



OFFICE OF HUMAN CAPITAL MANAGEMENT

615 W. Missouri Avenue, Midland, Texas 79701

www.midlandisd.net

2023-2024 Compensation Plan Overview

This evening, the board approved a new and exciting compensation package for the 2023–24 school year!

The package provides general pay increases (GPI) for all teachers and staff:

- 4% GPI for teachers and all other pay groups
- 3% GPI for the administrative/professional pay group

For teachers, the GPI is calculated as a percentage of the market median teacher salary.
-This equates to a teacher salary increase of \$2,200.

For non-teachers, the GPI is calculated as a percentage of the employee’s pay grade midpoint.

The starting minimum salary for teachers was increased from \$58,500 to \$60,500.
The starting minimum hourly pay for all pay plans increased from \$13.50 to \$14.25.
The starting minimum hourly pay for bus drivers increased from \$22.00 to \$25.00.

The district also increased the contribution for medical insurance for employees by \$20.27 per month. That is an annual increase of \$243.24!

MISD Contribution for eligible employees (20+ hours weekly)	MISD Contribution (Monthly)	MISD Contribution (Annually)
Medical Coverage	\$491.52	\$5,898.24
Basic Life Insurance \$20,000.00 Policy		
Additional Benefits	Details:	
Employee Assistance Program (EAP)	6 free counseling sessions per household Identity Theft Assistance Legal Services Benefit	
Financial Wellbeing Benefit	1:1 Financial Coaching Monthly Sessions for Financial Literacy	
Student Loan Forgiveness	Dedicated Account Representative	
MISD Care Clinic	Onsite Flu Clinics, Onsite Wellness Screenings, & Acute Care Services	
Wellness Program	Lifestyle Coaching & Education	
Supplemental Benefits (elected and paid employees)	Dental Vision Term & Group Life Insurance Long & Short Term Disability Hospital Indemnity Telehealth	AD&D Emergency Transportation Cancer Financial Planning Critical Illness Accident FSA/ Dep Care



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Frequently Asked Questions

Q: I am a new teacher with 0 years' experience, starting on August 2nd, 2023. What will my starting annual pay be?

A: Your placement on the new Teacher Salary Schedule will be at step 0, which is \$60,500.

Q: I noticed that the Teacher Salary Schedule only goes up to 30 years. Can you please explain what this means?

A: New teachers to the district will be capped at year 30 on the Teacher Salary Schedule in their initial year. Existing MISD teachers with more than 30 years of experience will receive the board approved GPI increase, which equates to \$2,200.

Q: What is a general pay increase (GPI)?

A: A general pay increase (GPI) is a pay increase given to all or to a general category of employees without variation for individual performance. The GPI is subject to change from year to year. No salary increases are granted automatically each year; therefore, neither past nor future salaries can be calculated, assumed, or predicted. Pay increases are based on the annual pay raise budgeted and approved by the Board of Trustees.

Q: I work as an Assistant Head Custodian; can you explain what the general pay increase will be for me?

A: Your group received a GPI of 4%. The 4% is applied to the midpoint of your salary range, which is found in the Auxiliary Pay Plan on 2023-2024 Compensation Plan.

Pay Grade 2	Job Title	Days	Minimum	Midpoint	Maximum
	Assistant Head Custodian	250	Hourly \$15.11	\$18.20	\$21.29
	CNS Manager in Training	183	181 \$21,879.28	\$26,353.60	\$30,827.92
	Food Service Worker II	181	183 \$22,121.04	\$26,644.80	\$31,168.56
			250 \$30,220.00	\$36,400.00	\$42,580.00

The midpoint pay is listed at \$18.20.

General Pay Increase: $\$18.20 \times .04 = \$.73$ (added to your hourly wage)



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Q: I was reviewing the compensation and noticed that the position I am currently in moved down a pay grade. What is the impact for me?

A: There will be no reduction to your current salary. You will receive the general pay increase approved by the board for your position's pay grade on the 2023-2024 compensation plan.

Q: I am a current MISD employee and make less than the new starting minimum salary of my pay range. What does that mean for me?

A: There are some employees for whom the general pay increase is not enough to move them above the minimum of the new pay range. The individual adjustments raise all salaries to 1% above the minimum of the employee's pay range. This increase will ensure current employees are paid more than incoming employees paid at the minimum of the pay range.

Q. When will I receive my first paycheck from the 2023-2024 compensation plan?

A: 226 work day employees will see their first paycheck on July 25th. The 250 workday employees will see their first paycheck on July 31st.