McKINNEY ISD

EVERY STUDENT, EVERY DAY!

SALARY SCHEDULES & COMPENSATION INFORMATION

2026-2027

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The Superintendent shall recommend an annual compensation plan for all District employees. The compensation plan may include wage and salary structures, stipends, benefits, and incentives. [See also DEAA] The recommended plan shall support District goals for hiring and retaining highly qualified employees. The Board shall review and approve the compensation plan to be used by the District. The Board shall also determine the total compensation package for the Superintendent. [See BJ series]

Pay Administration

The Superintendent shall implement the compensation plan and establish procedures for plan administration consistent with the budget. The classification of each job title within the compensation plan shall be based on the qualifications, duties, and market value of the position.

Annualized Salary

The District shall pay all salaried employees over 12 months in equal monthly or semi-monthly installments, regardless of the number of months employed during the school year. Salaried employees hired during the school year shall be paid in accordance with administrative regulations.

Pay Increases

The Superintendent shall recommend to the Board an amount for employee pay increases as part of the annual budget. Any pay adjustments for individual employees shall be determined within the approved budget following established procedures.

Midyear Pay Increases

Contract Employees

A contract employee's pay may be increased after performance on the contract has begun only if authorized by the compensation plan of the District or there is a change in the employee's job assignment or duties during the term of the contract that warrants additional compensation. Any such changes in pay that do not conform with the compensation plan shall require Board approval. [See DEA(LEGAL) for provisions on pay increases and public hearing requirements.]

Noncontract Employees

The Superintendent may grant a pay increase to a noncontract employee after duties have begun because of a change in the employee's job assignment or to address pay equity. The Superintendent shall report any such pay increases to the Board at the next regular meeting.

Pay During Closing

If the Board chooses to pay employees during an emergency closure for which the workdays are not scheduled to be made up at a later date, then that authorization shall be by resolution or other Board action and shall reflect the purpose served by the expenditure. [See EB for the authority to close schools.]

One-Time Lump Sum Payment

If the McKinney Independent School District Board of Trustees should decide to award a one-time lump sum payment to employees in the 2026-2027 school year, the payment will be made only to employees of the district who are employed as of the date determined by the Board. The amount of the award and the date of payment is determined by Board action.

A one-time lump sum payment is not considered an increase in base pay and should not be considered an ongoing compensation program. The payment may be prorated based on the duty status, part-time schedule, or other nondiscretionary factors determined by the Board. The payment is taxable and may be taxed at a higher rate.

One-time lump sum payments are not creditable compensation under the Teachers Retirement System of Texas (TRS).

Longevity Benefit - DEG (Regulation)

The longevity benefit shall be a one-time expenditure at the time of retirement for employees retiring from McKinney ISD and the Teacher Retirement System of Texas (TRS). This benefit is computed as one day's pay, at the employee's current daily rate, for each year served in a TRS eligible position with McKinney ISD. To ensure the district has adequate time to find a suitable replacement, the longevity benefit will be prorated based off of when the retirement notice was submitted.

The district will no longer issue the longevity benefit to employees who retire mid-year. To ensure continuity and consistency for our students and staff, retirement plans must align with the academic calendar.

For any employee who wishes to retire at the end of their current employment contract, the following dates will be used to determine the percentage of the longevity benefit they will receive.

Retirement Notice is Submitted	**Percent Payment of Longevity Benefit**
Prior to February 15	100%
February 16 - March 1	75%
March 2 - April 1	50%
April 2 - May 1	25%
May 2 - End of contract	0%

Teacher Incentive Allotment

McKinney ISD awards 90 percent of the TIA funds to the designated teacher. You will receive this (***minus the employee and district payroll tax burden and TRS***) in your August paycheck. You must still be employed with our district at the time of TIA payments. Teachers who retire at the conclusion of the school year will receive their TIA before August 31st. For additional information on TIA designation amounts, please visit: https://tiatexas.org/teacher-incentive-allotment-funding-map/

Pay Ranges and Job Classifications

Pay Ranges

Pay procedures serve as a governing rule and provide processes that guide individual pay actions and maintenance of the total pay system. A pay range structure includes a hierarchy of job levels with pay guidelines for minimum, midpoint, and maximums rates of pay. Pay guidelines are based on an assessment of the market values for the different employee job classifications. To ensure we have equity for each pay grade, pay range maximums must exist as a control point for salaries.

However, pay ranges are designed for adjustment to keep pace with changing economy. Adjustments to the pay range structure will be reviewed annually. Based upon Board approved salary increases, pay range adjustments may be made to the minimum, midpoint, and maximum pay rates of each pay grade.

