry)	<u>Annual Rate</u>	<u>Extra Days</u>
Head Golf (1)	\$7,000	15
Assistant Golf (1)	\$4,000	15
Head Tennis (1)	\$7,500	15
Assistant Tennis (1)	\$5,000	15
Head Athletic Trainer* (1) +Trainer Travel (217 work calendar)	\$10,000	--
Assistant Athletic Trainers* (2) +Trainer Travel (217 work calendar)	\$8,000	--
Laundry * 2 (1 Boys Sport, 1 Girls Sport)	\$2,000	NONE
Equipment* (4) (2 Boys Sport, 2 Girls Sport)	\$2,000	NONE

GROUP 4 (Freshman)	<u>Annual Rate</u>	<u>Extra Days</u>
Coordinator\2 Sports (1)	\$8,000	5
Assistant Coach\2 Sports (8)	\$7,000	5

GROUP 5 (Junior High)	<u>Annual Rate</u>	<u>Extra Days</u>
Coordinator\3 Sports (2)	\$5,500	NONE
Assistant\3 Sports (8)	\$4,250	NONE
Cross Country	\$1,200	NONE
Swim/ Dive *** (1) For all Jr Highs ***	\$1,200	NONE
Tennis (1)	\$2,400	NONE
Soccer (2) (from staff)	\$500	NONE

Swim/Dive	<u>Annual Rate</u>	<u>Extra Days</u>
Head Coach (LHS/MHS)	\$10,000	NONE
Assistant Coach	\$3,750	NONE
Assistant Coach	\$3,750	NONE
In District Travel (*Coaches That Must Travel to Sport Facility)	\$500	

Extra days are covered by the stipend and are subject to change upon Athletic Coordinator's discretion.

**MIDLAND INDEPENDENT SCHOOL DISTRICT
2019-2020 Supplements**

STUDENT ACTIVITIES	
<i>Position - Academic Sponsors</i>	<i>Annual Rate</i>
High School Decathlon	\$3,500
High School Decathlon-Asst.	\$1,000

<i>Position - Cheerleader</i>	<i>Annual Rate</i>
Junior High w\o class	\$2,100
Junior High w\class	\$1,500
Freshman High w\o class	\$2,100
Freshman High w\class	\$1,500
High School	\$3,000
High School JV w\class	\$2,000

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

<i>Position - Drill Team</i>	<i>Annual Rate</i>
High School	\$2,800

<i>Position - MOAS</i>	<i>Annual Rate</i>
MHS & LHS	\$3,500

<i>Position - NHS</i>	<i>Annual Rate</i>
Junior High	\$600
Early College	\$600
High School	\$1,000

<i>Position - Robotics</i>	<i>Annual Rate</i>
High School	\$2,100

<i>Position - Debate & Forensics</i>	<i>Annual Rate</i>
High School	\$3,000

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

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

FINE ARTS	
<i>Position - Band</i>	<i>Annual Rate</i>
Junior High	\$7,000
Junior High Assistant	\$5,000
Freshman High	\$7,000
High School Director	\$8,000
High School Assistant	\$7,000

<i>Position - Orchestra/Strings</i>	<i>Annual Rate</i>
Junior High	\$3,000
Freshman High	\$3,000
High School	\$7,000

<i>Position - Choir</i>	<i>Annual Rate</i>
Junior High	\$3,000
Freshman High	\$3,000
High School - Assistant	\$3,500
High School/Freshman	\$7,000

<i>Position - Theater Arts</i>	<i>Annual Rate</i>
Junior High	\$3,000
Freshman High-Asst	\$3,000
High School	\$7,000

BILINGUAL/ESL	
<i>Position - Bilingual Tchrs/Oth.</i>	<i>Annual Rate</i>
Bil Classroom Teacher (PK-5)	\$2,500
ESL Teacher (10th-12th)	\$2,000
ESL/ELA Teacher (7th-9th)	\$2,000
ESL/ELA Teacher (PK-6)	\$2,000
LPAC Facilitator	\$2,500
*Newcomer Academy Tchr (Sec)	\$2,500

OTHER DUTIES	
<i>Supplemental Pay</i>	<i>Hourly</i>
Conference Period	Teacher Pay
Dist. Designated Srvs Provider	Teacher Pay
Saturday School, Tutorials, Tutors	\$30
Student Workers	\$10
Summer School Certified Teachers	Teacher Pay
Temp Summer Help	\$10

**Work additional 10 extra days*

**MIDLAND INDEPENDENT SCHOOL DISTRICT
2019-2020 Supplements**

SPECIAL SERVICES	
<i>Position - Special Education</i>	<i>Annual Rate</i>
504 Facilitator	\$2,500
ARD Facilitator	\$4,000
Autism Support	\$1,000
Behavior Interventionist	\$2,500
Behavior Program Specialist	\$2,500
Behavioral Adjustment Teacher	\$3,000
Behavioral Specialist	\$2,500
Diagnostician	\$8,000
Diagnostician-Bilingual Cert	\$10,500
Life College	\$1,000
Life Skills Specialist	\$4,000
Life Skills Teacher	\$3,000
LSSP	\$8,000
LSSP - Assistant	\$4,000
Occupational Therapist	\$8,000
Physical Therapist	\$8,000
Special Svcs Lead Teacher (Sec)	\$2,500
Special Svcs LEAP Teacher	\$3,000
Special Svcs Program Specialist	\$2,500
Speech Pathologist - Assistant	\$4,000
Speech Pathologist - Licensed	\$8,000
Transition Coordinator	\$2,500
VAC Teacher	\$1,000
Visually Impaired Teacher	\$4,000

OTHER MISC	
<i>Position - Other Misc. Supplements</i>	<i>Annual Rate</i>
DAEP Stipend - MAP	\$1,000
Academy Coordinator	\$9,000
CCMR Specialist	\$5,000
*Department Chair - Freshman	\$4,500
*Department Chair - High School	\$4,500
*Department Chair - Junior High	\$3,500
Department Chair + 13	\$1,344
Destination Imagination Coach	\$2,000
Destination Imagination Lead Tchr	\$2,000
ELL/SPED Counselor	\$5,000
Instructional Services Director	\$2,500
Project Think - Second Language	\$2,500
Project Think Lead Teacher	\$2,000
Secondary Math Teacher	\$2,000
Secondary Science Teacher	\$2,000
Vocational Agriculture	\$1,500

**Work additional 10 extra days*

**MIDLAND ISD TRAVEL PAY
2019-2020**

DAILY	STAFF	2019-20	10 MONTHS	11 MONTHS
2 Locations	Itinerant	\$75.00	\$750.00	\$825.00
3 Locations	Itinerant	\$85.00	\$850.00	\$935.00
4 Locations	Itinerant	\$100.00	\$1,000.00	\$1,100.00
5 Locations	Itinerant	\$145.00	\$1,450.00	\$1,595.00
6 Locations	Itinerant	\$200.00	\$2,000.00	\$2,200.00
FLAT	11 Month Sp Srvs	\$200.00	\$2,000.00	\$2,200.00
FLAT	Athletic Trainer	\$285.00		\$3,135.00
FLAT	Other Prof Staff	\$145.00	\$1,450.00	\$1,595.00
FLAT	Head Football Coach	\$560.00		

*Administrative/Professional employees on pay grade 6 and above do **not** receive travel pay.