







Midland Independent School District

2022-2023 COMPENSATION MANUAL

Amended Board Approved 9/19/2022

Midland Independent School District
Human Capital Management
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Purpose

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

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

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

This compensation plan is for the 2022-2023 school year. No salary increases are granted automatically each year; therefore, neither past nor future salaries can be calculated, assumed, or predicted on the basis of this schedule. District policy requires the Board of Trustees to adopt a new compensation plan annually.

IMPORTANT NOTICE

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

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

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

Teacher Incentive Allotment (TIA)

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



Teacher, Librarian, Nurse (BSN) Pay Plan

MIDLAND INDEPENDENT SCHOOL DISTRICT
2022-2023 Teacher/Librarian/Nurse (BSN) Pay Plan

THE ANNUAL SALARY IS BASED ON A 10 MONTH CALENDAR

This schedule is for the 2022-2023 school year only. This schedule cannot be used to project any future salary increases.

Teachers and Nurses (BSN) are on a 187 day work calendar for the 2022-2023 school year. Librarians are on a 191 day work calendar for the 2022-2023 school year.

A returning MISD employee in the same or similar position who received a Teacher Compensation Allotment (Career Ladder) supplement in 2021-2022 will receive the same supplement in 2022-2023, in addition to the salary appropriate for the individual employee employed on a full-time basis. Salary plans are determined on an annual basis and salary advancement is not guaranteed. Pay increases are based on the annual pay raise budgeted and approved by the Board of Trustees.

MIDLAND INDEPENDENT SCHOOL DISTRICT
2022-2023 Teacher/Librarian/Nurse (BSN) Pay Plan

<u>Years of Experience</u>	<u>Bachelor's Degree Annual</u>	<u>Master's Degree Annual</u>	<u>Master's +30 Degree Annual</u>	<u>Doctorate Degree Annual</u>
0	\$58,500	\$59,800	\$60,300	\$61,100
1	\$59,050	\$60,350	\$60,850	\$61,650
2	\$59,550	\$60,850	\$61,350	\$62,150
3	\$59,950	\$61,250	\$61,750	\$62,550
4	\$60,250	\$61,550	\$62,050	\$62,850
5	\$61,550	\$62,850	\$63,350	\$64,150
6	\$61,850	\$63,150	\$63,650	\$64,450
7	\$62,150	\$63,450	\$63,950	\$64,750
8	\$62,450	\$63,750	\$64,250	\$65,050
9	\$62,850	\$64,150	\$64,650	\$65,450
10	\$63,250	\$64,550	\$65,050	\$65,850
11	\$63,750	\$65,050	\$65,550	\$66,350
12	\$64,250	\$65,550	\$66,050	\$66,850
13	\$64,750	\$66,050	\$66,550	\$67,350
14	\$65,250	\$66,550	\$67,050	\$67,850
15	\$65,750	\$67,050	\$67,550	\$68,350
16	\$66,250	\$67,550	\$68,050	\$68,850
17	\$66,750	\$68,050	\$68,550	\$69,350
18	\$67,250	\$68,550	\$69,050	\$69,850
19	\$67,750	\$69,050	\$69,550	\$70,350
20	\$68,250	\$69,550	\$70,050	\$70,850
21	\$68,750	\$70,050	\$70,550	\$71,350
22	\$69,250	\$70,550	\$71,050	\$71,850
23	\$69,750	\$71,050	\$71,550	\$72,350
24	\$70,250	\$71,550	\$72,050	\$72,850
25	\$70,750	\$72,050	\$72,550	\$73,350
26	\$71,250	\$72,550	\$73,050	\$73,850
27	\$71,750	\$73,050	\$73,550	\$74,350
28	\$72,250	\$73,550	\$74,050	\$74,850
29	\$72,750	\$74,050	\$74,550	\$75,350
30	\$73,300	\$74,600	\$75,100	\$75,900
31	\$74,000	\$75,300	\$75,800	\$76,600
32	\$74,600	\$75,900	\$76,400	\$77,200
33	\$75,100	\$76,400	\$76,900	\$77,700
34	\$75,750	\$77,050	\$77,550	\$78,350
35	\$76,300	\$77,600	\$78,100	\$78,900
36	\$76,600	\$77,900	\$78,400	\$79,200
37	\$76,900	\$78,200	\$78,700	\$79,500
38	\$77,250	\$78,550	\$79,050	\$79,850
39	\$77,550	\$78,850	\$79,350	\$80,150
40	\$77,850	\$79,150	\$79,650	\$80,450

NOTE: This salary scale is based on 187 work days.