2026-2027
Teacher Scale

Position Description	Contract Days
Adaptive PE Teacher	187
Aquatics Manager	187
Athletic Trainer	187
Band Director	187
Choir Director	187
Home Services Specialist	187
Instructional Specialist	187
Junior ROTC Instructors	225
Teacher	187
VI Teacher-Lead	192
Vocational Teacher	187
Vocational Agriculture Teacher	191
Vocational Careers Trades	191
Vocational Health Services	191

Non Certified Teacher-187 Days	**$64,000**

Creditable Years of Service	Daily Rate	Salary 187 Days	Salary 191 Days	Salary 192 Days	Salary 225 Days
0	$345.99	$64,700	$66,084	$66,430	$77,848
1	$352.79	$65,972	$67,383	$67,736	$79,378
2	$356.31	$66,630	$68,055	$68,412	$80,170
3	$360.28	$67,372	$68,813	$69,174	$81,063
4	$364.25	$68,115	$69,572	$69,936	$81,956
5	$372.73	$69,701	$71,191	$71,564	$83,864
6	$378.46	$70,772	$72,286	$72,664	$85,154
7	$380.06	$71,071	$72,591	$72,972	$85,514
8	$381.67	$71,372	$72,899	$73,281	$85,876
9	$383.27	$71,671	$73,205	$73,588	$86,236
10	$384.88	$71,973	$73,512	$73,897	$86,598
11	$387.02	$72,373	$73,921	$74,308	$87,080
12	$389.69	$72,872	$74,431	$74,820	$87,680
13	$392.36	$73,371	$74,941	$75,333	$88,281
14	$395.04	$73,872	$75,453	$75,848	$88,884
15	$397.71	$74,372	$75,963	$76,360	$89,485
16	$400.39	$74,873	$76,474	$76,875	$90,088
17	$403.66	$75,484	$77,099	$77,503	$90,824
18	$405.73	$75,872	$77,494	$77,900	$91,289
19	$408.41	$76,373	$78,006	$78,415	$91,892
20	$411.08	$76,872	$78,516	$78,927	$92,493
21	$413.75	$77,371	$79,026	$79,440	$93,094
22	$416.43	$77,872	$79,538	$79,955	$93,697
23	$419.10	$78,372	$80,048	$80,467	$94,298
24	$421.78	$78,873	$80,560	$80,982	$94,901
25	$424.45	$79,372	$81,070	$81,494	$95,501
26	$427.12	$79,871	$81,580	$82,007	$96,102
27	$429.80	$80,373	$82,092	$82,522	$96,705
28	$432.47	$80,872	$82,602	$83,034	$97,306
29	$435.15	$81,373	$83,114	$83,549	$97,909
30	$437.82	$81,872	$83,624	$84,061	$98,510

2026-2027 Pay Grade 1
Nurses, Facilitator & Other Professionals

Position Description	Contract Days
Administrative Intern	210
Campus Testing Coordinator	187
Interim Behavior Support Trainer	197
Instructional Design Facilitator	209
LPAC Facilitator	197
MTSS 504 Campus Coordinator	187
Registered Nurse	187
School Age Parent Facilitator	187
School Psychologist Intern	194
Sheltered Instructional Specialist	209
Speech Pathologist Assistant	187

Creditable Years of Service	Daily Rate	Salary 187 Days	Salary 194 Days	Salary 197 Days	Salary 209 Days	Salary 210 Days
0	$345.99	$64,700	$67,122	$68,160	$72,312	$72,658
1	$352.44	$65,906	$68,373	$69,431	$73,660	$74,012
2	$355.96	$66,565	$69,056	$70,124	$74,396	$74,752
3	$357.56	$66,864	$69,367	$70,439	$74,730	$75,088
4	$359.16	$67,163	$69,677	$70,755	$75,064	$75,424
5	$360.77	$67,464	$69,989	$71,072	$75,401	$75,762
6	$362.37	$67,763	$70,300	$71,387	$75,735	$76,098
7	$363.98	$68,064	$70,612	$71,704	$76,072	$76,436
8	$365.58	$68,363	$70,923	$72,019	$76,406	$76,772
9	$367.19	$68,665	$71,235	$72,336	$76,743	$77,110
10	$368.79	$68,964	$71,545	$72,652	$77,077	$77,446
11	$370.93	$69,364	$71,960	$73,073	$77,524	$77,895
12	$373.60	$69,863	$72,478	$73,599	$78,082	$78,456
13	$376.28	$70,364	$72,998	$74,127	$78,643	$79,019
14	$378.95	$70,864	$73,516	$74,653	$79,201	$79,580
15	$381.62	$71,363	$74,034	$75,179	$79,759	$80,140
16	$384.30	$71,864	$74,554	$75,707	$80,319	$80,703
17	$386.97	$72,363	$75,072	$76,233	$80,877	$81,264
18	$389.64	$72,863	$75,590	$76,759	$81,435	$81,824
19	$392.32	$73,364	$76,110	$77,287	$81,995	$82,387
20	$394.99	$73,863	$76,628	$77,813	$82,553	$82,948
21	$397.67	$74,364	$77,148	$78,341	$83,113	$83,511
22	$400.34	$74,864	$77,666	$78,867	$83,671	$84,071
23	$403.01	$75,363	$78,184	$79,393	$84,229	$84,632
24	$405.69	$75,864	$78,704	$79,921	$84,789	$85,195
25	$408.36	$76,363	$79,222	$80,447	$85,347	$85,756
26	$411.04	$76,864	$79,742	$80,975	$85,907	$86,318
27	$413.71	$77,364	$80,260	$81,501	$86,465	$86,879
28	$416.38	$77,863	$80,778	$82,027	$87,023	$87,440
29	$419.06	$78,364	$81,298	$82,555	$87,584	$88,003
30	$421.73	$78,864	$81,816	$83,081	$88,142	$88,563

