



Agenda of Board Workshop

The Board of Trustees McAllen Independent School District

A Board Workshop of the Board of Trustees of the McAllen Independent School District will be held Monday, February 12, 2024, beginning at 4:00 PM Dr. Ricardo Chapa Board Room/Administration Building of the McAllen Independent School District, 2000 North 23rd Street, McAllen, TX 78501.

Items listed on this agenda may be taken in an order other than as shown on this agenda. Unless removed from the consent agenda, items identified within the consent agenda will be acted on at one time.

At this meeting there may be discussion and action by the Board on the item(s) and subject(s) listed as follows:

1. **CALL MEETING TO ORDER**
2. **PUBLIC COMMENT(S)**
3. **2024-2025 FIRST BUDGET WORKSHOP** 2
Item Submitted: Lorena Garcia, Deputy Superintendent for Business and Operations
Presenter: Dr. René Gutiérrez, Superintendent
4. **ADJOURNMENT**

If, during the course of the meeting, discussion of any item on the agenda should be held in a closed meeting, the Board will conduct a closed meeting in accordance with the Texas Open Meetings Act, Government Code, Chapter 551, Subchapters D and E. Before any closed meeting is convened, the presiding officer will publicly identify the section or sections of the Act authorizing the closed meeting. All final votes, actions, or decisions will be taken in open meeting.

Pursuant to Texas Government Code 551.127, a member or employee of a governmental body is authorized to participate remotely in a meeting of the governmental body through a videoconference call, as long as a quorum of the governmental body is physically present at the location of the Board Meeting. Any video conference conducted pursuant to this section will comply with the technical requirements of this section.

Pursuant to Texas Government Code 551.129, the Board of Trustees may use a telephone conference call, video conference call, or communications over the internet to conduct a public consultation with its attorney in an open meeting of the governmental body, or, a private consultation with its attorney in closed meeting of the governmental body.

*The notice for this meeting was posted in compliance with the Texas Open Meeting Act on February 9, 2023 by 4:00 P.M.
Natalia Goza
on behalf of the Board of Trustees*

**BOARD AGENDA REPORT
MCALLEN INDEPENDENT SCHOOL DISTRICT**

MEETING DATE: February 12, 2024

Attachment:

SUBMITTED BY: 

SUPERVISOR: 
Lorena Garcia (Feb 6, 2024 13:25 CST)

Approved for presentation to the Board of Education:


RENE GUTIERREZ (Feb 6, 2024 13:34 CST)

2024-2025 First Budget Workshop

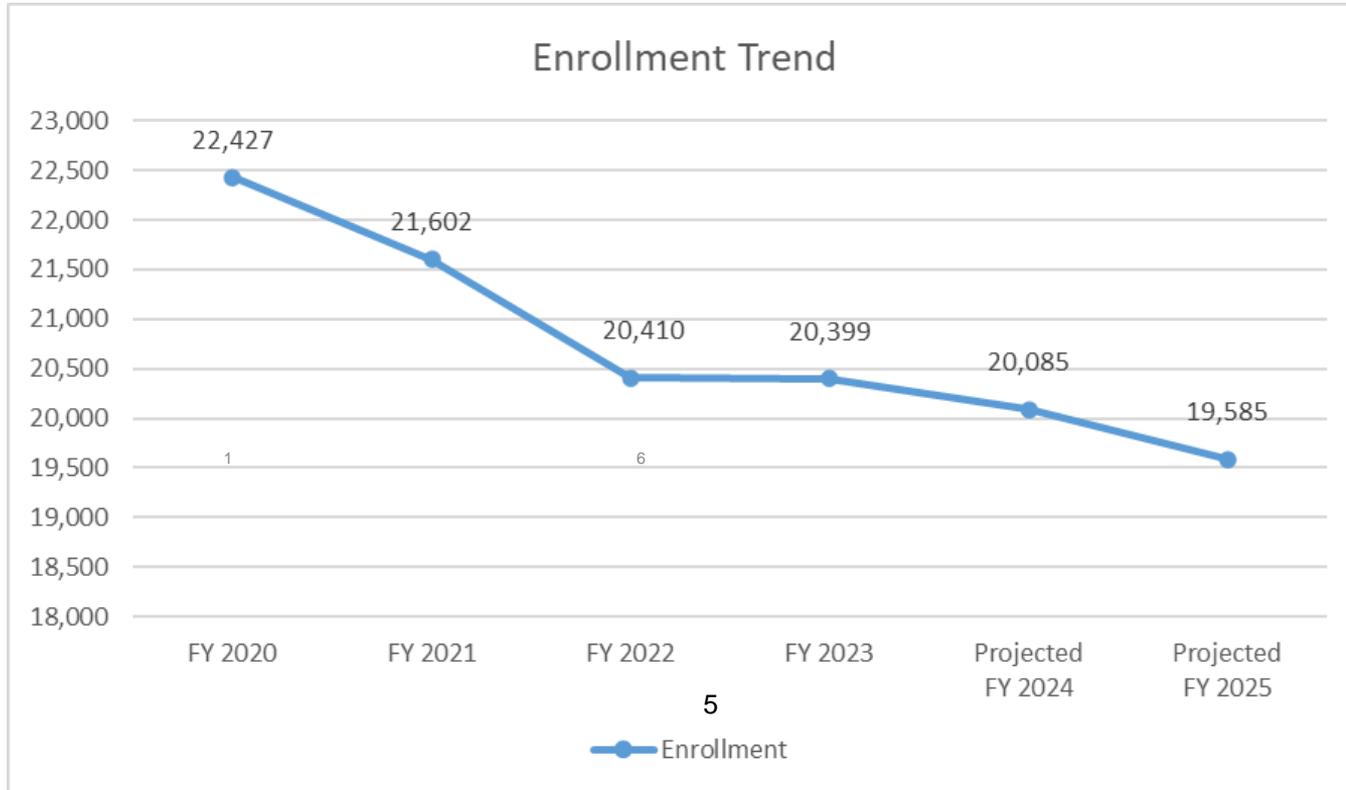
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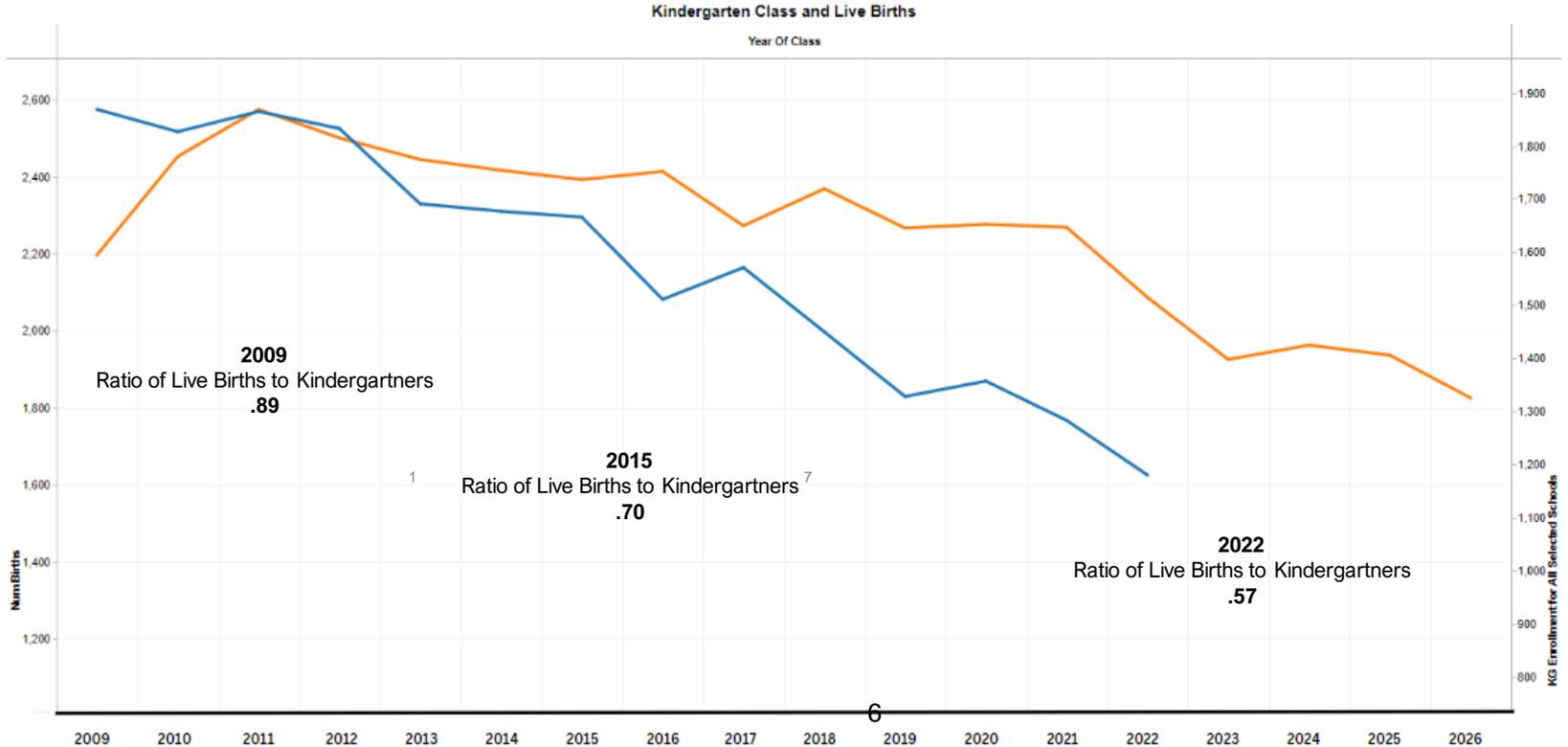
2024-2025 First Budget Workshop

- Student Enrollment
- ESSER II and III
- Fund Balance
- Budget Requirements
- Tax Rate
- Historical Personnel Report
- Staffing Guidelines
- Compensation Plan
- Other Cost Saving Options

Student Enrollment Projection



Birth Rate Data for McAllen



Open Enrollment Transfers

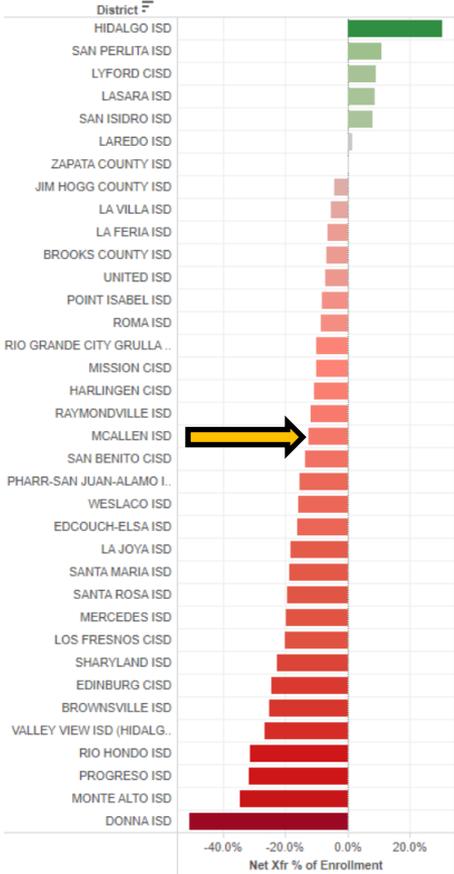


Inbound Transfers - 2,406 Total

District	ECISD	SISD	PSJA	MCISD	LJISD
Inbound Transfers	963	533	475	179	105

Outbound Transfers - 4,939 Total

District	IDEA	STX ISD	Vanguard	PSJA	Horizon
Outbound Transfers	2,479	531	407	232	231



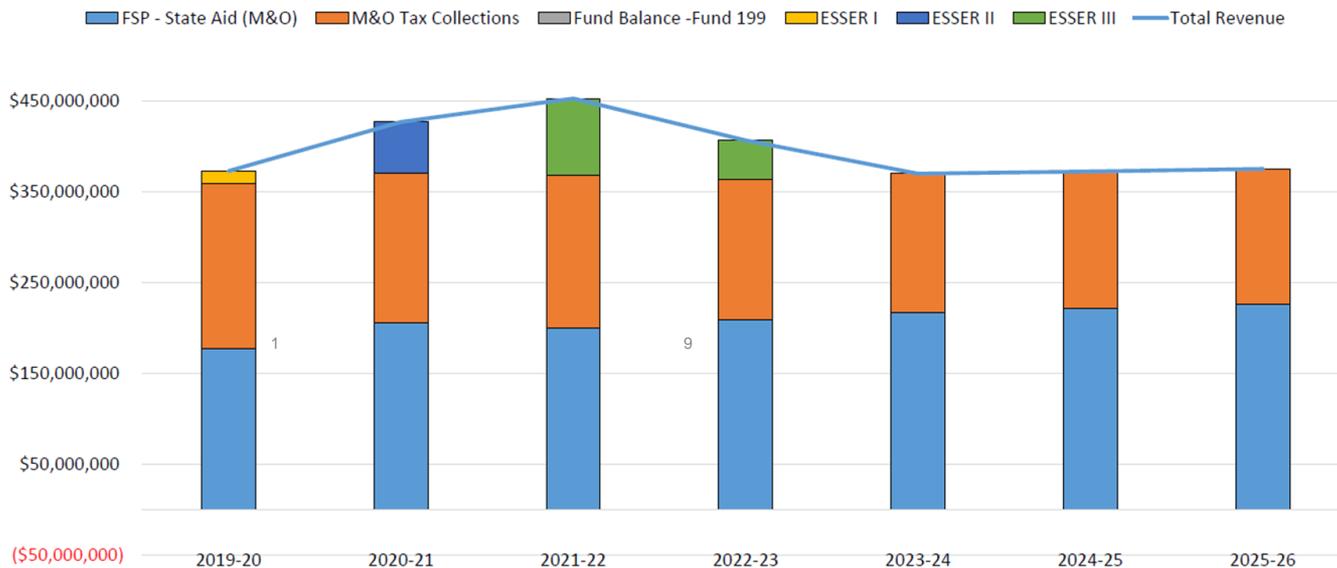
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XYZ District – Expenditures w/ Funding Cliff



Without other adjustments, using ESSER III funds in the years funds are available will create a funding cliff in 2023-2024.

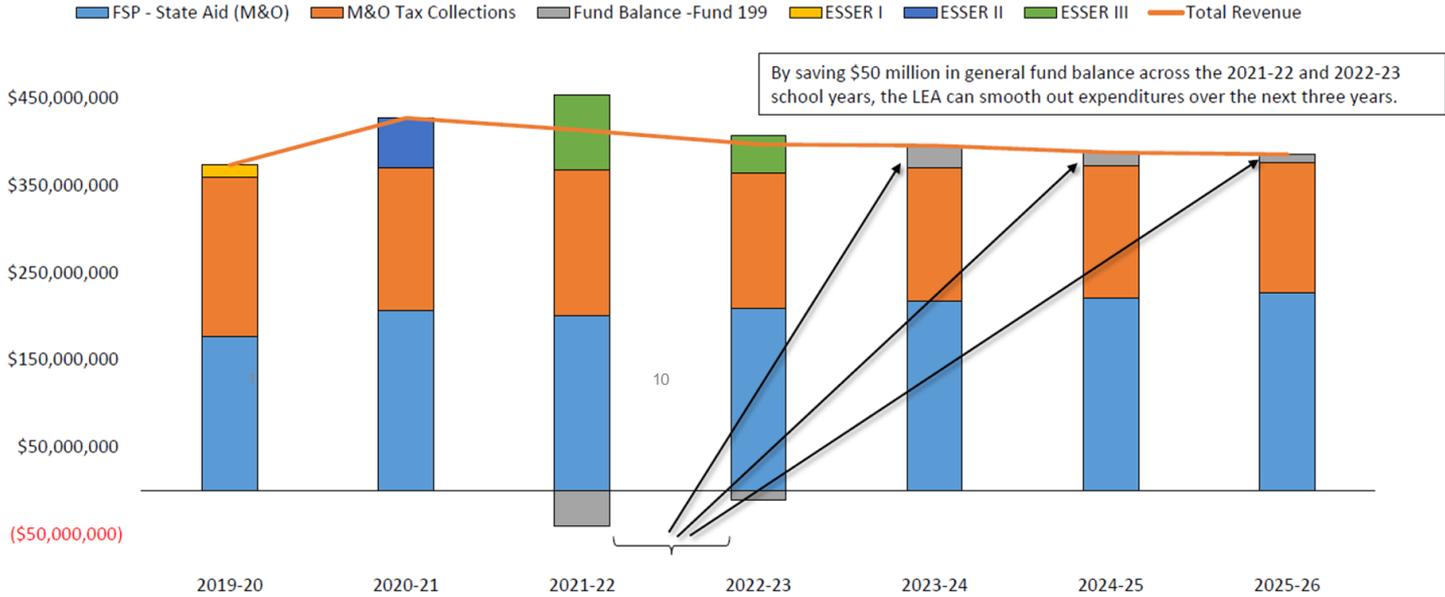




XYZ District – Expenditures w/ Glide Path



Maximizing ESSER III funds before they expire provides the LEA a way to lessen the impact of the loss of federal stimulus funds in future years and allows programs to extend further.



