
COMPENSATION PLAN 2023-2024

Fiscal Year:
July 1, 2023 -
June 30, 2024



Montgomery ISD
20774 Eva Street
Montgomery, TX 77356

SECTION 1

Compensation Overview



Montgomery ISD

Compensation Plan Information

1. This compensation plan booklet is designed for the 2023-2024 school year only.
2. Neither past nor future salaries can be accurately calculated or predicted from information in this booklet.
3. The Montgomery Independent School District Board of Trustees adopts a new compensation plan each year. There are no salary increases given automatically.
4. The Human Resources Office, regardless of possible typographical errors in this booklet, shall determine final calculations of all salaries.
5. The Montgomery Independent School District does not discriminate on the basis of race, religion, color, national origin, gender, sex, or disability in providing education services, activities, and programs, including vocational programs, in accordance with Title VI of the Civil Rights Act of 1964, as amended; Title IX of the Educational Amendments of 1972; and Section 504 of the Rehabilitation Act of 1973, as amended. The district Title IX Coordinator is the Executive Director of Human Capital, Denise Miner.
El Distrito Escolar Independiente de Montgomery no discrimina por motivos de raza, religión, color, origen nacional, género, sexo, o discapacidad en la prestación de servicios de educación, actividades y programas, incluyendo programas vocacionales, de acuerdo con el Título VI de los Derechos Civiles la Ley de 1964, según enmienda, Titulo IX de las Enmiendas Educativas de 1972, y la Sección 504 de la Ley de Rehabilitación de 1973, según enmendada. El Coordinador del distrito del Titulo IX es el Asistente Superintendente de Capital Humano, Denise Miner.

Compensation Philosophy Statement

The Superintendent shall develop and recommend a pay system for all district personnel to the Board for adoption. The pay system shall be designed to provide appropriate pay for the assessed worth of district jobs. The system shall consist of pay range structures for the following employee groups: administrative/professional, certified instructional, paraprofessional, and support trades. The system shall be designed and administered to accomplish the following:

- ❖ Stay competitive with appropriate labor markets for the various categories of personnel.
- ❖ Recognize the levels of skill, effort, working conditions and responsibility required of different jobs.
- ❖ Reward continued length of service to the District, and
- ❖ Be fiscally controlled and cost effective.

PAY SYSTEMS
ADMINISTRATIVE GUIDELINES
Revised: 6/1/2023

1.0 Description of Pay Systems

1.1 Purpose and Authority

Employee pay systems are designed and administered for the purpose of attracting and retaining qualified employees to achieve the goals of the district. The superintendent is responsible for the development, maintenance, and administration of employee pay systems in accordance with board policies and administrative regulations.

1.2 Description of Systems

Certified classroom teachers and librarians will be paid no less than the state minimum salary schedule based on years of experience. The local salary schedule for teachers and librarians will be determined annually.

For all other employees, the superintendent will assign positions to pay ranges that set the minimum and maximum base pay for the position. Jobs are classified for pay purposes on the basis of qualifications and duties as defined by the district, and market surveys of competitive pay rates. Pay ranges are reviewed annually and adjusted as needed. Employees will advance through the pay range according to the annual pay increase budget approved by the board.

1.3 Pay Periods

Employees will be paid on a semi -monthly basis in twenty-four annual payments. Annual salaries for ten and eleven month employees will be prorated over a twelve-month pay period. Employees will receive bank deposits according to the district's payroll schedule.

Job Classification

2.0

2.1 Process and Authority

Job classification determines the assigned pay range for a position and is based on an assessment of job qualifications and assigned duties. All jobs are classified on the basis of common factors that assess the level of skill, effort, and responsibility of assigned duties and working conditions. The Assistant Superintendent of Human Resources will collect job information, evaluate jobs for classification purposes, and recommend pay-grade assignments. The Superintendent has final authority concerning job classifications.

2.2 Reclassification of Current Positions

Pay-grade assignments may be changed based on changes in the job duties assigned or changes in the competitive job market. A job reclassification occurs when the same position is moved to a higher or lower pay grade. A job reclassification is not the same as an employee promotion to a new job. No immediate pay change will result from a job reclassification if the employee(s) are already paid within the new pay range.

An upward or downward job reclassification will result in greater or lesser potential for pay advancement over time.

A review of a job classification must be initiated by the job supervisor. Reviews will be conducted as follows:

- (1) The immediate supervisor of a position may request a classification review by the Human Resources office.
- (2) The supervisor must submit a completed reclassification request to the Human Resources office, which will forward the request to the Assistant Superintendent of Human Resources
- (3) The Assistant Superintendent of Human Resources is responsible for reviewing the request, obtaining additional job information if needed, and reevaluating the job factors.
- (4) The Assistant Superintendent of Human Resources will prepare a recommendation for final approval by the Superintendent. The Human Resources office will notify the supervisor and employee(s) of any action taken and the effective date.

2.3 Classification of New Positions

New positions must have a written job description. The Human Resources office will recommend to the Superintendent the pay-grade classification of new positions based on the job description and consultation with the job supervisor. New positions must be classified in the pay system prior to hiring new employees.

