MANOR INDEPENDENT SCHOOL DISTRICT
COMPENSATION PLAN

School Year

2026-2027

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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 based on each applicant's job qualifications, experience, and abilities.

Updates to the 2026-2027 compensation plan reflect required changes by the 89th Legislature, approved recommendations from the 2026 TASB Pay Maintenance Study, and the District's commitment to present a balanced budget for the 2026-2027 school year.

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, 2026, and no later than June 30, 2027.

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 experience-based pay scales. Upon hire, service credit will be given to all non-exempt and exempt employees; employee compensation will reflect the number of verifiable years of service within the time frame allotted to provide such documentation. 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 the point of hire in correlation with the Board approved compensation plan at the point of hire. **After the 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.

School Psychologist Interns will be paid at the base of the School Psychologist pay scale until such time as 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

New Hire Salary Placement Schedule 2026 - 2027*

Years Exp	Teacher Scale	Teacher w/ Masters	Teacher w/ Doctorate
	187	**187**	**187**
0	$58,350	$59,350	$60,350
1	$58,881	$59,881	$60,881
2	$59,093	$60,093	$61,093
3	$61,017	$62,017	$63,017
4	$61,441	$62,441	$63,441
5	$64,365	$65,365	$66,365
6	$64,789	$65,789	$66,789
7	$65,425	$66,425	$67,425
8	$66,061	$67,061	$68,061
9	$66,697	$67,697	$68,697
10	$67,333	$68,333	$69,333
11	$67,969	$68,969	$69,969
12	$68,287	$69,287	$70,287
13	$68,605	$69,605	$70,605
14	$68,923	$69,923	$70,923
15	$69,241	$70,241	$71,241
16	$69,559	$70,559	$71,559
17	$69,877	$70,877	$71,877
18	$70,195	$71,195	$72,195
19	$70,513	$71,513	$72,513
20	$70,831	$71,831	$72,831

21	$71,149	$72,149	$73,149
22	$71,679	$72,679	$73,679
23	$72,209	$73,209	$74,209
24	$72,739	$73,739	$74,739
25	$73,269	$74,269	$75,269
26	$73,779	$74,799	$75,799
27	$74,360	$75,360	$76,360
28	$74,921	$75,921	$76,921
29	$75,482	$76,482	$77,482
30+	$76,043	$77,043	$78,043

*The teacher pay scale has been updated to reflect mandates by HB2 of the Texas 89th Legislative Session.

Teacher for purposes of the salary placement schedule is defined as: classroom teacher, instructional coach, academic interventionist, and ARD Facilitators.

Instructional Coaches, Academic Interventionists, ARD Facilitators, and GT Teachers are also eligible for the approved additional compensation for Masters and Doctoral degrees.

Note: Salary levels meet or exceed state minimum salary requirements. Employees on the teacher, nurse, and librarian pay scales* 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

Librarian and Registered Nurse

New Hire Salary Placement Schedule 2026 - 2027

Years Exp	Librarian & RN
	192
0	$60,309
1	$60,526
2	$60,744
3	$61,180
4	$61,615
5	$62,050
6	$62,486
7	$63,139
8	$63,792
9	$64,445
10	$65,098
11	$65,751
12	$66,077
13	$66,404
14	$66,730
15	$67,057
16	$67,383
17	$67,710
18	$68,036
19	$68,363
20	$68,689
21	$69,016
22	$69,560
23	$70,104
24	$70,648
25	$71,192

26	$71,736
27	$72,312
28	$72,888
29	$73,464
30+	$74,040

The nurse and librarian salary structures represent annual salaries based on full-time contract arrangements for employment based on 192 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 2026 - 2027

Stipend Type	**Number Approved**	**Total Amount**	**How Awarded**
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 Deputy Superintendent or Superintendent.
Athletic Trainer Stipend	3	$10,000	Recommendation/approval of Division Chief
Bilingual Certified Interventionists, Diagnosticians, Instructional Coaches, Speech Pathologists and School Psychologists School Psychologists and Speech Pathologists who provide 100% of their support directly to bilingual education students **may** be eligible to receive a supplement.	9	$5,000	Recommendation of campus principal and approval of Division Chief.
Speech Pathologists and School Psychologist	4	$1,000	Recommendation by Executive Director of Special Programs and approval by Human Resources.
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.
Visiting International Teacher Coordinator	1	$5,000	Recommendation of campus principal and approval by Human Resources.
Lead Dyslexia Stipend	1	$10,000	Recommendation/approval of Division Chief
Lead Special Education Evaluator Stipend	1	$10,000	Recommendation/approval of Division Chief

