

**MANSFIELD INDEPENDENT SCHOOL DISTRICT
TEACHER/LIBRARIAN/RN
SALARY SCHEDULE*
2005/06 SCHOOL YEAR**

Years Exp.	Bachelors Yearly	Masters Yearly	Doctorate Yearly
0	\$39,500	\$40,500	\$41,500
1	\$40,170	\$41,200	\$42,230
2	\$40,700	\$41,731	\$42,760
3	\$40,906	\$41,937	\$42,966
4	\$41,006	\$42,037	\$43,066
5	\$41,272	\$42,302	\$43,332
6	\$41,538	\$42,568	\$43,598
7	\$41,803	\$42,834	\$43,864
8	\$41,994	\$43,024	\$44,054
9	\$42,081	\$43,111	\$44,141
10	\$42,338	\$43,368	\$44,398
11	\$42,756	\$43,786	\$44,816
12	\$43,110	\$44,140	\$45,170
13	\$43,554	\$44,583	\$45,614
14	\$44,091	\$45,121	\$46,151
15	\$44,780	\$45,810	\$46,840
16	\$45,614	\$46,643	\$47,674
17	\$46,510	\$47,540	\$48,570
18	\$47,406	\$48,436	\$49,467
19	\$48,302	\$49,332	\$50,362
20	\$49,197	\$50,227	\$51,257
21	\$50,214	\$51,244	\$51,966
22	\$50,528	\$51,558	\$52,588
23	\$51,300	\$52,330	\$53,360
24	\$51,561	\$52,592	\$53,622
25	\$52,020	\$53,050	\$54,080
26	\$52,510	\$53,539	\$54,569
27	\$52,846	\$53,876	\$54,906
28	\$53,719	\$54,749	\$55,779
29	\$54,028	\$55,058	\$56,088
30	\$54,347	\$55,377	\$56,407
31	\$55,110	\$56,140	\$57,170

*This salary schedule is for the 2005/06 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.

Administrative/ Professional Pay Ranges and Job Classifications 2005 - 2006

PAY GRADE: 1			
	MINIMUM	MIDPOINT	MAXIMUM
Daily Rate	\$ 208.00	\$ 250.00	\$ 298.00
DAYS			
187	\$ 38,896	\$ 46,750	\$ 55,726
195	\$ 40,560	\$ 48,750	\$ 58,110
207	\$ 43,056	\$ 51,750	\$ 61,686
226	\$ 47,008	\$ 56,500	\$ 67,348
261	\$ 54,288	\$ 65,250	\$ 77,778
Budget Manager		Supervisor, Custodial	
ARD Facilitator		Director of Foundations	
Purchasing Agent		Accountant	
Risk/Benefits/Payroll Manager			
Supervisor, Child Development Center			
PAY GRADE: 2			
	MINIMUM	MIDPOINT	MAXIMUM
Daily Rate	\$ 225.76	272.00	\$ 318.24
DAYS			
187	\$ 42,217	\$ 50,864	\$ 59,511
190	\$ 42,894	\$ 51,680	\$ 60,466
195	\$ 44,023	\$ 53,040	\$ 62,057
202	\$ 45,604	\$ 54,944	\$ 64,284
207	\$ 46,732	\$ 56,304	\$ 65,876
226	\$ 51,022	\$ 61,472	\$ 71,922
Counselor, Alternative Education		Diagnostician	
Counselor, At-Risk		Licensed Professional Counselor	
Counselor, Elementary		Occupational Therapist	
Counselor, Intermediate School		Physical Therapist	
Counselor, Middle School		Social Worker	
Counselor, High School		Speech Therapist	
Counselor, Career Tech		Orientation and Mobility Specialist	
At-Risk Coordinator		Visually Impaired Specialist	
Coordinator of Auxiliary Personnel		Music Therapist Specialist	
Supvr., Security Systems Comm.		Testing Coordinator	
		Bond Accountant	
PAY GRADE: 3			
	MINIMUM	MIDPOINT	MAXIMUM
Daily Rate	\$ 251.00	\$ 302.00	\$ 353.00
DAYS			
195	\$ 48,945	\$ 58,890	\$ 68,835
207	\$ 51,957	\$ 62,514	\$ 73,071
212	\$ 53,212	\$ 64,024	\$ 74,836
226	\$ 56,726	\$ 68,252	\$ 79,778
Assistant Principal, Elementary			
Assistant Principal, Intermediate School			
Licensed Specialist in School Psychology			