ESSER II Summary Report



ESSER II Local				
Student Learning				
	Current Budget	ESSER Allocated Expenses	Balance	
Black Box Theaters	\$ 12,000,000.00	\$ (1,014,862.00)	\$ 10,985,138.00	Available
eSports Tech Center	4,104.00	(4,104.00)	-	Complete
NOC	1,532,888.37	(1,532,888.37)	-	Complete
TOTAL	\$ 13,536,992.37	\$ (2,551,854.37)	\$ 10,985,138.00	

Student Needs				
	Current Budget	ESSER Allocated Expenses	Balance	
Student Needs, Supplies & Equipment-Phonac Rogers	\$ 139,931.13	\$ (139,931.13)	\$ -	Complete
School Extra-Curricular Activities				
Synthetic Turf Baseball & Softball	5,512,316.00	(5,512,316.00)	-	Complete
MS HS Gym Equipment	168,680.22	(168,680.22)	-	Complete
Natorium Improvements	1,000,000.00	(957,111.95)	42,888.05	Available
McHi FB Practice Field	2,500,000.00	(2,449,116.00)	50,884.00	Available
MS Mariachi Instruments	39,463.00	(39,463.00)	-	Complete
BGC	64,510.00	(64,510.00)	-	Complete
TOTAL	\$ 9,424,900.35	\$ (9,331,128.30)	\$ 93,772.05	

Safety				
	Current Budget	ESSER Allocated Expenses	Balance	
Safety Equipment, Supplies and Other Resources	\$ 140,495.00	\$ (140,495.00)	\$ -	Complete
HVAC Air Quality	8,527,835.51	(7,220,714.35)	1,307,121.16	Available
Bus Tires	70,500.00		70,500.00	Available
TOTAL	\$ 8,738,830.51	\$ (7,361,209.35)	\$ 1,377,621.16	

Emergency Closures				
	Current Budget	ESSER Allocated Expenses	Balance	
Technology	\$ 660,830.26	\$ (660,830.26)	\$ -	Complete
Kitchen Upgrades	1,784,352.51	(900,814.36)	883,538.15	Available
General Administration	44,840.00	(44,840.00)	-	Complete
TOTAL	\$ 2,490,022.77	\$ (1,606,484.62)	\$ 883,538.15	

TOTAL	\$34,190,746.00	\$ (20,850,676.64)	\$13,340,069.36
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ESSER II Summary Report



ESSER II Local				
Student Learning				
	Current Budget	ESSER Allocated Expenses	Balance	
Quinta Mazatlan	\$ 4,000,000.00	\$ (959,169.57)	\$ 3,040,830.43	Ongoing
IMAS	2,000,000.00	(686,001.00)	1,313,999.00	Ongoing
TOTAL	\$ 6,000,000.00	\$ (1,645,170.57)	\$ 4,354,829.43	

TOTAL	1	\$6,000,000.00	12	(\$1,645,170.57)	\$4,354,829.43
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ESSER III Summary Report



ESSER III				
Student Learning				
	Current Budget	ESSER Allocated Expenses	Balance	
Staff Retention Stipend	\$ 17,335,990.00	\$ (17,335,989.97)	\$ 0.03	Complete
Staff Professional Learning	480,000.00	(480,000.00)	-	Complete
Staff Professional Learning (Payroll)	701,220.00	(701,220.00)	-	Complete
Student Summer Learning (Payroll)	553,086.00	(553,085.59)	0.41	Complete
Student Supplemental Instructional Support (Payroll)	10,293,950.00	(10,058,379.58)	235,570.42	Ongoing
Student Supplemental Instruction Time (Payroll)	642,400.00	-	642,400.00	Ongoing
Student Outreach Support	206,910.00	(206,910.00)	-	Complete
Payroll/Funding Reclass				
Medical Extenuating and Remote Conference	1,002,712.00	(1,002,712.00)	-	Complete
ADA Loss	11,090,819.00	(11,090,819.00)	-	Complete
Student Instructional Materials				
Instructional Materials Y2-Y4 7/21-6/24	1,404,312.00	(1,399,206.78)	5,105.22	Available
Supplemental Materials Y2-Y4 7/21-6/24	615,000.00	-	615,000.00	Available
Instructional Software Y2-Y4 7/21-6/24	1,530,000.00	(1,200,831.93)	329,168.07	Available
TOTAL	\$ 45,856,399.00	\$ (44,029,154.85)	\$ 1,827,244.15	

Student Needs				
	Current Budget	ESSER Allocated Expenses	Balance	
Device Refresh & Support				
1:1 Device Refresh 6/21	\$ 941,442.00	\$ (941,442.00)	\$ -	Complete
1:1 Device Refresh 7/23 - 6/27	9,688,328.00	(8,739,324.97)	949,003.03	Available
1:1 Chromebooks for 3rd-5th, CTE Laptops 07/21	692,000.00	(692,000.00)	-	Complete
Student Device Support (Payroll)	712,585.00	(712,585.00)	-	Complete
Student Social Emotional Support Payroll	2,384,200.00	(2,384,200.00)	-	Complete
Student Needs Support Payroll	1,079,115.00	(555,193.36)	523,921.64	Ongoing
Student Needs, Supplies, and Equipment				
Student Needs Supplies Y2 7/21-6/22	340,000.00	(290,020.89)	49,979.11	Available
Student Needs Outdoor Equipment Y2 7/21 - 6/22	130,000.00	-	130,000.00	Available
School Enrichment Activities				
Student Field Trips Y2-Y4 7/21-6/24	600,000.00	(199,730.50)	400,269.50	Available
Student Enrichment Camps Y2 7/21-6/24	425,000.00	(146,734.79)	278,265.21	Available
Student Enrichment Camps (Payroll)	425,000.00	(57,161.28)	367,838.72	Ongoing
Student Enrichment Support	100,000.00	-	100,000.00	Available
TOTAL	\$ 17,517,670.00	\$ (14,718,392.79)	\$ 2,799,277.21	

Safety				
	Current Budget	ESSER Allocated Expenses	Balance	
PPE/Sanitation Supplies				
Preaward PPE 7/20 - 6/21	\$ 211,672.00	\$ (211,672.00)	\$ -	Complete
PPE Sanitation Supplies Y2 7/21 - 6/24	210,000.00	(197,472.60)	12,527.40	Available
Safety Equipment, Supplies and Other Resources				
Campus Safety Equipment Y2 7/21 - 6/23	338,000.00	(222,254.88)	115,745.12	Available
Support for Response Y2 - Y4 7/21-6-24	42,000.00	(41,980.50)	19.50	Complete
Safety Support Payroll	258,727.00	(258,727.00)	-	Complete
Bus AC Upgrades				
School Bus AC Ventilation Upgrades Y2 7/21 - 6/22	25,000.00	-	25,000.00	Available
HVAC Air Quality	4,800,000.00	(1,987,032.93)	2,812,967.07	Available
TOTAL	\$ 5,885,399.00	\$ (2,919,139.91)	\$ 2,966,259.09	

Emergency Closures				
	Current Budget	ESSER Allocated Expenses	Balance	
School Kitchen Infrastructure (Pending TDA refund \$1,181,294.33)	\$ 8,075,380.00	\$ (8,516,420.13)	\$ (441,040.13)	Ongoing
Technology				
Tech-Wired Classrooms in Secondary	4,720,000.00	(255,570.05)	4,464,429.95	Available
Tech-Wired Classrooms in Elementary	1,540,000.00	(71,085.00)	1,468,915.00	Available
Technology Infrastructure	876,672.00	(161,874.00)	714,798.00	Available
General Administration Payroll	513,000.00	(330,731.33)	182,268.67	Ongoing
TOTAL	\$ 15,725,052.00	\$ (9,335,680.51)	\$ 6,389,371.49	

Indirect Cost	\$ 5,307,347.00	\$ (3,986,681.75)	\$ 1,320,665.25
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	\$ 90,291,867.00	\$ (74,989,049.81)	\$ 15,302,817.19
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Payroll Ongoing till June 2024			\$ (1,951,999.45)
Total to be placed in 199 General Fund			\$ 13,350,817.74

Projected Increase to Fund Balance

VATRE Funding	\$ 5,277,967
VATRE Compensation Cost	<u>(5,038,902)</u>
Excess	<u>\$ 239,065</u>

Budgeted Net Loss as of July 1st	\$ (4,298,502)
1% Compensation Increase	
Approved June 19, 2023	<u>(1,905,426)</u>
Initial 2023-2024 Estimated Loss	\$ (6,203,928)

Excess VATRE Funding	<u>239,065</u>
2023-2024 Estimated Loss	\$ (5,964,863)

Projected Funding Loss due to Enrollment Decrease	(584,399)
OB ADA 18,181 3rd SW 18,104.77	
	<u>\$ (6,549,262)</u>

Increase to Fund Balance

ESSER II Local Committed Funds	\$ 13,340,069
ESSER III Funds	<u>13,350,818</u>
	\$ 26,690,887

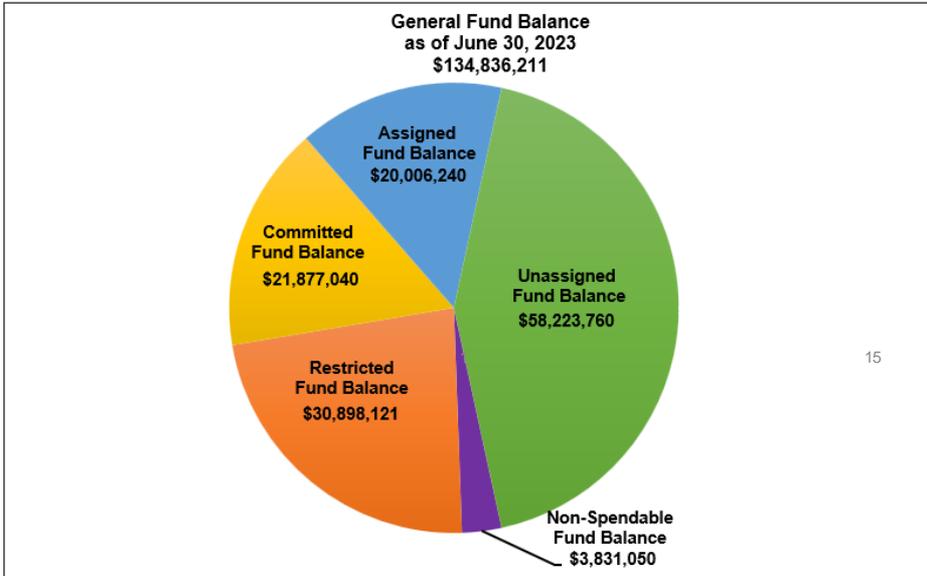
2023-2024 Estimated Loss (6,549,262)

Estimated Increase to Unassigned Fund Balance \$ 20,141,625

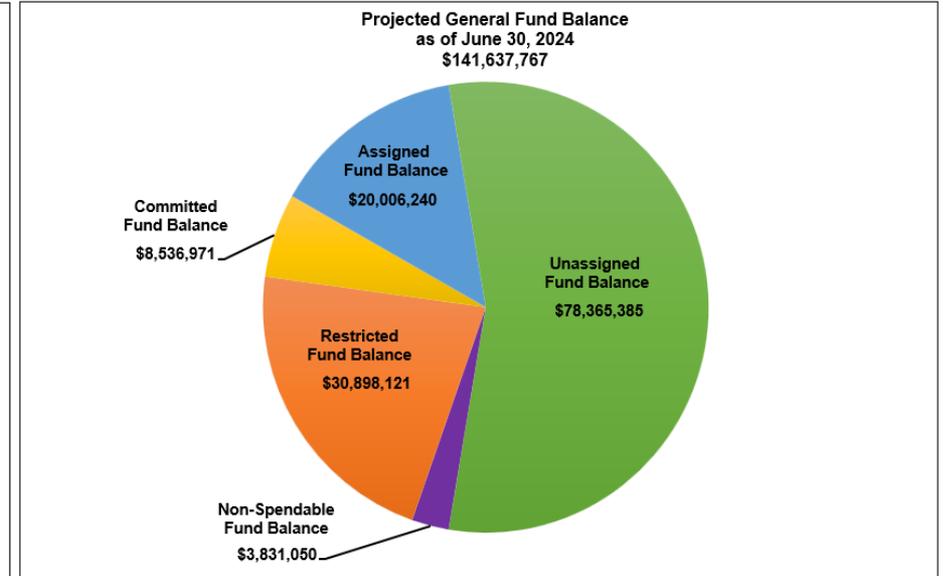
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13

2022-2023 Ending Fund Balance



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14

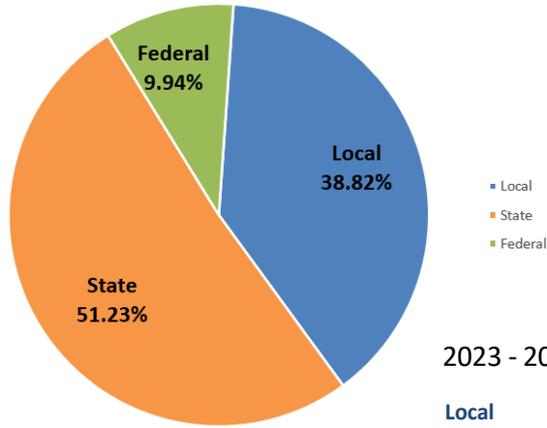
FY 2022 SHARS Cost Report Settlement



	FFY 2022 HHSC Adjusted
Federal Portion of Medicaid Costs	\$ 1,298,174.52
Less: 1% SHARS HHSC Administrative Fee	12,981.75
Less: Medicaid Interim Payments by TMHP	1,676,755.20
Proposed Settlement Amount	<u>\$ (391,562.43)</u>
2023-2024 Budgeted PY Settlement Revenue	<u>(1,000,000.00)</u>
Total Loss to Fund Balance	<u><u>\$(1,391,562.43)</u></u>

General Fund Revenue Sources

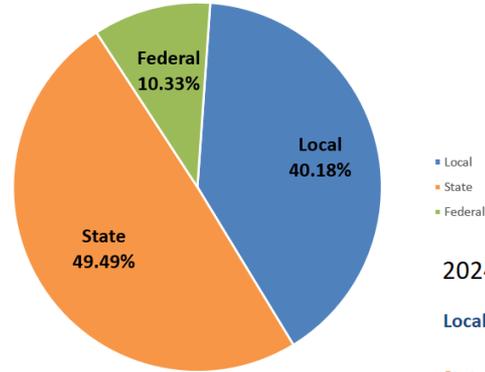
2023-2024 Revenue Sources



2023 - 2024 Budgeted Revenue

Local	38.82%	\$ 93,766,476
State	51.23%	123,728,809
Federal	9.94%	24,016,508
	100.00%	\$ 241,511,793

2024-2025 Revenue Sources



2024 - 2025 Budgeted Revenue

Local	40.18%	\$ 94,805,375
State	49.49%	116,773,431
Federal	10.33%	24,379,495
	100.00%	\$ 235,958,301

2023-2024 Budgeted Expenditures 249,744,373

2024-2025 Projected Deficit \$ (13,786,072)