Lead Speech Pathologist Stipend	1	$10,000	Recommendation/approval of Division Chief
District Science Coordinator Stipend	1	$1,000	Recommendation/approval of Superintendent
Lead PE Stipend	1	$1,750	Recommendation/approval of Division Chief
Mentor Stipend	80	$250 per semester	Recommendation/approval of Division Chief
Orientation & Mobility Specialist	1	$7,000	Recommendation by Executive Director of Special Programs/Approval by Deputy Superintendent or Superintendent.
Special Education SLE (DMS)	1	$7,500	Teacher of record: Recommendation of campus principal and approval of Division Chief.
Teacher Resident Stipends	4	$10,000	Human Resources
Transportation Trainer Stipend	1	$1,500	Recommendation/approval of Division Chief
Principal Incentive Stipend*		$20,000 Paid based on a 10- point or more increase or receiving an A on 2027 STAAR overall accountability results. Employees must complete the 2026-2027 school year in the role and be under contract for the 2027-2028 school year to receive compensation.	Based on the Campus Grade criteria and approval of the Superintendent.
Assistant Principal Incentive Stipend*		$10,000 Paid based on a 10- point or more increase or receiving an A on 2027 STAAR overall accountability results. Employees must complete the 2026-2027 school year in the role and be under contract for the 2027-2028 school year to receive compensation.	Based on the Campus Grade criteria and approval of the Superintendent.
Opportunity Culture®		MCL 1 $11,000 MCL 2 $14,000 MCL 3 $19,000	Based on the Opportunity Culture® selection process.

	*Commensurate with program	MTRT 1 $5,000* MTRT 2 $6,000* TRT $3,000* MTRA $3,000* TRA $3,000*	

*Campus Administrator Incentive stipends are paid in September.

Manor Independent School District
High School Stipends 2026-2027

Stipend Type	Number Approved	Total Amount	How Awarded
Audio Visual Production	1 per HS campus where AV course offered	$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	4	$7,000	Teacher of record: Recommendation of campus principal and approval of Division Chief.
Band – Strings	1	$6,000	Teacher of record: Recommendation of campus principal and approval of Division Chief.
Cadet Club	1 MNTHS 1 MHS	$1,000	Recommendation of campus principal.
Career & Technology Student Organization Advisor (CTSO)	18	$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.
Dance	1	$6,000	Teacher of record: Recommendation of campus principal and approval of Division Chief.
Department Chair for Core Academic Areas, Special Education and CTE	18	$2,000	Recommendation of the campus principals and approval of Division Chief.

Stipend Type	**Number Approved**	**Total Amount**	**How Awarded**
Gifted & Talented	2	$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	3	$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 the Division Chief.
Math	19	$1,000	Teacher of record: Recommendation of campus principal and approval of Division Chief.
Robotics Lead	2 per HS campus	$1,000	Sponsor 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 - *(includes One Act Play)*	3 - MHS 1 - NTHS	$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.
Lead Robotics Coach	2 per HS campus	$1,000	Sponsor of record: Recommendation of campus principal and approval of Division Chief.
Robotics Coach	1 per HS campus	$600	Sponsor of record: Recommendation of campus principal and approval of Division Chief.
Science	19	$1,000	Teacher of record: Recommendation of campus principal and approval of Division Chief.
Special Education Behavior, Life Skills & Autism, Functional Academics	11	$4,000	Teacher of record: Recommendation of campus principal and approval of Division Chief.

Stipend Type	Number Approved	Total Amount	How Awarded
Special Education Resource/Inclusion	13	$2,500	Teacher of record: Recommendation of campus principal and approval of Division Chief.
Student Council	3	$1,500	Sponsor of record, recommendation of campus principal and approval of Division Chief.
UIL – Coordinator	2	$1,500	Sponsor of record, recommendation of campus principal and approval of Division Chief.
UIL – Individual Subject Coaches	23	$500	Sponsor of record: Recommendation of campus principal and approval of Division Chief.
Yearbook	1 per HS 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 2026-2027

Stipend Type	Number Approved	Total Amount	How Awarded
Band – Head Director	1 per MS campus	$8,500	Teacher of record: Recommendation of campus principal and approval of Division Chief.
Band – Assistant Director	2	$5,500	Teacher of record: Recommendation of campus principal and approval of Division Chief.
Band – Orchestra	1	$4,000	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	2	$4,000	Teacher of record: Recommendation of campus principal and approval of Division Chief.
Dance	1	$5,500	Sponsor of record: Recommendation of campus principal and approval of Division Chief.
Department Chair for Core Academic Areas, Special Education and CTE	15	$2,000	Recommendation of the campus principal and approval of Division Chief.
Gifted & Talented	3	$1,000	Sponsor of record: Recommendation of campus principal and approval of Division Chief.
Math	11	$1,000	Teacher of record: Recommendation of campus principal and approval of Division Chief.
National Honor Society	1 - NTM	$750	Sponsor of record: Recommendation of campus principal and approval of Division Chief.
Theater - *(includes One Act Play)*	2	$2,000	Sponsor of record: Recommendation of campus principal and approval of Division Chief.
Science	10	$1,000	Teacher of record: Recommendation of campus principal and approval of Division Chief.