Exceptions include Librarians who work 191 days and "Other Teacher Pay Plan Positions"

MIDLAND INDEPENDENT SCHOOL DISTRICT
2022-2023 Teacher/Librarian/Nurse (BSN) Pay Plan

OTHER TEACHER PAY PLAN POSITIONS	NUMBER OF DAYS	PLUS STIPEND
Athletic Dept. - Head Athletic Trainer & Asst. Athletic Trainer	217	Yes
CTE Dept. - Law and Public Service Academy Coordinator	217	Yes
CTE Dept. - College, Career, & Military Readiness (CCMR) Coordinator	187	Yes
CTE Dept. - Health Science Academy Coordinator	217	Yes
CTE Dept. - Petroleum Academy Coordinator	217	Yes
CTE Dept. - Vocational Agriculture Teacher	217	Yes
CTE Dept. - Vocational CTE Teacher	187 + 15 days	No
EL Dept. - Bil/ESL Instructional Coach	187	No
EL Dept. - Bilingual Interventionist (Part-time)	187	No
EL Dept. - Dual Language Program Coordinator	197	Yes
EL Dept. - EL Instructional Specialist	187	Yes
EL Dept. - EL Instructional Specialist	226	No
EL Dept. - LPAC Compliance Coordinator	197	Yes
Fine Arts - Assistant Band Director (High School)	187	Yes
Fine Arts - Band Director (Freshman & Jr. High)	187	Yes
GT Dept. - GT Coordinator	217	No
LLI Dept. - At Risk Coordinator (CHS)	191	No
LLI Dept. - AVID Teacher and Coordinator	187	No
LLI Dept. - Campus Literacy Strategist	197	No
LLI Dept. - Campus Mathematics Strategist	197	No
LLI Dept. - Instructional Coach	197	No
LLI Dept. - Instructional Specialist	187	No
LLI Dept. - Interventionist	187	No
LLI Dept. - Media/Instructional Specialist (MFHS/MHS/Goddard)	217	No
LLI Dept. - Reading Specialist	187	No
LLI Dept. - Social Worker	187	No
LLI Dept. - Student Services Coordinator	197B	Yes
SPED Dept. - ARD Facilitator	187	Yes
SPED Dept. - Dyslexia Teacher	191	No
SPED Dept. - LEAP Teacher	192	Yes
SPED Dept. - LSSP (Assistant/Intern)	197B	Yes
SPED Dept. - Special Education Teacher	187	Yes
SPED Dept. - Special Services Program Specialist	197B	Yes
SPED Dept. - Speech Pathologist Assistant/Intern	187	Yes
SPED Dept. - Transition Coordinator	197B	Yes
SPED Dept. - VAC Teacher	187	Yes



Administrative/Professional Pay Plan

MIDLAND INDEPENDENT SCHOOL DISTRICT
2022-2023 Administrative/Professional Pay Plan

Pay Grade 1	Job Title	Days	Minimum	Midpoint	Maximum
	Budget Analyst	226	Daily \$265.89	\$327.04	\$405.38
	Childcare Site Supervisor	202	187 \$49,721.43	\$61,156.48	\$75,805.50
	Payroll Specialist II	226	202 \$53,709.78	\$66,062.08	\$81,886.15
	Registered Nurse	187	226 \$60,091.14	\$73,911.04	\$91,615.20

Pay Grade 2	Job Title	Days	Minimum	Midpoint	Maximum
	Advisor, College Connection	197	Daily \$284.50	\$349.94	\$433.75
	Advisor, YWLA College Bound	217	197 \$56,046.50	\$68,938.18	\$85,448.59
	Benefits and Risk Management Specialist	226	217 \$61,736.50	\$75,936.98	\$94,123.58
	CNS Dietitian	226	226 \$64,297.00	\$79,086.44	\$98,027.32
	Staff Accountant	226			

Pay Grade 3	Job Title	Days	Minimum	Midpoint	Maximum
	Behavior Interventionist	197B	Daily \$304.93	\$375.06	\$464.90
	Collegiate Coach	217	197 \$60,071.21	\$73,886.82	\$91,585.12
	Coordinator, EC Enrollment & Compliance	226	217 \$66,169.81	\$81,388.02	\$100,883.11
	Coordinator, EL Transition	197	226 \$68,914.18	\$84,763.56	\$105,067.20
	Coordinator, Family Outreach	226			
	Coordinator, Federal Programs	226			
	Coordinator, Grant Project	226			
	Coordinator, Homeless Project	226			
	Instructional Officer	226			
	Manager, Transformation Zone Project	226			
	Specialist, Behavioral	197			
	Specialist, Communications	226			
	Specialist, Freshman Instructional	217			
	Specialist, Life Skills Instructional	197B			
	Supervisor, District Childcare	217			
	Supervisor, Early Childhood	217			

Pay Grade 4	Job Title	Days	Minimum	Midpoint	Maximum
	Accountant, Special Revenue	226	Daily \$325.97	\$400.94	\$496.98
	Admin. Asst. to Superintendent/Board Liaison	226	187 \$60,956.39	\$74,975.78	\$92,934.96
	Analyst, HR Systems	226	197 \$64,216.09	\$78,985.18	\$97,904.74
	Assistant Principal, Elementary	217	217 \$70,735.49	\$87,003.98	\$107,844.31
	CNS Finance Supervisor	226	226 \$73,669.22	\$90,612.44	\$112,317.12
	Coordinator, Compensation	226			
	Coordinator, Emergency Management	226			
	Counselor, Elementary	197			
	Counselor, Junior High	217			
	Data Fellow	226			
	Diagnostician	197B			
	Licensed Speech Pathologist	187			
	Licensed Speech Pathologist Lead	197B			
	Manager, District Risk	226			
	Manager, Portfolio & Policy	226			
	Network (REI) Specialist	226			
	Therapist, Occupational	197			
	Therapist, Physical	197			

