

**MANOR INDEPENDENT SCHOOL DISTRICT  
COMPENSATION PLAN**



**School Year**

**2024-2025**

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## Introduction

The MISD Compensation Plan is updated and adopted annually by the Board of Trustees and is administered jointly through the Office of Human Resources and the Superintendent of Schools.

Manor ISD does not discriminate against any employee or applicant for employment because of race, color, religion, gender, national origin, age, disability, military status, genetic information, or any other basis prohibited by law. Additionally, the district does not discriminate against an employee or applicant who acts to oppose such discrimination or participates in the investigation of a complaint related to a discriminatory employment practice. Employment decisions will be made on the basis of each applicant's job qualifications, experience, and abilities.

## Compensation Adjustments

Upon approval of the compensation plan, the Board of Trustees approves a possible pay increase, to be determined by the financial standing and ability of the district, no earlier than May 1, 2023, and no later than June 30, 2024.

## Teacher Retirement System

MISD employees are required to contribute to the Teacher Retirement System of Texas (TRS). The District also makes contributions on behalf of the employee.

Individuals who have previously retired from TRS, or other similar state funded plans, may be exempt from contributing to TRS. Upon employment of those individuals, TRS may assess a penalty or fee as a result of employment after retirement. In the event this occurs, the employee will be solely responsible for the payment of such fee or penalty.

## Service Records / Proof of Prior Employment

Compensation is determined by many factors. One critical factor is prior employment. Creditable years of service are defined by Commissioner's Rules, TEA related website is found [here](#).

Original service records are required to ensure proper salary by ensuring proper placement on the district's experienced-based pay scales. Upon hire, service credit will be given to Certified and/or licensed professional (exempt) employees. Legally recognized service records must be submitted to the Human Resources Department no later than October 1st of each year or within **60 days** of employment, whichever comes last. **An employee who fails to submit service records by the deadline will be adjusted to year zero of their pay scale and compensated accordingly until such time service records are submitted.**

## **Compensation Review**

Employees should review their compensation as compared to their years of experience. In the event a possible error is detected, the employee shall notify the Human Resources Department. In the event additional service is reported (retro), service record credit shall only be applied to the current year.

## **Teacher Supplements**

Eligibility for teacher supplements/stipends is based on full-time employment as a teacher for 187 days. Supplements will be prorated for part-time teachers (those who spend at least ½ day per school day providing classroom instruction). Teacher supplements do not apply to staff members paid through any other job classifications within this Compensation Plan.

- Degree supplements are built into the salary schedules.
- Stipends are not a property right and are not built into salary schedules.

## **General Guidelines**

The hiring schedule is based on verified years of experience and degree as of point of hire in correlation with the Board approved compensation plan at point of hire. After point of hire, salaries may increase annually based on the Board's determination of a percentage pay increase. Salaries remain the same until the Board grants a general pay increase. Predictions of future salaries are not possible from this pay structure.

LSSP Interns will be paid at the base of the LSSP pay scale until such time they are appropriately licensed.

Stipends are not a property right and may be reallocated and/or reassigned at any time.

**Manor Independent School District**  
**Teacher / Librarian / Registered Nurse / Instructional Coach**  
**New Hire Salary Placement Schedule 2024 – 2025**

<b>Years Exp</b>	<b>Teacher Scale</b>	<b>Teacher w/ Masters</b>	<b>Teacher w/ Doctorate</b>	<b>Librarian &amp; RN</b>	<b>Instructional Coach</b>
	<b>187</b>	<b>187</b>	<b>187</b>	<b>192</b>	<b>197</b>
0	\$56,428	\$57,428	\$58,428	\$59,003	\$59,379
1	\$56,640	\$57,640	\$58,640	\$59,220	\$59,603
2	\$56,852	\$57,852	\$58,852	\$59,438	\$59,826
3	\$57,276	\$58,276	\$59,276	\$59,874	\$60,272
4	\$57,700	\$58,700	\$59,700	\$60,309	\$60,719
5	\$58,124	\$59,124	\$60,124	\$60,744	\$61,166
6	\$58,548	\$59,548	\$60,548	\$61,180	\$61,613
7	\$59,184	\$60,184	\$61,184	\$61,833	\$62,283
8	\$59,820	\$60,820	\$61,820	\$62,486	\$62,953
9	\$60,456	\$61,456	\$62,456	\$63,139	\$63,623
10	\$61,092	\$62,092	\$63,092	\$63,792	\$64,293
11	\$61,728	\$62,728	\$63,728	\$64,445	\$64,963
12	\$62,046	\$63,046	\$64,046	\$64,771	\$65,298
13	\$62,364	\$63,364	\$64,364	\$65,098	\$65,633
14	\$62,682	\$63,682	\$64,682	\$65,424	\$65,968
15	\$63,000	\$64,000	\$65,000	\$65,751	\$66,303
16	\$63,318	\$64,318	\$65,318	\$66,077	\$66,638
17	\$63,636	\$64,636	\$65,636	\$66,404	\$66,973
18	\$63,954	\$64,954	\$65,954	\$66,730	\$67,308
19	\$64,272	\$65,272	\$66,272	\$67,057	\$67,643
20	\$64,590	\$65,590	\$66,590	\$67,383	\$67,978
21	\$64,908	\$65,908	\$66,908	\$67,710	\$68,313
22	\$65,438	\$66,438	\$67,438	\$68,254	\$68,871
23	\$65,968	\$66,968	\$67,968	\$68,798	\$69,429
24	\$66,498	\$67,498	\$68,498	\$69,342	\$69,988
25	\$67,028	\$68,028	\$69,028	\$69,886	\$70,546

26	\$67,558	\$68,558	\$69,558	\$70,430	\$71,104
27	\$68,119	\$68,498	\$70,119	\$71,006	\$71,695
28	\$68,680	\$69,059	\$70,680	\$71,582	\$72,286
29	\$69,241	\$69,620	\$71,241	\$72,158	\$72,877
30+	\$69,802	\$70,181	\$71,802	\$72,734	\$73,468

\$500 new-to-Manor ISD Annual signing bonus for teachers with 6+ years of experience.

