2026-2027 Administrative Professional Pay Plan

Mansfield ISD

Grade	Job Title	Calendars		Minimum	Midpoint	Maximum
1			**Daily**	**$223.19**	**$270.54**	**$317.88**
	Buyer	226	**207 Days**	46,201	56,001	65,801
	District Event Planner	226	**226 Days**	50,442	61,141	71,841
	Field Supervisor - Student Nutrition	226				
	Specialist - Education Foundation	207				
	Specialist - SHARS	226				
	Supervisor - Special Programs, Student Nutrition	226				
2			**Daily**	**$257.79**	**$312.47**	**$367.15**
	Coordinator - School Board	226	**195 Days**	50,269	60,932	71,594
	Culinary Trainer	226	**207 Days**	53,363	64,681	76,000
	Manager - Athletic Department	207	**212 Days**	54,652	66,244	77,836
	Manager - Benefits	226	**226 Days**	58,261	70,618	82,976
	Manager - Booking, Performing Arts	226				
	Natatorium Head Age-Group Coach	226				
	Risk Manager	226				
	Site Supervisor - ACE	226				
	Specialist - Ace Family Engagement	226				
	Specialist - Emergency Management	226				
	Specialist - Media & Production	226				
	Supervisor - Child Care Center	195				
3			**Daily**	**$297.75**	**$360.91**	**$424.07**
	Accountant	226	**187 Days**	55,679	67,490	79,301
	Accountant-Bond	226	**195 Days**	58,061	70,377	82,693
	Coordinator - Quest Program	226	**202 Days**	60,145	72,903	85,662
	Instructional Tech	207	**207 Days**	61,634	74,708	87,782
	Music Therapist	202	**212 Days**	63,122	76,512	89,902
	Payroll Analyst	226	**226 Days**	67,291	81,565	95,839
	Speech Language Pathologist Asst	187				
4			**Daily**	**$343.89**	**$416.85**	**$489.80**
	ARD Facilitator	195	**187 Days**	64,308	77,950	91,593
	Assistant Principal-Intern	195	**190 Days**	65,340	79,201	93,062
	Athletic Trainer-Campus	187	**195 Days**	67,060	81,285	95,511
	Behavior Analyst - Board Certified	226	**202 Days**	69,467	84,203	98,939
	Behavior Intervention	187	**205 Days**	70,498	85,454	100,409
	Behavior Specialist	187	**207 Days**	71,186	86,287	101,388
	Coordinator - Center For Performing Arts	226	**212 Days**	72,906	88,372	103,837
	Coordinator - Community Relations/Advantage	226	**226 Days**	77,720	94,207	110,695
	Coordinator - District Menu/Marketing	226				
	Coordinator - Multimedia/Marketing	226				
	Counselor - ES, IS	190				
	Counselor - HS	202, 207, 226				
	Counselor - Licensed Professional	187, 195, 202				
	Counselor - MS	195				
	Counselor-Intern	187, 190				
	Data Specialist	187				
	Digital Learning Coach	207				
	CTE/CCMR Specialist	207				

EL Compliance Coach	187
Head Athletic Trainer - District	226
Instructional Coach - Advanced Academics, K-2 Literacy, K-2 Math, Math, Science, Social Studies	195, 202
Instructional Specialist	187
Librarian-Intern	190
Librarian	190
MTSS Facilitator	195
MTSS Instructional Facilitator	187
Orientation & Mobility	202
Registered Nurse	187
Social Worker	195
Specialist - Digital Resource Specialist	226
Specialist - EL K-12	205
Specialist - Energy Conservation	226
Specialist - Title II Early Childhood	202
Specialist - Transition	195
STEM: Coach, Integration Coach	187
Strength & Conditioning: Coach, Specialist	187
Swim Instructor	187
Threat Assessment Analyst	212
Title I Data Instructional Specialist	187
Title I Science Specialist	187
Title I Instructional Specialist	187
Title I Student & Family Specialist	187

Daily		$343.89	$416.85	$489.80
187	Days	64,308	77,950	91,593
190	Days	65,340	79,201	93,062
195	Days	67,060	81,285	95,511
202	Days	69,467	84,203	98,939
205	Days	70,498	85,454	100,409
207	Days	71,186	86,287	101,388
212	Days	72,906	88,372	103,837
226	Days	77,720	94,207	110,695

