

Educating the Future!



Midland Independent School District

2018-2019 COMPENSATION MANUAL

Midland Independent School District
Human Resources Department
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Midland, TX 79701
432-240-1000
www.midlandisd.net

Board Approved 6/18/2018
9/10/2018

Purpose

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

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

Employee salaries will advance through the pay range when there is a general pay increase budget approved by the Board. Annual pay increases are not guaranteed. Raises are generally based on the mid-point of each pay range.

This compensation plan is for the 2018-2019 school year. No salary increases are granted automatically each year; therefore, neither past nor future salaries can be calculated, assumed, or predicted on the basis of this schedule. The Board of Trustees adopts a new compensation plan each year and future salaries cannot be assumed or predicted.

IMPORTANT NOTICE

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

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

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

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Midland Independent School District

Teacher Pay Plan

**MIDLAND INDEPENDENT SCHOOL DISTRICT
2018 - 2019 Teacher Pay Plan**

YRS EXP	BACHELOR'S DEGREE ANNUAL	DAILY RATE	HOURLY RATE	MASTER'S DEGREE ANNUAL	DAILY RATE	HOURLY RATE	MASTER'S +30 HOURS ANNUAL	DAILY RATE	HOURLY RATE	DOCTORATE DEGREE ANNUAL	DAILY RATE	HOURLY RATE
0	\$50,000	\$267.38	\$33.42	\$51,300	\$274.33	\$34.29	\$51,800	\$277.01	\$34.63	\$52,600	\$281.28	\$35.16
1	\$50,550	\$270.32	\$33.79	\$51,850	\$277.27	\$34.66	\$52,350	\$279.95	\$34.99	\$53,150	\$284.22	\$35.53
2	\$51,050	\$272.99	\$34.12	\$52,350	\$279.95	\$34.99	\$52,850	\$282.62	\$35.33	\$53,650	\$286.90	\$35.86
3	\$51,450	\$275.13	\$34.39	\$52,750	\$282.09	\$35.26	\$53,250	\$284.76	\$35.60	\$54,050	\$289.04	\$36.13
4	\$51,750	\$276.74	\$34.59	\$53,050	\$283.69	\$35.46	\$53,550	\$286.36	\$35.80	\$54,350	\$290.64	\$36.33
5	\$52,050	\$278.34	\$34.79	\$53,350	\$285.29	\$35.66	\$53,850	\$287.97	\$36.00	\$54,650	\$292.25	\$36.53
6	\$52,350	\$279.95	\$34.99	\$53,650	\$286.90	\$35.86	\$54,150	\$289.57	\$36.20	\$54,950	\$293.85	\$36.73
7	\$52,650	\$281.55	\$35.19	\$53,950	\$288.50	\$36.06	\$54,450	\$291.18	\$36.40	\$55,250	\$295.45	\$36.93
8	\$52,950	\$283.16	\$35.40	\$54,250	\$290.11	\$36.26	\$54,750	\$292.78	\$36.60	\$55,550	\$297.06	\$37.13
9	\$53,350	\$285.29	\$35.66	\$54,650	\$292.25	\$36.53	\$55,150	\$294.92	\$36.87	\$55,950	\$299.20	\$37.40
10	\$53,750	\$287.43	\$35.93	\$55,050	\$294.39	\$36.80	\$55,550	\$297.06	\$37.13	\$56,350	\$301.34	\$37.67
11	\$54,250	\$290.11	\$36.26	\$55,550	\$297.06	\$37.13	\$56,050	\$299.73	\$37.47	\$56,850	\$304.01	\$38.00
12	\$54,750	\$292.78	\$36.60	\$56,050	\$299.73	\$37.47	\$56,550	\$302.41	\$37.80	\$57,350	\$306.68	\$38.34