Administrative/ Professional Pay Ranges and Job Classifications 2005 - 2006

PAY GRADE: 4			
	MINIMUM	MIDPOINT	MAXIMUM
Daily Rate	\$ 261.45	\$ 315.00	\$ 368.55
DAYS			
195	\$ 50,983	\$ 61,425	\$ 71,867
207	\$ 54,120	\$ 65,205	\$ 76,290
212	\$ 55,427	\$ 66,780	\$ 78,133
226	\$ 59,088	\$ 71,190	\$ 83,292
Assistant Principal, Middle School Assistant to Administrator, Alternative Education Assistant Athletic Director Head Football Coach/Athletic Coordinator District Nursing Coordinator Aquatic Director/Manager			

PAY GRADE: 5			
	MINIMUM	MIDPOINT	MAXIMUM
Daily Rate	\$ 269.75	\$ 325.00	\$ 380.25
DAYS			
207	\$ 55,838	\$ 67,275	\$ 78,712
212	\$ 57,187	\$ 68,900	\$ 80,613
226	\$ 60,964	\$ 73,450	\$ 85,937
Assistant Principal, High School Director, Child Nutrition Director, School Services Director, Transportation Coordinator, Personnel Services Coordinator, Instructional Coordinator, Special Education Coordinator, Guidance/Counseling Services Director of Communications			

PAY GRADE: 6			
	MINIMUM	MIDPOINT	MAXIMUM
Daily Rate	\$ 314.00	\$ 366.00	\$ 418.00
DAYS			
212	\$ 66,568	\$ 77,592	\$ 88,616
226	\$ 70,964	\$ 82,716	\$ 94,468
Director, Maintenance Director, Career & Technology Principal, Elementary Principal, Intermediate School Director of Fine Arts			

Administrative/ Professional Pay Ranges and Job Classifications 2005 - 2006

PAY GRADE: 7			
	MINIMUM	MIDPOINT	MAXIMUM
Daily Rate	\$ 349.79	402.60	\$ 454.94
DAYS			
226	\$ 79,053	\$ 90,988	\$ 102,816
Director, Athletics Director, Special Services Director, Facilities & Operations Principal, Middle School Administrator, Alternative Education Administrator, Career Tech Academy			

PAY GRADE: 8			
	MINIMUM	MIDPOINT	MAXIMUM
Daily Rate	\$ 376.00	\$ 432.00	\$ 488.00
DAYS			
226	\$ 84,976	\$ 97,632	\$ 110,288
Director, Elementary Education Director, Secondary Education Director, Personnel Services Director, Student Services Principal, High School			

PAY GRADE: 9			
	MINIMUM	MIDPOINT	MAXIMUM
Daily Rate	\$ 417.18	\$ 479.52	\$ 541.85
DAYS			
226	\$ 94,283	\$ 108,372	\$ 122,458
Assistant Superintendent, Curriculum & Instruction Assistant Superintendent, Personnel Services Assistant Superintendent, Facilities Assistant Superintendent, Finance and Construction Chief Technology Officer			

NOTE: ALL SALARY SCHEDULES AND RATES ARE FOR THE 2005-06 FISCAL YEAR ONLY. THERE IS NO IMPLIED ASSURANCE THAT THESE SCHEDULES AND RATES WILL BE EFFECTIVE IN ANY FUTURE YEARS.