5	
AG STEM/Science Integration Specialist	212
Asst Principal - ES & IS	202
Athletic Trainer-District Wide	187
Coordinator - Health Services	212
Diagnostician	195, 202, 212, 226
School Psychologists	202, 207
Occupational Therapist	195, 202, 226
Physical Therapist	202
Specialist - Fine Arts Integration	212
Speech Language Pathologist	187, 212
Student Services & Support Adm	187

Daily		$361.09	$437.69	$514.28
187	Days	67,525	81,848	96,170
195	Days	70,413	85,349	100,285
202	Days	72,941	88,413	103,885
207	Days	74,746	90,601	106,456
212	Days	76,552	92,790	109,027
226	Days	81,607	98,917	116,227

6	
Associate Principal - STEM	226
Asst Director - HR	226
Asst Director - Nutrition Business	226
Asst Director - Nutrition Operations	226
Asst Director - Out of School Time Programs	226
Asst Director - Transportation	226
Asst Principal - HS (Alt)	212, 226
Asst Principal - MS	212
Dean of Instruction	226
Director - Foundation & Grants	226
Manager - Energy Conservation	226
Specialist - Student Scorecard/CCMR	212

Daily		$379.15	$459.57	$539.99
212	Days	80,379	97,429	114,478
226	Days	85,687	103,863	122,038

7	
Associate Principal - HS	226
Asst Principal - HS	207, 212
Athletic Coordinator/Head Football Coach	226
Coordinator - AVID	226
Coordinator - Dyslexia	226
Coordinator - ESL/Dual Language Programs	226
Coordinator - Guidance & Counseling	226
Coordinator - Network Infrastructure	226
Coordinator - Network Security	226
Coordinator - Parent & Family Engagement	226
Coordinator - Post Secondary	226
Coordinator - Local Assessment Data Analysis/Accountability	226
Coordinator - Restorative Practices	226
Coordinator - RTI	226
Coordinator - School Improvement	226
Coordinator - Special Ed	226
Coordinator - Threat Assessment	226
Director - Health Services	226
Director - HR Data Services	226
Instructional Coordinator - 5-12 Math	226
Instructional Coordinator - Career Tech Ed	226
Instructional Coordinator - Eng I/Lang 7-12	226
Instructional Coordinator - Eng/Lang/Read 3-6	226
Instructional Coordinator - K-4 Science/Pe	226
Instructional Coordinator - K-6 Math	226
Coordinator - Library Services	226
Instructional Coordinator - Science/Health 8-12	226
Instructional Coordinator - Social Studies	226
Manager - Bond Project	226
Specialist - Accountability & Assessment	226

Daily		$398.10	$482.54	$566.99
207	Days	82,406	99,887	117,368
212	Days	84,396	102,299	120,203
226	Days	89,970	109,055	128,141

8	
Asst Director - Athletics	226
Asst Director - Fine Arts	226
Director - Communications & Strategic Initiative	226
Director - Custodial Operations	226
Director - Digital Media & Marketing	226
Director - Out of School Time Programs	226
Director - PEIMS	226
Director - Performing Arts Center	226
Director - Professional Learning & TIA	226
Director - Risk Management	226
Director - Special Education	226
Director - Sped Compliance/Stars	226
Director - STEM	226
Director- Student Nutrition	226
Director - Web Services	226
Engineer-Cyber Security	261
Manager - Bond Sr Project	226
Principal - ES	212
Principal - IS	217

Daily		$431.94	$523.56	$615.18
212	Days	91,572	110,995	130,418
217	Days	93,732	113,613	133,494
226	Days	97,619	118,325	139,031
261	Days	112,737	136,650	160,562

9				
	Chief of Police	226		
	Director - CTE and CCMR	226		
	Director - Early Learning	226		
	Director - Federal Programs	226		
	Director - Social & Emotional Learning	226		
	Principal - Early College HS	226		
	Principal - HS (Alt)	226		
	Principal - MS	226		

	Daily	$466.49	$565.44	$664.40
226	Days	105,427	127,790	150,154

10				
	Director - Athletics	226		
	Director - Budget	226		
	Director - HR Services	226		
	Director - Payroll & Benefits	226		
	Director - Purchasing	226		
	Director - Safety & Security	226		
	Director - Student Services & Campus Suport	226		
	Director - Technology Services	226		
	Director - Transportation	226		
	Director - Research/Assessment/Acct	226		