2026-2027 Pay Grade 2
Counselors and Other Professionals

Position Description	Contract Days
Board Certified Behavior Analyst	187
Compliance Officer	225
Counselor - Early Childhood	197
Counselor - Elementary	197
Counselor - High School (Lead)	225
Counselor - Impact	207
Counselor - Impact (Lead)	225
Counselor - Secondary	207
Counselor- Vento	207
Diagnostician	194
Diagnostician/Autism (Lead)	225
Library Media Specialist	197
Occupational Therapist (Certified)	187
Orientation and Mobility Specialist	187
Physical Therapist	187
Psychologists	194
Speech Pathologist (Fully-certified)	187
Speech Pathologist (Lead)	225

Creditable Years of Service	Daily Rate	Salary 187 Days	Salary 194 Days	Salary 197 Days	Salary 207 Days	Salary 225 Days
0	$371.05	$69,386	$71,984	$73,097	$76,807	$83,486
1	$372.65	$69,686	$72,294	$73,412	$77,139	$83,846
2	$374.25	$69,985	$72,605	$73,727	$77,470	$84,206
3	$375.85	$70,284	$72,915	$74,042	$77,801	$84,566
4	$377.45	$70,583	$73,225	$74,358	$78,132	$84,926
5	$379.06	$70,884	$73,538	$74,675	$78,465	$85,289
6	$380.66	$71,183	$73,848	$74,990	$78,797	$85,649
7	$382.27	$71,484	$74,160	$75,307	$79,130	$86,011
8	$383.87	$71,784	$74,471	$75,622	$79,461	$86,371
9	$385.48	$72,085	$74,783	$75,940	$79,794	$86,733
10	$387.08	$72,384	$75,094	$76,255	$80,126	$87,093
11	$389.22	$72,784	$75,509	$76,676	$80,569	$87,575
12	$391.89	$73,283	$76,027	$77,202	$81,121	$88,175
13	$394.57	$73,785	$76,547	$77,730	$81,676	$88,778
14	$397.24	$74,284	$77,065	$78,256	$82,229	$89,379
15	$399.91	$74,783	$77,583	$78,782	$82,781	$89,980
16	$402.59	$75,284	$78,102	$79,310	$83,336	$90,583
17	$405.26	$75,784	$78,620	$79,836	$83,889	$91,184
18	$407.94	$76,285	$79,140	$80,364	$84,444	$91,787
19	$410.61	$76,784	$79,658	$80,890	$84,996	$92,387
20	$413.28	$77,283	$80,176	$81,416	$85,549	$92,988
21	$415.96	$77,785	$80,696	$81,944	$86,104	$93,591
22	$418.63	$78,284	$81,214	$82,470	$86,656	$94,192
23	$421.30	$78,783	$81,732	$82,996	$87,209	$94,793
24	$423.98	$79,284	$82,252	$83,524	$87,764	$95,396
25	$426.65	$79,784	$82,770	$84,050	$88,317	$95,996
26	$429.33	$80,285	$83,290	$84,578	$88,871	$96,599
27	$432.00	$80,784	$83,808	$85,104	$89,424	$97,200
28	$434.67	$81,283	$84,326	$85,630	$89,977	$97,801
29	$437.35	$81,784	$84,846	$86,158	$90,531	$98,404
30	$440.62	$82,396	$85,480	$86,802	$91,208	$99,140

2026-2027 Administrative & Professional Compensation

Pay Grade	Job Title	Calendar Days		Minimum	Midpoint	Maximum
100			**Daily**	**$261.30**	**$318.64**	**$375.99**
	Contracts Manager	226	**226 days**	$59,055	$72,013	$84,973
	Student Support Facilitator	226				
	Technology Operations Specialist	226				
	Special Program: Associate Teacher	187	**Salary:**	**$42,000**		
200			**Daily**	**$290.04**	**$353.72**	**$417.39**
	Coordinator - Child Care Programs	236	**193 days**	$55,977	$68,269	$80,556
	Coordinator - Club 360 Program	236	**226 days**	$65,549	$79,942	$94,330
	Coordinator-Program (Federal Funds)	226	**236 days**	$68,449	$83,479	$98,504
	Construction Project Manager	226				
	Facilities Specialist	226				
	Information Systems Student Analyst	226				
	Lead Preschool Supervisor - Stipend	193				
	Preschool Supervisor	193				
	Producer	226				
	Purchasing Manager	226				
	Security Operations Center Manager	226				
	Technology Audio Visual Engineer	226				
	Technology Business Systems Analyst	226				
	Endpoint Device Management Engineer	226				
	Technology Systems Specialist	226				
300			**Daily**	**$342.24**	**$417.37**	**$492.49**
	Accounting Manager	226	**210 days**	$71,870	$87,647	$103,423
	Application Security Engineer	226	**226 days**	$77,345	$94,325	$111,303
	Assistant Principal - CRC & JJAEP	210				
	Assistant Principal - DAEP	210				
	Assistant Principal - Elementary School	210				
	Assistant Principal-Serenity HS	226				
	Coordinator - Administrative Services	226				
	Coordinator - Communications	226				
	Coordinator -McKinney Vento	210				
	Energy Manager	226				
	Grants Accounting Specialist	226				
	HR Administration Manager	226				
	Technology Customer Service Manager	226				
	Technology Network Engineer	226				
400			**Daily**	**$379.75**	**$463.12**	**$546.48**
	Assistant Principal - Middle School	217	**217 days**	$82,406	$100,496	$118,586
	Coordinator - Advanced Academic College Partnerships	226	**226 days**	$85,824	$104,664	$123,504
	Coordinator - Bilingual ESL - Compliance	226				
	Coordinator - Budget for Salaries & Benefits	226				
	Coordinator - Counseling	226				
	Coordinator - District Assessment	226				
	Coordinator - Elementary Math/Science	226				
	Coordinator - Elementary Lang. Arts/Social Studies	226				
	Coordinator - English Learner Support & Bil. Early Literacy	226				
	Coordinator - English Learner Support & LOTE-Secondary	226				
	Coordinator - Enterprise Content Management	226				