Stipend Type	Number Approved	Total Amount	How Awarded
Special Education. Behavior, Life Skills & Autism, Functional Academics	5	$4,000	Teacher of record: Recommendation of campus principal and approval of Division Chief.
Special Education Resource or Inclusion	10	$2,500	Teacher of record: Recommendation of campus principal and approval of Division Chief.
Student Council	1 per MS campus	$750	Sponsor of record: Recommendation of campus principal and approval of Division Chief.
UIL – MS Coordinator	2	$1,000	Sponsor of record: Recommendation of campus principal and approval of Division Chief.
UIL – MS Individual Subject Coaches	18	$500	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.
Yearbook	1 per MS Campus	$1,000	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 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 2026-2027

Stipend Type	Number Approved	Total Amount	How Awarded
Bilingual Teacher Special Education & Bilingual Certified Teacher	103	$7,500	Bilingual certified and teacher of record.
Gifted & Talented	5	$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, and 1 for Specials per campus	78	$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	19	$4,000	Teacher of record: Recommendation of campus principal and approval of Division Chief.
Special Education- Resource and Inclusion	15	$2,500	Teacher of record: Recommendation of campus principal and approval of Division Chief.
UIL – Elementary. Coordinator	9	$500	Sponsor of record: Recommendation of campus principal and approval of Division Chief.
UIL – Elementary Individual Subject Coaches	36	$350	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.
Yearbook	1 per ES Campus	$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 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 Independent School District
Athletic Stipends – High Schools 2026-2027

Stipend Type	Number Approved *Smaller HS campuses awarded accordingly.	Total Amount	How Awarded
Football, Head Coach	2*	$20,000 W/CDL $14,000 W/O CDL	1 per HS Campus
Football, Varsity Assistant & Football, JV-9th	21	$7,000 W/CDL $4,900 W/O CDL	14- MHS Campus 10 - NTHS
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-9th	5*	$5,000 W/CDL $3,500 W/O CDL	3 - MHS 2 - NTHS
Basketball, Head Coach	4*	$8,000 W/CDL $5,600 W/O CDL	2 per HS Campus
Basketball, Varsity Assistant & Basketball, JV-9th	10*	$5,000 W/CDL $3,500 W/O CDL	6 - MHS 4 - NTHS
Baseball, Head Coach	2*	$8,000 W/CDL $5,600 W/O CDL	1 per HS Campus
Baseball, Varsity Assistant & Baseball, JV-9th	5*	$5,000 W/CDL $3,500 W/O CDL	3 - MHS 2 - NTHS
Softball, Head Coach	2*	$8,000 W/CDL $5,600 W/O CDL	1 per HS Campus
Softball, Varsity Assistant & Softball, JV-9th	4*	$5,000 W/CDL $3,500 W/O CDL	2 - MHS 2 - NTHS
Track, Head Coach	4*	$8,000 W/CDL $5,600 W/O CDL	2 per HS Campus

Stipend Type	**Number Approved** *Smaller HS campuses awarded accordingly.	**Total Amount**	**How Awarded**
Track, Varsity Assistant & Track, JV-9th	14*	$5,000 W/CDL $3,500 W/O CDL	7 - HS; 7 - NTHS
Soccer, Head Coach	4*	$8,000 W/CDL $5,600 W/O CDL	2 per HS Campus
Soccer, Varsity Assistant & Soccer, JV-9th	8*	$5,000 W/CDL $3,500 W/O CDL	4 - MHS 4 - 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 - MHS 1- NTHS
Powerlifting, Assistant	1*	$3,000 W/CDL $2,100 W/O CDL	1 - MHS Campus
Tennis, Head Coach	2* per season	$3,500 W/CDL $2,450 W/O CDL	1 per HS Campus
Tennis, Assistant Coach	1	$3,000 W/CDL $2,100 W/O CDL	1 - NTHS Spring
Cross Country, Head Coach	2*	$5,000 W/CDL $3,500 W/O CDL	1 per HS Campus
Cross Country, Assistant Coach	2	$3,000 W/CDL $2,100 W/O CDL	1 per HS Campus
Golf, Head Coach	2* per season	$3,500 W/CDL $2,450 W/O CDL	1 per HS 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 Independent School District
Athletic Stipends – Middle Schools 2026-2027

Stipend Type	Number Approved *Smaller MS campuses awarded accordingly.	Total Amount	How Awarded
Basketball, MS Coach	12	$2,500 W/CDL $1,750 W/O CDL	4 per MS campus 2 - MRA
Cross Country, MS Coach	3*	$1,500 W/CDL $1,050 W/O CDL	1 per MS campus
Coordinators	6*	$2,000 W/CDL $1,750 W/O CDL	1 Boys per campus 1 Girls per campus
Football, MS Coach	12	$3,000 W/CDL $2,100 W/O CDL	4 per MS campus 2 - MRA
Soccer, MS Coach	6*	$1,500 W/CDL $1,050 W/O CDL	2 per MS campus
Tennis, MS Coach	3*	$1,500 W/CDL $1,050 W/O CDL	1 per MS campus
Track, MS Coach	22	$2,500 W/CDL $1,750 W/O CDL	4 - MRA 6 - DMS 8 - MNTM
Volleyball, MS Coach	6	$2,500 W/CDL $1,750 W/O CDL	2 per MS campus 1 - MRA

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 Independent School District
Administrative/Professional Compensation Plan 2026-2027

