



Midland Independent School District

2020-2021 COMPENSATION MANUAL

Board Approved - 6/22/2020

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

Revised 6/18/2020

Purpose

This manual is a guide for administering salaries and wages for Teachers, Administrative/Professional, Clerical/Technical, 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. No employee will be paid more than the maximum rate for his/her pay grade.

This compensation plan is for the 2020-2021 school year. No salary increases are granted automatically each year; therefore, neither past nor future salaries can be calculated, assumed, or predicted on the basis of this schedule. District policy requires the Board of Trustees to adopt a new compensation plan annually.

IMPORTANT NOTICE

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

When an exempt employee is assigned an additional duty at will, the supplemental duty is not part of a contract and neither 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 your supplemental duty(ies) may require. A stipend associated with a particular supplemental duty may be prorated if you do not complete the supplemental duty 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). You 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
2020-2021 Teacher/Librarian/Nurse (BSN) Pay Plan**



**Teacher, Librarian, Nurse (BSN)
Pay Plan**

**MIDLAND INDEPENDENT SCHOOL DISTRICT
2020-2021 Teacher/Librarian/Nurse (BSN) Pay Plan**

THE ANNUAL SALARY IS BASED ON A 10 MONTH CALENDAR

This schedule is for the 2020-2021 school year only. This schedule cannot be used to project any future salary increases.

Teachers and Nurses (BSN) are on a 187 work calendar day for the 2020-2021 school year. Librarians are on a 191 work calendar day for the 2020-2021 school year.

A returning MISD employee in the same or similar position who received a Teacher Compensation Allotment (Career Ladder) supplement in 2019-2020 will receive the same supplement in 2020-2021, in addition to the salary appropriate for that 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 budget approved by the Board of Trustees.

