



2024-25 Administrative Program Pay Plan

Pay Grade	Role Name	Calendar Name	Actual Work Days	Minimum	Midpoint	Maximum	
AP1				Daily	\$ 239.23	\$ 293.52	\$ 347.83
	Bilingual Examiner	187A	183	183 Days	43,779	53,715	63,653
	Licensed Specialist in School Psychology Intern	198A	194	194 Days	46,410	56,944	67,479
	Occupational Therapist Assistant	187A	183	222 Days	53,108	65,162	77,218
	Orientation and Mobility Specialist	187A	183				
	Trainer Strength and Conditioning	226A	222				
AP2				Daily	\$ 275.10	\$ 337.55	\$ 400.00
	Academic Advisor	202A	198	183 Days	50,344	61,772	73,200
	Attendance Officer	187A	183	189 Days	51,994	63,797	75,600
	Behavior and Autism Specialist	193B	189	198 Days	54,470	66,835	79,200
	Behavior Support Specialist	187A	183	222 Days	61,073	74,937	88,800
	District Assessor	187A	183				
	Emerging Bilingual Specialist	226A	222				
	Librarian	187A	183				
	Parent Educator (Special Ed)	187A	183				
	Physical Therapist Assistant	187A	183				
	Speech Language Pathologist Assistant	187A	183				
AP3				Daily	\$ 298.94	\$ 364.56	\$ 430.18
	Advanced Academics Specialist	226A	222	183 Days	54,706	66,715	78,724
	Campus Facilitator for Special Programs	198B	194	189 Days	56,499	68,902	81,305
	Campus Instructional Coach	198A	194	194 Days	57,994	70,725	83,456
	Campus Instructional Specialist	198A	194	199 Days	59,489	72,548	85,606
	Coordinator High School Special Education	210A	206	206 Days	61,581	75,099	88,618
	Counselor Elementary	193B	189	216 Days	64,571	78,745	92,920
	Counselor Registrar	220A	216	222 Days	66,364	80,932	95,501
	Counselor Secondary	203A	199				
	Counselor Secondary CTE	203A	199				
	Nurse	193A	189				
	Nurse Lead	226A	222				
	Social and Emotional Learning Specialist Elementary	193B	189				
	Social and Emotional Learning Specialist Secondary	203A	199				
	Social Worker (LCSW & LMSW)	187A	183				
AP4				Daily	\$ 316.88	\$ 386.43	\$ 455.99
	Assessment Specialist	226A	222	183 Days	57,989	70,718	83,446
	Assistant Director Fine Arts	226A	222	194 Days	61,475	74,968	88,462
	Assistant Principal Elementary School	205A	201	201 Days	63,693	77,673	91,654
	Educational Diagnostician	198A	194	211 Days	66,862	81,538	96,214
	Educational Diagnostician	215A	211	216 Days	68,446	83,470	98,493
	Educational Diagnostician	226A	222	222 Days	70,348	85,788	101,229
	Funding Compliance Specialist	226A	222				
	Hearing Officer	205A	201				
	Licensed Specialist in School Psychology	198A	194				
	Licensed Specialist in School Psychology	226A	222				
	Occupational Therapist	187A	183				
	Occupational Therapist - EYS	220A	216				
	Parenting Specialist	226A	222				
	Physical Therapist	187A	183				
	Special Programs Specialist Multilingual	226A	222				
	Speech Language Pathologist	187A	183				
	Speech Language Pathologist	215A	211				
	Speech Language Pathologist	226A	222				