PAY GRADE	JOB TITLE	DAYS		MINIMUM	MIDPOINT	MAXIMUM
AP 1			**Daily**	**$249.00**	**$300.00**	**$351.00**
	Supervisor	240	**240 days**	$59,760	$72,000	$84,240
AP 2			**Daily**	**$276.66**	**$333.33**	**$390.00**
	District Chef	226	**192 days**	$53,119	$63,999	$74,880
	Social Worker	192	**197 days**	$54,502	$65,666	$76,830
	Specialist	197 / 226	**226 days**	$62,525	$75,333	$88,140
	Speech Language Pathologist Assistant	197				
	McKinney Vento Educator	192				
AP 3			**Daily**	**$308.48**	**$371.66**	**$434.84**
	Athletic Trainer	187	**187 days**	$57,686	$69,500	$81,315
	Counselor - ES	192	**192 days**	$59,228	$71,359	$83,489
	Coordinator	197 / 214 / 226	**197 days**	$60,771	$73,217	$85,663
	Psychologist - Intern	197	**202 days**	$62,313	$75,075	$87,838
	Asst Principal - ES	202	**214 days**	$66,015	$79,535	$93,056
	Counselor - MS	202	**226 days**	$69,716	$83,995	$98,274
AP 4			**Daily**	**$326.99**	**$393.96**	**$460.93**
	Diagnostician	197	**197 days**	$64,417	$77,610	$90,803
	Occupational Therapist	197	**202 days**	$66,052	$79,580	$93,108
	Physical Therapist	197	**207 days**	$67,687	$81,550	$95,413
	Speech Language Pathologist	197	**226 days**	$73,900	$89,035	$104,170
	School Psychologist	197				
	Counselor - HS	207				
	Asst Principal - MS	202				
	Senior Coordinator	226				

AP 5				
	Asst Principal - HS	214		
	Asst Director	226		

Daily	$343.34	$413.66	$483.98
214 days	$73,475	$88,523	$103,572
226 days	$77,595	$93,487	$109,379

AP 6				
	Associate Principal	226		
	Director	226		
	HS Asst Principal/Academic Dean	226		
	Principal - ES	226		

Daily	$377.67	$455.02	$532.39
226 days	$85,353	$102,837	$120,320

AP 7				
	DAEP-MEA/MAP Principal & Truancy Director	226		
	Director - Athletics	226		
	Principal - MS	226		

Daily	$415.44	$500.53	$585.62
226 days	$93,889	$113,120	$132,350

AP 8				
	Exec Director	226		
	Principal - HS	226		

Daily	$466.70	$555.59	$644.48
226 days	$105,474	$125,563	$145,652

AP 9				
	Chief Officer	226		

Daily	$557.26	$655.60	$753.94
226 days	$125,941	$148,166	$170,390

AP 10				
	Deputy Superintendent	226		

Daily	$699.13	$812.94	$926.75
226 days	$158,003	$183,724	$209,446

Manor Independent School District
Clerical/Paraprofessional Compensation Plan 2026-2027

PAY GRADE	JOB TITLE	DAYS		MINIMUM	MIDPOINT	MAXIMUM
CP1			**Hourly**	**$17.00**	**$20.00**	**$23.00**
	Educational Assistant - Clerical Support MS/HS	187	**187 days**	$25,432	$29,920	$34,408
	Daycare Assistant	192	**192 days**	$26,112	$30,720	$35,328
CP2			**Hourly**	**$17.40**	**$21.00**	**$24.60**
	Color Guard	187	**187 days**	$26,030	$31,416	$36,802
	Educational Assistant	187	**192 days**	$26,726	$32,256	$37,786
	Daycare Associate	192	**197 days**	$27,422	$33,096	$38,770
	McKinney Vento Liaison Assistant	197	**226 days**	$31,459	$37,968	$44,477
	Receptionist HS	226				
CP 3			**Hourly**	**$18.30**	**$22.05**	**$25.80**
	Educational Associate	187	**187 days**	$27,377	$32,987	$38,597
	Safety Officer (Minimum $19/Hour)	187	**197 days**	$28,841	$34,751	$40,661
	Print Shop Assistant	197	**214 days**	$31,330	$37,750	$44,170
	Attendance Associate MS	214				
CP 4			**Hourly**	**$19.21**	**$23.15**	**$27.09**
	Opportunity Culture® Reach Associate	187	**187 days**	$27,738	$34,632	$40,527
	Registrar- Alt/MS	214				
	Attendance Associate Alt/HS		**214 days**	$32,888	$39,633	$46,378
	Administrative Asst - Facilities	226	**226 days**	$34,732	$41,855	$48,979
	Receptionist - Central Office	226				
CP 5			**Hourly**	**$20.18**	**$24.31**	**$28.44**
	Medical Assistant	192	**192 days**	$30,996	$37,340	$43,684
	Registrar/Attendance Associate - ES	214	**214 days**	$35,458	$41,619	$48,689
	Administrative Associate - HS/MS	214	**226 days**	$36,485	$43,952	$51,420
	Administrative Associate - CDC.Food Service	226				
CP 6			**Hourly**	**$21.19**	**$25.53**	**$29.87**
	Parent Liaison	197	**197 days**	$33,395	$40,235	$47,075
	Senior Administrative Associate - Alt/ES/MS	226	**226 days**	$38,312	$46,158	$54,005
	Senior Administrative Associate- Central	226				

