



**Administrative/Professional Pay Structure  
2023-2024**

**Pay Grade 1**

<b>Monthly</b>	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
	<b>4,879</b>	<b>5,949</b>	<b>7,019</b>
<b>Daily</b>	259,043	315,865	372,688
<b>10</b>	48,786	59,488	70,190
<b>11</b>	53,665	65,437	77,209
<b>12</b>	58,544	71,386	84,228
Counselor Supplemental Instructional Coord			

**Pay Grade 2**

<b>Monthly</b>	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
	<b>5,219</b>	<b>6,365</b>	<b>7,511</b>
<b>Daily</b>	277,100	337,954	398,808
<b>10</b>	52,187	63,648	75,109
<b>11</b>	57,406	70,013	82,620
<b>12</b>	62,625	76,378	90,131
Assistant Principal			

**Pay Grade 3**

<b>Monthly</b>	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
	<b>5,584</b>	<b>6,810</b>	<b>8,036</b>
<b>Daily</b>	296,483	361,589	426,695
<b>10</b>	55,838	68,099	80,361
<b>11</b>	61,421	74,909	88,397
<b>12</b>	67,005	81,719	96,433
Principal - Elementary School			

**Pay Grade 4**

<b>Monthly</b>	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
	<b>5,974</b>	<b>7,286</b>	<b>8,598</b>
<b>Daily</b>	317,191	386,852	456,514
<b>10</b>	59,738	72,857	85,977
<b>11</b>	65,711	80,143	94,574
<b>12</b>	71,685	87,429	103,172
Middle School Principal			

**Pay Grade 5**

<b>Monthly</b>	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
	<b>6,394</b>	<b>7,797</b>	<b>9,200</b>
<b>Daily</b>	339,500	413,994	488,487
<b>10</b>	63,939	77,969	91,998
<b>11</b>	70,333	85,766	101,198
<b>12</b>	76,727	93,563	110,398
Principal - High School Chief Financial Officer Athletic Director Executive Director of Operations			

**Pay Grade 6**

<b>Monthly</b>	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
	<b>6,843</b>	<b>8,344</b>	<b>9,846</b>
<b>Daily</b>	363,356	443,068	522,779
<b>10</b>	68,432	83,444	98,457
<b>11</b>	75,275	91,789	108,302
<b>12</b>	82,118	100,133	118,148
Assistant Superintendent			

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

Daily work examples are included (180,197,203 days)

**Clerical/Technical Pay Structure  
2023-2024**

**Pay Grade 1**

Hourly	Minimum	Midpoint	Maximum
	<b>11.65</b>	<b>14.43</b>	<b>17.22</b>
<b>Daily</b>	93,187	115,464	137,741
<b>177</b>	16,494	20,437	24,380
Aide, Classroom		Aide, Special Education	

**Pay Grade 2**

Hourly	Minimum	Midpoint	Maximum
	<b>12.48</b>	<b>15.45</b>	<b>18.42</b>
<b>Daily</b>	99,840	123,600	147,360
<b>177</b>	17,672	21,877	26,083
Aide, Computer Lab Aide, Library	Aide, PreK	Aide, Special Needs Receptionist	

**Pay Grade 3**

Hourly	Minimum	Midpoint	Maximum
	<b>12.87</b>	<b>16.55</b>	<b>20.22</b>
<b>Daily</b>	102,960	132,360	161,760
<b>197</b>	20,283	26,075	31,867
<b>203</b>	20,901	26,869	32,837
Secretary, Campus			

**Pay Grade 4**

Hourly	Minimum	Midpoint	Maximum
	<b>13.76</b>	<b>17.70</b>	<b>21.64</b>
<b>Daily</b>	110,080	141,600	173,120
<b>203</b>	22,346	28,745	35,143
Registrar		Secretary & Registrar both (MMS)	

**Pay Grade 5**

Hourly	Minimum	Midpoint	Maximum
	<b>14.73</b>	<b>23.19</b>	<b>31.64</b>
<b>Daily</b>	117,840	185,496	253,152
<b>177</b>	20,858	32,833	44,808
<b>210</b>	24,746	38,954	53,162
<b>226</b>	26,632	41,922	57,212
Computer Technician I District Office AP	Licensed Vocational Nurse Payroll Clerk/Admin		

**Pay Grade 6**

Hourly	Minimum	Midpoint	Maximum
	<b>15.75</b>	<b>24.80</b>	<b>33.84</b>
<b>Daily</b>	126,000	198,360	270,720
<b>217</b>	27,342	43,044	58,746
<b>226</b>	28,476	44,829	61,183
Administrative Assistant District PEIMS			

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**Auxiliary Pay Structure  
2023-2024**

**Pay Grade 1**

Hourly	Minimum	Midpoint	Maximum
	<b>11.48</b>	<b>13.64</b>	<b>15.81</b>
Daily	91,840	109,142	126,444
177	16,256	19,318	22,381
255	23,419	27,831	32,243
Custodian I		Child Nutrition Worker	