**MIDLAND INDEPENDENT SCHOOL DISTRICT
2020-2021 Teacher/Librarian/Nurse (BSN) Pay Plan**

Yrs of Exp	Bachelor's Degree Annual	Daily	Hourly	Master's Degree Annual	Daily	Hourly	MA +30 Degree Annual	Daily	Hourly	Doctorate Degree Annual	Daily	Hourly
0	\$56,500	\$302.14	\$37.77	\$57,800	\$309.09	\$38.64	\$58,300	\$311.76	\$38.97	\$59,100	\$316.04	\$39.51
1	\$57,050	\$305.08	\$38.14	\$58,350	\$312.03	\$39.00	\$58,850	\$314.71	\$39.34	\$59,650	\$318.98	\$39.87
2	\$57,550	\$307.75	\$38.47	\$58,850	\$314.71	\$39.34	\$59,350	\$317.38	\$39.67	\$60,150	\$321.66	\$40.21
3	\$57,950	\$309.89	\$38.74	\$59,250	\$316.84	\$39.61	\$59,750	\$319.52	\$39.94	\$60,550	\$323.80	\$40.48
4	\$58,250	\$311.50	\$38.94	\$59,550	\$318.45	\$39.81	\$60,050	\$321.12	\$40.14	\$60,850	\$325.40	\$40.68
5	\$59,550	\$318.45	\$39.81	\$60,850	\$325.40	\$40.68	\$61,350	\$328.07	\$41.01	\$62,150	\$332.35	\$41.54
6	\$59,850	\$320.05	\$40.01	\$61,150	\$327.01	\$40.88	\$61,650	\$329.68	\$41.21	\$62,450	\$333.96	\$41.75
7	\$60,150	\$321.66	\$40.21	\$61,450	\$328.61	\$41.08	\$61,950	\$331.28	\$41.41	\$62,750	\$335.56	\$41.95
8	\$60,450	\$323.26	\$40.41	\$61,750	\$330.21	\$41.28	\$62,250	\$332.89	\$41.61	\$63,050	\$337.17	\$42.15
9	\$60,850	\$325.40	\$40.68	\$62,150	\$332.35	\$41.54	\$62,650	\$335.03	\$41.88	\$63,450	\$339.30	\$42.41
10	\$61,250	\$327.54	\$40.94	\$62,550	\$334.49	\$41.81	\$63,050	\$337.17	\$42.15	\$63,850	\$341.44	\$42.68
11	\$61,750	\$330.21	\$41.28	\$63,050	\$337.17	\$42.15	\$63,550	\$339.84	\$42.48	\$64,350	\$344.12	\$43.02
12	\$62,250	\$332.89	\$41.61	\$63,550	\$339.84	\$42.48	\$64,050	\$342.51	\$42.81	\$64,850	\$346.79	\$43.35
13	\$62,750	\$335.56	\$41.95	\$64,050	\$342.51	\$42.81	\$64,550	\$345.19	\$43.15	\$65,350	\$349.47	\$43.68
14	\$63,250	\$338.24	\$42.28	\$64,550	\$345.19	\$43.15	\$65,050	\$347.86	\$43.48	\$65,850	\$352.14	\$44.02
15	\$63,750	\$340.91	\$42.61	\$65,050	\$347.86	\$43.48	\$65,550	\$350.53	\$43.82	\$66,350	\$354.81	\$44.35
16	\$64,250	\$343.58	\$42.95	\$65,550	\$350.53	\$43.82	\$66,050	\$353.21	\$44.15	\$66,850	\$357.49	\$44.69
17	\$64,750	\$346.26	\$43.28	\$66,050	\$353.21	\$44.15	\$66,550	\$355.88	\$44.49	\$67,350	\$360.16	\$45.02
18	\$65,250	\$348.93	\$43.62	\$66,550	\$355.88	\$44.49	\$67,050	\$358.56	\$44.82	\$67,850	\$362.83	\$45.35
19	\$65,750	\$351.60	\$43.95	\$67,050	\$358.56	\$44.82	\$67,550	\$361.23	\$45.15	\$68,350	\$365.51	\$45.69
20	\$66,250	\$354.28	\$44.29	\$67,550	\$361.23	\$45.15	\$68,050	\$363.90	\$45.49	\$68,850	\$368.18	\$46.02
21	\$66,750	\$356.95	\$44.62	\$68,050	\$363.90	\$45.49	\$68,550	\$366.58	\$45.82	\$69,350	\$370.86	\$46.36
22	\$67,250	\$359.63	\$44.95	\$68,550	\$366.58	\$45.82	\$69,050	\$369.25	\$46.16	\$69,850	\$373.53	\$46.69
23	\$67,750	\$362.30	\$45.29	\$69,050	\$369.25	\$46.16	\$69,550	\$371.93	\$46.49	\$70,350	\$376.20	\$47.03
24	\$68,250	\$364.97	\$45.62	\$69,550	\$371.93	\$46.49	\$70,050	\$374.60	\$46.83	\$70,850	\$378.88	\$47.36
25	\$68,750	\$367.65	\$45.96	\$70,050	\$374.60	\$46.83	\$70,550	\$377.27	\$47.16	\$71,350	\$381.55	\$47.69
26	\$69,250	\$370.32	\$46.29	\$70,550	\$377.27	\$47.16	\$71,050	\$379.95	\$47.49	\$71,850	\$384.22	\$48.03
27	\$69,750	\$372.99	\$46.62	\$71,050	\$379.95	\$47.49	\$71,550	\$382.62	\$47.83	\$72,350	\$386.90	\$48.36
28	\$70,250	\$375.67	\$46.96	\$71,550	\$382.62	\$47.83	\$72,050	\$385.29	\$48.16	\$72,850	\$389.57	\$48.70
29	\$70,750	\$378.34	\$47.29	\$72,050	\$385.29	\$48.16	\$72,550	\$387.97	\$48.50	\$73,350	\$392.25	\$49.03
30	\$71,300	\$381.28	\$47.66	\$72,600	\$388.24	\$48.53	\$73,100	\$390.91	\$48.86	\$73,900	\$395.19	\$49.40
31	\$72,000	\$385.03	\$48.13	\$73,300	\$391.98	\$49.00	\$73,800	\$394.65	\$49.33	\$74,600	\$398.93	\$49.87
32	\$72,600	\$388.24	\$48.53	\$73,900	\$395.19	\$49.40	\$74,400	\$397.86	\$49.73	\$75,200	\$402.14	\$50.27
33	\$73,100	\$390.91	\$48.86	\$74,400	\$397.86	\$49.73	\$74,900	\$400.53	\$50.07	\$75,700	\$404.81	\$50.60
34	\$73,750	\$394.39	\$49.30	\$75,050	\$401.34	\$50.17	\$75,550	\$404.01	\$50.50	\$76,350	\$408.29	\$51.04
35	\$74,300	\$397.33	\$49.67	\$75,600	\$404.28	\$50.54	\$76,100	\$406.95	\$50.87	\$76,900	\$411.23	\$51.40
36	\$74,600	\$398.93	\$49.87	\$75,900	\$405.88	\$50.74	\$76,400	\$408.56	\$51.07	\$77,200	\$412.83	\$51.60
37	\$74,900	\$400.53	\$50.07	\$76,200	\$407.49	\$50.94	\$76,700	\$410.16	\$51.27	\$77,500	\$414.44	\$51.81
38	\$75,250	\$402.41	\$50.30	\$76,550	\$409.36	\$51.17	\$77,050	\$412.03	\$51.50	\$77,850	\$416.31	\$52.04
39	\$75,550	\$404.01	\$50.50	\$76,850	\$410.96	\$51.37	\$77,350	\$413.64	\$51.71	\$78,150	\$417.91	\$52.24
40	\$75,850	\$405.61	\$50.70	\$77,150	\$412.57	\$51.57	\$77,650	\$415.24	\$51.91	\$78,450	\$419.52	\$52.44

**MIDLAND INDEPENDENT SCHOOL DISTRICT
2020-2021 Teacher/Librarian/Nurse (BSN) Pay Plan**

OTHER TEACHER PAY PLAN POSITIONS	NUMBER OF DAYS	PLUS STIPEND
ARD Facilitator	187	Yes
Assistant Band Director (High School)	187	Yes
At Risk Coordinator (Coleman HS)	192	No
AVID Teacher and Coordinator	187	No
Band Director (Freshman & Jr. High)	187	Yes
Coleman: Liaison (Social Worker)	187	No
College, Career, and Military Readiness (CCMR) Coordinator	187	Yes
Dual Language Program Coordinator	197	Yes
Early Childhood Enrollment and Compliance Coordinator	217	No
Head Athletic Trainer & Asst. Athletic Trainer	217	Yes
Health Science Academy Coordinator	217	Yes
Instructional Coach	197	No
Instructional Specialist	187	No
Interventionist	187	No
LPAC Compliance Coordinator	197	Yes
LPAC Facilitator	197	Yes
LSSP-Assistant/Intern	197	Yes
Math Data Specialist	197	No
Media/Instructional Specialist (MFHS)	217	No
Petroleum Academy Coordinator	217	Yes
PT - Bil Interventionist	187	No
Reading Specialist	187	No
Reading Data Specialist	197	No
Registered Nurse (BSN)	187	No
ROTC	217	No
Social Worker	187	No
Special Services Program Specialist	197	No
SPED Transition Coordinator	197	Yes
SPED VAC Teacher	202	Yes
Speech Pathologist Assistant/Intern	187	Yes
Vocational Ag Teacher	217	Yes

