

**SALARY SCHEDULE FOR
TEACHERS, LIBRARIANS, AND NURSES (RNs)
2020-21**

EXPERIENCE

BACHELORS

MASTERS

0	40,350	40,850
1	40,754	41,254
2	41,161	41,661
3	41,881	42,381
4	42,614	43,114
5	43,360	43,860
6	44,979	45,479
7	45,766	46,266
8	46,567	47,067
9	47,382	47,882
10	48,211	48,711
11	49,055	49,555
12	49,913	50,413
13	50,787	51,287
14	51,675	52,175
15	52,580	53,080
16	53,500	54,000
17	54,436	54,936
18	55,389	55,889
19	56,358	56,858
20	57,344	57,844
21	58,348	58,848
22	59,369	59,869
23	60,408	60,908
24	61,465	61,965
25	62,541	63,041

Salary schedules are developed for one year only. Future salaries cannot be predicted from this schedule.

**Administrative/Professional Pay Structure
2020-21**

Pay Grade 1 1% on entire scale

Monthly	Minimum 4,599	Midpoint 5,608	Maximum 6,617
Daily	244.170	297.744	351.319
10	45,985	56,075	66,165
11	50,584	61,683	72,782
12	55,182	67,290	79,398
Counselor			

Pay Grade 2

Monthly	Minimum 4,920	Midpoint 6,000	Maximum 7,080
Daily	261.224	318.579	375.935
10	49,197	59,999	70,801
11	54,117	65,999	77,881
12	59,037	71,999	84,961
Assistant Principal		Administrative Services Coordinator	

Pay Grade 3

Monthly	Minimum 5,264	Midpoint 6,420	Maximum 7,575
Daily	279.511	340.862	402.212
10	52,641	64,196	75,750
11	57,905	70,615	83,325
12	63,169	77,035	90,900
Principal - Elementary School		Administrative Services Director	

Pay Grade 4

Monthly	Minimum 5,632	Midpoint 6,869	Maximum 8,105
Daily	299.032	364.699	430.367
10	56,318	68,685	81,053
11	61,949	75,554	89,158
12	67,581	82,422	97,263
Middle School Principal		Technology Director	

Pay Grade 5

Monthly	Minimum 6,028	Midpoint 7,350	Maximum 8,673
Daily	320.054	390.280	460.506
10	60,277	73,503	86,729
11	66,304	80,853	95,402
12	72,332	88,203	104,074
Principal - High School Chief Financial Officer		Athletic Director	

Pay Grade 6

Monthly	Minimum 6,451	Midpoint 7,866	Maximum 9,281
Daily	342.524	417.657	492.791
10	64,509	78,659	92,809
11	70,960	86,525	102,090
12	77,410	94,391	111,371
Assistant Superintendent			

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**Clerical/Technical Pay Structure
2020-21**

Pay Grade 1

Hourly	Minimum	Midpoint	Maximum
	11.20	13.88	16.55
Daily	89,607	111,019	132,431
180	16,129	19,983	23,838
Aide, Classroom		Aide, Special Education	

Pay Grade 2

Hourly	Minimum	Midpoint	Maximum
	12.00	14.85	17.71
Daily	95,990	118,816	141,642
180	17,278	21,387	25,496
Aide, Computer Lab Aide, Library		Aide, Special Needs Receptionist	

Pay Grade 3

Hourly	Minimum	Midpoint	Maximum
	12.37	15.90	19.43
Daily	98,980	127,220	155,459
197	19,499	25,062	30,625
203	20,093	25,826	31,558
Secretary, Campus			

Pay Grade 4

Hourly	Minimum	Midpoint	Maximum
	13.23	17.01	20.80
Daily	105,848	136,108	166,367
203	21,487	27,630	33,773
Reserved for future Use			

Pay Grade 5

Hourly	Minimum	Midpoint	Maximum
	14.16	19.75	25.34
Daily	113,282	157,992	202,703
180	20,391	28,439	36,487
203	22,996	32,072	41,149
Technician I ACE Specialist		Licensed Vocational Nurse Technician/Payroll Clerk	
	PEIMS/Registrar		

Pay Grade 6

Hourly	Minimum	Midpoint	Maximum
	15.14	21.13	27.11
Daily	121,119	169,014	216,909
226	27,373	38,197	49,021
Administrative Assistant, District Office Technology Technician II			

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**Auxiliary Pay Structure
2020-21**

Pay Grade 1

Hourly	Minimum 9.02	Midpoint 10.87	Maximum 12.72
Daily	72,154	86,941	101,727
180	12,988	15,649	18,311
255	18,399	22,170	25,940
Custodian I		Child Nutrition Worker	

Pay Grade 2

Hourly	Minimum 10.45	Midpoint 12.67	Maximum 14.89
Daily	83,628	101,364	119,099
180	15,053	18,245	21,438
255	21,325	25,848	30,370
Custodian II		Bus Monitor	

Pay Grade 3

Hourly	Minimum 12.24	Midpoint 14.82	Maximum 17.40
Daily	97,930	118,574	139,218
174	17,040	20,632	24,224
180	17,627	21,343	25,059
2.97	291	352	413
255	24,972	30,236	35,501
Child Nutrition Manager		General Maintenance Worker I Custodian Supervisor	