13	\$55,250	\$295.45	\$36.93	\$56,550	\$302.41	\$37.80	\$57,050	\$305.08	\$38.14	\$57,850	\$309.36	\$38.67
14	\$55,750	\$298.13	\$37.27	\$57,050	\$305.08	\$38.14	\$57,550	\$307.75	\$38.47	\$58,350	\$312.03	\$39.00
15	\$56,250	\$300.80	\$37.60	\$57,550	\$307.75	\$38.47	\$58,050	\$310.43	\$38.80	\$58,850	\$314.71	\$39.34
16	\$56,750	\$303.48	\$37.94	\$58,050	\$310.43	\$38.80	\$58,550	\$313.10	\$39.14	\$59,350	\$317.38	\$39.67
17	\$57,250	\$306.15	\$38.27	\$58,550	\$313.10	\$39.14	\$59,050	\$315.78	\$39.47	\$59,850	\$320.05	\$40.01
18	\$57,750	\$308.82	\$38.60	\$59,050	\$315.78	\$39.47	\$59,550	\$318.45	\$39.81	\$60,350	\$322.73	\$40.34
19	\$58,250	\$311.50	\$38.94	\$59,550	\$318.45	\$39.81	\$60,050	\$321.12	\$40.14	\$60,850	\$325.40	\$40.68
20	\$58,750	\$314.17	\$39.27	\$60,050	\$321.12	\$40.14	\$60,550	\$323.80	\$40.48	\$61,350	\$328.07	\$41.01
21	\$59,250	\$316.84	\$39.61	\$60,550	\$323.80	\$40.48	\$61,050	\$326.47	\$40.81	\$61,850	\$330.75	\$41.34
22	\$59,750	\$319.52	\$39.94	\$61,050	\$326.47	\$40.81	\$61,550	\$329.14	\$41.14	\$62,350	\$333.42	\$41.68
23	\$60,250	\$322.19	\$40.27	\$61,550	\$329.14	\$41.14	\$62,050	\$331.82	\$41.48	\$62,850	\$336.10	\$42.01
24	\$60,750	\$324.87	\$40.61	\$62,050	\$331.82	\$41.48	\$62,550	\$334.49	\$41.81	\$63,350	\$338.77	\$42.35
25	\$61,250	\$327.54	\$40.94	\$62,550	\$334.49	\$41.81	\$63,050	\$337.17	\$42.15	\$63,850	\$341.44	\$42.68
26	\$61,750	\$330.21	\$41.28	\$63,050	\$337.17	\$42.15	\$63,550	\$339.84	\$42.48	\$64,350	\$344.12	\$43.02
27	\$62,250	\$332.89	\$41.61	\$63,550	\$339.84	\$42.48	\$64,050	\$342.51	\$42.81	\$64,850	\$346.79	\$43.35
28	\$62,750	\$335.56	\$41.95	\$64,050	\$342.51	\$42.81	\$64,550	\$345.19	\$43.15	\$65,350	\$349.47	\$43.68
29	\$63,250	\$338.24	\$42.28	\$64,550	\$345.19	\$43.15	\$65,050	\$347.86	\$43.48	\$65,850	\$352.14	\$44.02
30	\$63,600	\$340.11	\$42.51	\$64,900	\$347.06	\$43.38	\$65,400	\$349.73	\$43.72	\$66,200	\$354.01	\$44.25
31	\$64,300	\$343.85	\$42.98	\$65,600	\$350.80	\$43.85	\$66,100	\$353.48	\$44.19	\$66,900	\$357.75	\$44.72
32	\$64,900	\$347.06	\$43.38	\$66,200	\$354.01	\$44.25	\$66,700	\$356.68	\$44.59	\$67,500	\$360.96	\$45.12
33	\$65,400	\$349.73	\$43.72	\$66,700	\$356.68	\$44.59	\$67,200	\$359.36	\$44.92	\$68,000	\$363.64	\$45.46
34	\$66,050	\$353.21	\$44.15	\$67,350	\$360.16	\$45.02	\$67,850	\$362.83	\$45.35	\$68,650	\$367.11	\$45.89
35	\$66,600	\$356.15	\$44.52	\$67,900	\$363.10	\$45.39	\$68,400	\$365.78	\$45.72	\$69,200	\$370.05	\$46.26
36	\$66,900	\$357.75	\$44.72	\$68,200	\$364.71	\$45.59	\$68,700	\$367.38	\$45.92	\$69,500	\$371.66	\$46.46
37	\$67,200	\$359.36	\$44.92	\$68,500	\$366.31	\$45.79	\$69,000	\$368.98	\$46.12	\$69,800	\$373.26	\$46.66
38	\$67,550	\$361.23	\$45.15	\$68,850	\$368.18	\$46.02	\$69,350	\$370.86	\$46.36	\$70,150	\$375.13	\$46.89
39	\$67,850	\$362.83	\$45.35	\$69,150	\$369.79	\$46.22	\$69,650	\$372.46	\$46.56	\$70,450	\$376.74	\$47.09
40	\$68,150	\$364.44	\$45.56	\$69,450	\$371.39	\$46.42	\$69,950	\$374.06	\$46.76	\$70,750	\$378.34	\$47.29

