

2023-2024 Administrative-Professional Pay Plan
Texas City ISD

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	3.0% GPI	
1			Daily	\$261.45	\$315.00	\$368.55	\$9.45
	Assistant Athletic Trainer	202	187 Days	48,891	58,905	68,919	1,767
	Coordinator - Payroll	226	202 Days	58,813	63,630	74,447	1,909
	Coordinator - Student Data	226	226 Days	59,088	71,190	83,292	2,136
	Energy Mgr/HVAC Supervisor	235	235 Days	61,441	74,025	86,609	2,221
	Junior Systems Analyst	226					
	Network Technician	226					
	Specialist - Audit	226					
	Supervisor - Nutrition Services	226					
	Supervisor - Transportation	226					
	Supervisor - Maintenance	235					
2			Daily	\$324.20	\$390.60	\$457.00	\$11.72
	Accountant/Cash Manager (Degreed)	226	193 Days	62,571	75,386	88,201	2,262
	Athletic Trainer	207	202 Days	65,488	78,901	92,314	2,367
	Coordinator - Benefits/HR	226	207 Days	67,109	80,854	94,599	2,426
	Communications Multi Media Specialist	226	212 Days	68,730	82,807	96,884	2,484
	Instructional Specialist - Bilingual/ESL	212	226 Days	73,269	88,276	103,282	2,648
	Instructional Specialist - Elementary	212					
	Instructional Specialist - Secondary	212					
	Officer - Campus Compliance	212					
	Site Coordinator - 21st Century Grant	226					
	Security Systems Analyst	226					
	Specialist - 21st Century Family Engagement	226					
	Specialist - Athletic Character Ed Leadership	193					
	Specialist - Behavior	212					
	Specialist - Emergency Mgmt	226					
	Specialist - Special Education	212					
	Specialist - Special Education Program	202					
	Specialist - Phone Technician	226					
	Tax Assessor/Collector	226					
	Technology Integration and Audio-Visual	226					
3			Daily	\$340.41	\$410.13	\$479.85	\$12.30
	Coordinator - Family & Social Services	226	187 Days	63,657	76,694	89,732	2,301
	Counselor - DAEP	202	193 Days	65,699	79,155	92,611	2,375
	Counselor - ES/SEL	193	198 Days	67,401	81,206	95,010	2,436
	Counselor - IS/SEL	202	202 Days	68,763	82,846	96,930	2,485
	Counselor - MS/SEL	202, 220	217 Days	73,868	88,998	104,127	2,669
	CTE Workforce Liaison	217	220 Days	74,890	90,229	105,567	2,707
	Diagnostician	202	226 Days	76,933	92,689	108,446	2,781
	Instructional Technologist	226					
	Nurse	187, 198					
	Speech Language Pathologist Assistant	187					
4			Daily	\$357.43	\$430.64	\$503.85	\$12.92
	Asst Director - Maintenance/Ops	235	187 Days	66,839	80,530	94,220	2,416
	Asst Principal - Coordinator/PreK-Headstart	212	198 Days	70,771	85,267	99,762	2,558
	Asst Principal - DAEP	212	202 Days	72,201	86,989	101,778	2,610
	Asst Principal - ES	212	212 Days	75,775	91,296	106,816	2,739
	Asst Principal - IS	212	226 Days	80,779	97,325	113,870	2,920
	Coordinator - Career & Tech	226	235 Days	83,996	101,200	118,405	3,036
	Coordinator - Curriculum & Instruction	226					
	Coordinator - Special Education	226					
	Coordinator - Technology Implementation	226					
	Counselor - Career HS	202					
	Counselor - HS	202					
	Counselor - SEL License HS	202					
	Dean - Student Support Services - ES	212					
	Financial Services Administrator	226					
	JROTC Instructor	226					
	LSSP	198					
	Network Administrator	226					
	Occupational Therapist	187					
	Physical Therapist	187					
	Psychologist - Lead	198					
	Speech Language Pathologist	187					

5		Daily	\$378.88	\$456.48	\$534.08	\$13.69
Asst Director - Athletics	202	202 Days	76,534	92,209	107,884	2,766
Coordinator - Emergency Mgmt	226	226 Days	85,627	103,164	120,702	3,095
Director - Band HS	226					
Manager - Network Services	226					
Program Director - 21st Century Project	226					
6		Daily	\$401.61	\$483.87	\$566.13	\$14.52
Associate Director - New Facilities and Planning	226	207 Days	83,133	100,161	117,189	3,005
Asst Principal - Early College HS	226	217 Days	87,149	105,000	122,850	3,150
Asst Principal - HS	217	226 Days	90,764	109,355	127,945	3,281
Asst Principal - MS	217					
Coordinator - Testing HS	226					
Dean - Instruction	226					
Dean - Student Support Services HS	217					
Dean - Student Support Services MS	217					
Director - Community Relations/Foundation	226					
Director - Finance	226					
Director - Purchasing	226					
Director - Student Data	226					
7		Daily	\$425.71	\$512.90	\$600.09	\$15.39
Director - CATE	226	226 Days	96,210	115,915	135,620	3,477
Director - Communication	226					
Director - Fine Arts	226					
Director - Human Resources	226					
Director - Nutrition	226					
Director - Safety & Security	226					
Director - Student Outreach	226					
Director - Transportation	226					
Principal - DAEP	226					
Principal - ES	226					
Principal - IS	226					
Head Football Coach/Campus Coordinator	226					
Principal - Pre-K/ Head Start						
8		Daily	\$451.25	\$543.67	\$636.09	\$16.31
Director - Accountability/Assessment	226	226 Days	101,983	122,869	143,756	3,686
Director - Athletics	226					
Director - Elementary Education	226					
Director - Facilities/Maintenance	226					
Director - Secondary Education	226					
Director - Special Education	226					
Director - Special Programs	226					
Principal - MS	226					
9		Daily	\$502.35	\$598.04	\$693.73	\$17.94
Chief Technology Officer	226	226 Days	113,531	135,157	156,783	4,055
Exec Director - Curriculum & Instruction	226					
Principal - HS	226					
10		Daily	\$585.24	\$696.72	\$808.20	\$20.90
Asst Superintendent - Business	226	226 Days	132,264	157,459	182,653	4,724
Asst Superintendent - Curriculum & Instruction	226					
Asst Superintendent - Human Resources	226					
Deputy Superintendent - Support Services	226					