Budget Requirements

Local, State and Federal



Fund	Original Budget 2023-2024	Projected 2024-2025	Variance
101 - Food Service	20,248,515	21,111,502	862,987
155 - College, Career, Military Readiness	872,829	872,829	-
156 - Early Education Allotment	3,473,262	2,812,448	(660,814)
157 - Dyslexia	1,160,973	1,160,973	-
158 - School Safety Allotment	186,560	176,265	(10,295)
162 - Career Technical Education	8,160,539	7,752,512	(408,027)
163 - Advanced Learners/G&T	405,903	372,814	(33,089)
164 - Bilingual/ESL	2,484,378	2,332,638	(151,740)
173 - Special Education	19,786,283	19,786,283	-
183 - Athletics	6,575,375	5,812,624	(762,751)
184 - Fine Arts	2,473,740	2,197,376	(276,364)
193 - State Compensatory	13,448,788	12,300,000	(1,148,788)
194 - ESSER II - Local	3,704	-	(3,704)
195 - Advertising	47,300	47,300	-
197 - Maintenance Tax Notes	3,919,640	3,919,640	-
199 - General Fund	158,264,004	155,303,097	(2,960,907)
Total	241,511,793	235,958,301	(5,553,492)

Budget Requirements

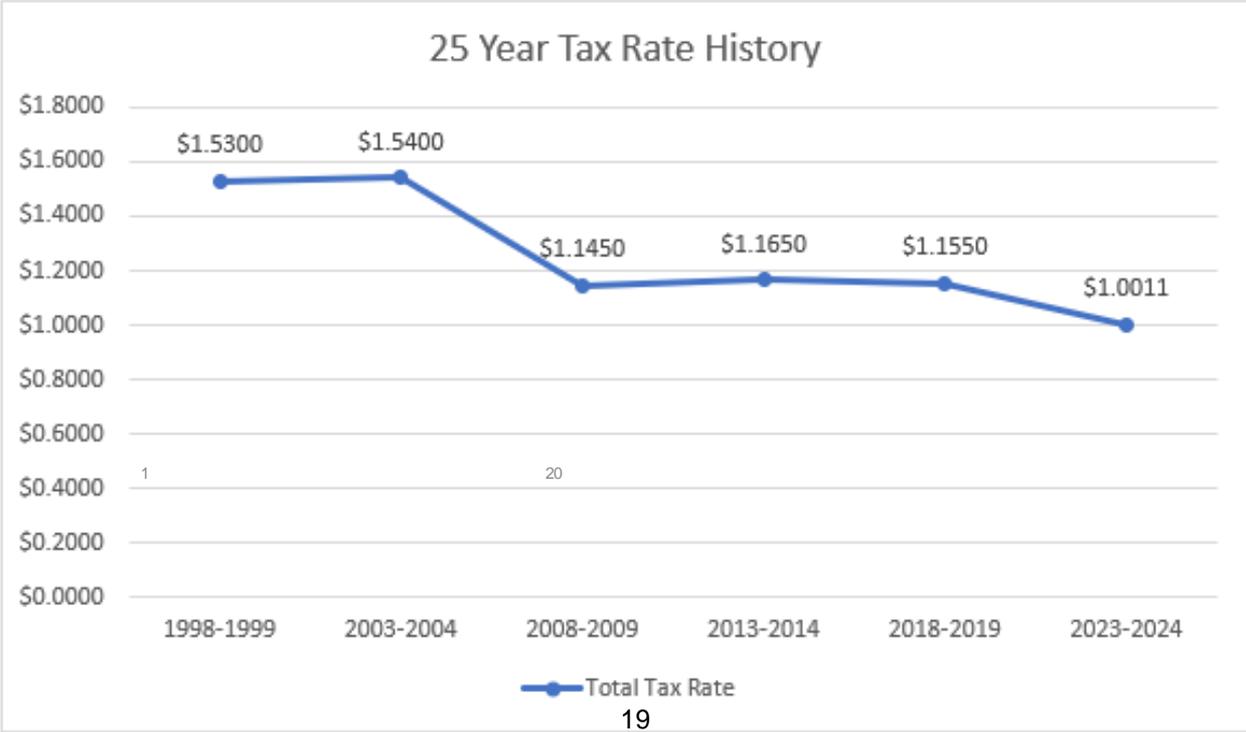
Local, State and Federal



Fund	Original Budget 2023-2024	Projected 2024-2025	Variance
211 - Title I, Part A - Improving Basic Programs	10,519,146	11,000,000	480,854
212 - Title I, Part C - Migrant	430,614	368,306	(62,308)
224 - IDEA - Part B Formula	3,980,658	4,216,485	235,827
225 - IDEA - Part B Preschool	71,709	76,947	5,238
244 - Carl D. Perkins - Basic Formula Grant	380,672	375,000	(5,672)
255 - Title II, Part A - Teacher and Principal Training and Recruiting	1,243,995	1,000,000	(243,995)
263 - Title III, Part A - English Language Acquisition (ELA)	688,009	661,558	(26,451)
272 - Medicaid Administrative Claiming Program (MAC)	50,000	50,000	-
274 - Gear Up	292,797	330,532	37,735
288 - Federally Funded Special Revenue	13,313	10,286	(3,027)
289 - Federally Funded Special Revenue	813,382	900,000	86,618
315 - IDEA - Part B, Discretionary	177,906	185,483	7,577
340 - IDEA - Part C, Early Intervention (Deaf)	543	1,306	763
410 - Instructional Materials Allotment	3,900,000	3,700,000	(200,000)
435 - Regional Day School Program for the Deaf	4,018,266	4,569,293	551,027
Total	26,581,010	27,445,196	864,186

Fund	Original Budget 2023-2024	Projected 2024-2025	Variance
279 - Texas COVID Learning Acceleration Supports (TCLAS)	321,728	-	(321,728)
280 - ARP Homeless II	117,807	-	(117,807)
282 - ESSER III	26,077,428	-	(26,077,428)
Total	26,516,963	-	(26,516,963)

Tax Rates



Tax Rates



Budget Year	Tax Year	Maintenance & Operations	Interest & Sinking	Total Tax Rate
2007-2008	2007	1.0400	0.1050	1.1450
2008-2009	2008	1.0400	0.1050	1.1450
2009-2010	2009	1.0400	0.1250	1.1650
2010-2011	2010	1.0400	0.1250	1.1650
2011-2012	2011	1.1650	0.0000	1.1650
2012-2013	2012	1.0400	0.1250	1.1650
2013-2014	2013	1.0400	0.1250	1.1650
2014-2015	2014	1.0400	0.1250	1.1650
2015-2016	2015	1.0400	0.1150	1.1550
2016-2017	2016	1.1550	0.0000	1.1550
2017-2018	2017	1.1550	0.0000	1.1550
2018-2019	2018	1.1550	0.0000	1.1550
2019-2020	2019	1.0586	0.0942	1.1528
2020-2021	2020	1.0450	0.0936	1.1386
2021-2022	2021	1.0486	0.0884	1.1370
2022-2023	2022	1.0206	0.0758	1.0964
2023-2024	2023	0.8448	0.1563	1.0011

20

Historical Personnel Report

Staff	2018 - 2019		2019 - 2020		2020 - 2021		2021 - 2022		2022 - 2023		2023 - 2024	
	FTE Total	Total Base Pay										
Total Staff	3,258	\$145,018,336	3,317	\$154,701,577	3,328	\$156,215,147	3,341	\$160,884,819	3,360	\$164,117,794	3,417	\$163,598,995
Professional Staff	2,019	\$114,776,045	2,048	\$122,361,850	2,046	\$123,505,018	2,038	\$125,961,556	2,051	\$128,706,523	2,058	\$128,106,350
Teachers	1,557	\$83,858,064	1,561	\$88,670,765	1,540	\$88,140,246	1,498	\$87,271,277	1,499	\$89,085,714	1,526	\$90,238,208
Professional Support	344	\$21,465,401	373	\$23,668,608	391	\$25,169,867	429	\$28,630,358	445	\$29,923,060	429	\$29,120,897
Campus Administration	86	\$6,559,892	80	\$6,551,696	77	\$6,431,158	79	\$6,579,134	74	\$6,186,920	72	\$5,974,930
Central Administration	31	\$2,892,688	34	\$3,470,781	37	\$3,763,747	32	\$3,480,787	34	\$3,510,829	31	\$2,772,315
Educational Aides:	354	\$6,933,571	389	\$7,724,104	383	\$7,761,171	408	\$8,879,945	418	\$8,794,370	446	\$9,193,599
Auxiliary Staff:	886	\$23,308,720	881	\$24,615,623	899	\$24,948,958	895	\$26,043,318	891	\$26,616,901	913	\$26,299,046

Staffing Guidelines for 2024-2025

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23

22

Compensation Plan for 2024-2025

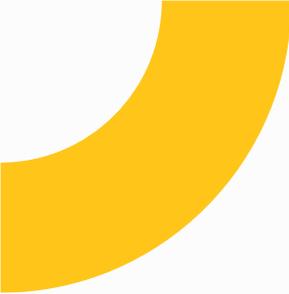
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23

Other Cost Saving Options

- Options Academy
- Staff Travel
- Overtime
- Software Programs
- Multi-age PK-1st
- Repurpose of Staff Vacancies (ESSER Positions)
- Staffing Study Through Attrition



Any Questions?

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26



**GRE^{A+}TNESS
STARTS
HERE.**



**MC^{A+}ALLEN ISD
DRAFT 2024-2025
BUDGET COMPENSATION PLAN**



STAFFING GUIDELINES

McALLEN INDEPENDENT SCHOOL DISTRICT
2024 - 2025
HIGH SCHOOL STAFFING GUIDELINES

ADMINISTRATIVE SUPPORT		DAYS	F U N D
Principal	One (1) per campus	226	199
Principal - Lamar Academy/Achieve Early College HS	One (1) per campus	222	199
Principal - I & G Center	One (1)	212	193/199
Assistant Principal	One (1) per campus	222	199
Assistant Principal	601-1300 = 1 FT person, 1301-2100 = 2 FT persons, 2101+ = 3 FT persons	212	199
Dean of Instruction	One (1) per campus	222	199
School Improvement Facilitator	One (1) per campus	212	211
Coordinator Athletic Head Coach	One (1) per campus	226	183
Counselor, Lead	One (1) per campus	207	199
Counselor	401-800 = 1 FT person, 801-1200 = 2 FT persons, 1201-1600 = 3 FT persons, 1600+ = 4 FT persons	203	199
Counselor - Lamar Academy/Achieve Early College HS	450+ = 1/2 (.5) person	203	199
Counselor - Instruction & Guidance Center	One (1) 0.5 per campus	203	193
Counselor - Lamar Academy Options	One (1) 0.5 per campus	203	193
Counselor - CTE	One (1) per campus	203	162
Counselor - Special Ed.	Situation Dependent	203	173
Counselor - Gear Up	(2) @ McHi	201	274
Librarian	Two (2) per campus (comprehensive), One (1) per campus (AECHS/Lamar Academy)	197	199
Head Nurse, RN	One (1) per campus	192	199
Social worker	One (1) per campus	187	193
TEACHERS			
English	One (1) Teacher per 25 students x 6 periods	187	199 / 193 / 153
ESL Literacy Extension 6-12	One (1) Teacher per campus	187	193
Mathematics	One (1) Teacher per 25 students x 6 periods	187	199 / 193 / 153
Science	One (1) Teacher per 25 students x 6 periods	187	199/153/ 193
American Sign Language	One (1) Teacher per 25 students x 6 periods	187	199
Credit Recovery	Situation Dependent	187	193
ELA CSR 9th Grade	Situation dependent One (1) per comprehensive campus	187	255
Economics	One (1) Teacher per 25 students x 6 periods	187	199 / 162
Math CSR 9th Grade	Situation dependent One (1) per comprehensive campus	187	255
ELA Bridging	Situation dependent	187	193
Math Bridging	Situation dependent	187	193
Science Bridging	Situation Dependent	187	211
RDSPD Hearing Impaired (5240) - Memorial HS	Situation dependent	187	435 / 315
Transition Teacher	Situation Dependent	187	211
Transition Teacher - AECHS/Lamar Academy	One (1) per campus	187	211
Art	One (1) Teacher per 25 students x 6 periods	187	199
AVID	Situation Dependent	187	199
Band Director, Head	One (1) per campus	212	199 / 184
Band Director, Assistant	Three (3) per campus	202	199 / 184
Choir Director, Head	One (1) per campus	200	199 / 184
Choir Director, Assistant	One (1) per campus, 200+ 250+ = +1	195	199 / 184
Dance	One (1) per campus	187	199
French	One (1) Teacher per 25 students x 6 periods	187	199
Health	One (1) Teacher per 25 students x 6 periods	187	199 / 193
Journalism	One (1) Teacher per 25 students x 6 periods	187	199
Mariachi Director, Head	One (1) per campus	202	199 / 184
Mariachi Director, Assistant	One (1) per campus	202	199 / 184
Orchestra Director, Head	One (1) per campus	202	199 / 184
Orchestra Director, Assistant	One (1) per campus	202	199 / 184
JROTC	Two (2) per campus	216 / 226	199
Sociology	One (1) Teacher per 25 students x 6 periods	187	199
Social Studies	One (1) Teacher per 25 students x 6 periods	187	199 / 193
Spanish	One (1) Teacher per 25 students x 6 periods	187	199 / 193
Speech	One (1) Teacher per 25 students x 6 periods	187	199
Theatre Arts, Head	One (1) per campus (0 @ Lamar)	202	199
Theatre Arts, Assistant	Two (2) per campus (0 @ Lamar)	202	199
General Education Homebound - Lamar Academy	Situation Dependent	187	199
Career Technical Education	Number of CTE students per Teacher depends on the Square Footage of the classroom or the number of computers per classroom. Range of students per Teacher is 16-25.	187 / 226	162 / 193
AEP	Two (2) per campus	187	193

McALLEN INDEPENDENT SCHOOL DISTRICT
2024 - 2025
HIGH SCHOOL STAFFING GUIDELINES

Physical Education	One (1) Teacher per 25 students x 6 periods	187	199
Pregnancy Related Services Teacher Lamar Academy	One (1) per campus FT person district wide	187	193
Special Education - Inclusion	One (1) Teacher per 20 students	187	173
Licensed Specialist in School Psychology (LSSP)	1 FT district wide	187	199
Special Education - Visually impaired	Two (2) Teachers District wide	187	173
Special Education - Self Contained (5320)	One (1) per 12 students	187	224
Special Education - Voc. Adj. Coordinator	Situation Dependent	221	173

INSTRUCTIONAL PARAPROFESSIONAL			
Inst. Assistant - At Risk	Three (3) per campus	187	193
Inst. Assistant - Bilingual	One (1) per campus	187	164
Inst. Assistant - Computer Lab (6365)	One (1) per campus @ Memorial and Rowe	187	193
Inst. Assistant - Computer Lab (6365) AECHS/Lamar Academy	One (1) per campus	187	193
Inst. Assistant - In school suspension	One (1) per campus	187	199
Inst. Assistant - Instruction & Guidance (6384)	One (1) Two (2) per campus	187	193
Inst. Assistant - Resource Media	One (1) per comprehensive H.S. / 750+ = One (1) Paraprofessional	187	199
Inst. Assistant - Deaf Interpreter - RDSPD (6475)	Situation Dependent	187	435
Inst. Assistant - RDSPD (6383) - Memorial HS	Situation Dependent	187	435
Inst. Assistant - Special Education	One (1) per campus - 80+ students = One (1) additional aide Situation Dependent	187	173 / 224

SECRETARY/CLERICAL PARAPROFESSIONAL			
Secretary - Principal	One (1) per campus	226	199
Secretary - Assistant Principal	One (1) per campus	212	199
Secretary - Dean of Instruction	One (1) per campus	222	199
Secretary - Counselor	One (1) per campus	207	199
Secretary - Counselor	One (1) per campus	203	199
Secretary - Counselor (CTE)	One (1) per campus	203	244
Bookkeeper	One (1) per campus	217	199
Clerk - Head Attendance	One (1) per campus	226	199
Clerk - Attendance	One (1) per campus	201	199
Registrar	One (1) per campus	226	199
Assistant Registrar	One (1) per campus	226	199
Clerk - Campus	One (1) per campus	226	199
Clerk - Counselor	One (1) per campus	203	199
Clerk - Data Processing	Two (2) per campus	222	199
Secretary - Principal - Lamar Academy/Achieve Early College HS	One (1) per campus	222	199
Secretary - Principal - I & G Center	One (1) per campus	212	199
Clerk - Attendance - Lamar Academy/Achieve Early College HS	One (1) per campus	222	199
Registrar - Lamar Academy/Achieve Early College HS	One (1) per campus	222	199
Clerk - Data Processing - I & G Center	One (1) per campus	212	199

