

MISD
TEACHER PAY SCALE
2009-10

09-10	09-10 Salary Bachelor Degree	09-10 Salary Master Degree
0	41,500.00	42,500.00
1	41,925.00	42,925.00
2	42,158.00	43,158.00
3	42,209.00	43,209.00
4	42,260.00	43,260.00
5	42,311.00	43,311.00
6	42,362.00	43,362.00
7	42,413.00	43,413.00
8	42,675.00	43,675.00
9	43,002.00	44,002.00
10	43,379.00	44,379.00
11	43,942.00	44,942.00
12	44,462.00	45,462.00
13	45,610.00	46,610.00
14	47,143.00	48,143.00
15	48,061.00	49,061.00
16	48,979.00	49,979.00
17	49,897.00	50,897.00
18	50,815.00	51,815.00
19	51,733.00	52,733.00
20	52,651.00	53,651.00
21	53,569.00	54,569.00
22	54,412.00	55,412.00
23	55,312.00	56,312.00
24	56,212.00	57,212.00
25	56,612.00	57,612.00
25+	56,612.00	57,612.00
<i>This schedule is not a predictor of future compensation amounts. This schedule is only for 2009-10 school year.</i>		

An additional \$958 will be added for 2009-2010 and 2010-2011 from stimulus funds.

**Administrative/Professional Pay Ranges
for the 2009-2010 School Year**

Pay Grade	Monthly Rates			2.0% Increase Amount	Pay Grade 1A/B	Months
	Minimum	Midpoint	Maximum			
1A	\$3,086.05	\$3,866.49	\$4,671.60	\$76	Accountant	12
1B	3,981.90	4,977.37	5,972.83	\$98	Athletic Trainer	10.5/12
2	4,380.07	5,475.09	6,570.12	\$107	Child Care Supervisor	10.5
3	4,818.08	6,022.60	7,227.12	\$118	Network Supervisor	12
4	5,299.89	6,624.86	7,949.83	\$130	Occupational Therapist	10
5	5,829.87	7,287.34	8,744.81	\$143	Payroll Supervisor	12
6	6,412.87	8,016.09	9,619.30	\$157	PEIMS Coordinator	12
10 Month Annual Salary						
Pay Grade	Minimum	Midpoint	Maximum	Increase Amount		
1A	\$30,861	\$38,665	\$46,716	\$760	Speech Therapist	10
1B	\$39,819	\$49,774	\$59,728	\$980	Speech-Language Pathologist	10
2	\$43,801	\$54,751	\$65,701	\$1,070	Technology Specialist	12
3	\$48,181	\$60,226	\$72,271	\$1,180	Transportation Coordinator	12
4	\$52,999	\$66,249	\$79,498	\$1,300	Transportation Safety Coordinator	12
5	\$58,299	\$72,873	\$87,448	\$1,430	Webmaster	12
6	\$64,129	\$80,161	\$96,193	\$1,570		
10.5 Month Annual Salary						
Pay Grade	Minimum	Midpoint	Maximum	Increase Amount	Pay Grade 2	
1A	\$32,404	\$40,598	\$49,052	\$798	Behavior Specialist - LSSP	10.5
1B	\$41,810	\$52,262	\$62,715	\$1,029	Counselor	10.5/11
2	\$45,991	\$57,488	\$68,986	\$1,124	Diagnostician	11
3	\$50,590	\$63,237	\$75,885	\$1,239	Public Relations Coordinator	12
4	\$55,649	\$69,561	\$83,473	\$1,365		
5	\$61,214	\$76,517	\$91,821	\$1,502		
6	\$67,335	\$84,169	\$101,003	\$1,649		
11 Month Annual Salary						
Pay Grade	Minimum	Midpoint	Maximum	Increase Amount	Pay Grade 3	
1A	\$33,947	\$42,531	\$51,388	\$836	Assistant Principal (Elementary)	11
1B	\$43,801	\$54,751	\$65,701	\$1,078	Assistant Athletic Director -	12
2	\$48,181	\$60,226	\$72,271	\$1,177	Curriculum Director	12
3	\$52,999	\$66,249	\$79,498	\$1,298	Instructional Technology Director	12
4	\$58,299	\$72,873	\$87,448	\$1,430	Special Programs Director	12
5	\$64,129	\$80,161	\$96,193	\$1,573		
6	\$70,542	\$88,177	\$105,812	\$1,727		
12 Month Annual Salary						
Pay Grade	Minimum	Midpoint	Maximum	Increase Amount	Pay Grade 4	
1A	\$37,033	\$46,398	\$56,059	\$912	Assistant Principal (Secondary)	11
1B	\$47,783	\$59,728	\$71,674	\$1,176	Associate Principal (Secondary)	12
2	\$52,561	\$65,701	\$78,841	\$1,284	Athletic Director	12
3	\$57,817	\$72,271	\$86,725	\$1,416	Director of Alternative Learning	11.5
4	\$63,599	\$79,498	\$95,398	\$1,560	Director of Construction Proj	12
5	\$69,958	\$87,448	\$104,938	\$1,716	Elementary Principal	11.5
6	\$76,954	\$96,193	\$115,432	\$1,884	Registrar	11.5
Pay Grade 5						
					Executive Director of Specialized Learning	12
					Executive Director of Technology	12
					Middle School Principal	12
Pay Grade 6						
					Assistant Superintendent	12
					Deputy Superintendent	12
					High School Principal	12