Elementary Instructional, ARD Facilitators and GT Teachers are also eligible for the approved additional compensation for Masters or Doctoral degrees.

The nurse and librarian salary structures represent annual salaries based on full-time contract arrangements for employment based on 192 workdays (10-month contract).

The instructional salary structure represents annual salaries based on full-time contract arrangements for employment based on 197 workdays (10-month contract).

**Note:** Salary levels meet or exceed state minimum salary requirements. Employees on the teacher, nurse, and librarian pay scale will receive an annual salary for the number of days on duty. Placement on the pay scale is based on verified years of experience via official employment and education transcript records.

## Manor Independent School District Specialty Stipends 2024 – 2025

<u>Stipend Type</u>	<u>Number Approved</u>	<u>Total Amount</u>	<u>How Awarded</u>
Additional Duty	Number of available stipends may vary.	\$1,500	Due to the reallocation of resources at campuses and central office.  Recommendation of campus principal and Division Chief; approval by Human Resources Chief or Superintendent.
<i>Bilingual Certified</i> Interventionists, Instructional Coaches, LSSP and SLP.  LSSPs and SLPs who provide 100% of their support directly to bilingual education students <b>may</b> be eligible to receive a supplement.	Number of available stipends may vary.	\$5,000	Recommendation of campus principal and approval of Division Chief.
LSSPs and SLPs	4	\$1,000	Recommendation by Executive Director of Special Programs/Approval by Human Resources Chief or Superintendent.
College Course Teachers for Early College	Number of available stipends may vary.	\$500 Per section – or an amount equal to that of supplemental pay paid by ACC per section	Teacher of record: Recommendation of campus principal and approval of Division Chief.  Teacher must be the teacher of record for the specific section/class that qualifies for this stipend.
Lead International Teacher	1 per district	\$5,000	Recommendation of campus principal and approval of Chief Human Resources Officer.
Lead Librarian Stipend	1 per district	\$3,000	Recommendation/approval of Division Chief
Manor Middle School Retention Stipends	1 per instructional employee	Commensurate with the position.	Staff employed at Manor Middle School as recommended by administration and approved by the Board. Stipends payable September of the following school year.
Orientation & Mobility Specialist	1 per district	\$7,000	Recommendation by Executive Director of Special Programs/Approval by Human Resources Chief or Superintendent.

Signing Bonus	1 per employee	\$500	All new teachers to MISD with 6 or more years of experience. Paid out in March for fall hires, paid out in July for spring hires.
Student Teacher Stipends	10 per year	\$5,000	Recommendation of campus principal and approval of Chief Human Resources Officer.
Teacher Resident Stipends	1 per resident	Commensurate with Position	Human Resources

## Manor Independent School District High School Stipends 2024 – 2025

<u>Stipend Type</u>	<u>Number Approved</u>	<u>Total Amount</u>	<u>How Awarded</u>
Audio Visual Production	1 per HS campus.	\$1,300	Teacher of record: Recommendation of campus principal and approval of Division Chief.
Band – Head Director	1 per HS campus.	\$15,000	Teacher of record: Recommendation of campus principal and approval of Division Chief.
Band - Asst Director	Based on HC approval.	\$7,000	Teacher of record: Recommendation of campus principal and approval of Division Chief.
Band – Strings	1 per HS campus.	\$6,000	Teacher of record: Recommendation of campus principal and approval of Division Chief.
Cadet Club	1 MNTHS 1 MSHS	\$1,000	Recommendation of campus principal.
Career & Technology Student Organization Advisor (CTSO)	1 per CTE Area.	\$1000	Recommendation of the campus principal and approval of Division Chief.
Cheerleader	1 per HS campus	\$6,000	Teacher of record: Recommendation of campus principal and approval of Division Chief.
Choir	1 per HS campus.	\$5,000	Teacher of record: Recommendation of campus principal and approval of Division Chief.
Communications/ Website Coordinator (Campus)	1 per HS campus.	\$1,000	Recommendation of the campus principal and approval of Division Chief.
Dance	1 per HS campus.	\$6,000	Teacher of record: Recommendation of campus principal and approval of Division Chief.
Dance-Asst	1 per HS campus.	\$3,500	Teacher of record: Recommendation of campus principal and approval of Division Chief.
Department Chair for Core Academic Areas, Special Education and CTE	Number of available stipends may vary.	\$2,000	Recommendation of the campus principals and approval of Division Chief.

<b>Stipend Type</b>	<b>Number Approved</b>	<b>Total Amount</b>	<b>How Awarded</b>
Gifted Talented	Number of available stipends may vary and will be determined by the Superintendent or his designee.	\$1,000	Teacher of record: Recommendation of campus principal and approval of Division Chief.
Journalism	1 per HS campus.	\$1,300	Teacher of record: Recommendation of campus principal and approval of Division Chief.
Lead Counselor	1 per HS campus.	\$3,000	Recommendation of campus principal. Must be approved by the Division Chief.
Lead Nurse	1 Secondary Nurse Lead 1 Elementary Nurse Lead	\$3,000	Recommendation of Director of Health and Wellness. Must be approved by Division Chief.
Math	Number of available stipends may vary and will be determined by the Superintendent or his designee.	\$1,000	Teacher of record: Recommendation of campus principal and approval of Division Chief.
National Honor Society	1 per HS campus.	\$1,000	Sponsor of record: Recommendation of campus principal and approval of Division Chief.
Theater - <i>(includes One Act Play)</i>	1 per HS campus.	\$4,000	Sponsor of record: Recommendation of campus principal and approval of Division Chief.
PAC Manager	1 per HS campus.	\$7,000	Sponsor of record: Recommendation of campus principal and approval of Division Chief.
Robotics Coach	1 per HS/MS campus.	\$600	Sponsor of record: Recommendation of campus principal and approval of Division Chief.
Science	Number of available stipends may vary and will be determined by the Superintendent or his designee.	\$1,000	Teacher of record: Recommendation of campus principal and approval of Division Chief.
Special Education Behavior, Life Skills & Autism, Functional Academics	Number of available stipends may vary and will be determined by the Superintendent or his designee.	\$4,000	Teacher of record: Recommendation of campus principal and approval of Division Chief.

