

Agenda of Board Budget Workshop

The Board of Trustees Mineral Wells Independent School District

A Board Budget Workshop of the Board of Trustees of Mineral Wells Independent School District will be held Monday, August 3, 2026, beginning at 5:30pm in the District Services Complex | Board Room.

The subjects to be discussed or considered or upon which any formal action may be taken are listed below. Items do not have to be taken in the same order as shown on this meeting notice. Unless removed from the consent agenda, items identified within the consent agenda will be acted on at one time.

1. Call to Order/Establish Quorum

2. Closed Session - Texas Government Code 551.074, Texas Government Code 551.076, Texas Government Code 551.082 and Texas Government Code 551.072

A. Texas Government Code 551.074

- 1) Employment/Appointment/Reassignment/Evaluation/Compensation/Duties of Personnel
- 2) Renewal/Nonrenewal/Assignment/Reassignment/Probationary Status/Return to Probationary Status/Continuing Status of District Personnel

B. Texas Government Code 551.076

- 1) Security - Personnel, Devices, Audits

C. Texas Government Code 551.082

- 1) Student Discipline

3. Open Session

4. Public Comment

Description: *Members of the public who desire to address the board regarding an item on this agenda must REGISTER for public comment. Registration will be accepted anytime between the time this agenda is posted online and up to 48 hours before the beginning of the board meeting.*

5. Budget Workshop

6. Action Item: Discuss, Consider, and Take Any Necessary Action Regarding the Teacher Incentive Allotment (TIA) Spending Plan 3

Presenter: Natalie Griffin, Assistant Superintendent

7. Action Item: Discuss, Consider, and Take Any Necessary Action Regarding 2026 -2027 School Year Compensation Plan 11

Presenter: Natalie Griffin, Assistant Superintendent

8. Action Item: Vote on Closed Session Items

9. Adjournment



BOARD OF TRUSTEES

Agenda Item

MEETING DATE: 8/3/26

MEETING TYPE:

- ☐ Regular Meeting
☒ Special Meeting

AGENDA ITEM TYPE:

- ☒ Action Item
☐ Non-Action Item

BOARD GOALS (check all that apply)

Academic Goals

- ☒ Academic Competitiveness
- ☐ Early Literacy (HB3)
 - ☐ Early Math (HB3)
 - ☐ Other
- ☐ Career Certifications (HB3)

Operational Goals

- ☐ Promote Community/School Partnerships
☒ Fiscal Responsibility
☐ Safe and Secure Schools

TITLE: Discuss, Consider, and Take Any Necessary Action Regarding the Teacher Incentive Allotment (TIA) Spending Plan

RECOMMENDED ACTION: It is recommended that the Board of Trustees approve the Teacher Incentive Allotment (TIA) Spending Plan as presented.

BOARD POLICY/STATE REGULATION/LAW REFERENCE (if applicable): Board Policy DEA(LOCAL)

OVERVIEW:

The Board is being asked to consider and approve the Mineral Wells ISD Teacher Incentive Allotment (TIA) Spending Plan. The plan establishes the district's process for allocating and administering TIA funds in accordance with Texas Education Agency requirements. Under the plan, 90% of TIA funds generated by designated teachers will be provided directly to eligible teachers as compensation, while 10% will be retained by the district to support program administration, implementation, and sustainability. Approval of this plan provides a transparent framework for the use of TIA funds while supporting the district's goals of recruiting, retaining, and recognizing highly effective educators.

FISCAL IMPACT: N/A

ATTACHMENTS: Teacher Incentive Allotment (TIA) Spending Plan

DEPARTMENT(S) SUBMITTING FORM: Assistant Superintendent of Human Services

DEPARTMENT SIGNATURE/APPROVAL: Natalie J. Gaffin

David TAYLOR

TIA Cover Doc

Final Audit Report

2026-07-30

Created:	2026-07-29
By:	Lizbeth Paez (lpaez@mwisd.net)
Status:	Signed
Transaction ID:	CBJCHBCAABAA7x0f27eGizMeVtznKrtCZqWqPKORQNQ

"TIA Cover Doc" History

-  Document created by Lizbeth Paez (lpaez@mwisd.net)
2026-07-29 - 8:13:10 PM GMT
-  Document emailed to Natalie GRIFFIN (ngriffin@mwisd.net) for signature
2026-07-29 - 8:13:39 PM GMT
-  Email viewed by Natalie GRIFFIN (ngriffin@mwisd.net)
2026-07-29 - 11:37:24 PM GMT
-  Document e-signed by Natalie GRIFFIN (ngriffin@mwisd.net)
Signature Date: 2026-07-29 - 11:37:44 PM GMT - Time Source: server - Signature Appearance Selected: IMAGE
-  Document emailed to David TARVER (dtarver@mwisd.net) for signature
2026-07-29 - 11:37:48 PM GMT
-  Email viewed by David TARVER (dtarver@mwisd.net)
2026-07-30 - 6:13:29 PM GMT
-  Document e-signed by David TARVER (dtarver@mwisd.net)
Signature Date: 2026-07-30 - 6:13:41 PM GMT - Time Source: server - Signature Appearance Selected: IMAGE
-  Agreement completed.
2026-07-30 - 6:13:41 PM GMT

MINERAL WELLS INDEPENDENT SCHOOL DISTRICT

TEACHER INCENTIVE ALLOTMENT (TIA) SPENDING PLAN

PURPOSE

The Teacher Incentive Allotment (TIA), established under Texas Education Code §48.112, is designed to recruit, retain, and reward highly effective teachers while providing additional compensation opportunities for educators who earn a state-designated TIA designation.

Mineral Wells ISD developed this spending plan through a stakeholder engagement process that included teachers, campus administrators, district administrators, and other key stakeholders. Stakeholder input was utilized to determine the allocation of TIA funds in a manner that supports teacher retention, recognizes educator effectiveness, and ensures the long-term sustainability of the district's TIA system.

