

2023-2024 Proposed Administrative/Professional Pay Plan
 Kilgore ISD

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
1			Daily	\$215.69	\$264.00	\$312.31
	Certified Occupational Therapy Assistant	192	192 Days	41,412	50,688	59,964
	Certified Physical Therapy Assistant	192	228 Days	49,177	60,192	71,207
	Certified Speech & Language Pathology Assistant	192				
	Supervisor, Payroll	228				
2			Daily	\$228.77	\$279.84	\$330.91
	Coordinator, Business	228	187 Days	42,780	52,330	61,880
	Coordinator, HR	228	228 Days	52,160	63,804	75,447
	Coordinator, PEIMS	228	239 Days	54,676	66,882	79,087
	Coordinator, Testing	228				
	Foreman, Maintenance	239				
	Executive Assistant, Board & Superintendent	228				
3			Daily	\$277.92	\$340.01	\$402.10
	Coordinator, Agriculture	228	187 Days	51,971	63,582	75,193
	Coordinator, Communication	228	192 Days	53,361	65,282	77,203
	Coordinator, Information Technology	228	197 Days	54,750	66,982	79,214
	Coordinator, Instructional Technology	228	206 Days	57,252	70,042	82,833
	Coordinator, LPAC & TELPAS	192	228 Days	63,366	77,522	91,679
	Counselor, Elementary	206				
	Digital Media Specialist / Librarian	197				
	Facilitator, ARD	197				
	Registered Nurse	187				
	Specialist, Intervention	197				
	Specialist, Behavior	197				
	Specialist, Instructional	187				
4			Daily	\$291.86	\$357.01	\$422.16
	Asst Principal, Elementary	206	187 Days	54,578	66,761	78,944
	Coordinator, Health Services	187	192 Days	56,037	68,546	81,055
	Coordinator, Career and Technology	215	197 Days	57,496	70,331	83,166
	Counselor, HS	215	206 Days	60,123	73,544	86,965
	Counselor, MS	206	215 Days	62,750	76,757	90,764
	Counselor, SPED	197	228 Days	66,544	81,398	96,252
	Diagnostician	197				
	Facilitator, ARD	197				
	Licensed Specialist in School Psychology	197				
	Speech & Language Pathologist	192				
5			Daily	\$306.41	\$374.86	\$443.31
	Asst Principal, Secondary	206	187 Days	57,299	70,099	82,899
	Director, HS Band	228	206 Days	63,120	77,221	91,322
	Director, Orchestra HS	187	228 Days	69,861	85,468	101,075

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6			Daily	\$343.18	\$419.84	\$496.50
	Associate Principal, HS, MS	206	206 Days	70,695	86,487	102,279
	Director, School Nutrition Services	228	228 Days	78,245	95,724	113,202
	Director, Maintenance	228				
	Director, Safety and Security	228				
	Director, Transportation	228				
7			Daily	\$360.33	\$440.83	\$521.33
	Director, Bilingual & ESL	228	228 Days	82,155	100,509	118,863
	Director, ES Curriculum & District Acct	228				
	Director, Special Education	228				
	Principal, Elementary	228				
	Principal, MS	228				
8			Daily	\$378.35	\$462.87	\$547.39
	Director, Athletics	228	228 Days	86,264	105,534	124,805
	Director, HR	228				
	Principal, HS	228				
9			Daily	\$416.19	\$509.16	\$602.13
	Chief Financial Officer	228	228 Days	94,891	116,088	137,286
	Ex. Director, Administrative Services	228				
	Ex. Director, Auxiliary Services	228				
	Ex. Director, Student Learning & Spec Programs	228				