MIDLAND INDEPENDENT SCHOOL DISTRICT
2022-2023 Administrative/Professional Pay Plan

Pay Grade 5	Job Title	Days
	Assistant Principal - JH, MAP, YWLA	217
	Band Director	217B
	Coordinator, Assessment & Evaluation	226
	Coordinator, Budget	226
	Coordinator, Child Find	226
	Coordinator, Dropout Prevention & Intervention	226
	Coordinator, ECHS Student Services	217
	Coordinator, LLI Instructional	226
	Coordinator, Mental Health	217
	Coordinator, Opportunity Culture	226
	Coordinator, Position Management	226
	Coordinator, At-Risk and MTSS Behavior	226
	Coordinator, Student Behavioral	197
	Coordinator, Title IX	197B
	Coordinator, Truancy Behavior	226
	Counselor - FH, HS, CHS, ECHS, MAP, YWLA	217
	Counselor, Career Endorsement	217
	Counselor, Crisis	197
	Counselor, Secondary (ELL/SPED)	217
	Licensed Specialist in School Psychology	197B
	Supervisor, ELL (Elem & Sec)	226
	Supervisor, Special Services	217

	Minimum	Midpoint	Maximum
Daily	\$351.43	\$432.26	\$535.79
197	\$69,231.71	\$85,155.22	\$105,551.24
217	\$76,260.31	\$93,800.42	\$116,267.10
226	\$79,423.18	\$97,690.76	\$121,089.24

Pay Grade 6	Job Title	Days
	Assistant Principal - FH, HS, ECHS	217
	Controller	226
	Director, Child Nutrition Services	226
	Director, Education Foundation/Volunteer	226
	Director, Education Services	226
	Director, Health Services	226
	Director, Human Resources	226
	Director, Payroll	226
	Director, Purchasing/Contracts	226
	Director, Student Services	226
	Director, Title and Federal Programs	226
	Director, Transportation	226
	High School Academic Dean	226
	High School Instructional Service Director	226
	Virtual Dean (CHS)	226

	Minimum	Midpoint	Maximum
Daily	\$374.28	\$460.36	\$570.63
217	\$81,218.76	\$99,898.12	\$123,826.54
226	\$84,587.28	\$104,041.36	\$128,962.20

Pay Grade 7	Job Title	Days
	Associate Principal, HS	226
	Principal, Elementary	226

	Minimum	Midpoint	Maximum
Daily	\$396.74	\$487.99	\$604.87
226	\$89,663.24	\$110,285.74	\$136,700.64

MIDLAND INDEPENDENT SCHOOL DISTRICT
2022-2023 Administrative/Professional Pay Plan

Pay Grade 8	Job Title	Days	Minimum	Midpoint	Maximum	
	Principal - JH, FH, CHS, ECHS, MAP, YWLA	226	Daily	\$420.54	\$517.26	\$641.16
	Head Football/Athletic Coordinator	226	226	\$95,042.04	\$116,900.76	\$144,901.64

Pay Grade 9	Job Title	Days	Minimum	Midpoint	Maximum	
	Executive Director, Accountability	226	Daily	\$441.70	\$543.29	\$673.41
	Executive Director, Athletics	226	226	\$99,824.20	\$122,783.54	\$152,191.68
	Executive Director, Bilingual/ESL Education	226				
	Executive Director, Ed. Services	226				
	Executive Director, Financial Services	226				
	Executive Director, Human Capital	226				
	Executive Director, Professional Development	226				
	Executive Director, Special Services	226				
	Executive Director, Student Services	226				
	Principal, High School	226				

Pay Grade 10	Job Title	Days	Minimum	Midpoint	Maximum	
	Associate Superintendent	226	Daily	\$511.01	\$679.64	\$885.81
	Chief Administrative Officer	226	226	\$115,488.26	\$153,598.64	\$200,194.08
	Chief Financial Officer	226				
	Chief of Human Capital Management	226				
	Public Information Officer	226				

Pay Grade 11	Job Title	Days	Minimum	Midpoint	Maximum	
	Deputy Superintendent	226	Daily	\$668.15	\$821.82	\$1,018.66
	General Counsel	226	226	\$151,001.90	\$185,731.32	\$230,218.00



Clerical Support Pay Plan

MIDLAND INDEPENDENT SCHOOL DISTRICT
2022-2023 Clerical Pay Plan

Pay Grade 1	Job Title	Days	Minimum	Midpoint	Maximum
	Clerk, Office (Elem, JH, FH)	184	Daily \$108.00	\$132.84	\$157.68
	Clerk, Testing Center	217	184 \$19,872.00	\$24,442.56	\$29,013.12
	Clerk/Teacher Assistant (YWLA)	184	217 \$23,436.00	\$28,826.28	\$34,216.56

Pay Grade 2	Job Title	Days	Minimum	Midpoint	Maximum
	Clerk, Attendance (JH,FH,HS)	184	Daily \$116.10	\$142.80	\$169.51
	PBX Operator	226	184 \$21,362.40	\$26,275.20	\$31,189.84
			217 \$25,193.70	\$30,987.60	\$36,783.67
			226 \$26,238.60	\$32,272.80	\$38,309.26