	Registrar - HS	226			
	Bookkeeper - HS	226			
CP 7			**Hourly**	**$22.25**	**$26.81**	**$31.37**
	Licensed Vocational Nurse	192	**192 days**	$34,176	$41,180	$48,184
	Senior Administrative Associate - HS	226	**226 days**	$40,228	$48,472	$56,717
CP 8			**Hourly**	**$24.25**	**$29.22**	**$34.19**
	Specialist I - Central Office	226	**226 days**	$43,844	$52,830	$61,816
CP 9			**Hourly**	**$26.59**	**$31.85**	**$37.11**
	Executive Assistant Lead Specialist	226	**226 days**	$48,075	$57,585	$67,095
CP 10			**Hourly**	**$31.84**	**$37.90**	**$43.96**
	Executive Associate to the Superintendent and the Board of Trustees	226	**226 days**	$57,567	$68,523	$79,480
	Executive Associate to the Deputy Superintendent	226				

Manor Independent School District
Operations/Auxiliary Compensation Plan 2026-2027

PAY GRADE	JOB TITLE	DAYS		MINIMUM	MIDPOINT	MAXIMUM
OA 1			**Hourly**	**$17.05**	**$20.79**	**$24.53**
	Bus Monitor	180	**180 days**	$24,552	$29,938	$35,323
	Food Service Assistant	180 / 188	**240 Days**	$32,736	$39,917	$47,098
	Custodian	240				
OA 2			**Hourly**	**$17.50**	**$21.83**	**$26.16**
	Asst Manager - Food Service	180	**180 days**	$25,200	$31,435	$37,670
	Micro Bus Driver	180	**240 Days**	$33,600	$41,914	$50,227
	Bus Driver in Training	180				
	Groundskeeper	240				
	Lead Custodian - ES	240				
OA 3			**Hourly**	**$18.50**	**$22.92**	**$27.34**
	Lead Custodian - MS	240	**240 Days**	$35,520	$44,006	$52,493
	Warehouse Asst	240				
OA 4			**Hourly**	**$19.50**	**$24.07**	**$28.64**
	Manager - Kitchen ES	180	**180 days**	$28,080	$34,660	$41,241
	Lead Custodian - HS	240	**240 Days**	$37,440	$46,214	$54,989
	General Maintenance	240				
OA 5			**Hourly**	**$20.50**	**$25.27**	**$30.04**
	Manager - Kitchen MS	180	**180 days**	$29,520	$36,389	$43,258
	Painter	240	**240 Days**	$39,360	$48,518	$57,677
OA 6			**Hourly**	**$21.50**	**$26.53**	**$31.56**
	Manager - Kitchen HS	180	**180 days**	$30,960	$38,203	$45,446
	Transportation Dispatcher	226	**226 days**	$38,872	$47,966	$57,060
	Transportation Router	226	**240 days**	$41,280	$50,938	$60,595
	Carpenter	240				
	Lead Groundskeeper	240				
	Locksmith	240				
	Mechanic	240				

OA 7				
	Supervisor - Field Investigations	226		
	Supervisor - Safety & Training	226		
	Supervisor - Training	226		
	Lead Maintenance Technician	240		
	Pest Control/Groundskeeper	240		
	Transportation Mechanic	240		

Hourly	$22.71	$28.12	$33.53
226 days	$41,060	$50,841	$60,622
240 days	$43,603	$53,990	$64,378

OA 8				
	Supervisor - Routing & Data Management	226		
	Supervisor - Transportation	226		
	Supervisor - Warehouse	226 / 240		
	Electrician	240		
	HVAC Mechanic	240		

Hourly	$26.52	$32.34	$38.16
226 days	$47,948	$58,471	$68,993
240 days	$50,918	$62,093	$73,267

OA 9				
	Master Plumber	240		

Hourly	$29.26	$35.25	$41.24
240 days	$56,179	$67,680	$79,180

OA BD				
	Barn Monitor	175		
	Bus Driver	180		

Hourly	$23.20	$27.00	$30.80
175 days	$32,480	$37,800	$43,120
180 days	$33,408	$38,880	$44,352

Manor Independent School District
Police Department Compensation Plan 2026-2027

PAY GRADE	JOB TITLE	DAYS		MINIMUM	MIDPOINT	MAXIMUM
PC	Non-Exempt		**Hourly**	**$20.00**	**$20.00**	**$20.00**
	Police Cadet	226 / 240	**226 days**	$36,160	$36,160	$36,160
			240 days	$38,400	$38,400	$38,400
PD 1	Non-Exempt		**Hourly**	**$27.02**	**$32.47**	**$37.92**
	Specialist - Support	226	**226 days**	$48,852	$58,706	$68,559
	Specialist - Dispatcher**	240	**240 days**	$51,878	$62,342	$72,806
PD 2	Non-Exempt		**Hourly**	**$29.32**	**$34.09**	**$38.66**
	Supervisor - Dispatch	240	**240 days**	$56,294	$65,453	$74,611
PD 3	Non-Exempt		**Hourly**	**$31.21**	**$37.06**	**$42.91**
	Police Officer	226 / 240	**226 days**	$56,428	$67,004	$77,581
			240 days	$59,923	$71,155	$82,387
PD 4	Non-Exempt		**Hourly**	**$38.73**	**$43.44**	**$48.15**
	Sergeant/ Detective	240	**240 days**	$74,361	$83,404	$92,448
PD 5	Exempt		**Daily**	**$363.67**	**$407.92**	**$452.18**
	Lieutenant	240	**240 days**	$87,281	$97,901	$108,523
PD 6	Exempt		**Daily**	**$465.53**	**$508.85**	**$551.00**
	Chief of Police	226	**226 days**	$105,210	$115,000	$124,526

**Dispatchers are not on an annualized pay calendar.

Cadets earn $20.00 per hour.

