



MANSFIELD INDEPENDENT SCHOOL DISTRICT

2015/2016

COMPENSATION MANUAL

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 2015/16 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*
2015/16 10-MONTH SCHEDULE**

Years Exp.	Bachelor's Degree Annual	Master's Degree Annual	Doctorate Annual
0	\$53,000.00	\$54,000.00	\$55,000.00
1	\$53,000.00	\$54,000.00	\$55,000.00
2	\$53,100.00	\$54,100.00	\$55,100.00
3	\$53,300.00	\$54,300.00	\$55,300.00
4	\$53,550.00	\$54,550.00	\$55,550.00
5	\$54,410.00	\$55,410.00	\$56,410.00
6	\$54,731.00	\$55,731.00	\$56,731.00
7	\$55,052.00	\$56,052.00	\$57,052.00
8	\$55,373.00	\$56,373.00	\$57,373.00
9	\$55,694.00	\$56,694.00	\$57,694.00
10	\$56,015.00	\$57,015.00	\$58,015.00
11	\$56,301.00	\$57,301.00	\$58,301.00
12	\$56,587.00	\$57,587.00	\$58,587.00
13	\$56,873.00	\$57,873.00	\$58,873.00
14	\$57,159.00	\$58,159.00	\$59,159.00
15	\$57,445.00	\$58,445.00	\$59,445.00
16	\$58,025.00	\$59,025.00	\$60,025.00
17	\$58,605.00	\$59,605.00	\$60,605.00
18	\$59,185.00	\$60,185.00	\$61,185.00
19	\$59,765.00	\$60,765.00	\$61,765.00
20	\$60,345.00	\$61,345.00	\$62,345.00
21	\$61,326.00	\$62,326.00	\$63,326.00
22	\$62,307.00	\$63,307.00	\$64,307.00
23	\$63,288.00	\$64,288.00	\$65,288.00
24	\$64,269.00	\$65,269.00	\$66,269.00
25	\$65,250.00	\$66,250.00	\$67,250.00
26	\$66,068.00	\$67,068.00	\$68,068.00
27	\$66,886.00	\$67,886.00	\$68,886.00
28	\$67,704.00	\$68,704.00	\$69,704.00
29	\$68,522.00	\$69,522.00	\$70,522.00
30	\$69,340.00	\$70,340.00	\$71,340.00

*This salary schedule is for the 2015/16 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 (\$1,030) and doctorate stipend (\$2,060) are granted if advanced degree is in a teaching field.

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Administrative/Professional Pay Ranges and Job Classifications 2015/16

PAY GRADE: 1A			
	MINIMUM	MIDPOINT	MAXIMUM
Daily Rate	\$ 171.38	\$202.32	\$237.94
DAYS			
226	\$ 38,732	\$45,724	\$53,774
Buyer (226) Coordinator, Sales & Marketing of CPA (226) District Event Planner; Booking Specialist (226)		Field Supervisor (226) Culinary Trainer (226)	

PAY GRADE: 1B			
	MINIMUM	MIDPOINT	MAXIMUM
Daily Rate	\$ 221.83	\$ 269.83	\$ 324.19
DAYS			
195	\$ 43,257	\$ 52,617	\$ 63,217
226	\$ 50,134	\$ 60,982	\$ 73,267
Dietician (226) Payroll Coordinator (226) Risk Manager (226) Supervisor, Child Development Center (195)		Director of Foundations (226) Coordinator Of School Board Operations (226) Media Production Specialist (226) Transportation Program Manager (226)	

PAY GRADE: 2A			
	MINIMUM	MIDPOINT	MAXIMUM
Daily Rate	\$ 255.96	\$ 303.95	\$ 358.98
DAYS			
195	\$ 49,912	\$ 59,270	\$ 70,001
202	\$ 51,704	\$ 61,398	\$ 72,513
226	\$ 57,847	\$ 68,693	\$ 81,129
Bond Accountant (226) Budget Manager (226)		Custodial Manager (226) Orientation and Mobility Specialist (202) Visually Impaired (202) Music Therapist (202) ARD Facilitator (195) Facility Manager, CPA (226) Media/Marketing Specialist(226)	