Pay Grade 3	Job Title	Days	Minimum	Midpoint	Maximum
	Clerk, Counselor (JH,FH,HS)	217	Daily \$125.06	\$153.82	\$182.59
	Clerk, Data Entry (HS)	217	191 \$23,886.46	\$29,379.62	\$34,874.69
	Clerk, Data Entry (SPS)	226	217 \$27,138.02	\$33,378.94	\$39,622.03
	HR Receptionist	226	226 \$28,263.56	\$34,763.32	\$41,265.34
	Registrar	217			
	Student Services Specialist	191			
	Transportation Receptionist	217			

Pay Grade 4	Job Title	Days	Minimum	Midpoint	Maximum
	Clerk, Certification	226	Daily \$134.67	\$165.64	\$196.62
	Clerk, CNS	226	217 \$29,223.39	\$35,943.88	\$42,666.54
	Clerk, IMS - Student Data Systems	226	226 \$30,435.42	\$37,434.64	\$44,436.12
	Clerk, SPED State Records	226			
	Clerk, Sr. Attendance	226			
	Clerk, Student Records	226			
	Clerk, Student Services	226			
	High School Bookkeeper	217			
	Specialist, Travel/P-card	226			

MIDLAND INDEPENDENT SCHOOL DISTRICT
2022-2023 Clerical Pay Plan

Pay Grade 5	Job Title	Days	Minimum	Midpoint	Maximum
	AD Bookkeeper	226	Daily \$146.33	\$179.99	\$213.64
	Clerk, Athletics	226	191 \$27,949.03	\$34,378.09	\$40,805.24
	Clerk, Budget	226	226 \$33,070.58	\$40,677.74	\$48,282.64
	Clerk, Payroll	226			
	Clerk, SPED Management System (SEMS)	191			
	Clerk, SPED Resource System (SERS)	191			
	Clerk, Substitute Management	226			
	Liaison, Student Services	226			
	Secretary, CNS Purchasing	226			
	Secretary, Elementary Principal	226			

Pay Grade 6	Job Title	Days	Minimum	Midpoint	Maximum
	Clerk, Sr. Accounting Accounts Payable	226	Daily \$159.07	\$195.66	\$232.24
	Clerk, Sr. Accounting Activity Funds	226	226 \$35,949.82	\$44,219.16	\$52,486.24
	Clerk, Sr. Accounting Cashier	226			
	Clerk, Sr. Payroll	226			
	HR Generalist	226			
	Secretary, Director	226			
	Secretary, Secondary Principal	226			
	Specialist, Accounts Payable/Inventory	226			
	Specialist, District Volunteer	226			
	Specialist, Info. Student Mgmt. (Transportation)	226			
	Specialist, Transportation Info. & Student Mgmt.	226			
	Transportation Bookkeeper	226			

Pay Grade 7	Job Title	Days	Minimum	Midpoint	Maximum
	Secretary, Chief of Police	226	Daily \$176.80	\$217.46	\$258.13
	Secretary, Executive Director	226	226 \$39,956.80	\$49,145.96	\$58,337.38
	Specialist I, Payroll	226			
	Specialist, Athletics	226			
	Specialist, Certification	226			
	Specialist, Family Support Center	226			
	Specialist, PEIMS/Special Programs (SPED)	226			
	Specialist, Purchasing	226			

Pay Grade 8	Job Title	Days	Minimum	Midpoint	Maximum
	Executive Assistant, Chief	226	Daily \$201.45	\$247.78	\$294.12
	Executive Assistant, Public Info. Acct. Coord.	226	226 \$45,527.70	\$55,998.28	\$66,471.12

Pay Grade 9	Job Title	Days	Minimum	Midpoint	Maximum
	VACANT		Daily \$232.38	\$285.83	\$339.27
			226 \$52,517.88	\$64,597.58	\$76,675.02



Instructional Support Pay Plan

MIDLAND INDEPENDENT SCHOOL DISTRICT
2022-2023 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	\$108.00	\$132.84	\$157.68
184	\$19,872.00	\$24,442.56	\$29,013.12

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

	Minimum	Midpoint	Maximum
Daily	\$114.91	\$141.34	\$167.77
184	\$21,143.44	\$26,006.56	\$30,869.68

Pay Grade 3	Job Title	Days
	*Childcare Provider I	202
	Liaison, Family Support	191
	Liaison, Home/Parent	197
	Liaison, Parent & Family Engagement	184
	Teacher Assistant, Autism	184
	Teacher Assistant, Literacy Liaison	184
	Teacher Assistant, SPED Inclusion/Resource	187
	Teacher Assistant, Transition PE	184
	Teacher Assistant, Visually Impaired	184

	Minimum	Midpoint	Maximum
Daily	\$121.29	\$149.19	\$177.08
184	\$22,317.36	\$27,450.96	\$32,582.72
187	\$22,681.23	\$27,898.53	\$33,113.96
191	\$23,166.39	\$28,495.29	\$33,822.28
197	\$23,894.13	\$29,390.43	\$34,884.76
202	\$24,500.58	\$30,136.38	\$35,770.16

* Part-Time Child Care Providers are paid hourly.

