2026-2027 Administrative Professional Pay Plan

Coldspring-Oakhurst CISD

Pay Grade	Job Title	Calendars/Actual Workdays		Minimum	Midpoint	Maximum
1PM						
	Coordinator, District PEIMS	226/213	**187/179** **Days**	51,659	60,775	69,891
	Coordinator, Gear Up Grant	226/213	**197** **Days**	54,421	64,025	73,629
	Coordinator, HR	226/213	**207** **Days**	57,184	67,275	77,366
	Director, Food Service	226/213	**215** **Days**	59,394	69,875	80,356
	Director, Maintenance	226/213	**226/213** **Days**	62,433	73,450	84,468
	Director, Transportation	226/213				
	Speech Language Pathologist Assistant	187/179				
2PM						
	Accountant	226/213	**187** **Days**	59,924	70,499	81,074
	ARD Facilitator	187	**197** **Days**	63,129	74,269	85,409
	Band Director, JH	207/195	**207/195** **Days**	66,333	78,039	89,745
	Coordinator, DAEP	207/195	**215/195** **Days**	68,897	81,055	93,213
	Counselor, ES	207/195	**226/213** **Days**	72,422	85,202	97,982
	Counselor, INT	197				
	Counselor, JH	207/195				
	Nurse	215/195				
	Specialist, Instructional Content	207/195				
	Specialist, MTSS	207/195				
3PM						
	Assistant Principal, ES	215/195	**187/179** **Days**	66,447	78,173	89,900
	Assistant Principal, INT	201	**197** **Days**	70,000	82,354	94,708
	Assistant Principal, JH	215/195	**201** **Days**	71,421	84,026	96,631
	Band Director, HS	207/195	**215/195** **Days**	76,396	89,879	103,361
	CCMR Advisor	207/195	**207/195** **Days**	73,553	86,534	99,515
	Diagnostician	187, 197	**226/213** **Days**	80,305	94,477	108,650
	Director, Health Services	215/195				
	Librarian	207/195				
	Speech Therapist	187/179				
4PM						
	Assistant Principal, HS	215/195	**215/195** **Days**	80,599	94,821	109,044
	Chief of Police	226/213	**226/213** **Days**	84,723	99,673	114,623

	Daily	$276.25	$325.00	$373.75
1PM				
2PM		$320.45	$377.00	$433.55
3PM		$355.33	$418.04	$480.75
4PM		$374.88	$441.03	$507.18

5PM			Daily	$395.50	$465.29	$535.08
	Director, Specialized Learning	226/213	**226/213 Days**	89,383	105,156	120,928
	Director, Student Services	226/213				
	Director, Technology	226/213				
	Principal, ES	226/213				
	Principal, INT	226/213				

6PM			Daily	$417.25	$490.88	$564.51
	Director, Athletics	226/213	**226/213 Days**	94,299	110,939	127,579
	Principal, JH	226/213				

7PM			Daily	$442.28	$520.33	$598.38
	Principal, HS	226/213	**226/213 Days**	99,955	117,595	135,234

8PM			Daily	$495.35	$582.77	$670.19
	Assistant Superintendent, Curriculum & Instruction	226/213	**215 Days**	106,500	125,296	144,091
	Chief Financial Officer	226/213	**226/213 Days**	111,949	131,706	151,463