Administrative/Professional Pay Ranges and Job Classifications 2015/16

PAY GRADE: 2B			
	MINIMUM	MIDPOINT	MAXIMUM
	\$ 270.91	\$ 335.07	\$ 407.21
DAYS			
187	\$ 50,660	\$ 62,658	\$ 76,148
190	\$ 51,473	\$ 63,663	\$ 77,370
195	\$ 52,827	\$ 65,339	\$ 79,406
202	\$ 54,724	\$ 67,684	\$ 82,256
207	\$ 56,078	\$ 69,359	\$ 84,292
212	\$ 57,433	\$ 71,035	\$ 86,329
226	\$ 61,226	\$ 75,726	\$ 92,029
Counselor, Middle/Alternative Ed. (195) Counselor, Student Support (195) Counselor, Elementary/Intermediate (190) Counselor, HS/BBCTA (202/207/212/226) Accountant (226) Accounting Manager (226) Accountability & Assessment Specialist (226) Sr. Systems Analyst (226) Coord. of Communications (226) Instructional Coach (195)		District Reading Specialist (195) Diagnostician Licensed Professional Counselor (187/195/202) Occupational & Physical Therapist (195/202) Coordinator of CPA (226) Operations Manager, CPA (226) Speech Therapist (187/195) Social Worker (195)	

PAY GRADE: 3			
	MINIMUM	MIDPOINT	MAXIMUM
Daily Rate	\$ 298.08	\$ 352.78	\$ 415.62
DAYS			
199	\$ 59,317	\$ 70,203	\$ 82,708
202	\$ 60,212	\$ 71,262	\$ 83,955
207	\$ 61,703	\$ 73,025	\$ 86,033
212	\$ 63,193	\$ 74,789	\$ 88,111
226	\$ 67,366	\$ 79,728	\$ 93,930
Assistant Principal, Elementary (199) Assistant Principal, Intermediate School (199) LSSP (202/207/226)		Energy Education Specialist (226)	

PAY GRADE: 4			
	MINIMUM	MIDPOINT	MAXIMUM
Daily Rate	\$ 306.27	\$ 362.33	\$ 426.77
DAYS			
195	\$ 59,723	\$ 70,654	\$ 83,220
207	\$ 63,398	\$ 75,002	\$ 88,341
212	\$ 64,929	\$ 76,814	\$ 90,475
226	\$ 69,217	\$ 81,887	\$ 96,450
Assistant Principal, Middle (212) Assistant to Administrator, Alt. Ed. (207) Budget Coordinator (226) Coordinator, Campus Tech Support (226) Director of Web Services (226)		Aquatic Director/Manager (226) Assistant Director, Transportation (226) Coordinator, Athletics (226) STARS Admin Liaison (226)	

Administrative/Professional Pay Ranges and Job Classifications 2015/16

PAY GRADE: 5			
	MINIMUM	MIDPOINT	MAXIMUM
Daily Rate	\$ 324.58	\$ 390.29	\$ 465.10
DAYS			
207	\$ 67,188	\$ 80,790	\$ 96,276
212	\$ 68,811	\$ 82,741	\$ 98,601
226	\$ 73,355	\$ 88,206	\$ 105,113
Assistant Principal, HS (207/212) Director, Student Nutrition (226) Director, School Services (226) Director, Maintenance (226) Director, Rtl (226) Director, Data Services (226) Director, Media & Communications (226) Director, Health Services (226) Director, ELL/World Languages (226) Director, The Center (PAC) (226)		Coordinator, PEIMS (226) Coordinator, Instructional (226) Coordinator, District Testing (226) Coordinator, AVID/College Readiness (226) Coordinator, Special Education (226)	

PAY GRADE: 6			
	MINIMUM	MIDPOINT	MAXIMUM
Daily Rate	\$ 379.82	\$ 436.42	\$ 502.87
DAYS			
212	\$ 80,522	\$ 92,521	\$ 106,608
226	\$ 85,839	\$ 98,631	\$ 113,649
Principal, Intermediate School (212) Director, Technology (226) Director, Guidance/Counseling Services (226) Director, Purchasing (226) Assistant Director of Athletic Operations		Principal, Elementary School (212) Assistant Athletic Director (226) Assistant Director, Fine Arts (226) Director of Federal Programs/SHARS (226)	