*TEACHER EXTRA DUTY RATE :\$30 HOURLY

THE ANNUAL SALARY IS BASED ON A 10 MONTH CALENDAR.

This schedule is for the 2018-2019 school year only. This schedule cannot be used to project any future salary increases.

*** Teachers and Nurses (BSN are on a 187 calendar day for the 2018-2019 school year)

*** Librarians are on a 191 calendar day for the 2018-2019 school year

A returning MISD employee in the same or similar position who received a Teacher Compensation Allotment (Career Ladder) supplement in 2017-2018 will receive the same supplement in 2018-2019 in addition to the salary appropriate for that individual employee employed on a full-time basis.

The Salaries listed above are based on 10-month employment for the 2018-19 school year. Salary plans are determined on an annual basis and salary advancement is not guaranteed. Pay increases are based on the annual pay raise budget approved by the Board of Trustees.

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Midland Independent School District

Administrative/Professional Pay Plan

**MIDLAND INDEPENDENT SCHOOL DISTRICT
2018-2019 Administrative/Professional Pay Plan**

Pay Grade 1	Job Title	Days
	Applications Analyst I	236
	Director, Custodial Services	260
	Registered Nurse	187
	Supervisor, Childcare	197
	Technology Project Manager	236

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

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

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

Pay Grade 3	Job Title	Days
	Assistant Principal, Elementary	217
	Behavior Interventionist	187, 197
	Collegiate Coach	187, 202
	Communications Specialist	236
	Coordinator, Dist Internal Transactions	236
	Coordinator, ELL Transition	197
	Coordinator, Instructional Tech Cust Service	236
	Counselor, Elementary	197
	Counselor, JH & Freshman	217
	Diagnostician	197
	Instructional Specialist	187, 217
	Licensed Specialist in School Psychology (LSSP)	197
	Specialist, Life Skills	197
	Specialist, T&L Data	217
	Speech Pathologist	187
	Supervisor, Early Childhood	217
	Supervisor, Teacher/Student	197
	Transformation Zone Project Manager*	236

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

*Grant Funded Position

Pay Grade 4	Job Title	Days
	Applications Analyst III	236
	Assistant Principal, Coleman HS	217
	Assistant Principal, Freshman HS	217
	Assistant Principal, Jr. HS	217
	Assistant Principal, MAP	217
	Coordinator, Dropout Prevention & Intervention	236
	Coordinator, HR Information Systems	236
	Counselor, Career Endorsement	217
	Counselor, Crisis	202
	Counselor, Early College	217
	Counselor, ELL/SPED	217
	Counselor, HS	217
	Energy Specialist	260
	Fleet Manager	236
	Occupational Therapist	217
	Physical Therapist	217
	Police Lieutenant	236
	Special Revenue Accountant	236
	Supervisor, Accounting	236
	Supervisor, CNS Finance	236

	Minimum	Midpoint	Maximum
Daily	\$278.44	\$343.75	\$409.06
202	\$56,244.88	\$69,437.50	\$82,630.12
217	\$60,421.48	\$74,593.75	\$88,766.02
236	\$65,711.84	\$81,125.00	\$96,538.16
260	\$72,394.40	\$89,375.00	\$106,355.60

Pay Grade 5	Job Title	Days
	Band Director	217
	Coordinator, At-Risk/504/Testing	217
	Coordinator, Budget	236
	Coordinator, Elementary Reading	236
	Coordinator, ELL Engagement	236
	Coordinator, RTI & At-Risk	236
	Coordinator, Truancy Intervention	236
	Database Admin/Programmer	236
	Network Administrator Sr	236
	Student Behavioral Coordinator	202
	Supervisor, ELL (Elem & Sec)	217
	Supervisor, ES Social Studies	236
	Supervisor, Health Services	217
	Supervisor, Payroll	236
	Supervisor, Procurement	236
	Supervisor, Special Services	217
	Supervisor, State Assessments	236