3.0 Base Pay for Exempt/Nonexempt Employees

3.1 Classification of Positions

All jobs will be classified as exempt or nonexempt in accordance with the requirements of the federal Fair Labor Standards Act. The Executive Director of Financial Services will determine the classification of each position based on a description of assigned job duties and the method of compensation. Generally, an employee is exempt if the employee's primary duties are executive, administrative, or professional in nature, as defined in the federal Fair Labor Standards Act, and the employee is compensated on a salary basis.

3.2 Base Pay for Exempt Employees

Exempt employees are paid on a semi-monthly salary basis for the number of months in their annual employment period. Exempt employees are not entitled to overtime compensation.

3.3 Base Pay for Nonexempt Employees

Nonexempt employees are paid on an hourly wage basis for all hours worked each week and are entitled to overtime compensation.

3.4 Fractional Pay or Deductions

To calculate fractional portions of salary for addition or deduction for exempt employees who work 10 or 11 months, the number of assigned duty days plus school holidays will be used to determine the daily rate of pay. For exempt employees who work 12 months, the number of duty days, school holidays, and vacation days will be used to determine the daily rate of pay.

4.0 Overtime Compensation

4.1 Overtime Compensation

Nonexempt employees who work more than 40 hours in any workweek will receive overtime compensation at time-and-a-half rates in compensatory time off or pay. Nonexempt employees shall not be allowed to work beyond their regular schedule without prior authorization from their supervisor. Required overtime will be compensated with compensatory time off whenever possible.

An employee's regular work schedule may be adjusted during the week to prevent overtime. The district's work week begins at 12:01 a.m. on Sunday and ends at 12:00 p.m. on Saturday. Official time records of all hours worked, including overtime, and all compensatory time earned and used each week shall be maintained in the Skyward software system for all nonexempt employees.

4.2 Use of Compensatory Time.

Compensatory time may be accumulated up to a maximum limit of 60 hours at time-and-a-half rates. Compensatory time accrued will be used or paid on the first pay period following the end of the fiscal year.

4.3 Authorization of Overtime

Supervisor must approve all overtime worked in advance. Supervisors are responsible for preventing unauthorized overtime. Supervisors of nonexempt employees must ensure an agreement or understanding with the employees regarding the form of compensation for overtime (compensatory time off or cash) prior to the employee working overtime hours.

4.4 Weekly Time Records

Time records will be maintained on all nonexempt personnel on forms approved by the district. Records will indicate all hours worked each week, including compensatory time earned and used. Failure to maintain accurate records of hours worked may result in disciplinary actions. Weekly time records must be verified by the supervisor and submitted to payroll on designated dates. Official weekly time records shall be maintained in the Skyward software system for all nonexempt personnel.

5.0

General Pay Increases

5.1 Eligibility for General Pay Increase

Employee salaries and wages will be reviewed annually for adjustment. General pay increases are given to employees to reward continued service to the district. In any event, classroom teachers and librarians will be paid at least the minimum salary on the state salary schedule.

5.2 Pay Increase Budget

The Superintendent will recommend an amount for general pay increases as part of the annual budget process. Budget recommendations for general pay increases will be based on available revenue, changes in minimum pay laws, competitive job markets, and district compensation objectives. Employee pay increases will be based on the budget approved by the board.

5.3 General Pay Increase Calculation

The general pay increase will be calculated for each employee by applying the increase approved by the board to the midpoint of each employee's pay range. No employee may be paid over the maximum of the assigned pay range without board approval. Pay increases for classroom teachers and librarians will comply with the state minimum salary schedule.

5.4 Equity Adjustments.

The Superintendent may make special adjustments to individual employee salaries to correct identified pay equity problems.

6.0 Promotion Increases

6.1 Promotion Defined

A promotion occurs when an employee is selected for a different job in a higher pay range. Reclassification of an existing job does not constitute a promotion unless significant job responsibilities have been added to the position. Pay adjustments for promotions will begin with the effective date of the new assignment.

6.2 Promotion Increase

A promotion increase is based on an employee's current base pay less any stipends paid for supplemental duties.

(1) The general pay increase approved by the board may be added to a promotion increase that is effective at the beginning of a new school year at the discretion of the superintendent.

(2) Consideration will be given to maintaining internal equity with other employees in the same position.

(3) Consideration will be given to what the rate of pay would be if calculated as a new hire.

7.0 Hiring New Employees

7.1 Teachers and Librarians

Hiring rates for classroom teachers and librarians will be based on years of experience according to state regulations and the district's teacher salary schedule. Teacher salary schedules are subject to change each year.

7.2 Administrative / Professional Personnel

Hiring rates for administrators and non-teaching professionals will be determined on an individual basis considering the person's job qualifications, salary history, and salaries for other district employees in the same position, and the number of job applicants.

7.3 Auxiliary and Paraprofessional Personnel

Auxiliary and paraprofessional personnel will be placed within the current approved pay range based on approved previous related job experience.

Demotion

8.1 Demotion Defined

8.0 A demotion occurs when an employee is reassigned to a different job with a reduction in their base pay. Demotions may be voluntary or involuntary. Position reclassification or general salary structure changes that do not result in reassignment to a new position or reduction of pay are not considered demotions.

8.2 Pay Adjustments for Demotion

When a pay reduction is made for a demotion, the employee's base rate will be reduced to the same relative position within the new pay range. For example, if the employee was 10 percent above the midpoint in the higher pay range, pay will be reduced to an equivalent 10 percent above the midpoint in the lower pay range. Pay adjustments may also be made for a longer or shorter work year associated with the change in assignment.