PAY GRADE: 7			
	MINIMUM	MIDPOINT	MAXIMUM
Daily Rate	\$ 398.76	\$ 453.04	\$ 517.46
DAYS			
212	\$ 84,537	\$ 96,044	\$ 109,702
226	\$ 90,120	\$ 102,387	\$ 116,946
Director, Fine Arts (226) Principal, Middle School (226) Director, Human Resource Employee Services (226)		Administrator, Alternative Ed. (212) Director, Research/Assessment/Accountability (226)	

Administrative/Professional Pay Ranges and Job Classifications 2015/16

PAY GRADE: 8			
	MINIMUM	MIDPOINT	MAXIMUM
Daily Rate	\$ 436.51	\$ 513.65	\$ 602.61
DAYS			
226	\$ 98,651	\$ 116,085	\$ 136,190
Principal, High School Director, Other			

PAY GRADE: 9			
	MINIMUM	MIDPOINT	MAXIMUM
Daily Rate	\$ 477.49	\$ 575.29	\$ 686.54
DAYS			
226	\$107,913	\$ 130,016	\$ 155,158
Assistant Superintendent Area Superintendent			

PAY GRADE: 10			
	MINIMUM	MIDPOINT	MAXIMUM
Daily Rate	\$ 605.07	\$ 713.85	\$ 839.09
DAYS			
226	\$ 136,746	\$ 161,330	\$ 189,634
Associate Superintendent			

**MANSFIELD INDEPENDENT SCHOOL DISTRICT
PARAPROFESSIONAL SALARY SCHEDULE & JOB CLASSIFICATIONS
2015/16**

Step	Group 1
Minimum	\$84.75
Midpoint	\$105.20
Maximum	\$129.43

Pay Grade 1	Days
Aide, Instructional	186
Aide, PK	186
Aide, Sp. Ed (Resource/Content Mastery)	186
Aide, Title I	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
Aide, Library	186
Clerk, Copy	186
ESL Translator	186
Aide, PPCD	186
Aide, Child Development Center	195
In-home Trainer	contracted

Step	Group 2
Minimum	\$89.56
Midpoint	\$111.22
Maximum	\$136.87

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

Step	Group 3
Minimum	\$97.35
Midpoint	\$120.95
Maximum	\$148.90

Pay Grade 3	Days
Clerk, PEIMS Data - Sp Ed./District	226
Clerk, PEIMS/Data - Alternative Ed.	207
Clerk, PEIMS/Data - HS/Elementary	202
Clerk, Data Assessment SpEd	226
Registrar, Intermediate/Middle	207
Job Coach	186
Secretary, Assistant Principal	190
Secretary, Counselor	226
Trainer, Health Services	212
Clerk, Special Education	226
Clerk, Student Nutrition	226
Clerk, PEIMS/Data - BBCTA	202
Title I Parent Involvement Liaison	186

Step	Group 4
Minimum	\$107.66
Midpoint	\$133.26
Maximum	\$163.63

Pay Grade 4	Days
Secretary, Directors AD1-AD6	226
Secretary, Principal Ele./Int.	212
Secretary, Principal Middle	226
Secretary, Program Coordinator	226
Secretary, Health Services	226
Secretary, Alt. Ed.	212
Bookkeeper, Stu.Nutr/Fine Arts/Ath, PAC	226
Bookkeeper, High School	226
Nurse, LVN	186
Registrar, High School	226
Clerk, Textbook and Inventory	226
Secretary, School Services	226
Secretary, Maintenance/Custodial	261
Receptionist, Main Administration/CPAC	226
Brailist (Level 1)	207
Clerk, Police	226
NSLP Clerk, Student Nutrition	226
PEIMS Data Analyst, SpEd	226