**Pay Grade 2**

Hourly	Minimum	Midpoint	Maximum
	<b>12.25</b>	<b>14.54</b>	<b>16.83</b>
Daily	97,990	116,317	134,644
177	17,344	20,588	23,832
255	24,987	29,661	34,334
Custodian II		Bus Monitor	

**Pay Grade 3**

Hourly	Minimum	Midpoint	Maximum
	<b>13.05</b>	<b>16.18</b>	<b>19.32</b>
Daily	104,386	129,473	154,560
177	18,476	22,917	27,357
180	18,789	23,305	27,821
255	26,618	33,016	39,413
Child Nutrition Manager		General Maintenance Worker I Custodian Supervisor	

**Pay Grade 4**

Hourly	Minimum	Midpoint	Maximum
	<b>14.50</b>	<b>18.52</b>	<b>22.53</b>
Daily	116,030	148,153	180,275
255	29,588	37,779	45,970
General Maintenance Worker II			

**Pay Grade 5**

Hourly	Minimum	Midpoint	Maximum
	<b>17.29</b>	<b>20.06</b>	<b>22.83</b>
Daily	138,334	160,474	182,614
177	24,485	28,404	32,323
255	35,275	40,921	46,567
Bus Drivers			

**Pay Grade 6**

Hourly	Minimum	Midpoint	Maximum
	<b>19.29</b>	<b>23.38</b>	<b>27.47</b>
Daily	154,324	187,042	219,760
185	28,550	34,603	40,656
255	39,353	47,696	56,039
Reserved for future use			

**Pay Grade 7**

Hourly	Minimum	Midpoint	Maximum
	<b>21.23</b>	<b>25.72</b>	<b>30.21</b>
Daily	169,822	205,738	241,654
226	38,380	46,497	54,614
255	43,305	52,463	61,622
Director, Child Nutrition Director, Custodial		Director, Maintenance Director, Transportation	

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Monthly work examples are included (10,11,12)

**Extra Duty Stipends  
2023-2024**

<b>Position</b>	<b>Stipend</b>
<b>UIL Athletic</b>	
Academic Coach	3,800
Baseball Head	6,300
Baseball Asst	2,800
Basketball Head	6,800
Basketball Asst	3,800
Cheerleading UIL sponsor	
Cross Country Head	3,800
Cross Country Asst	2,800
Sports Coordinator (offense & defense)	4,800
Floater - Extra coach	3,800
Fishing team	1,000
Football Asst	3,800
Game Day Operations	3,800
Girls Coordinator	5,200
Golf Head	3,800
MYA Liaison	5,000
Personal Improvement	3,800
Personal Improvement - MS	2,800
Powerlifting Head	3,800
Powerlifting Asst	2,800
Softball Head	6,300
Softball Asst	2,800
Strengthening & Conditioning Asst	3,800
Tennis Head	5,300
Tennis Asst	2,800
Track Head	4,300
Track Asst	2,800
Volleyball Head	6,800
Volleyball Asst	2,800
<b>Performing Arts/Academics/Other</b>	
Ag Stipend	3,000
Archery Head	3,600
Archery Assistant	1,000
Band Asst	5,500
Band Director	9,000
BETA & Jr BETA	1,000
Cheerleading Sponsor - HS	3,000
Cheerleading Sponsor - MS	1,750
Asst Choir Director	1,500
Choir Director	1,500
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
Mentor stipends	250/500
Prom Sponsor	500
Reading Academy	1,000
Safety - Guardian (\$1,500 Sept, \$500 May)	2,000
Tech Stipend - Campus	1,000
Testing Coordinator	3,000
Theater Director	1,500
Theater Assistant	750
<b>Translating - outside scheduled hours</b>	
UIL Secondary Coordinator	1,000
UIL Elementary Coordinator	500
UIL Academic per/event	250
Yearbook Sponsor	500

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

**SUBSTITUTES AND ADDITIONAL DUTIES/PAY  
2023-2024**

<b>SUBSTITUTE SCHEDULE</b>					
<b>Level of Education Experience</b>		<b>Per Day</b>	<b>Partial Day (4 hrs. or less)</b>		<b>Long-Term Status</b>
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
(Long-term starts with the 11th consecutive day of the substitute teaching assignment)					
		<b>Per Hour</b>			
Food Service/Custodian		\$8.50			

<b>EXTENDED DAYS FOR STAFF DEVELOPMENT</b>					
		<b>Per Day</b>	<b>Partial Day (4 hrs. or less)</b>		
All Staff	\$	75.00	\$ 37.50		
		<b>Per Hour</b>			
Hourly Instruction Certified/Non Certified		\$35 / \$17			
Summer Camp Certified / Non Certified		\$35 / \$18			
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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