

MISD
TEACHER HIRING SCHEDULE
2011-12

	2011-12	2011-12		
****	Bachelor Degree	Master Degree		
Yrs of Exp.				
0	41,500.00	42,500.00		
1	42,000.00	43,000.00		
2	42,412.00	43,412.00		
3	42,837.00	43,837.00		
4	43,070.00	44,070.00		
5	43,121.00	44,121.00		
6	43,172.00	44,172.00		
7	43,223.00	44,223.00		
8	43,274.00	44,274.00		
9	43,325.00	44,325.00		
10	43,587.00	44,587.00		
11	43,914.00	44,914.00		
12	44,291.00	45,291.00		
13	44,854.00	45,854.00		
14	45,610.00	46,610.00		
15	47,143.00	48,143.00		
16	48,061.00	49,061.00		
17	48,979.00	49,979.00		
18	49,897.00	50,897.00		
19	50,815.00	51,815.00		
20	51,733.00	52,733.00		
21	52,651.00	53,651.00		
22	53,569.00	54,569.00		
23	54,481.00	55,481.00		
24	55,324.00	56,324.00		
25	56,224.00	57,224.00		
25+	57,524.00	58,524.00		
****	Plus \$958			
	Local Continuation of 09-10 through 10-11 Stimulus			
<i>This schedule is not a predictor of future compensation amounts.</i>				
<i>This schedule is only for the 2011-12 school year.</i>				

**Administrative/Professional Pay Ranges
for the 2011-12 School Year
Monthly Rates**

Pay Grade	Minimum	Midpoint	Maximum
1A	\$3,163.38	\$3,943.82	\$4,748.93
1B	4,081.45	5,076.92	6,072.38
2	4,489.57	5,584.59	6,679.62
3	4,938.53	6,143.05	7,347.57
4	5,432.39	6,757.38	8,082.33
5	5,975.62	7,433.09	8,890.56
6	6,573.19	8,176.41	9,779.62

10 Month Annual Salary

Pay Grade	Minimum	Midpoint	Maximum
1A	\$31,634	\$39,438	\$47,489
1B	\$40,815	\$50,769	\$60,724
2	\$44,896	\$55,846	\$66,796
3	\$49,385	\$61,431	\$73,476
4	\$54,324	\$67,574	\$80,823
5	\$59,756	\$74,331	\$88,906
6	\$65,732	\$81,764	\$97,796

10.5 Month Annual Salary

Pay Grade	Minimum	Midpoint	Maximum
1A	\$33,215	\$41,410	\$49,864
1B	\$42,855	\$53,308	\$63,760
2	\$47,140	\$58,638	\$70,136
3	\$51,855	\$64,502	\$77,149
4	\$57,040	\$70,952	\$84,864
5	\$62,744	\$78,047	\$93,351
6	\$69,018	\$85,852	\$102,686

11 Month Annual Salary

Pay Grade	Minimum	Midpoint	Maximum
1A	\$34,797	\$43,382	\$52,238
1B	\$44,896	\$55,846	\$66,796
2	\$49,385	\$61,430	\$73,476
3	\$54,324	\$67,574	\$80,823
4	\$59,756	\$74,331	\$88,906
5	\$65,732	\$81,764	\$97,796
6	\$72,305	\$89,941	\$107,576

11.5 Month Annual Salary

Pay Grade	Minimum	Midpoint	Maximum
1A	\$36,142	\$45,058	\$54,257
1B	\$46,631	\$58,004	\$69,377
2	\$51,293	\$63,804	\$76,315
3	\$56,423	\$70,184	\$83,946
4	\$62,065	\$77,203	\$92,341
5	\$68,271	\$84,923	\$101,575
6	\$75,099	\$93,415	\$111,732

12 Month Annual Salary

Pay Grade	Minimum	Midpoint	Maximum
1A	\$37,961	\$47,326	\$56,987
1B	\$48,977	\$60,923	\$72,869
2	\$53,875	\$67,015	\$80,155
3	\$59,262	\$73,717	\$88,171
4	\$65,189	\$81,089	\$96,988
5	\$71,707	\$89,197	\$106,687
6	\$78,878	\$98,117	\$117,355