**MANSFIELD INDEPENDENT SCHOOL DISTRICT
PARAPROFESSIONAL SALARY SCHEDULE & JOB CLASSIFICATIONS
2015/16**

Step	Group 5	
Minimum	\$122.22	
Midpoint	\$148.63	
Maximum	\$180.27	
Pay Grade 5		Days
Braillist (Level 2)		207
Benefits Coordinator Secretary, Principal High School Secretary, Directors AD7-9 Human Resources Data Clerk Human Resources Assistant Payroll Assistant Accounts Payable Assistant Accounting Assistant Foundation Assistant Purchasing Assistant		226

Step	Group 6	
Minimum	\$ 135.58	
Midpoint	\$ 165.15	
Maximum	\$ 200.55	
Pay Grade 6		Days
Braillist (Level 3)		207
Secretary, Assistant Superintendent Secretary, Police Department Certification Specialist Payroll Lead Accounts Payable Lead Payroll Specialist		226

Step	Group 7	
Minimum	\$144.70	
Midpoint	\$176.31	
Maximum	\$214.15	
Pay Grade 7		Days
Secretary, Associate Superintendent		226

Step	Group 8	
Minimum	\$173.75	
Midpoint	\$205.91	
Maximum	\$245.19	
Pay Grade 8		Days
Secretary, Superintendent		226

**MANSFIELD INDEPENDENT SCHOOL DISTRICT
INFORMATION SYSTEMS/TECHNICAL CATEGORY
SALARY SCHEDULES
2015/16**

Category 1		
Step	Daily Rate	226 Days
Minimum	\$144.22	\$32,594
Midpoint	\$173.08	\$39,116
Maximum	\$208.01	\$47,010
**Requires A+ and Appropriate Computer Certification		** Help Desk Technician I ** Campus Support Technician (226) ** Transportation Technician (226) PEIMS Help Desk Technician (226)

Category 2		
Step	Daily Rate	226 Days
Minimum	\$173.03	\$39,105
Midpoint	\$204.82	\$46,289
Maximum	\$243.69	\$55,074
**Requires A+ and Appropriate Computer Certification		**Help Desk Technician II Student Nutrition Technology Support Tech

Category 3		
Step	Daily Rate	226 Days
Minimum	\$188.76	\$42,660
Midpoint	\$226.84	\$51,266
Maximum	\$272.87	\$61,669
*Requires CNA, CCNA or MCSE		*Network Support Technician Telecommunications Specialist IT Project Specialist

Category 4		
Step	Daily Rate	226 Days
Minimum	\$206.47	\$46,662
Midpoint	\$249.40	\$56,364
Maximum	\$301.09	\$68,046
Software Trainer Network Tech Supervisor Network Security Manager Network Support Manager		

Category 5		
Step	Daily Rate	226 Days
Minimum	\$245.18	\$55,411
Midpoint	\$290.13	\$65,569
Maximum	\$345.12	\$77,997
		**Network Administrator
**Requires BS Degree or Web Developer Certification		

**MANSFIELD INDEPENDENT SCHOOL DISTRICT
STUDENT NUTRITION SALARY SCHEDULES
2015/16**

Step	Group 1	Group 2	Group 3	Group 4	Group 5
Minimum	\$9.13	\$11.00	\$15.00	\$16.50	\$18.00
Midpoint	\$11.26	\$13.70	\$18.15	\$19.80	\$22.05
Maximum	\$13.79	\$16.40	\$21.30	\$23.10	\$26.10
Groups:	Specialist	Assistant Manager Manager Trainee Culinary Assistant	Elem./Int. Manager Alt. HS Manager	MS Manager Catering Assistant	Catering Manager

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. Student Nutrition managers are the only auxiliary employees in SN who receive annualized compensation.

Student Nutrition Substitute-Specialist
\$9.13 per hour

Group 1A			
EXEMPT	Minimum	Midpoint	Maximum
High School Manager	\$21.21	\$25.04	\$29.45

**MANSFIELD INDEPENDENT SCHOOL DISTRICT
CUSTODIAL SALARY SCHEDULES
2015/16**

Step	Group 1	Group 2	Group 3	Group 4	Group 5	Group 6
Minimum	\$9.13	\$10.16	\$11.29	\$12.31	\$13.30	\$16.00
Midpoint	\$11.26	\$12.54	\$13.97	\$15.24	\$16.48	\$19.84
Maximum	\$13.79	\$15.36	\$17.14	\$18.70	\$20.24	\$24.38
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
 2015/16**