<b>Stipend Type</b>	<b>Number Approved</b>	<b>Total Amount</b>	<b>How Awarded</b>
Special Education Resource/Inclusion	Number of available stipends may vary and will be determined by the Superintendent or his designee.	\$2,500	Teacher of record: Recommendation of campus principal and approval of Division Chief.
Student Council	1 per HS campus	\$1,500	Sponsor of record, recommendation of campus principal and approval of Division Chief.
UIL – Coordinator	1 per HS campus	\$1,500	Sponsor of record, recommendation of campus principal and approval of Division Chief.
UIL – Individual Subject Coaches	1 per HS campus per subject.	\$500	Sponsor of record: Recommendation of campus principal and approval of Division Chief.
Yearbook	1 per campus	\$1,500	Sponsor of record: Recommendation of campus principal and approval of Division Chief.

**\*Teacher of Record:** To receive an academic stipend (math, science) a teacher must be the teacher of record, specific to the content for which the stipend is awarded, for more than 50 percent of their instructional time. Example: A teacher who teaches math, and is the teacher of record for more than half of the periods available to be taught, will be eligible to receive the stipend. A teacher who is the teacher of record for less than half of the instructional day will not be eligible to receive the stipend or any fraction thereof.

\*\*Stipends are annualized and prorated in the same manner as base compensation, meaning they will be evenly split on paychecks throughout the contract year.

**Manor Independent School District  
Middle School Stipends  
2024 – 2025**

<b><u>Type Stipend</u></b>	<b><u>Number Approved</u></b>	<b><u>Total Amount</u></b>	<b><u>How Awarded</u></b>
Band – Head Director	1 per MS campus.	\$8,500	Teacher of record: Recommendation of campus principal and approval of Division Chief.
Band – Assistant Director	Total stipends may vary based on Superintendent and HC approval.	\$5,500	Teacher of record: Recommendation of campus principal and approval of Division Chief.
Band – Orchestra	1 per MS campus.	\$4,000	Teacher of record: Recommendation of campus principal and approval of Division Chief.
Cadet Club	1 per MS campus.	\$1,000	Teacher of record: Recommendation of campus principal and approval of Division Chief.
Cheerleader	1 per MS campus.	\$2,000	Sponsor of record: Recommendation of campus principal and approval of Division Chief.
Choir	1 per MS campus.	\$4,000	Teacher of record: Recommendation of campus principal and approval of Division Chief.
Communications/Website Coordinator (Campus)	1 per MS campus.	\$1,000	Recommendation of the campus principal and approval of Division Chief.
Dance	1 per MS campus.	\$5,500	Sponsor of record: Recommendation of campus principal and approval of Division Chief.
Department Chair for Core Academic Areas, Special Education and CTE	Number of available stipends may vary.	\$2,000	Recommendation of the campus principal and approval of Division Chief.
Gifted Talented	Number of available stipends may vary.	\$1,000	Sponsor of record: Recommendation of campus principal and approval of Division Chief.
Math	Number of available stipends may vary.	\$1,000	Teacher of record: Recommendation of campus principal and approval of Division Chief.
National Honor Society	1 per MS campus.	\$750	Sponsor of record: Recommendation of campus principal and approval of Division Chief.

<b>Type Stipend</b>	<b>Number Approved</b>	<b>Total Amount</b>	<b>How Awarded</b>
Theater - <i>(includes One Act Play)</i>	1 per MS campus.	\$2,000	Sponsor of record: Recommendation of campus principal and approval of Division Chief.
Science	Number of available stipends may vary.	\$1,000	Teacher of record: Recommendation of campus principal and approval of Division Chief.
***Special Ed. Behavior, Life Skills & Autism, Functional Academics	Number of available stipends may vary.	\$4,000	Teacher of record: Recommendation of campus principal and approval of Division Chief. ***Neither "resource" nor "inclusion" are eligible.  Number of available stipends may vary and will be determined by the Superintendent or his designee.
Special Education Resource or Inclusion	Number of available stipends may vary.	\$2,500	Teacher of record: Recommendation of campus principal and approval of Division Chief.  Number of available stipends may vary and will be determined by the Superintendent or his designee.
Special Education SLE	Number of available stipends may vary.	\$7,500	Teacher of record: Recommendation of campus principal and approval of Division Chief.  Number of available stipends may vary and will be determined by the Superintendent or his designee.
Student Council	1 per MS campus.	\$750	Sponsor of record: Recommendation of campus principal and approval of Division Chief.
UIL – MS Coordinator	1 per MS campus.	\$1,000	Sponsor of record: Recommendation of campus principal and approval of Division Chief.
UIL – MS Individual Subject Coaches	1 per MS campus.	\$500	Sponsor of record: Recommendation of campus principal and approval of Division Chief.
Yearbook	1 per MS campus.	\$1,000	Sponsor of record: Recommendation of campus principal and approval of Division Chief.
Robotics Coach	1 per MS campus	\$600	Sponsor of record, recommendation of campus principal and approval of Division Chief.

<b>2024 - 2025 Manor Middle School Specialty Stipends*</b>		
<b>Position</b>	<b>Number</b>	<b>Annual Stipend</b>
Assistant Principal	2	\$6,000
Communication Life Skills Aide	2	\$3,000
Core and Special Education Teachers	27	\$5,000
Elective Teachers	13	\$3,000
Functional Academics Aide	1	\$3,000
ISS	1	\$1,500
Principal	1	\$8,000
<b>*Positions may change based on campus needs. With this board approval administration can make adjustments if new positions are created throughout the year to meet student needs that do not fall into these categories</b>		

**\*Teacher of Record:** To receive an academic stipend (math, science), a teacher must be the teacher of record, specific to the content for which the stipend is awarded, for more than 50 percent of their instructional time. Example: A teacher who teaches math, and is the teacher of record for more than half of the periods available to be taught, will be eligible to receive the stipend. A teacher who is the teacher of record for less than half of the instructional day will not be eligible to receive the stipend or any fraction thereof.