Pay Grade 4	Job Title	Days
	Campus Support Monitor	184
	Childcare Provider II	202
	LVN	187
	Teacher Assistant, Instructional Facilitator	184
	Teacher Assistant, SPED BAC	184
	Teacher Assistant, SPED LEAP/ECSE	192
	Teacher Assistant, SPED Life Skills	184
	Teacher Assistant, VAC	184

	Minimum	Midpoint	Maximum
Daily	\$162.26	\$199.58	\$236.90
184	\$29,855.84	\$36,722.72	\$43,589.60
187	\$30,342.62	\$37,321.46	\$44,300.30
192	\$31,153.92	\$38,319.36	\$45,484.80
202	\$32,776.52	\$40,315.16	\$47,853.80



Auxiliary Pay Plan

MIDLAND INDEPENDENT SCHOOL DISTRICT
2022-2023 Auxiliary Pay Plan

Pay Grade 1	Job Title	Days	Minimum	Midpoint	Maximum
	Bus Monitor	195	Hourly \$13.50	\$16.61	\$19.71
	Bus Monitor (SPED)	195	182 \$19,656.00	\$24,184.16	\$28,697.76
	CNS Worker (Helper/Floater)	182	195 \$21,060.00	\$25,911.60	\$30,747.60
	Custodian	260	260 \$28,080.00	\$34,548.80	\$40,996.80

Pay Grade 2	Job Title	Days	Minimum	Midpoint	Maximum
	Assistant Head Custodian	260	Hourly \$14.77	\$18.17	\$21.56
	Caretaker (Northfield/Stadium/Grounds)	260	182 \$21,505.12	\$26,455.52	\$31,391.36
	CNS Managing Cashier Trainee	185	185 \$21,859.60	\$26,891.60	\$31,908.80
	CNS Worker (Cashier/Meat Cook/Pastry/Driver)	182	260 \$30,721.60	\$37,793.60	\$44,844.80
	Grounds Crew Leader (Athletic/Field)	260			

Pay Grade 3	Job Title	Days	Minimum	Midpoint	Maximum
	Assistant Building Engineer	260	Hourly \$16.16	\$19.88	\$23.59
	CNS Managing Cashier	185	185 \$23,916.80	\$29,422.40	\$34,913.20
	Equipment Operator	260	260 \$33,612.80	\$41,350.40	\$49,067.20
	Graphics Art Tech	260			
	Head Custodian (Elementary/Central Office)	260			
	Irrigation Installer	260			
	Material Handler I	260			
	Periodic Maintenance Worker	260			

Pay Grade 4	Job Title	Days	Minimum	Midpoint	Maximum
	CNS Manager 1	185	Hourly \$17.66	\$21.72	\$25.78
	CNS Warehouse/Delivery Driver	226	185 \$26,136.80	\$32,145.60	\$38,154.40
	Head Custodian, (JH, Freshman)	260	226 \$31,929.28	\$39,269.76	\$46,610.24
	Transportation Dispatcher	226	260 \$36,732.80	\$45,177.60	\$53,622.40

Pay Grade 5	Job Title	Days	Minimum	Midpoint	Maximum
	CNS Computer Tech	185	Hourly \$19.28	\$23.71	\$28.15
	CNS Manager 2	185	185 \$28,534.40	\$35,090.80	\$41,662.00
	Custodial Trainer-Furniture Installer	260	260 \$40,102.40	\$49,316.80	\$58,552.00
	Head Custodian (MAP, CHS)	260			
	Material Handler II	260			
	Painter	260			
	Worker, Environmental Services	260			
	Worker, Mill Shop	260			

MIDLAND INDEPENDENT SCHOOL DISTRICT
2022-2023 Auxiliary Pay Plan

Pay Grade 6	Job Title	Days	Minimum	Midpoint	Maximum	
	Carpenter	260	Hourly	\$21.20	\$26.08	\$30.95
	Construction Scheduler	260	226	\$38,329.60	\$47,152.64	\$55,957.60
	Driver Safety Trainer	260	260	\$44,096.00	\$54,246.40	\$64,376.00
	Foreman, CNS Warehouse	226				
	Foreman, Procurement Warehouse	260				
	Head Building Engineer	260				
	Info. & Student Management Specialist	226				
	Locksmith	260				
	Machinist/Welder	260				
	Mechanic I	260				
	Print Shop Lead	260				
	Roofer/Carpenter	260				
	Shipping/Receiving Clerk	260				

Pay Grade 7	Job Title	Days	Minimum	Midpoint	Maximum	
	HVAC Mechanic	260	Hourly	\$23.55	\$28.97	\$34.38
	Journeyman Electrician	260	226	\$42,578.40	\$52,377.76	\$62,159.04
	Operations Warehouse Buyer	226	260	\$48,984.00	\$60,257.60	\$71,510.40
	Plumber	260				
	Specialist, Irrigation	260				
	Specialist, Transportation Management	226				
	Transportation Data & Route Coordinator	226				

Pay Grade 8	Job Title	Days	Minimum	Midpoint	Maximum	
	Foreman, Carpenter	260	Hourly	\$26.28	\$32.32	\$38.37
	Foreman, Electrical	260	260	\$54,662.40	\$67,225.60	\$79,809.60
	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				
	Mechanic II	260				
	Technician, Compliance & Control System	260				
	Technician, Fire Alarm Systems	260				
	Technician, GIS/CAD	260				