	Daily	$503.80	$610.68	$717.55
226	Days	113,859	138,013	162,166

11				
	Exec Director - Athletics	226		
	Exec Director - Communications & Mktg	226		
	Exec Director - Elementary Schools	226		
	Exec Director - Intermediate Schools & SEL	226		
	Exec Director - Fine Arts	226		
	Exec Director - Guidance & Counseling	226		
	Exec Director - High Schools	226		
	Exec Director - HR Services	226		
	Exec Director - Middle Schools	226		
	Exec Director - Special Populations	226		
	Exec Director - Student Services	226		
	Exec Director - Teaching & Learning	226		
	Principal - HS	226		

	Daily	$557.30	$659.53	$761.76
226	Days	125,949	149,053	172,158

12				
	Chief Technology Officer	226		
	Asst Superintendent - Facilities & Bond Program	226		
	Asst Superintendent - Curriculum and Instruction	226		

	Daily	$643.69	$761.76	$879.83
226	Days	145,474	172,158	198,841

13				
	Assoc Superintendent - Communications & Marketing	226		
	Assoc Superintendent - Curriculum, Instruction & Acct.	226		
	Assoc Superintendent - HR Services	226		
	Assoc Superintendent - Student Services	226		
	Chief Communications Officer	226		
	Chief Financial Officer	226		

	Daily	$769.21	$910.31	$1,051.40
226	Days	173,841	205,729	237,617

14				
	Chief of Staff	226		

	Daily	$907.66	$1,074.16	$1,240.65
226	Days	205,132	242,760	280,387

*updated 10/15/26

2025-2026 Administrative Professional Pay Plan

25-26

				Minimum	Midpoint	Maximum				
	2% raise							raise		
$0.71	$5.36	**Daily**		**$220.98**	**$267.86**	**$314.73**		$7.92	**Daily**	**$217.72**
	$1,108.93	**207**	**Days**	45,744	55,447	65,150		$7.92	**207** **Days**	45,068
	$1,210.72	**226**	**Days**	49,942	60,536	71,130		1789.242	**226** **Days**	49,204
								$1.06		
$0.83	$6.19	**Daily**		**$255.24**	**$309.38**	**$363.51**		$9.14	**Daily**	**$251.47**
	$1,206.57	**195**	**Days**	49,771	60,328	70,885		$1.22	**195** **Days**	49,036
	$1,280.82	**207**	**Days**	52,834	64,041	75,248			**207** **Days**	52,054
	$1,311.76	**212**	**Days**	54,111	65,588	77,065			**212** **Days**	53,311
	$1,398.38	**226**	**Days**	57,684	69,919	82,154			**226** **Days**	56,831
	$62,611.05									
	$64,489.38									
$0.95	$7.15	**Daily**		**$294.80**	**$357.33**	**$419.87**		$10.56	**Daily**	**$290.44**
	$1,336.43	**187**	**Days**	55,127	66,821	78,515		$1.41	**187** **Days**	54,313
	$1,393.60	**195**	**Days**	57,486	69,680	81,874			**195** **Days**	56,636
	$1,443.63	**202**	**Days**	59,549	72,181	84,813			**202** **Days**	58,669
	$1,479.36	**207**	**Days**	61,023	73,968	86,913			**207** **Days**	60,122
	$1,515.09	**212**	**Days**	62,497	75,755	89,012			**212** **Days**	61,574
	$1,615.15	**226**	**Days**	66,625	80,757	94,890			**226** **Days**	65,640
								$2,281.13		$2,386.92
								raise		########
$1.10	$8.25	**Daily**		**$340.49**	**$412.72**	**$484.95**		$12.20	**Daily**	**$335.46**
	$1,543.57	**187**	**Days**	63,672	77,178	90,685		$1.63	**187** **Days**	62,731
	$1,568.33	**190**	**Days**	64,693	78,417	92,140			**190** **Days**	63,737
	$1,609.60	**195**	**Days**	66,395	**80,480**	94,565		74396.926	**195** **Days**	65,414
	$1,667.38	**202**	**Days**	68,779	83,369	97,959			**202** **Days**	67,762
	$1,692.15	**205**	**Days**	69,800	84,607	99,414			**205** **Days**	68,769
	$1,708.65	**207**	**Days**	70,481	85,433	100,384			**207** **Days**	69,440
	$1,749.93	**212**	**Days**	72,184	87,496	102,809			**212** **Days**	71,117
	$1,865.49	**226**	**Days**	76,951	93,274	109,598			**226** **Days**	75,813
				68387.29	350.704				**Daily**	**$335.46**
				1.03					**187** **Days**	62,731
									190 **Days**	63,737
									195 **Days**	65,414
									202 **Days**	67,762
									207 **Days**	69,440
									212 **Days**	71,117