SUPPLEMENTAL PROFESSIONAL			
Specialist - College Admissions	One (1) per campus	201	155
Specialist - Graduation	One (1) per campus	197	193
Specialist - Graduation AECHS/Lamar Academy	One half (.5) per campus	197	193
Specialist - College and Career Readiness	Two (2) per campus One (1) per comprehensive campus	201	193 289
Specialist - Parent and Family Engagement	One half (.5) per campus	187	211
Specialist - Social Emotional Learning	One (1) per campus vertical team	187	289
Campus Testing Coordinator	One (1) Two (2) per comprehensive campus, One (1) per campus (Lamar Academy)	187	199
IB Coordinator	One (1) @Lamar IB	187	199
Athletic Trainer	Two (2) per campus	205	183
Piano Accompanist	Two (2) per campus	187	199
Diagnostician	Situation Dependent	197	173
Speech Pathologist	Situation Dependent	192	173 / 224
Speech Pathologist Assistant	Situation Dependent	192	173

SUPPLEMENTAL PARAPROFESSIONAL			
Inst. Assistant - Parental Involvement (6474)	One (1) per campus	187	211
Inst. Assistant - Radio & TV prog. - McAllen HS	One (1)	187	199
Inst. Assistant - Technology Support	One (1) per campus	187	193 211
Licensed Vocational Nurse	One (1) per campus (Comprehensive)	192	199
Certified Medical Assistant	One (1) per campus (Comprehensive)	192	199

CUSTODIAL			
Custodian Lead Day	One (1) per campus	242	199
Custodian Head II	One (1) per campus	242	199
Custodian	Custodial allocations are based upon the cleanable Square Footage (SF) of the facility. Cleanable SF is defined as being 90% of the gross SF. Secondary campuses are staffed at one (1) custodian per 19, 000 SF of cleanable floor space. This staffing standard does include the Head Custodian.	242	199

CHILD NUTRITION PROGRAM			
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**McALLEN INDEPENDENT SCHOOL DISTRICT
2024 - 2025
HIGH SCHOOL STAFFING GUIDELINES**

Child Nutrition Manager	One (1) per campus	221	101
Child Nutrition Assistant Manager	One (1) per campus	221	101
Child Nutrition Worker	One (1) per 22-23 meals/labor hour. Kitchens are staffed based on labor hours not the number of people. Labor hours are converted into employee equivalents.	221 187	101
15:1 ratio for DAEP teacher			

DRAFT

McALLEN INDEPENDENT SCHOOL DISTRICT
2024 - 2025
MIDDLE SCHOOLS STAFFING GUIDELINES

ADMINISTRATIVE SUPPORT		DAYS	FUND
Principal	One (1) per campus	217	199
Assistant Principal	One (1) per campus	212	199
Assistant Principal	801+ = 1 Full-time person	207	199
School Improvement Facilitator	One (1) per campus	212	211
Counselor	0-500 = 1 Full-time person, 501+ = 2 Full-time persons	201	199
Librarian	One (1) per campus	197	199
Nurse	One (1) per campus	192	199
Social Worker	One (1) per campus	187	193
TEACHERS			
English	One (1) per 25 students per six (6) periods	187	199
ESL Literacy Extension 6-12	One (1) per campus	187	193
Mathematics	One (1) per 25 students per three (3) periods	187	199
Science	One (1) per 25 students per six (6) periods	187	199
Social Studies	One (1) per 25 students per six (6) periods	187	199
Art	One (1) per 25 students per six (6) periods	187	199
Theatre Arts	One (1) per 25 students per six (6) periods	187	199
Band Director, Head	One (1) per campus	202	199/184
Band Director, Assistant	One (1) per campus, 300+ = +1	202	199/184
Choir Director, Head	One (1) per campus	195	199/184
Choir Director, Assistant	One (1) per 200+ 100+ students	195	199/184
Orchestra Director, Head	One (1) per campus	202	199/184
Orchestra Director, Assistant	One (1) per 150+ students	202	199/184
Spanish	One (1) Full-Time Person (De Leon IB MYP, Fossum DL)	187	199
Sci Tech Teacher	One (1) per campus	187	193
Literacy Classroom Size Reduction 6th Grade	Situation Dependent, One (1) per 22- 18 students	187	193 / 255
Math Classroom Size Reduction 6th Grade	Situation Dependent, One (1) per 18 students @Travis	187	255
Dyslexia	One (1) per campus	187	199
Instructional Coach	One (1) per campus @ Travis M.S., Brown M.S. & DeLeon M.S.	192	211
Technology Applications	One (1) per 25 students per six (6) periods	187	199
Technology Education	One (1) per 25 students per six (6) periods	187	199
Physical Education	One (1) per 25 students per six (6) periods	187	199
Special Education - Inclusion	One (1) per 20 students	187	173
Special Education - Visually Impaired	Situation Dependent	187	173
Special Education - Self Contained (5320)	One (1) per 12 students	187	224
AVID	Situation Dependent	187	199

McALLEN INDEPENDENT SCHOOL DISTRICT
2024 - 2025
MIDDLE SCHOOLS STAFFING GUIDELINES

INSTRUCTIONAL PARAPROFESSIONAL		DAYS	FUND
Inst. Assistant - At-Risk	One (1) per campus	187	193
Inst. Assistant - Deaf Interpreter - RDSPD (6475)	Situation Dependent	187	435
Inst. Assistant - In School Susp.	One (1) per campus	187	199
Inst. Assistant - Resource Media	700+ = One (1) Paraprofessional	187	199
Inst. Assistant - RDSPD (6383)	Situation Dependent	187	435
Inst. Assistant - Special Ed.	Situation Dependent	187	173
ESSER Behavior Technician Assistant (SY 21-22, 22-23, 23-24)	Situation Dependent	187	282
SECRETARY/CLERICAL PARAPROFESSIONAL			
Secretary - Principal	One (1) per campus	217	199
Clerk - Campus	One (1) per campus	201	199
Clerk - Counselor	One (1) per campus	201	199
Clerk - Data Processing	One (1) per campus	217	199
SUPPLEMENTAL PROFESSIONAL			
IB Coordinator	One (1) @DeLeon MS	187	199
ESSER Student Learning Facilitator (SY 21-22, 22-23, 23-24)	One (1) Full-Time person (Brown, Travis, De Leon)	187	282
Master Teacher - Content Specialist	One (1) per core subject (Brown, Travis, De Leon)	187	255
Instructional Coach Literacy – Secondary 6-12	One (1) District Wide	197	211
Instructional Coach Math – Secondary 6-12	One (1) District Wide	197	211
RDSPD Hearing Impaired (5240) - Brown MS	Situation Dependent	187	435
Diagnostician	One (1) per campus (Also assigned other campuses)	197	173
Speech Pathologist	One (1) per campus (Also assigned other campuses)	192	173
Speech Pathologist Assistant	Situation Dependent	192	173
Speech Pathologist - RDSPD - Brown MS	Situation Dependent	192	435
Specialist - Parent and Family Engagement (1151)	0.5 per campus	187	211
Speech Pathologist Assistant - RDSPD (1181) - Brown MS	Situation Dependent	192	435
SUPPLEMENTAL PARAPROFESSIONAL			
Inst. Assistant - Parental Involvement (6474)	0.5 per campus @Brown MS/Travis MS	187	211
Inst. Assistant - Technology Support	One (1) per campus	187	193- 211
Licensed Vocational Nurse	One (1) District Wide	192	199
ESSER Certified Medical Assistant (SY 21-22, 22-23, 23-24)	Situation Dependent	187	282
Certified Medical Assistant	Situation Dependent	192	199/ 214
CUSTODIAL			
Custodian Head I	One (1) FT person	242	199
Custodian	Custodial allocations are based upon the cleanable Square Footage (SF) of the facility. Cleanable SF is defined as being 90% of the gross SF. Secondary campuses are staffed at one (1) custodian per 19, 000 SF of cleanable floor space. This staffing standard does include the Head Custodian.	242	199
CHILD NUTRITION PROGRAM			
Child Nutrition Manager	One (1) per campus	221	101
Child Nutrition Assistant Manager	One (1) per campus	221	101
Child Nutrition Worker	One (1) per 19-25 meals/labor hour. Kitchens are staffed based on labor hours, not the number of people. Labor hours are converted into employee equivalents.	221 + 187	101

**McALLEN INDEPENDENT SCHOOL DISTRICT
2024 - 2025
ELEMENTARY SCHOOL STAFFING GUIDELINES**

ADMINISTRATIVE SUPPORT		DAYS	FUND
Principal	One (1) FT person	212	199
Assistant Principal	350-800 students = FT person, 801 + students = 2 FT persons	207	199
Counselor	0 - 600 = 1 FT person, 601 + = 2 FT persons	190	199
Librarian	One (1) FT person	197	199
Diagnostician	Situation Dependent	197	173
Nurse	One (1) FT person	192	199
Social Worker	Situation Dependent	187	193
TEACHERS			
Pre-K-4	One (1) Teacher per 22 students	187	199
5th Grade	One (1) Teacher per 25 students	187	199
Kinder Classroom Size Reduction	Situation Dependent	187	255
Music	Allocations based on enrollment		199
PE	0-700 students = One (1) Teacher 701+ students = Two (2) Teachers	187	199
Special Education - PPCD (3-5 yrs.) Early Childhood Special Education (ECSE)	One (1) Teacher per 12 students	187	173
Special Education - Self-Contained	One (1) Teacher per 12 students	187	173
Special Education- Adaptive PE	Situation Dependent	187	173
Special Education - Homebound	Situation Dependent	187	224
Special Language	1/2 (.5) Person per campus (Situation Dependent)	187	263
Dyslexia	1-15 students = 1/2 (.5) Person per campus, 31-35 students = 1 FT person	187	199
Math Interventionist	One (1) FT person	187	193
Lead Innovative Instruction Teacher	One (1) FT person district wide	197	211
Language Literacy Interventionist	One (1) FT person	187	211
K-2 Early Literacy Interventionist	One (1) FT person, 600+ students = Two (2) FT persons per Title I campus	187	193/211
RDSPD Hearing Impaired (Escandon E.S. & Roosevelt E.S.)	Situation Dependent	187	435
AEP	One (1) Teacher district wide	187	193
ESSER Inst. Coach K-2 (SY 21-22, 22-23, 23-24)	One (1) FT person	187	282
INSTRUCTIONAL PARAPROFESSIONAL			
Inst. Assistant - PE	0 - 500 = One (1) Paraprofessional 501 - 900= Two (2) Paraprofessionals 901 + = Three (3) Paraprofessionals	187	199
Inst. Assistant - Pre-K	One (1) Paraprofessional per class	187	164/199
Inst. Assistant - Dyslexia	16-30 students = 1/2 (.5) Person per campus, 36+students = 1 FT person	187	199
Inst. Assistant - Computer Lab	One (1) per campus	187	193
Inst. Assistant - At-Risk Assistant	One (1) per campus	187	193
Inst. Assistant - Science Technology	One (1) per Title I school	187	193/211
Inst. Assistant - Resource Media	600+ = One (1) Paraprofessional	187	199
Inst. Assistant - Bilingual	One (1) per campus	187	164
ESSER Inst. Assistant - Kinder (SY 21-22, 22-23, 23-24)	One (1) per campus	187	282
SECRETARY/CLERICAL PARAPROFESSIONAL		DAYS	FUND
Secretary	One (1) FT person	212	199
Clerk, Data Processing	One (1) FT person	212	199
Clerk, Student Data	500+ = 1 FT person One (1) FT Person	204-197	199
Clerk Campus	700+ = 1 FT person	207	199
SUPPLEMENTAL PROFESSIONAL			
Literacy Coach	One (1) per Title I campus	187	193/211
Instructional Coach Science Interventionist	One (1) person district wide	197	211
Instructional Coach Writing 3-8	One (1) person district wide	197	211
Instructional Coach Reading Interventionist	One (1) person district wide	197	211
ESSER Student Learning Facilitator (SY 21-22, 22-23, 23-24)	One (1) FT person	187	282
ESSER Intervention Counselor (SY 21-22, 22-23, 23-24)	1/2 (.5) Person per campus	187	282
Specialist, Parent and Family Engagement	One (1) per campus (Also assigned other campuses)	187	211
Behavioral Strategist	Three (3) Teachers district wide	187	224
Occupational Therapist	Situation Dependent	197	224
Speech Pathologist	Situation Dependent	192	173/224
SUPPLEMENTAL PARAPROFESSIONAL			
ESSER Certified Medical Assistant (SY 21-22, 22-23, 23-24)	Situation Dependent	187	282
Inst. Assistant - Spec. Ed. Life Skills	Situation Dependent	187	173/224
Inst. Assistant - RDSPD	Situation Dependent	187	435
Inst. Assistant - Deaf Interpreter	Situation Dependent	187	435
Inst. Assistant - AEP	One (1) Person district wide	187	193
ESSER Behavior Technician Assistant (SY 21-22, 22-23, 23-24)	Situation Dependent	187	282
CUSTODIAL			
Custodian Head I	One (1) per campus	242	199
Custodian	Custodial allocations are based upon the cleanable Square Footage (SF) of the facility. Cleanable SF is defined as being 90% of the gross SF. Secondary campuses are staffed at one (1) custodian per 19,000 SF of cleanable floor space. This staffing standard does include the Head Custodian.	242	199
CHILD NUTRITION PROGRAM			
Child Nutrition Manager	One (1) per campus	187	101
Child Nutrition Assistant Manager	One (1) per campus	187	101
Child Nutrition Worker	One (1) per 19-25 meals/labor hour. Kitchens are staffed based on labor hours, not the number of people. Labor hours are converted into employee equivalents.	187	101



CERTIFIED PERSONNEL



**2023 - 2024 Teacher / Librarian
Minimum Hiring Pay Structure**

(Board approved raise of \$565 and an additional \$855 after VATRE for a total of \$1,420 for returning staff)

Pay Grade	Job Title	Work Days	Minimum (0 year)	Maximum (25+ years)	
			Daily	\$278.88	\$355.05
	Teacher	187	187	\$52,150	\$66,394
	Librarian	197	197	\$54,939	\$69,945

Board Approved
June 10, 2023
Board approved after VATRE
December 11, 2023

Revised:
12/18/23



2023 - 2024

Administrative Education Pay Structure

(Board approved raise of 1% of Pay Grade Midpoint for returning staff)

Pay Grade	Job Title	Work Days	Minimum	Midpoint	Maximum	
1						
	Piano Accompanist	187	Daily 187	\$218.63 \$40,884	\$265.00 \$49,555	\$311.38 \$58,228
2						
	Attendance Officer	207	Daily 187	\$257.98 \$48,242	\$312.70 \$58,475	\$367.42 \$68,708
	Assistant, Speech Pathology (SpEd & RDSPD)	192	192	\$49,532	\$60,038	\$70,545
	Audiologist Assistant	197	197	\$50,822	\$61,602	\$72,382
	Facilitator, Parent & Family Engagement Prog	226	201	\$51,854	\$62,853	\$73,851
	LSSP Intern - UTRGV	187	207	\$53,402	\$64,729	\$76,056
	Nurse (All Level)	192, 226	226	\$58,303	\$70,670	\$83,037
	Social Worker	187				
	Specialist, Graduation	201				
	Specialist, Parent & Family Engagement	187				
	Specialist, Prevention	226				
	Specialist, Prevention Intervention	207, 226				
	Specialist, Prevention Intervention - STOP	226				
	Specialist, RDSPD Student Support	207				
	Specialist, STOP Prevention	207				
	Specialist, Student Transfer	226				
3						
	Athletic Trainer	205	Daily 190	\$290.23 \$55,144	\$351.79 \$66,840	\$413.35 \$78,537
	Campus Testing Coordinator	201	192	\$55,724	\$67,544	\$79,363
	Coordinator, IB Program	203	201	\$58,336	\$70,710	\$83,083
	Counselor (ES, MS, HS)	190, 201, 203	203	\$58,917	\$71,413	\$83,910
	Evaluator, Federal/Special Funds	226	205	\$59,497	\$72,117	\$84,737
	Gear-Up Facilitator	201, 203	212	\$61,529	\$74,579	\$87,630
	Head Nurse (HS)	201	217	\$62,980	\$76,338	\$89,697
	Manager, Family Treatment Program	226	221	\$64,141	\$77,746	\$91,350
	Social Services Case Manager	212	226	\$65,592	\$79,505	\$93,417
	Specialist, College Admissions/Scholarships	201				
	Specialist, College/Career Readiness	201				
	Specialist, Social Emotional Support	192				
	Specialist, Grant Development & Compliance	212				
	Specialist, Instructional Technology	217				
	Strategist, Early Literacy (K-3)	221				
	Strategist, Federal Programs	226				
	Strategist, Math (K-3)	221				
	Strategist, Professional Learning	221				
	Strategist, RDSPD Instructional	203				
4						
	Assistant Principal, Elementary	207	Daily 197	\$304.74 \$60,034	\$369.38 \$72,768	\$434.02 \$85,502
	Counselor, Lead	207	203	\$61,862	\$74,984	\$88,106
	Diagnostician (SpEd & RDSPD)	197	207	\$63,081	\$76,462	\$89,842
	Diagnostician, Dyslexia	197				
	Supervisor, Regional Day School for the Deaf	217				