**Clerical/Paraprofessional Pay Ranges
for the 2009-2010 School Year**

Hourly Rates				2.0% Increase Amount	Pay Grade 1	Days
Pay Grade	Minimum	Midpoint	Maximum			
1	\$9.96	\$12.44	\$14.93	0.24	Child Care Aide	189
2	10.95	13.69	16.42	0.27	Head Start Aide	187
3	12.06	15.07	18.07	0.30	Instructional Aide	187
4	13.24	16.55	19.87	0.32	Physical Education Aide	187
5	15.24	19.05	22.87	0.37	Special Education Aide, General	187
6	19.06	23.83	28.59	0.47		
187 Day Annualized Wage 7.5 Hours per Day						
Pay Grade	Minimum	Midpoint	Maximum	Increase Amount		
1	\$13,969	\$17,447	\$20,939	\$337	Band Aide	187
2	\$15,357	\$19,200	\$23,029	\$379	Computer Lab Aide	187
3	\$16,914	\$21,136	\$25,343	\$421	DAEP Aide	187
4	\$18,569	\$23,211	\$27,868	\$449	ISS Aide	187
5	\$21,374	\$26,718	\$32,075	\$519	Library Aide	187/226
6	\$26,732	\$33,422	\$40,097	\$659	Office Aide	187
					Receptionist, Campus	187
					Special Education Aide, Self-Contained	187
					Special Education Job Coach	187
					Transportation Clerk	226
197 Day Annualized Wage 7.5 Hours per Day						
Pay Grade	Minimum	Midpoint	Maximum	Increase Amount		
1	\$14,716	\$18,380	\$22,059	\$355	Attendance/PEIMS Clerk	197
2	\$16,179	\$20,227	\$24,261	\$399	Nurse Aide	187
3	\$17,819	\$22,266	\$26,698	\$443	Records/Textbook Clerk	226
4	\$19,562	\$24,453	\$29,358	\$473	Scheduling/PEIMS Clerk	207
5	\$22,517	\$28,146	\$33,790	\$547	Secretary, Assistant Principal	187
6	\$22,517	\$28,146	\$33,790	\$694	Secretary, Counselor	226
					Secretary, Principal	187
					Special Education PEIMS/Records Clerk	226/207
					Title I Aide	187
					Counselor Liasion	197
207 Day Annualized Wage 7.5 Hours per Day						
Pay Grade	Minimum	Midpoint	Maximum	Increase Amount		
1	\$15,463	\$19,313	\$23,179	\$373	Secretary, Campus	207/226
2	\$17,000	\$21,254	\$25,492	\$419	Secretary, Maintenance	226
3	\$18,723	\$23,396	\$28,054	\$466		
4	\$20,555	\$25,694	\$30,848	\$497		
5	\$23,660	\$29,575	\$35,506	\$574		
6	\$29,591	\$36,996	\$44,386	\$730		
226 Day Annualized Wage 7.5 Hours per Day						
Pay Grade	Minimum	Midpoint	Maximum	Increase Amount		
1	\$16,882	\$21,086	\$25,306	\$407	Payroll/H.R. Clerk	226
2	\$18,560	\$23,205	\$27,832	\$458	Purchasing Agent	226
3	\$20,442	\$25,544	\$30,629	\$509	School Liasion	187
4	\$22,442	\$28,052	\$33,680	\$542	Secretary, Administration	226
5	\$25,832	\$32,290	\$38,765	\$627	Secretary, Athletics	226
6	\$32,307	\$40,392	\$48,460	\$797	Secretary, Curriculum	226
					Secretary, Special Education	226
					Secretary, Technology	226
Pay Grade 6						
					Administrative Assistant to Superintendent	226
					Human Resource Manager	226
					Payroll Specialist	226