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

**MIDLAND INDEPENDENT SCHOOL DISTRICT
2018-2019 Administrative/Professional Pay Plan**

Pay Grade 6	Job Title	Days
	Academic Dean	217
	Assistant Principal- HS	217
	Controller	236
	Director, Accountability	236
	Director, Athletics	236
	Director, Counseling	236
	Director, CTE	236
	Director, Early Childhood	236
	Director, Facility Design	260
	Director, Fine Arts	236
	Director, Foreign Languages	236
	Director, Health Services	236
	Director, HR - Benefits/Risk Mgmt	236
	Director, HR - Certified Personnel	236
	Director, HR - Support Staff	236
	Director, IMS - Students	236
	Director, Information Management Systems	236
	Director, Instructional Technology	236
	Director, Language Arts	236
	Director, Math (Elem & Sec)	236
	Director, Payroll	236
	Director, PEIMS	236
	Director, Physical Education, Health & Wellness	236
	Director, Purchasing/Contracts	236
	Director, Reading	236
	Director, Science	236
	Director, Social Studies	236
	Director, Student Services	236
	Director, Title 1 Activity	236
	Director, Translation Services	236
	Instructional Services Dir - HS	217

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

Pay Grade 7	Job Title	Days
	Associate Principal, HS	236
	Director, Child Nutrition Services	236
	Director, Ed. Foundation/Volunteer	236
	Director, Financial Services	236
	Director, G/T & Adv Academic Services	236
	Director, Infrastructure/Database	236
	Director, Transportation	236
	Head Football Coach	236
	Principal, Elementary	217

	Minimum	Midpoint	Maximum
Daily	\$343.02	\$413.28	\$483.54
217	\$74,435.34	\$89,681.76	\$104,928.18
236	\$80,952.72	\$97,534.08	\$114,115.44

Pay Grade 8	Job Title	Days
	Principal, Coleman HS	217
	Principal, Early College HS @ MC	217
	Principal, Freshman HS	217
	Principal, Junior High	217
	Principal, MAP	217

	Minimum	Midpoint	Maximum
Daily	\$371.46	\$442.21	\$512.96
217	\$80,606.82	\$95,959.57	\$111,312.32

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, Communications and PR	236
	Executive Director, Elementary Education	236
	Executive Director, Financial Services	236
	Executive Director, Human Resources	236
	Executive Director, Operations	236
	Executive Director, Professional Development	236
	Executive Director, Secondary Education	236
	Executive Director, Special Services	236
	Executive Director, Student Svcs/Fed Prgms	236
	Executive Director, Technology	236
	Principal, HS	236

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

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

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

*Grant Funded Position

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

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

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Midland Independent School District

Clerical Support Pay Plan

**MIDLAND INDEPENDENT SCHOOL DISTRICT
2018-2019 Clerical Support Pay Plan**

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

	Minimum	Midpoint	Maximum
Daily	\$76.00	\$94.96	\$113.92
184	\$13,984.00	\$17,472.64	\$20,961.28

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

	Minimum	Midpoint	Maximum
Daily	\$82.00	\$102.56	\$123.12
184	\$15,088.00	\$18,871.04	\$22,654.08
217	\$17,794.00	\$22,255.52	\$26,717.04
236	\$19,352.00	\$24,204.16	\$29,056.32

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

	Minimum	Midpoint	Maximum
Daily	\$88.64	\$110.80	\$132.96
192	\$17,018.88	\$21,273.60	\$25,528.32
217	\$19,234.88	\$24,043.60	\$28,852.32
236	\$20,919.04	\$26,148.80	\$31,378.56

Pay Grade 4	Job Title	Days
	Bookkeeper, High School	217
	Clerk, Certification	236
	Clerk, CNS	236
	Clerk, Custodial Payroll	236
	Clerk, IMS	236
	Clerk, Records Management/Fingerprinting	236
	Clerk, SEMS	192
	Clerk, Student Records	192, 236
	Clerk, Student Services	236
	Specialist, Call Center	236

