



MANSFIELD INDEPENDENT SCHOOL DISTRICT

2011/12

SALARY SCHEDULES

Unless otherwise specified, the District unilaterally designates that employees will be paid on an annualized (12 month) basis in accordance with the District's payday schedule.

These salary schedules are for the 2011/12 school year only. No salary increases are granted automatically each year. Neither past nor future salaries can be calculated, assumed, or predicted on the basis of these schedules.

**MANSFIELD INDEPENDENT SCHOOL DISTRICT
TEACHER/LIBRARIAN/RN
SALARY SCHEDULE*
2011/12 10-MONTH SCHEDULE**

Years Exp.	Bachelors Yearly	Masters Yearly	Doctorate Yearly
0	\$48,000	\$49,000	\$50,000
1	\$48,278	\$49,278	\$50,278
2	\$48,514	\$49,514	\$50,514
3	\$48,631	\$49,631	\$50,631
4	\$48,947	\$49,947	\$50,947
5	\$49,450	\$50,450	\$51,450
6	\$50,018	\$51,018	\$52,018
7	\$50,240	\$51,240	\$52,240
8	\$50,346	\$51,346	\$52,346
9	\$50,629	\$51,629	\$52,629
10	\$50,916	\$51,916	\$52,916
11	\$51,198	\$52,198	\$53,198
12	\$51,405	\$52,405	\$53,405
13	\$51,497	\$52,497	\$53,497
14	\$51,774	\$52,774	\$53,774
15	\$52,221	\$53,221	\$54,221
16	\$52,599	\$53,599	\$54,599
17	\$53,075	\$54,075	\$55,075
18	\$53,650	\$54,650	\$55,650
19	\$54,387	\$55,387	\$56,387
20	\$55,281	\$56,281	\$57,281
21	\$56,241	\$57,241	\$58,241
22	\$57,201	\$58,201	\$59,201
23	\$58,160	\$59,160	\$60,160
24	\$59,118	\$60,118	\$61,118
25	\$60,207	\$61,207	\$62,207
26	\$60,544	\$61,544	\$62,544
27	\$61,371	\$62,371	\$63,371
28	\$61,651	\$62,651	\$63,651
29	\$62,142	\$63,142	\$64,142
30	\$62,666	\$63,666	\$64,666

*This salary schedule is for the 2011/12 school year only. No salary increases are granted automatically each year. Neither past nor future salaries can be calculated, assumed, or predicted on the basis of this schedule. Masters stipend (\$1,000) and doctorate stipend (\$2,000) are included in the 2011/12 salary schedule.

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Administrative/Professional Pay Ranges and Job Classifications 2011/12

PAY GRADE: 1A			
	MINIMUM	MIDPOINT	MAXIMUM
Daily Rate	\$ 164.74	\$ 194.49	\$ 224.24
DAYS			
226	\$ 37,231	\$ 43,955	\$ 50,678
Buyer (226)	Accounts Payable Coordinator (226)		

PAY GRADE: 1B			
	MINIMUM	MIDPOINT	MAXIMUM
Daily Rate	\$ 213.24	\$ 259.38	\$ 305.51
DAYS			
195	\$ 41,582	\$ 50,579	\$ 59,574
226	\$ 48,192	\$ 58,620	\$ 69,045
Payroll Coordinator (226) Risk Manager (226) Supvr, Child Development Center (195)	Director of Foundations (226) Multi-Media Specialist (226) Transportation Program Manager (226)		

PAY GRADE: 2A			
	MINIMUM	MIDPOINT	MAXIMUM
Daily Rate	\$ 246.04	\$ 292.18	\$ 338.31
DAYS			
195	\$ 47,978	\$ 56,975	\$ 65,970
202	\$ 49,700	\$ 59,020	\$ 68,339
226	\$ 55,605	\$ 66,033	\$ 76,458
Accountant (226) Budget Manager (226) Custodial Manager (226) Shop Manager (226) Coordinator, Transportation (226)	Orientation and Mobility Specialist (202) Visually Impaired (202) Music Therapist (202) ARD Facilitator (195) Facility Manager, CPA (226)		

