



SALARY SCHEDULES &
COMPENSATION INFORMATION
2025-2026

Draft

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COMPENSATION AND BENEFITS
COMPENSATION PLAN

DEA
(LOCAL)

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 2025-2026 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 (LOCAL)

The longevity benefit shall be a one-time expenditure at the time of retirement from the District computed as one day's pay for each year served in 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

For any funds received by McKinney Independent School District for a designated teacher under the Teacher Incentive Allotment (TIA), One hundred percent will be paid to the designated teacher. Should the district receive funding for a designated teacher who has resigned or retired, the district will forward payment to the resigned or retired teacher as soon as practicable.

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.

2025-2026
Teacher Scale

Position Description	Contract Days
Athletic Trainer	187
Band Director	187
Choir Director	187
Junior ROTC Instructors	225
Teacher	187
Vocational Teacher	187
Vocational Agriculture	191
Vocational Careers - Mktg	191
Vocational Health Services	191

Creditable Years of Service	Daily Rate	Salary 187 Days	Salary 191 Days	Salary 225 Days
0	\$339.57	\$63,500	\$64,858	\$76,403
1	\$343.09	\$64,158	\$65,530	\$77,195
2	\$344.69	\$64,457	\$65,836	\$77,555
3	\$348.66	\$65,200	\$66,594	\$78,449
4	\$350.27	\$65,500	\$66,902	\$78,811
5	\$365.24	\$68,300	\$69,761	\$82,179
6	\$366.84	\$68,600	\$70,066	\$82,539
7	\$368.45	\$68,900	\$70,374	\$82,901
8	\$370.05	\$69,200	\$70,680	\$83,261
9	\$371.66	\$69,500	\$70,987	\$83,624
10	\$373.80	\$69,900	\$71,396	\$84,105
11	\$376.47	\$70,400	\$71,906	\$84,706
12	\$379.14	\$70,900	\$72,416	\$85,307
13	\$381.82	\$71,400	\$72,928	\$85,910
14	\$384.49	\$71,900	\$73,438	\$86,510
15	\$387.17	\$72,401	\$73,949	\$87,113
16	\$389.84	\$72,900	\$74,459	\$87,714
17	\$392.51	\$73,400	\$74,969	\$88,315
18	\$395.19	\$73,901	\$75,481	\$88,918
19	\$397.86	\$74,400	\$75,991	\$89,519
20	\$400.53	\$74,900	\$76,501	\$90,119
21	\$403.21	\$75,400	\$77,013	\$90,722
22	\$405.88	\$75,900	\$77,523	\$91,323
23	\$408.56	\$76,401	\$78,035	\$91,926
24	\$411.23	\$76,900	\$78,545	\$92,527
25	\$413.90	\$77,400	\$79,055	\$93,128
26	\$416.58	\$77,900	\$79,567	\$93,731
27	\$419.25	\$78,400	\$80,077	\$94,331
28	\$421.93	\$78,901	\$80,589	\$94,934
29	\$424.60	\$79,400	\$81,099	\$95,535
30	\$427.27	\$79,900	\$81,609	\$96,136