2023 - 2024

Administrative Education Pay Structure

(Board approved raise of 1% of Pay Grade Midpoint for returning staff)

Pay Grade	Job Title	Work Days	Minimum	Midpoint	Maximum	
5						
	Assistant Principal, MS	207, 212	Daily	\$321.92	\$387.85	\$453.78
	Coordinator, Advance Academics	221	192	\$61,809	\$74,467	\$87,126
	Coordinator, Career Technical Education	221	197	\$63,418	\$76,406	\$89,395
	Coordinator, Early Childhood Instruction	221	207	\$66,637	\$80,285	\$93,932
	Coordinator, Fine Arts	221	212	\$68,247	\$82,224	\$96,201
	Coordinator, Language Arts (Sec)	221	217	\$69,857	\$84,163	\$98,470
	Coordinator, Language Arts/Reading (Elem)	221	221	\$71,144	\$85,715	\$100,285
	Coordinator, Mathematics (Elem & Sec)	221	226	\$72,754	\$87,654	\$102,554
	Coordinator, Science (Sec)	221				
	Coordinator, Science/Social Studies (Elem)	221				
	Coordinator, Social Studies (Sec)	221				
	Coordinator, Special Education	221				
	Coordinator, Student Assessment (Elem & Sec)	226				
	Occupational Therapist	197				
	Physical Therapist	187				
	School Improvement Facilitator (MS & HS)	212, 217				
	School Psychologist	207				
	Speech Pathologist (SpEd & RDSPD)	192				
6						
	Assistant Director, Student Operations	226	Daily	\$345.34	\$411.12	\$476.90
	Assistant Principal (I&G, AECHS, Lamar)	212, 222	212	\$73,212	\$87,157	\$101,103
	Assistant Principal, HS	212, 222	222	\$76,665	\$91,269	\$105,872
	Coordinator, Title I Migrant	226	226	\$78,047	\$92,913	\$107,779
	Dean of Instruction	222				
	Instructional Support Officer	226				
7						
	Assistant Director, Athletics	226	Daily	\$370.42	\$435.79	\$501.16
	Coordinator, Athletic Head Coach	226	226	\$83,715	\$98,489	\$113,262
8						
	Director, Accountability	226	Daily	\$392.65	\$461.94	\$531.23
	Director, Bilingual/ESL/Foreign Language	226	212	\$83,242	\$97,931	\$112,621
	Director, Career Technical Education	226	226	\$88,739	\$104,398	\$120,058
	Director, College/Career/Counseling	226				
	Director, Digital Learning & Library Services	226				
	Director, Health Services	226				
	Director, Professional Learning & Literacy	226				
	Director, Regional Day School for the Deaf	226				
	Director, Section 504/RTI/Dyslexia	226				
	Director, Special Ed Teaching & Learning	226				
	Director, Student Assessment	226				
	Principal (Elem & I&G)	212				



2023 - 2024

Administrative Education Pay Structure

(Board approved raise of 1% of Pay Grade Midpoint for returning staff)

Pay Grade	Job Title	Work Days	Minimum	Midpoint	Maximum	
9			Daily	\$416.21	\$489.66	\$563.11
	Director, Advanced Academics	226	217	\$90,318	\$106,256	\$122,195
	Director, Athletics	226	226	\$94,063	\$110,663	\$127,263
	Director, Fine Arts	226				
	Director, State-Federal Program	226				
	Dir, UTRGV-McAllen ISD College Academy	226				
	Principal, (AECHS & Lamar)	226				
	Principal, MS	217				
10			Daily	\$441.18	\$519.04	\$596.90
	Executive Director, Special Education	226	226	\$99,707	\$117,303	\$134,899
	Principal, HS	226				
11			Daily	\$498.10	\$586.00	\$673.90
	Assistant Supt, Instructional Services	226	226	\$112,571	\$132,436	\$152,301
	Associate Supt, Instruction Services	226				
	Associate Supt, Instructional Leadership	226				
	Staff Attorney	226				



2023 - 2024

Administrative Management Pay Structure
 (Board approved raise of 1% of Pay Grade Midpoint for returning staff)

Pay Grade	Job Title	Work Days	Minimum	Midpoint	Maximum	
1			Daily	\$202.13	\$245.00	\$287.88
	Buyer	226	226	\$45,681	\$55,370	\$65,061
	Specialist, Accounting	226				
	Specialist, Budget & Cost	226				
	Specialist, Cybersecurity Project	226				
	Specialist, Multimedia	226				
	Specialist, Sourcing & Cost (CN)	226				
	Specialist, Student Outreach	226				
2			Daily	\$217.58	\$262.15	\$306.72
	Specialist, Facilities Safety	226	226	\$49,173	\$59,246	\$69,319
	Specialist, Inventory & Receiving (CN)	226				
	Supervisor, Operations (CN)	226				
	Supervisor, Production (CN)	226				
	Specialist, Fixed Assets & Inventory	226				
	Specialist, Student Data	226				
	Specialist, Technology Services Project	226				
	Supervisor, Transportation	226				
	Supervisor, Transportation Mechanic Shop	226				
Supervisor, Warehouse	226					
3			Daily	\$232.82	\$280.50	\$328.19
	Internal Staff Auditor	226	221	\$51,453	\$61,991	\$72,530
	Senior Buyer	226	226	\$52,617	\$63,393	\$74,171
	Specialist, Cybersecurity	226				
	Specialist, Systems & Data	226				
	Specialist, Technology Resources	226				
	Staff Accountant I	226				
	Student Support Officer	221				
4			Daily	\$252.95	\$302.94	\$352.93
	Analyst, Compensation/HR	226	217	\$54,890	\$65,738	\$76,586
	Specialist, Child Nutrition Menu & Production	226	226	\$57,167	\$68,464	\$79,762
	Specialist, Child Nutrition Procurement	226				
	Specialist, Computer Network	226				
	Specialist, Finance (CN)	226				
	Specialist, Finance & Operations	226				
	Specialist, Content	217				
	Staff Accountant II	226				
	Systems Analyst, Child Nutrition Program	226				
5			Daily	\$273.20	\$327.18	\$381.16
	MITV Producer	217	217	\$59,284	\$70,998	\$82,712
	Network Analyst	226	226	\$61,743	\$73,943	\$86,142
	Police Captain	226				
	Project Manager, Facilities Construction	226				
	Systems Analyst	226				



2023 - 2024

Administrative Management Pay Structure
 (Board approved raise of 1% of Pay Grade Midpoint for returning staff)

Pay Grade	Job Title	Work Days	Minimum	Midpoint	Maximum	
6			Daily	\$303.69	\$361.53	\$419.37
	Coordinator, Accounting	226	226	\$68,634	\$81,706	\$94,778
	Coordinator, Budget	226				
	Coordinator, Child Nutrition Operations	226				
	Coordinator, Cybersecurity & Compliance	226				
	Coordinator, Instructional Materials	226				
	Coordinator, Marketing	226				
	Coordinator, Network	226				
	Coordinator, Payroll	226				
	Coordinator, Purchasing	226				
	Coordinator, Risk Management	226				
	Coordinator, Student Data-PEIMS	226				
	Coordinator, Student Enrollment & Attendance	226				
	Coordinator, Systems & Data	226				
	Coordinator, Technology Service & Support	226				
	Systems Administrator	226				
7			Daily	\$334.05	\$397.68	\$461.31
	Assistant Director, Child Nutrition Finance	226	226	\$75,495	\$89,876	\$104,256
	Assistant Director, Facilities Operations	226				
	Assistant Director, Transportation	226				
	Internal Auditor	226				
8			Daily	\$371.83	\$437.45	\$503.07
	Director, Accounting	226	226	\$84,034	\$98,864	\$113,694
	Director, Child Nutrition Program	226				
	Director, Employee Benefits & Safety Risk Mngmt.	226				
	Director, Human Resources	226				
	Director, Marketing & Communications	226				
	Director, Payroll	226				
	Director, Purchasing	226				
	Director, Strategic Partnerships & Student Outreach	226				
	Director, Student Operations	226				
	Director, Student Support Services	226				
	Director, Technology	226				
	Director, Transportation	226				
	Police Chief	226				
9			Daily	\$422.03	\$496.51	\$570.99
	Chief Financial Officer	226	226	\$95,379	\$112,211	\$129,044
	Executive Director, Facilities, Maintenance & Ops	226				
	Executive Director, Technology	226				



2023 - 2024

Administrative Management Pay Structure
 (Board approved raise of 1% of Pay Grade Midpoint for returning staff)

Pay Grade	Job Title	Work Days	Minimum	Midpoint	Maximum	
10			Daily	\$498.13	\$586.03	\$673.93
	Assistant Superintendent, Business Operations	226	226	\$112,577	\$132,443	\$152,308
	Assistant Superintendent, District Operations	226				
	Assistant Superintendent, Human Resources	226				
11			Daily	\$669.70	\$797.26	\$924.82
	Deputy Superintendent Business & District Operations	226	226	\$151,352	\$180,181	\$209,009

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**2023 – 2024
JROTC Salary Formula**

New Hire Formula – Effective 07-08

- a) Instructors’ annual salary equals 100% of MIP as stated in the New Hire Acceptance Letter from the DOD times 12 months. Annual salary divided by 226 days = daily rate.
- b) DOD will reimburse McAllen ISD 50% of MIP for 12 months for instructors hired prior to 2013.

Effective 2013 – 11-month Instructors (Army)

- a) Instructors’ annual salary equals 100% of MIP as stated in the New Hire Acceptance Letter from the DOD times 11 months. Annual salary divided by # of days (08/01 thru 06/30) = daily rate.
- b) DOD will reimburse McAllen ISD 50% of MIP for 11 months for instructors hired after 2013.

Subsequent years formula

- a) Previous year annual salary plus Board approved Teacher raise based on ROTC days.
- b) DOD will reimburse McAllen ISD 50% of MIP for 12 or 11 months.
- c) In the event the annual salary falls below MIP, adjustment will be processed to meet MIP in June.

Excerpt from Department of Defense JROTC Instructor Pay

“School District Responsibilities

School districts employing JROTC instructors MUST PAY the MIP, and guarantee a 10-, 11-, or 12-month contract. The DOD reimburses the school one half of the calculated MIP. The total amount paid by the school is taxable income. Changes in active duty and retired pay affect the minimum pay.”



CLASSIFIED PERSONNEL



2023 - 2024 Clerical / Technical Pay Structure

(Board approved raise of 1% of Pay Grade Midpoint for returning staff
and an additional 1% after the VATRE for a total of 2%)

Pay Grade	Job Title	Work Days	Minimum	Midpoint	Maximum	2% GPI (of Midpoint)	
1			Hourly	\$12.00	\$14.50	\$17.00	0.29
	Clerk, Administration	226	197	\$18,912	\$22,852	\$26,792	457.04
	Clerk, Student Assessment	226	201	\$19,296	\$23,316	\$27,336	466.32
	Clerk, Attendance (HS)	201	207	\$19,872	\$24,012	\$28,152	480.24
	Clerk, Audiologist	197	221	\$21,216	\$25,636	\$30,056	512.72
	Clerk, Campus	197, 201, 207, 226	222	\$21,312	\$25,752	\$30,192	515.04
	Clerk, Federal Programs	226	226	\$21,696	\$26,216	\$30,736	524.32
	Clerk, Parent Involvement	226					
	Clerk, Professional Learning	221					
	Clerk, Special Education Program	197, 226					
	Clerk, Testing	221					
	Receptionist, Campus	222, 226					
2			Hourly	\$13.48	\$16.24	\$19.00	0.32
	Assistant Registrar	226	197	\$21,244	\$25,594	\$29,944	511.88
	Clerk, Attendance (AECHS & Lamar)	222	201	\$21,676	\$26,114	\$30,552	522.28
	Clerk, Counselor	201, 203	203	\$21,892	\$26,374	\$30,856	527.48
	Clerk, Family Treatment Program	201	207	\$22,323	\$26,893	\$31,464	537.87
	Clerk, Fixed Assets	212, 226	212	\$22,862	\$27,543	\$32,224	550.86
	Clerk, Gear-up	203	221	\$23,833	\$28,712	\$33,592	574.25
	Clerk, Head Attendance	226	222	\$23,940	\$28,842	\$33,744	576.84
	Clerk, Student Data	197, 226	226	\$24,372	\$29,362	\$34,352	587.24
	Receptionist/Clerk (Adm)	226					
	Secretary, Assistant Principal	212					
	Secretary, Coordinator	221					
	Secretary, Counselor	203, 207					
	Secretary, Dean of Instruction	222					
	Secretary, Parent & Family Engagement Prog	226					
3			Hourly	\$14.82	\$17.86	\$20.90	0.36
	Clerk, Data Processing (Campus/Dept)	212, 217, 222, 226	212	\$25,135	\$30,291	\$35,446	605.81
	Specialist, New Generations	226	217	\$25,728	\$31,005	\$36,282	620.10
			222	\$26,320	\$31,719	\$37,118	634.39
			226	\$26,795	\$32,291	\$37,787	645.82
4			Hourly	\$16.31	\$19.65	\$22.99	0.39
	Bookkeeper (Campus/Dept)	217, 226	207	\$27,009	\$32,540	\$38,071	645.84
	Clerk, Accounts Payable (CN)	226	212	\$27,662	\$33,326	\$38,991	661.44
	Clerk, Data Management (Admin)	207, 226	217	\$28,314	\$34,112	\$39,911	677.04
	Clerk, Special Ed Medicaid	207	222	\$28,967	\$34,898	\$40,830	692.64
	Migrant Student Recruiter	226	226	\$29,488	\$35,527	\$41,566	705.12
	Registrar	222, 226					
	Secretary, FM&O	226					
	Secretary, Principal (ES/MS/I&G)	212, 217					

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June 14, 2023
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**2023 - 2024
Clerical / Technical Pay Structure**

(Board approved raise of 1% of Pay Grade Midpoint for returning staff
and an additional 1% after the VATRE for a total of 2%)

Pay Grade	Job Title	Work Days	Minimum	Midpoint	Maximum	2% GPI (of Midpoint)	
5			Hourly	\$17.79	\$21.32	\$24.85	0.43
	Clerk, Accounting	226	221	\$31,453	\$37,694	\$43,935	760.24
	Clerk, Human Resources	226	226	\$32,164	\$38,547	\$44,929	777.44
	Clerk, Payroll	226	242	\$34,441	\$41,276	\$48,110	832.48
	Clerk, Purchasing	226					
	Clerk, Warehouse	242					
	Secretary, Director	221, 226					
	Secretary, Principal (HS/AECHS/Lamar)	226					
	Secretary, Title I Migrant	226					
6			Hourly	\$19.04	\$22.81	\$26.58	0.46
	Specialist, Facilities Procurement & Ops	226	226	\$34,424	\$41,240	\$48,057	831.68
	Specialist, Internal Audit	226					
	Specialist, STOP Grant	226					
7			Hourly	\$20.38	\$24.41	\$28.44	0.49
	Secretary, Assistant Superintendent	226	226	\$36,847	\$44,133	\$51,420	885.92
	Secretary, Instructional Leadership	226					
	Specialist, Accounting	226					
	Specialist, District Budget	226					
	Specialist, Employee Benefits Accounting	226					
	Specialist, Employee Leave Benefits	226					
	Specialist, Multimedia	226					
	Specialist, Payroll	226					
	Specialist, PEIMS	226					
	Specialist, Position Control	226					
	Specialist, Workers Compensation	226					
	Student Recruiter	226					
	Technician, Technology Support	226					
8			Hourly	\$22.32	\$26.73	\$31.14	0.53
	Secretary, Board of Trustees	226	226	\$40,355	\$48,328	\$56,301	958.24
	Specialist, Certification	226					
	Specialist, Classified Personnel	226					
	Specialist, Employee Benefits	226					
9			Hourly	\$25.27	\$30.07	\$34.87	0.60
	MITV Video/Editor	217	217	\$43,869	\$52,202	\$60,534	1,041.60
	Secretary, Superintendent	226	226	\$45,688	\$54,367	\$63,045	1,084.80

