

2023-2024 Administrative Professional Pay Plan
Splendora ISD

| Pay | Job Title | Calendars | Minimum | Midpoint | Maximum | 3.0% | |
|------------|--|-----------|-----------------|-----------------|-----------------|-----------------|----------------|
| 101 | | | | | | | |
| | Coordinator - District PEIMS | 226 | Daily | \$270.60 | \$330.00 | \$389.40 | \$9.90 |
| | Manager - Payroll | 226 | 226 Days | 61,156 | 74,580 | 88,004 | 2,237 |
| 102 | | | | | | | |
| | Behavior Coach | 197 | Daily | \$320.46 | \$386.10 | \$451.74 | \$11.58 |
| | Coordinator - Multilingual Programs | 202 | 197 Days | 63,131 | 76,062 | 88,993 | 2,282 |
| | Coordinator - STEM | 226 | 202 Days | 64,733 | 77,992 | 91,251 | 2,340 |
| | Director - Child Nutrition | 226 | 226 Days | 72,424 | 87,259 | 102,093 | 2,618 |
| | Director - Custodial Services | 240 | 240 Days | 76,910 | 92,664 | 108,418 | 2,780 |
| | Director - Maintenance | 240 | | | | | |
| | Director - Purchasing/Warehouse | 226 | | | | | |
| | Director - Transportation | 240 | | | | | |
| | Instructional Specialist | 197, 226 | | | | | |
| | Program Facilitator | 197 | | | | | |
| 103 | | | | | | | |
| | Accountant | 226 | Daily | \$336.49 | \$405.41 | \$474.33 | \$12.16 |
| | Counselor - ES | 202 | 197 Days | 66,289 | 79,866 | 93,443 | 2,396 |
| | Counselor - HS | 207 | 202 Days | 67,971 | 81,893 | 95,815 | 2,457 |
| | Counselor - JH | 202 | 207 Days | 69,653 | 83,920 | 98,186 | 2,518 |
| | Diagnostician | 197, 202 | 226 Days | 76,047 | 91,623 | 107,199 | 2,749 |
| | Police Lieutenant | 226 | | | | | |
| 104 | | | | | | | |
| | After School Activities Coord | 207 | Daily | \$353.31 | \$425.68 | \$498.05 | \$12.77 |
| | Asst Principal - ES | 207 | 197 Days | 69,602 | 83,859 | 98,116 | 2,516 |
| | Coordinator - Digital Learning | 226 | 202 Days | 71,369 | 85,987 | 100,606 | 2,580 |
| | District Librarian | 207 | 207 Days | 73,135 | 88,116 | 103,096 | 2,643 |
| | LSSP | 197, 202 | 226 Days | 79,848 | 96,204 | 112,559 | 2,886 |
| | Specialist - Mental Health/Wellness | 207 | | | | | |
| | Speech Language Pathologist | 197 | | | | | |
| 105 | | | | | | | |
| | Asst Principal - HS | 207 | Daily | \$370.98 | \$446.96 | \$522.94 | \$13.41 |
| | Asst Principal - JH | 207 | 207 Days | 76,793 | 92,521 | 108,249 | 2,776 |
| | Coordinator - Special Ed Services | 207 | 217 Days | 80,503 | 96,990 | 113,478 | 2,910 |
| | Dean of Instruction - HS | 217 | | | | | |
| | Alternative Schools Coordinator | 217 | | | | | |
| | Federal Programs Coordinator | 217 | | | | | |
| 106 | | | | | | | |
| | Director - Adv Academics/Early College | 226 | Daily | \$394.22 | \$469.31 | \$544.40 | \$14.08 |
| | Director - At Risk Students | 226 | 226 Days | 89,094 | 106,064 | 123,034 | 3,182 |