400-Continued	
Coordinator - Gifted and Talented	226
Coordinator - Instructional Technology & Library Services	226
Coordinator - PE/Health	226
Coordinator - Science & Math Professional Learning	226
Coordinator - Secondary Reading Language Arts	226
Coordinator - Secondary Math	226
Coordinator - Secondary Science	226
Coordinator - Secondary Social Studies	226
Coordinator - Special Education Curriculum	226
Coordinator - Special Populations	226
Sr. Technology Information Security Engineer	226
Systems Engineer	226
Technology Developer/Systems Analyst	226

Daily	$379.75	$463.12	$546.48
217 days	$82,406	$100,496	$118,586
226 days	$85,824	$104,664	$123,504

500	
Assistant Athletic Director	226
Assistant Principal - High School	226
Athletic Coordinator - High School	226
School Communications & Media Designer	226
Senior Endpoint Device Managment Engineer	226
Senior Network Engineer	226
Senior Systems Engineer	226

Daily	$413.92	$504.79	$595.65
226 days	$93,546	$114,083	$134,618

600	
Associate Principal - High School	226
Director of Accounting	226
Director of Child Care Programs	236
Director of Construction	226
Director of Data & Analyitics	226
Director of Guidance & Counseling	226
Director of Health Services	226
Director of Information Systems	226
Director of Student Information Systems	226
Director of Maintenance	260
Director of Payroll and Benefits	226
Director of Professional Development	226
Director of Purchasing	226
Director of Safety & Security	226
Director of Student & Program Support	226
Director - Teacher Incentive Allotment & Strategic Staffing	226
Director of Technology Operations	226
Director of Technology Security & Network Systems	226
Principal - Elementary	226

Daily	$454.28	$550.24	$649.28
226 days	$102,668	$124,355	$146,737
236 days	$107,211	$129,858	$153,229
260 days	$118,114	$143,063	$168,812

700	
Director of Human Resources	226
Principal - CRC, DAEP and JJAEP	226
Principal - Middle School	226

Daily	$494.05	$602.48	$710.92
226 days	$111,655	$136,161	$160,667

800	
Principal - High School	226
Senior Director of Administrative Services	226
Senior Director of Bilingual / ESL & Federal Prog	226
Senior Director of Career & Technical Education	226
Senior Director of Finance & Cash Management	226
Senior Director of Legal Affairs	226
Senior Director of Safety & Security	226
Senior Director of Special Populations	226
Senior Director of Teaching & Learning	226

Daily	$523.68	$638.63	$753.59
226 days	$118,351	$144,331	$170,312

850	
Executive Director of Elementary Leadership	226
Executive Director of Secondary Leadership	226
Executive Director of Special Populations	226

Daily	$546.77	$666.79	$786.81
226 days	$123,571	$150,694	$177,820

900	
Chief Financial Officer	226
Chief Information Officer	226
Chief Operations Officer	226
Chief School Improvement & Federal Progams Officer	226
Director of Athletics	226
Director of Fine Arts	226

Daily	$565.57	$689.72	$813.87
226 days	$127,818	$155,877	$183,934

950	
Asst. Supt of Business Operations	226
Asst. Supt of Human Resources	226
Asst. Supt of Public Relations & Communications	226
Asst. Supt of Teaching & Learning	226
Deputy Superintendent	226