9.0 Adjusting Pay-Range Structures

9.1 Structure Reviews

The superintendent will review pay-range structures annually and make adjustments as needed to keep pay ranges competitive with other employers.

9.2 Structure Adjustment Procedure

Pay ranges should be adjusted by a percent factor that is less than the percent of salary costs budgeted for pay raises. To prevent salary compression problems between new employees and experienced employees, employees must advance in pay within the range faster than the range itself is being adjusted. After the pay increase budget is established, the superintendent will determine the appropriate adjustment factor for pay-range structures in the district.

To adjust a pay-range structure, the adjustment factor will be applied to the midpoint of each pay range. The minimum and maximum rates of each range will then be recalculated off of the adjusted midpoint to preserve the structure.

Adjustments to pay ranges should be made prior to the calculation of general pay increases.

Illustrated procedure:

Unadjusted Minimum <i>(80% of midpoint)</i> \$2,400	Unadjusted Midpoint \$3,000	Unadjusted Maximum <i>(120% of midpoint)</i> \$3,600
Adjusted Minimum <i>(80% of midpoint)</i> \$2,448	Adjusted Midpoint <i>(By 2%)</i> \$3,060	Adjusted Maximum <i>(120% of midpoint)</i> \$3,672

10.0 Supplemental Duty Pay

10.1 Exempt Personnel

The board will approve a schedule of salary stipends for extra duties. Exempt employees who are assigned supplemental duties that accrue extra pay will be compensated according to the district's schedule for extra duty stipends.

SECTION 2

Employee Benefits



Montgomery ISD

**Montgomery Independent School District Employee
Group & Fringe Benefits
September 1, 2022 - August 31, 2023**

MEDICAL INSURANCE

Montgomery Independent School District offers all eligible employees an opportunity to choose a medical insurance plan through TSHBP, currently administered by 90 Degree Benefits. For eligibility requirements or for more information, employees may contact the Montgomery Independent School District Employee Benefits Office or visit www.misd.org.

Employees shall be responsible for any premium amount not covered by the District for the insurance programs they choose. Employee dependent coverage may be purchased through payroll deduction.

COBRA is offered through TSHBP.

PREMIUM ONLY PLAN:

The District offers to each employee, an optional reduction of salary in the amount of employee paid premiums for medical coverage, dental insurance and vision insurance. These premiums are deducted before income taxes are calculated. Once an employee selects this option, the option remains in effect for the plan year, unless they experience a qualifying life event (i.e. loss of coverage, marriage, birth, etc.).

TERM LIFE INSURANCE (District Expense):

The District provides each qualified employee \$50,000 in-group term life insurance benefits with an additional \$20,000 for accidental death or dismemberment. Life insurance coverage becomes effective on the first of the month following hire date. A beneficiary should be designated in the enrollment HUB and may be changed at any time by the employee. The plan is made available through East Texas Cooperative.

SUPPLEMENTAL BENEFITS

The District offers supplemental benefits through East Texas Cooperative. You can find additional information in the [ETXEBHC Benefit Guide](#), located on the MISD website.

WORKERS' COMPENSATION INSURANCE (District Expense):

The District provides workers' compensation coverage to each employee. Benefits are in alliance with state mandates.

LIABILITY BENEFITS (District Expense): Liability Insurance:

Insurance coverage is provided by the District in the name of each employee who is exposed to individual liability by virtue of his or her official duties with the District. Benefits include sums, which the employee is legally obligated to pay as damages resulting from claim(s), defense costs, charges and expenses. Coverage is subject to \$2,000,000 limit of liability with a \$5,000 deductible. Coverage is provided through the Texas Association of School Boards Risk Management Fund.

NON-DUTY DAYS:

Non-Duty days are days earned and accumulated by full time twelve month:

- Administrative/Professional Staff Members
- Clerical/Paraprofessional Staff Members
- Support Trades Job Classification Staff Members

1. Non-Duty days are granted to eligible personnel each year based on the approved Academic Calendar. The Human Resources Office will establish the number of non-duty days each year.
2. Non-Duty day use is subject to approval of the immediate supervisor. Staff members may carry over from one year to the next a maximum (5) unused non- duty (vacation) days provided permission is granted in advance in writing by the immediate supervisor through December 31 of the current calendar year. If after December 31 the prior year days are not used the employee will forfeit these days.

Example: 2021-2022 days should be used by December 31, 2022.

Payroll Deductions:

The legally required deductions from each payroll check are the federal withholding tax; teacher retirement; Medicare tax for employees hired after April 1, 1986; and child support payments as directed by the courts. Each employee is required to have on file in the Payroll office the following forms:

1. Employee's Withholding Exemption Certificate - A W-4 form is available from the Payroll office. A W-2 form will be made available by January 31 of each year for income tax purposes.
2. Teacher Retirement Form - "Personal Data" signed front and back (TRS-5). All full time employees must be a member of the Teacher Retirement System. A deduction of 8.65% is made each pay period. The 8.65% deduction includes the 8.0% member rate plus legislatively mandated .65% contribution to the insurance program.
3. Medicare - Employees who began their employment with the Montgomery Independent School District on or after April 1, 1986, are required to contribute 1.45% of their taxable salary to the Medicare program under Comprehensive Omnibus Budget Reconciliation Act of 1986 (COBRA) P.L. 99272.
4. Child Support Payments - Deduction shall be made on the amount specified in a court order issued under Family Code 14.43 (a) for child support payments. The amount withheld shall be remitted to the person or office named in the orders on each regular due date or pay date.
5. "Tax Levy" - Deductions will be made in the amount ordered by the I.R.S.
6. F.I.C.A. Alternative Plan - employees who are not regular full-time employees and student workers will have a 7.5% deduction.