	Minimum	Midpoint	Maximum
Daily	\$95.76	\$119.68	\$143.60
192	\$18,385.92	\$22,978.56	\$27,571.20
217	\$20,779.92	\$25,970.56	\$31,161.20
236	\$22,599.36	\$28,244.48	\$33,889.60

**MIDLAND INDEPENDENT SCHOOL DISTRICT
2018-2019 Clerical Support Pay Plan**

Pay Grade 5	Job Title	Days
	Bookkeeper, AD	236
	Clerk, Athletics	236
	Clerk, Payroll	236
	Clerk, SERS	192
	Clerk, Sr Accounting Activity Funds	236
	Clerk, Sr Accounting Cashier	236
	Clerk, Sr Accounting Federal Funds	236
	Clerk, Sr Benefits	236
	Clerk, Substitute Management	236
	Secretary, CNS Purchasing	236
	Secretary, Principal (Elem)	217
	Specialist I, Certification	236
	Specialist, Volunteer	236

	Minimum	Midpoint	Maximum
Daily	\$104.40	\$130.48	\$156.56
192	\$20,044.80	\$25,052.16	\$30,059.52
217	\$22,654.80	\$28,314.16	\$33,973.52
236	\$24,638.40	\$30,793.28	\$36,948.16

Pay Grade 6	Job Title	Days
	Bookkeeper, Transportation	236
	Clerk, Sr Accounting Accounts Payable	236
	Clerk, Sr Payroll	236
	Secretary, CNS Accounting/Inventory	236
	Secretary, Director of CNS	236
	Secretary, Director of CTE	236
	Secretary, Director of Early Childhood	236
	Secretary, Director of HR	236
	Secretary, Director of School Plant Services	236
	Secretary, Director of T&L	236
	Secretary, Director Transportation	236
	Secretary, HS	236
	Secretary, Principal (JH, FH, MAP, Early College, Coleman)	217
	Senior Accounting, Sr Accounts Payable	236
	Specialist, Accounts Payable/Inventory	236
	Specialist, PEIMS/Special Programs	236
	Specialist, Printing Tech	236
	Specialist, Tech Purchasing	236

	Minimum	Midpoint	Maximum
Daily	\$113.84	\$142.24	\$170.64
217	\$24,703.28	\$30,866.08	\$37,028.88
236	\$26,866.24	\$33,568.64	\$40,271.04

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

	Minimum	Midpoint	Maximum
Daily	\$138.88	\$173.52	\$208.16
184	\$25,553.92	\$31,927.68	\$38,301.44
236	\$32,775.68	\$40,950.72	\$49,125.76

Pay Grade 8	Job Title	Days
	Executive Assistant, Chief Academic Officer/Attorney	236
	Executive Assistant, Chief Financial Officer/Dir. Finance	236
	Executive Assistant, Chief Human Resources Officer	236
	Executive Assistant, Chief Operations Officer/Comm.	236
	Executive Assistant, Chief of Police	236
	Executive Assistant, Chief Transformation Officer	236

	Minimum	Midpoint	Maximum
Daily	\$166.56	\$208.24	\$249.92
236	\$39,308.16	\$49,144.64	\$58,981.12

Pay Grade 9	Job Title	Days
	Administrative Assistant to Superintendent	236

	Minimum	Midpoint	Maximum
Daily	\$196.56	\$245.76	\$294.96
236	\$46,388.16	\$57,999.36	\$69,610.56

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Midland Independent School District

Instructional Support Pay Plan

**MIDLAND INDEPENDENT SCHOOL DISTRICT
2018-2019 Instructional Support Pay Plan**

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

	Minimum	Midpoint	Maximum
Daily	\$72.80	\$91.04	\$109.28
184	\$13,395.20	\$16,751.36	\$20,107.52

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

	Minimum	Midpoint	Maximum
Daily	\$77.92	\$97.44	\$116.96
184	\$14,337.28	\$17,928.96	\$21,520.64

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

	Minimum	Midpoint	Maximum
Daily	\$82.64	\$103.28	\$123.92
184	\$15,205.76	\$19,003.52	\$22,801.28
187	\$15,453.68	\$19,313.36	\$23,173.04
192	\$15,866.88	\$19,829.76	\$23,792.64

Pay Grade 4	Job Title	Days
	LVN	187
	Teacher Asst, Instructional Facilitator	184

	Minimum	Midpoint	Maximum
Daily	\$123.92	\$148.72	\$173.52
184	\$22,801.28	\$27,364.48	\$31,927.68
187	\$23,173.04	\$27,810.64	\$32,448.24

Educating the Future!