**Manual Trades Pay Ranges
for the 2009-2010 School Year**

Hourly Rates

Pay Grade	Minimum	Midpoint	Maximum
1	\$7.41	\$ 9.25	\$11.10
2	8.88	11.11	13.33
3	10.67	13.33	15.99
4	12.26	15.33	18.40
5	13.50	16.88	20.26
6	15.52	19.41	23.30

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

Pay Grade	Minimum	Midpoint	Maximum
1	\$5,246	\$6,549	\$7,859
2	\$6,287	\$7,866	\$9,438
3	\$7,554	\$9,438	\$11,321
4	\$8,680	\$10,854	\$13,027
5	\$9,558	\$11,951	\$14,344
6	\$10,988	\$13,742	\$16,496

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

Pay Grade	Minimum	Midpoint	Maximum
1	\$9,837	\$12,279	\$14,735
2	\$11,788	\$14,749	\$17,696
3	\$14,164	\$17,696	\$21,227
4	\$16,275	\$20,351	\$24,426
5	\$17,921	\$22,408	\$26,895
6	\$20,603	\$25,767	\$30,931

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

Pay Grade	Minimum	Midpoint	Maximum
1	\$10,948	\$13,667	\$16,400
2	\$13,120	\$16,415	\$19,695
3	\$15,765	\$19,695	\$23,625
4	\$18,114	\$22,650	\$27,186
5	\$19,946	\$24,940	\$29,934
6	\$22,931	\$28,678	\$34,426

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

Pay Grade	Minimum	Midpoint	Maximum
1	\$12,560	\$15,679	\$18,815
2	\$15,052	\$18,831	\$22,594
3	\$18,086	\$22,594	\$27,103
4	\$20,781	\$25,984	\$31,188
5	\$22,883	\$28,612	\$34,341
6	\$26,306	\$32,900	\$39,494

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

Pay Grade	Minimum	Midpoint	Maximum
1	\$14,227	\$17,760	\$21,312
2	\$17,050	\$21,331	\$25,594
3	\$20,486	\$25,594	\$30,701
4	\$23,539	\$29,434	\$35,328
5	\$25,920	\$32,410	\$38,899
6	\$29,798	\$37,267	\$44,736

**2.0%
Increase
Amount**

\$0.18
\$0.22
\$0.26
\$0.30
\$0.33
\$0.38

**Increase
Amount**

\$127
\$156
\$184
\$212
\$234
\$269

**Increase
Amount**

\$239
\$292
\$345
\$398
\$438
\$504

**Increase
Amount**

\$266
\$325
\$384
\$443
\$488
\$561

**Increase
Amount**

\$305
\$373
\$441
\$509
\$559
\$644

**Increase
Amount**

\$346
\$422
\$499
\$576
\$634
\$730

Pay Grade 1

Pay Grade 1	Days
Crossing Guard	177
Print Shop Aide	197

Pay Grade 2

Bus Monitor	177
Custodian	240
General Laborer	240
Intra District Delivery	240

Pay Grade 3

Lead Custodian	240
Lead Maintenance	240
Mechanic Apprentice	240

Pay Grade 4

Bus Driver	177
General Maintenance	240
Transportation Dispatcher	197
Security Guard	177
Custodial Supervisor	240

Pay Grade 5

Computer Technician	226
Mechanic	240
Specialized Maintenance	240

Pay Grade 6

Energy HVAC Manager	240
Maintenance Manager	240
Network Technician	226