**\*\*Stipends will be annualized and prorated in the same manner as base compensation, which will be evenly split on each paycheck throughout the contract year.**

## Manor Independent School District Elementary School Stipends 2024 – 2025

<b>Type Stipend</b>	<b>Number Approved</b>	<b>Total Amount</b>	<b>How Awarded</b>
Bilingual Teacher	Number of available stipends may vary and will be determined by the Superintendent or his designee.	\$7,500	Bilingual certified <u>and</u> teacher of record for bilingual classrooms.
Communications/Website Coordinator (Campus)	1 per campus.	\$1,000	Recommendation of the campus principal and approval of Division Chief.
Gifted Talented	Number of available stipends may vary and will be determined by the Superintendent or his designee.	\$1,000	Recommendation of campus principal and approval of Division Chief.
Grade Level Lead Stipend	1 per grade level per campus. 1 for Special Education, 1 for Specials per campus	\$600	Recommendation of the campus principal and approval of Division Chief.
Lead Elementary Music	1 per district	\$2,000	Recommendation of the campus principal and approval of Division Chief.
Lead Elementary Art	1 per district	\$2,000	Recommendation of the campus principal and approval of Division Chief.
Special Education – Behavior, Life Skills & Autism, Functional Academics	Recommendation of campus principal and approval of Division Chief.	\$4,000	Teacher of Record
Special Education-Resource and Inclusion	Number of available stipends may vary and will be determined by the Superintendent or his designee.	\$2,500	Teacher of Record
UIL – Elem. Coordinator	1 per ES campus.	\$500	Sponsor of record: Recommendation of campus principal and

			approval of Division Chief.
UIL – Elem Individual Subject Coaches	4 per ES campus.	\$350	Sponsor of record: Recommendation of campus principal and approval of Division Chief.
Yearbook	1 per ES campus.	\$500	Sponsor of record: Recommendation of campus principal and approval of Division Chief.
Robotics Coach	1 per ES campus.	\$600	Sponsor of record: Recommendation of campus principal and approval of Division Chief.

\*\*Stipends will be annualized and prorated in the same manner as base compensation, meaning they will be evenly split on paychecks throughout the contract year.

## ATHLETIC STIPENDS – High Schools

<b>High School</b> (Manor High School, Manor Senior High & MECHS are one campus) / New Tech HS	<b>Number Approved</b> <small>*Smaller HS campuses awarded accordingly.</small>	<b>Total Amount</b>	<b>How Awarded</b>
Football, Head Coach	2*	\$20,000 W/CDL \$14,000 W/O CDL	1 per HS Campus
Football, Varsity Assistant & Football, JV-9 <sup>th</sup>	2*	\$7,000 W/CDL \$4,900 W/O CDL	As assigned per Campus
Boys Coordinator	2*	\$8,000 WCDL \$5,600 W/O CDL	1 per HS Campus*
Girls Coordinator	2*	\$8,000 WCDL \$5,600 W/O CDL	1 per HS Campus
Equipment Coordinator	2*	\$1,500 W/CDL \$1,050 W/O CDL	1 per HS Campus
Recruiting Coordinator	1*	\$1,500 W/CDL \$1,050 W/O CDL	1 per District
Volleyball, Head Coach	2*	\$8,000 W/CDL \$5,600 W/O CDL	1 per HS Campus
Volleyball, Varsity Assistant & Volleyball, JV-9 <sup>th</sup>	5*	\$5,000 W/CDL \$3,500 W/O CDL	3 @ HS; 2 @ NTHS
Basketball, Head Coach	4*	\$8,000 W/CDL \$5,600 W/O CDL	2 per HS Campus
Basketball, Varsity Assistant & Basketball, JV-9 <sup>th</sup>	10*	\$5,000 W/CDL \$3,500 W/O CDL	6 @ HS; 4@ NTHS
Baseball, Head Coach	2*	\$8,000 W/CDL \$5,600 W/O CDL	1 per HS Campus
Baseball, Varsity Assistant & Baseball, JV-9 <sup>th</sup>	4*	\$5,000 W/CDL \$3,500 W/O CDL	3 @ HS; 1@ NTHS
Softball, Head Coach	2*	\$8,000 W/CDL \$5,600 W/O CDL	1 per HS Campus
Softball, Varsity Assistant & Softball, JV-9 <sup>th</sup>	3*	\$5,000 W/CDL \$3,500 W/O CDL	2 @ HS; 1@ NTHS
Track, Head Coach	4*	\$8,000 W/CDL \$5,600 W/O CDL	1 per HS Campus

<b>High School</b> (Manor High School, Manor Senior High & MECHS are one campus) / New Tech HS	<b>Number Approved</b> *Smaller HS campuses awarded accordingly.	<b>Total Amount</b>	<b>How Awarded</b>
Track, Varsity Assistant & Track, JV-9 <sup>th</sup>	12*	\$3,500 W/CDL \$2,450 W/O CDL	8 @ HS; 4@ NTHS
Soccer, Head Coach	4*	\$8,000 W/CDL \$5,600 W/O CDL	2 per HS Campus
Soccer, Varsity Assistant & Soccer, JV-9 <sup>th</sup>	2*	\$5,000 W/CDL \$3,500 W/O CDL	1 @ HS; 1@ NTHS
Football, Offensive Coordinator	2*	\$8,000 W/CDL \$5,600 W/O CDL	1 per HS Campus
Football, Defensive Coordinator	2*	\$8,000 W/CDL \$5,600 W/O CDL	1 per HS Campus
Powerlifting, Head Coach	3*	\$5,000 W/CDL \$3,500 W/O CDL	2 @ HS; 1 @ NTHS
Powerlifting, Assistant	1*	\$3,000 W/CDL \$2,100 W/O CDL	1 @ HS Campus
Tennis, Head Coach	2* per season	\$3,500 W/CDL \$2,450 W/O CDL	1 per HS Campus
Cross Country, Head Coach	4*	\$5,000 W/CDL \$3,500 W/O CDL	2 per HS Campus
Golf, Head Coach	2* per season	\$3,500 W/CDL \$2,450 W/O CDL	1 per HS Campus