ALLOCATION OF TIA FUNDS

Mineral Wells ISD shall allocate Teacher Incentive Allotment funds as follows:

- **Ninety percent (90%)** of TIA funds generated by a designated teacher shall be used for compensation to the teacher who earned the designation.
- **Ten percent (10%)** of TIA funds shall be retained by the district to support the implementation, administration, maintenance, and sustainability of the Teacher Incentive Allotment system.

District-retained funds may be used for activities including, but not limited to:

- Program administration and management
- Data collection, verification, and reporting
- Teacher observation and appraisal support
- Professional development related to TIA implementation
- System maintenance and continuous improvement
- Costs associated with sustaining and expanding the district's local designation system

PAYMENT OF TIA COMPENSATION

The Teacher Incentive Allotment is funded annually by the State of Texas and is subject to the availability and timing of state funding allocations.

TIA compensation shall be paid as a lump-sum payment through the district payroll system or other district-approved payment method. Payments will be made after receipt of state funding and no later than August 31 of each year, when practicable.

Compensation amounts are based upon:

- The teacher's earned designation;
- The state allotment generated by the teacher's assigned campus; and
- Funding provided to the district by the Texas Education Agency (TEA).

EMPLOYMENT STATUS AND ELIGIBILITY

Current MWISD Designated Teachers

A designated teacher employed by Mineral Wells ISD during the TEA Winter Class Roster Verification process shall receive compensation based on the allotment generated for the campus to which the teacher is assigned during Winter Class Roster Verification.

Teachers New to Mineral Wells ISD

A teacher who transfers to Mineral Wells ISD with an existing TIA designation prior to the Winter Class Roster Verification process shall receive compensation based on the allotment generated for the campus where the teacher is assigned during Winter Class Roster Verification.

Campus Transfers Within MWISD

A designated teacher who transfers between MWISD campuses during the school year shall receive compensation based on the campus assignment reflected during Winter Class Roster Verification.

Separation from Employment

If a designated teacher resigns, retires, or otherwise separates from employment with Mineral Wells ISD prior to Winter Class Roster Verification, the district will not receive TIA funding for that teacher, and no TIA compensation will be paid.

If a designated teacher resigns or retires after Winter Class Roster Verification and after funding has been generated for the district, the teacher shall receive the compensation attributable to that allotment through the district's payroll process or other district-approved payment method.

Teachers who are not employed by Mineral Wells ISD at the TEA Winter Class Roster date are not eligible to receive TIA compensation from Mineral Wells ISD. Any future compensation generated through a TIA designation will be governed by the spending plan of the employing district responsible for generating the allotment.

DESIGNATION ELIGIBILITY

Teachers must remain in an eligible teaching assignment as defined by TEA requirements in order for a designation to be awarded and maintained.

A teacher who moves into a position that is not eligible for TIA designation prior to state designation approval may become ineligible to receive a designation, regardless of performance results earned during the data capture year.

TRS AND PAYROLL DEDUCTIONS

TIA compensation shall be reported as compensation in accordance with applicable Teacher Retirement System of Texas requirements and state law.

All TIA compensation payments shall be subject to applicable payroll deductions, including but not limited to:

- Teacher Retirement System contributions
- Medicare taxes
- Federal income tax withholding
- Any other legally required payroll deductions

Actual net compensation received by an employee will vary based upon individual payroll deductions and benefit elections.

BOARD APPROVAL

The Mineral Wells ISD Board of Trustees authorizes the district to implement the Teacher Incentive Allotment Spending Plan and to expend TIA funds in accordance with applicable state law, Texas Education Agency guidance, and the provisions outlined herein.

This Spending Plan shall remain in effect until amended or replaced by action of the Board of Trustees.

Approved by the Mineral Wells ISD Board of Trustees on _____.

Signature of Board President and Secretary or Governing Board Officer

Maria Jones, Board President

Donna Henderson, Board Secretary

MINERAL WELLS INDEPENDENT SCHOOL DISTRICT

TEACHER INCENTIVE ALLOTMENT (TIA) SPENDING PLAN

PURPOSE

The Teacher Incentive Allotment (TIA), established under Texas Education Code §48.112, is designed to recruit, retain, and reward highly effective teachers while providing additional compensation opportunities for educators who earn a state-designated TIA designation.

Mineral Wells ISD developed this spending plan through a stakeholder engagement process that included teachers, campus administrators, district administrators, and other key stakeholders. Stakeholder input was utilized to determine the allocation of TIA funds in a manner that supports teacher retention, recognizes educator effectiveness, and ensures the long-term sustainability of the district's TIA system.

ALLOCATION OF TIA FUNDS

Mineral Wells ISD shall allocate Teacher Incentive Allotment funds as follows:

- **Ninety percent (90%)** of TIA funds generated by a designated teacher shall be used for compensation to the teacher who earned the designation.
- **Ten percent (10%)** of TIA funds shall be retained by the district to support the implementation, administration, maintenance, and sustainability of the Teacher Incentive Allotment system.

District-retained funds may be used for activities including, but not limited to:

- Program administration and management
- Data collection, verification, and reporting
- Teacher observation and appraisal support
- Professional development related to TIA implementation
- System maintenance and continuous improvement
- Costs associated with sustaining and expanding the district's local designation system

PAYMENT OF TIA COMPENSATION

The Teacher Incentive Allotment is funded annually by the State of Texas and is subject to the availability and timing of state funding allocations.

TIA compensation shall be paid as a lump-sum payment through the district payroll system or other district-approved payment method. Payments will be made after receipt of state funding and no later than August 31 of each year, when practicable.

Compensation amounts are based upon:

- The teacher's earned designation;
- The state allotment generated by the teacher's assigned campus; and
- Funding provided to the district by the Texas Education Agency (TEA).