Daily	$690.01	$813.24	$936.44
226 days	$155,942	$183,792	$211,634

2026-2027 Support Compensation Paraprofessional/Office/Technical

Hourly Rate Based on 7.25/Hr Work Day

Pay Grade	Job Title	Calendar Days		Minimum	Midpoint	Maximum
1			**Hourly**	**$14.93**	**$17.35**	**$20.57**
	Bilingual Aide	187	**Daily**	**$108.22**	**$125.78**	**$149.16**
	Classroom Instructional Aide	187	**187 days**	$20,237	$23,520	$27,893
	ESL Aide	187	**193 days**	$20,886	$24,275	$28,788
	Fine Arts Aide	187				
	Head Start Aide	187				
	Music Aide	187				
	Pre-K Aide	187				
	Preschool Support Staff	193				
	Special Education Aide	187				
	Teacher Resident	187				
2			**Hourly**	**$16.10**	**$18.68**	**$22.17**
	Aide ISS Secondary Campuses	187	**Daily**	**$116.42**	**$135.44**	**$160.74**
	Campus Office Clerk	187	**187 days**	$21,770	$25,327	$30,059
	Campus Receptionist	187	**226 days**	$26,310	$30,609	$36,328
	Maintenance Clerk/Receptionist	226				
	Special Education Aide - Clerical Lead	187				
	Special Education Aide - Early Childhood*	187				
	Special Education Aide - Special Needs*	187				
	Special Education - Transition Clerk	187				
	***Special Education Aides start at $19.00/HR**					
3			**Hourly**	**$17.16**	**$19.92**	**$23.60**
	Associate Principal Secretary	226	**Daily**	**$124.37**	**$144.44**	**$171.51**
	Central Office Receptionist	226	**187 days**	$23,258	$27,010	$32,073
	Clinic Assistant	187	**226 days**	$28,109	$32,643	$38,762
	House Secretary - High School	187				
4			**Hourly**	**$18.49**	**$21.48**	**$25.48**
	Athletic Secretary - High School	226	**Daily**	**$134.04**	**$155.73**	**$184.72**
	Attendance Clerk - High School	193	**187 days**	$25,065	$29,121	$34,542
	Data Clerk - Early Childhood Center	226	**193 days**	$25,869	$30,055	$35,650
	Data Clerk - Elementary	203	**203 days**	$27,210	$31,612	$37,498
	Data Clerk - Middle School	203	**226 days**	$30,293	$35,194	$41,746
	Bookkeeper - Middle School	187				
5			**Hourly**	**$19.47**	**$22.89**	**$27.26**
	Bookkeeper - High School	210	**Daily**	**$141.19**	**$165.98**	**$197.63**
	Child Care Program Finance Specialist	226	**203 days**	$28,662	$33,694	$40,118
	HS Band Colorguard Director	210	**210 days**	$29,651	$34,856	$41,502
	Secretary - DAEP	226	**226 days**	$31,910	$37,511	$44,664
	Secretary - Elementary	226				
	Secretary - JJAEP	203				
	Secretary - Middle School	226				

6		Hourly	$21.19	$24.91	$29.62
		Daily	$153.66	$180.59	$214.74
Accounts Payable Clerk	226	187 days	$28,734	$33,770	$40,157
District Truancy Liaison	193	193 days	$29,656	$34,853	$41,445
Office Manager - Maintenance	226	226 days	$34,727	$40,812	$48,531
Registrar - High School & CRC	226				
Secretary - CDC	226				
Secretary - Childcare Programs	226				
Secretary - Energy Management	226				
Secretary - High School	226				
Special Duty Nurse	187				
Special Education Data Management Clerk	226				
Special Education Records Clerk	226				
Technician Level 1	187				

7		Hourly	$23.03	$27.11	$32.23
		Daily	$166.94	$196.52	$233.70
Asst to Sr Dir of Bilingual/ESL	226	226 days	$37,728	$44,414	$52,816
Asst to Sr Dir of Career and Technical Education	226				
Asst to Sr Dir of Teaching & Learning	226				
Asst to Sr Dir of Safety & Security	226				
Purchasing - Support	226				

8		Hourly	$25.01	$29.48	$35.05
		Daily	$181.32	$213.71	$254.13
Admin Assistant to Athletic Director	226	187 days	$33,908	$39,963	$47,523
Admin Assistant to Executive Director of School Leadership	226	226 days	$40,979	$48,298	$57,434
Asst to Asst Supt Teaching & Learning	226				
Asst to Deputy Superintendent	226				
Athletic Budget Manager	226				
Athletic Budget Project Manager	226				
Athletic Ticket Event Manager	226				
District Attendance Officer & Textbook Spclst	226				
District Technician	187				
District Technician	226				
Food Service Reporting Manager	226				
Human Resources Specialist	226				
Lead Benefits Specialist	226				
Office Manager - Communications	226				
Office Manager - Facilities & Operations	226				
Office Manager - Fine Arts	226				
Office Manager - Special Populations	226				
Office Manager - Technology Services	226				
Payroll/Benefits Specialist	226				
Physical Security Technician	226				
Purchasing - Buyer	226				
Purchasing - Project Manager	226				
Safety & Security Liaison	226				
TEHCY Specialist	226				

9		Hourly	$27.35	$32.14	$38.23
		Daily	$198.29	$233.04	$277.15
District Technician Lead	226	226 days	$44,814	$52,666	$62,636

10		Hourly	$35.12	$41.28	$49.64
		Daily	$254.65	$299.28	$359.92
Executive Assistant - Superintendent	226	226 days	$57,551	$67,637	$81,341