## ATHLETIC STIPENDS – Middle Schools

<u>Middle School Coaches</u>	<u>Number Approved</u>	<u>Total Amount</u>	<u>How Awarded</u>
Basketball, MS Coach	4	\$2,500 W/CDL \$1,750 W/O CDL	1 per MS campus
Cross Country, MS Coach	1	\$1,500 W/CDL \$1,050 W/O CDL	1 per MS campus
Football, MS Coach	4	\$3,000 W/CDL \$2,100 W/O CDL	1 per MS campus
Football, MS Coordinators	2	\$2,000 W/CDL \$1,750 W/O CDL	1 per MS campus
Golf, MS Coach	1	\$1,500 W/CDL \$1,050 W/O CDL	1 per MS campus
Soccer, MS Coach	2	\$1,500 W/CDL \$1,050 W/O CDL	1 per MS campus
Tennis, MS Coach	1	\$1,500 W/CDL \$1,050 W/O CDL	1 per MS campus
Track, MS Coach	8	\$2,500 W/CDL \$1,750 W/O CDL	1 per MS campus
Volleyball, MS Coach	2	\$2,500 W/CDL \$1,750 W/O CDL	1 per MS campus

\*\*Stipends will be annualized and prorated in the same manner as base compensation, meaning they will be evenly split on paychecks throughout the contract year.

**Manor ISD**  
**2024 - 2025 Administrative/Professional Compensation Plan**

PAY GRADE	JOB TITLE	DAYS	MINIMUM	MIDPOINT	MAXIMUM	
<b>AP 1</b>			<b>Daily</b>	<b>\$237.72</b>	<b>\$285.47</b>	<b>\$333.20</b>
	Supervisor	240	<b>240 days</b>	\$60,618.60	\$72,794.34	\$84,967.02
<b>AP 2</b>			<b>Daily</b>	<b>\$264.13</b>	<b>\$317.18</b>	<b>\$370.31</b>
	Social Worker	192	<b>192 days</b>	\$50,712.96	\$60,898.56	\$71,084.16
	McKinney Vento Educator	197	<b>197 days</b>	\$52,033.61	\$62,484.46	\$72,935.31
	Specialist	197	<b>226 days</b>	\$59,693.46	\$71,682.68	\$83,671.62
	CDC Coordinator	214				
	Specialist	226				
	Webmaster and Digital Media					
<b>AP 3</b>			<b>Daily</b>	<b>\$283.16</b>	<b>\$342.14</b>	<b>\$401.14</b>
	Athletic Trainer	187	<b>187 days</b>	\$52,950.92	\$63,980.18	\$75,013.18
	Counselor ES	192	<b>192 days</b>	\$54,366.72	\$65,690.88	\$77,018.88
	Coordinator	197/214/226	<b>197 days</b>	\$55,782.52	\$67,401.58	\$79,024.58
	Assistant Principal ES	202	<b>202 days</b>	\$57,198.54	\$69,112.28	\$81,030.28
	Counselor MS/HS	214	<b>214 days</b>	\$60,596.24	\$73,217.96	\$85,843.96
			<b>226 days</b>	\$63,994.16	\$77,323.64	\$90,657.64
<b>AP 4</b>			<b>Daily</b>	<b>\$300.32</b>	<b>\$364.02</b>	<b>\$427.72</b>
	Speech Language Pathologist Assistant	187	<b>187 days</b>	\$56,159.84	\$68,071.74	\$79,983.64
	Diagnostician	197	<b>197 days</b>	\$59,163.04	\$71,711.94	\$84,260.84
	Occupational Therapist	197	<b>202 days</b>	\$60,664.64	\$73,532.04	\$86,399.44
	Speech Language Pathologist	197	<b>214 days</b>	\$64,268.48	\$77,900.28	\$91,532.08
	LSSP	197	<b>226 days</b>	\$67,872.32	\$82,268.52	\$96,664.72
	Physical Therapist	197				
	Assistant Principal MS	202				
	Sr. Coordinator	214/226				
<b>AP 5</b>			<b>Daily</b>	<b>\$318.62</b>	<b>\$393.14</b>	<b>\$461.94</b>
	Assistant Athletic Director/Trainer	187	<b>187 days</b>	\$59,581.94	\$73,517.18	\$86,382.78
	Assistant Principal Instruction MS	214	<b>214 days</b>	\$68,184.68	\$84,131.96	\$98,855.16
	Assistant Principal HS	214	<b>226 days</b>	\$72,008.12	\$88,849.64	\$104,398.44
	Assistant Director	226				
<b>AP 6</b>			<b>Daily</b>	<b>\$355.55</b>	<b>\$425.47</b>	<b>\$495.53</b>
	Assistant Principal of Instruction - HS	214	<b>214 days</b>	\$76,059.88	\$91,050.58	\$106,043.42
	Assistant Principal of Instruction - MHS	226				
	Academic Dean	226	<b>226 days</b>	\$80,324.92	\$96,156.22	\$111,989.78
	Principal ES	226				
	Director	226				
	Chief Officer <10 yrs	226				
<b>AP 7</b>			<b>Daily</b>	<b>\$394.91</b>	<b>\$470.51</b>	<b>\$546.11</b>
	Board Certified Behavior Analyst	197	<b>197</b>	77797.27	92,690.47	107,583.67
	Principal MS	226	<b>226 days</b>	\$89,249.66	\$106,335.26	\$123,420.86
	DAEP-MEA/MAP Principal & Truancy Director	226				
	Athletic Director	226				
<b>AP 8</b>			<b>Daily</b>	<b>\$437.18</b>	<b>\$520.46</b>	<b>\$603.73</b>
	Principal HS	226	<b>226 days</b>	\$98,802.68	\$117,623.96	\$136,442.98
	Executive Director - Department	226				
<b>AP 9</b>			<b>Daily</b>	<b>\$532.04</b>	<b>\$628.74</b>	<b>\$725.41</b>
	Chief Officer	226	<b>226 days</b>	\$120,241.04	\$142,095.24	\$163,942.68