EMPLOYMENT STATUS AND ELIGIBILITY

Current MWISD Designated Teachers

A designated teacher employed by Mineral Wells ISD during the TEA Winter Class Roster Verification process shall receive compensation based on the allotment generated for the campus to which the teacher is assigned during Winter Class Roster Verification.

Teachers New to Mineral Wells ISD

A teacher who transfers to Mineral Wells ISD with an existing TIA designation prior to the Winter Class Roster Verification process shall receive compensation based on the allotment generated for the campus where the teacher is assigned during Winter Class Roster Verification.

Campus Transfers Within MWISD

A designated teacher who transfers between MWISD campuses during the school year shall receive compensation based on the campus assignment reflected during Winter Class Roster Verification.

Separation from Employment

If a designated teacher resigns, retires, or otherwise separates from employment with Mineral Wells ISD prior to Winter Class Roster Verification, the district will not receive TIA funding for that teacher, and no TIA compensation will be paid.

If a designated teacher resigns or retires after Winter Class Roster Verification and after funding has been generated for the district, the teacher shall receive the compensation attributable to that allotment through the district's payroll process or other district-approved payment method.

Teachers who are not employed by Mineral Wells ISD at the TEA Winter Class Roster date are not eligible to receive TIA compensation from Mineral Wells ISD. Any future compensation generated through a TIA designation will be governed by the spending plan of the employing district responsible for generating the allotment.

DESIGNATION ELIGIBILITY

Teachers must remain in an eligible teaching assignment as defined by TEA requirements in order for a designation to be awarded and maintained.

A teacher who moves into a position that is not eligible for TIA designation prior to state designation approval may become ineligible to receive a designation, regardless of performance results earned during the data capture year.

TRS AND PAYROLL DEDUCTIONS

TIA compensation shall be reported as compensation in accordance with applicable Teacher Retirement System of Texas requirements and state law.

All TIA compensation payments shall be subject to applicable payroll deductions, including but not limited to:

- Teacher Retirement System contributions
- Medicare taxes
- Federal income tax withholding
- Any other legally required payroll deductions

Actual net compensation received by an employee will vary based upon individual payroll deductions and benefit elections.

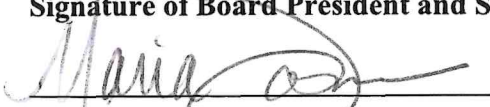
BOARD APPROVAL

The Mineral Wells ISD Board of Trustees authorizes the district to implement the Teacher Incentive Allotment Spending Plan and to expend TIA funds in accordance with applicable state law, Texas Education Agency guidance, and the provisions outlined herein.

This Spending Plan shall remain in effect until amended or replaced by action of the Board of Trustees.

Approved by the Mineral Wells ISD Board of Trustees on August 3, 2026.

Signature of Board President and Secretary or Governing Board Officer



Maria Jones, Board President



Donna Henderson, Board Secretary



BOARD OF TRUSTEES

Agenda Item

MEETING DATE: 8/13/2026

MEETING TYPE:

- ☒ Regular Meeting
☐ Special Meeting

AGENDA ITEM TYPE:

- ☒ Action Item
☐ Non-Action Item

BOARD GOALS (check all that apply)

Academic Goals

- ☒ Academic Competitiveness
- ☐ Early Literacy (HB3)
 - ☐ Early Math (HB3)
 - ☒ Other
- ☐ Career Certifications (HB3)

Operational Goals

- ☐ Promote Community/School Partnerships
- ☒ Fiscal Responsibility
- ☐ Safe and Secure Schools

TITLE: Discuss, Consider, and Take Any Action Necessary Action Regarding the Approval of the 2026-2027 Compensation Plan

RECOMMENDED ACTION: It is recommended that the 2026-2027 Compensation Plan be approved as presented.

BOARD POLICY/STATE REGULATION/LAW REFERENCE (if applicable): Board Policy DEA(LEGAL), DEA(LOCAL)

OVERVIEW:

The Mineral Wells Independent School District Compensation Plan describes wage and salary structures, stipends, benefits, and incentives and supports district goals for hiring and retaining qualified employees. The Board shall review and approve the Compensation Plan to be used by the District. Each job title within the plan is compensated based on the qualifications, duties and market value of the position.

FISCAL IMPACT: Subject to change based on hiring, staffing changes, and budget finalization

ATTACHMENTS: Compensation Plan

DEPARTMENT(S) SUBMITTING FORM: Assistant Superintendent of Human Services

DEPARTMENT SIGNATURE/APPROVAL: Natalie GRIFFIN
Natalie GRIFFIN (Jul 29, 2026 18:38:36 CDT)