		Daily		**$352.24**		
		187	**Days**	65,868		
		195	**Days**	68,686		
		202	**Days**	71,152		
		207	**Days**	72,914		
		212	**Days**	74,675		
		226	**Days**	79,606		

$1.16	$8.67	**Daily**		**$357.52**	**$433.35**	**$509.19**
	$1,620.74	**187**	**Days**	66,856	81,037	95,219
	$1,690.08	**195**	**Days**	69,716	84,504	99,292
	$1,750.75	**202**	**Days**	72,219	87,537	102,856
	$1,794.08	**207**	**Days**	74,006	89,704	105,402
	$1,837.42	**212**	**Days**	75,794	91,871	107,948
	$1,958.76	**226**	**Days**	80,799	97,938	115,077

$13.45		**Daily**		**$369.85**		
$1.79		**212**	**Days**	78,407		
		226	**Days**	83,585		

$1.21	$9.10	**Daily**		**$375.39**	**$455.02**	**$534.65**
	$1,929.28	**212**	**Days**	79,583	96,464	113,345
	$2,056.69	**226**	**Days**	84,839	102,834	120,830

$14.12	**Daily**		**$388.33**			
$1.88	**207**	**Days**	80,384			
	212	**Days**	82,326			
	226	**Days**	87,762			

$1.27	$9.56	**Daily**		**$394.15**	**$477.77**	**$561.38**
	$1,977.95	**207**	**Days**	81,590	98,898	116,206
	$2,025.73	**212**	**Days**	83,561	101,287	119,013
	$2,159.51	**226**	**Days**	89,079	107,975	126,872

Director of Professional Learning & TIA

$15.32	**Daily**		**$421.35**			
$2.04	**212**	**Days**	89,326			
	217	**Days**	91,433			
	226	**Days**	95,225			
	261	**Days**	109,972			

$1.38	$10.37	**Daily**		**$427.67**	**$518.38**	**$609.09**
	$2,197.93	**212**	**Days**	90,666	109,897	129,127
	$2,249.77	**217**	**Days**	92,804	112,488	132,172
	$2,343.08	**226**	**Days**	96,653	117,154	137,654
	$2,705.94	**261**	**Days**	111,622	135,297	158,972

Daily			**$421.35**
217	**Days**		91,433
226	**Days**		95,225
261	**Days**		109,972

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$1.49	$11.20	**Daily**		**$461.87**	**$559.84**	**$657.82**	156078.45
	$2,530.50	**226**	**Days**	104,383	126,525	148,667	#REF!

$17.87	**Daily**		**$491.44**
$2.38	**226**	**Days**	111,066

$1.61	$12.09	**Daily**		**$498.81**	**$604.63**	**$710.44**
	$2,732.92	**226**	**Days**	112,732	136,646	160,560

#REF!	**226**	**Days**	#REF!

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$1.74	$13.06	**Daily**		**$551.78**	**$653.00**	**$754.22**
	$2,951.55	**226**	**Days**	124,702	147,578	170,453

$22.29	**Daily**		**$627.90**
$2.97	**226**	**Days**	141,905

$2.01	$15.08	**Daily**		**$637.32**	**$754.22**	**$871.12**
	$3,408.08	**226**	**Days**	144,034	$ 170,454	196,872

$26.64	**Daily**		**$750.34**
$3.55	**226**	**Days**	169,577

$2.40	$18.03	**Daily**		**$761.59**	**$901.29**	**$1,040.99**
	$4,073.84	**226**	**Days**	172,120	$ 203,692	235,264

$31.43	**Daily**				**$885.39**
$4.19	**226**	**Days**	200,099		

$2.84	$21.27	**Daily**		**$898.68**	**$1,063.52**	**$1,228.37**
	$4,807.12	**226**	**Days**	203,101	$ 240,356	277,611