2025-2026 Pay Grade 1

Nurses, Instructional Coach, Facilitator & Other Professionals

Position Description	Contract Days	Creditable Years of Service	Daily Rate	Salary 187 Days	Salary 194 Days	Salary 209 Days	Salary 225 Days
Academic Coach	187	0	\$339.57	\$63,500	\$65,877	\$70,970	\$76,403
Academic Specialist	187	1	\$343.09	\$64,158	\$66,559	\$71,706	\$77,195
Aquatics Manager	187	2	\$344.69	\$64,457	\$66,870	\$72,040	\$77,555
Campus Testing Coordinator	187	3	\$346.29	\$64,756	\$67,180	\$72,375	\$77,915
Interim Behavior Support Trainer	197	4	\$347.90	\$65,057	\$67,493	\$72,711	\$78,278
Instructional Coach	187	5	\$349.50	\$65,357	\$67,803	\$73,046	\$78,638
Instructional Design Facilitator	187	6	\$351.11	\$65,658	\$68,115	\$73,382	\$79,000
Intervention Specialist	209	7	\$352.71	\$65,957	\$68,426	\$73,716	\$79,360
Newcomer Facilitator	187	8	\$354.32	\$66,258	\$68,738	\$74,053	\$79,722
Psychologist Assistant	225	9	\$355.92	\$66,557	\$69,048	\$74,387	\$80,082
Registered Nurse	187	10	\$358.06	\$66,957	\$69,464	\$74,835	\$80,564
School Age Parent Facilitator	194	11	\$360.73	\$67,457	\$69,982	\$75,393	\$81,164
Speech Pathologist Assistant	187	12	\$363.41	\$67,958	\$70,502	\$75,953	\$81,767
Technology Integrator	187	13	\$366.08	\$68,457	\$71,020	\$76,511	\$82,368
		14	\$368.75	\$68,956	\$71,538	\$77,069	\$82,969
		15	\$371.43	\$69,457	\$72,057	\$77,629	\$83,572
		16	\$374.10	\$69,957	\$72,575	\$78,187	\$84,173
		17	\$376.77	\$70,456	\$73,093	\$78,745	\$84,773
		18	\$379.45	\$70,957	\$73,613	\$79,305	\$85,376
		19	\$382.12	\$71,456	\$74,131	\$79,863	\$85,977
		20	\$384.80	\$71,958	\$74,651	\$80,423	\$86,580
		21	\$387.47	\$72,457	\$75,169	\$80,981	\$87,181
		22	\$390.14	\$72,956	\$75,687	\$81,539	\$87,782
		23	\$392.82	\$73,457	\$76,207	\$82,099	\$88,385
		24	\$395.49	\$73,957	\$76,725	\$82,657	\$88,985
		25	\$398.17	\$74,458	\$77,245	\$83,218	\$89,588
		26	\$400.84	\$74,957	\$77,763	\$83,776	\$90,189
		27	\$403.51	\$75,456	\$78,281	\$84,334	\$90,790
		28	\$406.19	\$75,958	\$78,801	\$84,894	\$91,393
		29	\$408.86	\$76,457	\$79,319	\$85,452	\$91,994
		30	\$411.53	\$76,956	\$79,837	\$86,010	\$92,594

2025-2026 Pay Grade 2

Counselors and Other Professionals

Position Description	Contract Days
Adapted PE Teacher	187
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
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
Visually Impaired - Teacher	187
Visually Impaired - Teacher (Lead)	192