Step	Group 1	Group 2	Group 3	Group 4	Group 5
Minimum	\$11.92	\$14.13	\$17.97	\$21.04	\$24.00
Midpoint	\$14.72	\$17.34	\$21.97	\$26.57	\$28.94
Maximum	\$17.51	\$20.56	\$26.75	\$33.06	\$34.90
Groups:	Grounds Worker General Maintenance Equipment Operator HVAC Helper Carpenter SN Equipment Tech Helper	Apprentice Plumber Apprentice Electrician Gen. Maintenance II Apprentice HVAC Apprentice Irrigator /Plumber Warehouse Worker General Maintenance /Painter Athletic Field Groundskeeper	Journeyman Plumber Journeyman Electrician Locksmith Lead Maintenance HVAC Tech Grounds Foreman Grounds Mechanic Energy Technician General Maintenance Welder Licensed Irrigator/Applicator Warehouse Lead	Master Electrician Master Plumber HVAC Lead HVAC Licensed Maintenance Foreman Warehouse Supervisor Building Automations Tech SN Equipment Tech	HVAC Supervisor Plumber Supervisor General Maintenance Supervisor Electrical Supervisor Grounds Supervisor Carpenter Supervisor SN Equip Supervisor

<p>On-site Facility Supervisor \$2750/month + Rent & Utilities Exempt Position</p>

MANSFIELD INDEPENDENT SCHOOL DISTRICT TRANSPORTATION SALARY SCHEDULES 2015/16

HOURLY RATES			
Step			
Minimum	\$9.51	\$13.42	\$14.47
Midpoint	\$11.76	\$15.94	\$17.33
Maximum	\$14.43	\$17.81	\$20.80
Groups:	Mechanic Helper Aide	Driver	Route Specialist

DAILY RATES				
Step	Group T4R*	Group T5R*	Group T6R*	Group T7R *
Minimum	\$114.58	\$131.38	\$150.61	\$171.05
Midpoint	\$137.46	\$157.67	\$183.66	\$212.54
Maximum	\$165.15	\$189.47	\$223.19	\$262.16
Groups:	Dispatcher Video Technician Fuel Clerk	Trainer Router, Special Education Router, Regular Site Coordinator Dispatch Coordinator	Shop Foreman	Fleet Manager

HOURLY RATES			
Mechanic I	Mechanic II	Mechanic III	Master
\$11.00 - \$17.43	\$14.90 - \$21.34	\$17.07 - \$26.01	\$30.90

Transportation Substitute	
Attendant	\$9.51 per hour
Driver	\$12.65 per hour

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.

Bus drivers and attendants are not annualized.

*These positions work and are paid for an 8- hour day.

**MANSFIELD INDEPENDENT SCHOOL DISTRICT
POLICE SALARY SCHEDULES
2015/16**

Police Officers						
Certification	Temporary	Basic	Intermediate	Advanced	Master	Sergeant
Hourly Rates	\$22.06	\$24.04	\$26.00	\$27.96	\$29.94	\$37.14

Investigator/Gang Specialist			
	Intermediate	Advanced	Master
Hourly Rates	\$27.28	\$29.35	\$31.44

Truancy Officer, Dispatch Supervisor, Security Tech.		Crossing Guard	Lieutenant	Chief
	Hourly Rate	Hourly Rate	Daily Rate	Daily Rate
Minimum	\$17.18	\$13.32	\$306.27	\$369.58
Midpoint	\$21.38	\$14.99	\$362.33	\$446.14
Maximum	\$26.34	\$17.15	\$430.95	\$533.14

Dispatchers	
No experience	\$15.99
Experience with No Certification	\$16.90
Basic Certification	\$17.33
Intermediate Certification	\$17.75
Advanced Certification	\$18.19
Master Certification	\$18.70