David TAYLOR

Signature: *David TARVER*

Email: dtarver@mwisd.net

7.13.26 Compensation Plan Cover Doc

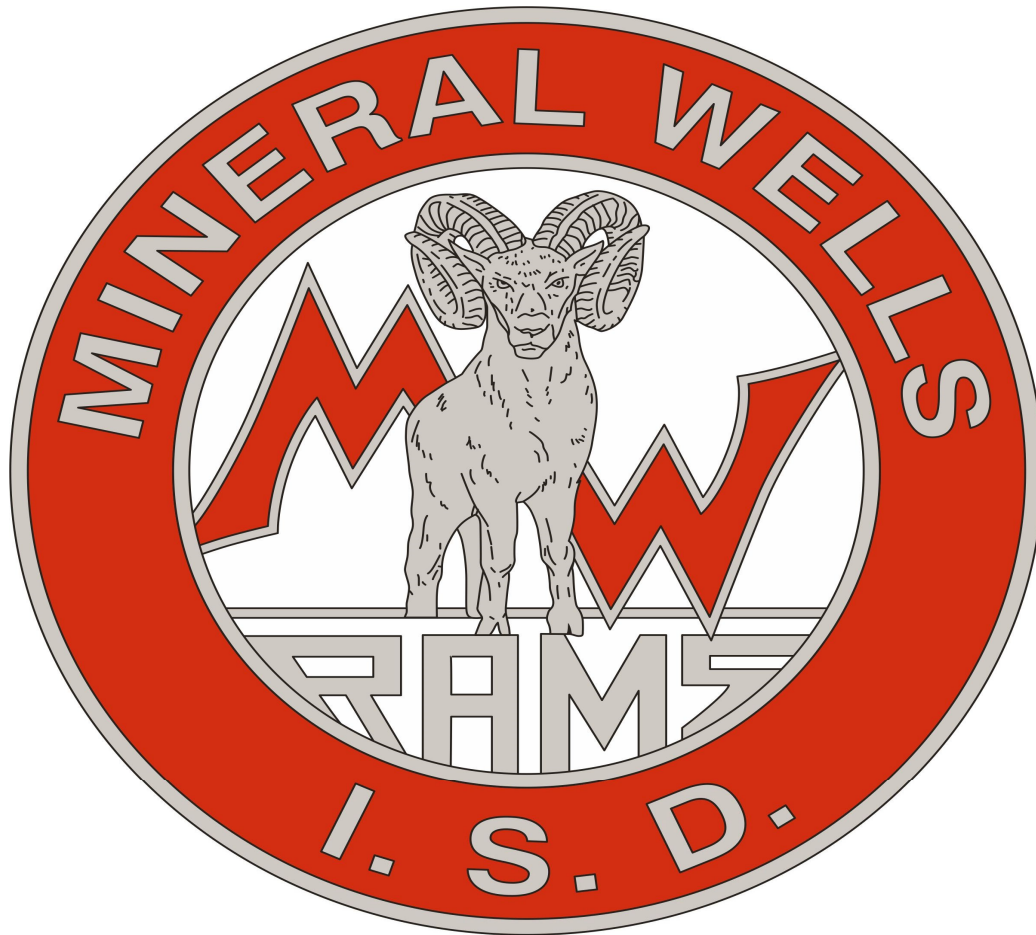
Final Audit Report

2026-07-30

Created:	2026-07-29
By:	Lizbeth Paez (lpaez@mwisd.net)
Status:	Signed
Transaction ID:	CBJCHBCAABAAfoIIONNqraAZg1oRZyRLzt_FVjl7CXtZ

"7.13.26 Compensation Plan Cover Doc" History

-  Document created by Lizbeth Paez (lpaez@mwisd.net)
2026-07-29 - 7:55:12 PM GMT
-  Document emailed to Natalie GRIFFIN (ngriffin@mwisd.net) for signature
2026-07-29 - 7:55:48 PM GMT
-  Email viewed by Natalie GRIFFIN (ngriffin@mwisd.net)
2026-07-29 - 11:38:19 PM GMT
-  Document e-signed by Natalie GRIFFIN (ngriffin@mwisd.net)
Signature Date: 2026-07-29 - 11:38:36 PM GMT - Time Source: server - Signature Appearance Selected: TYPE
-  Document emailed to David TARVER (dtarver@mwisd.net) for signature
2026-07-29 - 11:38:40 PM GMT
-  Email viewed by David TARVER (dtarver@mwisd.net)
2026-07-30 - 6:12:49 PM GMT
-  Document e-signed by David TARVER (dtarver@mwisd.net)
Signature Date: 2026-07-30 - 6:13:07 PM GMT - Time Source: server - Signature Appearance Selected: IMAGE
-  Agreement completed.
2026-07-30 - 6:13:07 PM GMT



Compensation Plan 2026-2027

MWISD Human Resources Department
906 SW 5th Ave.
Mineral Wells, Texas 76067
940-325-6404

An Equal Opportunity Employer

Available online at:
www.mwisd.net

Mineral Wells ISD
2026-2027 New Hire Guide for
10 Month Teachers

Experience	Base Salary	Notes	2026-2027 TRA Supplemented Salary Beginning with Year 3
**UCT	\$44,500	Salary + \$4000	\$48,500
0	\$45,000	Salary + \$4000	\$49,000
1	\$45,730	Salary + \$4000	\$49,730
2	\$46,440	Salary + \$4000	\$50,440
3	\$47,170	Salary + \$4000	\$51,170
4	\$48,690	Salary + \$4000	\$52,690
5	\$50,220	Salary + \$8000	\$58,220
6	\$51,750	Salary + \$8000	\$59,750
7	\$53,170	Salary + \$8000	\$61,170
8	\$54,510	Salary + \$8000	\$62,510
9	\$55,780	Salary + \$8000	\$63,780
10	\$56,970	Salary + \$8000	\$64,970
11	\$58,110	Salary + \$8000	\$66,110
12	\$59,190	Salary + \$8000	\$67,190
13	\$60,190	Salary + \$8000	\$68,190
14	\$61,150	Salary + \$8000	\$69,150
15	\$62,050	Salary + \$8000	\$70,050
16	\$62,910	Salary + \$8000	\$70,910
17	\$63,710	Salary + \$8000	\$71,710
18	\$64,480	Salary + \$8000	\$72,480
19	\$65,200	Salary + \$8000	\$73,200
20	\$65,880	Salary + \$8000	\$73,880
21	\$66,180	Salary + \$8000	\$74,180
22	\$66,480	Salary + \$8000	\$74,480
23	\$66,780	Salary + \$8000	\$74,780
24	\$67,080	Salary + \$8000	\$75,080
25	\$67,380	Salary + \$8000	\$75,380
26+	* See Below	Salary + \$8000	* See Below

\$1,000 General Master's Degree Stipend if not Required for the Assignment

The salaries listed above are based on 10-month employment for the 2026-2027 school year. Salary plans are determined on an annual basis and salary advancement is not guaranteed. Pay increases are based on the annual pay raise budget approved by the Board of Trustees which will be based off the original TASB model, excluding District of Innovation adjustments.