2026-2027 Auxiliary Compensation

Hourly Rate Based on 8.00/Hr Work Day

Pay Grade	Job Title	Calendar Days		Minimum	Midpoint	Maximum
201			**Hourly**	**$14.53**	**$17.25**	**$20.63**
	CDC Delivery Driver	260	**Daily**	**$116.24**	**$137.97**	**$165.08**
	CDC Delivery Driver - Lead	260	**188 days**	$21,853	$25,939	$31,035
	CDC Mail Clerk	260	**260 days**	$30,222	$35,873	$42,921
	CDC Receiving Clerk	260				
	General Grounds	260				
	Hall Monitor	188				
	Maintenance Warehouse Assistant	260				
	Parking Lot Security	188				
	Security Monitor	188				
202			**Hourly**	**$16.46**	**$19.71**	**$23.62**
	District Security	260	**Daily**	**$131.71**	**$157.67**	**$188.93**
	Grounds - Lead	260	**260 days**	$34,243	$40,995	$49,122
	Painter	260				
203			**Hourly**	**$18.95**	**$22.62**	**$27.09**
	Athletic Grounds Lead	260	**Daily**	**$151.57**	**$180.95**	**$216.69**
	Building Operator - High Schools	260	**260 days**	$39,407	$47,048	$56,339
	Carpenter	260				
	General Maintenance	260				
	Locksmith	260				
	Non-licensed HVAC	260				
204			**Hourly**	**$20.90**	**$24.38**	**$29.22**
	Mechanic	260	**Daily**	**$167.20**	**$195.03**	**$233.78**
	Non-licensed Plumber	260	**260 days**	$43,471	$50,709	$60,783
	Pest Control Technician	260				
205			**Hourly**	**$22.14**	**$26.37**	**$31.59**
	Electrician - Licensed	260	**Daily**	**$177.13**	**$210.99**	**$252.75**
	Grounds Foreman	260	**260 days**	$46,053	$54,857	$65,714
	HVAC - Licensed	260				
	HVAC - Lo Temp - Licensed	260				
	Integrated Pest Mgmt. Coordinator	260				
	Irrigation - Licensed	260				
206			**Hourly**	**$26.42**	**$31.43**	**$37.66**
	CDC Manager	260	**Daily**	**$211.40**	**$251.44**	**$301.26**
	Facilities Manager	260	**226 days**	$47,775	$56,826	$68,085
	Fire Safety Technician	260	**260 days**	$54,963	$65,376	$78,328
	HVAC - Energy Management Tech	226				
	Maintenance Warehouse Manager	260				
207			**Hourly**	**$35.31**	**$44.14**	**$52.97**
	Armed Security Guard	187	**Daily**	**$282.48**	**$353.12**	**$423.76**
			187 days	$52,824	$66,033	$79,243

Salary Supplements

Stipend

The Superintendent shall recommend a stipend pay schedule as part of the annual compensation plan of the District. [See DEA]

Supplemental Duties

The Superintendent or designee may assign noncontractual supplemental duties to personnel exempt under the Fair Labor Standards Act (FLSA), as needed. [See DK(LOCAL)] The employee shall be compensated for these assignments according to the compensation plan of the District.

Incentive and Innovation Programs

The Superintendent shall have authority to submit plans and grant applications for incentive and innovation programs to TEA or other granting organizations on behalf of the Board. Incentive plans shall address teacher eligibility, including any exclusions.

Locally developed incentive programs, if any, shall be addressed in the compensation plan of the District.

Guidelines for Supplemental Pay

Policy DK (Local) states:

Noncontractual supplemental duties for which supplemental pay is received may be discontinued by either party at any time. An employee who wishes to relinquish a paid supplemental duty may do so by notifying the Superintendent or designee in writing. Paid supplemental duties are not part of the District's contractual obligation to the employee, and an employee shall hold no expectation of continuing assignment to any paid supplemental duty.

For more information on full policy details, please click on link below:

https://pol.tasb.org/PolicyOnline/PolicyDetails?key=310&code=DK#localTabContentst

Policy DEAA (Local) states:

The Superintendent or designee may assign noncontractual supplemental duties to personnel exempt under the Fair Labor Standards Act (FLSA), as needed. [See DK(LOCAL)] The employee shall be compensated for these assignments according to the compensation plan of the District.

For more information on full policy details, please click on link below:

https://pol.tasb.org/PolicyOnline/PolicyDetails?key=310&code=DEAA#localTabContent

Policy DEAB (Local) states:

Nonexempt employees may be compensated on an hourly basis or on a salary basis. Employees who are paid on an hourly basis shall be compensated for all hours worked. Employees who are paid on a salary basis are paid for a 36.25-hour workweek and shall earn hour-for-hour compensatory time or additional pay at the employees' regular hourly rates when working more than 36.25 but less than 40 hours.

A nonexempt employee shall have the approval of his or her supervisor before working overtime. An employee who works overtime without prior approval is subject to discipline but shall be compensated in accordance with the FLSA

At the District's option, nonexempt salaried employees may receive compensatory time off on an hour-for-hour basis for hours exceeding the regular workweek up to 40 hours.

At the District's option, all nonexempt employees may receive compensatory time off, rather than overtime pay, for overtime work at a rate of time and a half earned in compensatory time.

The employee shall be informed in advance if overtime hours will accrue compensatory time rather than pay.

For more information on full policy details, please click on link below:

https://pol.tasb.org/PolicyOnline/PolicyDetails?key=310&code=DEAB#localTabContent

All stipends and supplemental pay amounts must be established in the Salary Schedules and Compensation Booklet unless approved by the Superintendent or Designee.

All monetary compensation to an employee must be made through the payroll system to maintain proper records for reporting purposes to the state and federal agencies.

Exempt employees do not qualify for overtime pay.

Provisions and Applications of McKinney ISD Salary Schedule

Hourly Employees

District personnel employed on an hourly basis are hired and placed on a wage scale commensurate with the position established by the Board of Trustees and Administration. Under no circumstances is an hourly worker to be placed on a higher hourly rate of pay without prior authorization from Human Resources.

Payday

All employees are paid on a semi-monthly basis. An employee's payroll statement contains detailed information, including deductions, withholding information and accumulated leave.

For more information on pay dates, please click on link below:

https://www.mckinneyisd.net/o/misd/page/payroll

Mandatory Deductions

Medicare Tax- For all employees hired after April 1, 1986, a 1.45% Medicare Tax is deducted, which is matched by the district and sent to the Social Security Administration. The benefit of this tax to the employee is that at the age of 65, the employee would be eligible for Premium-free Medicare Part A coverage if this tax or a combination of this tax and regular Social Security participation has been paid for at least ten years (40 credits or 40 quarters).