**MIDLAND INDEPENDENT SCHOOL DISTRICT
2020-2021 Administrative/Professional Pay Plan**



Administrative/Professional Pay Plan

**MIDLAND INDEPENDENT SCHOOL DISTRICT
2020-2021 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
	Registered Nurse	187
	SIS Application Technology Trainer	236
	Sr. Server Administrator	236

	Minimum	Midpoint	Maximum
Daily	\$263.46	\$324.06	\$376.75
187	\$49,267.02	\$60,599.22	\$70,452.25
197	\$51,901.62	\$63,839.82	\$74,219.75
236	\$62,176.56	\$76,478.16	\$88,913.00

Pay Grade 2	Job Title	Days
	Administrator, Network	236
	Administrator, Server/Infrastructure	236
	Analyst II, Applications	236
	Analyst II, HR Systems	236
	Benefits Specialist	236
	CNS Dietitian	236
	College Connection Advisor	197
	Coordinator, Instructional Technology	236
	Coordinator, Enterprise Technology Coordinator	236
	Staff Accountant	236

	Minimum	Midpoint	Maximum
Daily	\$281.90	\$346.74	\$403.12
197	\$55,534.30	\$68,307.78	\$79,414.64
236	\$66,528.40	\$81,830.64	\$95,136.32

Pay Grade 3	Job Title	Days
	Assistant Principal, Elementary	217
	Behavior Interventionist	197
	Collegiate Coach	217
	Coordinator, ELL Transition	197
	Coordinator, Grant Project	236
	Coordinator, Instructional Tech Customer Service	236
	Coordinator, Partners in Education	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
	School Design Fellow	217
	Specialist, Behavioral	197
	Specialist, Communications	236
	Specialist, Freshman Instructional	217
	Specialist, G/T Data	217
	Specialist, Life Skills	197
	Specialist, T&L Data	217
	Supervisor, Early Childhood	217
	Supervisor, Teacher/Student	187
	Truancy/Attendance Officer	197
	Transformation Zone Project Manager	236

	Minimum	Midpoint	Maximum
Daily	\$302.14	\$371.63	\$432.06
187	\$56,500.18	\$69,494.81	\$80,795.22
197	\$59,521.58	\$73,211.11	\$85,115.82
217	\$65,564.38	\$80,643.71	\$93,757.02
236	\$71,305.04	\$87,704.68	\$101,966.16

MIDLAND INDEPENDENT SCHOOL DISTRICT
2020-2021 Administrative/Professional Pay Plan

Pay Grade 4	Job Title	Days				
			Minimum	Midpoint	Maximum	
	Applications Analyst III	236	Daily	\$322.99	\$397.28	\$461.88
	Accountant, Special Revenue	236	202	\$65,243.98	\$80,250.56	\$93,299.76
	Accountant, Sr. Staff	236	217	\$70,088.83	\$86,209.76	\$100,227.96
	Assistant Principal -(JR, FR, MAP, Coleman, YWI	217	226	\$72,995.74	\$89,785.28	\$104,384.88
	Associate Principal, Elementary	226	236	\$76,225.64	\$93,758.08	\$109,003.68
	Coordinator, Compensation	236				
	Coordinator, G/T Secondary	236				
	Coordinator, Public Information	236				
	Counselor, Career Endorsement	217				
	Counselor, Crisis	202				
	Counselor, Early College HS @ MC	217				
	Counselor, ELL/SPED	217				
	Counselor, High School	217				
	Manager, District Risk	236				
	Manager, Portfolio & Policy	236				
	Specialist, SIS	236				
	Specialist, T&L Network	236				
	Supervisor, CNS Finance	236				
	Therapist, Occupational	217				
	Therapist, Physical	217				

Pay Grade 5	Job Title	Days				
			Minimum	Midpoint	Maximum	
	Associate Principal, JH & FR	226	Daily	\$348.22	\$428.31	\$497.95
	Band Director	217	202	\$70,340.44	\$86,518.62	\$100,585.90
	Coordinator, Dropout Prevention & Intervention	236	217	\$75,563.74	\$92,943.27	\$108,055.15
	Coordinator, Elementary Reading	236	226	\$78,697.72	\$96,798.06	\$112,536.70
	Coordinator, ELL Engagement	236	236	\$82,179.92	\$101,081.16	\$117,516.20
	Coordinator, Mental Health	217				
	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				
	SIS Programmer/Data Analyst	236				
	Sr Network Administrator	236				
	Supervisor, Elementary Social Studies	236				
	Supervisor, ELL (Elem & Sec)	236				
	Supervisor, Payroll	236				
	Supervisor, Procurement	236				
	Supervisor, Special Services	217				
	Supervisor, State Assessments	236				

MIDLAND INDEPENDENT SCHOOL DISTRICT
2020-2021 Administrative/Professional Pay Plan

