

## Salary 2023-2024

Creditable Years of Service	Teachers, Nurses, LSSP Interns		Counselors and Other Professionals	
	Pay Grade 1		Pay Grade 2	
	Daily Rate	Annual Salary 187 days	Daily Rate	Annual Salary 187 days
<b>0</b>	\$ 323.2620	\$60,450	\$ 340.6417	\$63,700
<b>1</b>	\$ 324.8663	\$60,750	\$ 342.2460	\$64,000
<b>2</b>	\$ 326.4706	\$61,050	\$ 343.8503	\$64,300
<b>3</b>	\$ 328.0749	\$61,350	\$ 345.4545	\$64,600
<b>4</b>	\$ 329.6791	\$61,650	\$ 347.0588	\$64,900
<b>5</b>	\$ 331.2834	\$61,950	\$ 348.6631	\$65,200
<b>6</b>	\$ 332.8877	\$62,250	\$ 350.2674	\$65,500
<b>7</b>	\$ 334.4920	\$62,550	\$ 351.8717	\$65,800
<b>8</b>	\$ 336.6310	\$62,950	\$ 354.0107	\$66,200
<b>9</b>	\$ 339.3048	\$63,450	\$ 356.6845	\$66,700
<b>10</b>	\$ 341.9786	\$63,950	\$ 359.3583	\$67,200
<b>11</b>	\$ 344.6524	\$64,450	\$ 362.0321	\$67,700
<b>12</b>	\$ 347.3262	\$64,950	\$ 364.7059	\$68,200
<b>13</b>	\$ 350.0000	\$65,450	\$ 367.3797	\$68,700
<b>14</b>	\$ 352.6738	\$65,950	\$ 370.0535	\$69,200
<b>15</b>	\$ 355.3476	\$66,450	\$ 372.7273	\$69,700
<b>16</b>	\$ 358.0214	\$66,950	\$ 375.4011	\$70,200
<b>17</b>	\$ 360.6952	\$67,450	\$ 378.0749	\$70,700
<b>18</b>	\$ 363.3690	\$67,950	\$ 380.7487	\$71,200
<b>19</b>	\$ 366.0428	\$68,450	\$ 383.4225	\$71,700
<b>20</b>	\$ 368.7166	\$68,950	\$ 386.0963	\$72,200

**2023-2024 Professional Classification Structure**

**McKinney ISD**

This classification structure is based upon state and federal laws and regulations as they exist at the time the structure was drafted. Please note that this structure is subject to change and revision based upon any changes made by the state and/or federal laws, regulations, or procedures. The amounts provided herein are not guaranteed and are subject to adjustment, including a reduction, at any time.

Starting salary for first year teachers is \$60,450. Starting salaries for all other newly employed teachers will be based upon experience and area of teaching specialty.

Every full-time district employees employed no later than October 1, 2023 and remaining employed through November 15, 2023 will receive a \$500 mid-year stipend.

Stipends are not reflected in the salary schedule.

**Pay Grade Descriptions**

PROFESSIONAL 1	Contract Days	Years	Daily	Annual	Annual	Annual	Annual	Annual
				187 Days	191 Days	194 Days	209 Days	225 Days
Academic Coach	187	0	\$323.2620	\$60,450	\$61,743	\$62,713	\$67,562	\$72,734
Academic Specialist	187	1	\$324.8663	\$60,750	\$62,050	\$63,024	\$67,897	\$73,095
Aquatics Manager	187	2	\$326.4706	\$61,050	\$62,356	\$63,335	\$68,232	\$73,456
Athletic Trainer	187	3	\$328.0749	\$61,350	\$62,663	\$63,647	\$68,567	\$73,817
Athletic Trainer (Head)	225	4	\$329.6791	\$61,650	\$62,969	\$63,958	\$68,903	\$74,178
Band Director	187	5	\$331.2834	\$61,950	\$63,275	\$64,269	\$69,238	\$74,539
Campus Testing Coordinator	187	6	\$332.8877	\$62,250	\$63,582	\$64,580	\$69,573	\$74,899
Cheer Facilitator	225	7	\$334.4920	\$62,550	\$63,888	\$64,891	\$69,908	\$75,260
Choir Director	187	8	\$336.6310	\$62,950	\$64,297	\$65,306	\$70,355	\$75,742
Interim Behavior Support Trainer	187	9	\$339.3048	\$63,450	\$64,808	\$65,825	\$70,914	\$76,343
Instructional Coach	187	10	\$341.9786	\$63,950	\$65,318	\$66,344	\$71,473	\$76,945
Instructional Design Facilitator	209	11	\$344.6524	\$64,450	\$65,829	\$66,863	\$72,032	\$77,547
Intervention Specialist	187	12	\$347.3262	\$64,950	\$66,340	\$67,381	\$72,591	\$78,148
Junior ROTC Instructors	225	13	\$350.0000	\$65,450	\$66,850	\$67,900	\$73,150	\$78,750
Newcomer Facilitator	187	14	\$352.6738	\$65,950	\$67,361	\$68,419	\$73,708	\$79,351
Psychologist Intern	194	15	\$355.3476	\$66,450	\$67,872	\$68,937	\$74,267	\$79,953
Registered Nurse	187	16	\$358.0214	\$66,950	\$68,382	\$69,456	\$74,826	\$80,555
School Age Parent Facilitator	187	17	\$360.6952	\$67,450	\$68,893	\$69,975	\$75,385	\$81,156
Speech Pathologist (Non-certified)	187	18	\$363.3690	\$67,950	\$69,404	\$70,494	\$75,944	\$81,758
<b>Teacher</b>	187	19	\$366.0428	\$68,450	\$69,914	\$71,012	\$76,503	\$82,359
Technology Integrator	187	20	\$368.7166	\$68,950	\$70,425	\$71,531	\$77,061	\$82,961
Vocational Teacher	187							
Vocational Agriculture Teacher	191							
Vocational Careers - Mktg Teacher	191							
Vocational Health Services	191							

