

**2024-2025 Administrative Professional Pay Plan**

Splendora ISD

Pay Grade	Job Title	Calendars	Minimum	Midpoint
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101			Daily	\$273.31	\$333.30
Coordinator - District PEIMS	223	223 Days	60,948	74,326	
Director - Child Nutrition	223	240 Days	65,594	79,992	
Director - Maintenance	240				
Director - Transportation	240				
Manager - Payroll	223				

102			Daily	\$323.67	\$389.96
Accountant	223	197 Days	63,763	76,822	
Behavior Coach	197	202 Days	65,381	78,772	
Coordinator - Multilingual Programs	202	223 Days	72,178	86,961	
Coordinator - Humanities	223	240 Days	77,681	93,590	
Coordinator - STEM	223				
Coordinator-ELA	223				
Director - Custodial Services	240				
Director - Purchasing/Warehouse	223				
District - Assessment Coord.	223				
Instructional Coaches	202				
Instructional Specialist - Math	202				
Program Facilitator	197				

103			Daily	\$339.85	\$409.46
Counselor - ES	202	197 Days	66,950	80,664	
Counselor - HS	207	202 Days	68,650	82,711	
Counselor - JH	202	207 Days	70,349	84,758	
Diagnostician	197, 202	223 Days	75,787	91,310	
Police Lieutenant	223				

104			Daily	\$356.84	\$429.93
Asst Principal - ES	207	197 Days	70,297	84,696	
Coordinator - Digital Learning	223	207 Days	73,866	88,996	
LSSP	197	223 Days	79,575	95,874	
Asst. Principal - ES	223	226 Days	80,646	97,164	
Specialist - Mental Health/Wellness	207				
Speech Language Pathologist	197				

105			Daily	\$374.69	\$451.43
Asst Principal - HS	207, 223	207 Days	77,561	93,446	
Asst Principal - JH	207	217 Days	81,308	97,960	
Coordinator - DAEP	217	223 Days	83,556	100,669	
Coordinator - Special Ed Services	217				
Dean - Instruction HS	207				

106			Daily	\$398.16	\$474.00
Director - Athletics	223	223 Days	88,790	105,702	
Director - Communications	223				
Director - Counseling & Wellness	223				
Director - CTE	223				
Director - Fed Programs & Compliance	223				

Director - Multilingual Prog	223
Director - Professional Learn/Engage/Design	223
Director - Student Services	223
Director - Technology	223
Head Football Coach	223
Police Chief	223
Principal - ES	223

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Principal - JH	223
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<b>Daily</b>	<b>\$418.07</b>	<b>\$497.70</b>
<b>223 Days</b>	93,230	110,987

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Exec Director - Advance Academic & Secondary Instruction	223
Exec Director - HR	223
Exec Director - Special Services	223
Principal - HS	223

<b>Daily</b>	<b>\$438.98</b>	<b>\$522.59</b>
<b>223 Days</b>	97,893	116,538
<b>226 Days</b>	99,209	118,105

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Chief Administration Officer	223
Chief Financial Officer	223
Chief Learning Officer	223

<b>Daily</b>	<b>\$528.60</b>	<b>\$621.88</b>
<b>223 Days</b>	117,878	138,679

**2024-2025 Proposed Clerical Paraprofessional Pay Plan**  
Splendora ISD

Pay Grade	Job Title	Calendars	Minimum	Midpoint	
<b>201</b>			<b>Hourly</b>	<b>\$13.63</b>	<b>\$16.23</b>
	Aide - Classroom	182	<b>182 Days</b>	18,605	22,154
	Aide - Self Contained Sp Ed	182	<b>202 Days</b>	20,649	24,588
	Behavior Paraprofessional - District	182	<b>207 Days</b>	21,161	25,197
	Clerk - Auxiliary	226	<b>223 Days</b>	22,796	27,145
	Clerk - District LPAC	202	<b>226 Days</b>	23,103	27,510
	Clerk - Purchasing	223			
	Clerk - Transportation	207			
	Nurse Aide	182			
	Parent Liaison- Title III	182, 207			
	Receptionist - Campus	182			
<b>202</b>			<b>Hourly</b>	<b>\$14.39</b>	<b>\$17.34</b>
	Aide - Media Specialist	202	<b>202 Days</b>	21,801	26,270
<b>203</b>			<b>Hourly</b>	<b>\$15.40</b>	<b>\$18.55</b>
	Attendance Clerk - HS	207	<b>197 Days</b>	22,754	27,408
	Attendance Clerk - JH	207	<b>207 Days</b>	23,909	28,799
	Clerk - PEIMS JH	207	<b>223 Days</b>	25,757	31,025
	Coordinator - Trip	240	<b>240 Days</b>	27,720	33,390
	Receptionist - District	223			
	Registrar/PEIMS - ES	207			
	Secretary - AP/Counselor	207			
	Secretary - AP/Receptionist	207			
	Secretary - ISS	207			
	Secretary - Sped Evaluation	197			
	Spanish Translator - Sped	207			
	Specialist - District Activity Accounts	223			
<b>204</b>			<b>Hourly</b>	<b>\$18.31</b>	<b>\$22.07</b>
	Attendance & Residency Officer	207	<b>202 Days</b>	27,740	33,436
	Registrar - HS	207	<b>207 Days</b>	28,426	34,264
	Secretary - Advanced Academics	202	<b>223 Days</b>	30,623	36,912
	Secretary - Athletic Director	223	<b>240 Days</b>	32,958	39,726
	Secretary - Child Nutrition	223			
	Secretary - Director	223			
	Secretary - Maintenance	223			
	Secretary - Police Department	223			