**MANSFIELD INDEPENDENT SCHOOL DISTRICT
INFORMATION SYSTEMS/TECHNICAL CATEGORY
SALARY SCHEDULES
2005/06**

Category 1			
Step	Daily Rate	195 Days	226 Days
Minimum	\$113.98	\$22,226	\$25,759
Midpoint	\$137.33	\$26,779	\$31,037
Maximum	\$160.68	\$31,333	\$36,314
		Support Technician	Phone Tech

Category 2			
Step	Daily Rate	195 Days	226 Days
Minimum	\$129.83	\$25,317	\$29,342
Midpoint	\$156.42	\$30,502	\$35,351
Maximum	\$183.01	\$35,687	\$41,360
		*Network Support Tech **Repair/Bench Tech ***Web Developer	Communications Specialist Support Tech (Level II) District PEIMS Coordinator
*Requires Net+ Certification		Repair/Bench Tech - K-8 195 Days - 9-12 226 Days	
**Requires A+ and IBM Certification			
*** Requires BS Degree or Web Developer Certification			

Category 3		
Step	Daily Rate	226 Days
Minimum	\$169.40	\$38,284
Midpoint	\$204.10	\$46,127
Maximum	\$238.80	\$53,969
		* Network Support Tech (Level II) **Repair Tech (Level II)
*Requires CNA Certification		
**Requires A+ and Net+ Certifications		

Category 4			
Step	Daily Rate	212 Days	226 Days
Minimum	\$211.75	\$44,891	\$47,856
Midpoint	\$255.13	\$54,088	\$57,659
Maximum	\$298.50	\$63,282	\$67,461
			*Web Master
* Requires BS Information Technology & CIW Certification			

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**MANSFIELD INDEPENDENT SCHOOL DISTRICT
PARAPROFESSIONAL SALARY SCHEDULE & JOB CLASSIFICATIONS
2005/06**

Step	Group 1
Minimum	\$74.10
Midpoint	\$92.63
Maximum	\$111.17

Pay Grade 1	Days
Aide, Instructional	186
Aide, PK	186
Aide, Special Ed	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, ISS	186
Aide, Music	186
Aide, PE	186
Aide, Special Ed (SPH)	186
Clerk, Copy	186
ESL Translator	186
Aide, PPCD	186
Aide, Library	186
Aide, Computer (MS)	186
Brailist	195
Aide, Child Dev. Center	186
In-home Trainer	contracted

Step	Group 2
Minimum	\$78.46
Midpoint	\$98.07
Maximum	\$117.68

Pay Grade 2	Days
Clerk, Attendance High School/Int.	186
Clerk, Attendance - Middle	195
Clerk, Counselor	186
Clerk, PEIMS Career Tech	195
Receptionist - campus	186
Receptionist - Adm. & Sp. Ser.	226
Clerk, Mid/Int/Ele Diagnosticians	195
Clerk, HS Diagnosticians	207
Clerk, Special Services	212
Clerk, Data Entry - School Services	226
Lead Instructor, Child Dev. Center	195

Step	Group 3
Minimum	\$85.51
Midpoint	\$106.89
Maximum	\$128.27

Pay Grade 3	Days
Clerk, Mapping	226
Clerk, PEIMS Data - Special Services	226
Clerk, PEIMS/Data - Alternative Ed.	207
Clerk, PEIMS/Data - HS	202
Clerk, PEIMS/Data - Ele.	195
Registrar, Intermediate/Middle	207
Job Coach	186
Secretary, Assistant Principal	190
Secretary, Counselor	226
Secretary Health Services	212
Trainer, Health Services	212
Clerk, Maintenance	261
Clerk, Purchasing	226
LEP Secretary/Translator	212

Step	Group 4
Minimum	\$94.08
Midpoint	\$117.60
Maximum	\$141.12

Pay Grade 4	Days
Accounts Payable Assistant	226
Accounting Assistant	226
Benefits Coordinator	226
Payroll Assistant	226
Secretary, Directors AD1-AD7	226
Secretary, Principal Elementary	212
Secretary, Principal Intermediate	212
Secretary, Principal Middle School	226
Secretary, Program Coordinator	226
Personnel Assistant	226
Secretary, Alt. Ed. Administrator	212
Bookkeeper, Student Nutrition/Athletics	226
Bookkeeper, High School	226
Nurse, LVN	186
Registrar, High School	226
Secretary, Police Department	226
Secretary, Director Maintenance	261
Secretary, Aquatic Director/Manager	226
Secretary, Career/Tech Administrator	226

