

2024-2025 Proposed Administrative/Professional Pay Plan
 Kilgore ISD

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum
1					
	Occupational Therapy Assistant	184	\$215.69	\$264.00	\$312.31
	Physical Therapy Assistant	184	184 Days	39,687	48,576
	Speech & Language Pathology Assistant	184	228 Days	49,177	60,192
	Supervisor, Payroll	228			71,207
2					
	Coordinator, Business	228	\$228.77	\$279.84	\$330.91
	Coordinator, HR	228	228 Days	52,160	63,804
	Coordinator, PEIMS	228	239 Days	54,676	66,882
	Coordinator, Testing	228			75,447
	Ex Assistant, Board & Superintendent	228			
	Foreman, Maintenance	239			79,087
3					
	ARD Facilitator	189	\$277.92	\$340.01	\$402.10
	Behavior Intervention Specialist	189	179 Days	49,748	60,862
	Coordinator, Agriculture	228	184 Days	51,137	62,562
	Coordinator, Communication	228	189 Days	52,527	64,262
	Coordinator, Information Technology	228	198 Days	55,028	67,322
	Coordinator, Instructional Technology	228	228 Days	63,366	77,522
	Coordinator, Instructional Technology	228			91,679
	Coordinator, Intervention	189			
	Coordinator, LPAC & TELPAS	184			
	Counselor, Elementary	198			
	Emergent Bilingual Specialist	184			
	Instructional Specialist	179			
	Librarian	189			
	Nurse-RN	179			
4					
	Asst Principal, Elementary	198	\$291.86	\$357.01	\$422.16
	Coordinator, Career and Technology Education	207	179 Days	52,243	63,905
	Coordinator, Health Services	179	189 Days	55,162	67,475
	Coordinator, State/Federal Programs & Testing	228	198 Days	57,788	70,688
	Counselor, HS	207	207 Days	60,415	73,901
	Counselor, MS	198	228 Days	66,544	81,398
	Counselor, SPED	189			96,252
	Diagnostician	189			
	Occupational Therapist	189			
	School Psychologist	189			
	Speech & Language Pathologist	189			

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5			Daily	\$306.41	\$374.86	\$443.31
	Asst Principal, Secondary	198	179 Days	54,847	67,100	79,352
	Director, HS Band	228	198 Days	60,669	74,222	87,775
	Director, HS Orchestra	179	228 Days	69,861	85,468	101,075
6			Daily	\$343.18	\$419.84	\$496.50
	Associate Principal, Secondary	198	198 Days	67,950	83,128	98,307
	Director, Maintenance	228	228 Days	78,245	95,724	113,202
	Director, Safety and Security	228				
	Director, School Nutrition Services	228				
	Director, Transportation	228				
7			Daily	\$360.33	\$440.83	\$521.33
	Director, Bilingual Education & ESL Program	228	228 Days	82,155	100,509	118,863
	Director, Elem. Curriculum & Distr. Accountability	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, Human Resources	228				
	Principal, HS	228				
9			Daily	\$416.19	\$509.16	\$602.13
	Chief Financial Officer	228	228 Days	94,891	116,088	137,286
	Chief Technology Officer	228				
	Ex. Director, Administrative Services	228				
	Ex. Director, Student Learning & Special Programs	228				