2024-25 Administrative Program Pay Plan

Pay Grade	Role Name	Calendar Days	Actual Work Days	Minimum	Midpoint	Maximum	
AP5				Daily	\$ 341.41	\$ 408.87	\$ 476.34
	Assistant Director Athletics	226A	222	201 Days	68,623	82,183	95,744
	Assistant Principal Gateway	205A	201	206 Days	70,330	84,228	98,125
	Assistant Principal High School	215A	211	211 Days	72,037	86,272	100,507
	Assistant Principal Middle School	205A	201	222 Days	75,793	90,770	105,747
	Assistant Principal Pathways Academic Campus	205A	201				
	Assistant Principal KISD Early College High School	215A	211				
	Coordinator Administrative Services	226A	222				
	Coordinator Assessment and Accountability	226A	222				
	Coordinator At-Risk Dyslexia Section 504 & Homebound Services	226A	222				
	Coordinator CTE	226A	222				
	Coordinator Federal and State Programs	226A	222				
	Coordinator Guidance and Counseling	226A	222				
	Coordinator High School Student Activities	210A	206				
	Coordinator Special Education	226A	222				
	CTE Program Advisor	215A	211				
	Dean of Instruction	226A	222				
	Director Student Hearings	226A	222				
	District Instructional Specialist Early Childhood	226A	222				
	District Instructional Specialist Elementary Biliteracy	226A	222				
	District Instructional Specialist Primary/Intermediate	226A	222				
	District Instructional Specialist Sec Social Studies	226A	222				
	District Instructional Specialist Secondary English LA	226A	222				
	District Instructional Specialist Secondary Math	226A	222				
	District Instructional Specialist Secondary Science	226A	222				
	District Instructional Technologist	226A	222				
	Teacher Incentive Allotment Specialist	226A	222				
AP6				Daily	\$ 364.82	\$ 436.90	\$ 508.99
	Principal Elementary School	220A	216	216 Days	78,800	94,371	109,942
	Principal Career Center	226A	222	222 Days	80,989	96,992	112,996
	Principal Pathways Academic Campus	226A	222				
AP7				Daily	\$ 415.72	\$ 489.09	\$ 562.45
	Coordinator Campus Athletics	226A	222	222 Days	92,290	108,577	124,864
	Director Advanced Academics	226A	222				
	Director Assessment and Accountability	226A	222				
	Director CTE	226A	222				
	Director Federal and State Programs	226A	222				
	Director Fine Arts	226A	222				
	Director Guidance Services	226A	222				
	Director Innovative Programs & STEM	226A	222				
	Director Multilingual Services	226A	222				
	Director Nursing and Health Services	226A	222				
	Director Special Education	226A	222				
	Director Teacher Incentive Allotment	226A	222				
	Principal Gateway Campus	226A	222				
	Principal Middle School	226A	222				
AP8				Daily	\$ 482.24	\$ 567.34	\$ 652.44
	Executive Director Administrative Services	226A	222	222 Days	107,056	125,949	144,841
	Executive Director Athletics	226A	222				
	Executive Director Curriculum & Instruction	226A	222				
	Executive Director Specialized Learning	226A	222				
	Executive Director Student Success	226A	222				
	Principal High School	226A	222				
AP9				Daily	\$ 681.14	\$ 782.92	\$ 884.70
	Assistant Superintendent Administrative Services	226A	222	222 Days	151,214	173,809	196,404
	Assistant Superintendent Curriculum & Instruction	226A	222				
	Managing Director of Schools	226A	222				
AP10				Daily	\$ 785.30	\$ 909.29	\$ 1,033.29
	Deputy Superintendent (Learning Services)	226A	222	222 Days	174,336	201,863	229,390



2024-25 Administrative Management Pay Plan

Pay Grade	Role Name	Calendar Name	Actual Work Days	Minimum	Midpoint	Maximum	
AM1				Daily	\$ 211.14	\$ 259.06	\$ 306.99
	Accountant Staff	226A	222	191 Days	40,327	49,481	58,635
	Analyst Finance (Accounts Payable, Budget, Payroll)	226A	222	201 Days	42,439	52,072	61,705
	Analyst Human Resources	226A	222	222 Days	46,872	57,512	68,152
	Analyst Special Education	226A	222				
	Supervisor Property Management	226A	222				
	Supervisor School Nutrition	195A	191				
	Supervisor School Nutrition	226A	222				
	Supervisor School Safety	226A	222				
	Transportation Supervisor (Support and Training/Safety)	226A	222				
AM2				Daily	\$ 236.12	\$ 289.72	\$ 343.32
	Accounting Specialist	226A	222	183 Days	43,210	53,018	62,827
	Audio Video Engineer	226A	222	206 Days	48,641	59,682	70,723
	Communications Assistant	210B	206	222 Days	52,419	64,317	76,216
	Contracted Maintenance Specialist	226A	222				
	Grant and Education Foundation Specialist	226A	222				
	Human Resources Specialist	226A	222				
	Occupational Safety/Loss Control Specialist	226A	222				
	PEIMS Specialist	226A	222				
	Program Supervisor School Nutrition	226A	222				
	Routing Specialist	226A	222				
	School Safety Specialist	226A	222				
	Teacher Apprentice	187A	183				
	Transportation Specialist (Remote and Support)	226A	222				
AM3				Daily	\$ 250.29	\$ 307.10	\$ 363.92
	Business Services Specialist	226A	222	206 Days	51,559	63,263	74,967
	Campus Technologist Special Education	215A/B	211	211 Days	52,810	64,798	76,787
	Campus Technology Support Specialist	215B	211	222 Days	55,563	68,177	80,790
	Communications Specialist	226A	222				
	Facilities Specialist	226A	222				
	Grounds Care Specialist	226A	222				
	Human Resources Specialist	226A	222				
	Systems Specialist	226A	222				
	Multi Media Specialist	226A	222				
	Purchasing Specialist	226A	222				
	Transportation Operations Specialist	226A	222				
AM4				Daily	\$ 269.94	\$ 331.21	\$ 392.48
	Coordinator Distribution Services	226A	222	183 Days	49,398	60,611	71,825
	Coordinator Physical Security Systems	226A	222	222 Days	59,926	73,529	87,131
	Coordinator Property Management	226A	222				
	Coordinator Transportation Services Applications	226A	222				
	Database and Data Integration Analyst	226A	222				
	Dietitian	226A	222				
	Instructor	187A	183				
	Lead Hardware Support Manager	226A	222				
	Payroll Specialist	226A	222				
	Service Desk Manager	226A	222				
	Systems Analyst	226A	222				
	Threat Assessment Specialist/Investigator	226A	222				
	Treasury Specialist	226A	222				
	VoIP Administrator	226A	222				
AM5				Daily	\$ 304.21	\$ 364.33	\$ 424.44
	Accounts Payable Specialist	226A	222	222 Days	67,535	80,881	94,227
	Board Specialist	226A	222				
	Contracting Specialist	226A	222				
	Coordinator Logistics	226A	222				
	Cyber Security Analyst	226A	222				
	Database Administrator	226A	222				