**Manor ISD**  
**2024 - 2025 Clerical/Paraprofessional Compensation Plan**

PAY GRADE	JOB TITLE	DAYS	MINIMUM	MIDPOINT	MAXIMUM	
<b>CP1</b>			<b>Hourly</b>	<b>\$17.00</b>	<b>\$19.78</b>	<b>\$22.56</b>
	Clerical Support Educational Assistant MS/HS	187	<b>187 days</b>	\$ 25,432.00	\$ 29,590.88	\$ 33,749.76
	Daycare Assistant	192	<b>192 days</b>	\$ 26,112.00	\$ 30,382.08	\$ 34,652.16
<b>CP2</b>			<b>Hourly</b>	<b>\$17.00</b>	<b>\$19.97</b>	<b>\$22.94</b>
	Educational Assistant- SpEd (Inclusion/Resource)	187	<b>192 Days</b>	\$26,112.00	\$30,673.92	\$35,235.84
	Educational Assistant - General Education	187	<b>197 Days</b>	\$26,792.00	\$31,472.72	\$36,153.44
	Daycare Associate	192	<b>226 Days</b>	\$30,736.00	\$36,105.76	\$41,475.52
	McKinney Vento Liaison Assistant	197				
	Receptionist HS	226				
<b>CP 3</b>			<b>Hourly</b>	<b>\$17.00</b>	<b>\$20.21</b>	<b>\$23.35</b>
	Educational Associate- Bilingual Pre-K	187	<b>187 days</b>	\$25,432.00	\$30,234.16	\$34,931.60
	*Safety Officer	187	<b>197 days</b>	\$26,792.00	\$31,850.96	\$36,799.60
	Print Shop Assistant	197	<b>214 days</b>	\$29,104.00	\$34,599.52	\$39,975.20
	Attendance Associate ES/MS	214				
	*Minimum 19.00/Hr					
<b>CP 4</b>			<b>Hourly</b>	<b>\$17.00</b>	<b>\$20.40</b>	<b>\$23.80</b>
	Educational Associate-SpEd (FAC/CLS/SLE)	187	<b>187 days</b>	25,432.00	30,518.40	35,604.80
	Registrar- Alt./ES/MS	214	<b>214 days</b>	\$29,104.00	\$34,924.80	\$40,745.60
	Attendance Associate Alt/HS	214	<b>226 days</b>	\$30,736.00	\$36,883.20	\$43,030.40
	Receptionist - Central Office	226				
<b>CP 5</b>			<b>Hourly</b>	<b>\$18.22</b>	<b>\$21.96</b>	<b>\$25.69</b>
	Registrar - Elementary School	192	<b>192 days</b>	\$27,985.92	\$33,730.56	\$39,459.84
	Medical Assistant	192	<b>214 days</b>	\$31,192.64	\$37,595.52	\$43,981.28
	Administrative Associate - 9th/Asst. Principal HS	214				
	Administrative Associate- Counselor ES	214				
<b>CP 6</b>			<b>Hourly</b>	<b>\$19.50</b>	<b>\$23.50</b>	<b>\$27.49</b>
	Parent Liaison	197	<b>197 days</b>	\$30,732.00	\$37,036.00	\$43,324.24
	Senior Administrative Associate - Alternative Campus	226	<b>226 days</b>	\$35,256.00	\$42,488.00	\$49,701.92
	Senior Administrative Associate- Elementary School	226				
	Senior Administrative Associate- Middle School	226				
	Senior Administrative Associate- Central Office					
	Registrar HS					
	Bookkeeper HS					
<b>CP 7</b>			<b>Hourly</b>	<b>\$20.87</b>	<b>\$25.14</b>	<b>\$29.42</b>
	LVN	192	<b>192 days</b>	\$32,056.32	\$38,615.04	\$45,189.12
	Senior Administrative Associate (HS/Board)	226	<b>226 days</b>	\$37,732.96	\$45,453.12	\$53,191.36
<b>CP 8</b>			<b>Hourly</b>	<b>\$22.89</b>	<b>\$27.40</b>	<b>\$31.93</b>
	Specialist Central Office	226	<b>226 days</b>	\$41,385.12	\$49,539.20	\$57,729.44
<b>CP 9</b>			<b>Hourly</b>	<b>\$26.32</b>	<b>\$31.51</b>	<b>\$36.71</b>
	Executive Assistant to the Chief	226	<b>226 days</b>	\$47,586.56	\$56,970.08	\$66,371.68
	Lead Position Management Specialist					
<b>CP 10</b>			<b>Hourly</b>	<b>\$28.94</b>	<b>\$34.66</b>	<b>\$40.39</b>
	Executive Associate to Superintendent	226	<b>226 days</b>	\$52,323.52	\$62,665.28	\$73,025.12
	Executive Associate to Board of Trustees					

