

**Karnes City ISD
Administrative/Professional Pay Plan
2025 - 2026**

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	5% Midpoint Raise
1	Asst Business Manager	226	Daily \$ 195.11 226 Days 44,094.49	Daily \$ 233.59 226 Days 52,790.97	Daily \$ 272.07 226 Days 61,487.45	Daily \$ 11.68 226 Days 2,639.55
2	Maintenance Dept Supervisor	260	Daily \$ 215.98 260 Days 56,154.34	Daily \$ 254.38 260 Days 66,138.34	Daily \$ 292.78 260 Days 76,122.34	Daily \$ 12.72 260 Days 3,306.92
3	District Wide Librarian (Uncertified)	197	Daily \$ 239.39 197 Days 47,159.10	Daily \$ 277.93 197 Days 54,751.48	Daily \$ 316.47 197 Days 62,343.86	Daily \$ 13.90 197 Days 2,737.57
	Communications Coordinator	226	Daily \$ 239.39 226 Days 54,101.30	Daily \$ 277.93 226 Days 62,811.34	Daily \$ 316.47 226 Days 71,521.38	Daily \$ 13.90 226 Days 3,140.57
	District PEIMS / Superintendent's Secretary	226				
	District Technician Sr	226				
	Safety & Security Coordinator	226				
	Tax Collector	226				
4	Counselor - Primary	197	Daily \$ 283.54 197 Days 55,856.66	Daily \$ 348.91 197 Days 68,734.55	Daily \$ 414.28 197 Days 81,612.44	Daily \$ 17.45 197 Days 3,436.73
	District Wide Librarian (Certified)	197	Daily \$ 283.54 207 Days 58,692.03	Daily \$ 348.91 207 Days 72,223.62	Daily \$ 414.28 207 Days 85,755.21	Daily \$ 17.45 207 Days 3,611.18
	District Wide Nurse	197	Daily \$ 283.54 212 Days 60,109.71	Daily \$ 348.91 212 Days 73,968.15	Daily \$ 414.28 212 Days 87,826.59	Daily \$ 17.45 212 Days 3,698.41
	Instructional Coaches	197	Daily \$ 283.54 226 Days 64,079.22	Daily \$ 348.91 226 Days 78,852.84	Daily \$ 414.28 226 Days 93,626.46	Daily \$ 17.45 226 Days 3,942.64
	Counselor - Elementary	207				
	Counselor - Jr High	207				
	Elementary Asst Principal	212				
	Athletic Trainer	226				
	Business Manager	226				
5	Counselor - Highschool	226	Daily \$ 339.97 226 Days 76,832.61	Daily \$ 410.05 226 Days 92,670.69	Daily \$ 480.13 226 Days 108,508.77	Daily \$ 20.50 226 Days 4,633.53
	High School Band Director	226				
	HR Director	226				
	Secondary Asst Principal	226				
	Special Programs Coordinator	226				
6	Elementary Principal	226	Daily \$ 367.50 226 Days 83,055.18	Daily \$ 440.43 226 Days 99,536.23	Daily \$ 513.35 226 Days 116,017.28	Daily \$ 22.02 226 Days 4,976.81
	Primary Principal	226				
7	Director of Maintenance	226	Daily \$ 395.03 226 Days 89,277.76	Daily \$ 470.80 226 Days 106,401.78	Daily \$ 546.57 226 Days 123,525.80	Daily \$ 23.54 226 Days 5,320.09
	Food Service Director	226				
	Jr High Principal	226				
	Technology Director	226				
8	Athletic Director	226	Daily \$ 434.52 226 Days 98,200.56	Daily \$ 517.30 226 Days 116,908.84	Daily \$ 600.08 226 Days 135,617.12	Daily \$ 25.86 226 Days 5,845.44
	Director of Instructional Services	226				
	Federal/Special Programs Director	226				
	High School Principal	226				
9	Chief Financial Officer	226	Daily \$ 457.42 226 Days 103,376.68	Daily \$ 579.83 226 Days 131,041.34	Daily \$ 702.24 226 Days 158,706.00	Daily \$ 28.99 226 Days 6,552.07