2026-2027 Maintenance Pay Plan

Mansfield ISD

*Annual amounts are based on 8 hours per day.

Pay Grade	Job Title	Calendars		Minimum	Midpoint	Maximum
1			**Hourly**	**$15.61**	**$18.73**	**$21.85**
	Groundskeeper	261	**261 Days**	32,589	39,107	45,625
	Welder Helper	261				
	HVAC Helper	261				
2			**Hourly**	**$17.69**	**$21.19**	**$24.68**
	Apprentice - Carpenter, HVAC, irrigator, Mechanic, Plumber	261	**261 Days**	36,935	44,235	51,535
	Equipment Operator	261				
	Groundskeeper - Athletics	261				
	Technician - Equipment	261				
	Warehouse Worker	261				
3			**Hourly**	**$21.33**	**$25.54**	**$29.76**
	Carpenter	261	**261 Days**	44,539	53,338	62,137
	Roofer	261				
	General Maintenance	261				
	Locksmith	261				
	Painter	261				
	Welder	261				
4			**Hourly**	**$24.45**	**$29.28**	**$34.11**
	Foreman - Grounds	261	**261 Days**	51,057	61,138	71,219
	Groundskeeper - Applicator	261				
	HVAC Technician - (not licensed)	261				
	Lead - Carpenter, Grounds, Maintenance, Warehouse	261				
5			**Hourly**	**$26.01**	**$31.15**	**$36.29**
	Alarm Technician	261	**261 Days**	54,316	65,048	75,781
	Door and Hardware Specialist	261				
6			**Hourly**	**$28.20**	**$33.79**	**$39.37**
	Journeyman - Electrician	261	**261 Days**	58,878	70,545	82,212
	Journeyman - Plumbing	261				
	Licensed - Irrigator	261				
	Certified Pool Operator	261				
7			**Hourly**	**$30.02**	**$35.96**	**$41.90**
	Master - Electrician	261	**261 Days**	62,680	75,086	87,491
	Master - Plumbing	261				
	Technician - HVAC Building Automation	261				
	HVAC Technician - Licensed	261				
	Licensed Irrigator/Licensed Applicator	261				
8			**Hourly**	**$32.00**	**$38.32**	**$44.65**
	Supervisor - Carpenter	261	**261 Days**	66,808	80,018	93,227
	Supervisor - Electrical	261				
	Supervisor - Facility Assessment	261				
	Supervisor - Grounds	261				
	Supervisor - HVAC	261				
	Supervisor - On Site Facility	261				
	Supervisor - Plumbing	261				
	Supervisor - Student Nutrition Technician	261				
	Supervisor - Warehouse	261				

9	Exempt				
	Manager, Safety Systems	226	Daily	$314.91	$377.09	$439.27
			226 Days	71,169	85,222	99,275

10	Exempt				
	Manager, Operations Center	226	Daily	$342.54	$410.22	$477.89
	Manager, Transportation Operations	226	226 Days	77,414	92,709	108,004

MECH	Mechanic Rates by Certification

MECH Helper			
	Mechanic Helper	261	Hourly	$23.27
			261 Days	48,578

MECH 1			
	Mechanic I	261	Hourly	$24.08
			261 Days	50,273

MECH 2			
	Mechanic II	261	Hourly	$28.52
			261 Days	59,559

MECH 3			
	Mechanic III	261	Hourly	$34.03
			261 Days	71,060

MECH MST			
	Master - Mechanic	261	Hourly	$40.71
			261 Days	85,001

updated 11/5/26