MIDLAND INDEPENDENT SCHOOL DISTRICT
2022-2023 Auxiliary Pay Plan

Pay Grade 9	Job Title	Days
	Building Manager/Head Custodian	260
	Construction Inspector	260
	Specialist, Assistant Energy	260
	Supervisor, CNS	226
	Supervisor, Custodial Zone	260
	Supervisor, Facilities Control/Compliance	260
	Supervisor, Grounds	260
	Supervisor, Mechanic	260
	Supervisor, Print Shop	226
	Supervisor, Supply Management	260
	Supervisor, Transportation	226
	Supervisor, Transportation (SPED)	226

	Minimum	Midpoint	Maximum
Hourly	\$29.59	\$36.40	\$43.20
226	\$53,498.72	\$65,811.20	\$78,105.60
260	\$61,547.20	\$75,712.00	\$89,856.00

Pay Grade 10	Job Title	Days
	Director, Custodial Services	260
	Director, Facility Design	260
	Director, Maintenance	260
	Fleet Manager	226
	Procurement Supervisor	226

	Minimum	Midpoint	Maximum
Daily	\$313.81	\$385.99	\$458.16
226	\$70,921.06	\$87,233.74	\$103,544.16
260	\$81,590.60	\$100,357.40	\$119,121.60

Pay Grade BD	Job Title	Days
	Bus Driver	195
	Transportation Technician	260

	Minimum	Midpoint	Maximum
Hourly	\$22.00	\$27.06	\$32.12
195	\$34,320.00	\$42,213.60	\$50,107.20
260	\$45,760.00	\$56,284.80	\$66,809.60



Police Department Pay Plan

MIDLAND INDEPENDENT SCHOOL DISTRICT
2022-2023 Police Department Pay Plan

Pay Grade 1	Job Title	Days	Minimum	Midpoint	Maximum	
	Campus Security Officer	226	Hourly \$14.22	\$17.49	\$21.68	
			226	\$25,709.76	\$31,621.92	\$39,194.88

Pay Grade 2	Job Title	Days	Minimum	Midpoint	Maximum	
	Access Control Worker	260	Hourly \$17.00	\$20.91	\$24.82	
			260	\$35,360.00	\$43,492.80	\$51,625.60

Pay Grade 3	Job Title	Days	Minimum	Midpoint	Maximum	
	Police Evidence Technician	226	Hourly \$20.41	\$25.10	\$31.12	
	Police Telecommunicator	226				
	Security Systems Installer	226				
			226	\$36,901.28	\$45,380.80	\$56,262.40

Pay Grade 4	Job Title	Days	Minimum	Midpoint	Maximum	
	Security & Surveillance Sys. Lead Tech	260	Hourly \$25.30	\$31.12	\$36.94	
			260	\$52,624.00	\$64,729.60	\$76,835.20

Pay Grade 5	Job Title	Days	Minimum	Midpoint	Maximum	
	Police Officer	226	Hourly \$30.92	\$38.03	\$47.14	
			226	\$55,903.36	\$68,758.24	\$85,224.32

Pay Grade 6	Job Title	Days	Minimum	Midpoint	Maximum	
	Police Sergeant/Investigator	226	Hourly \$35.48	\$43.64	\$54.09	
			226	\$64,147.84	\$78,901.12	\$97,798.40

Pay Grade 7	Job Title	Days	Minimum	Midpoint	Maximum	
	Police Lieutenant	226	Daily \$322.99	\$397.28	\$492.44	
			226	\$72,995.74	\$89,785.28	\$111,290.52

Pay Grade 8	Job Title	Days	Minimum	Midpoint	Maximum	
	Chief of Police	226	Daily \$441.70	\$543.29	\$673.41	
			226	\$99,824.20	\$122,783.54	\$152,191.68



Technology Services Pay Plan

MIDLAND INDEPENDENT SCHOOL DISTRICT
2022-2023 Technology Services Pay Plan

Pay Grade 1	Job Title	Days	Minimum	Midpoint	Maximum
	Technician, Call Center Support	226	Daily \$170.25	\$209.41	\$259.57
	Technician, Computer	226	226 \$38,476.50	\$47,326.66	\$58,662.52
	Technician, Network Cable Installer/PC	226			
	Technology Purchasing Specialist	226			

Pay Grade 2	Job Title	Days	Minimum	Midpoint	Maximum
	Electronics Technician	226	Daily \$193.99	\$238.61	\$295.76
			226 \$43,841.74	\$53,925.86	\$66,842.28

Pay Grade 3	Job Title	Days	Minimum	Midpoint	Maximum
	VACANT		Daily \$227.95	\$280.38	\$347.54
			226 \$51,516.70	\$63,365.88	\$78,543.16

Pay Grade 4	Job Title	Days	Minimum	Midpoint	Maximum
	Administrator, Network	226	Daily \$284.50	\$349.94	\$433.75
	Administrator, Server/Infrastructure	226	226 \$64,297.00	\$79,086.44	\$98,027.32
	Technology Integration Coordinator	226			
	Technology Project Manager	226			

Pay Grade 5	Job Title	Days	Minimum	Midpoint	Maximum
	Network Administrator Specialist (Wifi,WAN,VOIP)	226	Daily \$304.93	\$375.06	\$464.90
			226 \$68,914.18	\$84,763.56	\$105,067.20

