

## 2026-2027 Administrative/Professional Pay Plan

Kilgore ISD

| Pay Grade | Job Title                                           | Calendars |                 | Minimum         | Midpoint        | Maximum         |
|-----------|-----------------------------------------------------|-----------|-----------------|-----------------|-----------------|-----------------|
| <b>1</b>  |                                                     |           | <b>Daily</b>    | <b>\$215.69</b> | <b>\$264.00</b> | <b>\$312.31</b> |
|           | Occupational Therapy Assistant                      | 184       | <b>184 Days</b> | 39,687          | 48,576          | 57,465          |
|           | Physical Therapy Assistant                          | 184       | <b>226 Days</b> | 48,746          | 59,664          | 70,582          |
|           | Speech & Language Pathology Assistant               | 184       |                 |                 |                 |                 |
|           | Supervisor, Payroll                                 | 226       |                 |                 |                 |                 |
| <b>2</b>  |                                                     |           | <b>Daily</b>    | <b>\$226.77</b> | <b>\$279.84</b> | <b>\$330.91</b> |
|           | Coordinator, Business                               | 226       | <b>226 Days</b> | 51,250          | 63,244          | 74,786          |
|           | Coordinator, HR                                     | 226       | <b>239 Days</b> | 54,676          | 66,882          | 79,087          |
|           | Coordinator, PEIMS                                  | 226       |                 |                 |                 |                 |
|           | Coordinator, Staffing & TIA                         | 226       |                 |                 |                 |                 |
|           | Foreman, Maintenance                                | 239       |                 |                 |                 |                 |
| <b>3</b>  |                                                     |           | <b>Daily</b>    | <b>\$277.92</b> | <b>\$340.01</b> | <b>\$402.10</b> |
|           | Behavior Specialist, SPED                           | 189       | <b>182 Days</b> | 50,581          | 61,882          | 73,182          |
|           | Case Manager, SPED MS                               | 182       | <b>184 Days</b> | 51,137          | 62,562          | 73,986          |
|           | Coordinator, Communications                         | 226       | <b>189 Days</b> | 52,527          | 64,262          | 75,997          |
|           | Coordinator, Emergent Bilingual (EB) - Elementary   | 184       | <b>198 Days</b> | 55,028          | 67,322          | 79,616          |
|           | Coordinator, Emergent Bilingual (EB) - Secondary    | 184       | <b>207 Days</b> | 57,529          | 70,382          | 83,235          |
|           | Coordinator, Information Technology                 | 226       | <b>226 Days</b> | 62,810          | 76,842          | 90,875          |
|           | Coordinator, RTI - Elem                             | 207       |                 |                 |                 |                 |
|           | Coordinator, Supt/Board Services & Federal Programs | 226       |                 |                 |                 |                 |
|           | Coordinator, District Testing & High School RTI     | 226       |                 |                 |                 |                 |
|           | Nurse-RN                                            | 182       |                 |                 |                 |                 |
|           | Specialist, Behavior Intervention (C&I) - Elem      | 198       |                 |                 |                 |                 |
|           | Specialist, Emergent Bilingual                      | 184       |                 |                 |                 |                 |
| <b>4</b>  |                                                     |           | <b>Daily</b>    | <b>\$291.86</b> | <b>\$357.01</b> | <b>\$422.16</b> |
|           | ARD Facilitator                                     | 189       | <b>182 Days</b> | 53,119          | 64,976          | 76,833          |
|           | Coordinator, Health Services                        | 182       | <b>189 Days</b> | 55,162          | 67,475          | 79,788          |
|           | Coordinator, Transportation Operations              | 204       | <b>192 Days</b> | 56,037          | 68,546          | 81,055          |
|           | Counselor, Elementary                               | 198       | <b>198 Days</b> | 57,788          | 70,688          | 83,588          |
|           | Instructional Specialist                            | 192       | <b>204 Days</b> | 59,539          | 72,830          | 86,121          |
|           | Occupational Therapist                              | 189       | <b>226 Days</b> | 65,960          | 80,684          | 95,408          |
|           | Speech & Language Pathologist                       | 189       |                 |                 |                 |                 |

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|-----------|---------------------------------------------------|-----------|-----------------|-----------------|-----------------|-----------------|
| <b>5</b>  |                                                   |           | <b>Daily</b>    | <b>\$306.41</b> | <b>\$374.86</b> | <b>\$443.31</b> |
|           | Asst Principal, Elementary                        | 198       | <b>189 Days</b> | 57,911          | 70,849          | 83,786          |
|           | Coordinator, Elementary Learning                  | 226       | <b>198 Days</b> | 60,669          | 74,222          | 87,775          |
|           | Counselor, HS                                     | 207       | <b>207 Days</b> | 63,427          | 77,596          | 91,765          |
|           | Counselor, MS                                     | 198       | <b>226 Days</b> | 69,249          | 84,718          | 100,188         |
|           | Counselor, SPED                                   | 189       |                 |                 |                 |                 |
|           | Diagnostician                                     | 189       |                 |                 |                 |                 |
|           | Director, HS Band                                 | 226       |                 |                 |                 |                 |
|           | School Psychologist                               | 189       |                 |                 |                 |                 |
| <b>6</b>  |                                                   |           | <b>Daily</b>    | <b>\$320.55</b> | <b>\$408.52</b> | <b>\$496.50</b> |
|           | Associate Principal, Secondary                    | 198       | <b>198 Days</b> | 63,469          | 80,887          | 98,307          |
|           | Asst Principal, Secondary                         | 198       | <b>226 Days</b> | 72,444          | 92,326          | 112,209         |
|           | Director, CTE                                     | 226       |                 |                 |                 |                 |
|           | Director, Secondary Learning and Instr Technology | 226       |                 |                 |                 |                 |
|           | Director, Maintenance                             | 226       |                 |                 |                 |                 |
|           | Director, Safety and Security                     | 226       |                 |                 |                 |                 |
|           | Director, School Nutrition Services               | 226       |                 |                 |                 |                 |
|           | Director, Transportation                          | 226       |                 |                 |                 |                 |
| <b>7</b>  |                                                   |           | <b>Daily</b>    | <b>\$360.33</b> | <b>\$440.83</b> | <b>\$521.33</b> |
|           | Director, Bilingual Education & ESL Program       | 226       | <b>226 Days</b> | 81,435          | 99,628          | 117,821         |
|           | Director, Special Education                       | 226       |                 |                 |                 |                 |
|           | Principal, Alternative Learning                   | 226       |                 |                 |                 |                 |
|           | Principal, Elementary                             | 226       |                 |                 |                 |                 |
|           | Principal, MS                                     | 226       |                 |                 |                 |                 |
| <b>8</b>  |                                                   |           | <b>Daily</b>    | <b>\$378.35</b> | <b>\$462.87</b> | <b>\$547.39</b> |
|           | Director, Athletics                               | 226       | <b>226 Days</b> | 85,507          | 104,609         | 123,710         |
|           | Director, Human Resources                         | 226       |                 |                 |                 |                 |
|           | Principal, HS                                     | 226       |                 |                 |                 |                 |
| <b>9</b>  |                                                   |           | <b>Daily</b>    | <b>\$416.19</b> | <b>\$509.16</b> | <b>\$602.13</b> |
|           | Assistant Superintendent                          | 226       | <b>226 Days</b> | 94,059          | 115,070         | 136,081         |
|           | Chief Academic Officer                            | 226       |                 |                 |                 |                 |
|           | Chief Financial Officer                           | 226       |                 |                 |                 |                 |
|           | Chief Technology Officer                          | 226       |                 |                 |                 |                 |