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2023 - 2024

Instructional Support Pay Structure

(Board approved raise of 1% of Pay Grade Midpoint and an additional 1% after the VATRE for a total of 2% for returning staff)

Pay Grade	Job Title	Work Days	Minimum	Midpoint	Maximum	2% GPI (of Midpoint)	
1			Hourly	\$12.15	\$14.75	\$17.35	0.30
	Instructional Assistant, AEP	187	187	\$18,176	\$22,066	\$25,956	448.80
	Instructional Assistant, At-Risk	187					
	Instructional Assistant, Bilingual (HS/Elem)	187					
	Instructional Assistant, CTE	187					
	Instructional Assistant, In-School Suspension	187					
	Instructional Assistant, Instruction & Guidance	187					
	Instructional Assistant, Parental Involvement	187					
	Instructional Assistant, Physical Education	187					
	Instructional Assistant, Pre-Kinder	187					
	Instructional Assistant, Sci-Tech Lab	187					
2			Hourly	\$13.00	\$15.64	\$18.28	0.31
	Health Assistant (CMA,RMA,CNA)	192	187	\$19,448	\$23,397	\$27,347	463.76
	Instructional Assistant, Computer Lab	187	192	\$19,968	\$24,023	\$28,078	476.16
	Instructional Assistant, Dyslexia	187					
	Instructional Assistant, Kinder (ESSER)	187					
	Instructional Assistant, Resource Media	187					
	Instructional Assistant, Special Education	187					
	Instructional Assistant, Technology Support	187					
	Technician Assistant, Special Education Behavior (ESSER)	187					
3			Hourly	\$13.76	\$16.58	\$19.40	0.33
	Instructional Assistant, RDSPD Oral	187	187	\$20,585	\$24,804	\$29,022	493.68
	Instructional Assistant, Radio/TV Prog	187					
	Instructional Assistant, RDSPD	187					
	Instructional Assistant, Visually Impaired	187					
4			Hourly	\$15.00	\$17.91	\$20.82	
	For Future Use						
5			Hourly	\$17.53	\$20.87	\$24.21	0.42
	Instructional Assistant, Sign Language Interpreter (Cert)	187	187	\$26,225	\$31,222	\$36,218	628.32
	Licensed Vocational Nurse	192	192	\$26,926	\$32,056	\$37,187	645.12
	Rover Licensed Vocational Nurse (ESSER)	192					

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2023 - 2024

Auxiliary Pay Structure

(Board approved raise of 1% of Pay Grade Midpoint and an additional 1% after the VATRE for a total of 2% for returning staff)

Pay Grade	Job Title	Work Days	Minimum	Midpoint	Maximum	2% GPI (of Midpoint)	
1							
	Bus Aide	187 (5.5 hrs)	187	\$11.00	\$13.20	\$15.40	0.26
	Custodian	242	242	\$21,296	\$25,555	\$29,814	503.36
	Custodian (Itinerant)	242					
2							
	Child Nutrition Worker (ES)	187	187	\$11.91	\$14.26	\$16.61	0.29
	Custodian, Lead (HS)	242	242	\$17,817	\$21,333	\$24,849	433.84
	Groundskeeper	242	242	\$23,058	\$27,607	\$32,157	561.44
3							
	Child Nutrition Worker (CK/MS/HS)	187	187	\$12.86	\$15.40	\$17.94	0.31
	Child Nutrition Worker (ES) Self-Prep	187	242	\$19,239	\$23,038	\$26,838	463.76
	Custodian, Head I (Elem/MS/Alt)	242					
	Electrician, Helper	242					
	General Maintenance	242					
	Groundskeeper, HS Athletic Complex	242					
	Plumber, Helper	242					
4							
	AG Facility Assistant	226	226	\$13.89	\$16.63	\$19.37	0.33
	Campus General Maintenance	242	242	\$25,113	\$30,067	\$35,021	596.64
	Custodian, Head II (HS)	242					
	Warehouse/Delivery Worker	242					
5							
	Asst Manager, Child Nutrition (ES)	187	187	\$15.00	\$17.96	\$20.92	0.36
	Communication Officer	244	242	\$22,440	\$26,868	\$31,296	538.56
	Dispatcher (FMO/Transp)	242	244	\$29,040	\$34,771	\$40,501	696.96
	HVAC Duct Cleaner	242					
	Painter	242					
	Roofer	242					
	Security Camera Monitor	187					
	Specialist, Irrigation	242					
6							
	Asst Manager, Child Nutrition (ES) Self-Prep	187	187	\$16.65	\$19.94	\$23.23	0.40
	Asst Manager, Child Nutrition (CK/MS/HS)	221	221	\$24,908	\$29,830	\$34,752	598.40
	Carpenter	242	242	\$29,437	\$35,254	\$41,071	707.20
	Leader, General Maintenance	242					
	Leader, Painters Crew	242					
	Locksmith	242					
	Mechanic	242					
	Technician, Transportation Safety	242					
	Warehouse Leader (Fixed Assets/CN)	242					

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2023 - 2024

Auxiliary Pay Structure

(Board approved raise of 1% of Pay Grade Midpoint and an additional 1% after the VATRE for a total of 2% for returning staff)

Pay Grade	Job Title	Work Days	Minimum	Midpoint	Maximum	2% GPI (of Midpoint)
7						
	Electrician, Journeyman	242	187	\$21.83	\$25.32	0.44
	Manager, Child Nutrition (ES)	187	242	\$32,658	\$37,879	658.24
	Plumber, Journeyman	242		\$35,506	\$42,263	851.84
	Technician, Equipment (CN)	242				
	Technician, HVAC	242				
	Technician, Transportation Route	242				
8						
	Electrician, Master	242	187	\$20.08	\$23.90	0.48
	Manager, Child Nutrition (ES) Self-Prep	187	221	\$30,040	\$35,754	718.08
	Manager, Child Nutrition (HS Specialty/MS)	221	226	\$35,501	\$42,255	848.64
	Police Officer I	226	242	\$36,305	\$43,211	867.84
				\$38,875	\$46,270	929.28
9						
	Emergency Management Officer	226	221	\$21.58	\$25.69	0.51
	Manager, Child Nutrition Comprehensive HS/CK	221	226	\$38,153	\$45,420	901.68
	Police Investigator	226	242	\$39,017	\$46,448	922.08
	Processor, Instructional Materials	226		\$41,779	\$49,736	987.36
	Specialist, Crime Prevention	226				
	Supervisor, Area Custodial	242				
	Supervisor, Auxiliary Services	242				
	Supervisor, Construction	242				
	Supervisor, Electrical	242				
	Supervisor, Grounds & Athletic Fields	242				
	Supervisor, HVAC	242				
	Supervisor, Plumbing	242				
11						
	Police Sergeant	226	226	\$24.90	\$29.29	0.59
				\$45,019	\$52,956	1,066.72
BD						
	Bus Drivers	187	187	\$16.25	\$19.12	0.38
				\$24,310	\$28,604	568.48

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SUBSTITUTE TEACHERS

**McALLEN INDEPENDENT SCHOOL DISTRICT
2023 - 2024
SUBSTITUTE RATES**

**PROPOSED
2024-25**

	Daily Rate	Long Term Substitute Daily Rate (11+ days in the same job)	Daily Rate	Long Term Substitute Daily Rate (11+ days in the same job)
Full day substitute teacher (non-degreed)	\$80	\$90	\$90	\$100
Full day substitute teacher (60+ college hours or degreed)	\$100	\$110	\$110	\$120
Full day substitute teacher (degreed & certified)	\$125	\$135		
Full day substitute nurse (RN)	\$200	N/A		
Full day substitute for instructional assistant	Rate based on credentials	N/A		



SUPPLEMENTAL PAY (STIPENDS)

**McALLEN INDEPENDENT SCHOOL DISTRICT
2023 - 2024
ADVANCED ACADEMICS**

**PROPOSED
2024-25**

Position	# of Positions	Stipend per semester	# of Positions	Stipend per semester
OnRamps Dual Teacher	8	\$100 / section		\$150
South Texas College (STC) Dual Teacher	6	\$100 / section		\$150
Advanced Placement (AP) + OnRamps Dual Teacher	7	\$200/section		
Advanced Placement + South Texas College Dual Teacher	5	\$200/section		
<i>Fund 155 Department Supplemental</i>				
Position	# of Positions	Yearly Stipend	# of Positions	Yearly Stipend
Lead Teacher - Advanced Placement Program	7	2,500		
<i>Fund 199 Department Supplemental</i>				

**McALLEN INDEPENDENT SCHOOL DISTRICT
2023 - 2024
BILINGUAL PROGRAM**

Position	# of Students	Yearly Stipend	# of Positions	Yearly Stipend
Elementary Early Exit Bilingual Teacher	10+	\$1,200		
	5 - 9	\$1,000		
	2 - 4	\$800		
Elementary and Secondary Dual Language Teacher	N/A	\$1,700		
<i>Fund 164 Department Supplemental</i>				
Note:				
1) Staff must meet eligibility criteria and submit complete application to receive stipend.				
2) Schools with 2 - 4 Emergent Bilingual students in a specific grade level must group them in a single classroom.				
Position	# of Positions	Yearly Stipend	# of Positions	Yearly Stipend
Teacher Coach, English Learner	3	\$2,500		
<i>Fund 199 HR Entered</i>				
Position	# of Positions	Yearly Stipend	# of Positions	Yearly Stipend
Teacher Coach, Bilingual/English as a Second Language (ESL)	1	\$2,500		
<i>Fund 199 HR Entered</i>				
(2023-24 and 2024-25 school year)				
Position	# of Positions	Yearly Stipend	# of Positions	Yearly Stipend
Texas Dual Language Project Teacher	8	\$800		
<i>Fund 164 Department Supplemental</i>				
Note:				
Teacher participants must complete summer 2-day training & attend 15-hour instructional coaching per month for the 2023-2024 SY (no partial participation stipends will be awarded; only complete participation will receive stipends)				

McALLEN INDEPENDENT SCHOOL DISTRICT
2023 - 2024
ATHLETIC PROGRAMS

PROPOSED
2024-25

High School Head Coaching Positions	# of Positions	* Extra Days *	Yearly Stipend	Yearly Stipend
Baseball	3	15	\$7,500	
Basketball	6	15	\$7,500	
Cheer	3	15	\$7,500	
Powerlifting	3	15	\$7,500	
Soccer	6	15	\$7,500	
Softball	3	15	\$7,500	
Volleyball	3	15	\$7,500	
Wrestling	3	15	\$7,500	
Cross Country	6	15	\$7,500	
Track	6	15	\$7,500	
Year Round Sports				
Golf	3	15	\$8,700	
Swim Coordinator / Diving	1	15	\$10,000	
Swimming	3	15	\$8,700	
Tennis	3	15	\$8,700	
High School Asst. Coaching Positions	# of Positions	*Extra Days*	Yearly Stipend	Yearly Stipend
Asst. Athletic Coordinator *	3	0	\$7,500	
Baseball Asst.	9	15	\$4,000	
Basketball Asst.	24	15	\$4,000	
Cheer Asst.	3	7	\$4,000	
Cross Country Asst.	6	15	\$4,000	
Football - 9th grade	12	15	\$4,000	
Football - Defensive Coordinator	3	20	\$7,500	
Football - Offensive Coordinator	3	20	\$7,500	
Football - Varsity Asst.	18	15	\$5,500	
Powerlifting	3	15	\$4,000	
Soccer Asst.	12	15	\$4,000	
Softball Asst.	9	15	\$4,000	
Strength & Conditioning	3	15	\$4,000	
Track Asst.	24	15	\$4,000	
Volleyball Asst.	12	15	\$4,000	
Wrestling Asst.	3	15	\$4,000	
Year Round Sports				
Swimming Asst.	3	15	\$5,500	
Tennis Asst.	3	15	\$5,500	
Golf Asst.	3	15	\$5,500	
Middle School Coaching Positions	# of Positions	* Extra Days *	Yearly Stipend	Yearly Stipend
Athletic Coordinator + Coach	6	5 non-football or 10 football	\$6,200	
Assistant Athletic Coordinator	6	5	\$2,200	
Baseball Coach	12	0	\$2,200	
Basketball Coach	48	0	\$2,200	
Cross Country Coach	12	0	\$2,200	
Football Coach	42	0	\$2,200	
Golf Coach	6	0	\$2,200	
Soccer Coach	24	0	\$2,200	
Softball Coach	12	0	\$2,200	
Swimming/ Diving Coach	12	0	\$2,200	
Tennis Coach	12	0	\$2,200	
Track Coach	48	0	\$2,200	
Volleyball Coach	24	0	\$2,200	
Cheer Coach	12	5	\$2,200	
Other	# of Positions	* Extra Days *	Yearly Stipend	Yearly Stipend
Athletic Trainer - High School	6	205 Calendar	\$6,000	
Athletic Trainer - Middle School	1	205 Calendar	\$6,000	
Athletic Technology Coordinator	1	0	\$5,000	
Asst. Athletic Technology Coordinator	1	0	\$3,600	

Notes:

- 1) HS Asst. Coach coaching only one (1) sport will receive 7 extra days.
- 2) HS Asst Coach coaching 2 or more sports will receive 15 extra days.
- 3) HS Asst. Athletic Coordinator * must be head coach of a boys or girls sport.

4) Extra days - As of 2015-16 new hire & returning teachers new to coaching extra days are paid at \$270 daily rate. For returning coaches, extra days were capped based on their 15-16 daily rate.

4) Extra days will be paid at teacher daily rate or \$300.

*Fund 183
HR Entered*

Notes for Proposed 24-25 Changes:
We would like Coaches that have extra days be paid at their teacher daily rate or \$300 and not capped at \$270.

**McALLEN INDEPENDENT SCHOOL DISTRICT
2023 - 2024
CAREER TECHNICAL EDUCATION PROGRAM**

**PROPOSED
2024-25**

HIGH SCHOOL			
Position	# of Positions	Yearly Stipend	Yearly Stipend
Future Farmers of America (FFA)	6	\$2,000	
Distributive Education Clubs of America (DECA)	6	\$2,000	
Family Career and Community Leaders of America (FCCLA)	7	\$2,500	
Business Professional of America (BPA)	8	\$2,000	
Skills USA	12	\$2,000	
Skills USA (Audio Video)	4	\$2,500	
Health Occupations Students of America (HOSA)	7	\$2,500	
First Tech Challenge (FTC) Robotics	6	\$2,000	
MIDDLE SCHOOL			
First Tech Challenge (FTC) or First Lego League (FLL) (Robotics)	6	\$1,200	

Note:
Stipends will be pro-rated based on level of competition achieved and Career Technical Student Organization (CTSO) requirements met.