**Manor ISD**  
**2024 - 2025 Operations/Auxiliary Compensation Plan**

<b>PAY GRADE</b>	<b>JOB TITLE</b>	<b>DAYS</b>	<b>MINIMUM</b>	<b>MIDPOINT</b>	<b>MAXIMUM</b>	
<b>OA 1</b>			<b>Hourly</b>	<b>\$17.00</b>	<b>\$19.65</b>	<b>\$22.00</b>
	Bus Monitor	187	<b>187 days</b>	\$ 25,432.00	\$ 29,396.40	\$ 32,912.00
	Food Service Assistant	187	<b>240 days</b>	\$ 32,640.00	\$ 37,728.00	\$ 42,240.00
	Bus Fueler	240				
	Custodian	240				
<b>OA 2</b>			<b>Hourly</b>	<b>\$17.00</b>	<b>\$21.50</b>	<b>\$23.88</b>
	Food Service Assistant Manager	187	<b>187 days</b>	\$25,432.00	\$32,164.00	\$35,724.48
	Micro-Bus Driver	187	<b>240 days</b>	\$32,640.00	\$41,280.00	\$45,849.60
	Lead Custodian (District & ES)	240				
	Groundskeeper	240				
<b>OA 3</b>			<b>Hourly</b>	<b>\$17.00</b>	<b>20.67</b>	<b>\$24.41</b>
	Warehouse Assistant	226/240	<b>226 days</b>	\$30,736.00	\$37,371.36	\$43,663.20
	Lead Custodian MS	240	<b>240 days</b>	\$32,640.00	\$39,686.40	\$46,368.00
<b>OA 4</b>			<b>Hourly</b>	<b>\$17.23</b>	<b>\$21.47</b>	<b>\$25.76</b>
	Food Service Manager ES	187	<b>187 days</b>	25,776.08	32,119.12	38,536.96
	Lead Custodian HS	240	<b>240 days</b>	33,081.60	41,222.40	49,459.20
	General Maintenance	240				
<b>OA 5</b>			<b>Hourly</b>	<b>\$18.29</b>	<b>\$22.53</b>	<b>\$26.77</b>
	Food Service Manager MS	187	<b>187 days</b>	\$27,361.84	\$33,704.88	\$40,047.92
	Painter	240	<b>240 days</b>	\$35,116.80	\$43,257.60	\$51,398.40
<b>OA 6</b>			<b>Hourly</b>	<b>\$20.67</b>	<b>\$24.91</b>	<b>\$29.15</b>
	Food Service Manager HS/or Lead	187	<b>187 days</b>	\$30,922.32	\$37,265.36	\$43,608.40
	Bus Router	226	<b>226 days</b>	\$37,371.36	\$45,037.28	\$52,703.20
	Dispatcher Transportation	226	<b>240 days</b>	\$39,686.40	\$47,827.20	\$55,968.00
	Carpenter	240				
	Lead Groundskeeper	240				
	Locksmith	240				
	Mechanic, Facilities and Construction	240				
<b>OA 7</b>			<b>Hourly</b>	<b>\$21.73</b>	<b>\$26.50</b>	<b>\$30.74</b>
	Supervisor Safety and Training	226	<b>226 days</b>	\$39,287.84	\$47,912.00	\$55,577.92
	Maintenance Tech-Lead	240	<b>240 days</b>	\$41,721.60	\$50,880.00	\$59,020.80
	Pest Control Groundskeeper	240				
	Supervisor Warehouse	240				
	Mechanic Transportation	240				
	HVAC Assistant	240				
<b>OA 8</b>			<b>Hourly</b>	<b>\$23.32</b>	<b>\$28.09</b>	<b>\$32.86</b>
	Routing & Data Mgmt Supervisor	226	<b>226 days</b>	\$42,162.56	\$50,786.72	\$59,410.88
	Electrician Journeyman	240	<b>240 days</b>	\$44,774.40	\$53,932.80	\$63,091.20
	Plumber Journeyman	240				
	HVAC Mechanic	240				
<b>OA 9</b>			<b>Hourly</b>	<b>\$24.38</b>	<b>\$29.15</b>	<b>\$33.92</b>
	Master Electrician	240	<b>240 days</b>	\$46,809.60	\$55,968.00	\$65,126.40
	Master Plumber	240				
<b>OA BD</b>			<b>Hourly</b>	<b>\$23.20</b>	<b>\$23.81</b>	<b>\$26.42</b>
	Bus Driver	187	<b>187</b>	\$34,707.20	\$35,619.76	\$39,524.32
<b>OA BDT</b>			<b>Hourly</b>	<b>\$23.98</b>	<b>\$24.59</b>	<b>\$27.24</b>
	Bus Driver- Trainer	187	<b>187</b>	\$35,874.08	\$36,786.64	\$40,751.04

**Manor ISD  
2024 - 2025 Police Department Compensation Plan**

<b>PAY GRADE</b>	<b>JOB TITLE</b>	<b>DAYS</b>	<b>MINIMUM</b>	<b>MIDPOINT</b>	<b>MAXIMUM</b>	
<b>PD 1</b>	Non-Exempt		<b>Hourly</b>	<b>\$27.02</b>	<b>\$32.47</b>	<b>\$38.88</b>
	Specialist Police Dept. Support Dispatcher	240	<b>240 days</b>	<b>\$51,878.40</b>	<b>\$62,342.40</b>	<b>\$74,649.60</b>
<b>PD 2</b>	Non-Exempt		<b>Hourly</b>	<b>\$29.29</b>	<b>\$33.75</b>	<b>\$37.73</b>
	Cadet/ Police Officer I	226/240	<b>226 days</b>	<b>\$52,956.32</b>	<b>\$61,020.00</b>	<b>\$68,215.84</b>
	Dispatch Supervisor	240	<b>240 days</b>	<b>\$56,235.80</b>	<b>\$64,800.00</b>	<b>\$72,441.60</b>
<b>PD 3</b>	Non-Exempt		<b>Hourly</b>	<b>\$31.14</b>	<b>\$36.42</b>	<b>\$39.06</b>
	Police Officer II	226	<b>226 days</b>	<b>\$56,301.12</b>	<b>\$65,847.36</b>	<b>\$70,620.48</b>
	Police Officer II	240	<b>240 days</b>	<b>\$59,788.80</b>	<b>\$69,926.40</b>	<b>\$74,995.20</b>
<b>PD 4</b>	Exempt		<b>Daily</b>	<b>\$309.85</b>	<b>\$347.54</b>	<b>\$385.24</b>
	Sergeant/ Detective Sergeant	240	<b>240 days</b>	<b>\$74,364.00</b>	<b>\$83,409.60</b>	<b>\$92,457.60</b>
<b>PD 5</b>	Exempt		<b>Daily</b>	<b>\$363.67</b>	<b>\$407.92</b>	<b>\$452.18</b>
	Lieutenant	240	<b>240 days</b>	<b>\$87,280.80</b>	<b>\$97,900.80</b>	<b>\$108,523.2</b>
<b>PD 6</b>	Exempt		<b>Daily</b>	<b>\$465.53</b>	<b>\$508.85</b>	<b>\$551.00</b>
	Chief of Police	226	<b>226 days</b>	<b>\$105,209.78</b>	<b>\$115,000.10</b>	<b>\$124,526.00</b>