Pay Grade 6	Job Title	Days				
			Daily	Minimum	Midpoint	Maximum
	Academic Dean	226				
	Assistant Principal, HS & ECHS	217	217	\$80,476.62	\$98,986.72	\$115,081.61
	Controller	236	226	\$83,814.36	\$103,092.16	\$119,854.58
	Director, Accountability and School Improvement	236	236	\$87,522.96	\$107,653.76	\$125,157.88
	Director, Athletics	236				
	Director, Budget	236				
	Director, Counseling	236				
	Director, CTE	236				
	Director, Early Childhood	236				
	Director, Fine Arts	236				
	Director, Foreign Languages	236				
	Director, Health Services	236				
	Director, High School Instructional Services	226				
	Director, HR - Benefits/Risk Management	236				
	Director, HR - IMS	236				
	Director, HR Professional Support	236				
	Director, Human Resources	236				
	Director, IMS - Students Data Systems	236				
	Director, Instructional Technology	236				
	Director, Leadership Development	236				
	Director, Math (Elem & Sec)	236				
	Director, Opportunity Culture	236				
	Director, P.E., Health & Wellness	236				
	Director, Payroll	236				
	Director, PEIMS	236				
	Director, Purchasing/Contracts	236				
	Director, Reading	236				
	Director, Science	236				
	Director, Secondary English Language Arts	236				
	Director, Social Studies	236				
	Director, Student Services	236				
	Director, Translation Services	236				

Pay Grade 7	Job Title	Days				
			Daily	Minimum	Midpoint	Maximum
	Principal, Elementary	226				
	Principal, HS Associate	236	226	\$88,842.86	\$109,277.78	\$127,045.90
	Director, Child Nutrition Services	236	236	\$92,773.96	\$114,113.08	\$132,667.40
	Director, Ed. Foundation/Volunteer	236				
	Director, G/T & Adv. Academic Services	236				
	Director, Infrastructure/Database	236				
	Director, Transportation	236				

**MIDLAND INDEPENDENT SCHOOL DISTRICT
2020-2021 Administrative/Professional Pay Plan**

Pay Grade 8	Job Title	Days
	Principal - <i>JH, FH, ECHS, MAP, Coleman, YWLA</i>	226
	Head Football/Athletic Coordinator	236

	Minimum	Midpoint	Maximum
Daily	\$416.70	\$512.54	\$595.88
226	\$94,174.20	\$115,834.04	\$134,668.88
236	\$98,341.20	\$120,959.44	\$140,627.68

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	\$441.70	\$543.29	\$631.63
236	\$104,241.20	\$128,216.44	\$149,064.68

Pay Grade 10	Job Title	Days
	Chief Communications Officer	236
	Chief Human Resources Officer	236
	Chief of Staff	236
	Chief Transformation Officer	236

	Minimum	Midpoint	Maximum
Daily	\$511.01	\$628.54	\$730.74
236	\$120,598.36	\$148,335.44	\$172,454.64

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

	Minimum	Midpoint	Maximum
Daily	\$623.39	\$766.77	\$891.45
236	\$147,120.04	\$180,957.72	\$210,382.20

**MIDLAND INDEPENDENT SCHOOL DISTRICT
2020-2021 Clerical/Technical Support Pay Plan**



**Clerical/Technical Support
Pay Plan**

**MIDLAND INDEPENDENT SCHOOL DISTRICT
2020-2021 Clerical/Technical 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	\$96.00	\$118.08	\$137.28
184	\$17,664.00	\$21,726.72	\$25,259.52

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	\$103.20	\$126.94	\$147.58
184	\$18,988.80	\$23,356.96	\$27,154.72
217	\$22,394.40	\$27,545.98	\$32,024.86
236	\$24,355.20	\$29,957.84	\$34,828.88

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

	Minimum	Midpoint	Maximum
Daily	\$111.17	\$136.74	\$158.97
192	\$21,344.64	\$26,254.08	\$30,522.24
217	\$24,123.89	\$29,672.58	\$34,496.49
236	\$26,236.12	\$32,270.64	\$37,516.92

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
	Clerk/Bookkeeper Transportation	236
	High School Bookkeeper	217
	Specialist, Call Center	236
	Specialist, Payroll	236
	Specialist, Travel/Pcard	236

	Minimum	Midpoint	Maximum
Daily	\$119.71	\$147.24	\$171.19
192	\$22,984.32	\$28,270.08	\$32,868.48
217	\$25,977.07	\$31,951.08	\$37,148.23
236	\$28,251.56	\$34,748.64	\$40,400.84

**MIDLAND INDEPENDENT SCHOOL DISTRICT
2020-2021 Clerical/Technical Support Pay Plan**

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

	Minimum	Midpoint	Maximum
Daily	\$130.08	\$160.00	\$186.01
192	\$24,975.36	\$30,720.00	\$35,713.92
226	\$29,398.08	\$36,160.00	\$42,038.26
236	\$30,698.88	\$37,760.00	\$43,898.36

Pay Grade 6	Job Title	Days
	Clerk, Shipping/Receiving	236
	Clerk, Sr Accounting Accounts Payable	236
	Clerk, Sr Accounting Activity Funds	236
	Clerk, Sr Payroll	236
	HR Generalist	236
	Secretary, Director	236
	Secretary, High School Principal	236
	Secretary, Principal- <i>JH, FH, MAP, ECHS, Coleman, YWLA, Chiefs of Schools</i>	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
	Specialist, Transportation Info & Student Mgt	236
	Transportation Bookkeeper	236

	Minimum	Midpoint	Maximum
Daily	\$141.41	\$173.93	\$202.22
226	\$31,958.66	\$39,308.18	\$45,701.72
236	\$33,372.76	\$41,047.48	\$47,723.92

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
	Specialist, Family Support Center	236
	Technician, Call Center Support	236
	Technician, Computer	236
	Technician, Network Cable Installer/PC	236

	Minimum	Midpoint	Maximum
Daily	\$157.17	\$193.32	\$224.75
184	\$28,919.28	\$35,570.88	\$41,354.00
236	\$37,092.12	\$45,623.52	\$53,041.00