Administrative/Professional Pay Ranges and Job Classifications 2011/12

PAY GRADE: 2B			
	MINIMUM	MIDPOINT	MAXIMUM
	\$ 260.42	\$ 322.09	\$ 383.76
DAYS			
187	\$ 48,699	\$ 60,231	\$ 71,763
190	\$ 49,480	\$ 61,197	\$ 72,914
195	\$ 50,782	\$ 62,808	\$ 74,833
202	\$ 52,605	\$ 65,062	\$ 77,520
207	\$ 53,907	\$ 66,673	\$ 79,438
212	\$ 55,209	\$ 68,283	\$ 81,357
226	\$ 58,855	\$ 72,792	\$ 86,730
Counselor, Alternative Ed. (195)		Accountability & Assessment Educator (187)	
Counselor, Student Support (195)		Diagnostician (195/202)	
Counselor, Elementary/Intermediate (190)		Licensed Professional Counselor (187/195/202)	
Counselor, Academic Support (202)		Occupational & Physical Therapist (202)	
Counselor, Middle School (195)		Coordinator Web Services (226)	
Counselor, High School/BBCTA (202/212/226)		Speech Therapist (187/195)	
District Trainer, Athletics (226)		Social Worker (195)	
Coordinator of Marketing & Public Relations(226)		Accountability & Assessment Specialist (226)	

PAY GRADE: 3			
	MINIMUM	MIDPOINT	MAXIMUM
Daily Rate	\$ 286.53	\$ 339.11	\$ 391.68
DAYS			
195	\$ 55,873	\$ 66,126	\$ 76,378
202	\$ 57,879	\$ 68,500	\$ 79,119
207	\$ 59,312	\$ 70,196	\$ 81,078
212	\$ 60,744	\$ 71,891	\$ 83,036
226	\$ 64,756	\$ 76,639	\$ 88,520
Assistant Principal, Elementary (195)			
Assistant Principal, Intermediate School (195)			
Licensed Specialist in School Psychology (202/207)			

PAY GRADE: 4			
	MINIMUM	MIDPOINT	MAXIMUM
Daily Rate	\$ 294.41	\$ 348.30	\$ 402.19
DAYS			
195	\$ 57,410	\$ 67,919	\$ 78,427
207	\$ 60,943	\$ 72,098	\$ 83,253
212	\$ 62,415	\$ 73,840	\$ 85,264
226	\$ 66,537	\$ 78,716	\$ 90,895
Assistant Principal, Middle (212)		Aquatic Director/Manager (226)	
Asst. to Administrator, Alt. Ed. (207)		Assistant Principal, BBCTA	
Head Football Coach (226)		Assistant Director, Transportation (226)	
Director, Maintenance (226)		Assistant Director, Student Nutrition (226)	
Coordinator, Campus Tech Support (226)			

Administrative/Professional Pay Ranges and Job Classifications 2011/12

PAY GRADE: 5			
	MINIMUM	MIDPOINT	MAXIMUM
Daily Rate	\$ 312.01	\$ 375.17	\$ 438.32
DAYS			
207	\$ 64,586	\$ 77,660	\$ 90,732
212	\$ 66,146	\$ 79,536	\$ 92,924
226	\$ 70,514	\$ 84,788	\$ 99,060
Assistant Principal, HS (226/207) Associate Principal, HS (226) Director, Student Nutrition (226) Director, School Services (226) Director, Transportation (226) Coordinator, Instructional (226) Director, Purchasing (226) Coordinator, Federal Programs/Grants (226) Coordinator, Data Quality Assurance (226)		Coordinator, PEIMS (226) Director, Technology Operations (226) Director, Media & Communications (226) Coordinator, Human Resources Services (226) Coordinator, Special Education (226) Director, Health Services (226) Director, ELL (226) Coordinator, AVID/College Readiness (226)	

PAY GRADE: 6			
	MINIMUM	MIDPOINT	MAXIMUM
Daily Rate	\$ 365.11	\$ 419.51	\$ 473.91
DAYS			
212	\$ 77,403	\$ 88,936	\$ 100,469
226	\$ 82,515	\$ 94,809	\$ 107,104
Principal, Intermediate School (212) Director, Instructional Technology (226) Director, Guidance/Counseling Services (226)		Principal, Elementary School (212) Assistant Athletic Director (226) Director, Finance (226)	

PAY GRADE: 7			
	MINIMUM	MIDPOINT	MAXIMUM
Daily Rate	\$ 383.32	\$ 435.49	\$ 487.65
DAYS			
212	\$ 81,264	\$ 92,324	\$ 103,382
226	\$ 86,630	\$ 98,421	\$ 110,209
Director, Fine Arts (226) Director, Career & Technology (226) Principal, Middle School (226) Director, Human Resource Development (226)		Administrator, Alternative Ed. (212) Director, Research/Assessment/Accountability (226)	