For more information on Medicare, please click on the link below:

https://www.medicare.gov/

Teacher Retirement- Effective September 2023, 8.25% of the employee's gross salary is sent to the Teacher Retirement System of Texas for deposit in the employee's account once the employee is eligible for TRS membership. The money accumulates with interest as a tax deferred retirement benefit. The money that an employee contributes and the interest that money earns may be withdrawn only if the employee ceases to work for a Texas public school. Upon withdrawal, federal income tax is due on the principal and interest that has been treated as tax deferred.

For more information on the Texas Teacher Retirement System, please click on the link below:

https://www.trs.texas.gov/Pages/Homepage.aspx

TRS Care- TRS-Care (retiree health insurance) is funded through a combination of statutory contributions from the State of Texas (1.25% of active payroll), active employee contributions (0.65%), school district contributions (0.75%), and premiums paid by retirees.

FICA Alternative- All employees who are not eligible to participate in the Teacher Retirement System of Texas (part-time, seasonal, temporary employees) will contribute 7.5% of their gross salary to the FICA Alternative Plan. Employees are not subject to Social Security taxes while covered by this plan. Contributions to this plan are on a pretax basis. Any previously earned benefits under another retirement plan, such as Social Security, will not be reduced by participation in this plan.

McKinney ISD Supplemental Salaries for Extra Duty

Academic Extra Duty	
Dept Chair - High School	$2,000
Dept Chair - Middle School	$1,500
Academic Team Leader - Elem	$750
Academic Team Leader - MS	$1,000
Academic Team Leader - HS	$1,000
Academic Team Leader - Alternative	$1,000
Academic Team Leader - Ehigh	$750
Advanced Placement Coordinator	**$1,000**
AVID - District Coordinator	**$3,000**
AVID - Sponsor	
AVID - High School Sponsor	$1,500
AVID - High School Assistant	$750
AVID - Middle School Sponsor	$1,000
Bilingual Lead	**$750**
Bilingual - Certified	**$5,000**
Band	
High School Director	$27,000
High School Asst Director	$8,500
Middle School Director	$7,250
Middle School Asst Director	$4,500
Cheerleading	
High School Varsity	$5,000
High School Junior Varsity	$3,000
High School Freshman	$3,000
Middle School	$2,000
Middle School if > 50 students	$3,000

McKinney ISD Supplemental Salaries for Extra Duty

Choir	
High School Director	$7,000
High School Asst Director	$3,500
Middle School Director	$3,500
Middle School Asst Director	$2,500
Communications Assistant-High School	$1,500
CTE - Agriculture	$16,000
DAWGS Sponsor-MNHS	$500
Debate- High School	$2,500
District/Lead- Fine Arts	$1,500
District/Lead-Fine Arts-Choral	$1,500
District/Lead-Fine Arts-Theatre	$1,500
Drama	
High School Director	$5,750
High School Asst Director	$3,000
Middle School Director	$2,000
Middle School Asst Director	$1,500
Drill Team	
High School	$6,000
High School Asst if >50 students	$3,000
Middle School	$3,000
District Translator	$8,000
Dual Language- Teachers/Instructional Specialist- Caldwell Only	$1,500

McKinney ISD Supplemental Salaries for Extra Duty	
Lead Counselor	$3,500
Mentor	
Texas Mentorship Training Mentor for 1st or 2nd Year New Teacher	$1,000
Associate Teacher or Student Resident Mentor	$4,000
National Honor Society	
High School	$1,000
Middle School - Jr Honor Society	$400
Newspaper- High School	$1,500
Orchestra	
High School Director	$6,500
High School Asst Director	$4,000
Middle School Director	$3,800
Middle School Asst Director	$2,700
PALS-High School	$800
PE Lead	Varies
Professional Advanced Degree - Teacher Scale, Pay Grade 1 & 2 only	
Master's Degree	$1,500
Doctorate Degree	$1,500
Special Education - Int Behavior Support Trainer	$3,700
Special Education - Coordinator Lead	
Elementary	$1,500
Secondary	$2,500
Special Education-LSSP	$6,000
Special Education-Resource	$5,000

McKinney ISD Supplemental Salaries for Extra Duty	
Special Education - Specialized Programs	**$8,000**
ALC, DSSC, ECSE, FAC, STC, Transition Programs Only	
Special Education - Special Olympics Coordinator	
Head Coach	**$5,000**
Asst Coach	**$3,000**
Special Education - SLP	
Team Lead	**$3,500**
Mentor Supervisor	**$2,000**
Student Council	
High School	**$1,100**
Middle School	**$500**
Visual Arts - VASE	
High School (Dec $500 & May $500)	**$1,000**
Middle School	**$500**
Yearbook	
High School	**$1,700**
Middle School	**$800**
Web Master	
High School	**$750**
Middle School	**$500**
Other Supplemental	
Career Incentive(GF) -	**$1,500**
Irrigation Certification	**$1,500**
Records Management	**$6,000**
Technicial Support-Board	**$6,000**
Travel Allowance	**Varies**