Pay Grade 8	Job Title	Days
	Executive Assistant, Chief	236
	Executive Assistant, Public Info Act Coord	236
	Technician, Electronics	236

	Minimum	Midpoint	Maximum
Daily	\$179.09	\$220.28	\$256.10
236	\$42,265.24	\$51,986.08	\$60,439.60

Pay Grade 9	Job Title	Days
	Administrative Assistant to Superintendent	236

	Minimum	Midpoint	Maximum
Daily	\$206.58	\$254.09	\$295.41
236	\$48,752.88	\$59,965.24	\$69,716.76

MIDLAND INDEPENDENT SCHOOL DISTRICT
2020-2021 Instructional Support Pay Plan



Midland Independent School District

Instructional Support
Pay Plan

MIDLAND INDEPENDENT SCHOOL DISTRICT
2020-2021 Instructional Support Pay Plan

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

	Minimum	Midpoint	Maximum
Daily	\$96.00	\$118.08	\$137.28
184	\$17,664.00	\$21,726.72	\$25,259.52

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

	Minimum	Midpoint	Maximum
Daily	\$102.14	\$125.63	\$146.06
184	\$18,793.76	\$23,115.92	\$26,875.04

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 Assistant, Autism	184
	Teacher Assistant, Literacy Liaison	184
	Teacher Assistant, SPED LEAP	187
	Teacher Assistant, Transition PE	184
	Teacher Assistant, Visually Impaired	184

	Minimum	Midpoint	Maximum
Daily	\$107.81	\$132.61	\$154.17
184	\$19,837.04	\$24,400.24	\$28,367.28
187	\$20,160.47	\$24,798.07	\$28,829.79
192	\$20,699.52	\$25,461.12	\$29,600.64
197	\$21,238.57	\$26,124.17	\$30,371.49

* Part-Time Child Care Providers are paid hourly.

Pay Grade 4	Job Title	Days
	Childcare Provider II	197
	LVN	187
	Teacher Assistant, Instructional Facilitator	184
	Teacher Assistant, SPED BAC	184
	Teacher Assistant, SPED DAEP BAC	184
	Teacher Assistant, SPED Life Skills	184

	Minimum	Midpoint	Maximum
Daily	\$144.23	\$177.40	\$206.25
184	\$26,538.32	\$32,641.60	\$37,950.00
187	\$26,971.01	\$33,173.80	\$38,568.75
197	\$28,413.31	\$34,947.80	\$40,631.25

MIDLAND INDEPENDENT SCHOOL DISTRICT
2020-2021 Auxiliary Pay Plan



**Auxiliary
Pay Plan**

**MIDLAND INDEPENDENT SCHOOL DISTRICT
2020-2021 Auxiliary Pay Plan**

Pay Grade 1	Job Title	Days	Minimum	Midpoint	Maximum
	Bus Monitor	179	Hourly \$12.00	\$14.76	\$17.16
	Bus Monitor (SPED)	179	174 \$16,704.00	\$20,545.92	\$23,886.72
	CNS Worker (Helper/Floater)	174	179 \$17,184.00	\$21,136.32	\$24,573.12
	Custodian	260	260 \$24,960.00	\$30,700.80	\$35,692.80

Pay Grade 2	Job Title	Days	Minimum	Midpoint	Maximum
	Assistant Head Custodian	260	Hourly \$13.13	\$16.15	\$18.78
	Caretaker (Northfield/Stadium/Grounds)	260	174 \$18,276.96	\$22,480.80	\$26,141.76
	CNS Managing Cashier Trainee	177	177 \$18,592.08	\$22,868.40	\$26,592.48
	CNS Worker (Cashier/Meat Cook/Pastry/Driv	174	260 \$27,310.40	\$33,592.00	\$39,062.40
	Grounds Crew Leader (Athletic/Field)	260			

Pay Grade 3	Job Title	Days	Minimum	Midpoint	Maximum
	Assistant Building Engineer	260	Hourly \$14.37	\$17.68	\$20.55
	CNS Managing Cashier	177	177 \$20,347.92	\$25,034.88	\$29,098.80
	Equipment Operator	260	260 \$29,889.60	\$36,774.40	\$42,744.00
	Graphics Art Tech	260			
	Head Custodian (Elementary/Central Office)	260			
	Irrigation Installer	260			
	Material Handler	260			
	Periodic Maintenance Worker	260			

Pay Grade 4	Job Title	Days	Minimum	Midpoint	Maximum
	CNS Manager 1	177	Hourly \$15.70	\$19.31	\$22.45
	CNS Warehouse/Delivery Driver	236	177 \$22,231.20	\$27,342.96	\$31,789.20
	Head Custodian, (JH, Freshman)	260	236 \$29,641.60	\$36,457.28	\$42,385.60
	Mechanic I	260	260 \$32,656.00	\$40,164.80	\$46,696.00

Pay Grade 5	Job Title	Days	Minimum	Midpoint	Maximum
	CNS Computer Tech	177	Hourly \$17.14	\$21.08	\$24.51
	CNS Manager 2	177	177 \$24,270.24	\$29,849.28	\$34,706.16
	Custodial Trainer-Furniture Installer	260	260 \$35,651.20	\$43,846.40	\$50,980.80
	Head Custodian (MAP, Coleman)	260			
	Material Handler (w/CDL)	260			
	Mechanic II	260			
	Painter	260			
	Worker, Environmental Services	260			
	Worker, Mill Shop	260			

MIDLAND INDEPENDENT SCHOOL DISTRICT
2020-2021 Auxiliary Pay Plan

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
	Specialist, Lead Driver/Routing	260
	Specialist, Safety Management	236