**Administrative/Professional
Pay Ranges and
Job Classifications
2011/12**

PAY GRADE: 8			
	MINIMUM	MIDPOINT	MAXIMUM
Daily Rate	\$ 419.60	\$ 493.75	\$ 567.90
DAYS			
226	\$ 94,830	\$ 111,588	\$ 128,345
Principal, High School Director, Other			

PAY GRADE: 9			
	MINIMUM	MIDPOINT	MAXIMUM
Daily Rate	\$ 458.99	\$ 553.00	\$ 647.01
DAYS			
226	\$ 103,732	\$ 124,978	\$ 146,224
Assistant Superintendent Area Superintendent			

PAY GRADE: 10			
	MINIMUM	MIDPOINT	MAXIMUM
Daily Rate	\$ 581.63	\$ 686.20	\$ 790.77
DAYS			
226	\$ 131,448	\$ 155,081	\$ 178,714
Associate Superintendent			

**MANSFIELD INDEPENDENT SCHOOL DISTRICT
PARAPROFESSIONAL SALARY SCHEDULE & JOB CLASSIFICATIONS
2011/12**

Step	Group 1
Minimum	\$81.47
Midpoint	\$101.13
Maximum	\$120.79

Pay Grade 1	Days
Aide, Instructional	186
Aide, PK	186
Aide, Sp. Ed (Resource/Content Mastery)	186
Aide, Title 1 or Title 1 Liaison	186
Aide, Art	186
Aide, Bilingual	186
Aide, Comp Ed	186
Aide, ESL	186
Aide, Health	186
Aide, AC	186
Aide, Music	186
Aide, PE	186
Aide, Sp Ed (SPH/FALS/FLS/SUCCESS)	186
Clerk, Copy	186
ESL Translator	186
Aide, PPCD	186
Aide, Library	186
Aide, Computer (MS)	186
Aide, Child Development Center	195
In-home Trainer	contracted

Step	Group 2
Minimum	\$86.09
Midpoint	\$106.91
Maximum	\$127.73

Pay Grade 2	Days
Clerk, Attendance - HS/Intermediate	186
Clerk, Attendance - Middle	195
Clerk, Counselor	186
Receptionist - Campus	186
Receptionist - Administration/Special Ser.	226
Clerk, HS/Mid/Int/Elem Diagnostician	195
Clerk, HS Diagnostician	207
Lead Instructor, Child Development Center	195

Step	Group 3
Minimum	\$93.57
Midpoint	\$116.27
Maximum	\$138.96

Pay Grade 3	Days
Clerk, Mapping	226
Clerk, PEIMS Data - Sp Ed./District	226
Clerk, PEIMS/Data - Alternative Ed.	207
Clerk, PEIMS/Data - HS/Elementary	202
Clerk, Data Assessment	226
Registrar, Intermediate/Middle	207
Job Coach	186
Secretary, Assistant Principal	190
Secretary, Counselor	226
Trainer, Health Services	212
Clerk, Special Ed.	226
Clerk, Purchasing/Student Nutrition	226
Bookkeeper, BBCTA	226
Clerk, PEIMS/Data - BBCTA	226
Receptionist, Main Administration	226

Step	Group 4
Minimum	\$103.49
Midpoint	\$128.10
Maximum	\$152.70

Pay Grade 4	Days
Secretary, Directors AD1-AD6	226
Secretary, Principal Elem./Int.	212
Secretary, Principal Middle	226
Special Needs Asst., Transportation	226
Secretary, Program Coordinator	226
Secretary, Alt. Ed. & Health Services	212
Bookkeeper, Student Nutrition/ Fine Arts /Athletics	226
Bookkeeper, High School	226
Nurse, LVN	186
Registrar, High School	226
Clerk, School Services	226
Payroll Clerk, Maintenance/Custodial	226
Secretary, Maintenance/Custodial	261
Analyst, PEIMS/Data/Sped	226
Braillist (Level 1)	207
LEP Secretary/Translator	226

**MANSFIELD INDEPENDENT SCHOOL DISTRICT
PARAPROFESSIONAL SALARY SCHEDULE & JOB CLASSIFICATIONS
2011/12**

Step	Group 5
Minimum	\$117.49
Midpoint	\$142.87
Maximum	\$168.24
Pay Grade 5	
	Days
Brailist (Level 2)	207
Certification Specialist	226
Secretary, Principal High School	226
Secretary, Directors AD7-9	226
Payroll Assistant	226
Accounts Payable Assistant	226
Accounting Assistant	226
Human Resources Assistant	226
Benefits Coordinator	226