**MANSFIELD INDEPENDENT SCHOOL DISTRICT
PARAPROFESSIONAL SALARY SCHEDULE & JOB CLASSIFICATIONS
2005/06**

Step	Group 5
Minimum	\$107.37
Midpoint	\$129.36
Maximum	\$155.10
Pay Grade 5	
	Days
Accounts Payable Coordinator	226
Secretary, Chief Technology Officer	226
Secretary, Principal High School	226
Secretary, Directors AD8	226

Step	Group 6
Minimum	\$119.54
Midpoint	\$144.08
Maximum	\$172.82
Pay Grade 6	
	Days
Secretary, Associate Superintendent	226
Secretary, Assistant Superintendent	226
Payroll Coordinator	226
PEIMS Coordinator/Certification Officer	226

Step	Group 7
Minimum	\$129.10
Midpoint	\$155.54
Maximum	\$186.98
Pay Grade 7	
	Days
Secretary, Superintendent	226
Buyer	226

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**MANSFIELD INDEPENDENT SCHOOL DISTRICT
CUSTODIAL SALARY SCHEDULES
2005/06**

Step	Group 1	Group 2	Group 3	Group 4	Group 5
Minimum	\$7.80	\$8.74	\$9.78	\$10.97	\$13.14
Midpoint	\$9.75	\$10.92	\$12.23	\$13.71	\$16.43
Maximum	\$11.70	\$13.10	\$14.68	\$16.45	\$19.00
Groups:	Custodian	Lead Custodian	Head Elementary Head Intermediate	Head High School Head Middle	Custodial Supervisor

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**MANSFIELD INDEPENDENT SCHOOL DISTRICT
MAINTENANCE/DISTRIBUTION CENTER SALARY SCHEDULES
2005/06**

Step	Group 1	Group 2	Group 3	Group 4	Group 5
Minimum	\$9.64	\$10.75	\$14.82	\$16.30	\$18.26
Midpoint	\$11.61	\$12.95	\$17.85	\$19.64	\$22.00
Maximum	\$13.58	\$15.15	\$20.88	\$22.98	\$25.74
Groups:	Grounds Worker Gen. Maint./Carpenter Equipment Operator HVAC Helper	Grounds Lead Apprentice Plumber Apprentice Electrician Gen. Maintenance II Apprentice HVAC Apprentice Irrigator/ Plumber Warehouse Worker	Journeyman Plumber Journeyman Electrician Locksmith Lead Maintenance HVAC Tech Grounds Foreman Grounds Mechanic Plumber/Irrigator	Master Electrician Master Plumber HVAC Lead HVAC Licensed Maintenance Foreman Warehouse Supervisor Bldg. Automations Tech Fire Alarm Tech	HVAC Supervisor Plumber Supervisor Gen. Maint. Supervisor Electrical Supervisor Grounds Supervisor

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**MANSFIELD INDEPENDENT SCHOOL DISTRICT
STUDENT NUTRITION SALARY SCHEDULES
2005/06**

Step	Group 1	Group 2	Group 3	Group 4
Minimum	\$7.41	\$9.96	\$11.52	\$14.40
Midpoint	\$9.26	\$12.45	\$14.40	\$18.00
Maximum	\$11.11	\$14.94	\$17.28	\$21.60
Groups:	Specialist Manager Trainee	Elementary Manager	Secondary Manager	Supervisor Nutrition Coordinator/ Supervisor

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**MANSFIELD INDEPENDENT SCHOOL DISTRICT
TRANSPORTATION SALARY SCHEDULES
2005/06**

Step	Group 1	Group 2	Group 3	Group 4	Group 5	Group 6
Minimum	\$8.36	\$9.45	\$11.27	\$12.96	\$14.91	\$17.14
Midpoint	\$10.45	\$11.81	\$13.58	\$15.62	\$17.96	\$20.98
Maximum	\$12.54	\$14.17	\$15.88	\$18.27	\$21.01	\$24.81
Groups:	Mechanic Helper Driver Trainee Aide General Extra Help	Driver Special Needs Only Mechanic I General Purpose	Driver Parts Specialist Dispatcher	Mechanic II Field Trip Coordinator Payroll/Trip Coordinator Substitute Driver	Mechanic III Trainer	Regular Route Mgr. Maintenance Foreman Special Needs Mgr.