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| Director - Athletics | 226 |
| Director - Communications | 226 |
| Director - Counseling & Wellness | 226 |
| Director - CTE | 226 |
| Director - Fed Programs & Compliance | 226 |
| Director - Multilingual Prog | 226 |
| Director - Prof Learning/Engagement/Design | 226 |
| Director - Special Services | 226 |
| Director - Student Services | 226 |
| Director - Technology | 226 |
| Head Football Coach | 226 |
| Police Chief | 226 |
| Principal - ES | 226 |

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|----------------|-----|-----------------|-----------------|-----------------|-----------------|----------------|
| 107 | | Daily | \$413.94 | \$492.78 | \$571.62 | \$14.78 |
| Principal - JH | 226 | 226 Days | 93,550 | 111,368 | 129,186 | 3,341 |

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|--|-----|-----------------|-----------------|-----------------|-----------------|----------------|
| 108 | | Daily | \$434.63 | \$517.42 | \$600.21 | \$15.52 |
| Exec Director - HR | 226 | 226 Days | 98,226 | 116,937 | 135,647 | 3,508 |
| Exec Director - Teaching & Learning | 226 | | | | | |
| Exec Director - Special Services | 226 | | | | | |
| Exec Director - Secondary Ed. & Advanced Academics | | | | | | |
| Principal - HS | 226 | | | | | |

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|------------------------------|-----|-----------------|-----------------|-----------------|-----------------|----------------|
| 109 | | Daily | \$523.37 | \$615.73 | \$708.09 | \$18.47 |
| Chief Administration Officer | 226 | 226 Days | 118,282 | 139,155 | 160,028 | 4,175 |
| Chief Financial Officer | 226 | | | | | |
| Chief Leadership & Culture | 226 | | | | | |

2023-2024 Proposed Clerical Paraprofessional Pay Plan

Splendora ISD

*Annual amounts are based on 7.5 hours per day.

| Pay | Job Title | Calendars | Minimum | Midpoint | Maximum | 3.0% | |
|------------|---|-----------|-----------------|----------------|----------------|----------------|---------------|
| 201 | | | Hourly | \$13.50 | \$16.07 | \$18.64 | \$0.48 |
| | Aide - Classroom | 183 | 172 Days | 17,415 | 20,730 | 24,046 | 619 |
| | Aide - Self Contained Sp Ed | 183 | 183 Days | 18,529 | 22,056 | 25,583 | 659 |
| | Clerk - Auxiliary | 201 | 201 Days | 20,351 | 24,226 | 28,100 | 724 |
| | Clerk - Purchasing | 226 | 207 Days | 20,959 | 24,949 | 28,939 | 745 |
| | Clerk - Transportation | 207 | 226 Days | 22,883 | 27,239 | 31,595 | 814 |
| | Dispatch/Receptionist Bilingual | 172 | | | | | |
| | District Behavior Para | 183 | | | | | |
| | Facilitator - Title III | 183 | | | | | |
| | Parent Liaison - Title III | 183 | | | | | |
| | Receptionist - Campus | 183 | | | | | |
| 202 | | | Hourly | \$14.25 | \$17.17 | \$20.09 | \$0.52 |
| | Aide - Media Specialist | 202 | 202 Days | 21,589 | 26,013 | 30,436 | 788 |
| 203 | | | Hourly | \$15.25 | \$18.37 | \$21.49 | \$0.55 |
| | Bookkeeper - HS | 207 | 202 Days | 23,104 | 27,831 | 32,557 | 833 |
| | Clerk - Attendance HS | 207 | 207 Days | 23,676 | 28,519 | 33,363 | 854 |
| | Clerk - Attendance JH | 207 | 226 Days | 25,849 | 31,137 | 36,426 | 932 |
| | Clerk - PEIMS JH | 207 | | | | | |
| | Coordinator - Field Trips | 226 | | | | | |
| | Receptionist - District | 226 | | | | | |
| | Registrar/PEIMS - ES | 207 | | | | | |
| | Secretary - AP | 207 | | | | | |
| | Secretary - AP/Counselor | 207 | | | | | |
| | Secretary - ISS | 207 | | | | | |
| | Secretary - Sped Evaluation | 202 | | | | | |
| | Specialist - Data Support | 207 | | | | | |
| | Specialist - District Activity Accounts | 226 | | | | | |
| 204 | | | Hourly | \$18.14 | \$21.86 | \$25.58 | \$0.66 |
| | Coordinator - Route | 240 | 202 Days | 27,482 | 33,118 | 38,754 | 1,000 |
| | Registrar - HS | 207 | 207 Days | 28,162 | 33,938 | 39,713 | 1,025 |
| | Secretary - Advanced Academics | 202 | 226 Days | 30,747 | 37,053 | 43,358 | 1,119 |
| | Secretary - Athletic Director | 226 | 240 Days | 32,652 | 39,348 | 46,044 | 1,188 |
| | Secretary - Child Nutrition | 226 | | | | | |
| | Secretary - Director | 207 | | | | | |
| | Secretary - Maintenance | 226 | | | | | |
| | Secretary - Police Department | 226 | | | | | |
| | Secretary - Principal ES | 202 | | | | | |
| | Secretary - Principal HS | 226 | | | | | |
| | Secretary - Principal JH | 207 | | | | | |
| | Secretary - Technology | 226 | | | | | |