Step	Group 6
Minimum	\$130.33
Midpoint	\$158.75
Maximum	\$187.17
Pay Grade 6	
	Days
Secretary, Assistant Superintendent	226
Secretary, Police Department	226
Lead Payroll Assistant	226
Certification Specialist	226
Brailist (Level 3)	207

Step	Group 7
Minimum	\$139.10
Midpoint	\$169.48
Maximum	\$199.85
Pay Grade 7	
	Days
Secretary, Associate Superintendent	226
Secretary, Deputy Superintendent	226

Step	Group 8
Minimum	\$167.02
Midpoint	\$197.93
Maximum	\$228.83
Pay Grade 8	
	Days
Secretary, Superintendent	226
Secretary, Board	226
Certification Officer	226
Business System Training Specialist	226

**MANSFIELD INDEPENDENT SCHOOL DISTRICT
INFORMATION SYSTEMS/TECHNICAL CATEGORY
SALARY SCHEDULES**

2011/12

Category 1		
Step	Daily Rate	226 Days
Minimum	\$138.63	\$31,330
Midpoint	\$166.38	\$37,602
Maximum	\$194.13	\$43,873
** Help Desk Technician I, **Campus Support Technician (226)		

**Requires A+ and Appropriate Computer Certification

Category 2		
Step	Daily Rate	226 Days
Minimum	\$166.33	\$37,591
Midpoint	\$196.88	\$44,495
Maximum	\$227.43	\$51,399
**Help Desk Technician II		

**Requires A+ and Appropriate Computer Certification

Category 3		
Step	Daily Rate	226 Days
Minimum	\$181.45	\$41,008
Midpoint	\$218.05	\$49,279
Maximum	\$254.65	\$57,551
*Network Support Technician		
*Requires CNA, CCNA or MCSE		
IT Project Specialist Telecommunications Specialist		

Category 4		
Step	Daily Rate	226 Days
Minimum	\$198.48	\$44,856
Midpoint	\$239.74	\$54,181
Maximum	\$281.00	\$63,506
*PC Support Manager Software Trainer		

*Requires Net+

Category 5		
Step	Daily Rate	226 Days
Minimum	\$235.68	\$53,264
Midpoint	\$278.89	\$63,029
Maximum	\$322.09	\$72,792
**Network Administrator		

**Requires BS Degree or Web Developer Certification

**MANSFIELD INDEPENDENT SCHOOL DISTRICT
STUDENT NUTRITION SALARY SCHEDULES
2011/12**

Step	Group 1	Group 2	Group 3	Group 4
Minimum	\$8.77	\$11.19	\$13.28	\$18.27
Midpoint	\$10.82	\$13.88	\$16.05	\$22.84
Maximum	\$12.87	\$16.56	\$18.81	\$27.40
Groups:	Specialist Manager Trainee	Elementary Manager Catering Assistant C2N	Secondary Manager Catering Manager C3N	Supervisor (Exempt) Nutrition Coord. (Exempt)

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Specialists and manager trainees' salaries are not annualized.

**MANSFIELD INDEPENDENT SCHOOL DISTRICT
CUSTODIAL SALARY SCHEDULES
2011/12**

Step	Group 1	Group 2	Group 3	Group 4	Group 5	Group 6
Minimum	\$8.77	\$9.76	\$10.85	\$11.83	\$12.78	\$15.38
Midpoint	\$10.82	\$12.05	\$13.43	\$14.65	\$15.84	\$19.07
Maximum	\$12.87	\$14.34	\$16.00	\$17.46	\$18.89	\$22.75
Groups:	Custodian	Lead Custodian	Head Elementary Head Intermediate	Head Middle	Head High School	Night Custodial Supervisor

**MANSFIELD INDEPENDENT SCHOOL DISTRICT
MAINTENANCE/DISTRIBUTION CENTER SALARY SCHEDULES
2011/12**

Step	Group 1	Group 2	Group 3	Group 4	Group 5
Minimum	\$10.29	\$11.46	\$15.70	\$18.39	\$20.97
Midpoint	\$12.58	\$14.15	\$19.20	\$23.22	\$25.29
Maximum	\$14.87	\$16.83	\$22.69	\$28.04	\$29.61
Groups:	Grounds Worker General Maintenance Equipment Operator HVAC Helper Carpenter SN Equipment Tech Helper	Grounds Lead Apprentice Plumber Apprentice Electrician Gen. Maintenance II Apprentice HVAC Apprentice Irrigator /Plumber Warehouse Worker General Maintenance /Painter	Journeyman Plumber Journeyman Electrician Locksmith Lead Maintenance HVAC Tech Grounds Foreman Grounds Mechanic Plumber/Irrigator Licensed Irrigator Energy Technician General Maintenance Welder Warehouse Lead	Master Electrician Master Plumber HVAC Lead HVAC Licensed Maintenance Foreman Warehouse Supervisor Building Automations Tech SN Equipment Lead SN Equipment Tech	HVAC Supervisor Plumber Supervisor General Maintenance Supervisor Electrical Supervisor Grounds Supervisor Carpenter Supervisor