Midland Independent School District

Auxiliary Pay Plan

**MIDLAND INDEPENDENT SCHOOL DISTRICT
2018-2019 Auxiliary Pay Plan**

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

	Minimum	Midpoint	Maximum
Hourly	\$9.00	\$11.25	\$13.50
174	\$12,528.00	\$15,660.00	\$18,792.00
179	\$12,888.00	\$16,110.00	\$19,332.00
260	\$18,720.00	\$23,400.00	\$28,080.00

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

	Minimum	Midpoint	Maximum
	\$11.16	\$13.95	\$16.74
174	\$15,534.72	\$19,418.40	\$23,302.08
177	\$15,802.56	\$19,753.20	\$23,703.84
236	\$21,070.08	\$26,337.60	\$31,605.12
260	\$23,212.80	\$29,016.00	\$34,819.20

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

	Minimum	Midpoint	Maximum
Hourly	\$11.83	\$14.79	\$17.75
177	\$16,751.28	\$20,942.64	\$25,134.00
236	\$22,335.04	\$27,923.52	\$33,512.00
260	\$24,606.40	\$30,763.20	\$36,920.00

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

	Minimum	Midpoint	Maximum
Hourly	\$13.02	\$16.27	\$19.52
177	\$18,436.32	\$23,038.32	\$27,640.32
236	\$24,581.76	\$30,717.76	\$36,853.76
260	\$27,081.60	\$33,841.60	\$40,601.60

Pay Grade 5	Job Title	Days
	CNS Computer Tech	177
	CNS Manager 2	177
	Furniture Installation/Cust Trainer	260
	Head Custodian (MAP, Coleman)	260
	Info Student Management Specialist	236
	Material Handler (w/CDL)	260
	Mechanic II	260
	Painter	260
	Worker, Environmental Services	260
	Worker, Mill Shop	260

	Minimum	Midpoint	Maximum
Hourly	\$14.58	\$18.22	\$21.86
177	\$20,645.28	\$25,799.52	\$30,953.76
236	\$27,527.04	\$34,399.36	\$41,271.68
260	\$30,326.40	\$37,897.60	\$45,468.80

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

	Minimum	Midpoint	Maximum
Hourly	\$16.62	\$20.77	\$24.92
236	\$31,378.56	\$39,213.76	\$47,048.96
260	\$34,569.60	\$43,201.60	\$51,833.60

**MIDLAND INDEPENDENT SCHOOL DISTRICT
2018-2019 Auxiliary Pay Plan**

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

	Minimum	Midpoint	Maximum
Hourly	\$18.94	\$23.68	\$28.42
236	\$35,758.72	\$44,707.84	\$53,656.96
260	\$39,395.20	\$49,254.40	\$59,113.60

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

	Minimum	Midpoint	Maximum
Hourly	\$20.84	\$26.05	\$31.26
260	\$43,347.20	\$54,184.00	\$65,020.80

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

	Minimum	Midpoint	Maximum
Hourly	\$22.93	\$28.66	\$34.39
236	\$43,291.84	\$54,110.08	\$64,928.32
260	\$47,694.40	\$59,612.80	\$71,531.20

Pay Grade BD	Job Title	Days
	Bus Driver	177
	Bus Driver, Charter	177
	Bus Driver, Coach	177
	Safety Management/Bus Driver	260

	Minimum	Midpoint	Maximum
Hourly	\$14.70	\$19.09	\$23.48
177	\$20,815.20	\$27,031.44	\$33,247.68
260	\$30,576.00	\$39,707.20	\$48,838.40

Educating the Future!