2024-25 Administrative Management Pay Plan

Pay Grade	Role Name	Calendar Name	Actual Work Days	Minimum	Midpoint	Maximum	
AM6				Daily	\$ 334.63	\$ 400.76	\$ 466.89
	Accountant Senior	226A	222	222 Days	74,288	88,969	103,650
	Coordinator Benefits	226A	222				
	Coordinator Cleaning Services	226A	222				
	Coordinator Communications Services	226A	222				
	Coordinator Financial Services	226A	222				
	Coordinator Human Resources	226A	222				
	Coordinator School Nutrition	226A	222				
	Coordinator Transportation Services	226A	222				
	Desktop System Administrator	226A	222				
	Director Grants and Education Foundation	226A	222				
	Network Manager	226A	222				
	Systems Administrator	226A	222				
	Systems Supervisor	226A	222				
	Windows Systems Administrator	226A	222				
AM7				Daily	\$ 374.76	\$ 440.84	\$ 506.92
	Coordinator for PEIMS	226A	222	222 Days	83,197	97,867	112,536
	Cyber Security Coordinator	226A	222				
	Demographer	226A	222				
	Director Student/District/Community Relations	226A	222				
AM8				Daily	\$ 427.17	\$ 502.56	\$ 577.95
	Chief of Police	226A	222	222 Days	94,832	111,568	128,305
	Director Construction and Facilities Planning	226A	222				
	Director Financial Reporting	226A	222				
	Director Financial Services	226A	222				
	Director Human Resources	226A	222				
	Director Information Systems	226A	222				
	Director Investigations and Campus Safety	226A	222				
	Director Maintenance and Operations	226A	222				
	Director Purchasing Services	226A	222				
	Director Technology	226A	222				
AM9				Daily	\$ 603.38	\$ 693.53	\$ 783.69
	Executive Director Communications and Marketing	226A	222	222 Days	133,950	153,964	173,979
	Executive Director Data and Information Technology	226A	222				
	Executive Director Human Resources	226A	222				
	Executive Director School Nutrition	226A	222				
	Executive Director Transportation	226A	222				
AM10				Daily	\$ 687.85	\$ 790.63	\$ 893.41
	Assistant Superintendent Facilities	226A	222	222 Days	152,703	175,520	198,337
	Assistant Superintendent Human Resources	226A	222				
	Chief Financial Officer	226A	222				
	School Attorney	226A	222				
AM11				Daily	\$ 785.30	\$ 909.29	\$ 1,033.29
	Deputy Superintendent (Operations)	226A	222	222 Days	174,336	201,863	229,390