On-site Facility Supervisor

\$2500/month + Rent & Utilities

Exempt Position

**MANSFIELD INDEPENDENT SCHOOL DISTRICT
TRANSPORTATION SALARY SCHEDULES
2011/12**

HOURLY RATES					
Step	Group TR1	Group TR2	Group TR3	Group TR4	Group TR5
Minimum	\$9.14	\$10.27	\$12.16	\$13.91	\$15.93
Midpoint	\$11.31	\$12.72	\$14.55	\$16.66	\$19.09
Maximum	\$13.47	\$15.17	\$16.93	\$19.41	\$22.24
Groups:	Mechanic Helper Driver Trainee Aide General Extra Help	Driver Special Needs Only Mechanic I General Purpose	Driver Parts Specialist	Mechanic II Route Specialist	Mechanic III Heavy Duty- HVAC Mechanic

DAILY RATES			
Step	Group T4R	Group T5R	Group T6R
Minimum	\$110.14	\$126.29	\$144.77
Midpoint	\$132.14	\$151.56	\$176.54
Maximum	\$154.13	\$176.82	\$208.30
Groups:	Dispatcher Field Trip Coordinator Payroll/Trip Coordinator	Trainer	Maintenance Foreman Bus Shop Foreman

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Bus drivers are not annualized.

**MANSFIELD INDEPENDENT SCHOOL DISTRICT
POLICE SALARY SCHEDULES
2011/12**

Police Officers						
Certification	Temporary	Basic	Intermediate	Advanced	Master	Sergeant
Hourly Rates	\$19.79	\$21.57	\$23.32	\$25.09	\$26.86	\$33.32

	Hourly Rate					Daily Rate
Step	Crossing Guard	Safety Officer	Dispatcher*	Senior Dispatch/Trainer	Truancy Officer Dispatcher Supervisor/ Security Tech	Chief
Minimum	\$8.53	\$9.07	\$14.49	\$15.26	\$16.51	\$355.27
Midpoint	\$9.60	\$11.62	\$17.60	\$19.07	\$20.55	\$428.86
Maximum	\$10.67	\$14.17	\$20.70	\$22.64	\$24.58	\$502.45

*Initial placement guidelines for dispatchers

No experience	\$14.49
Classes without 1 year of experience	\$15.32
Basic Certification	\$15.70
Intermediate Certification	\$16.09
Advanced Certification	\$16.49

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Crossing guard salaries are not annualized.

SUPPLEMENTAL PAY

2011/12

STIPENDS

ADVANCED DEGREE

**CERTIFICATIONS/
ENDORSEMENTS/LICENSES**

SUBSTITUTE & TUTORIAL PAY

**MANSFIELD INDEPENDENT SCHOOL DISTRICT
TEACHER SUPPLEMENTAL DUTY/STIPEND SCHEDULE
2011/12**

Academic Chair/Coordinator	
High School	
Department Chair - English	\$2,000
Department Chair - Math	\$2,000
Department Chair - Science	\$2,000
Department Chair - Social Studies	\$2,000
Department Chair - Special Education	\$2,000
Department Chair - Electives	\$2,000
Department Chair - Fine Arts	\$2,000
Department Chair - Business/Technology	\$2,000
Campus Web Master	\$2,000
Ben Barber Career Tech Academy	
Academy Chair - Business	\$2,000
Academy Chair - Health/Medical	\$2,000
Academy Chair - Human/Social Services	\$2,000
Academy Chair - Engineering	\$2,000
Academy Chair - Media/Communication	\$2,000
Campus Web Master (District funds)	\$2,000
Career Tech Lead Teachers-1 per @ HS campus	\$500
Department Chair-Special Education	\$2,000
Anderson Education Center	
Department Chair - English	\$2,000
Department Chair - Math	\$2,000
Department Chair - Science	\$2,000
Department Chair - Social Studies	\$2,000
Department Chair - Electives	\$2,000
Special Education Lead	\$2,000
Technology Lead	\$1,250
Middle School	
Department Chair - English	\$900
Department Chair - Math	\$900
Department Chair - Science	\$900
Department Chair - Social Studies	\$900
Department Chair - Special Education	\$900
Department Chair - Electives	\$900
Department Chair - Fine Arts	\$900
Team Leader (per # of teams on campus)	\$900
Intermediate School	
Department Chair - English	\$1,000
Department Chair - Math	\$1,000
Department Chair - Science	\$1,000
Department Chair - Social Studies	\$1,000
Department Chair - Special Education	\$1,000
Department Chair - Electives	\$1,000

Note: There is a limit of two stipends to one person per year for supplemental duties.

