

**2023-2024 Administrative Professional Pay Plan**  
Mansfield ISD

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
1			Daily	\$214.50	\$260.00	\$305.50
	Buyer	226	207 Days	44,402	53,820	63,239
	District Event Planner	226	226 Days	48,477	58,760	69,043
	Field Supervisor - CN	226				
	Specialist - Education Foundation	207				
	Specialist - SHARS	226				
	Supervisor - Special Programs	226				
2			Daily	\$247.75	\$300.30	\$352.85
	Coordinator - School Board	226	195 Days	48,311	58,559	68,806
	Culinary Trainer	226	207 Days	51,284	62,162	73,040
	Manager - Athletic Department	207	226 Days	55,992	67,868	79,744
	Manager - Benefits	226				
	Manager - District Booking	226				
	Natatorium Head Age-Group Coach	226				
	Specialist - Ace Family Engagement	226				
	Specialist - Emergency Management	226				
	Specialist - Media & Production	226				
	Supervisor - ACE Site	226				
	Supervisor - Child Care Center	195				
3			Daily	\$286.15	\$346.85	\$407.55
	Accountant	226	187 Days	53,510	64,861	76,212
	Coordinator - Health Services	212	195 Days	55,799	67,636	79,472
	Coordinator - Quest Program	226	202 Days	57,802	70,064	82,325
	Instructional Tech	207	207 Days	59,233	71,798	84,363
	Music Therapist	202	212 Days	60,664	73,532	86,401
	Payroll Analyst	226	226 Days	64,670	78,388	92,106
	Speech Language Pathologist Asst	187				
4			Daily	\$330.50	\$400.61	\$470.72
	ARD Facilitator	195	187 Days	61,804	74,914	88,025
	Behavior Analyst - Board Certified	226	190 Days	62,795	76,116	89,437
	Coordinator - Ace Project	226	195 Days	64,448	78,119	91,790
	Coordinator - Center For Performing Arts	226	202 Days	66,761	80,923	95,085
	Coordinator - Community Relations/Advantage	226	205 Days	67,753	82,125	96,498
	Coordinator - District Menu/Marketing	226	207 Days	68,414	82,926	97,439
	Coordinator - Multimedia/Marketing	226	212 Days	70,066	84,929	99,793
	Counselor - ES	190	226 Days	74,693	90,538	106,383
	Counselor - HS	202, 207, 226				
	Counselor - IS	190				
	Counselor - Licensed Professional	187, 195, 202				
	Counselor - MS	195				
	Digital Learning Coach	207	Daily	\$330.50	\$400.61	\$470.72
	Head Athletic Trainer - District	226	187 Days	61,804	74,914	88,025
			190 Days	62,795	76,116	89,437

Instructional Coach - Advanced Academics	195, 202	<b>195 Days</b>	64,448	78,119	91,790
Instructional Coach - K-2 Literacy	195	<b>202 Days</b>	66,761	80,923	95,085
Instructional Coach - K-2 Math	202	<b>205 Days</b>	67,753	82,125	96,498
Instructional Coach - Math	195, 205	<b>207 Days</b>	68,414	82,926	97,439
Instructional Coach - Science	195	<b>212 Days</b>	70,066	84,929	99,793
Instructional Coach - Social Studies	195, 202	<b>226 Days</b>	74,693	90,538	106,383
Instructional Coach - Title II ELAR	205				
Orientation & Mobility	202				
Social Worker	195				
Specialist - Digital Resource Specialist	207				
Specialist - EL K-12	205				
Specialist - Energy Conservation	226				
Specialist - Title II Early Childhood	202				
Specialist - Transition	195				
Threat Assessment Analyst	212				
Title II Math Coach	195				
Title II Balance Literacy Coach	195				

<b>5</b>			<b>Daily</b>	<b>\$347.03</b>	<b>\$420.64</b>	<b>\$494.25</b>
AG STEM/Science Integration Specialist	212		<b>187 Days</b>	64,895	78,660	92,425
Asst Principal - ES	202		<b>195 Days</b>	67,671	82,025	96,379
Asst Principal - IS	202		<b>202 Days</b>	70,100	84,969	99,839
Athletic Trainer	187		<b>207 Days</b>	71,835	87,072	102,310
Coordinator - Assessment/Data Analysis	226		<b>212 Days</b>	73,570	89,176	104,781
Diagnostician	195, 202	212, 226	<b>226 Days</b>	78,429	95,065	111,701
LSSP		202, 207				
Occupational Therapist	195, 202, 226					
Physical Therapist	202					
Specialist - Account & Assess	226					
Specialist - Fine Arts Integration	212					
Speech Language Pathologist	187, 212					
Student Services & Support Adm	187					