NOTE: ALL SALARY SCHEDULES AND RATES ARE FOR THE 2005/06 SCHOOL FISCAL YEAR ONLY. THERE IS NO IMPLIED ASSURANCE THAT THESE SCHEDULES AND RATES WILL BE EFFECTIVE IN ANY FUTURE YEARS.

**MANSFIELD INDEPENDENT SCHOOL DISTRICT
POLICE SALARY SCHEDULES
2005/06**

Step	Crossing Guard	Safety Officer	Dispatcher	Police Officer	Sergeant	Chief
	Hourly Rates					Daily Rate
Minimum	\$8.25	\$8.50	\$11.59	\$13.91	\$16.70	\$248.41
Midpoint	\$9.28	\$10.99	\$14.49	\$17.39	\$20.87	\$299.29
Maximum	\$10.31	\$13.48	\$17.39	\$20.87	\$25.04	\$350.17

<u>Police Force Stipends</u>	
Certification	Amount Per Year
Intermediate	\$1,250
Advanced	\$2,250
Master	\$3,500
On Call Pay	Daily Amount
First Call	\$10.00

First call officer must remain within 2 miles of the District at all times.

NOTE: ALL SALARY SCHEDULES AND RATES ARE FOR THE 2005/06 SCHOOL FISCAL YEAR ONLY. THERE IS NO IMPLIED ASSURANCE THAT THESE SCHEDULES AND RATES WILL BE EFFECTIVE IN ANY FUTURE YEARS.

STIPENDS

- Supplemental Duty
- Advanced Degree
- Certification/Endorsements/
Licenses
- Athletic Coaching

2005/06

PLEASE NOTE:

A supplemental duty assignment and related stipend, if any, is effective only for the 2005/06 school year (August 8, 2005, thru May 26, 2006). Both the assignment and stipend conclude at the end of the 2005/06 school year.

**MANSFIELD INDEPENDENT SCHOOL DISTRICT
TEACHER SUPPLEMENTAL DUTY
STIPEND SCHEDULE
2005-2006**

Academic Chair/Coordinator	2005-2006
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
Technology Lead - AEC	\$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
Team Leader	\$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
Elementary School	
Academic/Grade Level Chair (7)	\$1,000
Coordinator/Supervisor Stipends	
GT Coordinator	Same as Dept./Academic Chair at that Level
Special Education	
Head of Delegation (1)	\$2,500
Special Olympics Coach (3)	\$1,000
Lead Diagnostician (224 \$)	\$2,000
Lead Speech Therapist (224 \$)	\$2,000
Note: Listing of stipend does not necessarily qualify a campus for the stipend	

Teacher Supplemental Duty Stipend Schedule	2005-2006
2005-2006 - Page 2	
Activity Sponsors	
High School	
AP/National Merit Coordinator	\$500
Band Director (Head) (1)	\$7,000
Band Director (Assistant) (2)	\$4,500+ 10 days
Cheerleader (Varsity)	\$3,500 +15 days
Cheerleader (JV & Freshman) (2)	\$1,500
Choir	\$4,500
Choir (Assistant)	\$2,000
Debate	\$2,000
Decathlon (Head)	\$2,500
Decathlon (Assistant)	\$1,000
Drill Team	\$3,500+15 Days
Drill Team (Assistant)	\$1,500
Flag Sponsor	\$2,500
National Honor Society	\$500
Newspaper	\$2,500
Senior Class Sponsor	\$1,000
Step Club	\$1,000
Student Council (Head)	\$2,000
Student Council (Assistant)	\$1,000
Theatre (Head)	\$3,000
Theatre(Assistant) (2)	\$1,500
UIL Event Sponsor (14 sponsors)	\$500
UIL Event Coordinator (1)	\$500
Yearbook	\$2,000
Yearbook (Assistant)	\$500
Middle School	
Annual	\$1,000
Band Director (2)	\$3,800
Cheerleader	\$1,500
Choir	\$2,000
National Jr. Honor Society (2)	\$200
Student Council (2)	\$400
Student Activity Event Sponsor (6)	\$300
Intermediate School	
Band Director	\$2,400
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 INDEPENDENT SCHOOL DISTRICT
 ADVANCED DEGREE/CERTIFICATION/
 ENDORSEMENT/LICENSE STIPEND SCHEDULE
 2005-2006**