Creditable Years of Service	Daily Rate	Salary 187 Days	Salary 192 Days	Salary 194 Days	Salary 197 Days	Salary 207 Days	Salary 225 Days
0	\$358.87	\$67,109	\$68,903	\$69,621	\$70,697	\$74,286	\$80,746
1	\$360.47	\$67,408	\$69,210	\$69,931	\$71,013	\$74,617	\$81,106
2	\$362.07	\$67,707	\$69,517	\$70,242	\$71,328	\$74,948	\$81,466
3	\$363.67	\$68,006	\$69,825	\$70,552	\$71,643	\$75,280	\$81,826
4	\$365.28	\$68,307	\$70,134	\$70,864	\$71,960	\$75,613	\$82,188
5	\$366.88	\$68,607	\$70,441	\$71,175	\$72,275	\$75,944	\$82,548
6	\$368.49	\$68,908	\$70,750	\$71,487	\$72,593	\$76,277	\$82,910
7	\$370.09	\$69,207	\$71,057	\$71,797	\$72,908	\$76,609	\$83,270
8	\$371.70	\$69,508	\$71,366	\$72,110	\$73,225	\$76,942	\$83,633
9	\$373.30	\$69,807	\$71,674	\$72,420	\$73,540	\$77,273	\$83,993
10	\$375.44	\$70,207	\$72,084	\$72,835	\$73,962	\$77,716	\$84,474
11	\$378.11	\$70,707	\$72,597	\$73,353	\$74,488	\$78,269	\$85,075
12	\$380.79	\$71,208	\$73,112	\$73,873	\$75,016	\$78,824	\$85,678
13	\$383.46	\$71,707	\$73,624	\$74,391	\$75,542	\$79,376	\$86,279
14	\$386.13	\$72,206	\$74,137	\$74,909	\$76,068	\$79,929	\$86,879
15	\$388.81	\$72,707	\$74,652	\$75,429	\$76,596	\$80,484	\$87,482
16	\$391.48	\$73,207	\$75,164	\$75,947	\$77,122	\$81,036	\$88,083
17	\$394.16	\$73,708	\$75,679	\$76,467	\$77,650	\$81,591	\$88,686
18	\$396.83	\$74,207	\$76,191	\$76,985	\$78,176	\$82,144	\$89,287
19	\$399.50	\$74,707	\$76,704	\$77,503	\$78,702	\$82,697	\$89,888
20	\$402.18	\$75,208	\$77,219	\$78,023	\$79,229	\$83,251	\$90,491
21	\$404.85	\$75,707	\$77,731	\$78,541	\$79,755	\$83,804	\$91,091
22	\$407.52	\$76,206	\$78,244	\$79,059	\$80,281	\$84,357	\$91,692
23	\$410.20	\$76,707	\$78,758	\$79,579	\$80,809	\$84,911	\$92,295
24	\$412.87	\$77,207	\$79,271	\$80,097	\$81,335	\$85,464	\$92,896
25	\$415.55	\$77,708	\$79,786	\$80,617	\$81,863	\$86,019	\$93,499
26	\$418.22	\$78,207	\$80,298	\$81,135	\$82,389	\$86,572	\$94,100
27	\$420.89	\$78,706	\$80,811	\$81,653	\$82,915	\$87,124	\$94,700
28	\$423.57	\$79,208	\$81,325	\$82,173	\$83,443	\$87,679	\$95,303
29	\$426.84	\$79,819	\$81,953	\$82,807	\$84,087	\$88,356	\$96,039
30	\$428.91	\$80,206	\$82,351	\$83,209	\$84,495	\$88,784	\$96,505

2025-2026 Administrative & Professional Compensation

Pay Grade	Job Title	Calendar Days	Minimum	Midpoint	Maximum	
100			Daily	\$256.81	\$313.16	\$369.52
	Assistant Producer/Stadium AV Operations	226	226 days	\$58,039	\$70,774	\$83,512
	Contracts Manager	226				
	Technology Junior Desktop Engineer	226				
	Special Program: Associate Teacher	187	Salary:	\$42,000		
200			Daily	\$285.05	\$347.64	\$410.21
	Coordinator - Child Care Programs	236	193 days	\$55,015	\$67,095	\$79,171
	Coordinator - Club 360 Program	236	226 days	\$64,421	\$78,567	\$92,707
	Construction Project Manager	226	236 days	\$67,272	\$82,043	\$96,810
	Evaluation Analyst	226				
	Facilities Specialist	226				
	Information Systems Student Analyst	226				
	Lead Preschool Supervisor - Stipend	193				
	Preschool Supervisor	193				
	Producer	226				
	Purchasing Manager	226				
	Technology Audio Visual Engineer	226				
	Technology Business Systems Analyst	226				
	Technology Desktop Engineer	226				
	Technology Help Desk Administrator	226				
	Technology Systems Specialist	226				
300			Daily	\$336.35	\$410.19	\$484.02
	Accounting Manager	226	210 days	\$70,634	\$86,140	\$101,644
	Application Security Engineer	226	226 days	\$76,015	\$92,703	\$109,389
	Assistant Principal - CRC & JJAEP	210				
	Assistant Principal - DAEP	210				
	Assistant Principal - Elementary School	210				
	Assistant Principal-Serenity HS	226				
	Coordinator - Communications	226				
	Coordinator - Partners in Education	210				
	Energy Manager	226				
	Grants Accounting Specialist	226				
	HR Administration Manager	226				
	Technology Customer Service Manager	226				
	Technology Network Engineer	226				
400			Daily	\$373.22	\$455.15	\$537.08
	Assistant Principal - Middle School	217	217 days	\$80,989	\$98,768	\$116,546
	Coordinator - Budget for Salaries & Benefits	226	226 days	\$84,348	\$102,864	\$121,380
	Coordinator - Counseling	226				
	Coordinator - District Assessment	226				
	Coordinator - ELAR/Soc Stud PK -2	226				
	Coordinator - ELAR/Soc Stud 3 - 5	226				
	Coordinator - Elementary Math	226				
	Coordinator - Elementary Science	226				
	Coordinator - English Learner Support-Compliance	226				
	Coordinator - Gifted and Talented	226				
	Coordinator - Health Services and Nurse Education	226				