* \$300 Raise Every MWISD Year After Step 25

Mineral Wells ISD
2026-2027 New Hire Guide for
11 Month Teachers

Experience	Base Salary	Notes	2026-2027 TRA Supplemented Salary Beginning with Year 3
**UCT	\$49,445	Salary + \$4000	\$53,445
0	\$49,945	Salary + \$4000	\$53,945
1	\$50,755	Salary + \$4000	\$54,755
2	\$51,543	Salary + \$4000	\$55,543
3	\$52,354	Salary + \$4000	\$56,354
4	\$54,041	Salary + \$4000	\$58,041
5	\$55,739	Salary + \$8000	\$63,739
6	\$57,437	Salary + \$8000	\$65,437
7	\$59,013	Salary + \$8000	\$67,013
8	\$60,500	Salary + \$8000	\$68,500
9	\$61,910	Salary + \$8000	\$69,910
10	\$63,230	Salary + \$8000	\$71,230
11	\$64,496	Salary + \$8000	\$72,496
12	\$65,694	Salary + \$8000	\$73,694
13	\$66,804	Salary + \$8000	\$74,804
14	\$67,870	Salary + \$8000	\$75,870
15	\$68,869	Salary + \$8000	\$76,869
16	\$69,823	Salary + \$8000	\$77,823
17	\$70,711	Salary + \$8000	\$78,711
18	\$71,566	Salary + \$8000	\$79,566
19	\$72,365	Salary + \$8000	\$80,365
20	\$73,120	Salary + \$8000	\$81,120
21	\$73,453	Salary + \$8000	\$81,453
22	\$73,785	Salary + \$8000	\$81,785
23	\$74,118	Salary + \$8000	\$82,118
24	\$74,451	Salary + \$8000	\$82,451
25	\$74,784	Salary + \$8000	\$82,784
26+	* See Below	Salary + \$8000	* See Below

\$1,000 General Master's Degree Stipend if not Required for the Assignment

The salaries listed above are based on 11-month employment for the 2026-2027 school year. Salary plans are determined on an annual basis and salary advancement is not guaranteed. Pay increases are based on the annual pay raise budget approved by the Board of Trustees which will be based off the original TASB model, excluding District of Innovation adjustments.

* \$300 Raise Every MWISD Year After Step 25

Mineral Wells ISD
2026-2027 New Hire Guide for
12 Month Teachers

Experience	Base Salary	Notes	2026-2027 TRA Supplemented Salary Beginning with Year 3
**UCT	\$54,143	Salary + \$4000	\$58,143
0	\$54,643	Salary + \$4000	\$58,643
1	\$55,529	Salary + \$4000	\$59,529
2	\$56,391	Salary + \$4000	\$60,391
3	\$57,278	Salary + \$4000	\$61,278
4	\$59,124	Salary + \$4000	\$63,124
5	\$60,981	Salary + \$8000	\$68,981
6	\$62,839	Salary + \$8000	\$70,839
7	\$64,564	Salary + \$8000	\$72,564
8	\$66,191	Salary + \$8000	\$74,191
9	\$67,733	Salary + \$8000	\$75,733
10	\$69,178	Salary + \$8000	\$77,178
11	\$70,562	Salary + \$8000	\$78,562
12	\$71,874	Salary + \$8000	\$79,874
13	\$73,088	Salary + \$8000	\$81,088
14	\$74,254	Salary + \$8000	\$82,254
15	\$75,346	Salary + \$8000	\$83,346
16	\$76,391	Salary + \$8000	\$84,391
17	\$77,362	Salary + \$8000	\$85,362
18	\$78,297	Salary + \$8000	\$86,297
19	\$79,171	Salary + \$8000	\$87,171
20	\$79,997	Salary + \$8000	\$87,997
21	\$80,361	Salary + \$8000	\$88,361
22	\$80,726	Salary + \$8000	\$88,726
23	\$81,090	Salary + \$8000	\$89,090
24	\$81,454	Salary + \$8000	\$89,454
25	\$81,819	Salary + \$8000	\$89,819
26+	* See Below	Salary + \$8000	* See Below

\$1,000 General Master's Degree Stipend if not Required for the Assignment

The salaries listed above are based on 12-month employment for the 2026-2027 school year. Salary plans are determined on an annual basis and salary advancement is not guaranteed. Pay increases are based on the annual pay raise budget approved by the Board of Trustees which will be based off the original TASB model, excluding District of Innovation adjustments.

* \$300 Raise Every MWISD Year After Step 25

Mineral Wells ISD
2026-2027 New Hire Guide for Staff Paid on the Teacher Pay Scale Including
Librarians, Nurses (RN), and Other Positions without a Classroom Teacher Staff
Classification Code

Experience	10 Month	11 Month	Notes
	Salary	Salary	
0	\$45,000	\$49,945	Salary + \$4000
1	\$45,730	\$50,755	Salary + \$4000
2	\$46,440	\$51,543	Salary + \$4000
3	\$47,170	\$52,354	Salary + \$4000
4	\$48,690	\$54,041	Salary + \$4000
5	\$50,220	\$55,739	Salary + \$4000
6	\$51,750	\$57,437	Salary + \$4000
7	\$53,170	\$59,013	Salary + \$4000
8	\$54,510	\$60,500	Salary + \$4000
9	\$55,780	\$61,910	Salary + \$4000
10	\$56,970	\$63,230	Salary + \$4000
11	\$58,110	\$64,496	Salary + \$4000
12	\$59,190	\$65,694	Salary + \$4000
13	\$60,190	\$66,804	Salary + \$4000
14	\$61,150	\$67,870	Salary + \$4000
15	\$62,050	\$68,869	Salary + \$4000
16	\$62,910	\$69,823	Salary + \$4000
17	\$63,710	\$70,711	Salary + \$4000
18	\$64,480	\$71,566	Salary + \$4000
19	\$65,200	\$72,365	Salary + \$4000
20	\$65,880	\$73,120	Salary + \$4000
21	\$66,180	\$73,453	Salary + \$4000
22	\$66,480	\$73,785	Salary + \$4000
23	\$66,780	\$74,118	Salary + \$4000
24	\$67,080	\$74,451	Salary + \$4000
25	\$67,380	\$74,784	Salary + \$4000
26+	* See Below	* See Below	Salary + \$4000

\$1,000 General Master's Degree Stipend if not Required for Assignment

The salaries listed above are based on 10-month and 11-month employment for the 2026-2027 school year. Salary plans are determined on an annual basis and salary advancement is not guaranteed. Pay increases are based on the annual pay raise budget approved by the Board of Trustees which will be based off the original TASB model, excluding District of Innovation adjustments.