POST-SECONDARY

Position	# of Positions	Stipend per semester	Yearly Stipend
Dual Enrollment	18	\$100	\$150

ONE TIME SIGN-ON

Position	Yearly Stipend Total	Yearly Stipend
Health Science Teacher	\$5,000	

Note:
1st Year \$3,000 December paycheck and 2nd Year \$2,000 December paycheck

*Fund 162
Department Supplemental*

**McALLEN INDEPENDENT SCHOOL DISTRICT
2023 - 2024
EXTRA DUTY PAY**

I. PRESENTERS (Pre- or post-contract, weekend, after school):

**A. If the presentation is intended for a district-wide audience as a part of the School for
1. Professional development or any campus presentations the District will pay:**

**Proposed
2024-25**

Schedule:	Rate per Presenter (maximum of 3)	Maximum Pay:	
Presentation	\$26 per hour / 6 hour maximum	\$156	
Preparation	\$18 per hour / 6 hour maximum	\$108	
Set-up / Take down	\$11 per hour / 4 hour maximum	\$44	
	Maximum Total:	\$308	

B. Presentation rate for a repeat session will be:

**Proposed
2024-25**

Schedule:	Rate per Presenter (maximum of 3)	Maximum Pay:	
Presentation	\$26 per hour / 6 hour maximum	\$156	
Preparation	\$18 per hour / 2 hour maximum	\$36	
Set-up / Take down	\$11 per hour / 4 hour maximum	\$44	
	Maximum Total:	\$236	

II. PRESENTERS (During contract):

A. If the teacher presents during a contracted day, preparation rate for a first-time presentation will be:

**Proposed
2024-25**

Schedule:	Rate per Presenter	Maximum Pay:	
Preparation	\$18 per hour / 6 hour maximum	\$108	
Set-up / Take down	\$11 per hour / 4 hour maximum	\$44	
	Maximum Total:	\$152	

B. Preparation rate for a repeat session during a contracted day:

**Proposed
2024-25**

Schedule:	Rate per Presenter	Maximum Pay:	
Preparation	\$18 per hour / 2 hour maximum	\$36	
Set-up / Take down	\$11 per hour / 4 hour maximum	\$44	
	Maximum Total:	\$80	

Notes:

- 1) Presentation, preparation, and set-up time is to be determined by Coordinator or Administrator
- 2) McAllen ISD Presenter form must be completed and agreed upon by all parties prior to presentation

*Fund TBD
Department Supplemental*

**McALLEN INDEPENDENT SCHOOL DISTRICT
2023 - 2024
EXTRA DUTY PAY**

Continued

III. TEACHER PARTICIPATION IN DISTRICT SPONSORED SATURDAY OR AFTER SCHOOL TRAINING SESSIONS DURING THE SCHOOL YEAR WILL BE:

**Proposed
2024-25**

Number of hours:	Rate:	
2 hours	\$27 for completion of a 2 - hour session	\$50
3 4 hours	\$40 for completion of a 3 4 - hour session	\$75
6 hours	\$80 for completion of a 6 - hour session	\$100

Note: Courses eligible for stipends and the designated audience will be identified in the ERO

IV. FOLLOWING HOURLY RATES ARE APPLICABLE FOR DISTRICT STAFF PERFORMING EXTRA DUTIES:

- * Extra duties must be approved in advance by Assistant Superintendent
- * Employee must be qualified to perform extra duties. Some duties require degree and/or certification
- * Examples may include, but are not limited to: Testing proctor; LAS Assessment; LPAC; Tutoring (outside of contract day); Credit by Exam; Student registration; Clerical; etc

**Proposed
2024-25**

District Employees	Hourly Rate:	
Professional Degreed & Degreed/Certified	\$23 (outside of contract day)	\$28
Non-Degreed Employees / Paraprofessional (48 hrs. required)	Min. \$10 (FLSA applies)	

V. CURRICULUM DEVELOPMENT (Sequencing, alignment activities, correlations, etc.)

**Proposed
2024-25**

District Employees	Hourly Rate:	
Professional Degreed & Certified	\$25	\$28

*Fund TBD
Department Supplemental*

McALLEN INDEPENDENT SCHOOL DISTRICT

2023 - 2024

FINE ARTS PROGRAM

PROPOSED
2024-25

High Schools	# of Positions	Extra Days (Paid at tchr daily rate)	Yearly Stipend (unless noted)	Extra Days (Paid at tchr daily rate)	Yearly Stipend (unless noted)
Head Band Director	3	25	\$11,500		
Asst. Band Director	12	15	\$8,500		
Head Orchestra Director	3	15	\$7,000		
Asst. Orchestra Director	3	15	\$4,000		
Head Choir Director	3	13	\$7,000		
Asst. Choir Director	4	8	\$4,000		
Head Theater Arts Director	3	15	\$9,500		
Theatre Arts Director (Lamar)	1	0	\$2,000		REMOVE
Asst. Theatre Arts Director	5	15	\$8,000		
Lead Theatre Arts Teacher	1	0	\$2,000		
Mariachi Director	3	15	\$8,500	25	\$11,500
Mariachi Asst. Director	3	15	\$7,500		\$8,500
Assist Mariachi Program	3	0	\$2,000		
Conjunto/Tejano Program	1	0	\$5,000		REMOVE
Dance / Folklorico Director	3	10	\$7,000		\$8,000
Asst. Dance Team Sponsor	3	5	\$3,000		
Flag Corp	3	0	\$3,000 (per semester)		
Assist HS Fall Marching (Football & Pigskin)	6	0	\$2,000		
Lead Art Teacher	1	0	\$2,000		
Art teacher (All but I&G)	10	0	\$1,000		
Auditorium Manager	3	0	\$2,000		

Middle Schools	# of Positions	Extra Days (paid at Tchr daily rate)	Yearly Stipend	Extra Days (paid at Tchr daily rate)	Yearly Stipend
Band Director	6	15	\$7,500		
Asst. Band Director	6	15	\$5,500		
Choir Director	6	8	\$5,000		
Asst. Choir Director	5	8	\$4,000		
Orchestra Director	6	15	\$5,000		
Asst. Orchestra Director (based on enrollment)	1	15	\$4,000		Currently 2 positions
Theatre Arts Director	6	0	\$2,000		
Lead Theatre Arts Teacher	1	0	\$2,000		
Art Teacher	8	0	\$1,000		
Dance (After school)	6	3	\$1,500		

Elementary Schools	# of Positions	Extra Days (Paid at tchr daily rate)	Yearly Stipend	Extra Days (Paid at tchr daily rate)	Yearly Stipend
Lead MusicTeacher	1	0	\$2,000		

Fund 184
HR Entered

Supplemental Stipend		Stipend (per event)	Stipend (Per Event)
Assist HS Fall/Spring Drama Production - (1 per primary HS)		\$1,000	
Assist HS Collaborative Broadway Musical - (1 per primary HS)		\$1,500	
Piano Accompanist - (only if assists with musical)		\$1,000	

Fund 184
Department Supplemental

Proposed 24-25 Notes: Currently these directors are working these days and we really are not competitive with surrounding districts. With the removal of these stipends there could be a potential savings of \$7,000 that could be applied to the increased stipends.

McALLEN INDEPENDENT SCHOOL DISTRICT
2023 - 2024
GRANT FUNDED

PROPOSED
2024-25

DYSLEXIA PROGRAM

Position	# of Positions	Yearly Stipend	# of Positions	Yearly Stipend
Certified Academic Language Therapists (CALT)	1	\$3,000		
Certified Academic Language Practitioners (CALP)	TBD	\$2,000		
Diagnostician Dyslexia	1	\$1,000		
<i>Fund 157 HR Entered</i>				
Note: 1) CALT Candidates who are not certified with a master degree within 5 years of obtaining Academic Language Therapy Association (ALTA) CALT certification will be recognized and certified as a Certified Academic Language Practitioner (CALP) and paid accordingly. 2) For those Candidates completing the Masters program in the Spring of 2024 will be eligible for stipend in 2024-25.				

READING ACADEMY

Position	# of Positions	Yearly Stipend	# of Positions	Yearly Stipend
English Language Arts (or "General Ed.") path	TBD	\$750		
Biliteracy path	TBD	\$1,250		
<i>Fund 211/164 Department Supplemental</i>				
Note: 1) TEA mandated the HB3 Reading Academies for teachers in grades Kindergarten through 3rd grade including those who conduct small group interventions. By the end of the 22-23 school year, all current teachers must have fulfilled the Reading Academy requirements. Starting with the 23-24 school year, all new teachers to Kinder-3rd grade must be simultaneously enrolled in the reading academies. 2) Stipends will be paid to current McAllen ISD teachers who registered and successfully completed Texas Reading Academy coursework (English or Biliteracy Route) on their first attempt. Employees must be employed at McAllen ISD when the stipend is issued.				

STATE & FEDERAL PROGRAMS

Position	# of Positions	Yearly Stipend	# of Positions	Yearly Stipend
Social Worker	12	\$1,000		
<i>Fund 193 Department</i>				
Title I, Part A				
Position	# of Positions	Yearly Stipend	# of Positions	Yearly Stipend
Title I ELA Coach	1	\$10,000		
Title I Math Coach	1	\$10,000		
Title I Literacy Coach (Writing 3-8)	1	\$10,000		
Teacher Coach, Literacy (Stipend for 10 extra days)			17	\$3,200 (0-19 yrs exp)
				\$3,600 (20-29 yrs exp)
				\$4,000 (30+ yrs exp)
				Delete
Instructional Coach - Reading Interventionist (K-5)	1	\$7,000-		
Instructional Coach - Science Interventionist	1	\$7,000		Added 23-24
<i>Fund 211/193 HR Entered</i>				
Title II, Part A				
Position	# of Positions	Yearly Stipend	# of Positions	Yearly Stipend
Content Specialist Teacher (Qualifications listed on job description)	10	\$5,000	12	\$3,000
Mentors of New Teachers (Years 0-3) **	TBD	\$1,000		
University of Texas Rio Grande Valley (UTRGV) Teacher Residency	16	\$12,000		
<i>Fund 255 HR Entered ** Department Supplemental</i>				
Proposed 24-25 Notes: Title I funds will pickup ESSER stipend for the Teacher Coach, Literacy				

**McALLEN INDEPENDENT SCHOOL DISTRICT
2023 - 2024
GRANT FUNDED (cont.)**

**ELEMENTARY & SECONDARY EMERGENCY RELIEF (ESSER)
(Grant ends 2023-24)**

**PROPOSED
2024-25**

Position	# of Positions	Yearly Stipend	Working Calendar	
ESSER Elementary Intervention Counselor-	9	\$3,200 (0-19 yrs exp)	190	Grant Ended
ESSER Elementary Intervention Counselor		\$3,600 (20+ yrs exp)	190	
ESSER Instructional Coach K-2 / Literacy Coach 3-5 / Reading Teacher	36	\$3,200 (0-19 yrs exp)	197	
ESSER Instructional Coach K-2 / Literacy Coach 3-5 / Reading Teacher		\$3,600 (20-29 yrs exp)	197	
ESSER Instructional Coach K-2 / Literacy Coach 3-5 / Reading Teacher		\$4,000 (30+ yrs exp)	197	
ESSER Specialist, Emotional Quotient	2	\$5,000	192	
ESSER Student Learning Facilitator Elementary	18	\$10,000	207	
ESSER Student Learning Facilitator Secondary	3*	\$17,000	212	
ESSER Strategist, SPED Reading and Math	4	\$8,000	203	
ESSER Strategist, 3-8 Literacy	1	\$7,000	197	
* One employee is classified on AE scale and does not qualify for stipend-			Fund 282 HR Entered	

**UTRGV - PROJECT MENTAL HEALTH SERVICE ACCESS (MHSA)
Effective 2023-24 through 2027-28 (Five-year grant)**

Position	# of Positions	Yearly Stipend	Working Calendar	Yearly Stipend
Licensed Specialist School Psychology (LSSP) Intern Supervisor	TBD	\$3,000	TBD	
Counseling Intern Supervisor	TBD	\$1,000	TBD	
Social Worker Intern Supervisor	TBD	\$1,000	TBD	
Notes:				
<ul style="list-style-type: none"> - Stipends are reimbursable by UTRGV - Supervisors must meet eligibility criteria as set-forth in grant agreement - Stipend will be paid 1/2 in December and 1/2 in May 		Fund 289 199 Department Supplemental		

McALLEN INDEPENDENT SCHOOL DISTRICT
2023 - 2024
REGIONAL DAY SCHOOL PROGRAM FOR THE DEAF (RDSPD)

PROPOSED
2024-25

TEACHER	# of Positions	Yearly Stipend	# of Positions	Yearly Stipend
Teacher (Incl. Itinerate)* - Auditory Impaired (AI) certified - Traditional route	29	\$1,500 - \$5,500		
Teacher (Incl. Itinerate)* - AI certified - Alt. certification route		\$1,500 - \$5,500		
Teacher (incl. Itinerate)* - Challenger		\$1,500 - \$5,500		
Teacher (incl. Itinerate)* - Experienced		\$1,500 - \$5,500		
Teacher (incl. Itinerate)* - Grandfathered		\$5,500		
RDSPD Lead Teacher (incl. Itinerant)	5	\$400-\$2,000		
RDSPD VAC (Vocational Adjustment Coordinator) Teacher	1	\$1,000		
PROFESSIONAL STAFF: Non-Teaching	# of Positions	Yearly Stipend	# of Positions	Yearly Stipend
Director (see 2 components below)	1	\$1,500 - \$5,500		
Diagnostician - AI certified	2	\$1,500 - \$5,500		
Specialist, RDSPD Student Support	1	\$1,500 - \$5,500		
Speech Pathologist	1	\$1,500 - \$5,500		
Speech Pathologist Assistant**	1	\$1,500 - \$4,500		
Strategist, RDSPD Instruction	2	\$1,500 - \$5,500	1	
Supervisor, RDSPD	1	\$1,500 - \$5,500	added 23-24	
Audiology Assistant	1	\$3,000 - \$5,500		
PARAPROFESSIONAL STAFF	# of Positions	Yearly Stipend	# of Positions	Yearly Stipend
Certified Interpreter - Level I (Grandfathered)	TBD	\$3,000		
Certified Interpreter - Level II (Former Certification or Grandfathered)	TBD	\$3,500		
Certified Interpreter - Board of Evaluation of Interpreters (BEI) Basic	TBD	\$4,000		
Certified Interpreter - Board of Evaluation of Interpreters (BEI) Advanced	TBD	\$5,000		
Certified Interpreter - Board of Evaluation of Interpreters (BEI) Master	TBD	\$6,000		

NOTES:

*Fund 435
HR Entered*

- 1) Stipend amount depends on education, certification, examination, and/or specific training requirements.
- 2) Certified Interpreter - Basic level is more rigorous to achieve than Level I. Due to state change in certification system Level I is grandfathered.
- 3) Must be funded by RDSPD to qualify for any of the above RDSPD stipends.