400-Continued	
Coordinator - Instructional Technology	226
Coordinator - PE/Health	226
Coordinator - Secondary ELAR	226
Coordinator - LOTE	226
Coordinator - Secondary Math	226
Coordinator - Secondary Science	226
Coordinator - Secondary Social Studies	226
Coordinator - Special Populations	226
Database Administrator	226
Sr. Technology Information Security Engineer	226
Systems Engineer	226
Technology Developer/Systems Analyst	226

Daily	\$373.22	\$455.15	\$537.08
217 days	\$80,989	\$98,768	\$116,546
226 days	\$84,348	\$102,864	\$121,380

450	
Armed Security Guard	187

Daily	\$294.85	\$340.21	\$384.56
187 days	\$55,137	\$63,619	\$71,913

500	
Assistant Athletic Director	226
Assistant Principal - High School	226
Athletic Coordinator - High School	226
Sr Endpoint Device Management Eng-Technology	226
Information Security Manager-Technology	226
School Communications & Media Designer	226
Senior Desktop Engineer-Technology	226
Senior Network Engineer-Technology	226
Senior Systems Engineer-Technology	226

Daily	\$406.80	\$496.11	\$585.41
226 days	\$91,937	\$112,121	\$132,303

600	
Associate Principal - High School	226
Director of Accounting	226
Director of Child Care Programs	226
Director of Construction	226
Director of Data & Analytics	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 Technology Operations	226
Principal - Elementary	226

Daily	\$446.47	\$540.78	\$638.11
226 days	\$100,902	\$122,216	\$144,213
236 days	\$105,367	\$127,624	\$150,594
260 days	\$116,082	\$140,603	\$165,909

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

Daily	\$485.55	\$592.12	\$698.69
226 days	\$109,734	\$133,819	\$157,904

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	\$514.67	\$627.65	\$740.63
226 days	\$116,315	\$141,849	\$167,382

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

Daily	\$537.37	\$655.32	\$773.28
226 days	\$121,446	\$148,102	\$174,761

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

Daily	\$555.84	\$677.86	\$799.87
226 days	\$125,620	\$153,196	\$180,771

950	
Asst. Superintendent of Human Resources	226
Asst. Supt of Public Relations & Communications	226
Asst. Supt of Public Relations & Communications	226
Asst. Supt of Student Activities, Health & Safety	226
Asst. Supt of Teaching, Learning & Accountability	226
Asst. Supt Business, Oper, Tech, Transportation & Safety-Security	226
Deputy Superintendent	226