Athletic Stipends

Football	
Defensive Coord	$9,000
Offensive Coord	$9,000
Asst Varsity	$5,500
Asst JV	$4,500
Asst Freshman	$4,500
MS Head	$3,000
MS Assistant	$3,000
Equipment	$3,000
Boys Basketball	
Head BB	$11,000
Asst Varsity	$6,000
Asst BB	$3,500
MS BB	$2,500
Girls Basketball	
Head BB	$11,000
Asst Varsity	$6,000
Asst BB	$3,500
MS BB	$2,500
Boys Track	
Head Track	$7,000
Asst Track	$3,000
MS Track	$2,500
Girls Track	
Head Track	$7,000
Asst Track	$3,000
MS Track	$2,500
Volleyball	
Head VB	$11,000
Asst Varsity	$6,000
Asst VB	$3,500
MS VB	$2,500
Tennis	
Head Tennis	$7,000
Asst Tennis	$3,000
MS Tennis	$2,500
Baseball	
Head Baseball	$11,000
Asst Varsity	$6,000
Asst Baseball	$3,500
Boys Golf	
Head Golf	$7,000
Asst Golf	$3,000
Powerlifting	
Head Powerlifting	$4,000
Asst Powerlifting	$3,000
Strength & Conditioning	
Strength & Condit	$3,000
Off Season	$3,000

Girls Golf	
Head Golf	$7,000
Asst Golf	$3,000
Boys Soccer	
Head Soccer	$11,000
Asst Varsity	$6,000
Asst Soccer	$3,500
MS Soccer	$2,500
Girls Soccer	
Head Soccer	$11,000
Asst Varsity	$6,000
Asst Soccer	$3,500
MS Soccer	$2,500
Swimming & Diving	
Head Swim	$7,000
Asst Swim	$3,000
Softball	
Head Softball	$11,000
Asst Varsity	$6,000
Asst Softball	$3,500
Boys Cross Country	
Head Cross Country	$7,000
Asst Cross Country	$3,000
MS Cross Country	$2,500
Wrestling	
Head Wrestling	$7,000
Asst Wrestling	$3,000
Girls Cross Country	
Head Cross Country	$7,000
Asst Cross Country	$3,000
MS Cross Country	$2,500
Athletic Coordinator-HS Girls	
HS Girls Coordinator	$8,000
Athletic Trainer	
Athletic Trainer	$14,000
HUDL Coordinator	
HUDL Coordinator	$3,000
Middle School Coordinator	
Middle School Coordinator	$3,000
Sports Info Director-HS	
Sports Info Director-HS	$3,000
Stadium Producer	
Stadium Producer	$5,000
Video	
Video-DSV Tech	$3,000

Substitute & Temporary Pay Rates

McKinney ISD Part-Time/Temporary/Extra Duty Pay Rates

Assignment Description	Hourly Rate
AVID Tutor	$15.00
Crossing Guard	$20.00
Club 360 Group Leader	$15.00
Club 360 Site Assistant	$17.00
Club 360 Site Manager	$22.00
Club 360 Site Manager Trainer	$25.00
Curriculum Writing	$35.00
Lease Security	$30.00
Test Proctor	$35.00
Tutor - Non-Certified	$25.00
Tutor - Certified	$35.00
Student Event Worker(Light & Sound Theatre Techs)	$15.00
Student Football Chain Crew	$12.00
Student Football Broadcast	$20.00
Homebound Teacher	$30.00
Parking Lot Attendent	$13.00
Part Time Preschool	$17.00
Restorative Coach	$35.00
SFWCC Counselor	$50.00
SFWCC Practicum Student	$16.50

McKinney ISD Substitute Daily Rates

Base Daily Rate	
HS Diploma/GED/Associate Degree	$90.00
Degreed(Bachelors or greater)	$100.00
Certified Teacher-Any State	$110.00
Licensed Registered Nurse	$240.00
Speech Language Patholigist Assistant	$240.00
Licensed Speech Pathologist	$400.00
Administrator	$350.00
Dyslexia Teacher	$240.00
Counselor	$330.00

Dedicated Substitute - High School Only	
HS Diploma/GED/Associate Degree	$105.00
Degreed(Bachelors or greater)	$115.00
Certified Teacher-Any State	$125.00

Long Term Substitute	
HS Diploma/GED/Associate Degree	$130.00
Degreed(Bachelors or greater)	$140.00
Certified Teacher-Any State	$150.00
Certified Bilingual Teacher-Bilingual Teaching Assignment	$240.00
Certified SPED Teacher - SPED Centralized Program Assignment	$275.00

Note: HS Diploma/GED/Associates Degree (Long Term Assignments in para positions only)

McKinney ISD Summer School Rates

Assignment Description	Rate
Administrator	$375.00/Day
Administrator - Intern	$1,000/Stipend
Counselor	$35.00/Hour
ESY Summer School Lead	$6,000/Stipend
Library Media Specialist	$35.00/Hour
Newcomer Program Facilitator	$40.00/Hour
Nurse	$40.00/Hour
Teacher	$35.00/Hour
EOC Testing Coordinator/CTC	$35.00/Hour
EOC Test Proctor	$35.00/Hour
Tech Support	$30.00/Hour
Digital Learning Specialist	$45.00/Hour
Secondary Summer School Lead	$7,000/Stipend
Substitute Certified (if needed)	$30.00/Hour
Substitute Non-Certified (if needed)	$20.00/Hour