**Manor ISD  
2024 - 2025 Technology Department Compensation Plan**

PAY GRADE	JOB TITLE	DAYS	MINIMUM	MIDPOINT	MAXIMUM	
<b>TD 1</b>	Non-Exempt		<b>Hourly</b>	<b>\$22.26</b>	<b>\$27.50</b>	<b>\$31.74</b>
	A/V Technician	175	<b>175 days</b>	<b>\$31,164.00</b>	<b>\$ 38,500.00</b>	<b>\$ 44,436.00</b>
<b>TD 2</b>	Non-Exempt		<b>Hourly</b>	<b>\$23.32</b>	<b>\$27.56</b>	<b>\$31.80</b>
	Computer Technician	226	<b>226 days</b>	<b>\$42,162.56</b>	<b>\$49,828.48</b>	<b>\$57,494.40</b>
	Help Desk Technician	226				
<b>TD 3A</b>	Exempt		<b>Daily</b>	<b>\$282.54</b>	<b>\$342.21</b>	<b>\$417.64</b>
	Applications Database Manager	226	<b>226 days</b>	<b>\$63,854.04</b>	<b>\$77,339.46</b>	<b>\$94,386.64</b>
	Network Specialist	226				
<b>TD 4A</b>	Exempt		<b>Daily</b>	<b>\$304.98</b>	<b>\$369.24</b>	<b>\$433.50</b>
	Network Coordinator	226	<b>226 days</b>	<b>\$68,925.48</b>	<b>\$83,448.24</b>	<b>\$97,971.00</b>
	Technology Services Manager	226				
<b>TD 5A</b>	Exempt		<b>Daily</b>	<b>\$329.46</b>	<b>\$398.82</b>	<b>\$468.18</b>
	Director of Technology	226	<b>226 days</b>	<b>\$74,457.96</b>	<b>\$89,907.32</b>	<b>\$105,808.68</b>

## Manor ISD Stipends 2024 - 2025

Administrative/Professional - Cell Phone	\$720	Non-exempt / Hourly Employees	Phone only
Chief Officer - Cell Phone	\$720	Police Department Stipends will be based on experience and position assigned (Designated Chief and approved by HC Chief)	Will Vary
Chief Officer - District Travel	\$1,000	Police Department - Cell Phone	Phone Only
Coordinator - District Travel	\$1,000	Technology - Cell Phone	\$720
Executive Director - District Travel	\$1,000	Technology - District Travel	\$1,000
Director - District Travel	\$1,000	Traveling Teachers (Designated by Department Director and Division Chief)	\$1,000
Liaison Assistant, Liaison and Social Worker - District Travel	\$1,000	Traveling Teachers (Fine Arts)	\$2,000

**Notes:**

1. *Stipends will adhere to standard amounts as listed in the compensation plan. Stipends must have the approval of the Division Chief and Chief of Human Resources.*
2. *\*\*Stipends will be annualized and prorated in the same manner as base compensation, meaning they will be evenly split on paychecks throughout the contract year.*
3. *A District cell phone may be issued in lieu of the \$720 cell phone stipend.*

## Police Officer Incentive Plan 2024-2025

<u>Skill</u>	<u>Level</u>	<u>Annual Stipend Amount</u>
Bilingual	Certified	\$3,000
TCOLE Certificate Incentive	Intermediate	\$1,000
	Advanced	\$1,500
	Masters	\$2,200
Education	AS	\$1,200
	BS	\$2,480
	MS	\$3,000
Police Academy	Cadet	\$3,800
Mental Health Officer	Certified	\$1,800
Field Training Officer	Certified	\$1,800
Firearms Instructor	Certified	\$800
School Base LE	Intermediate	\$600
	Advanced	\$900
K-9 Incentives	Certifies	\$4,500

## Telecommunicator Incentive Plan 2024-2025

<u>Skill</u>	<u>Level</u>	<u>Annual Stipend Amount</u>
Bilingual	Certified	\$3,000
TCOLE Certificate Incentive	Intermediate	\$1,000
	Advanced	\$1,500
	Masters	\$2,200
Education	Associates	\$1,200
	Bachelor's	\$2,480
	Masters	\$3,000
Field Training Officer	Certified	\$1,800.00

# Substitute Pay Schedule

## 2024 – 2025

<u>Type</u>	<u>Certification/License</u>	<u>Amount</u>
Substitute Teacher	High School Diploma or GED	\$120.00 a day for first ten days
		\$130.00 a day for same assignment on the eleventh day and after
	College Degree: Bachelor or higher	\$130.00 a day for the first ten days
		\$140.00 a day for same assignment on the eleventh day and after
	Certified	\$160.00 a day for for first ten days
		\$170.00 a day for same assignment on the eleventh day and after
Nurse	Registered Nurse	\$160.00 a day for first ten days
		\$170.00 a day for same assignment on the eleventh day and after
	Licensed Vocational Nurse	\$130.00 a day for first ten days
		\$140.00 a day for same assignment on the eleventh day and after
	Medical Assistant	\$110.00 a day for first ten days
		\$120.00 a day for same assignment on the eleventh day and after
PK, Special Education Behavior or Life Skills Aide		\$120.00 a day for first ten days
		\$130.00 a day for same assignment on the eleventh day and after
Academic Tutors	Before/During/Afterschool	\$30.00 per hour (SBEC Certification) \$25.00 per hour (Bachelor's Degree) \$17.00 per hour (Minimum of 24 hours of College Credit)
Campus Administrator		\$300.00 per day
Central Office Administrator		\$400.00 per day
Counselor		\$235.00 per day
Bus Drivers		Hourly at Base of Paygrade
Bus Monitors		Hourly at Base of Paygrade
Clerical/Technical		Hourly at Base of Paygrade
Custodial		Hourly at Base of Paygrade
Child Care Provider		Hourly at Base of Paygrade
Child Nutrition		Hourly at Base of Paygrade
High School Student Worker		\$12.00 per hour
Extra duty pay for professional employees		\$25.00 per hour
Extra duty pay for professional employees (Summer Programs)		\$35.00 per hour
Extra duty pay for paraprofessional employees		\$17.00 per hour
Extra duty pay for paraprofessional employees (Summer Programs)		\$20.00 per hour
*Temp/Hourly Administrator or Professional		\$40-\$80 per hour or Hourly Base of Paygrade

		*Human Resources Chief approval required.
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