**DEGREE STIPENDS:**

Master's - \$1,500

Doctorate - \$1,500



**Pay Grade Descriptions**

PROFESSIONAL 2	Contract Days	Years	Daily	Annual	Annual	Annual	Annual	Annual	Annual
				187 Days	192 Days	194 Days	197 Days	207 Days	225 Days
Adaptive PE Teacher	187	0	\$340.6417	\$63,700	\$65,403	\$66,084	\$67,106	\$70,513	\$76,644
Autism Specialist (Lead)	225	1	\$342.2460	\$64,000	\$65,711	\$66,396	\$67,422	\$70,845	\$77,005
Board Certified Behavior Analyst	187	2	\$343.8503	\$64,300	\$66,019	\$66,707	\$67,738	\$71,177	\$77,366
Compliance Officer	225	3	\$345.4545	\$64,600	\$66,327	\$67,018	\$68,054	\$71,510	\$77,727
Counselor - Early Childhood School	197	4	\$347.0588	\$64,900	\$66,635	\$67,329	\$68,370	\$71,842	\$78,088
Counselor - Elementary	197	5	\$348.6631	\$65,200	\$66,943	\$67,641	\$68,686	\$72,174	\$78,449
Counselor - High School (Lead)	225	6	\$350.2674	\$65,500	\$67,251	\$67,952	\$69,002	\$72,506	\$78,810
Counselor - Impact	207	7	\$351.8717	\$65,800	\$67,559	\$68,263	\$69,318	\$72,838	\$79,171
Counselor - Impact (Lead)	225	8	\$354.0107	\$66,200	\$67,970	\$68,678	\$69,740	\$73,281	\$79,652
Counselor - Secondary	207	9	\$356.6845	\$66,700	\$68,483	\$69,197	\$70,267	\$73,834	\$80,254
Diagnostician	194	10	\$359.3583	\$67,200	\$68,997	\$69,716	\$70,793	\$74,388	\$80,855
Diagnostician/Autism (Lead)	225	11	\$362.0321	\$67,700	\$69,510	\$70,234	\$71,320	\$74,941	\$81,457
Media Resource Specialist (Fully-	197	12	\$364.7059	\$68,200	\$70,023	\$70,753	\$71,847	\$75,495	\$82,059
Occupational Therapist (Certified)	187	13	\$367.3797	\$68,700	\$70,537	\$71,272	\$72,374	\$76,048	\$82,660
Orientation and Mobility Specialist	187	14	\$370.0535	\$69,200	\$71,050	\$71,790	\$72,900	\$76,602	\$83,262
Physical Therapist	187	15	\$372.7273	\$69,700	\$71,564	\$72,309	\$73,427	\$77,155	\$83,863
Psychologists	194	16	\$375.4011	\$70,200	\$72,078	\$72,829	\$73,955	\$77,709	\$84,466
Speech Pathologist (Fully-certified)	187	17	\$378.0749	\$70,700	\$72,590	\$73,347	\$74,480	\$78,262	\$85,067
Visually Impaired - Teacher	187	18	\$380.7487	\$71,200	\$73,104	\$73,865	\$75,007	\$78,815	\$85,668
Visually Impaired - Teacher (Lead)	192	19	\$383.4225	\$71,700	\$73,617	\$74,384	\$75,534	\$79,369	\$86,270
		20	\$386.0963	\$72,200	\$74,130	\$74,903	\$76,061	\$79,922	\$86,871

**DEGREE STIPENDS:**

Master's - \$1,500  
 Doctorate - \$1,500