2024-25 Administrative Support Pay Plan

Pay Grade	Role Name	Calendar Name	Actual Work Days	Minimum	Midpoint	Maximum	
<i>Annualized salaries are based on an 8-hour work day (exception Media Attendant based on 7.5-hour day).</i>							
AS1	Media Attendant	187A	183	Hourly	\$ 13.48	\$ 16.06	\$ 18.63
				183 Days	18,506	22,036	25,567
AS3	Receptionist/Switchboard Operator	226A	222	Hourly	\$ 15.56	\$ 18.52	\$ 21.49
	Secretary III	187A	183	183 Days	22,777	27,119	31,462
	Secretary III	193B	189	189 Days	23,523	28,008	32,494
	Secretary III	198A	194	194 Days	24,146	28,749	33,353
	Secretary III	215A	211	211 Days	26,262	31,269	36,276
	Secretary III	215A	211	216 Days	26,884	32,010	37,136
	Secretary III	220A	216	222 Days	27,631	32,899	38,167
	Secretary III	226A	222				
AS4	Clerk	215A	211	Hourly	\$ 17.62	\$ 20.97	\$ 24.32
	Clerk Activity Funds	193B	189	189 Days	26,642	31,704	36,766
	Clerk Central Administration	226A	222	194 Days	27,347	32,542	37,738
	Secretary IV Elementary School Principal	220A	216	211 Days	29,743	35,394	41,045
	Secretary IV Registrar	226A	222	216 Days	30,448	36,233	42,018
	Secretary IV Registrar Special Campus	220A	216	222 Days	31,293	37,239	43,185
	Secretary IV Middle School Principal	226A	222				
	Secretary IV Special Campus	220A	216				
	Technician Administrative Support I	198A	194				
	Technician Administrative Support I	226A	222				
AS5	Clerk School Nutrition	226A	222	Hourly	\$ 19.21	\$ 22.87	\$ 26.53
	Secretary IV Central Administration	226A	222	183 Days	28,122	33,482	38,842
	Secretary IV High School Principal	226A	222	222 Days	34,115	40,617	47,119
	Secretary IV School Nutrition	226A	222				
	Secretary IV Special Education	226A	222				
	Technician Administrative Support II	187A	183				
AS6	Secretary V Central Administration	226A	222	Hourly	\$ 21.63	\$ 25.74	\$ 29.85
	Technician Administrative Support III	226A	222	222 Days	38,409	45,713	53,017
AS7	Paralegal	226A	222	Hourly	\$ 29.19	\$ 34.75	\$ 40.31
	Administrative Assistant Deputy Superintendents			222 Days	51,842	61,715	71,588
AS8	Administrative Assistant Superintendent	226A	222	Hourly	\$37.76	\$43.24	\$ 48.71
				222 Days	66,263	76,794	85,994



2024-25 Instructional Support Pay Plan

Pay Grade	Role Name	Calendar Name	Actual Work Days	Minimum	Midpoint	Maximum
Annualized salaries are based on a 7.5-hour work day.						
IS1	Aide I	187A	183	Hourly \$ 13.48 183 Days 18,506	\$ 16.06 22,036	\$ 18.63 25,567
IS2	Aide II	187A	183	Hourly \$ 14.52 183 Days 19,930	\$ 17.29 23,730	\$ 20.06 27,531
IS3	Aide III	187A	183	Hourly \$ 15.56 183 Days 21,353	\$ 18.51 25,410	\$ 21.47 29,467
IS4	Sign Language Interpreter	187A	183	Hourly \$ 21.78 183 Days 29,894	\$ 25.94 35,603	\$ 30.10 41,311
IS5	Licensed Vocational Nurse	187A	183	Hourly \$ 27.40 183 Days 40,114	\$ 30.30 44,359	\$ 35.30 51,679