$ 263.90	$310.08
########	64,187
########	70,079

$7.80

1762.8

Daily		$214.50	$260.00	$305.50
207	**Days**	44,402	53,820	63,239
226	**Days**	48,477	58,760	69,043

$ 304.80	$358.14
########	69,838
########	74,136
########	75,926
########	80,940

$9.01

Daily		$247.75	$300.30	$352.85
195	**Days**	48,311	58,559	68,806
207	**Days**	51,284	62,162	73,040
212		52,523	63,664	74,804
226	**Days**	55,992	67,868	79,744

$ 352.05	$413.66
########	77,355
########	80,664
########	83,560
########	85,628
########	87,697
########	93,488

$10.41

Daily		$286.15	$346.85	$407.55
187	**Days**	53,510	64,861	76,212
195	**Days**	55,799	67,636	79,472
202	**Days**	57,802	70,064	82,325
207	**Days**	59,233	71,798	84,363
212	**Days**	60,664	73,532	86,401
226	**Days**	64,670	78,388	92,106

$1,975.02

$ 12.20

$ 406.62	$477.78
########	89,345
########	90,778
########	93,167
########	96,512
########	97,945
########	98,901
########	101,290
########	107,978

Daily		$330.50	$400.61	$470.72
187	**Days**	61,804	74,914	88,025
190	**Days**	62,795	76,116	89,437
195	**Days**	64,448	78,119	91,790
202	**Days**	66,761	80,923	95,085
205	**Days**	67,753	82,125	96,498
207	**Days**	68,414	82,926	97,439
212	**Days**	70,066	84,929	99,793
226	**Days**	74,693	90,538	106,383

$ 406.62	$477.78
########	89,345
########	90,778
########	93,167
########	96,512
########	98,901
########	101,290

########		75221.25	
		########	
		########	
########			
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######## 68686
######## ########
          ########

$426.95	$501.66
79,840	93,810
83,255	97,824
86,244	101,335
88,379	103,844
90,513	106,352
96,491	113,375

74,678.17
########
########

187	Days	64,895	78,660	92,425
195	Days	67,671	82,025	96,379
202	Days	70,100	84,969	99,839
207	Days	71,835	87,072	102,310
212	Days	73,570	89,176	104,781
226	Days	78,429	95,065	111,701

########
########

$ 448.30	$526.74
########	111,670
########	119,044

$13.25

Daily		$364.38	$441.67	$518.96
212	Days	77,249	93,634	110,020
226	Days	82,350	99,817	117,285

2994.523

.

$ 470.71	$553.08
########	114,488
########	117,254
########	124,997

$13.91

Daily		$382.59	$463.75	$544.91
207	**Days**	79,196	95,996	112,796
212	**Days**	81,109	98,315	115,521
226	**Days**	86,465	104,808	123,150

$2,923.09
########
########
########

3144.225

$2,993.69
########
########
$ 517.42

$ 510.72	$600.09
########	127,219
########	130,220
########	135,620
########	156,623

$15.10

Daily		$415.12	$503.17	$591.22
212	**Days**	88,005	106,672	125,339
217	**Days**	90,081	109,188	128,295
226	**Days**	93,817	113,716	133,616
261	**Days**	108,346	131,327	154,308

$ 510.72	$600.09
########	130,220
########	135,620
########	156,623

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########						
#REF!	$16.30	**Daily**		**$448.32**	**$543.42**	**$638.52**
#REF!						

	$17.61	**Daily**		**$484.18**	**$586.89**	**$689.60**
$ 595.69	**$699.94**	**226**	**Days**	109,425	132,637	155,850
########	158,187					

	$19.02	**Daily**		**$535.59**	**$633.84**	**$732.09**
#REF!	#REF!					

$ 743.07	**$858.24**	$21.96	**Daily**		**$618.62**	**$732.09**	**$845.56**
########	193,963		**226**	**Days**	139,808	165,452	191,097

$ 887.97	**$1,025.61**	$26.25	**Daily**		**$739.25**	**$874.85**	**$1,010.45**
########	231,787		**226**	**Days**	167,071	197,716	228,362

########	$1,210.21	$30.97	Daily		$872.31	$1,032.32	$1,192.33
########	273,509		226	Days	197,142	233,304	269,467