MIDLAND INDEPENDENT SCHOOL DISTRICT
2022-2023 Technology Services Pay Plan

Pay Grade 6	Job Title	Days	Minimum	Midpoint	Maximum	
	Analyst, Student Information Systems	226	Daily \$325.97	\$400.94	\$496.98	
			226	\$73,669.22	\$90,612.44	\$112,317.12

Pay Grade 7	Job Title	Days	Minimum	Midpoint	Maximum	
	Coordinator, PEIMS	226	Daily \$351.43	\$432.26	\$535.79	
	Coordinator, Technology Support	226	226	\$79,423.18	\$97,690.76	\$121,089.24
	Coordinator, Instructional Technology	226				
	Database Admin./Programmer	226				
	Senior Network Administrator	226				
	Student Information Systems Programmer	226				

Pay Grade 8	Job Title	Days	Minimum	Midpoint	Maximum	
	Director, Information Technology	226	Daily \$374.28	\$460.36	\$570.63	
	Director, Technology Integration	226	226	\$84,587.28	\$104,041.36	\$128,962.20
	Director, Student Information Systems	226				

Pay Grade 9	Job Title	Days	Minimum	Midpoint	Maximum	
	Executive Director, Technology	226	Daily \$441.70	\$543.29	\$673.41	
			226	\$99,824.20	\$122,783.54	\$152,191.68



Substitute Teacher Pay Plan

MIDLAND INDEPENDENT SCHOOL DISTRICT
2022-2023 Substitute Teacher Pay Plan

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

Full Day Substitute Teacher	Daily
Regular	\$120
After 30 cumulative days regardless of the location (Effective on 31st day)	\$135
After 90 cumulative days regardless of the location (Effective on 91st day)	\$150

Full Day Nurse Substitute	Daily
Regular	\$160
After 30 cumulative days regardless of the location (Effective on 31st day)	\$170
After 90 cumulative days regardless of the location (Effective on 91st day)	\$180

Full Day Clerical/Technical/Teacher Assistant Substitute	Daily
Regular	\$100

Long-Term/FMLA: Full Day Substitute Teacher (25 or more consecutive days in the same assignment)	Daily
Long Term Degreed (Must have Bachelor's Degree and be Teacher Certified): 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 retroactively paid the difference for the first 25 days and will receive the higher pay rate from then on.	\$312.83
Retired Long Term Degreed (Must have Bachelor's Degree and be Teacher Certified): Long Term/FMLA (25 or more consecutive days in the same assignment) At 6.2% for Social Security.	\$332.23
Long Term: Degreed	\$250
Long Term: Non-Degreed	\$200

Long-Term: Full Day Clerical/Technical/Teacher Assistant Substitute	Daily
Regular	\$110
Long-Term: Full Day Clerical/Teacher Assistants (10 or more consecutive days in the same assignment)	\$115
Retired Long-Term: Full Day Clerical/Teacher Assistant (10 or more consecutive days in the same assignment) At 6.2% for Social Security.	\$125

IMPORTANT: Daily rate changes will take effect 10/1/2022.



Stipends and Other Salary

IMPORTANT NOTICE

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

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

MIDLAND INDEPENDENT SCHOOL DISTRICT
2022-2023 Other Stipends and Salary

ATHLETIC 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	15

<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
Freshman Assistant Tennis	\$5,000	15

<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 (4) (From staff)	\$500	NONE

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

**IMPORTANT: Extra days worked are covered by the annual rate stipend and will be assigned and accounted for by the Athletic Coordinator.*

MIDLAND INDEPENDENT SCHOOL DISTRICT
2022-2023 Other Stipends and Salary

STUDENT ACTIVITIES STIPENDS

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

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

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

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

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

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

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

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

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

MIDLAND INDEPENDENT SCHOOL DISTRICT
2022-2023 Other Stipends and Salary

STUDENT ACTIVITIES STIPENDS CONT.

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

FINE ARTS STIPENDS

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

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

Orchestra/Strings	Annual Rate
Junior High	\$3,000
Freshman High	\$3,000
High School	\$7,000

Theater Arts	Annual Rate
Junior High	\$3,000
Freshman High - Assistant	\$3,000
High School	\$7,000

ENGLISH LEARNERS STIPENDS

Bilingual Teachers/Others	Annual Rate
Bilingual Classroom - Teacher (PK-4)	\$3,500
Dual Language Program Coordinator	\$2,500
EL Instructional Specialist	\$2,000
English as a Second Language (ESL)	\$2,000
English as a Second Language (ESL)/ English Language Arts (ELA)-Teacher (7th-9th)	\$2,000
English Learner Transition Coordinator	\$2,500
ESL/ELA Teacher (PK-6)	*\$2000
Language Proficiency Assessment Committee (LPAC) Compliance Coordinator	\$2,500
Newcomer Academy Teacher (5th-12th grade)	\$5,000