Manor Independent School District
Technology Department Compensation Plan 2025 - 2026

PAY GRADE	JOB TITLE	DAYS		MINIMUM	MIDPOINT	MAXIMUM
TD 1	Non-Exempt		**Hourly**			
TD 2	Non-Exempt		**Hourly**	**$25.50**	**$31.10**	**$36.70**
	Computer Technician	226	**226 days**	$46,104	$56,229	$66,353
	Help Desk Technician	226				
TD 3A	Exempt		**Daily**	**$289.71**	**$353.30**	**$416.89**
	Applications Database Manager	226	**226 days**	$65,474	$79,846	$94,217
	Network Specialist	226				
TD 4A	Exempt		**Daily**	**$354.82**	**$427.49**	**$500.16**
	Coordinator - Network Systems	226	**226 days**	$80,189	$96,613	$113,036
	Manager, Technology Services	226				
	IT Infrastructure	226				
TD 5A	Exempt		**Daily**	**$376.11**	**$453.14**	**$530.17**
	Director - Technology Services	226	**226 days**	$85,001	$102,410	$119,818

Manor Independent School District
Ancillary Stipends 2026-2027

Stipend Type	Number Approved	Amount
Administrative/Professional - Cell Phone	43	$720
Chief Officer - Cell Phone	4	$720
Chief Officer - District Travel	4	$1,000
Coordinator - District Travel	8	$1,000
Executive Director - District Travel	6	$1,000
Director & Principal - District Travel	25	$1,000
Professional (Special Education) - District Travel	13	$1,000
Liaison Assistant, Liaison and Social Worker - District Travel	13	$1,000
Non-exempt / Hourly Employees	14	Phone or Stipend
Police Department Stipends will be based on experience and position assigned (Designated Chief and approved by Human Resources)	Commensurate with Certification, Licenses, Skills	Commensurate with Certification, Licenses, Skills
Police Department - Cell Phone	-	Phone Only
Technology - Cell Phone	5	$720
Technology Technician - Cell Phone	6	$480
Technology - District Travel	10	$1,000
Traveling Teachers (Designated by Department Director and Division Chief and approved by Human Resources)	8	$1,000
Traveling Teachers - Fine Arts (Designated by Department Director and Division Chief and approved by Human Resources)	8	$2,000
Uniform Allowance (Food Service Department)	112	$250

Notes:
1. Stipends must have the approval of the Division Chief and 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.

Manor Independent School District
Police Officer Incentive Plan 2026 - 2027

Credential/Skill	Number Approved	Level	Stipend Amount
Corporal	1	N/A	$6,000
Corporal Admin	1	N/A	$5,000
Investigator	1	N/A	$5,000
Bilingual	3	Certified	$3,000
TCOLE Certificate Incentive	0	Intermediate	$1,000
TCOLE Certificate Incentive	2	Advanced	$1,500
	8	Masters	$2,200
Education	0	Associates Degree	$1,200
	1	Bachelors Degree	$2,480
	5	Masters Degree	$3,000
Police Academy	2	Cadet	$3,800
Mental Health Officer	8	Certified	$1,800
Field Training Officer	9	Certified	$1,800
Firearms Instructor	2	Certified	$800
School-Based Law Enforcement	4	Intermediate	$600
	2	Advanced	$900
	4	Masters	$1,200
K-9 Incentives	1	Certified	$4,500

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 Independent School District
Telecommunicator Incentive Plan 2025 - 2026

Credential/Skill	Number Approved	Level	Stipend Amount
Bilingual	0	Certified	$3,000
TCOLE Certificate Incentive	0	Intermediate	$1,000
	2	Advanced	$1,500
	2	Masters	$2,200
Education	0	Associates Degree	$1,200
	1	Bachelors Degree	$2,480
	1	Masters Degree	$3,000
Field Training Officer	1	Certified	$1,800

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 Independent School District
Substitute Pay Schedule 2026-2027

Type	Certification/License	Amount
Substitute Teacher	High School Diploma or GED	$120.00 a day for first 10 days $130.00 a day for same assignment on the 11th day and after
Substitute Teacher	College Degree: Bachelor or Higher	$130.00 a day for first 10 days $140.00 a day for same assignment on the 11th day and after
Substitute Teacher	Certified	$160.00 a day for first 10 days $170.00 a day for same assignment on the 11th day and after
Nurse	Registered Nurse	$160.00 a day for first 10 days $170.00 a day for same assignment on the 11th day and after
Nurse	Licensed Vocational Nurse	$130.00 a day for first 10 days $140.00 a day for same assignment on the 11th day and after
Nurse	Medical Assistant	$110.00 a day for first 10 days $120.00 a day for same assignment on the 11th day and after
PK, Special Education Behavior or Life Skills Aide		$120.00 a day for first 10 days $130.00 a day for same assignment on the 11th day and after
Academic Tutors Before/During/After School		$30.00 per hour (SBEC Certification) $25.00 per hour (Bachelors Degree) $17.00 per hour (Minimum of 24 hours of College Credit)
Campus Administrator		$200-$300.00 per day
Central Office Administrator		$300-$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		$17.00 per hour
Custodial		Hourly at Base of Paygrade
Child Care Provider		$17.00 per hour
Child Nutrition		$17.00 per hour