Deductions shall also be made by the District for unauthorized or excess personal leave or sick leave.

Optional Deductions:

As a service to employees, the District provides the following automatic deductions:

1. Insurance/Benefit premiums shall be deducted as requested by each employee for participation in approved insurance programs, only with completion of written enrollment application.
2. Professional Membership Fees/Dues - The total amount of fees/dues will be divided equally per pay period based upon a prearranged agreement with the professional organization.
3. Alternative Certification Program Fees – The total amount of fee(s) will be divided equally per pay period based upon a prearranged agreement with the Alternative Certification Program.

SECTION 3

Salary Schedules



Montgomery ISD

MONTGOMERY INDEPENDENT SCHOOL DISTRICT

TEACHER / NURSE / LIBRARIAN HIRING SCHEDULE

2023 - 2024

Years Experience	Bachelor's Degree 187 Days
0	\$57,250
1	\$57,500
2	\$57,750
3	\$58,000
4	\$58,250
5	\$59,650
6	\$60,325
7	\$60,725
8	\$60,975
9	\$61,375
10	\$61,775
11	\$62,175
12	\$62,575
13	\$62,975
14	\$63,375
15	\$63,775
16	\$64,175
17	\$64,575
18	\$64,975
19	\$65,375
20	\$65,775
21	\$66,175
22	\$66,575
23	\$66,975
24	\$67,375
25	\$67,775
26	\$68,175
27	\$68,575
28	\$68,975
29	\$69,375
30	\$69,775

Annual Salary Additions
<u>Master's Degree</u> \$1,200 is added to the Bachelor's Degree salary
<u>Doctorate's Degree</u> \$2,200 is added to the Bachelor's Degree salary

* Salary additions for Master's and Doctorate Degrees are received annually.

** Individuals receiving the Doctorate addition prior to the 2020-21 school year will be grandfathered at the previous rate.

This hiring schedule also applies to the following positions:
504/Testing Coordinator (197)
Campus Nurses (187 days)
College & Career Coordinators (197 days)
Dyslexia Interventionists (187 days)
Innovative Learning Specialist (207 days)
Instructional Coaches (197 days)
Instructional Specialists (207 days)
Interventionists (187 days)
Librarians/Media Specialists (187 days)
SLPAs (187)



* Employees with 31+ years of experience continue to receive raise amounts approved by the Board

1. New teachers hired to the district will receive up to 30 years of experience towards their salary.
 2. This hiring schedule is applicable only to the 2023-2024 school year. Future salaries cannot be predicted from this schedule. Current employee pay advances are determined annually by the Board.
- Note: This pay grade is the only one which recognizes Master's and Doctorate Degrees. Should a person be promoted to a higher pay grade and receives a Master's after the effective date of the promotion, the person would no longer be eligible for the \$1,200 pay increase.

MONTGOMERY INDEPENDENT SCHOOL DISTRICT
ADMINISTRATIVE / PROFESSIONAL
HIRING SCHEDULE
2023 - 2024

Pay Grade 1

Daily	Minimum	Midpoint	Maximum
	\$217.33	\$271.67	\$326.00
187	40,641	50,802	60,962
197	42,814	53,519	64,222
202	43,901	54,877	65,852
226	49,117	61,397	73,676
Applications Support Specialist (226)		IT - Operations Specialist (226)	
Child Nutrition, Catering Coordinator (202)		LSSP Intern (197)	
Child Nutrition, Field Supervisor (202)		Nurse (LVN) - Campus (187)	

Pay Grade 2

Daily	Minimum	Midpoint	Maximum
	\$250.14	\$312.67	\$378.96
197	49,277	61,596	74,655
221	55,280	69,100	83,750
226	56,531	70,663	85,645
Benefits & Employee Relations Coordinator (221)		IT - Software Applications Administrator (226)	
Communications Specialist (197)		IT - Systems Administrator (226)	
Compensation Analyst (221)		PEIMS Coordinator (226)	

Pay Grade 3

Daily	Minimum	Midpoint	Maximum
	\$278.84	\$348.55	\$418.26
187	52,143	65,179	78,215
197	54,932	68,664	82,397
207	57,720	72,150	86,580
221	61,624	77,030	92,435
226	63,018	78,772	94,527
Aquatics (221)		IT - Senior Systems Administrator (226)	
Assistant Director of Child Nutrition (221)		Occupational Therapist (187)	
Assistive Technology Specialist (197)		Orientation & Mobility Specialist (197)	
Behavior Intervention Specialist (197)		Speech Therapist (197)	
Bilingual / ESL Specialist (207)		Transition Specialist (197)	
GT Specialist (197)			