Secretary - Principal ES	202
Secretary - Principal HS	223
Secretary - Principal JH	207
Secretary - Technology	223
Specialist - Purchasing	223
Supervisor - Route	240

<b>205</b>		<b>Hourly</b>	<b>\$21.44</b>	<b>\$25.83</b>
Coordinator - Community Ed	223	<b>223 Days</b>	35,858	43,201
Secretary - Asst Supt	223			
Secretary - CFO	223			
Secretary - HR	223			
Secretary - Teaching/Learning	223			
Specialist - Accounts Payable	223			
Specialist - Benefits/Leave	223			

<b>206</b>		<b>Hourly</b>	<b>\$23.59</b>	<b>\$28.42</b>
Nurse - LVN	182	<b>182 Days</b>	32,200	38,793
Specialist - Payroll	223	<b>223 Days</b>	39,454	47,532

<b>207</b>		<b>Hourly</b>	<b>\$29.35</b>	<b>\$34.95</b>
Secretary - Superintendent	223	<b>223 Days</b>	49,088	58,454
Supervisor - CN/Menu Planner	223	<b>226 Days</b>	49,748	59,240

**2024-2025 Proposed Auxiliary Pay Plan**  
Splendora ISD

Pay Grade	Job Title	Calendars	Minimum	Midpoint
<b>301</b>			<b>Hourly</b>	<b>\$12.37</b> <b>\$14.90</b>
	Bus Aide - Special Needs	172	<b>172 Days</b>	17,021   20,502
	Child Nutrition	180	<b>180 Days</b>	17,813   21,456
	Child Nutrition Part Time	180	<b>250 Days</b>	24,740   29,800
	Custodian	250		
	Parking Lot Security	180		
<b>302</b>			<b>Hourly</b>	<b>\$13.63</b> <b>\$16.42</b>
	Custodian - Lead	250	<b>250 Days</b>	27,260   32,840
	Groundskeeper	250		
	Lead Custodian/Pd Hourly	250		
<b>303</b>			<b>Hourly</b>	<b>\$14.45</b> <b>\$17.41</b>
	Cn Warehouse/Office Asst	207	<b>180 Days</b>	20,808   25,070
	Kitchen Lead	180	<b>207 Days</b>	23,929   28,831
	Manager - Child Nutrition	180	<b>250 Days</b>	28,900   34,820
	Specialist - Equipment	250		
<b>304</b>			<b>Hourly</b>	<b>\$15.31</b> <b>\$18.45</b>
	Coordinator - Quality Control	250	<b>240 Days</b>	29,395   35,424
	Warehouse Worker	240	<b>250 Days</b>	30,620   36,900
<b>305</b>			<b>Hourly</b>	<b>\$16.24</b> <b>\$19.56</b>
	Manager - Child Nutrition	180	<b>180 Days</b>	23,386   28,166
<b>306</b>			<b>Hourly</b>	<b>\$18.67</b> <b>\$22.50</b>
	Manager - Skating Rink	250	<b>250 Days</b>	37,340   45,000
<b>307</b>			<b>Hourly</b>	<b>\$20.19</b> <b>\$24.32</b>
	Building Technician II	250	<b>223 Days</b>	36,019   43,387
	Computer Technician	223	<b>240 Days</b>	38,765   46,694
	Mechanic	240	<b>250 Days</b>	40,380   48,640
	Network Technician	223		
	Computer Tech/ Inventory Specialist	223		
<b>308</b>			<b>Hourly</b>	<b>\$23.42</b> <b>\$28.22</b>
	Computer Technician - Lead	223	<b>223 Days</b>	41,781   50,344
	Electrician	250	<b>250 Days</b>	46,840   56,440
	Specialist - Application Data	223		
	Student Database Specialist	223		
<b>309</b>			<b>Hourly</b>	<b>\$25.53</b> <b>\$30.75</b>
	Foreman - Transportation Shop	240	<b>202 Days</b>	41,256   49,692

Police Officer	202	<b>223 Days</b>	45,546	54,858
Technician - HVAC	250	<b>240 Days</b>	49,018	59,040
Network and Security Administrator	223	<b>250 Days</b>	51,060	61,500
Applications Administrator	223			
System Administrator	223			

<b>310</b>		<b>Hourly</b>	<b>\$31.00</b>	<b>\$36.90</b>
Police Detective	202	<b>202 Days</b>	50,096	59,630
Police Sergeant	223	<b>223 Days</b>	55,304	65,830

<b>BD</b>		<b>Hourly</b>	<b>\$20.20</b>	<b>\$23.99</b>
Bus Driver	172	<b>172 Days</b>	27,795	33,010

## 2024-2025 Auxiliary Placement Scale

Splendora ISD

Placement scales are used to establish a minimum rate for new hires based on experience approved by the district. Current employees may be paid above this placement scale. This scale is for placement of new hires only. Future wage increases are determined annually and are not guaranteed.

Range Position	2024-2025	
	Total Exp	BD
Minimum	0	\$20.20
	1	\$20.39
	2	\$20.57
	3	\$20.75
	4	\$20.93
	5	\$21.11
	6	\$21.29
	7	\$21.47
	8	\$21.65
	9	\$21.83
	10	\$22.01
	11	\$22.19
	12	\$22.37
	13	\$22.55
	14	\$22.73
	15	\$22.91
	16	\$23.09
	17	\$23.27
	18	\$23.45
19	\$23.63	
Midpoint	20	\$23.99