* \$300 Raise Every MWISD Year After Step 25

Mineral Wells ISD
2026-2027 New Guide for Teachers and Staff Paid on the
Teacher Pay Scale Including Librarians, Nurses (RN), and Other Positions without a
Classroom Teacher Staff Classification Code

Base Salary Range

10-Month Salary Range Minimum: \$49,000

10-Month Salary Range Maximum: \$75,380

\$1,000 General Master's Degree Stipend if not Required for Assignment

* \$300 Raise Every MWISD Year After Step 25

The salaries listed above are based on 10-month employment for the 2026-2027 school year. Salary plans are determined on an annual basis and salary advancement is not guaranteed. Pay increases are based on the annual pay raise budget approved by the Board of Trustees which will be based off the original TASB model, excluding District of Innovation adjustments.

Salaries are determined individually with consideration for job-related experience and credentials.

****Uncertified Classroom Teachers, UCT (Zero Years of Experience)**

For compensation purposes, an Uncertified Classroom Teacher, UCT is a classroom teacher with zero years of creditable teaching experience who is employed under the District's approved Delay in Certification pursuant to Texas Education Code §21.0412(a)(1), (2), or (3).

An uncertified classroom teacher with zero years of experience shall receive a starting salary that is \$500 below the applicable certified starting salary for a classroom teacher with zero years of experience holding a qualifying SBEC certificate under Texas Education Code §21.0412(a)(1), (2), or (3).

After verification by the Human Resources Department that the employee has obtained a qualifying SBEC certificate under Texas Education Code §21.0412(a)(1), (2), or (3), the employee's base salary will be adjusted to the applicable certified salary in accordance with District payroll procedures.

Position designated "**TXCA**" is dependent upon the continuation of the District's partnership with Texas Connections Academy.

Administrative Pay Plan
Mineral Wells ISD
2026-2027

Pay Grade	Minimum	Midpoint	Maximum
1	\$308.76	\$376.54	\$444.32
2	\$328.70	\$400.86	\$473.01
3	\$353.78	\$431.43	\$509.09
4	\$385.71	\$470.38	\$555.05
5	\$438.15	\$527.90	\$617.64
6	\$489.66	\$589.95	\$690.24
7	\$495.41	\$596.88	\$698.35
8	\$556.65	\$670.67	\$784.68

Job Title	Days	Pay Grade	Minimum	Midpoint	Maximum
Campus Administration					
Assistant Principal, ES	185	1	\$57,120.60	\$69,659.90	\$82,199.20
Assistant Principal, JH	185	2	\$60,809.50	\$74,159.10	\$87,506.85
Dean of Students, JH	185	2	\$60,809.50	\$74,159.10	\$87,506.85
Assistant Principal, HS	185	3	\$65,449.30	\$79,814.55	\$94,181.65
Principal, DAEP	185	3	\$71,356.35	\$87,020.30	\$102,684.25
Principal, ES	189	4	\$72,899.19	\$88,901.82	\$104,904.45
Principal, JH	193	5	\$84,562.95	\$101,884.70	\$119,204.52
Principal, HS	193	6	\$94,504.38	\$113,860.35	\$133,216.32
District Services					
Coordinator, Public Relations	193	1	\$59,590.68	\$72,672.22	\$85,753.76
Director, Counseling/Assessment	193	2	\$63,439.10	\$77,365.98	\$91,290.93
Director, Maintenance	193	2	\$68,279.54	\$83,265.99	\$98,254.37
Director, Child Nutrition	193	3	\$68,279.54	\$83,265.99	\$98,254.37
Director, Transportation	193	3	\$68,279.54	\$83,265.99	\$98,254.37
Director, Curriculum/Instruction	193	4	\$74,442.03	\$90,783.34	\$107,124.65
Director, Special Education	193	5	\$84,562.95	\$101,884.70	\$119,204.52
Director, Technology	193	5	\$84,562.95	\$101,884.70	\$119,204.52
Director, Athletics	193	6	\$94,504.38	\$113,860.35	\$133,216.32
Executive Director, Accountability	193	6	\$95,614.13	\$115,197.84	\$134,781.55
Assistant Superintendent/Human Resources	193	7	\$95,614.13	\$115,197.84	\$134,781.55
Assistant Superintendent/Student Services	193	7	\$95,614.13	\$115,197.84	\$134,781.55
Chief Financial Officer	193	8	\$107,433.45	\$129,439.31	\$151,443.24

Professional Pay Plan
Mineral Wells ISD
2026-2027

Pay Grade	Minimum	Midpoint	Maximum
1	\$275.71	\$336.23	\$396.76
2	\$325.72	\$397.22	\$468.72
3	\$357.16	\$435.57	\$513.97
4	\$407.56	\$497.02	\$586.49

Job Title	Days	Pay Grade	Minimum	Midpoint	Maximum
Campus Support					
LSSP Intern	177	1	\$48,800.67	\$59,512.71	\$70,226.52