Pay Grade 4

Daily	Minimum	Midpoint	Maximum
	\$315.75	\$394.69	\$473.63
197	62,202	77,754	93,305
202	63,781	79,727	95,673
207	65,359	81,701	98,041
221	69,780	87,226	104,672
226	71,359	89,200	107,040
260	82,094	102,619	123,143
504 / Dyslexia Coordinator (202)		GT Coordinator (221)	
Accountant (221)		Instructional Coordinator - Elementary, Secondary (221)	
Assistant Director Maintenance (260)		Instructional Technology Coordinator (221)	
Assistant Principal, Elementary (207)		IT - Infrastructure and Operations Manager (226)	
College & Career Coordinator -Counselor (197)		LSSP (197)	
Communications Coordinator (221)		MTSS Coordinator (221)	
Counselor (197/207/221)		Speech Language Pathologist (197)	
CTE Coordinator (221)		Special Education Program & Instruction Coordinator (202)	
Diagnostician (197)			

MONTGOMERY INDEPENDENT SCHOOL DISTRICT

ADMINISTRATIVE / PROFESSIONAL HIRING SCHEDULE 2023 - 2024

Pay Grade 5

	Minimum	Midpoint	Maximum
Daily	\$348.55	\$435.69	\$522.83
207	72,150	90,188	108,225
221	77,030	96,287	115,545
226	78,772	98,466	118,159
260	90,623	113,279	135,935
Assistant Director, Specialized Learning (221) Director, Child Nutrition (226)			
Assistant Principal, High School / Junior High (207) Director, Maintenance (260)			
Associate Principal, High School (221) Director, Transportation (221)			

Pay Grade 6

	Minimum	Midpoint	Maximum
Daily	\$389.56	\$486.95	\$584.34
221	86,092	107,616	129,139
Chief of Police Head Football Coach, High School			
Director, Career & Technical Education Principal, Elementary			
Director of Community Services			

Pay Grade 7

	Minimum	Midpoint	Maximum
Daily	\$410.06	\$512.58	\$615.09
221	90,623	113,279	135,935
Director, Athletics Principal, Junior High			

Pay Grade 8

	Minimum	Midpoint	Maximum
Daily	\$471.57	\$589.47	\$707.36
221	104,217	130,272	156,326
226	106,575	133,219	159,863
Executive Director, Communications (221) Executive Director, Technology & Digital Learning (226)			
Executive Director, Specialized Learning (221) Principal, High School (221)			

Pay Grade 9

	Minimum	Midpoint	Maximum
Daily	\$533.08	\$666.35	\$799.62
221	117,810	147,263	176,715
Assistant Superintendent of Elementary Education Assistant Superintendent of Student Services & Innovation			
Assistant Superintendent of Human Resources Chief Facilities & Operations Officer			
Assistant Superintendent of Secondary Education Chief Financial Officer			

MONTGOMERY INDEPENDENT SCHOOL DISTRICT

CLERICAL / PARA-PROFESSIONAL HIRING SCHEDULE 2023 - 2024

Pay Grade 2

Hourly	Minimum	Midpoint	Maximum
	\$12.73	\$15.91	\$19.09
187	19,039	23,798	28,558
197	20,057	25,071	30,085
202	20,566	25,707	30,849
221	22,500	28,125	33,750
Aide, Bilingual (187) Aide, Special Education (187) Aide, Computer Lab (187) Clerk, Diagnostician (197) Aide, Library (187) Clerk, Office (187) Aide, PE (187) Receptionist (187/202/221)			

Pay Grade 3

Hourly	Minimum	Midpoint	Maximum
	\$13.74	\$17.17	\$20.60
187	20,549	25,686	30,824
197	21,648	27,060	32,472
202	22,197	27,747	33,296
207	22,747	28,434	34,120
221	24,285	30,357	36,428
Aide, ISS (187) Library Assistant (187) Clerk, Attendance - HS (202) Secretary, Assistant Principal (207) Clerk, Attendance - JH (202) Secretary, Associate Principal (221) Clerk, Data Entry - HS (207) Secretary, College & Career - HS (197) Certified Nursing Assistant/Clinic Aide (187) Secretary, Counselor (207)			

Pay Grade 4

Hourly	Minimum	Midpoint	Maximum
	\$14.80	\$18.50	\$22.20
207	24,513	30,641	36,769
221	26,171	32,713	39,256
Athletic Clerk (221) Registrar, Elementary (207) Data Management Clerk, Specialized Learning (221) Registrar, Junior High (207) Financial Clerk, High School (221)			

MONTGOMERY INDEPENDENT SCHOOL DISTRICT

CLERICAL / PARA-PROFESSIONAL

HIRING SCHEDULE

2023 - 2024

Pay Grade 5

Hourly	Minimum	Midpoint	Maximum
	\$18.16	\$22.71	\$27.25
221	32,114	40,142	48,171
226	32,841	41,051	49,261
240	34,875	43,594	52,312
260	37,781	47,226	56,672
Registrar, High School (221) Secretary, Police Department (221) Secretary, Career & Technology (221) Secretary, Principal Elementary and Junior High (221) Secretary, Maintenance (260) Secretary, Technology (226)			

Pay Grade 6

Hourly	Minimum	Midpoint	Maximum
	\$19.72	\$24.65	\$29.58
221	34,871	43,588	52,306
226	35,660	44,574	53,489
Secretary, Athletics (226) Specialist, CN Financial Operations (221) Secretary, Finance & HR (221) Specialist, Human Resources (221) Secretary, Dept of Elem & Sec Education (221) Specialist, Payroll (221) Secretary, Principal High School (221) Specialist, PEIMS (226) Secretary, Special Education (221) Specialist, Student Services (221) Specialist, Accounts Payable/Purchasing (221) Technician, Desktop Support (226) Specialist, CN Federal Programs (221)			