2024-25 Manual Trades Pay Plan

Pay Grade	Role Name	Calendar Name	Actual Work Days	Minimum	Midpoint	Maximum	
<i>Annualized salaries are based on an 8-hour work day.</i>							
MT1				Hourly	\$ 11.94	\$ 14.23	\$ 16.51
	Bus Monitor	180C	176	174 Days	16,622	19,801	22,981
	Crossing Guard	180B	176	176 Days	16,813	20,029	23,245
	Custodian	260A	256	256 Days	24,455	29,133	33,811
	Worker School Nutrition	178A	174				
MT2				Hourly	\$ 13.13	\$ 15.64	\$ 18.16
	Assistant Manager School Nutrition	180C	176	176 Days	18,489	22,026	25,563
	Worker Grounds Care	260A	256	256 Days	26,893	32,038	37,183
MT3				Hourly	\$ 14.75	\$ 17.55	\$ 20.36
	Bus Driver Non-CDL	180C	176	176 Days	20,769	24,716	28,662
	Lead Custodian	260A	256	256 Days	30,210	35,950	41,690
	Lead Grounds Care	260A	256				
	Manager School Nutrition Elementary/Middle School	180C	176				
	Print Shop Worker	260A	256				
	Worker	260A	256				
MT4				Hourly	\$ 16.82	\$ 20.01	\$ 23.21
	Carpenter Apprentice	260A	256	176 Days	23,678	28,180	32,681
	Driver Central Distribution	260A	256	256 Days	34,441	40,989	47,537
	Electrician Apprentice	260A	256				
	HVAC Apprentice	260A	256				
	Kitchen Appliance Worker	260A	256				
	Lead Custodian High School	260A	256				
	Locksmith Apprentice	260A	256				
	Manager School Nutrition High School	180C	176				
	Painter Apprentice	260A	256				
	Plumber Apprentice	260A	256				
	Technician Transportation Support	180C	176				
	Welder Apprentice	260A	256				
MT5				Hourly	\$ 18.49	\$ 22.02	\$ 25.55
	Bus Driver	180C	176	176 Days	26,031	31,001	35,970
	Bus Driver	226A	222	222 Days	32,835	39,103	45,371
	Bus Driver Part-time	180C	176	256 Days	37,863	45,092	52,320
	Custodian Property Book	260A	256				
	Discipline Liaison	226A	222				
	Driver/Transportation Lead	226A	222				
	Foreman Grounds Utility	260A	256				
	Foreman Special Crew	260A	256				
	Lead Cold Storage	260A	256				
	Lead Property Management	260A	256				
	Lead Warehouse Worker	260A	256				
	Manager Buckley Stadium	260A	256				
	Technician I Classified	260A	256				
	Technician School Nutrition Resource	260A	256				



2024-25 Manual Trades Pay Plan

Pay Grade	Role Name	Calendar Name	Actual Work Days	Minimum	Midpoint	Maximum	
<i>Annualized salaries are based on an 8-hour work day.</i>							
MT6				Hourly	\$ 21.26	\$ 25.32	\$ 29.38
	Carpenter Skilled Worker	260A	256	176 Days	29,934	35,648	41,363
	Dispatcher	180C	176	222 Days	37,757	44,966	52,174
	Dispatcher EY	226A	222	256 Days	43,540	51,852	60,165
	Driver/Transportation Lead	226A	222				
	Electrician Skilled Worker	260A	256				
	Foreman Grounds Care	260A	256				
	Foreman Grounds Care Athletics	260A	256				
	Foreman Special Needs	260A	256				
	Foreman Transportation	260A	256				
	Foreman Transportation Routing	260A	256				
	Foreman Transportation Scheduling	260A	256				
	Foreman Grounds Utility	260A	256				
	HVAC Mechanic	260A	256				
	Kitchen Appliance Skilled Worker	260A	256				
	Locksmith Skilled Worker	260A	256				
	Mechanic	260A	256				
	Painter	260A	256				
	Plumber	260A	256				
	Technician II Classified	260A	256				
	Technician II NonClassified	226A	222				
	Welder Skilled Worker	260A	256				
MT7				Hourly	\$ 24.41	\$ 29.07	\$ 33.72
	Foreman Custodial Zone	260A	256	191 Days	37,305	44,414	51,524
	Foreman Operations School Nutrition	195A	191	222 Days	43,360	51,623	59,886
	Foreman Transportation II	260A	256	256 Days	50,000	59,529	69,058
	Lead Stock Control	260A	256				
	Mechanic Senior	260A	256				
	School Nutrition Office Worker	226A	222				
	Technician Press Bindery	260A	256				
	Technician Technology Services I	226A	222				
	Technician Technology Services I Classified	260A	256				
MT8				Hourly	\$ 27.03	\$ 32.18	\$ 37.32
	Foreman Transportation III	260A	256	222 Days	48,007	57,146	66,285
	Lead Carpenter	260A	256	256 Days	55,359	65,898	76,436
	Lead Electrician	260A	256				
	Lead HVAC	260A	256				
	Lead Locksmith	260A	256				
	Lead Master Plumber	260A	256				
	Police Officer	226A	222				
	Technician III Classified	260A	256				
	Technician Technology Inventory Control	226A	222				
	Technician Technology Services III	226A	222				
	Technician Technology Services III Classified	260A	256				
MT9				Hourly	\$ 30.17	\$ 35.45	\$ 40.73
	Technician IV Classified	260A	256	256 Days	61,795	72,604	83,414
MT10				Hourly	\$ 33.26	\$ 39.09	\$ 44.92
	Developer	226A	222	222 Days	59,073	69,423	79,773
	Technician Technology Services V Classified	260A	256	256 Days	68,120	80,055	91,990
	Technology Associate (Interface)	226A	222				