SUPPLEMENTAL PAY

2015/16

STIPENDS

ADVANCED DEGREE

**CERTIFICATIONS/
ENDORSEMENTS/LICENSES**

SUBSTITUTE & TUTORIAL PAY

**MANSFIELD INDEPENDENT SCHOOL DISTRICT
TEACHER SUPPLEMENTAL DUTY/STIPEND SCHEDULE
2015/16**

Academic Chair/Coordinator	
High School	
	\$2,060.00
Department Chair - English	
Department Chair - Math	\$2,060.00
Department Chair - Science	\$2,060.00
Department Chair - Social Studies	\$2,060.00
Department Chair - Special Education	\$2,060.00
Department Chair - Electives	\$2,060.00
Department Chair - Fine Arts	\$2,060.00
Department Chair - Business/Technology	\$2,060.00
Campus Web Master	\$2,060.00
Ben Barber Career Tech Academy	
Academy Chair - Business	\$2,060.00
Academy Chair - Health/Medical	\$2,060.00
Academy Chair - Human/Social Services	\$2,060.00
Academy Chair - Engineering	\$2,060.00
Academy Chair - Media/Communication	\$2,060.00
Campus Web Master (District funds)	\$2,060.00
Career Tech Lead Teachers-1 per @ HS campus	\$515.00
Department Chair-Special Education	\$2,060.00
Solar Car (2)	\$3,605.00
Anderson Education Center	
Department Chair - English	\$2,060.00
Department Chair - Math	\$2,060.00
Department Chair - Science	\$2,060.00
Department Chair - Social Studies	\$2,060.00
Department Chair - Electives	\$2,060.00
Special Education Lead	\$2,060.00
Technology Lead	\$1,287.00
Middle School	
Department Chair - English	\$927.00
Department Chair - Math	\$927.00
Department Chair - Science	\$927.00
Department Chair - Social Studies	\$927.00
Department Chair - Special Education	\$927.00
Department Chair - Electives	\$927.00
Department Chair - Fine Arts	\$927.00
Team Leader (per # of teams on campus)	\$927.00
Intermediate School	
Department Chair - English	\$1,030.00
Department Chair - Math	\$1,030.00
Department Chair - Science	\$1,030.00
Department Chair - Social Studies	\$1,030.00
Department Chair - Special Education	\$1,030.00
Department Chair - Electives	\$1,030.00

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

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Elementary School	
Academic/Grade Level Chair (7) K, 1, 2, 3, 4, SpEd, Enrichment	\$1,030.00

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)	\$3090.00
Jumbotron (1 per District)	\$3090.00
Jumbotron Assistant (1 per District)	\$2,060.00
Curriculum Writer Coordinator (DOI)	\$4,120.00
Special Education	
Special Olympics Coach (4)	\$1,030.00
Lead Diagnostician, Elementary (1)	\$2,060.00
Lead Diagnostician Secondary (1)	\$2,060.00
Lead Speech Therapist	\$2,060.00
Lead Related Services	\$2,060.00
Autism Specialist	\$2,060.00
Activity Sponsors	
High School	
AP/National Merit Coordinator	\$515.00
Band Director (Head) (1)	\$10,558.00
Band Director (Assistant) (2)	\$4635 + 15 days
Cheerleader (Varsity)	\$3605+15 days
Cheerleader (JV & Freshman) (2)	\$2,060.00
Choir	\$6180+ 5 days
Choir (Assistant)	\$3,347.00
Decathlon (Head)	\$2,575.00
Decathlon (Assistant)	\$1,030.00
Drill Team	\$3,605+15 Days
Drill Team (JV)	\$1545.00
Key Club	\$515.00
National Honor Society	\$515.00
Newspaper	\$3,605.00
Senior Class Sponsor	\$1,030.00
Speech/Debate	\$2,060.00
Step Club	\$1030.00
Student Council (Head)	\$2,060.00
Student Council (Assistant)	\$1,030.00
Theatre (Head)	\$5,665.00
Theatre(Assistant) (2)	\$2,575.00
UIL Event Sponsor (12 sponsors)	\$515.00
CTE Event Sponsor (12 sponsors)	\$515.00
UIL Event Coordinator (1)	\$1,545.00
Yearbook	\$2,060.00
Yearbook (Assistant)	\$515.00