	Minimum	Midpoint	Maximum
Hourly	\$18.85	\$23.19	\$26.96
236	\$35,588.80	\$43,782.72	\$50,900.48
260	\$39,208.00	\$48,235.20	\$56,076.80

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	\$20.94	\$25.76	\$29.94
236	\$39,534.72	\$48,634.88	\$56,526.72
260	\$43,555.20	\$53,580.80	\$62,275.20

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, Periodic Maintenance	260
	Foreman, Plumbing	260
	Foreman, PM Crew	260
	Technician, Compliance & Control System	260
	Technician, EMS Controls	260
	Technician, GIS/CAD	260

	Minimum	Midpoint	Maximum
Hourly	\$23.37	\$28.75	\$33.42
260	\$48,609.60	\$59,800.00	\$69,513.60

MIDLAND INDEPENDENT SCHOOL DISTRICT
2020-2021 Auxiliary Pay Plan

Pay Grade 9	Job Title	Days
	Building Manager/Head Custodian	260
	Construction Inspector	260
	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
	Technology Project Manager	236

	Minimum	Midpoint	Maximum
Hourly	\$26.32	\$32.37	\$37.64
236	\$49,692.16	\$61,114.56	\$71,064.32
260	\$54,745.60	\$67,329.60	\$78,291.20

Pay Grade 10	Job Title	Days
	Director, Custodial Services	260
	Director, Facility Design	260
	Energy Specialist	260
	Fleet Manger	236
	Procurement Supervisor	236

	Minimum	Midpoint	Maximum
Daily	\$302.14	\$371.63	\$432.06
236	\$71,305.04	\$87,704.68	\$101,966.16
260	\$78,556.40	\$96,623.80	\$112,335.60

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	\$22.00	\$27.06	\$31.46
179	\$31,504.00	\$38,749.92	\$45,050.72
260	\$45,760.00	\$56,284.80	\$65,436.80

**MIDLAND INDEPENDENT SCHOOL DISTRICT
2020-2021 Police Department Pay Plan**



Midland Independent School District

**Police Department
Pay Plan**

**MIDLAND INDEPENDENT SCHOOL DISTRICT
2020-2021 Police Department Pay Plan**

Pay Grade 1	Job Title	Days
	Campus Security Officer	236

	Minimum	Midpoint	Maximum
Hourly	\$13.13	\$16.15	\$18.78
236	\$24,789.44	\$30,491.20	\$35,456.64

Pay Grade 2	Job Title	Days
	Access Control worker	260

	Minimum	Midpoint	Maximum
Hourly	\$15.70	\$19.31	\$22.45
260	\$32,656.00	\$40,164.80	\$46,696.00

Pay Grade 3	Job Title	Days
	Police Evidence Technician	236
	Police Telecommunicator	236
	Security Systems Installer	236

	Minimum	Midpoint	Maximum
Hourly	\$18.85	\$23.19	\$26.96
236	\$35,588.80	\$43,782.72	\$50,900.48

Pay Grade 4	Job Title	Days
	Security & Surveillance Sys Lead Tech	260

	Minimum	Midpoint	Maximum
Hourly	\$23.37	\$28.75	\$33.42
260	\$48,609.60	\$59,800.00	\$69,513.60

Pay Grade 5	Job Title	Days
	Police Officer	236

	Minimum	Midpoint	Maximum
Hourly	\$28.56	\$35.16	\$40.84
236	\$53,921.28	\$66,382.08	\$77,105.92

Pay Grade 6	Job Title	Days
	Police Sergeant/Investigator	236

	Minimum	Midpoint	Maximum
Hourly	\$37.77	\$46.46	\$54.01
236	\$71,309.76	\$87,716.48	\$101,970.88

Pay Grade 7	Job Title	Days
	Police Lieutenant	236

	Minimum	Midpoint	Maximum
Daily	\$322.99	\$397.28	\$461.88
236	\$76,225.64	\$93,758.08	\$109,003.68

MIDLAND INDEPENDENT SCHOOL DISTRICT
2020-2021 Substitute Teacher Pay Plan



Substitute Teacher
Pay Plan

MIDLAND INDEPENDENT SCHOOL DISTRICT 2020-2021 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	\$302.14	\$320.87	\$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
2020-2021 Other Salary and Stipends**



Other Salary and Stipends

**MIDLAND INDEPENDENT SCHOOL DISTRICT
2020-2021 Other Salary and Stipends**

IMPORTANT NOTICE

When an exempt employee is assigned an additional duty at will, the supplemental duty is not part of a contract and neither 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 your supplemental duty(ies) may require. A stipend associated with a particular supplemental duty may be prorated if you do not complete the supplemental duty 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). You 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
2020-2021 Other Salary and Stipends

ATHLETICS STIPENDS		
<i>GROUP 1 (HS Head Coaches, Group 1 Assistant Coaches)</i>	<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

<i>GROUP 2 (Head Track, Head Cross Country, Head Powerlifting, HS Asst)</i>	<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

<i>GROUP 3 (Dual Sports, Trainers, Equipment Managers, Laundry)</i>	<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
HS Assistant Tennis	\$5,000	
Freshman Assistant Tennis	\$5,000	

**Extra days required by the stipend agreement will be assigned and accounted for by the Athletic Coordinator.*

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

<i>GROUP 5 (Junior High)</i>	<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