Midland Independent School District

Substitute Teacher Pay Plan

**MIDLAND INDEPENDENT SCHOOL DISTRICT
2018-2019 Substitute Teacher Pay Plan**

Substitutes

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

**Classroom Teacher substitutes will receive an additional \$10.00 for working on Friday.*

Long-Term Substitutes

25 or more consecutive days in the same vacant position, Bachelor's degree <u>with or without</u> Teacher Certification <u>and non-degreed</u> . (Substitute designated by HR only)

	Long-Term Degreed with Teacher Certification	Long-Term Degreed	Long-Term Non-Degreed
Daily	\$ 262.30	\$175	\$125

Clerical/Technical/Teacher Assistant Substitutes
Regular
Long-term, 10 or more consecutive days in the same position

	Regular	Long-Term
Daily	\$ 70.00	\$ 75.00

**Days worked are NOT included in cumulative totals for teacher calculations.*

Educating the Future!



Midland Independent School District

Supplements and Calendars

MIDLAND ISD SALARY SUPPLEMENTS 2018 - 2019

ATHLETICS	
SENIOR HIGH SCHOOLS	AMOUNT
Assistant Baseball	\$3,700
Assistant Basketball	\$6,600
Assistant Cross Country B/G	\$3,000
Assistant Golf B/G	\$4,000
Assistant Power Lifting	\$1,000
Assistant Soccer	\$3,700
Assistant Softball	\$3,700
Assistant Swimming/Diving	\$3,000
Assistant Tennis	\$5,000
Assistant Track	\$3,700
Assistant Volleyball	\$6,600
Athletic Chair	\$4,500
Athletic Trainer	\$5,500
Equipment Manager	\$1,500
Facility Manager	\$3,000
Freshman Basketball	\$2,500
Freshman Coordinator	\$500
Freshman Football	\$4,500
Freshman Tennis	\$2,500
Freshman Track	\$2,500
Freshman Volleyball	\$4,500
Golf B/G	\$7,000
Head Baseball	\$6,500
Head Basketball	\$8,500
Head Cross Country	\$5,500
Head Soccer	\$6,500
Head Softball	\$6,500
Head Swimming/Diving-HS	\$8,500
Head Tennis	\$7,500
Head Track	\$6,500
Head Volleyball	\$8,500
J. V. Assistant Football	\$7,000
Power Lifting	\$3,800
Safety & Compliance Dir	\$2,000
Sophomore Baseball	\$3,500
Sophomore Basketball	\$5,800
Sophomore Softball	\$3,500
Sophomore Volleyball	\$5,800
Varsity Assistant Football	\$8,500
Varsity Defensive Coordinator	\$1,000
Varsity Offensive Coordinator	\$1,000

JUNIOR HIGH SCHOOLS	AMOUNT
All Other Coaches	\$4,000
Asst Jr High Swimming/Diving	\$900
Head Coach	\$5,000
Junior High Cross Country	\$1,200
Junior High Soccer	\$400
Junior High Swim	\$1,200
Junior High Tennis	\$2,333

STUDENT ACTIVITIES	
ACADEMIC SPONSORS	AMOUNT
High School Decathlon	\$3,500
High School Decathlon Assistant	\$1,000

CHEERLEADER	AMOUNT
High School	\$3,000
High School JV w\class	\$2,000
Freshman High w\o class	\$2,100
Freshman High w\class	\$1,500
Junior High w\o class	\$2,100
Junior High w\class	\$1,500

CLASS SPONSORS	AMOUNT
9th - 10th	\$600
11th - 12th Grade	\$1,150
Early College	\$300

DRILL TEAM	AMOUNT
High School	\$2,800

MOAS	AMOUNT
MHS & LHS	\$3,500

NATIONAL HONOR SOCIETY	AMOUNT
High School	\$1,000
Junior High	\$600
Early College	\$600

ROBOTICS	AMOUNT
High School	\$2,100

DEBATE AND FORENSICS	AMOUNT
High School	\$3,000

MIDLAND ISD SALARY SUPPLEMENTS 2018 - 2019

STUDENT COUNCIL	AMOUNT
Early College	\$300
Freshman High	\$1,300
High School	\$3,000
Junior High	\$1,300

YEARBOOK	AMOUNT
Early College	\$700
Freshman High	\$1,300
High School	\$3,000
Junior High	\$1,300