Occupational Therapist Asst	166	1	\$45,767.86	\$55,814.18	\$65,862.16
Speech Therapist Asst	166	1	\$45,767.86	\$55,814.18	\$65,862.16
Network Manager	193	1	\$53,212.03	\$64,892.39	\$76,574.68
ARD Coordinator	177	2	\$57,652.44	\$70,307.94	\$82,963.44
BASE Coordinator	177	2	\$57,652.44	\$70,307.94	\$82,963.44
Coordinator, Autism	166	2	\$54,069.52	\$65,938.52	\$77,807.52
Counselor, ES	181	2	\$58,955.32	\$71,896.82	\$84,838.32
Counselor, JH (Dean of Students)	185	2	\$60,258.20	\$73,485.70	\$86,713.20
Counselor, HS	185	2	\$60,258.20	\$73,485.70	\$86,713.20
Diagnostician	177	2	\$57,652.44	\$70,307.94	\$82,963.44
LSSP	177	2	\$57,652.44	\$70,307.94	\$82,963.44
Speech Therapist	166	2	\$54,069.52	\$65,938.52	\$77,807.52
Occupational Therapist	166	3	\$59,288.56	\$72,304.62	\$85,319.02
Physical Therapist	166	4	\$67,654.96	\$82,505.32	\$97,357.34

Clerical Paraprofessional Pay Plan

Mineral Wells ISD

2026-2027

Pay Grade	Minimum	Midpoint	Maximum
1	\$11.39	\$15.39	\$19.08
2	\$11.79	\$15.72	\$19.65
3	\$14.12	\$17.65	\$21.18
4	\$15.18	\$18.98	\$22.78
5	\$18.29	\$22.30	\$26.31
6	\$20.84	\$25.41	\$32.78
7	\$25.00	\$30.49	\$35.98
8	\$28.32	\$34.54	\$40.76

Job Title	Days	Hours	Pay Grade	Minimum	Midpoint	Maximum
Campus Paraprofessional						
Bilingual Aide	166	7.5	1	\$14,178.81	\$19,160.55	\$23,759.08
Classroom Teacher Aide	166	7.5	1	\$14,178.81	\$19,160.55	\$23,759.08
Computer Lab Aide	166	7.5	1	\$14,178.81	\$19,160.55	\$23,759.08
ESL Aide	166	7.5	1	\$14,178.81	\$19,160.55	\$23,759.08
SPED Aide - General/Resource	166	7.5	1	\$14,178.81	\$19,160.55	\$23,759.08
Library Aide	166	7.5	2	\$14,678.55	\$19,571.40	\$24,464.25
SPED Aide - Self Contained	166	7.5	2	\$14,678.55	\$19,571.40	\$24,464.25
Campus Clerical						
Attendance Clerk	166	7.5	2	\$14,678.55	\$19,571.40	\$24,464.25
Office Clerk	166	7.5	2	\$14,678.55	\$19,571.40	\$24,464.25
Secretary, General	181	7.5	2	\$16,004.93	\$21,339.90	\$26,674.88
Secretary, General	185	7.5	2	\$16,358.63	\$21,811.50	\$27,264.38
Bookkeeper	181	7.5	4	\$20,612.28	\$25,765.35	\$30,918.42
PEIMS Clerk, ES	189	7.5	4	\$21,523.32	\$26,904.15	\$32,284.98
PEIMS Clerk, JH	189	7.5	4	\$21,523.32	\$26,904.15	\$32,284.98
Secretary, ES Principal	189	7.5	4	\$21,523.32	\$26,904.15	\$32,284.98
Secretary, JH Principal	189	7.5	4	\$21,523.32	\$26,904.15	\$32,284.98
Nurse (LVN)	166	7.5	4	\$18,904.08	\$23,630.10	\$28,356.12

PEIMS Clerk, HS	193	7.5	5	\$26,468.99	\$32,279.25	\$38,089.52
Secretary, HS Principal	193	7.5	5	\$26,468.99	\$32,279.25	\$38,089.52
Coordinator, Go Center	177	7.5	6	\$27,660.06	\$33,731.78	\$43,513.99
District Clerical/Support						
SPED PEIMS/Records Clerk	193	7.5	4	\$21,978.84	\$27,473.55	\$32,968.26
Receptionist	193	7.5	4	\$21,978.84	\$27,473.55	\$32,968.26
Secretary, Transportation Director	193	7.5	5	\$26,468.99	\$32,279.25	\$38,089.52
Secretary, Director	193	7.5	5	\$26,468.99	\$32,279.25	\$38,089.52
Accountant	193	7.5	6	\$30,160.40	\$36,780.98	\$47,447.46
Payroll Clerk	193	7.5	6	\$30,160.40	\$36,780.98	\$47,447.46
Purchasing Clerk	193	7.5	6	\$30,160.40	\$36,780.98	\$47,447.46
Secretary, Assistant Superintendent	193	7.5	6	\$30,160.40	\$36,780.98	\$47,447.46
Technology Support	193	7.5	6	\$30,160.40	\$36,780.98	\$47,447.46
PEIMS Coordinator	193	7.5	7	\$36,190.11	\$44,134.28	\$52,078.44
PEIMS TXCA Coordinator	193	7.5	7	\$36,190.11	\$44,134.28	\$52,078.44
Technical Specialist	193	7.5	7	\$36,190.11	\$44,134.28	\$52,078.44
Executive Admin Assistant, Superintendent	193	7.5	8	\$40,993.20	\$49,996.65	\$59,000.10

Auxiliary Pay Plan

Mineral Wells ISD

2026-2027

Pay Grade	Minimum	Midpoint	Maximum
1	\$10.98	\$13.73	\$16.48
2	\$13.89	\$17.36	\$20.83
3	\$16.10	\$20.12	\$24.14
4	\$21.55	\$26.28	\$31.01
5	\$25.96	\$31.66	\$37.36