<i>Swim/Dive</i>	<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	

MIDLAND INDEPENDENT SCHOOL DISTRICT
2020-2021 Other Salary and Stipends

STUDENT ACTIVITIES STIPENDS

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

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

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

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

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

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

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

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

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

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

**MIDLAND INDEPENDENT SCHOOL DISTRICT
2020-2021 Other Salary and Stipends**

FINE ARTS STIPENDS

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

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

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

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

ENGLISH LEARNERS STIPENDS

<u>Position - Bilingual Teachers/Others</u>	<u>Annual Rate</u>
Bilingual Classroom - Teacher (PK-5)	\$2,500
English as a Second Language (ESL) - Teacher (10th-12th)	\$2,000
English as a Second Language (ESL)/ English Language Arts (ELA) - Teacher (7th-9th)	\$2,000
ESL/ELA Teacher (PK-6)	\$2,000
Language Proficiency Assessment Committee (LPAC) Facilitator	\$2,500
*Newcomer Academy Teacher (Secondary) [*Work 10 extra days]	\$2,500
English Learner Transition Coordinator	\$2,500

MIDLAND INDEPENDENT SCHOOL DISTRICT
2020-2021 Other Salary and Stipends

SPECIAL SERVICES STIPENDS	
<u><i>Position - Special Education</i></u>	<u><i>Annual Rate</i></u>
504 Facilitator	\$2,500
Admission, Review, and Dismissal (ARD) Facilitator	\$4,000
Autism Support	\$1,000
Behavior Adjustment Class (BAC) Teacher (10th-12th Grade)	\$5,000
Behavior Adjustment Class (BAC) Teacher (Kinder-9th Grade)	\$10,000
Behavior Interventionist	\$2,500
Diagnostician	\$8,000
Diagnostician-Bilingual Certified	\$10,500
Licensed Specialist in School Psychology - Assistant (LSSP - Assistant)	\$4,000
Licensed Specialist in School Psychology (LSSP)	\$8,000
Life College	\$10,000
Life Skills Specialist	\$4,000
Life Skills Teacher	\$1,000
Occupational Therapist	\$8,000
Physical Therapist	\$8,000
Special Services - Learning for Everyone at Preschool (LEAP) Teacher	\$3,000
Special Services Lead Teacher (Secondary)	\$2,500
Special Services Program Specialist	\$2,500
Speech Pathologist - Assistant	\$4,000
Speech Pathologist - Licensed	\$8,000
Transition Coordinator	\$5,000
Visually Impaired Teacher	\$4,000
Vocational Adjustment Coordinator (VAC) Teacher	\$1,000

OTHER MISCELLANEOUS STIPENDS	
<u><i>Position - Other Miscellaneous Supplements</i></u>	<u><i>Annual Rate</i></u>
College, Career, and Military Readiness (CCMR) Coordinator	\$5,000
*Department Chair - Freshman [*Work 10 extra days]	\$4,500
*Department Chair - High School [*Work 10 extra days]	\$4,500
*Department Chair - Junior High [*Work 10 extra days]	\$3,500
Department Chair + 13	\$1,344
Destination Imagination Coach	\$2,000
Destination Imagination Lead Teacher	\$2,000
Disciplinary Alternative Education Program (DAEP) Stipend - MAP	\$1,000
ELL/SPED Counselor	\$5,000
Health Science Academy Coordinator	\$9,000
Instructional Services Director	\$2,500
Petroleum Academy Coordinator	\$9,000
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

MIDLAND INDEPENDENT SCHOOL DISTRICT
2020-2021 Other Salary and Stipends

OTHER DUTIES	
<u>Supplemental Pay</u>	<u>Hourly</u>
Enhancement	Teacher Hourly Rate
District Designated Service Provider	Teacher Hourly Rate
Saturday School, Tutorials, Tutors	\$30
Student Workers	\$10
Summer School Certified Teachers	Teacher Hourly Rate
Temporary Summer Help	\$10
Conference Period (Elementary Unfilled Sub)	
- Half Day	\$30
- Whole Day	\$60
- Max Per Day	\$150
Conference Period (Junior High)	
- Rate	\$21.50
Conference Period (High School)	
- Rate	\$25
- Max Per Day	\$150
*Midland ISD Long-Term Substitutes in an Administrative role such as "Principal" are paid based on the Teacher Pay Scale and years of experience (BA column only)	Teacher Daily Rate
<u>Bus Driver Fee</u>	<u>Rate</u>
In Town Round Trip	\$35 Per Game
Odessa Round Trip	\$50 Per Game
2 Hour Round Trip	\$75 Per Game
Driving for Others /Charter	\$25 Per Hour
Driving for Others	\$20 Per Hour
Driving for Your Trips Further than 2 Hours	\$20 Per Hour
* <i>Bus driver fee rates are for eligible Teachers & Coaches</i>	

MIDLAND INDEPENDENT SCHOOL DISTRICT
2020-2021 Travel Pay

MIDLAND ISD TRAVEL PAY				
2020-2021				
DAILY	STAFF	2020-21	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 Special Services	\$200.00		
FLAT	Other Professional Staff	\$145.00		
FLAT	Athletic Trainer	\$285.00		
FLAT	Head Football Coach	\$560.00		

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

MIDLAND INDEPENDENT SCHOOL DISTRICT
2020-2021 Opportunity Culture



Midland Independent School District

Opportunity Culture

MIDLAND INDEPENDENT SCHOOL DISTRICT
2020-2021 Opportunity Culture

Opportunity Culture	
<u>Role</u>	<u>Stipend</u>
MCL III 6-8 Teachers (FR)	\$20,000
MCL II 4-5 Teachers (FR/PR)	\$17,000
MCL I 2-3 Teachers (PR)	\$15,000
MTRT >50% Reach + Duties	\$12,000
TRT II 100% Reach	\$10,000
TRT I 50% Reach	\$8,000
Reach Associate I	\$25,000
Reach Associate II <i>(Assists MCL's & TRT's)</i>	\$30,000
Teacher Resident <i>(Assists MCL's & TRT's)</i>	\$24,000



Perfect Attendance Stipend

Perfect Attendance Stipend

	Each Six Weeks	Annual Total:
Perfect Attendance Stipend	\$500	\$3,000

The Perfect Attendance stipend will take effect the first 6 weeks of the 2020 Fall semester and will run thru the end of the 2021 Spring semester (5/28/2021).