<b>6</b>			<b>Daily</b>	<b>\$364.38</b>	<b>\$441.67</b>	<b>\$518.96</b>
Associate Principal - STEM	226		<b>212 Days</b>	77,249	93,634	110,020
Asst Director - HR	226		<b>226 Days</b>	82,350	99,817	117,285
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 - Aquatics	226					
Director - Foundation & Grants	226					
Manager - Energy Conservation	226					

<b>7</b>			<b>Daily</b>	<b>\$382.59</b>	<b>\$463.75</b>	<b>\$544.91</b>
Associate Principal - HS	226		<b>207 Days</b>	79,196	95,996	112,796
Asst Principal - HS	207, 212		<b>212 Days</b>	81,109	98,315	115,521
Athletic Coordinator/Head Football Coach	226		<b>226 Days</b>	86,465	104,808	123,150

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 - PEIMS	226
Coordinator - Post Secondary	226
Coordinator - Research Assessment Test	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
Instructional Coordinator - Science/Health 8-12	226
Instructional Coordinator - Social Studies	226
Manager - Bond Project	226

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Asst Director - Athletics	226
Asst Director - Fine Arts	226
Director - Communications & Strategic In	226
Director - Custodial Operations	226
Director - Digital Media & Marketing	226
Director - Out of School Time Programs	226
Director - Performing Arts Center	226
Director - Special Education	226
Director - Sped Compliance/Stars	226
Director - STEM	226
Director - Teaching & Learning	226
Director - Web Services	226
Manager - Bond Sr Project	226
Principal - ES	212
Principal - IS	217

Daily	\$415.12	\$503.17	\$591.22
<b>212 Days</b>	88,005	106,672	125,339
<b>217 Days</b>	90,081	109,188	128,295
<b>226 Days</b>	93,817	113,716	133,616

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Chief of Police	226
Director - Advanced Academic	226
Director - Early Learning	226
Director - Federal Programs	226
Director - Fine Arts	226
Director - Research/Assessment/Acct	226

Daily	\$448.32	\$543.42	\$638.52
<b>226 Days</b>	101,320	122,813	144,306

Director - Social & Emotional Learning	226
Principal - Early College HS	226
Principal - HS (Alt)	226
Principal - MS	226

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Director - Athletics	226
Director - Budget	226
Director - HR Services	226
Director - Payroll & Benefits	226
Director - Purchasing	226
Director - Safety & Security	226
Director - Technology Services	226
Director - Transportation	226

<b>Daily</b>	<b>\$484.18</b>	<b>\$586.89</b>	<b>\$689.60</b>
<b>226 Days</b>	109,425	132,637	155,850

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Exec Director - Athletics	226
Exec Director - Communications & Mktg	226
Exec Director - ES Schools & Early Learning	226
Exec Director - Facilities & Operation	226
Exec Director - Financial Services	226
Exec Director - Guidance & Counseling	226
Exec Director - HR Services	226
Exec Director - HS	226
Exec Director - MS	226
Exec Director - Special Populations	226
Exec Director - Student Nutrition	226
Exec Director - Student Services	226
Principal - HS	226

<b>Daily</b>	<b>\$535.59</b>	<b>\$633.84</b>	<b>\$732.09</b>
<b>226 Days</b>	121,043	143,248	165,452

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Area Superintendent	226
Asst Superintendent - HR Services	226
Asst Superintendent - Student Service	226
Chief Technology Officer	226

<b>Daily</b>	<b>\$618.62</b>	<b>\$732.09</b>	<b>\$845.56</b>
<b>226 Days</b>	139,808	165,452	191,097

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Assoc Superintendent - Business & Finance	226
Assoc Superintendent - Communications & Mar	226
Assoc Superintendent - Curriculum & Instructor	226
Assoc Superintendent - Facilities & Bond Progra	226

<b>Daily</b>	<b>\$739.25</b>	<b>\$874.85</b>	<b>\$1,010.45</b>
<b>226 Days</b>	167,071	197,716	228,362

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Deputy Superintendent	226
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<b>Daily</b>	<b>\$872.31</b>	<b>\$1,032.32</b>	<b>\$1,192.33</b>
<b>226 Days</b>	197,142	233,304	269,467

\*updated 11/28/23