Daily	\$678.14	\$799.25	\$920.33
226 days	\$153,260	\$180,631	\$207,995

2025-2026 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	\$14.67	\$17.05	\$20.22
	Bilingual Aide	187	Daily	\$106.36	\$123.61	\$146.60
	Classroom Instructional Aide	187	187 days	\$19,889	\$23,116	\$27,413
	ESL Aide	187	193 days	\$20,527	\$23,857	\$28,293
	Head Start Aide	187				
	Music Aide	187				
	Pre-K Aide	187				
	Preschool Support Staff	193				
	Special Education Aide	187				
	Teacher Resident	187				
2			Hourly	\$15.82	\$18.36	\$21.79
	Aide ISS Secondary Campuses	187	Daily	\$114.70	\$133.11	\$157.98
	Assistant Registrar - High School	198	187 days	\$21,448	\$24,892	\$29,542
	Campus Office Assistant	187	198 days	\$22,710	\$26,356	\$31,280
	Campus Receptionist	187	226 days	\$25,921	\$30,083	\$35,703
	Maintenance Clerk/Receptionist	226				
	Special Education Aide - Early Childhood*	187				
	Special Education Aide - Special Needs*	187				
*Special Education Aides start at \$19.00/HR						
3			Hourly	\$16.86	\$19.58	\$23.25
	Associate Principal Secretary	226	Daily	\$122.24	\$141.96	\$168.56
	Central Office Receptionist	226	187 days	\$22,858	\$26,546	\$31,521
	Clinic Assisant	187	202 days	\$24,691	\$28,675	\$34,050
	Counselor's Secretary - High School	187	226 days	\$27,625	\$32,082	\$38,095
	House Secretary - High School	187				
	Secretary - Serenity High School	187				
4			Hourly	\$18.17	\$21.11	\$25.04
	Athletic Secretary - High School	226	Daily	\$131.73	\$153.05	\$181.54
	Attendance Clerk - High School	193	187 days	\$24,634	\$28,620	\$33,948
	Attendance Clerk - Early Childhood Center	226	193 days	\$25,424	\$29,538	\$35,037
	Data Clerk - Elementary	203	203 days	\$26,742	\$31,069	\$36,853
	Data Clerk - Middle School	203	226 days	\$29,772	\$34,589	\$41,028
	Bookkeeper - Middle School	187				
5			Hourly	\$19.14	\$22.50	\$26.79
	Bookkeeper - High School	210	Daily	\$138.77	\$163.13	\$194.23
	Child Care Program Finance Specialist	226	203 days	\$28,169	\$33,114	\$39,428
	HS Band Colorguard Director	210	210 days	\$29,141	\$34,256	\$40,788
	Secretary - DAEP	226	226 days	\$31,361	\$36,866	\$43,895
	Secretary - Elementary	203/226				
	Secretary - JJAEP	203				
	Secretary - Middle School	226				
6			Hourly	\$20.83	\$24.48	\$29.11
	Accounts Payable Clerk	226	Daily	\$151.02	\$177.48	\$211.05
	Campus Liaison	187	187 days	\$28,240	\$33,189	\$39,466
	District Truancy Liaison	193	193 days	\$29,146	\$34,254	\$40,732
	Office Manager - Maintenance	226	226 days	\$34,130	\$40,110	\$47,697
	Registrar - High School & CRC	226				

6- Continued	
Secretary - CDC	226
Secretary - Childcare Programs	226
Secretary - Energy Management	226
Secretary - Food Service	226
Secretary - High School	226
Special Duty Nurse	187
Special Education Data Management	226
Special Education Records Clerk	226
Technician Level 1	187

Hourly	\$20.83	\$24.48	\$29.11
Daily	\$151.02	\$177.48	\$211.05
187 days	\$28,240	\$33,189	\$39,466
193 days	\$29,146	\$34,254	\$40,732
226 days	\$34,130	\$40,110	\$47,697

7	
Asst to Sr Dir of Bilingual/ESL	226
Asst to Sr Dir of Career & College Readiness	226
Asst to Sr Dir of Teaching & Learning	226
Asst to Sr Dir of Safety & Security	226
Purchasing - Bid Support	226

Hourly	\$22.63	\$26.64	\$31.68
Daily	\$164.07	\$193.14	\$229.68
226 days	\$37,079	\$43,650	\$51,908

8	
Admin Assistant to Athletic Director	226
Administrative Services Specialist	226
Asst to Asst Supt Stud Activ/Health/Safety	226
Asst to Asst Supt Teaching, Learning & Accountability	226
Asst to Deputy Superintendent	226
Asst to Dept Supt Secondary Support	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
Human Resources Specialist	226
Human Resources Specialist - Certification	226
Human Resources Specialist - Leave & W/Comp	226
Human Resources Specialist - Substitutes	226
Human Resources Specialist - Temp Workers	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
Purchasing - Bid Facilitator	226
Purchasing - Project Manager	226
Safety & Security Liaison	226

Hourly	\$24.58	\$28.97	\$34.45
Daily	\$178.21	\$210.03	\$249.76
226 days	\$40,274	\$47,467	\$56,446
187 days	\$33,324	\$39,276	\$46,706