This stipend will be disbursed in February and July.

Eligibility:

- * Applicable for Teachers of Record.
- * DOI are eligible to receive stipend.
- * The stipend is contingent upon completing the 2020-2021 contract year.
- * Must not have any **unexcused** absence. Absences that are ***excused*** include:
 - Professional Development
 - Jury Duty
 - School Business

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

IMPORTANT

Any employee approved for remote work or an alternative assignment may not be eligible for incentives and bonuses.

*Everything **MUST** be reconciled during the current fiscal year. The reconciliation for the fall semester must be completed and submitted to HR by the January payroll deadline, the reconciliation for the spring semester must be completed and submitted to HR by the June payroll deadline. The fall semester perfect attendance stipend will be paid in February and spring semester perfect attendance stipend will be paid in July.*

It is each individual's responsibility to make sure their absences in Frontline are recorded accurately and in a timely manner in order to avoid delays in receiving pay.



Large Class Size Stipend (Elementary)

Large Class Size Stipend Schedule (ELEMENTARY)

Core Subject Areas ONLY

Core Subjects include: Math, Science, Soc. St, ELA, Foreign Lang.

Eligibility for Class size stipends is contingent on certification; DOI teachers may be considered for the class size stipend upon review.

Class Size Ratio	3-5 students over (self-contained)	3- 5 students over (departmentalized) PER SECTION/PER CLASS	6-10 over (self-contained)	6-10 over (departmentalized) PER SECTION/PER CLASS	11 or more over (self-contained)	11 or more over (departmentalized) PER SECTION/PER CLASS
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K-2 (22:1)	\$1,500 (per six weeks)	\$500 (per six weeks)	\$3000 (per six weeks)	\$1,000 (per six weeks)	\$4,500 (per six weeks)	\$1,500 (per six weeks)
3-4 (24:1)	\$1,500 (per six weeks)	\$500 (per six weeks)	\$3000 (per six weeks)	\$1,000 (per six weeks)	\$4,500 (per six weeks)	\$1,500 (per six weeks)
5-6 (28:1)	\$1,500 (per six weeks)	\$500 (per six weeks)	\$3000 (per six weeks)	\$1,000 (per six weeks)	\$4,500 (per six weeks)	\$1,500 (per six weeks)
7-12 (28:1)	—————	\$500 (per six weeks)		\$1,000 (per six weeks)		\$1,500 (per six weeks)

* In order to receive the class size stipend, the class size stipend must be due to a vacancy in the grade level and/or content area, or individual teachers that teach courses requiring advanced credentials (Example: AP/Dual Courses)

* DOI-District of Innovation teachers with a certification exemption

* Class size stipends will be paid in July.

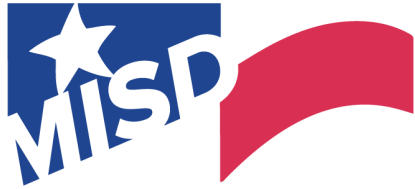
* Class sizes average must be over the threshold for at least 90% of the six weeks membership report.

* Classroom Teachers who are Teacher of Record for the classroom.

* Stipends applicable only for classrooms without additional instructional support.

IMPORTANT

Everything MUST be reconciled during the current fiscal year. The reconciliation for the fall semester must be completed and submitted to HR by the February payroll deadline, the reconciliation for the spring semester must be completed and submitted to HR by the June payroll deadline. The large class size stipend will be paid in July.



Midland Independent School District

Large Class Size Stipend (Secondary)

Large Class Size Stipend Schedule (SECONDARY)

Core Subject Areas ONLY

Core Subjects include: Math, Science, Soc. St, ELA, Foreign Lang.

Eligibility for Class size stipends is contingent on certification; DOI teachers may be considered for the class size stipend upon review.

Class Size Ratio	3- 5 students over (1-3 SECTIONS)	3 -5 students over (4 or more SECTIONS)	6-10 students over (1-3 SECTIONS)	6-10 students over (4 or more SECTIONS)	11 or more students over (1-3 SECTIONS)	11 or more students over (4 or more SECTIONS)
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7-12 (28:1)	\$500 (per six weeks)	\$1,500 (per six weeks)	\$1,000 (per six weeks)	\$3000 (per six weeks)	\$1,500 (per six weeks)	\$4,500 (per six weeks)
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* In order to receive the class size stipend, the class size stipend must be due to a vacancy in the grade level and/or content area, or individual teachers that teach courses requiring advanced credentials (Example: AP/Dual Courses)

* DOI-District of Innovation teachers with a certification exemption

* Class size stipends will be paid in July.

* Class sizes average must be over the threshold for at least 90% of the six weeks membership report.

* Classroom Teachers who are Teacher of Record for the classroom.

* Stipends applicable only for classrooms without additional instructional support.

IMPORTANT

Everything MUST be reconciled during the current fiscal year. The reconciliation for the fall semester must be completed and submitted to HR by the February payroll deadline, the reconciliation for the spring semester must be completed and submitted to HR by the June payroll deadline. The large class size stipend will be paid in July.