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

2015/16 - Page 3	
Middle School	
Yearbook	\$1,030.00
Band Director (Head) (1)	\$5,665.00+ 10 days
Band Director (Assistant)	\$4,120.00 + 5 days
Cheerleader	\$2,060.00
Choir	\$3,090.00
Theatre	\$1,236.00
National Jr. Honor Society (2)	\$206.00
Robotics (1)	\$309.00
Student Council (2)	\$412.00
Student Activity Event Sponsor (6)	\$309.00
Intermediate School	
Band Director (Head) (1)	\$3,090.00
Band Director (Assistant) (1)	\$1,545.00
Choir	\$1,545.00
Robotics (1)	\$309.00
Theatre	\$1,030.00
Student Activity Sponsor (5)	\$309.00
Elementary School	
Robotics (1)	\$309.00
Student Activity Sponsor (3)	\$309.00

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
2015/16**

Advanced Degrees	
(not cumulative)	
Masters in a Teaching Field	\$1030.00
30+ Hours above a Masters in a Teaching Field	\$1288.00
Doctorate in a Teaching Field	\$2060.00
LSSP with a Doctorate	\$2060.00
Certifications/Endorsements/Licenses	
ESL/Bilingual	
Bilingual - District Assigned	\$3,605.00
ESL - District Campus Assigned Lead Teacher	\$1,545.00

Mansfield ISD Athletic Department
Stipend Cross Check 2015/16

	HIGH SCHOOL ASSIGNMENTS	Stipend	Days	Contract
A	CAMPUS COORDINATOR			
	Boy's Campus Coordinator	\$2,060.00	0	226
	Girl's Campus Coordinator	\$2,060.00	5	
B	FOOTBALL			
	Head Coach	\$7,725.00	0	
	Offensive Coordinator	\$6,695.00	15	187
	Defensive Coordinator	\$6,695.00	15	187
	Head Powerlifting	\$6,180.00	15	187
	1 st Assistant	\$5,665.00	15	187
C	BASKETBALL			
	Head Girl's Coach	\$7725.00	0	212
	Head Boy's Coach	\$7725.00	0	212
	1 st Assistant Coach (2)	\$6,695.00	15	187
D	VOLLEYBALL, BASEBALL, & SOFTBALL			
	Head Coach	\$7,725.00	15	187
	1 st Assistant Coach (3)	\$5,665.00	15	187
E	SWIMMING – Fall & Spring			
	Head Coach – Boys/Girls	\$6,180.00	10	187
F	SOCCER			
	Head Boy's Coach	\$6,695.00	15	187
	Head Girl's Coach	\$6,695.00	15	187
G	TENNIS – Fall & Spring			
	Head Coach - Boys/Girls	\$6,695.00	10	187
	Assistant Coach	\$5665.00	10	187
H	GOLF – Fall & Spring			
	Head Boy's Coach	\$6,695.00	10	187
	Head Girl's Coach	\$6,695.00	10	187
I	TRACK			
	Head Boy's Coach / Asst. Football	\$7,725.00	15	187
	Head Girl's / Head Cross Country - Boys/Girls	\$7,725.00	15	187
J	ASSISTANTS			
	Assistant Coaches	\$5665.00	15	187
K	TRAINERS			
	Lead Trainer	\$9,270.00	15	187
	Trainer	\$8,240.00	15	187
L	SUPPORT POSITIONS			
	Officials Coordinator	\$1,545.00		
	Ticket Coordinator	\$1030.00		
	Student Development Coordinator	\$1030.00		
	Summer Strength & Conditioning	\$515.00		
	MIDDLE SCHOOL ASSIGNMENTS			
	1 st Assignment	1494.00	2	187
	2 nd Assignment	1494.00	2	
	3 rd Assignment	1494.00	2	
	Women's Campus Coordinator	1700.00	4	
	Men's Campus Coordinator	1700.00	4	

ATHLETIC GAME WORKER PAY SCALE
2015/16

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
2015/16**

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
SUBSTITUTE AND TUTORIAL PAY
2015/16**

Substitutes	
Professionals	
Minimum 48 college hours	\$75.00
Degreed (1-10 Days)	\$80.00
Certified (1-10 Days)	\$95.00
Certified Long-Term (11 Days+)	\$110.00
Paraprofessionals	
Classroom Aides	\$65.00
Special Education Aides	\$75.00
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