SUPPLEMENTAL PAY

2026-2027

STIPEND SCHEDULE

ATHLETIC GAME WORKER PAY

SUBSTITUTE/TUTORIAL PAY

PERFORMANCE PAY –
Teacher Incentive Allotment (TIA)

2026-2027 Extra Duty Stipends

Mansfield ISD

Level	Assignment	Category	Proposed Stipend
Performance Pay: Teacher Incentive Allotment (TIA)			
For any funds received by MISD for a designated teacher under the Teacher Incentive Allotment (TIA), 90 percent will be paid to the designated teacher. The remaining 10 percent will be used for training and support of the system, expansion of the system, administrative expenses and professional development. Should the district receive funding for a designated teacher who has resigned or retired, the district will forward payment to the resigned or retired teacher as soon as practicable.			
District			
	Doctorate Stipend - School Psychologists	Academics	2,100
	Sponsor - Robotics	Academics	525
	Special Olympics Stipend	Athletics	1,400
	Autism Specialist	Role-Specific	2,100
	Bilingual Duties	Role-Specific	5,500
	Certified Public Accountant	Role-Specific	5,000
	Dyslexia Lead	Role-Specific	4,500
	ESL Lead	Role-Specific	1,575
	Lead Diagnostician	Role-Specific	2,100
	Lead LSSP	Role-Specific	2,100
	Lead Related Services	Role-Specific	2,100
	Lead Speech	Role-Specific	2,100
	Translator	Role-Specific	3,680
Elementary School			
	Academic Chair	Academics	1,050
	Gifted And Talented Stipend	Academics	1,050
	Student Activity Sponsor	Academics	525
	Webmaster	Role-Specific	525
Intermediate			
	Department Chair	Academics	1,050
	Gifted And Talented Stipend	Academics	1,050
	Student Activity Sponsor	Academics	525
	Sponsor - Orchestra	Performing Arts	1,575
	Sponsor - Band Director	Performing Arts	1,575
	Sponsor - Choir Head	Performing Arts	1,575
	Sponsor - Theatre Head	Performing Arts	1,050
	Webmaster	Role-Specific	525

Middle School		
Department Chair	Academics	1,100
Gifted And Talented Stipend	Academics	1,100
Sponsor - National Honor Society	Academics	525
Sponsor - Student Council Head	Academics	525
Sponsor - Yearbook Head	Academics	1,050
Student Activity Sponsor	Academics	525
Team Leader	Academics	950
Campus Coordinator	Athletics	9,200
Assistant Coach (1 sport) *3 sport Max	Athletics	2,500
Sponsor - Band Assistant	Performing Arts	5,648
Sponsor - Band Director	Performing Arts	8,676
Sponsor –Band Orchestra	Performing Arts	5,648
Sponsor - Cheerleader	Performing Arts	2,250
Sponsor - Choir Head	Performing Arts	3,155
Sponsor - Theatre Head	Performing Arts	1,260
Webmaster	Role-Specific	1,050

High School		
Department Chair	Academics	2,100
Gifted And Talented Stipend	Academics	2,100
Sponsor - AP/National Merit	Academics	525
Sponsor- Band Orchestra	Performing Arts	8,676
Sponsor - BPA	Academics	2,100
Sponsor - CTE Event	Academics	525
Sponsor - DECA	Academics	2,100
Sponsor - Decathlon Assistant	Academics	1,050
Sponsor - Decathlon Head	Academics	2,625
Sponsor - HOSA	Academics	2,100
Sponsor - Key Club	Academics	525
Sponsor - National Honor Society	Academics	525
Sponsor - Newspaper	Academics	3,680
Sponsor - Senior Class	Academics	1,050
Sponsor - Skills USA	Academics	2,100
Sponsor - Solar Cars	Academics	3,680
Sponsor - Speech/Debate	Academics	2,100
Sponsor - Step Club	Academics	1,050
Sponsor - Student Council Asst	Academics	1,050
Sponsor - Student Council Head	Academics	2,100
Sponsor - UIL Coordinator	Academics	1,575
Sponsor - UIL Event	Academics	525
Sponsor - Yearbook Assistant	Academics	525
Sponsor - Yearbook Head	Academics	2,100
Campus Coordinator	Athletics	2100 - 3548
Coach - Baseball Head	Athletics	12,224
Coach - Basketball Head	Athletics	7,880
Coach - Football Head	Athletics	7,880
Coach - Football Offensive/Defensive Coordinator	Athletics	11,174
Coach - Golf Head	Athletics	11,174
Coach - Strength & Conditioning	Athletics	12,224
Coach - Soccer Head	Athletics	11,174