	2005-2006
Advanced Degrees	
(not cumulative)	
Masters in a Teaching Field	\$1,000.00
30+ Hours above a Masters in a Teaching Field	\$1,250.00
Doctorate in a Teaching Field	\$2,000.00
LSSP with a Doctorate	\$2,000.00
Certifications/Endorsements/Licenses	
<u>ESL/Bilingual</u>	
Bilingual - District Assigned	\$3,500.00
ESL - District Campus Assigned Lead Teacher	\$1,500.00

**MANSFIELD INDEPENDENT SCHOOL DISTRICT
ATHLETIC COACHING ASSIGNMENT
STIPEND SCHEDULE
2005/06**

High School

Head Coach of a Sport - One Assignment	\$3,750.00	+10 Days
Second Assignment - Assistant Coach	<u>\$3,750.00</u>	<u>+5 Days</u>
Maximum Amount	\$7,500.00	+15 Days

First Assistant Football (2)	\$3,250.00	+10 Days
Second Assignment - Assistant Coach	<u>\$3,250.00</u>	<u>+5 Days</u>
Maximum Amount	\$6,500.00	+15 Days

Assistant Coach of a Sport - One Assignment	\$2,750.00	+5 Days
Second Assignment - Assistant Coach	<u>\$2,750.00</u>	<u>+10 Days</u>
Maximum Amount	\$5,500.00	+15 Days

Assistant Campus Coordinator (2)	\$1,500.00	+5 Days
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Head Tennis & Golf Coaches - One Assignment	\$3,250.00	+5 Days
Second Assignment - Assistant Coach	<u>\$3,250.00</u>	<u>+5 Days</u>
Maximum Amount	\$6,500.00	+10 Days

Each Middle School

Coach of a Sport - One Assignment	\$2,000.00	+5 Days
Second Assignment - Assistant Coach	<u>\$2,000.00</u>	<u>+5 Days</u>
Maximum Amount	\$4,000.00	+10 Days

Campus Coordinator	\$1,500.00	+5 Days
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Trainers

Head Trainer (2)	\$8,000.00	+15 Days
Assistant Trainer*	\$2,000.00	+5 Days

*\$2,000.00 +5 days per sport assigned up to maximum of 3 sports

NOTE:

No coach can receive more than 2 stipends unless approved by the Director of Athletics and the Personnel Department. Under no circumstances will there be more than 15 extra duty days. The amount of the extra duty stipend is the teacher's daily rate multiplied by the number of extra duty days.

**SUBSTITUTE AND
TUTORIAL PAY**

2005/06

**MANSFIELD INDEPENDENT SCHOOL DISTRICT
SUBSTITUTE AND TUTORIAL PAY
2005/06**

Substitutes	Pay
Teacher Short-Term (1-10 Days)	\$ 75.00
Teacher Long-Term* (11 Days +)	\$ 85.00
Aides	\$ 55.00

Tutorials/Summer Sessions	Pay (Hourly)
Administrative (Summer School)	\$ 25.00
Teacher (Certified Current Teacher)	\$ 20.00
Teacher (Non-employee Certified)	\$ 17.00
No Degree	\$ 15.00
Paraprofessional (Summer Sessions Only)	\$ 10.00

PSAT Fees	
PSAT Proctor Coordinator (Certified Teacher)	\$160.00 per day
PSAT Proctor (Certified Teacher)	\$20.00 per hour or maximum \$80.00 per session