

HAMSHIRE-FANNETT ISD
2025-2026 ADMINISTRATIVE / PROFESSIONAL COMPENSATION PLAN

Approved 07/28/2025

Pay Grade

1

Days:	187	Librarian - Intermediate School
	187	Nurse - RN (non-teaching)
	192	Librarian - Elementary School
	207	Instructional Coach
	210	Counselor - Elementary School
	210	Counselor - Intermediate School

	Minimum	Midpoint	Maximum
210 Monthly	\$3,607	\$4,220	\$4,833
Daily	\$206.09	\$241.14	\$276.19
187 Days	\$38,538	\$45,093	\$51,648
192 Days	\$39,568	\$46,299	\$53,029
207 Days	\$42,660	\$49,916	\$57,171
210 Days	\$43,278	\$50,639	\$58,000

Pay Grade

2

Days:	207	Asst. Principal - Intermediate School
	207	Asst. Principal - Elementary School
	210	Counselor - Middle School
	226	Coord. Of Student Engagement and Public Relations

	Minimum	Midpoint	Maximum
226 Monthly	\$4,200	\$5,000	\$5,800
Daily	\$223.01	\$265.49	\$307.97
207 Days	\$46,163	\$54,956	\$63,749
210 Days	\$46,832	\$55,752	\$64,673
226 Days	\$50,400	\$60,000	\$69,600

Pay Grade

3

Days:	202	Diagnostician
	202	High Ed Coordinator
	202	LPC-1 Counselor
	210	Asst. Principal - Middle School
	210	Lead Diagnostician
	212	Trainer (Non-Teaching)
	214	Counselor - High School
	226	Technology Coordinator

	Minimum	Midpoint	Maximum
226 Monthly	\$4,507	\$5,365	\$6,223
Daily	\$239.29	\$284.87	\$330.45
202 Days	\$48,336	\$57,543	\$66,750
210 Days	\$50,250	\$59,822	\$69,394
212 Days	\$50,729	\$60,392	\$70,055
214 Days	\$51,208	\$60,962	\$70,716
226 Days	\$54,079	\$64,380	\$74,681

Pay Grade

4

Days:	210	LPC Counselor
	226	Asst. Principal - High School
	226	Principal - Elementary School
	226	Principal - Intermediate School
	226	Safety & Security Coordinator

	Minimum	Midpoint	Maximum
226 Monthly	\$4,734	\$5,757	\$6,678
Daily	\$251.36	\$299.24	\$347.11
210 Days	\$52,785	\$62,840	\$72,893
226 Days	\$56,807	\$67,628	\$78,447

Pay Grade

5

Days:	210	LPC-S Counselor
	226	Director of Child Nutrition
	226	Director -Maintenance & Operations
	226	Network Manager
	226	Principal - Middle School

	Minimum	Midpoint	Maximum
226 Monthly	\$5,312	\$6,177	\$7,042
Daily	\$282.06	\$327.98	\$373.89
210 Days	\$59,233	\$68,875	\$78,518
226 Days	\$63,746	\$74,123	\$84,500

Pay Grade

6

Days:	226	Director - Athletics
	226	Principal - High School

	Minimum	Midpoint	Maximum
226 Monthly	\$5,700	\$6,725	\$7,750
Daily	\$302.65	\$357.08	\$411.50
226 Days	\$68,399	\$80,699	\$93,000

Pay Grade

7

Days:	226	Asst. Supt. - Curriculum/Instruction
	226	Director of Finance
	226	Director of Special Services

	Minimum	Midpoint	Maximum
226 Monthly	\$6,116	\$7,112	\$8,107
Daily	\$324.74	\$377.61	\$430.47
226 Days	\$73,392	\$85,340	\$97,287

Months	Days
12	226
11.5	214 - 218
11	202 - 212
10.5	192 - 198
10	187