Coach - Softball Head	Athletics	12,224
Coach - Swimming Head	Athletics	10,649
Coach - Tennis Head	Athletics	11,174
Coach - Track Head	Athletics	12,224
Coach - Volleyball Head	Athletics	12,224
Coach - Diving	Athletics	6,500
Coach - District Trainer	Athletics	4,996
Trainer - Lead	Athletics	13,799
Trainer	Athletics	12,749
Trainer (assistant)	Athletics	2,100
1st Assistant Basketball	Athletics	11,174
Assistant Coach (2 sports)	Athletics	10,124
Assistant Coach (1 sport)	Athletics	5,062
Strength & Conditioning ($525 p/segment)	Athletics	2,100
Student Development Coord.	Athletics	1,050
Ticket Coordinator	Athletics	1,050
Officials Coordinator	Athletics	1,575
Sponsor - Band Head	Performing Arts	11,730
Sponsor - Band Assistant	Performing Arts	9,400
Sponsor - Cheerleader Freshman	Performing Arts	2,100
Sponsor - Cheerleader Asst	Performing Arts	3,400
Sponsor - Cheerleader Varsity	Performing Arts	8,024
Sponsor - Choir Asst	Performing Arts	3,500
Sponsor - Choir Head	Performing Arts	7,753
Sponsor - Drill Team Assistant	Performing Arts	3,000
Sponsor - Drill Team Varsity	Performing Arts	8,024
Sponsor - Theatre Assistant	Performing Arts	2,625
Sponsor - Theatre Head	Performing Arts	5,780
Technology Lead	Role-Specific	525
Webmaster	Role-Specific	2,100

ATHLETIC GAME WORKER PAY RATES

2026-2027

Varsity Football - Newsom Stadium & RL Anderson		
Gate Workers	Half Game	$ 50.00
Gate Workers	Full Game	$ 80.00
Reserved Seating Monitor	Full Game	$ 80.00
Stands Monitor	Full Game	$ 80.00
Parking Attendant	Half Game	$ 50.00
Team/Band Hosts	Full Game	$ 80.00
Lobby Assistant	Full Game	$ 80.00
Press Box Coordinator	Full Game	$ 80.00
Announcer	Full Game	$ 100.00
Clock	Full Game	$ 70.00
Spotter	Full Game	$ 60.00
Video Board Producer	Full Game	$ 125.00
Video Board Assistant	Full Game	$ 75.00
Ticket Supervisor	Full Game	$ 150.00
Event Supervisor	Full Game	$ 150.00
Assistant Event Supervisor	Full Game	$ 100.00
Paramedics	Full Game	$ 225.00
Soccer - Newsom Stadium & RL Anderson		
Gate Workers	Per Game	$ 30.00
Announcer - varsity only	Per Game	$ 40.00
Clock	Per Game	$ 30.00
Stands Monitor	Per Game	$ 30.00
Sideline Monitor	Per Game	$ 30.00
Video Board - Varsity only	Per Game	$ 75.00
Event Supervisor	1 Game	$ 45.00
	2 Games	$ 75.00
	3 Games	$ 105.00
Middle School Football - Newsom Stadium & RL Anderson		
Gate Workers	Per Game	$ 30.00
Clock	Per Game	$ 30.00
Stands Monitor	Per Game	$ 30.00
Sideline Monitor	Per Game	$ 30.00
Event Supervisor	1 Game	$ 45.00
	2 Games	$ 75.00
	3 Games	$ 105.00
All Sports - Campus		

Gate Workers	Per Game	$ 30.00
Backhall Monitor	Per Game	$ 30.00
Clock/Book	Per Game	$ 30.00
Announcer - Varsity only	Per Game	$ 40.00
Libero Tracker - Var. volleyball	Per Game	$ 30.00
Lines - Var. volleyball	Per Game	$ 50.00
Pitch Counter - baseball	Per Game	$ 30.00

MANSFIELD INDEPENDENT SCHOOL DISTRICT
TUTORIAL PAY RATES
2026-2027

Tutorials/Summer Sessions	
Administrator, Teacher (Summer School)	$30.00
Teacher (Certified) - Tutoring	$25.00
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
Out of School Time Pay Rates	
HS Student (not eligible for hire ACE)	$12/hr
MISD Paraprofessionals/Auxiliary	$14 & weighted OT/hr
HS Graduate & **non-degreed** MISD Substitutes	$14/hr
Non-MISD Certified Teachers & External candidates & MISD Substitutes w/ Bachelor's degree or higher	$22/hr
MISD Professionals, MISD Certified Teachers, & MISD Long Term Certified Substitutes	$25/hr
Pay Rates for Substitutes	
Teacher Assignments	
Non-Degreed (Minimum 24 College hours)	$100
Degreed (bachelors or higher)	$120.00
Certified (Standard Texas Certificate)	$135.00
Long Term (Degreed)	$135.00 (starting on day 11)
Long Term (Certified in corresponding subject area)	$165.00 (starting on day 21)
Paraprofessional Assignments (Aides)	
Paraprofessional Assignment: General Education	$80
Paraprofessional Assignment: All Special Education	$85