Pay Grade 1A/B	Months
Accountant	12
Athletic Trainer	10.5/12
Child Care Supervisor	10.5
Custodial Coordinator	12
Energy Coordinator	12
Maintenance Coordinator	12
Network Supervisor	12
Occupational Therapist	10
Payroll Supervisor	12
PEIMS Coordinator	12
Safety & Security Coordinator	10
Speech Therapist	10
Speech-Language Pathologist	10
Technology Specialist	12
Transportation Coordinator	12
Transportation Safety Coordinator	12
Webmaster	12

Pay Grade 2	Months
Behavior Specialist - LSSP	10.5
Counselor	10.5/11
Diagnostician	11
Public Relations Coordinator	12

Pay Grade 3	Months
Assistant Principal (Elementary)	11
Assistant Athletic Director	12
Curriculum Coordinator	12
Technology Coordinator	12

Pay Grade 4	Months
Assistant Principal (Secondary)	11
Associate Principal (Secondary)	12
Athletic Director	12
Curriculum Director	12
Head Football Coach	12
Instructional Technology Director	12
Director of Special & Federal Programs	12
Director of Alternative Learning	11.5
Director of Construction Proj	12
Elementary Principal	11.5
Registrar	11.5

Pay Grade 5	Months
Executive Director of Specialized Learning	12
Executive Director of Technology	12
Middle School Principal	12

Pay Grade 6	Months
Assistant Superintendent	12
Deputy Superintendent	12
High School Principal	12

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**Clerical/Paraprofessional Pay Ranges
for the 2011-12 School Year
Hourly Rates**

Pay Grade	Minimum	Midpoint	Maximum
1	\$10.21	\$12.69	\$15.18
2	11.22	13.96	16.69
3	12.36	15.37	18.37
4	13.57	16.88	20.20
5	15.62	19.43	23.25
6	19.54	24.31	29.07

**187 Day Annualized Wage
7.5 Hours per Day**

Pay Grade	Minimum	Midpoint	Maximum
1	\$14,320	\$17,798	\$21,290
2	\$15,736	\$19,579	\$23,408
3	\$17,335	\$21,556	\$25,764
4	\$19,032	\$23,674	\$28,331
5	\$21,907	\$27,251	\$32,608
6	\$27,405	\$34,095	\$40,771

**197 Day Annualized Wage
7.5 Hours per Day**

Pay Grade	Minimum	Midpoint	Maximum
1	\$15,085	\$18,749	\$22,428
2	\$16,578	\$20,626	\$24,659
3	\$18,262	\$22,709	\$27,142
4	\$20,050	\$24,940	\$29,846
5	\$23,079	\$28,708	\$34,352
6	\$23,079	\$28,708	\$34,352

**207 Day Annualized Wage
7.5 Hours per Day**

Pay Grade	Minimum	Midpoint	Maximum
1	\$15,851	\$19,701	\$23,567
2	\$17,419	\$21,673	\$25,911
3	\$19,189	\$23,862	\$28,519
4	\$21,067	\$26,206	\$31,361
5	\$24,250	\$30,165	\$36,096
6	\$30,336	\$37,741	\$45,131

**215 Day Annualized Wage
7.5 Hours per Day**

Pay Grade	Minimum	Midpoint	Maximum
1	\$16,464	\$20,463	\$24,478
2	\$18,092	\$22,511	\$26,913
3	\$19,931	\$24,784	\$29,622
4	\$21,882	\$27,219	\$32,573
5	\$25,187	\$31,331	\$37,491
6	\$31,508	\$39,200	\$46,875

**226 Day Annualized Wage
7.5 Hours per Day**

Pay Grade	Minimum	Midpoint	Maximum
1	\$17,306	\$21,510	\$25,730
2	\$19,018	\$23,662	28,290
3	\$20,950	\$26,052	31,137
4	\$23,001	\$28,612	34,239
5	\$26,476	\$32,934	39,409
6	\$33,120	\$41,205	49,274

Pay Grade 1	Days
Child Care Aide	189
Head Start Aide	187
Instructional Aide	187
Physical Education Aide	187
Special Education Aide, General	187

Pay Grade 2	Days
Band Aide	187
Computer Lab Aide	187
DAEP Aide	187
ISS Aide	187
Library Aide	187/226
Office Aide	187
Receptionist, Campus	187
Special Education Aide, Self-Contained	187
Special Education Job Coach	187
Transportation Clerk	226