9	
District Technician Lead	226

Hourly	\$26.88	\$31.59	\$37.57
Daily	\$194.88	\$229.03	\$272.38
226 days	\$44,043	\$51,760	\$61,558

10	
Executive Assistant - Superintendent	226

Hourly	\$34.52	\$40.57	\$48.79
Daily	\$250.27	\$294.13	\$353.73
226 days	\$56,561	\$66,474	\$79,942

2025-2026 Auxiliary Compensation

Hourly Rate Based on 8.00/Hr Work Day

Pay Grade	Job Title	Calendar Days	Minimum		Midpoint	Maximum
201			Hourly	\$14.28	\$16.95	\$20.28
	CDC Driver	260	Daily	\$114.24	\$135.60	\$162.24
	CDC Mail Clerk	260	188 days	\$21,477	\$25,493	\$30,501
	CDC Receiving Clerk	260	260 days	\$29,702	\$35,256	\$42,182
	General Grounds	260				
	Hall Monitor	188				
	Maintenance Warehouse Assistant	260				
	Parking Lot Security	188				
	Security Monitor	188				
202			Hourly	\$16.18	\$19.37	\$23.21
	District Security	260	Daily	\$129.44	\$154.96	\$185.68
	Grounds - Lead	260	260 days	\$33,654	\$40,290	\$48,277
	Painter	260				
203			Hourly	\$18.62	\$22.23	\$26.62
	Athletic Grounds Lead	260	Daily	\$148.96	\$177.84	\$212.96
	Building Operator - High Schools	260	260 days	\$38,730	\$46,238	\$55,370
	Carpenter	260				
	General Maintenance	260				
	Locksmith	260				
	Non-licensed Electrician	260				
	Non-licensed HVAC	260				
	Non-licensed HVAC - Lead	260				
204			Hourly	\$20.54	\$23.96	\$28.72
	Mechanic	260	Daily	\$164.32	\$191.68	\$229.76
	Non-licensed Plumber	260	260 days	\$42,723	\$49,837	\$59,738
	Pest Control Technician	260				
205			Hourly	\$21.76	\$25.92	\$31.05
	Electrician - Licensed	260	Daily	\$174.08	\$207.36	\$248.40
	Grounds Foreman	260	260 days	\$45,261	\$53,914	\$64,584
	HVAC - Licensed	260				
	HVAC - Lo Temp - Licensed	260				
	Integrated Pest Mgmt. Coordinator	260				
	Irrigation - Licensed	260				
	Plumber	260				
	Security Systems Technician	260				
206			Hourly	\$25.97	\$30.89	\$37.01
	CDC Manager	260	Daily	\$207.76	\$247.12	\$296.08
	Facilities Manager	260	260 days	\$54,018	\$64,251	\$76,981
	Fire Safety Technician	260				
	HVAC - Energy Management Tech	226				
	Maintenance Warehouse Manager	260				

Salary Supplements

COMPENSATION PLAN
INCENTIVES AND STIPENDS

DEAA
(LOCAL)

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 not more 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

Payday is semi-monthly for each month for paid professional and paraprofessionals employees. 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 state contributes to the retirement system also. 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 receives state general revenue contributions equal to 1% of the salaries of all active public education employees. In addition to these contributions, TRS Care is funded by retiree premiums as well as contributions from active public education employees and local school districts. The active public education employee contribution rate is 0.65% of payroll, while school districts contribute 0.55% of payroll.

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 Coord	\$1,000
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AVID - District Coordinator	\$3,000
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AVID - Sponsor

AVID - High School Sponsor	\$1,500
AVID - HS Assistant	\$750
AVID - Middle School Sponsor	\$1,000

Bilingual Lead	\$750
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Bilingual - Certified	\$3,000
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Band

HS Director	\$27,000
HS Asst Director	\$8,500
MS Director	\$7,250
MS Asst Director	\$4,500

Cheerleading

HS Varsity	\$5,000
HS Jr Varsity	\$3,000
HS 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
HS Asst Director	\$3,500
Middle School Director	\$3,500
MS Asst Director	\$2,500