Manor Independent School District
Miscellaneous Rates of Pay 2026-2027

2026-2027 Substitute Compensation				
Assignment Type	**High School Diploma or GED**	**Degreed**	**Certified**	**Payment Issued By**
Substitute Teachers (Full Day)	$120.00	$130.00	$160.00	ESS
Long Term Teacher Pay (11 consecutive days or more in the same assignment. Teacher must return back to the same assignment following the missed day(s))	$130.00	$140.00	$170.00	ESS
Substitute Aide (Full Day) (PK, Special Education Behavior or Life Skills)	$120.00	$120.00	$120.00	ESS
Long Term Aide Per Day (11 consecutive days or more in the same assignment. Aide must return back to the same assignment following the missed day(s))	$130.00	$130.00	$130.00	ESS
Academic Tutors	**24+ College hours**	**Degreed**	**SBEC Certified**	**Payment Issued By**
Academic Tutor (Per Hour)	$17.00	$25.00	$30.00	Manor ISD
Health Services	**Medical Assistant**	**Licensed Vocationa l Nurse**	**Registered**	**Payment Issued By**
Nursing (Full Day)	$110.00	$130.00	$160.00	Manor ISD
Long Term Nurse (Per Day) (11 consecutive days or more in the same assignment. Nurse must return back to the same assignment following the missed day(s))	$120.00	$140.00	$170.00	Manor ISD
Administrator	**Counseling**	**Campus Level**	**Central Office**	**Payment Issued By**
Substitute Administrator or Temporary Employee	$235.00	$300.00	$400.00	Manor ISD
Substitute Assignment Type (Hourly Positions)		**Base Rate Per Hour**		**Payment Issued By**
Bus Driver		$23.20		
Micro Bus Driver		$17.50		

Bus Monitor		$17.05	
Custodial		$17.05	
Food Service	Campus	$17.05	
Clerical -Receptionist	High School	$17.40	Manor ISD
Clerical -Receptionist	Central	$19.21	
Clerical - Administrative Associate	District	$20.18	
Clerical - Sr. Administrative Associate	Central	$21.19	
Daycare Assistant	CDC	$17.00	
Daycare Associate	CDC	$17.40	
Student Worker		$12.00	

2026-2027 Extra Duty Rates

Assignment Type	Qualifications	Rate Per Hour	
Professional Staff	Teacher, Librarian, Counselor, Nurse, Instructional Coach, SLP, Coordinator, Directors, Salaried Specialist	$25.00	
Paraprofessional	Aide, Safety Officer, Parent Liaison, Admin. Associate, Attendance Associate, Registrar, Bookkeeper, Hourly Specialist, Sr. Administrative Associate, Technology staff, Executive Assistant & Associate, custodian	$17.00	
Police Officer	Elementary & Secondary Event	$55.00	
Temporary/Substitute Employees	Before or after school	$17.00	
High School Student Worker		$12.00	
Technology	Technician	$25.00	
Fine Arts	Trailer - Equipment Transport	$25.00	
Facilities Manager		$30.00	

Temporary Administrator Professional Employee	Requires Superintendent or Deputy Superintendent Approval	$40.00-$80.00	

2026-2027 Special Education Extra Duty - Off Contract Rates (Out of School Rates)

Assignment Type	Hourly Rate	Flat Rate Per Evaluation
ARD (Teacher, ARD Facilitator, Evaluator)	$35.00	
Teacher ESY	$35.00	
Teacher ESY Visual Impairment	$35.00	
Educational Aide	$20.00	
ECI evaluations (School Psych)		$400.00
Speech		$300.00
ID/SLD Testing (School Psych/Diagnostician)		$300.00
ID/SLD Testing Bilingual		$350.00
Student Consent		$50.00
OHI (School Psych/Diagnostician)		$300.00
Au/Play Based (School Psych)		$400.00
OT/PT or Occupational Therapy/ Physical Therapy		$200.00

Summer Session - Must Be Off Contract (June - July)

Assignment Type			Hourly Rate	
Summer School Campus Principal	Credit Recovery		$45.00	
Summer School Campus Assistant Principal	Credit Recovery		$40.00	
Summer School Teacher	Credit Recovery		$35.00	
Summer Session Nurse			$35.00	
Summer Session Medical Assistant			$20.00	
Summer School Paraprofessional **Admin Assistant, Aide, Registrar, Hall Monitor*	Credit Recovery		$20.00	
Summer Student Interns			$15.00	

Reading on the Go	Bus Driver		$35.00	
	Bus Monitor		$35.00	
	Librarian		$35.00	
	Teacher		$35.00	
Summer Curriculum Writing	ESL, Bilingual, Multilingual		$25.00	
Summer Multilingual Curriculum Writing			$25.00	
Summer Fine Arts Camp	Teacher		$35.00	
Summer Feeding Employees	FS Employees			Paid normal hourly rate
Summer Feeding Employees	FS Managers			Paid normal hourly rate