Specialist - Purchasing 226

| 205 | | Hourly | \$21.23 | \$25.58 | \$29.93 | \$0.77 |
|-------------------------------|-----|-----------------|----------------|----------------|----------------|---------------|
| Coordinator - Community Ed | 226 | 226 Days | 35,985 | 43,358 | 50,731 | 1,305 |
| Secretary - Asst Supt | 226 | | | | | |
| Secretary - CFO | 226 | | | | | |
| Secretary - HR | 226 | | | | | |
| Secretary - Teaching/Learning | 226 | | | | | |
| Specialist - Accounts Payable | 226 | | | | | |
| Specialist - Benefits/Leave | 226 | | | | | |

| 206 | | Hourly | \$23.36 | \$28.14 | \$32.92 | \$0.84 |
|----------------------|-----|-----------------|----------------|----------------|----------------|---------------|
| LVN | 183 | 183 Days | 32,062 | 38,622 | 45,183 | 1,153 |
| Specialist - Payroll | 226 | 226 Days | 39,595 | 47,697 | 55,799 | 1,424 |

| 207 | | Hourly | \$29.07 | \$34.61 | \$40.15 | \$1.04 |
|------------------------------|-----|-----------------|----------------|----------------|----------------|---------------|
| Secretary - Superintendent | 226 | 226 Days | 49,274 | 58,664 | 68,054 | 1,763 |
| Supervisor - CN/Menu Planner | 226 | | | | | |

2023-2024 Proposed Auxiliary Pay Plan

Splendora ISD

*Annual amounts are based on 8 hours per day.