TEACHER COMPONENTS- Payment requirements: (One of the following) (Max: \$5,500/year)*

- 1) Traditional Route – \$1,500 - Graduate from a Deaf Education teacher training program and passes the Deaf and Hard of Hearing Certification Test; \$4,000 - received upon completion of the Texas Assessment of Sign Competency (TASC) exam
- 2) Alternate Certification – \$1,500 - Completed Alternative Certification Program and passes the Deaf and Hard of Hearing Certification Test; \$1,500 - received upon completion of the Texas Assessment of Sign Competency exam; \$2,500 - received upon completion of 12 hours from a Deaf Education teacher training program (Local requirement)
- 3) Challenger - \$1,500 - Certified in another area then challenges and passes the Deaf and Hard of Hearing (DHH) Certification test; \$1,500 - received when completion of the Texas Assessment of Sign Competency exam; \$2,500 - received upon completion of 12 hours from a Deaf Education teacher training program (Local requirement)
- 4) Experienced Teacher – Falls under “Alternative Certification” or “Challenger” category; \$2,500 - received upon completion of 12 hours from a Deaf Education teacher training program (Local requirement)
- 5) Grandfathered – Grandfathered from taking the TASC (2017-18 school year stipend requirements changed)
\$5,500 - Certified in Deaf and Hard of Hearing or Hearing Impaired

PROFESSIONAL NON-TEACHING COMPONENTS-

- 1) \$1,500 - Deaf and Hard of Hearing (DHH) Certification, Hearing Impairment, or Deaf/Hard of Hearing
- 2) \$4,000 - Texas Assessment of Sign Competency (TASC) or Grandfathered from the TASC
- 3) **Speech Path. Asst. - \$1,500 - Pass Deaf or Hard of Hearing Certification Exam; \$3,000 Demonstration of basic proficiency in American Sign Language or Sign System

Proposed 24-25 Changes Note:
Effective 23-24 Reduced Strategist by 1 and converted to Supervisor

McALLEN INDEPENDENT SCHOOL DISTRICT
2023 - 2024
SPECIAL DUTY ASSIGNMENTS

PROPOSED
2024-25

Assignment (Classroom)	# of positions	Yearly Stipend	Fund/Entered	# of positions	Yearly Stipend
Master degree in subject area (effective 12-13) (grandfathered prior to 12-13)	TBD	\$2,000	TBD/ HR		
Secondary Science & Engineering Fair Campus Coordinator	11	<ul style="list-style-type: none"> \$200 – Campus has students participating in one-third (1/3) of the available slots for all categories at the district competition (stipend includes any students participating at regionals). \$300 – Campus has students participating in two-thirds (2/3) of the available slots for all categories at the district competition (stipend includes any students participating at regionals). \$400 – Campus has students participating in 100% (3/3) of the available slots for all categories at the district competition (stipend includes any students participating at regionals). Additional \$150 for any number of students participating at the state and international competitions. * Stipend is paid out to the teacher after the last level students compete. 	199/Science Coord.		\$250 for 1/3 \$350 for 2/3 \$450 for 3/3 \$200 for state & international
Secondary Science Olympiad Coach	11	<ul style="list-style-type: none"> \$600 – regional competition Additional \$300 – state competition Additional \$300 – national competition * Stipend is paid out to the teacher after the last level students compete. 	199/Science Coord.		\$650 regional + \$350 state + \$350 national
Secondary Science Olympiad Assistant Coach	11	<ul style="list-style-type: none"> \$300 – regional competition Additional \$150 – state competition Additional \$150 – national competition * Stipend is paid out to the teacher after the last level students compete. 	199/Science Coord.		\$350- regional \$200 state \$200 national
Teaching Extra Class		\$5,000 (Other) \$7,000 (Math or Science)	TBD/ HR		
Math & Science Teacher (eligibility based on Admin. guidelines)	TBD	\$2,000 (Content Certified)	199/HR Director		
Instruction & Guidance Teacher	TBD	\$500	199/Campus Submit		
Team Leaders (Middle School)	TBD	\$500	199/Campus Submit		
ROTC Senior Instructor	3	\$10,000	199/HR		

Assignment (Non-classroom)	# of positions	Yearly Stipend	Fund/Entered	# of positions	Yearly Stipend
Campus Technology Facilitator (CTF)	70	\$1,000	199/DOT	44	
Media Technology Facilitator (MTF)			199/DOT	31	\$1,000
Lead Librarian (Elementary / Secondary)	2	\$1,500	199/Digital Lrng		
District UIL Coordinator	1		199/ Prof Lrng.	1	\$3,000
District Chess Coordinator	1		199/ Prof Lrng.	1	\$2,500
District UIL / Chess Coordinator	1	\$5,000	199/ UIL Coord.		
Grant Writing	TBD	\$250,000-\$499,999 = \$1,000/Grant(s) \$500,000-\$999,999 = \$2,500/grant(s) \$1,000,000 or more = \$5,000/grant(s)	199/TBD		
Principal (in lieu of additional Asst. Principal)	1	\$10,000	199/ HR		
Asst. Principal (in lieu of additional Asst. Principal)	1	\$4,000	199/ HR		
Administrator - Central Office (Interim / Additional duties) *	N/A	* Up to \$4,000	199/ HR		
Teacher, Reading		0-19 yrs exp = \$3,200	199/HR	1	\$3,600 (Current teacher at this level)
Stipend for 10 extra days		20-29 yrs exp = \$3,600			
(Gonzalez Elem only)		30+ yrs exp = \$4,000			
District Executive Committee (DEC) **	4	** Up to \$1,500	940/Athletics		

Notes:
* Pro-rate pay based on number of days served unless directed otherwise by Superintendent. Exceptions typically reserved for Senior-level duties and responsibilities.
** Stipend amount is determined and reimbursed as per DEC plan.

Support Staff	# of positions	Yearly Stipend	Fund/Entered	# of positions	Yearly Stipend
Child Nutrition Department					
Child Nutrition Team Lead	5	\$1,200	101/ CNP		
MISD Police Department					
Corporal	7	\$1,500	199/ HR		
Drone Operator	2	\$1,500	199/ HR		
Police Instructor Title change	5	\$1,000	158/ HR		
K-9 Officer	4	\$1,200	199/ HR		
Terminal Agency Coordinator	1	\$500	199/ HR		
Transportation					
Bus Driver Trainer	2	\$3,000	199/ Transportation		
Certified State Vehicle Inspector Certification	3	\$1,000	199/ Transportation		
Paid Leave Upon Retirement (Reference DEC/Local)	# of positions	Daily Rate	Fund/Entered	# of positions	Yearly Stipend
Professional (maximum of 75 Local/State Days)	TBD	\$125	TBD/ Payroll		
Support Staff (maximum of 75 Local/State Days)	TBD	\$70	TBD/ Payroll		

McALLEN INDEPENDENT SCHOOL DISTRICT
2023 - 2024
SPECIAL EDUCATION PROGRAM

PROPOSED
2024-25

Position	# of Positions	Yearly Stipend	# of Positions	Yearly Stipend
Special Education Teacher - Self contained	39	\$1,200		\$1,500
Special Education Teacher	90	\$1,000	97	\$1,200
Preschool Teachers for Children with Disabilities	10	\$1,200	13	\$1,500
Visually Impaired (VI) Teacher	2	\$2,500		
Vocational Adjustment Coordinator	3	\$1,000		
Social Worker	1	\$1,000		
Diagnostician	22	\$1,000	28	\$1,500
School Psychologist (Title Change) Licensed Specialist in School Psychology	1	\$1,000	8	\$1,500
Special Education Counselor	6	\$1,000		
Occupational Therapist	4	\$1,000		
Speech Pathologist	17	\$1,000	19	
Speech Assistant	8	\$1,000	7	
Behavior Support	3	\$1,000	1	\$1,200
STRIDES Teachers-Self-contained	8	\$1,200		\$1,500

*Fund 173 / 224
Department Supplemental*

Notes:

- 1) Staff must be certified in area of assignment to receive stipend.
- 2) Stipend will be pro-rated on number of class periods assigned to SPED and days worked.
- 3) Stipends are paid 1/2 in December and 1/2 in May.

Certification	# of Positions	Yearly stipend	# of Positions	Yearly Stipend
Teacher: Board Certified Behavior Analyst	1	\$2,500		
Speech Pathologist (with Masters)	17	\$5,000	19	
Speech Assistant Therapist	8	\$1,800	7	

*Fund 173 / 224
Department Supplemental*

Lead Positions	# of Positions	Yearly stipend	# of Positions	Yearly Stipend
Lead Department Chair STRIDES	1	\$2,500		
Lead Speech Pathologist	1	\$2,500		
School Psychologist (Title Change) Lead Licensed Specialist in School Psychology	1	\$2,500		
Lead Behavior Strategist			1	\$2,500
Lead Diagnostician			1	\$2,500

*Fund 173 / 224
Department Supplemental*

Special Assignment	# of Positions	Yearly stipend	# of Positions	Yearly Stipend
Adapted Physical Education	3	\$1,000		
Adapted Physical Education (Special Olympics)	3	\$1,500		\$1,800

*Fund 173 / 224
HR Entered*

Purpose: To encourage employees to seek grants that support district's vision, mission, goals, & strategic plan.

The following procedures must be followed by employees to receive a grant stipend incentive ("stipend"):

1. Employees that write grants must comply with all Board Policies, to include **CAA** (Local-Fiscal Management Goals & Objectives-Financial Ethics); **CB** (Local-State & Federal Revenue Sources-State); **CBB** (Legal-State & Federal Revenue Sources-Federal); & **DH** (Legal/Local/Exhibit–Employee Standards of Conduct).
2. Factors to be considered when reviewing and approving submission of grant proposals include:
 - a. The applicability of the grant to the district's vision, mission, goals, and strategic plan,
 - b. The positive and negative impact of the grant on current and future district operations,
 - c. Ensuring the grant proposal does not increase district expenses, to include increased staffing costs.
3. Stipend:
 - a. Employees will be paid a stipend for each district approved and awarded grant as follows:

i. \$250,000 - \$499,999	\$1,000 per grant
ii. \$500,000 - \$999,999	\$2,500 per grant
iii. \$1,000,000 or more	\$5,000 per grant
 - b. Grants written and applied for by more than one (1) employee will have the stipend divided equally. The grant stipend authorization form will be referenced to determine the name(s) of employees involved in the grant submission.
 - c. Grant writer(s) are responsible for submitting the "Notice of Grant Award (NOGA)" to the Asst. Superintendent for Human Resources (HR) for coordination of the stipend payment.
 - d. Every attempt will be made to process the stipend payment within 30 days of submission of the NOGA, and any other required supporting documentation, to the Assistant Superintendent for Human Resources. Stipend amount will be based upon the total amount of the grant noted in the NOGA.
4. Process:
 - a. Step # 1: Employees inform their Principal, Director, or Asst./Assoc. Superintendent about wanting to write and submit a grant. Employee provides a completed "Grant Stipend Authorization Form" (see reverse).
 - b. Step # 2: Principal, Director, or Asst./Assoc. Superintendent forwards the form to the Asst. Superintendent for HR to: Review the grant information to ensure district isn't obligated for additional staffing; and to inform the Executive Leadership Team of all grant requests.
 - c. Step # 3: Employees may submit the grant once the Superintendent approves the grant proposal.
5. Grant writer(s):
 - a. Are responsible for keeping Administration informed of the status of their grant submission,
 - b. Must assume the role as the grant fiscal and program manager, and are responsible to ensure the district remains in compliance with all grant requirements,
 - c. With Supervisor approval, may be allowed to write, submit, and manage grants during duty hours provided it does not negatively impact their job duties and/or responsibilities, or cause overtime expenses for the district.
6. Notes:
 - a. Employees whose job duties include grant writing responsibilities are not eligible for this program.
 - b. Grants utilizing consultants/grant writers, or require matching funds are not eligible for this program.
 - c. Individuals must still be employed with the district to receive payment for this stipend.
 - d. The district reserves the right to decline grant proposals deemed not to be in the best interest of the district, and to change or eliminate any part of this guideline or authorization form.

GRANT STIPEND AUTHORIZATION FORM

Date

Asst. Supt. for HR Approval / Denial (signature & date)

Name of Grant

Grant Contract Term

Start Date

End Date

Deadline to Submit Grant

Anticipated Date of Award Notification

Brief Description of Grant

- Attach a copy of all grant requirements and applicable supporting documentation.

List name of grant applicant(s).

Name

Employee ID #

Name

Employee ID #

*If more than two grant applicants, attach additional names on separate piece of paper.

Estimated Grant Amount Per Year \$

By signing below, I agree to adhere to the guidelines/requirements as stated herein.

Signature of applicant

Print Name

Date

Approval:
Signature of Applicant's Associate/Assistant Superintendent

Date

Signature of Superintendent

Date

McALLEN INDEPENDENT SCHOOL DISTRICT
2023 - 2024
ATHLETIC PROGRAM RATES

2024-25
Proposed

Varsity Football	Hourly Rate	
Chain Crew	\$35.00 (flat rate)	
Game Manager	\$13.00	
Bookkeeper	\$13.00	
Ticket Seller	\$12.50	
Usher/Ticket taker	\$9.75	
Gate Keeper (East/West)	\$10.25	
Spotter	\$9.75	
Press Box Supervisor	\$10.75	
25 Second Clock	\$12.00	
Clock/Scorekeeper	\$12.00	
Announcer	\$100 per game	
Sub-Varsity Football/Soccer	Hourly Rate	
Game Manager	\$13.00	
Clock	\$12.00	
Ticket Seller	\$12.50	
Ticket Taker	\$9.75	
Gate Keeper	\$10.25	
Varsity Basketball & Volleyball	Hourly Rate	
Ticket Seller	\$12.50	
Gate Keeper	\$10.25	
Wrestling	Hourly Rate	
Ticket Seller	\$12.50	
Baseball & Softball	Hourly Rate	
Pitch Counter	\$35 (per game)	
Ticket Seller	\$12.50	
Other	Hourly Rate	
Part Time Coaching:		
- Non-MISD employee (Deg & Cert, w/ 20+ yrs. exp.)	\$23.00	
- Non-MISD employee	\$10.25	
- MISD employee	\$10.25	
Lifeguard (Certified)	\$10.25	
Ticket Clerk (during the day)	\$9.25	
Facilitator, MS Summer Recreation Program (Deg & Cert)	\$23.00	
MS Summer Recreation Program		
• Teacher Coach		\$23.00
• Instructional Assistant		\$10.25

McALLEN INDEPENDENT SCHOOL DISTRICT
2023 - 2024
TITLE I, PART A - EVENING STUDY CENTER RATES

Proposed
2024-25

	Hourly Rate	
Lead Teacher / Program Coordinator	\$29	
Teacher (certified)	\$28	
PT Teacher - Day/Evening classes (Out of District)	\$28	23-24
Social Worker	\$26	
Parent and Family Engagement Specialist	\$26	
PT Parent Educator (non-degreed) - Day/Evening classes (Out of District)	\$8	23-24 \$15
Attendance Clerk	\$12	
Child Care Aide	\$12	
Computer Lab Aide	\$12	

2023 - 2024
SAFE AND SECURE CHILD CARE RATES

Proposed
2024-25

	Hourly Rate (unless noted)	
Director / Facilitator	\$24	
Facilitator (non-degreed MISD employed)	Weighted Average	
Nurse	\$24	
Teacher (certified)	\$23	
Tutors (48+ College hours)	\$10	
Clerk/Bookkeeper	\$10	
Computer Lab Aide	\$10	
Child Care Aide	\$10	
Student Worker (Coop Students)	\$7.25	

**McALLEN INDEPENDENT SCHOOL DISTRICT
2023 - 2024
PART TIME RATES**

**2024-25
Proposed**

	Hourly Rate	
Student Worker (Coop. Student)	\$7.25	
ESSER—PT Intern—Technician Technology Support	\$12.00	Remove
ESSER—Student Recruiter	\$19.00	Remove
Part Time (Professional)	Minimum of AE/AM schedule	
Part Time Athletic Trainer (MS)	Minimum AE-03	
Part Time Child Nutrition Worker	10.00	
Part Time Clerk	\$8.00	
Part Time Flag Corp	\$10.00	
Part Time Intern Support—SPED	\$12.50	Remove
Part Time MITV Videographer/Tech	\$35.00	23-24
Part Time Teacher (Degree & Certified)	\$23.00	
Part Time Testers	\$12.50	
Substitute Custodian	\$10.00	
Tutor - out of district (HS or GED)	\$8.00	
Tutor - out of district (48+ college hrs. req.)	\$10.00	
Tutor—UTRGV Teacher Residency	\$15.00	Remove
Tutor - out of district (Degreed)	\$19.00	
Tutor - out of district (Degree & Certified)	\$23.00	

McALLEN INDEPENDENT SCHOOL DISTRICT
2024 SUMMER SCHOOL RATES
June 3, 2024 through August 1, 2024
Pending Board Approval - February 26, 2024

Summer School Position	Remediation Hourly Pay Rate	Enrichment Hourly Pay Rate
Summer School Director	\$45	-----
Program Lead Teacher	\$41	\$33
Teacher/Coach	\$40	\$32
Instructional Assistant	\$13	\$12
Instructional Assistant for Tech Support	\$13	\$12
Counselor	\$36	-----
Registered Nurse	\$36	-----
Health Assistant/LVN	\$22	-----
Summer School Secretary	\$15	-----
Office Clerk	\$13	-----
Social Worker	\$33	-----
Graduation Specialist	\$33	-----
Parent & Family Engagement Specialist	\$33	-----
STAAR Test Administrator/Proctor	-----	\$40
Parent Educator (degreed & certified) (Parent and Family Engagement Program)	-----	\$32
Parent Educator (non-degreed) (Parent and Family Engagement Program)	-----	\$15
Childcare Aide (Parent and Family Engagement Program)	-----	\$13
Part-Time Clerk (Parent and Family Engagement Program)	-----	\$10
Bus Drivers	current hourly rate	
Bus Aides	\$12	
Child Nutrition Workers	current hourly rate	
Child Nutrition Asst Managers/Managers	current hourly rate	
Teacher/Professional/Paraprofessional Support Staff Staff Development/Workday	6 hours - \$100/day (Under 6 hours - \$16.67 hour)	
Professional/Paraprofessional Summer School Registration	\$14	
Substitute Pay (for degreed and certified)	\$20	
Tutors – Certified Teachers	\$25	
Tutors – Non-certified, bachelor’s degree	\$20	
Tutors- College students	\$12	
Other hourly employees asked to work beyond their work calendar for summer school	current hourly rate	



APPENDIX