2011/12 - Page 2	
Elementary School	
Academic/Grade Level Chair (7) K, 1, 2, 3, 4, SpEd, Enrichment	\$1,000

Coordinator/Supervisor Stipends	
GT Coordinator (1 per campus)	Same as Dept./Academic Chair at that Level
After School PE for Credit Coordinator (1 per District)	\$3,000
Jumbotron (1 per District)	\$3,000
Jumbotron Assistant (1 per District)	\$2,000
Curriculum Writer Coordinator (DOI)	\$4,000
Special Education	
Special Olympics Coach (4)	\$1,000
Lead Diagnostician, Elementary (1)	\$2,000
Lead Diagnostician Secondary (1)	\$2,000
Lead Speech Therapist	\$2,000
Lead Related Services	\$2,000
Autism Specialist	\$2,000
Activity Sponsors	
High School	
AP/National Merit Coordinator	\$500
Band Director (Head) (1)	\$10,250
Band Director (Assistant) (2)	\$4,500 + 15 days
Cheerleader (Varsity)	\$3,500 + 15 days
Cheerleader (JV & Freshman) (2)	\$2,000
Choir	\$6,000 + 5 days
Choir (Assistant)	\$3,250
Decathlon (Head)	\$2,500
Decathlon (Assistant)	\$1,000
Drill Team	\$3,500+15 Days
Drill Team (JV)	\$1,500
National Honor Society	\$500
Newspaper	\$3,500
Senior Class Sponsor	\$1,000
Speech/Debate	\$2,000
Step Club	\$1,000
Student Council (Head)	\$2,000
Student Council (Assistant)	\$1,000
Theatre (Head)	\$5,500
Theatre(Assistant) (2)	\$2,500
UIL Event Sponsor (12 sponsors)	\$500
UIL Event Coordinator (1)	\$1,500
Yearbook	\$2,000
Yearbook (Assistant)	\$500

Note: There is a limit of two stipends to one person per year for supplemental duties.

2011/12 - Page 3	
Middle School	
Yearbook	\$1,000
Band Director (Head) (1)	\$5,500 + 10 days
Band Director (Assistant)	\$4,000 + 5 days
Cheerleader	\$2,000
Choir	\$3,000
Theatre	\$1,200
National Jr. Honor Society (2)	\$200
Student Council (2)	\$400
Student Activity Event Sponsor (6)	\$300
Intermediate School	
Band Director (Head) (1)	\$3,000
Band Director (Assistant) (1)	\$1,500
Choir	\$1,500
Theatre	\$1,000
Student Activity Sponsor (5)	\$300
Elementary School	
Student Activity Sponsor (3)	\$300

Note: There is a limit of two stipends to one person per year for supplemental duties.

Mansfield ISD Athletic Department
Stipend Cross Check 2011-12

	HIGH SCHOOL ASSIGNMENTS	Stipend	Days	Contract
A	CAMPUS COORDINATOR			
	Boy's Campus Coordinator	\$ 2,000	0	226
	Girl's Campus Coordinator	\$ 2,000	5	
B	FOOTBALL			
	Head Coach	\$ 7,500	0	
	Offensive Coordinator	\$ 6,500	15	187
	Defensive Coordinator	\$ 6,500	15	187
	Head Powerlifting	\$ 6,000	15	187
	1 st Assistant	\$ 5,500	15	187
C	BASKETBALL			
	Head Girl's Coach	\$ 7,500	0	212
	Head Boy's Coach	\$ 7,500	0	212
	1 st Assistant Coach (2)	\$ 6,500	15	187
D	VOLLEYBALL, BASEBALL, & SOFTBALL			
	Head Coach	\$ 7,500	15	187
	1 st Assistant Coach (3)	\$ 5,500	15	187
E	SWIMMING – Fall & Spring			
	Head Coach – Boys/Girls	\$ 6,000	10	187
F	SOCCER			
	Head Boy's Coach	\$ 6,500	15	187
	Head Girl's Coach	\$ 6,500	15	187
G	TENNIS – Fall & Spring			
	Head Coach - Boys/Girls	\$ 6,500	10	187
	Assistant Coach	\$ 5,500	10	187
H	GOLF – Fall & Spring			
	Head Boy's Coach	\$ 6,500	10	187
	Head Girl's Coach	\$ 6,500	10	187
I	TRACK			
	Head Boy's Coach / Asst. Football	\$ 7,500	15	187
	Head Girl's / Head Cross Country - Boys/Girls	\$ 7,500	15	187
J	ASSISTANTS			
	Assistant Coaches	\$ 5,500	15	187
K	TRAINERS			
	Lead Trainer	\$ 9,000	15	187
	Trainer	\$ 8,000	15	187
L	SUPPORT POSITIONS			
	Officials Coordinator	\$ 1,500		
	Ticket Coordinator	\$ 1,000		
	Student Development Coordinator	\$ 1,000		
	Summer Strength & Conditioning	\$ 500		
	MIDDLE SCHOOL ASSIGNMENTS			
	1 st Assignment	\$ 1,450	2	187
	2 nd Assignment	\$ 1,450	2	
	3 rd Assignment	\$ 1,450	2	
	Girl's Campus Coordinator	\$ 1,650	4	
	Boy's Campus Coordinator	\$ 1,650	4	