Pay Grade 7

Hourly	Minimum	Midpoint	Maximum
	\$24.11	\$30.13	\$36.16
221	42,625	53,270	63,924
Absence Management Coordinator Supervisor, Payroll Specialist, Certification Supervisor, Purchasing			

Pay Grade 8

Hourly	Minimum	Midpoint	Maximum
	\$27.90	\$34.87	\$41.84
221	49,320	61,650	73,980
Secretary, Superintendent			

AUXILIARY / SUPPORT HIRING SCHEDULE 2023 - 2024

	Minimum	Midpoint	Maximum
Hourly	\$10.13	\$12.67	\$15.20
260	21,075	26,343	31,612
Mail Clerk			

	Minimum	Midpoint	Maximum
Hourly	\$11.28	\$14.10	\$16.92
260	23,462	29,328	35,194
Maintenance - General - II	Grounds, Athletics		

	Minimum	Midpoint	Maximum
Hourly	\$13.41	\$16.77	\$20.12
260	27,899	34,873	41,848
Maintenance - Campus	Maintenance - General - III		
District Athletic Grounds Crew Supervisor			

	Minimum	Midpoint	Maximum
Hourly	\$15.38	\$19.22	\$23.06
260	31,982	39,978	47,973
Maintenance - Campus Lead			

	Minimum	Midpoint	Maximum
Hourly	\$20.20	\$25.25	\$30.30
260	42,016	52,520	62,400
CN Maintenance Tech (260)	Skilled Maintenance - Pest Control, Keys, Electrician, Plumber, HVAC (260)		

	Minimum	Midpoint	Maximum
Hourly	\$23.43	\$29.29	\$35.15
260	48,739	60,923	73,108

HVAC Supervisor (260)

MONTGOMERY INDEPENDENT SCHOOL DISTRICT

Safety and Security

HIRING SCHEDULE

2023 - 2024

Pay Grade 1

	Minimum	Midpoint	Maximum
Hourly	\$10.13	\$12.67	\$15.20
182	14,752	18,440	22,128
Campus Security Monitor			

Pay Grade 2

	Minimum	Midpoint	Maximum
Hourly	\$22.76	\$28.45	\$34.14
197	35,870	44,837	53,805
Police - Officers			

Pay Grade 3

	Minimum	Midpoint	Maximum
Hourly	\$27.88	\$34.86	\$41.83
221	49,299	61,624	73,948
Police Sergeant			

MONTGOMERY INDEPENDENT SCHOOL DISTRICT

CHILD NUTRITION HIRING SCHEDULE

2023 - 2024

Pay Grade 2 182 Days

Hourly:	Minimum	Midpoint	Maximum
	\$15.50	\$18.00	\$20.50
Vending Specialist / Manager in Training			

Pay Grade 3 184 Days

Hourly:	Minimum	Midpoint	Maximum
	\$18.00	\$20.50	\$23.00
Manager - Elementary			

Pay Grade 4 184 Days

Hourly:	Minimum	Midpoint	Maximum
	\$19.50	\$20.00	\$24.50
Manager - Secondary			

PAY SCALE FOR YEARS OF SERVICE

EXPERIENCE				
Years of Service	Child Nutrition Specialists	Pay Grade 2	Pay Grade 3	Pay Grade 4
0	\$14.00	\$15.50	\$18.00	\$19.50
1	\$14.25	\$15.75	\$18.25	\$19.75
2	\$14.50	\$16.00	\$18.50	\$20.00
3	\$14.75	\$16.25	\$18.75	\$20.25
4	\$15.00	\$16.50	\$19.00	\$20.50
5	\$15.25	\$16.75	\$19.25	\$20.75
6	\$15.50	\$17.00	\$19.50	\$21.00
7	\$15.75	\$17.25	\$19.75	\$21.25
8	\$16.00	\$17.50	\$20.00	\$21.50
9	\$16.25	\$17.75	\$20.25	\$21.75
10	\$16.50	\$18.00	\$20.50	\$22.00
11	\$16.75	\$18.25	\$20.75	\$22.25
12	\$17.00	\$18.50	\$21.00	\$22.50
13	\$17.25	\$18.75	\$21.25	\$22.75
14	\$17.50	\$19.00	\$21.50	\$23.00
15	\$17.75	\$19.25	\$21.75	\$23.25
16	\$18.00	\$19.50	\$22.00	\$23.50
17	\$18.25	\$19.75	\$22.25	\$23.75
18	\$18.50	\$20.00	\$22.50	\$24.00
19	\$18.75	\$20.25	\$22.75	\$24.25
20	\$19.00	\$20.50	\$23.00	\$24.50

*Managers with populations over 1,000 students are paid an additional \$2,000.00 per complete year.