Athletic Events- Extra Duty Rates		
Description	**Per Game or Event**	**2026-2027 Rates**
VARSITY FOOTBALL		
GATE WORKERS	PER GAME	$70.00
PRESS BOX COORDINATOR	PER GAME	$75.00
ANNOUNCER	PER GAME	$100.00
SPOTTER	PER GAME	$100.00
VIDEO BOARD OPERATOR	PER GAME	$100.00
SITE SUPERVISOR	PER GAME	$100.00
CLOCK	PER GAME	$100.00
TICKET SUPERVISOR	PER GAME	$100.00
SCOREBOARD OPERATOR	PER GAME	$100.00
BAND GATE	PER GAME	$50.00
SUB VARSITY FOOTBALL		
GATE WORKERS	PER GAME	$50.00
ANNOUNCER	PER GAME	$40.00
CLOCK	PER GAME	$40.00
SOCCER		
GATEWORKERS 1 GAME		$45.00
GATEWORKERS 2 GAMES		$55.00
GATEWORKERS 3 GAMES		$65.00
GATEWORKERS 4 GAMES		$75.00
ANNOUNCER	PER GAME	$40.00
VIDEO BOARD OPERATOR- VARSITY ONLY	PER GAME	$50.00
CLOCK	PER GAME	$40.00
VOLLEYBALL		
GATEWORKERS 1 GAME		$40.00
GATEWORKERS 2 GAMES		$50.00

GATEWORKERS 3 GAMES		$60.00
GATEWORKERS 4 GAMES		$75.00
ANNOUNCER - VARSITY ONLY		$20.00
VIDEO BOARD OPERATOR- VARSITY ONLY		$50.00
BOOKKEEPER	PER GAME	$20.00
SCOREBOARD OPERATOR	PER GAME	$20.00
LIBERO TRACKER	PER GAME	$20.00
BASKETBALL		
GATEWORKERS 1 GAME		$50.00
GATEWORKERS 2 GAMES		$60.00
GATEWORKERS 3 GAMES		$75.00
GATEWORKERS 4 GAMES		$70.00
ANNOUNCER - VARSITY ONLY		$20.00
VIDEO BOARD OPERATOR - VARSITY ONLY		$50.00
BOOKKEEPER	PER GAME	$20.00
SCOREBOARD OPERATOR	PER GAME	$20.00
BASEBALL/SOFTBALL		
GATEWORKERS 1 GAME		$45.00
GATEWORKERS 2 GAMES		$55.00
GATEWORKERS 3 GAMES		$65.00
GATEWORKERS 4 GAMES		$75.00
BOOKKEEPER	PER GAME	$20.00
SCOREBOARD OPERATOR	PER GAME	$20.00
PITCH COUNTER (BB ONLY)	PER GAME	$20.00
ANNOUNCER - VARSITY ONLY		$20.00
ALL MIDDLE SCHOOL SPORTS		
GATEWORKERS 1 GAME		$35.00
GATEWORKERS 2 GAMES		$45.00

GATEWORKERS 3 GAMES		$55.00
GATEWORKERS 4 GAMES		$65.00
BOOKKEEPER	PER GAME	$20.00
SCOREBOARD OPERATOR	PER GAME	$20.00
TRACK (MS & HS MEETS)		
GATEWORKERS (2-3 WORKERS)		$65.00
ANNOUNCER		$65.00
Hosted Events -Playoffs	**Per Game or Event**	**2026-2027 Rates**
THESE FEES ARE PAID BY THE TICKET SALES AND SCHOOLS THAT ARE PLAYING IN THE PLAYOFFS.		
HOSTED VARSITY FOOTBALL		
PRESS BOX COORDINATOR	PER GAME	$50.00
CLOCK OPERATOR	PER GAME	$100.00
GATE WORKERS	PER GAME	$85.00
BAND GATE	PER GAME	$50.00
VIDEOBOARD OPERATOR	PER GAME	$100.00
SCOREBOARD OPERATOR	PER GAME	$100.00
SPOTTER	PER GAME	$100.00
TICKET SUPERVISOR	PER GAME	$100.00
CAMPUS ADMIN	PER GAME	$100.00
ANNOUNCER	PER GAME	$100.00
SITE SUPERVISOR/SET UP	PER GAME	$150.00
SECURITY	PER HOUR	$50.00
FINANCE/PAPERWORK	PER GAME	$150.00
All Other Hosted Varsity Sports		
SCOREBOARD	PER GAME	$60.00
VIDEOBOARD OPERATOR	PER GAME	$60.00
BOOKKEEPER	PER GAME	$60.00
ANNOUNCER	PER GAME	$60.00

LIBERO TRACKER	PER GAME	$60.00
PITCH COUNTER	PER GAME	$60.00
FIELD/WATER SETUP	PER GAME	$60.00
GATE WORKERS	PER GAME	$65.00
SITE SUPERVISOR	PER GAME	$100.00
ATHLETICS ADMIN ON DUTY	PER GAME	$120.00
FINANCE/PAPERWORK	PER GAME	$120.00
SECURITY	PER HOUR	$60.00