Stipend Justification

High School Campus

Campus Coordinators

	Assignments		Days
	1st	2nd	
Boy's CC	\$ 2,000		(226-day contract)
Girl's CC	\$ 2,000		+ 5 days

Head Coaches

Head Football Coach	\$ 3,750	\$ 3,750	
▪ Coordinator Football (2)	\$ 3,250	\$ 3,250	+ 15 days
▪ Head Powerlifting	\$ 3,250	\$ 2,750	+ 15 days
▪ First Assistant Football	\$ 2,750	\$ 2,750	+ 15 days
Head Girl's Basketball Coach	\$ 3,750	\$ 3,750	(212-day contract)
Head Boy's Basketball Coach	\$ 3,750	\$ 3,750	(212-day contract)
▪ First Assistant Basketball (2)	\$ 3,250	\$ 3,250	+ 15 days
Head Baseball, Softball, Track, Volleyball	\$ 3,750	\$ 3,750	+ 15 days
▪ First Assistant Volleyball, Baseball, Softball	\$ 2,750	\$ 2,750	+ 15 days
Head Soccer	\$ 3,250	\$ 3,250	+ 15 Days
Head Cross Country (Only)	\$ 3,250	\$ 2,750	+ 15 Days
Head Golf, Tennis (Fall/Spring)	\$ 3,250	\$ 3,250	+ 10 Days
Head Swim	\$ 3,000	\$ 3,000	+ 10 Days

The Director of Athletics may assign 5 additional days to head coaches who are assistants in fall sports that begin prior to the school year. No coach shall receive more than 15 extra duty days.

	1st	2nd	
Assistant Coaches			
Assistant Coach per assignment(2)	\$ 2,750	\$ 2,750	+ 15 days
Assistant Tennis Coach – Fall/Spring	\$ 2,750	\$ 2,750	+ 10 days

Support Stipends

Officials Coordinator (1)	\$ 1,500		+ 0 days
Ticket Coordinator (1)	\$ 1,000		+ 0 days
Student Development Coordinator (1)	\$ 1,000		+ 0 days
Summer Strength & Conditioning (4)	\$ 500		+ 0 days

Trainers

Lead Trainer	\$ 9,000		+ 15 days
Trainer (1)	\$ 8,000		+ 15 days

Middle School Campus

Coach first assignment	\$ 1,450		+ 2 days
Coach second assignment	\$ 1,450		+ 2 days
Coach third assignment	<u>\$ 1,450</u>		<u>+ 2 days</u>

Maximum Amount **\$ 4,350** **6 days**

Boy's Coordinator (1)	\$ 1,650		+ 4 days
Girl's Coordinator (1)	\$ 1,650		+ 4 days

****Unless otherwise specified the District unilaterally designates that employee will be paid on an annualized (12 month) basis in accordance with the District's payday schedule.****