FINE ARTS	
BAND	AMOUNT
High School Director	\$8,000
High School Assistant	\$7,000
Freshman High	\$7,000
Junior High	\$7,000
Junior High Assistant	\$5,000

ORCHESTRA\STRINGS	AMOUNT
High School	\$7,000
Freshman High	\$3,000
Junior High	\$3,000

CHOIR	AMOUNT
High School/Freshman	\$7,000
High School Assistant	\$3,500
Freshman High	\$3,000
Junior High	\$3,000

THEATER ARTS	AMOUNT
High School	\$4,500
Freshman High	\$2,500
Junior High	\$2,500

SPECIAL SERVICES	
SPECIAL EDUCATION	AMOUNT
ARD Facilitator	\$4,000
Autism Support	\$1,000
Behavior Interventionist	\$2,500
Behavior Program Specialist	\$2,500
Behavioral Adjustment Tchr	\$1,000
Diagnostician	\$8,000

SPECIAL EDUCATION	AMOUNT
504 Facilitator	\$2,500
Life College	\$1,000
Life Skills Specialist	\$4,000
Life Skills Teacher	\$3,000
LSSP	\$8,000
LSSP - Assistant	\$4,000
Occupational Therapist	\$8,000
Physical Therapist	\$8,000
Special Svcs Lead Teacher (Sec)	\$2,500
Special Svcs LEAP Teacher	\$3,000
Special Svcs Program Specialist	\$2,500
Special Svcs Supervisor	\$4,000
Speech Pathologist - Assistant	\$4,000
Speech Pathologist - Licensed	\$8,000
Transition Coordinator	\$2,500
VAC Teacher	\$1,000
Visually Impaired Teacher	\$4,000

BILINGUAL/ESL	
BIL TEACHERS/OTHER	AMOUNT
Bil Classroom Teacher (PK-5)	\$2,500
ESL Teacher (10th-12th)	\$2,000
ESL/ELA Teacher (7th-9th)	\$2,000
ESL/ELA Teacher (PK-6)	\$2,000
LPAC Facilitator	\$2,500
Newcomer Academy Teacher (Sec)	\$2,500

OTHER	
OTHER MISC SUPPLEMENTS	AMOUNT
DAEP Stipend - MAP	\$1,000
Academy Coordinator	\$9,000
Department Chair - Freshman	\$4,500
Department Chair - High School	\$4,500
Department Chair - Junior High	\$3,500
Destination Imagination Coach	\$2,000
Destination Imagination Lead Tchr	\$2,000
ELL/SPED Counselor	5,000
Instructional Services Director	\$2,500
Project Think - Second Language	\$2,500
Project Think Lead Teacher	\$2,000
Secondary Math Teacher	\$2,000
Secondary Science Teacher	\$2,000
Vocational Agriculture	\$1,500

Teacher Work Calendar #5 - 187 Days

TITLE	EXTRA DAYS	TOTAL DAYS
Teacher/Coach (Sr. High: Baseball, Soccer, Softball) Note: 5 days during spring break	5	192
Teacher/Freshman Coach Note: 5 days before the start of the work calendar	5	192
Band Director (Freshman/Jr. High) Note: 10 days before the start of the work calendar	10	197
Teacher/Chairman, Teacher/Coach Chairman, Newcomer & ESL Teacher Note: 5 days before the start of the work calendar & 5 days after	10	197
Teacher/Head Basketball Coach Note: 15 days in (Nov, Dec & Jan)	15	202
Sr. High Assistant Band Director, Teacher/ Coach (Sr. High: Football, Volleyball, Cross Country) Note: 15 days before the start of the work calendar	15	202
Teacher/Chairperson/Coach (Sr. High: Baseball, Softball, Soccer) Note: 5 days before the start of the work calendar, 5 days during spring break & 5 days after	15	202
Teacher/Coach (Sr. High: Football, Soccer, Baseball, Volleyball, Softball) Note: 15 days before the start of the work calendar & 5 days during spring break	20	207
Teacher/Chair/Coach Note: 15 days before the start of the work calendar & 5 days after	20	207
Teacher/Department Chair/Head Basketball Coach Note: 5 days before the start of the work calendar, 15 days in (Nov, Dec & Jan) & 5 days after	25	212
*Extra days are covered by the stipend		