*Prorated

MIDLAND INDEPENDENT SCHOOL DISTRICT
2022-2023 Other Stipends and Salary

SPECIAL SERVICES STIPENDS

<u>Special Education</u>	<u>Annual Rate</u>
Admission, Review, and Dismissal (ARD) Facilitator	\$4,000
Behavior Interventionist	\$5,000
Diagnostician	\$8,000
Diagnostician-Bilingual Certified	\$10,500
Diagnostician-Lead	\$5,000
Licensed Specialist in School Psychology - Assistant (LSSP - Assistant)	\$5,000
Licensed Specialist in School Psychology (LSSP)	\$10,000
Licensed Speech Language Pathologist - Assistant	\$4,000
Licensed Speech Pathologist	\$8,000
Licensed Speech Pathologist Bilingual	\$10,000
Licensed Speech Pathologist Lead	\$5,000
Life Skills Specialist	\$7,500
Occupational Therapist	\$8,000
Physical Therapist	\$8,000
Special Services Program Specialist	\$7,500
Teacher - Autism Support	\$2,500
Teacher - Behavior Adjustment Class (BAC) (10th-12th Grade)	\$5,000
Teacher - Behavior Adjustment Class (BAC) (Kinder-9th Grade)	\$10,000
Teacher - Encore	\$10,000
Teacher - Learning for Everyone at Preschool (LEAP)	\$10,000
Teacher - Life Skills	\$10,000
Teacher - Resource/Inclusion	\$2,000
Teacher - Special Services Lead (Secondary)	\$2,500
Teacher - Visually Impaired	\$4,000
Teacher - Vocational Adjustment Coordinator (VAC)	\$2,500
Transition Coordinator	\$5,000

OTHER MISCELLANEOUS STIPENDS

<u>Other Miscellaneous Supplements</u>	<u>Annual Rate</u>
**Destination Imagination Coach (YWLA/Carver ONLY)	\$2,000
**Destination Imagination Lead Coach (YWLA/Carver ONLY)	\$3,000
*Department Chair - Freshman	\$4,500
*Department Chair - High School	\$4,500
*Department Chair - Junior High	\$3,500
College, Career, and Military Readiness (CCMR) Coordinator	\$5,000
CTE Academy Coordinator	\$9,000
Department Chair + 13	\$1,344
Disciplinary Alternative Education Program (DAEP) Stipend - MAP	\$1,000
ELL/SPED Counselor	\$5,000
GT Coordinator	\$9,000
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
Student Services Coordinator	\$2,500
Vocational Agriculture	\$1,500

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

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

MIDLAND INDEPENDENT SCHOOL DISTRICT
2022-2023 Other Stipends and Salary

OTHER SALARY/DUTIES

<u>Other Pay</u>	<u>Rate</u>
*Campus Tutors	\$25 Hourly
*Family Outreach Liaison	\$25 Hourly
*Literacy Tutors	\$25 Hourly
Saturday School, Tutorials	\$30 Hourly
Student Workers	\$10 Hourly
GT Test Administrator	\$50 Hourly
Midland ISD Long-Term Substitutes in an Administrative role such as "Principal" are paid based on the Teacher Pay Plan and years of experience (BA column only)	Teacher Daily Rate

**ESSER Funded*

<u>Supplemental Pay</u>	<u>Rate</u>
Enhancement	Teacher Hourly Rate
Pay for Conference (Elementary Unfilled Sub)	
- Half Day (1 Teacher)	\$30
- Whole Day (1 Teacher)	\$60
- Max Per Day (Multiple Teachers)	\$150
Conference Period (Junior High Unfilled Sub)	
- Rate: A staff member may serve for only "ONE" period per day	\$21.50
Conference Period (High School Unfilled Sub)	
- Rate: A staff member may serve for only "ONE" period per day	\$25

<u>Summer Pay Plan</u>	<u>Rate</u>
Athletics Summer Strength and Conditioning Coach	\$10 Hourly
Interession Certified Teachers	\$40 Hourly
Temporary Summer Help	\$10 Hourly

<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 trips further than 2 Hours	\$20 Per Hour
<i>* Bus driver fee rates are for eligible Teachers & Coaches</i>	

<u>Educational Aide Certification</u>	<u>Percentage</u>
Level II (Criteria)*	1%
*Teacher Assistant/Library Assistant who hold a valid Educational Aide II Certificate, required for the current position, will be eligible to receive a 1% increase of the minimum of the pay grade.	
Level III (Criteria)**	2%
**Teacher Assistant/Library Assistant who hold a valid Educational Aide III Certificate, required for the current position, will be eligible to receive a 2% increase of the minimum of the pay grade.	

If stipend is NOT listed in the compensation manual, it is subject to be declined.

MIDLAND INDEPENDENT SCHOOL DISTRICT 2022-2023 Travel Allowance

DAILY	STAFF	2022-2023	10 MONTHS
2 Locations	Itinerant	\$75.00	\$750.00
3 Locations	Itinerant	\$85.00	\$850.00
4 Locations	Itinerant	\$100.00	\$1,000.00
5 Locations	Itinerant	\$145.00	\$1,450.00
6 Locations	Itinerant	\$200.00	\$2,000.00
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 qualify for the travel allowance. All Travel requests must be initiated by the immediate supervisor.

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



Opportunity Culture

MIDLAND INDEPENDENT SCHOOL DISTRICT
2022-2023 Opportunity Culture

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

<u>Role</u>	<u>Work Days</u>	<u>Salary</u>
Reach Associate I & II (Assists MCL's & TRT's)	184	Instructional PG 4
Teacher Resident (Assists MCL's & TRT's)	184	\$24,000 Annual Flat Rate