

Karnes City ISD
Administrative/Professional Pay Plan
2026 - 2027

**3.0%
Midpoint
Raise**

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
1						
	Asst Business Manager	226	Daily \$ 215.98	\$ 254.38	\$ 292.77	\$ 7.63
	Maintenance Dept Supervisor	260	226 Days 48,811.48	57,489.88	66,166.02	1,724.38
			260 Days 56,154.80	66,138.80	76,120.20	1,983.80
2						
	District Wide Librarian (Uncertified)	197	Daily \$ 239.39	\$ 277.93	\$ 316.46	\$ 8.33
	Communications Coordinator	226	197 Days 47,159.83	54,752.21	62,342.62	1,641.01
	District PEIMS / Superintendent's Secretary	226	226 Days 54,102.14	62,812.18	71,519.96	1,882.58
	District Technician Sr	226				
	Safety & Security Coordinator	226				
	Tax Collector	226				
3						
	Counselor - Primary	197	Daily \$ 283.53	\$ 348.90	\$ 414.27	\$ 10.47
	District Wide Librarian (Certified)	197	197 Days 55,855.41	68,733.30	81,611.19	2,062.59
	District Wide Nurse	197	207 Days 58,690.71	72,222.30	85,753.89	2,167.29
	Instructional Coaches	197	212 Days 60,108.36	73,966.80	87,825.24	2,219.64
	Counselor - Elementary	207	226 Days 64,077.78	78,851.40	93,625.02	2,366.22
	Counselor - Jr High	207				
	Elementary Asst Principal	212				
	Athletic Trainer	226				
4						
	Business Manager	226	Daily \$ 339.96	\$ 410.05	\$ 480.13	\$ 12.30
	Counselor - Highschool	226	226 Days 76,830.96	92,671.30	108,508.77	2,779.80
	High School Band Director	226				
	HR Director	226				
	Secondary Asst Principal	226				
	Special Programs Coordinator	226				
5						
	Elementary Principal	226	Daily \$ 367.50	\$ 440.43	\$ 513.35	\$ 13.21
	Primary Principal	226	226 Days 83,055.00	99,537.18	116,017.10	2,985.46
6						
	Director of Maintenance	226	Daily \$ 395.03	\$ 470.80	\$ 546.57	\$ 14.12
	Food Service Director	226	226 Days 89,276.78	106,400.80	123,524.82	3,191.12
	Jr High Principal	226				
	Technology Director	226				
7						
	Athletic Director	226	Daily \$ 434.51	\$ 517.30	\$ 600.08	\$ 15.52
	Director of Instructional Services	226	226 Days 98,199.26	116,909.80	135,616.95	3,507.52
	Federal/Special Programs Director	226				
	High School Principal	226				
8						
	Chief Financial Officer	226	Daily \$ 457.41	\$ 579.82	\$ 702.23	\$ 17.39
			226 Days 103,374.66	131,039.32	158,703.98	3,930.14