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

MONTGOMERY INDEPENDENT SCHOOL DISTRICT

TRANSPORTATION HIRING SCHEDULE

2023 - 2024

Pay Grade 1

	Minimum	Midpoint	Maximum
Hourly >	\$12.32	\$15.40	\$18.48
182 Days	13,456	16,820	20,184
Bus Monitor (6 hrs/day)			

Pay Grade 2

	Minimum	Midpoint	Maximum
Hourly >	\$12.85	\$16.06	\$19.27
260 Days	26,724	33,405	40,086
Mechanic Helper			

Pay Grade 3

	Minimum	Midpoint	Maximum
Hourly >	\$13.41	\$16.77	\$20.12
260 Days	27,899	34,873	41,848
Mechanic - I			

Pay Grade 4

	Minimum	Midpoint	Maximum
Hourly >	\$15.30	\$19.12	\$22.94
260 Days	31,814	39,768	47,721
Mechanic - II			

Pay Grade 5

	Minimum	Midpoint	Maximum
Hourly >	\$16.89	\$21.12	\$25.34
260 Days	35,140	43,925	52,711
Mechanic - III			

Pay Grade 6

	Minimum	Midpoint	Maximum
Hourly >	\$20.79	\$25.99	\$31.18
221 Days	36,756	45,945	55,134
Transportation Supervisor (221)			

Pay Grade 7

	Minimum	Midpoint	Maximum
Hourly >	\$23.46	\$29.32	\$35.18
221 Days	41,470	51,838	62,205
260 Days	48,788	60,986	73,183
Operation Supervisor (221) Shop Supervisor (260)			

BUS DRIVER PAY SCALE BELOW

182 Days

Years of Experience	Hourly Rate	Years of Experience	Hourly Rate	Years of Experience	Hourly Rate
0	\$20.20	9	\$22.90	18	\$25.60
1	\$20.50	10	\$23.20	19	\$25.90
2	\$20.80	11	\$23.50	20	\$26.20
3	\$21.10	12	\$23.80	21	\$26.50
4	\$21.40	13	\$24.10	22	\$26.80
5	\$21.70	14	\$24.40	23	\$27.10
6	\$22.00	15	\$24.70	24	\$27.40
7	\$22.30	16	\$25.00	25	\$27.70
8	\$22.60	17	\$25.30	26	\$28.00

**New hires with more than 26 years experience will start at \$28.00

SECTION 4

Stipends



Montgomery ISD

MONTGOMERY INDEPENDENT SCHOOL DISTRICT

2023 - 2024 STIPEND DUTY SCHEDULE

Assignment	Number of positions per campus	Total Stipend (Stipend requires duty during the school year and may be subject to additional days)
Academics		
Academic Decathlon - High School	1	\$4,500
Debate / Speech - High School	1	\$4,000
Debate / Speech Assistant - High School	1	\$2,000
*Destination Imagination	1	\$500
*UIL Event Coordinators, High School	1	\$1,000
*UIL Event Coordinators, Junior High	1	\$750
*UIL Event Coordinators, Elementary	1	\$750
*UIL Event Coach, Secondary		\$500
*UIL Event Coach, Elementary		\$250
*Regional Qualifier	1	\$200
*State Qualifier	1	\$200
Band		
Junior High Director	1	\$5,500
High School Assistant	1	\$6,000
High School Director	1	\$12,500
Cheerleading		
Junior High Sponsor	1	\$2,500
High School Assistant	1	\$2,275
High School Junior Varsity Sponsor	2	\$2,775
High School Varsity Sponsor	1	\$4,500
Choir		
Elementary	1	\$2,000
Junior High	1	\$3,500
Junior High Assistant	1	\$3,000
High School	1	\$7,000
High School Assistant	1	\$4,500
Department Chair		
Campus Leadership - Elementary		\$1,000
Department Chair - Junior High		\$1,500
Department Chair - High School		\$2,000
Drama		
Junior High Director	1	\$3,000
High School Director	1	\$7,000
High School Assistant	1	\$3,700
Drill Team		
Junior High Sponsor	1	\$2,500
High School Sponsor	1	\$7,000
High School Assistant	1	\$3,700
Journalism		
Junior High School Yearbook	1	\$1,500
High School Yearbook	1	\$2,500
High School Newspaper	1	\$2,000
Campus Publicity/Webpage Assistant	1	\$1,000
Other Campus/District Assignments		
MTSS Support - Secondary	1	\$1,500
Bi-Lingual Teachers, Elementary / Campus		\$7,000
Campus Discretionary - Elementary		\$1,000
Campus Discretionary - Secondary		\$2,000