Job Title	Days	Hours	Pay Grade	Minimum	Midpoint	Maximum
Food Services						
Cafeteria Worker	160	4	1	\$7,029.76	\$8,787.20	\$10,544.64
Cafeteria Worker	160	6	1	\$10,544.64	\$13,180.80	\$15,816.96
Cafeteria Worker	160	6.5	1	\$11,423.36	\$14,279.20	\$17,135.04
Cafeteria Worker	160	7	1	\$12,302.08	\$15,377.60	\$18,453.12
Cafeteria Manager	160	8	3	\$14,059.52	\$17,574.40	\$21,089.28
Security						
Security Officer	185	7.5	2	\$19,269.60	\$24,087.00	\$28,904.40
Maintenance						
Groundskeeper	210	8	2	\$23,331.84	\$29,164.80	\$34,997.76
Maintenance Worker	210	8	3	\$27,041.28	\$33,801.60	\$40,561.92
HVAC Mechanic	210	8	4	\$36,203.33	\$44,150.40	\$52,097.47
Plumber	210	8	4	\$36,203.33	\$44,150.40	\$52,097.47
Grounds Supervisor	210	8	5	\$43,614.82	\$53,188.80	\$62,762.78
Maintenance Supervisor	210	8	5	\$43,614.82	\$53,188.80	\$62,762.78
Transportation						
Bus Driver/Bus Aide	160	4	3	\$10,301.44	\$12,876.80	\$15,452.16
Bus Fueler/Driver	193	4	3	\$12,426.11	\$15,532.64	\$18,639.17
Vehicle Maintenance	193	8	5	\$40,084.09	\$48,883.04	\$57,681.99

Blended Rate Pay Plan

Mineral Wells ISD

2026-2027

Pay Grade	Minimum	Midpoint	Maximum
1	\$13.33	\$17.31	\$21.29

Job Title	Days	Hours	Pay Grade	Minimum	Midpoint	Maximum
Blended Transportation						
Campus Assignment + Driver/Aide	166	10	1	\$22,125.64	\$28,734.60	\$35,343.56

Crossing Guard Pay Plan

Mineral Wells ISD

2026-2027

Pay Grade	Rate
Hourly	\$20.00

Job Title	Days	Hours	Pay Grade	Rate
Campus Crossing Guard	Student Days	2	Hourly	\$20/Hr.

Substitute Pay Plan

Mineral Wells ISD

2026-2027

Job Title	Short Term	Long Term
Paraprofessional Position	\$100	\$105
Teacher Position (Non-degreed)	\$105	\$110
Teacher Position (Degreed)	\$110	\$115
Teacher Position (Long-term Certified)	NA	\$120

* Long-term is defined as after 10 consecutive days in the same position for the same person

Supplementary Pay Plan (Stipends)

Mineral Wells ISD

2026-2027

Category A	Range of Supplemental Pay	\$300 - \$1,000
------------	---------------------------	-----------------

Cashier (Cafeteria)
Department Head
HS Athletics Off-Season Coordinator
JH Athletics Coordinator
JH Soccer
JH Tennis
Math
Pest Control (CA)
Pest Control (Tech)
SLPA Mentor (1)
SPED (Lead Teacher)
T-TESS Duties (Non-Administrator)

Category B	Range of Supplemental Pay	\$1,001 - \$2,500
------------	---------------------------	-------------------

Head Librarian
Head Nurse
HS Athletics Academic Coordinator
HS Athletics Equipment Coordinator
JH Basketball Coach
JH Cross Country
JH Football Coach
JH Track Coach
JH Cheer Sponsor
JH Volleyball Coach
NEHS
NHS
Reading Specialist
SLPA (0-2 years exp.)
SLPA Mentor (2+)
SPED Lead Diagnostician
SPED Skills and Behavior Class Para
Speech Therapy Assistant
Speech Therapy Supervisor
Sports Medicine 1, 2 (Trainers)
Student Council Sponsor (HS)
Summer Camp Director (Athletics)
Sunset (2)
Sup't Benefits

Supplementary Pay Plan (Stipends) - Con't

Mineral Wells ISD

2026-2027

Category B - Con't	Range of Supplemental Pay	\$1,001 - \$2,500
--------------------	---------------------------	-------------------

Teacher Academic Leader
Yearbook (HS)

Category C	Range of Supplemental Pay	\$2,501 - \$6,000
------------	---------------------------	-------------------

Athletics Event & Ticketing Coordinator
Band Assistant
Bilingual
Cafeteria Manager
Director's Secretary (Dual Role)
ESL/Bilingual/Parent Engagement Coordinator
HS Baseball Assistant Coach
HS Basketball Assistant Coach
HS Choir
HS Cross Country Assistant Coach
HS Cross Country Head Coach
HS Football Assistant Coach
HS Golf Head Coach
HS Powerlifting Assistant Coach
HS Powerlifting Head Coach
HS Soccer Assistant Coach
HS Soccer Head Coach
HS Softball Assistant Coach
HS Tennis Head Coach
HS Theater Arts
HS Track Assistant Coach
HS Volleyball Assistant Coach
JH Choir
SLPA (3+ years exp)
Systems Administration
Testing Coordinator
TXCA Accountability Liaison

Category D	Range of Supplemental Pay	\$6,001 - \$13,500
------------	---------------------------	--------------------

Athletic Facilities Coordinator
Athletic Trainer (Assistant)
Athletic Trainer (Head)
Autism Coordinator
Band (Head)
CTE Coordinator
CTE (AG)

Supplementary Pay Plan (Stipends) - Con't

Mineral Wells ISD

2026-2027

Category D - Con't	Range of Supplemental Pay	\$6,001 - \$13,500
Coordinator of Shared Services		
HS Baseball Head Coach		
HS Basketball Head Coach		
HS Cheer Sponsor		
HS Drill Team Sponsor		
HS Football Assistant AD		
HS Football Defensive Coordinator		
HS Football Offensive Coordinator		
HS Girls Athletic Coordinator		
HS Softball Head Coach		
HS Track Head Coach		
HS Volleyball Head Coach		
Instuctional Coach		
Network Manager of Shared Services		
Safety		