Communications Assistant-High School \$1,500

CTE - Agriculture \$8,000

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
HS Asst Director	\$3,000
Middle School Director	\$2,000
MS Asst Director	\$1,500

Drill Team

High School	\$6,000
HS Asst if >50 students	\$3,000
Middle School	\$3,000

District Translator \$8,000

Dual Language- Teachers/IC- Caldwell Only \$1,500

ESL \$1,000

McKinney ISD Supplemental Salaries for Extra Duty

Lead Counselor	\$3,500
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Lead LPAC	Varies
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Mentor - Per Associate Teacher or Student Resident	\$4,000
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National Honor Society

High School	\$1,000
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Middle School - Jr Honor Society	\$400
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Newspaper- High School	\$1,500
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Orchestra

High School Director	\$6,500
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HS Asst Director	\$4,000
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Middle School Director	\$3,800
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MS Asst Director	\$2,700
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PALS-High School	\$800
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PE Lead	Varies
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Professional Advanced Degree - Teacher Scale, Pay Grade 1 & 2 only

Master's Degree	\$1,500
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Doctorate Degree	\$1,500
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Special Education - Int Behavior Support Trainer	\$3,700
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Special Education - Coordinator Lead

Elementary	\$1,500
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Secondary	\$2,500
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Special Education-LSSP	\$6,000
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Special Education-Resource	\$5,000
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McKinney ISD Supplemental Salaries for Extra Duty

Special Education - Self Contained	\$5,000
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Special Education - Special Olympics Coordinator

Head Coach	\$5,000
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Asst Coach	\$3,000
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Special Education - SLP

Team Lead	\$3,500
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Mentor Supervisor	\$2,000
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Student Council

High School	\$1,100
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Middle School	\$500
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Visual Arts - VASE

High School (Dec \$500 & May \$500)	\$1,000
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Middle School	\$500
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Yearbook

High School	\$1,700
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Middle School	\$800
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Web Master

High School	\$750
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Middle School	\$500
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Other Supplemental

Career Incentive(GF) -	\$1,500
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Irrigation Certification	\$1,500
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Records Management	\$6,000
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Technical Support-Board	\$6,000
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Travel Allowance	Varies
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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 & Conditioning	\$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
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Athletic Trainer

Athletic Trainer	\$14,000
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HUDL Coordinator

HUDL Coordinator	\$3,000
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Middle School Coordinator

Middle School Coordinator	\$3,000
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Sports Info Director-HS

Sports Info Director-HS	\$3,000
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Stadium Producer

Stadium Producer	\$5,000
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Video

Video-DSV Tech	\$3,000
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Substitute & Temporary Pay Rates

McKinney ISD Temporary Employees Rates/Extra Duty Pay Rates

Temporary 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
Curriculum Writing	\$25.00
Detention Tutors-Middle School & High School Support Staff	\$25.00
Detention Tutors-Middle School & High School Professional Staff	\$30.00
Student Event Worker(Light & Sound Theatre Techs)	\$15.00
Homebound Teacher	\$30.00
Parking Lot Attendent	\$13.00
Part Time Preschool	\$15.00
Vento Tutor-Professional Staff	\$25.00

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
Licensed Speech Pathologist	\$400.00
Principal Substitute	\$320.00

Dedicated Substitute

HS Diploma/GED/Associate Degree	\$105.00
Degreed(Bachelors or greater)	\$115.00
Certified Teacher-Any State	\$125.00
Licensed Registered Nurse	N/A
Licensed Speech Pathologist	N/A

Long Term Substitute

HS Diploma/GED/Associate Degree	\$130.00
Degreed(Bachelors or greater)	\$140.00
Certified Teacher-Any State	\$150.00
Certified Teacher-SPED or Bilingual Teaching Assignment	\$240.00
Licensed Registered Nurse	N/A
Licensed Speech Pathologist	N/A

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
Support Staff - Bookkeeper	\$20.00/Hour
Support Staff - Receptionist	\$20.00/Hour
Support Staff - Registrar	\$20.00/Hour
Support Staff - Secretary	\$20.00/Hour
Teacher	\$35.00/Hour
Instructional Aide	\$20.00/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