MONTGOMERY INDEPENDENT SCHOOL DISTRICT

2023 - 2024 STIPEND DUTY SCHEDULE

Assignment	Number of positions per campus	Total Stipend (Stipend requires duty during the school year and may be subject to additional days)
*College Prep Class/Dual Credit - High School		\$500 per course
Crossing Guard - Madeley Ranch Elementary	1	\$1,000
CTE Counselor - High School	1	\$1,000
*CTE Student Certification		\$500
*CTSO - Advancement Past 1st Level		\$250
*CTSO - Advancement Past 2nd Level		\$250
*CTSO - Nationals		\$500
*CTSO - Lead Sponsor		\$1,500
*CTSO - Assistant Sponsor		\$750
ESL Campus Support - High School	1	\$1,500
ESL Campus Support - Junior High	1	\$1,500
Lead Ag Teacher - High School	1	\$5,000
*Lead Barn Contact - High School	1	\$2,000
TIM (Tech Integration Mentor) - Campus	(1) Most (2) HS	\$2,000
National Honor Society Sponsor - High School	1	\$1,000
National Junior Honor Society Sponsor - Junior High	1	\$500
New Teacher - Mentor		\$750
Saturday Detention Monitor - High School		\$250
Campus Improvement Program Liaison - Elementary	1	\$1,000
Special Education Para - Life Skills, Functional Academics, ECSE, or ABLE		\$500
Special Education - Life Skills, Functional Academics, ECSE, or ABLE		\$1,000
Student Leadership Sponsor - Elementary	1	\$500
Student Council Assist. Sponsor - High School	1	\$750
Student Council Sponsor - High School	1	\$1,500
Student Council Sponsor - Junior High	1	\$750
*Student Teacher Supervision		\$250
District Level Stipends		
<i>The following stipends are assigned by the District-Level Administration and not Campus Administration.</i>		
CPR / AED / First Aid Coordinator - District		\$1,500
District Webpage Coordinator		\$2,500
Lead Art Coordinator - Elementary		\$1,000
Lead Elementary Counselor - District		\$2,500
Lead Librarian - District		\$2,000
Lead Music Coordinator - Elementary		\$1,000
Lead Nurse - District		\$2,000
Lead PE Coordinator - District		\$2,000
Lead TIM - District		\$3,500
Off Campus PE Coordinator		\$1,000
Intermediate Certification - Police Department		\$25 /mo per work schedule
Advance Certification - Police Department		\$50 /mo per work schedule
Master Certification - Police Department		\$75/mo per work schedule
Special Olympics - District		\$1,500
Stadium Producer		\$5,000
UIL / DI Coordinator - District		\$4,000
<i>* Indicates that stipend is NOT paid out over 12 months but in one lump sum. Stipends will not be paid if related services are not rendered.</i>		

MONTGOMERY INDEPENDENT SCHOOL DISTRICT

2023 - 2024 ATHLETIC STIPEND SCHEDULE

HIGH SCHOOL CAMPUSES				
Sport	Assignment	MHS	LCHS	Stipend Amount
Coordinator	Girls	1	1	\$5,000
Coordinator	Gym	0	1	\$3,000
Baseball	Head	1	1	\$7,000
Baseball	First Assistant	1	1	\$3,600
Baseball	Non Varsity	2	2	\$3,000
Basketball, Boys	Head	1	1	\$7,000
Basketball, Boys	First Assistant	1	1	\$3,800
Basketball, Boys	Non Varsity	1	1	\$2,800
Basketball, Girls	Head	1	1	\$7,000
Basketball, Girls	First Assistant	1	1	\$3,800
Basketball, Girls	Non Varsity	1	1	\$3,300
Cross Country	Head	1	1	\$5,000
Cross Country	Non Varsity	1	1	\$2,900
Football	Defensive Coordinator	1	1	\$7,500
Football	Offensive Coordinator	1	1	\$7,500
Football	First Assistant - Varsity	1	1	\$7,500
Football	Varsity	4	4	\$5,200
Football	Sub-Varsity Assistant	4	4	\$4,400
Golf	Head	1	1	\$7,700
Golf	Non Varsity	1	1	\$5,300
Powerlifting	Head	1	1	\$3,000
Soccer	Head Boys or Girls	2	2	\$6,500
Soccer	Non Varsity	2	2	\$2,800
Softball	Head	1	1	\$7,000
Softball	First Assistant	1	1	\$3,600
Softball	Non Varsity	1	1	\$3,100
Swim/Dive	Head	1	1	\$7,000
Tennis	Head	1	1	\$7,700
Tennis	Non Varsity	1	2-split the stipend	\$5,300
Track	Head Boys or Girls	2	2	\$5,000
Track	Assistant	4	4	\$3,200
Volleyball	Head	1	1	\$7,000
Volleyball	First Assistant	1	1	\$3,700
Volleyball	Non Varsity	2	2	\$3,300
JUNIOR HIGH SCHOOL CAMPUSES				
Sport	Assignment	MJHS	OHJH	Stipend Amount
Boys Jr High	Head	1	1	\$1,000
Girls Jr High	Head	1	1	\$1,000
Football		6	6	\$2,300
Basketball		9	9	\$2,000
Volleyball		4	4	\$2,000
Track		9	9	\$2,000
Cross Country	Head	1	1	\$2,000
Cross Country	Assistant	1	1	\$1,400
Golf		1	1	\$2,500
Tennis		1	1	\$2,000
Soccer - Intramural	Boys	1	1	\$2,000
Soccer - Intramural	Girls	1	1	\$2,000
Soccer - Intramural	Assistant, Girls	1	1	\$1,000
Soccer - Intramural	Assistant, Boys	1	1	\$1,000
All Sport - ABLE	Boys, Girls	1	0	\$1,650

SECTION 5

Substitute Pay



Montgomery ISD

MONTGOMERY INDEPENDENT SCHOOL DISTRICT

SUBSTITUTE HIRING SCHEDULE

2023 - 2024

Teacher:	Daily Rate	Long Term	Monday / Friday Rate
Certified	\$110.00	\$145.00	\$115.00
Degreed	\$95.00	\$105.00	\$100.00
Non-Degreed	\$90.00	\$100.00	\$95.00
Support Staff	\$75.00	\$85.00	\$85.00

Long term rate begins after 10th consecutive day of same assignment.