| Pay | Job Title | Calendars | Minimum | Midpoint | Maximum | 3.0% | |
|------------|-------------------------------|-----------|-----------------|----------------|----------------|----------------|---------------|
| 301 | | | Hourly | \$12.25 | \$14.76 | \$17.26 | \$0.44 |
| | Bus Aide - Special Needs | 172 | 172 Days | 16,856 | 20,303 | 23,750 | 605 |
| | Child Nutrition | 180 | 180 Days | 17,640 | 21,247 | 24,854 | 634 |
| | Custodian | 250 | 250 Days | 24,500 | 29,510 | 34,520 | 880 |
| | Parking Lot Security | 180 | | | | | |
| 302 | | | Hourly | \$13.50 | \$16.26 | \$19.02 | \$0.49 |
| | Custodian - Lead ES | 250 | 250 Days | 27,000 | 32,520 | 38,040 | 980 |
| | Custodian - Lead HS | 250 | | | | | |
| | Groundskeeper | 250 | | | | | |
| 303 | | | Hourly | \$14.31 | \$17.24 | \$20.17 | \$0.52 |
| | Kitchen Lead | 180 | 180 Days | 20,606 | 24,826 | 29,045 | 749 |
| | Specialist - Equipment | 250 | 207 Days | 23,697 | 28,549 | 33,402 | 861 |
| | Warehouse CN/Office Asst | 207 | 250 Days | 28,620 | 34,480 | 40,340 | 1,040 |
| 304 | | | Hourly | \$15.16 | \$18.27 | \$21.38 | \$0.55 |
| | Coordinator - Quality Control | 250 | 240 Days | 29,107 | 35,078 | 41,050 | 1,056 |
| | Warehouse Worker | 240 | 250 Days | 30,320 | 36,540 | 42,760 | 1,100 |
| 305 | | | Hourly | \$16.08 | \$19.37 | \$22.66 | \$0.58 |
| | Building Technician I | 250 | 172 Days | 22,126 | 26,653 | 31,180 | 798 |
| | Cover Driver/Fueler | 172 | 180 Days | 23,155 | 27,893 | 32,630 | 835 |
| | Manager - Child Nutrition ES | 180 | 250 Days | 32,160 | 38,740 | 45,320 | 1,160 |
| 306 | | | Hourly | \$18.49 | \$22.28 | \$26.07 | \$0.67 |
| | Manager - Child Nutrition HS | 180 | 180 Days | 26,626 | 32,083 | 37,541 | 965 |
| | Manager - Child Nutrition JH | 180 | 250 Days | 36,980 | 44,560 | 52,140 | 1,340 |
| | Manager - Skating Rink | 250 | | | | | |
| | Supervisor - Custodial | 250 | | | | | |
| 307 | | | Hourly | \$19.99 | \$24.08 | \$28.17 | \$0.72 |
| | Building Technician II | 250 | 226 Days | 36,142 | 43,537 | 50,931 | 1,302 |
| | Computer Technician | 226 | 240 Days | 38,381 | 46,234 | 54,086 | 1,382 |
| | Mechanic | 240 | 250 Days | 39,980 | 48,160 | 56,340 | 1,440 |
| | Network Technician | 226 | | | | | |
| 308 | | | Hourly | \$23.19 | \$27.94 | \$32.69 | \$0.84 |
| | Computer Technician - Lead | 226 | 226 Days | 41,928 | 50,516 | 59,104 | 1,519 |
| | Electrician | 250 | 250 Days | 46,380 | 55,880 | 65,380 | 1,680 |
| | Specialist - Application Data | 226 | | | | | |
| 309 | | | Hourly | \$25.27 | \$30.44 | \$35.61 | \$0.91 |

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|-------------------------------|-----|-----------------|----------------|----------------|----------------|---------------|
| Applications Administrator | 226 | 202 Days | 40,836 | 49,191 | 57,546 | 1,471 |
| Foreman - Transportation Shop | 240 | 226 Days | 45,688 | 55,036 | 64,383 | 1,645 |
| Journeyman - Plumber | 250 | 240 Days | 48,518 | 58,445 | 68,371 | 1,747 |
| Network Administrator | 226 | 250 Days | 50,540 | 60,880 | 71,220 | 1,820 |
| Police Officer | 202 | | | | | |
| Systems Administrator | 226 | | | | | |
| Technician - HVAC | 250 | | | | | |
| 310 | | Hourly | \$30.69 | \$36.53 | \$42.37 | \$1.10 |
| Police Detective | 202 | 202 Days | 49,595 | 59,032 | 68,470 | 1,778 |
| Police Sergeant | 226 | 226 Days | 55,488 | 66,046 | 76,605 | 1,989 |
| BD | | Hourly | \$18.50 | \$20.79 | \$23.08 | \$0.62 |
| Bus Driver | 172 | 172 Days | 25,456 | 28,607 | 31,758 | 853 |