**MANSFIELD INDEPENDENT SCHOOL DISTRICT
ATHLETIC GAME WORKER PAY SCALE
2011/12**

STADIUM	GAME	MONEY
	VARSITY FOOTBALL	
All positions are full game unless noted		
Ticket Seller & Taker	Half Game	\$35.00
	Full Game	\$50.00
Reserve Seating		\$50.00
Home Upper Stands		\$50.00
Team / Band Host		\$50.00
Ticker Coordinator		\$100.00
Announcer		\$60.00
Clock		\$50.00
25 Second Clock		\$50.00
Message Board	RLA	\$50.00
Spotter		\$50.00
Press Box Coordinator	Newsom	\$60.00
Press Box Asst. Level 2/RLA		\$50.00
Lobby Assistant	Newsom	\$45.00
Paramedics		\$150.00
Jumbotron		\$75.00
Parking	Half Game	\$35.00
Facility Supervisor / Newsom		\$125.00
Asst. Facility Supervisor Full Game	Newsom	\$30.00
Event Supervisor / RLA		\$125.00
Facility Supervisor / RLA		\$100.00
Asst. Fac. Supervisor Half Game	RLA	\$50.00
	SOCCER	
Ticket Seller / Taker	1 Game	\$ 20.00
	2 Game	\$ 35.00
Announcer / Clock	1 Game	\$ 25.00
	2 Game	\$ 50.00
Facility Supervisor	1 Game	\$ 45.00
	2 Game	\$ 75.00
Campus		
Ticket Sellers / Takers	1 Game	\$ 20.00
Based on start times or game	2 Game	\$ 35.00
	3 Game	\$ 50.00
Book / Clock / Scoreboard	Per Game	\$ 20.00
Announcer - Varsity Only	Per Game	\$ 25.00
Libero - Volleyball	Per Game	\$ 20.00
Backdoor Security	Per Game	\$ 20.00
Event Supervisor	Per Hour	\$ 20.00
Position paid when outside groups rent a facility		

**MANSFIELD INDEPENDENT SCHOOL DISTRICT
ATHLETIC GAME WORKER PAY SCALE**

SWIMMING		
BASED ON "DUAL MEET" TIMES = (2 HOURS)		
	# OFFICIALS	MONEY
OFFICIALS		
Starter/Meet Referee	1	\$50.00
Stroke/Turn	1	\$40.00
Timing System	1	\$20.00
Computer/Meet Mgr. System	1	\$20.00
Scoreboard	1	\$20.00
Ticket Seller Only	1	\$20.00
FOR INVITATIONALS AND TOURNAMENTS		
EACH POSITION WILL ADD \$10 / HR AFTER 2 HRS		
Starter/Meet Referee	1	\$50.00
1 Dual Meet + 1 Hour		\$60.00
1 Dual Meet + 2 Hours		\$70.00
1 Dual Meet + 3 Hours		\$80.00
Stroke/Turn	1	\$40.00
1 Dual Meet + 1 Hour		\$50.00
1 Dual Meet + 2 Hours		\$60.00
1 Dual Meet + 3 Hours		\$70.00
Timing System	1	\$20.00
Computer/Meet Mgr. System	1	\$20.00
Scoreboard	1	\$20.00
1 Dual Meet + 1 Hour		\$35.00
1 Dual Meet + 2 Hours		\$45.00
1 Dual Meet + 3 Hours		\$55.00
Ticket Seller Only	1	\$20.00
1 Dual Meet + 1 Hour		\$35.00
1 Dual Meet + 2 Hours		\$45.00
1 Dual Meet + 3 Hours		\$55.00

**MANSFIELD INDEPENDENT SCHOOL DISTRICT
 ADVANCED DEGREE/CERTIFICATION/
 ENDORSEMENT/LICENSE STIPEND SCHEDULE
 2011/12**

Advanced Degrees	
(not cumulative)	
Masters in a Teaching Field	\$1,000
30+ Hours above a Masters in a Teaching Field	\$1,250
Doctorate in a Teaching Field	\$2,000
LSSP with a Doctorate	\$2,000
Certifications/Endorsements/Licenses	
<u>ESL/Bilingual</u>	
Bilingual - District Assigned	\$3,500
ESL - District Campus Assigned Lead Teacher	\$1,500

**MANSFIELD INDEPENDENT SCHOOL DISTRICT
SUBSTITUTE AND TUTORIAL PAY
2011/12**

Substitutes	
Professionals	
Minimum 48 college hours	\$75.00
Degreed (1-10 Days)	\$80.00
Certified (1-10 Days)	\$85.00
Certified Long-Term (11 Days+)	\$100.00
Paraprofessionals	
Classroom Aides	\$55.00
Tutorials/Summer Sessions	
Administrator (Summer School)	\$25.00
Teacher (Certified)	\$20.00
Curriculum Writer	\$20.00
Paraprofessional (Summer Sessions Only)	\$12.00
AVID College Student	\$12.00
AVID HS Student	\$7.25
PSAT Proctor (Certified Teachers Only)	\$20/hour or max. \$80 per session
PSAT Proctor Coordinator	\$160/day