Pay Grade 4

Hourly	Minimum 13.87	Midpoint 16.80	Maximum 19.73
Daily	110,938	134,370	157,802
255	28,289	34,264	40,240
General Maintenance Worker II			

Pay Grade 5

Hourly	Minimum 15.24	Midpoint 18.47	Maximum 21.70
Daily	121,927	147,783	173,639
177	21,581	26,158	30,734
255	31,091	37,685	44,278
Bus Drivers			

Routes paid 4 hour except route 9 - 3 hours

Pay Grade 6

Hourly	Minimum 18.45	Midpoint 22.36	Maximum 26.27
Daily	147,622	178,891	210,161
185	27,310	33,095	38,880
255	37,644	45,617	53,591
Reserved for future use			

Pay Grade 7

Hourly	Minimum 20.30	Midpoint 24.59	Maximum 28.89
Daily	162,408	196,748	231,088
255	41,414	50,171	58,927
Director, Child Nutrition Director, Custodial		Director, Maintenance Director, Transportation	

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**Extra Duty Stipends
2020-21**

Position	Stipend
Coaching	
Academic Coach	3,600
Archery Head	3,600
Archery Assistant	1,000
Baseball Head	6,100
Baseball Asst	2,600
Basketball Head	6,600
Basketball Asst	3,600
Cheerleading Sponsor - HS (split between 2)	3,000
Cheerleading Sponsor - MS	1,750
Cross Country Head	3,600
Cross Country Asst	2,600
Sports Coordinator (offense & defense)	4,600
Football Asst	3,600
Game Day Operations	3,600
Girls Coordinator	5,000
Golf Head	3,600
Personal Improvement	3,600
Personal Improvement - MS	2,600
Powerlifting Head	3,600
Powerlifting Asst	2,600
Softball Head	6,100
Softball Asst	2,600
Strengthening & Conditioning Asst	3,600
Tennis Head (contracted)	7,000
Tennis Head	5,100
Tennis Asst	2,600
Track Head	4,100
Track Asst	2,600
Volleyball Head	6,600
Volleyball Asst	2,600
Performing Arts/Academics/Other	
Ag Stipend	3,000
Band Asst	5,500
Band Director	9,000
BETA & Jr BETA	1,000
CTE Coordinator Stipend	1,000
Choir Director	3,000
Color Guard - Added to contract labor 1920	750
Drill Team	750
Assistant Drill Team	300
FCCLA	1,000
Longevity (only what is carried over py)	250-2,050
Maroon Crew (Split equal \$750+300)	525
Maroon Crew (Split equal \$750+300)	525
Safety Coordinator	2,000
PEIMS	1,500
Prom Sponsor	500
Reading academy upon completion	1,000
Safety - Guardian	2,000
Testing Coordinator	3,000
Theater Director	1,500
Theater Assistant	750
??Translating	500
UIL HS	1,000
UIL MS	500
Wastewater	7,500
Yearbook Sponsor	500
Instruction expense - for every 20 days of District wide remote only learning (if needed)	50
One time COVID Tech	5,000

**Stipend allments may be split or not used depending on needs.

**SUBSTITUTES AND ADDITIONAL DUTIES/PAY
2020-21**

SUBSTITUTE SCHEDULE					
Level of Education Experience		Per Day	Partial Day (4 hrs. or less)		Long-Term Status
Non-degreed	*** \$	100.00	\$ 50.00	\$	110.00
Degreed, not certified	*** \$	110.00	\$ 55.00	\$	120.00
Certified Teacher	*** \$	120.00	\$ 60.00	\$	130.00
Administration sub	*** \$	135.00	\$ 67.50	\$	145.00
***Increased \$35/day for COVID needs					
(Long-term starts with the 11th consecutive day of the substitute teaching assignment)					
		Per Hour			
Food Service/Custodian	\$	8.00			

EXTENDED DAYS FOR STAFF DEVELOPMENT					
		Per Day	Partial Day (4 hrs. or less)		
All Staff	\$	75.00	\$ 37.50		
		Per Hour			
Hourly Instruction Certified/Non Certified		\$20 / \$15			
Homebound Instruction	\$	30.00			

BUS DRIVING

Full Day	\$	80.00
Half Day	\$	40.00
Field trips @ hrly rate		

Reimbursement for cost of CDL over operator license

Reimbursement for Physical Exam up to \$45.

MISD employees who sub drive - reimbursement of recertification course

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**STATE BASE
TEACHERS, LIBRARIANS, AND NURSES (RNs)
2020-21**

<u>EXPERIENCE</u>	<u>BACHELORS</u>	<u>Daily rate</u>
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0	33,660	180.000
1	34,390	183.904
2	35,100	187.701
3	35,830	191.604
4	37,350	199.733
5	38,880	207.914
6	40,410	216.096
7	41,830	223.690
8	43,170	230.856
9	44,440	237.647
10	45,630	244.011
11	46,770	250.107
12	47,850	255.882
13	48,850	261.230
14	49,810	266.364
15	50,710	271.176
16	51,570	275.775
17	52,370	280.053
18	53,140	284.171
19	53,860	288.021
20	54,540	291.658
21	54,540	291.658
22	54,540	291.658
23	54,540	291.658
24	54,540	291.658
25	54,540	291.658

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