

2025-2026 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
Substitutue 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 Vocational 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 Adminrator or Temporary Employee	\$235.00	\$300.00	\$400.00	Manor ISD
Substitute Assigment Type (Hourly Positions)		Base Rate Per Hour		Payment Issued By
Bus Driver		\$23.20		Manor ISD
Micro Bus Driver		\$17.50		
Bus Monitor		\$17.05		
Custodial		\$17.05		
Food Service	Campus	\$17.05		
Clerical -Receptionist	High School	\$17.40		
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		

2025-2026 Extra Duty Rates			2025-2026 Proposed Rates
Assignment Type	Qualifications	Rate Per Hour	Proposed Hour Rate
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	\$25.00	\$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	
2025-2026 Special Education Extra Duty - Off Contract Rates (Out of School Rates)			
Assignment Type	Proposed 2025-2026 Rates		
<i>Please enter decription of service here. -</i>	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	
*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 Multitlingual 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	Current Rates 2025-2026	Proposed New Rates 2025-2026
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
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	
ANNOUNCER	Per game -		\$40.00
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	
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	
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	

**ALL MIDDLE SCHOOL
SPORTS**

GATEWORKERS 1 GAME		\$35.00	
GATEWORKERS 2 GAMES		\$45.00	
GATEWORKERS 3 GAMES		\$55.00	
GATEWORKERS 4 GAMES		\$65.00	

Hosted Events -Playoffs

Per Game or Event

Current Rates 2025-2026

Proposed New Rates
2025-2026

*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	
GATE WORKERS	PER GAME	\$85.00	
BAND GATE	PER GAME	\$50.00	
SPOTTER	PER GAME	\$100.00	
TICKET SUPERVISOR	PER GAME	\$100.00	
CAMPUS ADMIN	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	
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	
FINANCE/PAPERWORK	PER GAME	\$120.00	