Pay Grade 3	Days
Attendance/PEIMS Clerk	197
Scheduling/PEIMS Clerk	207
Secretary, Assistant Principal	187
Secretary, Counselor	226
Secretary, Principal	187
Special Education PEIMS/Records Clerk	226/207
Title I Aide	187
Counselor Liaison	197
Parent Liaison	195

Pay Grade 4	Days
Secretary, Campus	207/226
Secretary, Maintenance	226
Secretary, Athletics	226
Program Assistant, Athletics	215

Pay Grade 5	Days
Accounting Clerk	226
Business Office Manager	226
Campus LVN	187
Choral Music Assistant	187
Insurance/Benefits Specialist	226
Payroll/H.R. Clerk	226
Percussionist Aide	207
Purchasing Agent	226
Records/Textbook Clerk	226
School Liaison	187
Secretary, Administration	226
Secretary, Curriculum	226
Secretary, Special Education	226
Secretary, Technology	226

Pay Grade 6	Days
Administrative Assistant to Superintendent	226
Human Resource Manager	226
Payroll Specialist	226

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**Manual Trades Pay Ranges
for the 2011-12 School Year**

Hourly Rates

Pay Grade	Minimum	Midpoint	Maximum
1	\$7.60	\$ 9.44	\$11.29
2	9.10	11.33	13.55
3	10.94	13.60	16.26
4	12.57	15.64	18.71
5	13.84	17.22	20.60
6	15.91	19.80	23.69

**177 Day Annualized Wage
4 Hours per Day**

Pay Grade	Minimum	Midpoint	Maximum
1	\$5,381	\$6,684	\$7,993
2	\$6,443	\$8,022	\$9,593
3	\$7,746	\$9,629	\$11,512
4	\$8,900	\$11,073	\$13,247
5	\$9,799	\$12,192	\$14,585
6	\$11,264	\$14,018	\$16,773

**177 Day Annualized Wage
7.5 Hours per Day**

Pay Grade	Minimum	Midpoint	Maximum
1	\$10,089	\$12,532	\$14,987
2	\$12,080	\$15,041	\$17,988
3	\$14,523	\$18,054	\$21,585
4	\$16,687	\$20,762	\$24,838
5	\$18,373	\$22,860	\$27,347
6	\$21,121	\$26,285	\$31,448

**197 Day Annualized Wage
7.5 Hours per Day**

Pay Grade	Minimum	Midpoint	Maximum
1	\$11,229	\$13,948	\$16,681
2	\$13,445	\$16,740	\$20,020
3	\$16,164	\$20,094	\$24,024
4	\$18,572	\$23,108	\$27,644
5	\$20,449	\$25,443	\$30,437
6	\$23,507	\$29,255	\$35,002

**226 Day Annualized Wage
7.5 Hours per Day**

Pay Grade	Minimum	Midpoint	Maximum
1	\$12,882	\$16,001	\$19,137
2	\$15,425	\$19,204	\$22,967
3	\$18,543	\$23,052	\$27,561
4	\$21,306	\$26,510	\$31,713
5	\$23,459	\$29,188	\$34,917
6	\$26,967	\$33,561	\$40,155

**240 Day Annualized Wage
8 Hours per Day**

Pay Grade	Minimum	Midpoint	Maximum
1	\$14,592	\$18,125	\$21,677
2	\$17,472	\$21,754	\$26,016
3	\$21,005	\$26,112	\$31,219
4	\$24,134	\$30,029	\$35,923
5	\$26,573	\$33,062	\$39,552
6	\$30,547	\$38,016	\$45,485

Pay Grade 1	Days
Crossing Guard	177
Print Shop Aide	197

Pay Grade 2	Days
Bus Monitor	177
Custodian	240
General Laborer	240
Intra District Delivery	240

Pay Grade 3	Days
Lead Custodian	240
Lead Maintenance	240
Mechanic Apprentice	240

Pay Grade 4	Days
Bus Driver	177
General Maintenance	240
Transportation Dispatcher	197
Security Guard	177
Custodial Supervisor	240

Pay Grade 5	Days
Computer Technician	226
Mechanic	240
Specialized Maintenance	240

Pay Grade 6	Days
Electrical Manager	240
Energy HVAC Manager	240
Maintenance Manager	240
Plumbing Manager	240
Transportation Manager	226

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