

Keller ISD
2026-2027 Administrative Professional Pay Plan
1% General Pay Increase

Pay Grade	Job Title	Calendars	Minimum	
1			Daily	\$217.56
	Specialist - Facilities Process	226	193 Days	41,989
			226 Days	49,169
2			Daily	\$278.49
	Accountant - Payroll	226	193 Days	53,749
	Assistant Manager - Natatorium	245	206 Days	57,369
	Buyer - Senior	226	226 Days	62,939
	Coordinator - Child Nutrition	226	245 Days	68,230
	Coordinator - Travel	226		
	Specialist - Fine Arts	226		
	Specialist - Business Information Systems	226		
	Specialist - PEIMS	226		
	Specialist - Student Engagement	206		
	Specialist - Student Engagement & Intervention	206		
3			Daily	\$297.38
	Accountant - Staff II	226	187 Days	55,610
	Coordinator - Communications	226	207 Days	61,558
	Coordinator - Purchasing	226	210 Days	62,450
	ROTC Instructor	210	226 Days	67,208
	Social Worker	207	245 Days	72,858
	Supervisor - Facility Services	245		
4			Daily	\$322.97
	Accountant Senior - Federal & State Grants	226	226 Days	72,991
	Accountant Senior - Technology	226	245 Days	79,128
	Accountant Senior - Treasury	226		
	Analyst - Apple Systems	226		
	Analyst - Application Support	226		
	Analyst - Microsoft Systems	226		
	Analyst - Network	226		
	Analyst - PEIMS	226		
	Analyst - Security	226		
	Coordinator - Records Management	226		
	Engineer - Network	226		
	Manager - Natatorium	245		
	Manager - Technology Support	226		
	Supervisor - Accounts Payable	226		

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Analyst - Senior Application Systems	226
Analyst - Senior Business	226
Assistant Director - Student Information Systems	226
Coordinator - Governance	226
Coordinator - Payroll	226
Engineer Senior - Network	226
Engineer Senior - Systems	226
Manager - Communications	226
Manager - Technology Project	226
Specialist - Employee Leave & Workers Compensation	226

Daily	\$340.72
226 Days	77,003

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Administrator - Assessment	206
Assistant Principal - Elementary Schools	202
Assistant Principal - Intermediate Schools	202
Assistant Principal - Middle Schools	206
Coordinator - Activity Funds	226
Coordinator - Advanced Academics	226
Coordinator - Assessment	226
Coordinator - Bond & Project Accounting	226
Coordinator - Counseling Services	226
Coordinator - CTE	226
Coordinator - Early Literacy	226
Coordinator - ELA 7-12	226
Coordinator - ELA K-6	226
Coordinator - Financial Payment Applications	226
Coordinator - Fine Arts EC-6 Curriculum	226
Coordinator - Human Resources	226
Coordinator - Math 7-12	226
Coordinator - Math K-6	226
Coordinator - Science	226
Coordinator - Social Studies	226
Coordinator - Special Education	226
Engineer Senior - Security	226
Head - Emergency Management	226
Manager - Human Resources	226

Daily	\$357.76
202 Days	72,268
206 Days	73,699
226 Days	80,854

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Analyst - Strategic Data	226
Assistant Director - Accounting & Reporting	226
Assistant Director - Athletics	226
Assistant Director - Budget	226
Assistant Director - Treasury Services	226
Assistant Principal - High School	210
Assistant Principal - High School (Academic Dean)	226
Assistant Principal - High School (Assessment)	210
Director - Communications	226
Director - Health Services	226
Director - Keller Compass Center	226
Director - Language Program	226
Director - Media Services	226
Director - Payroll	226
Director - Student Services	226
Director - Technology Support	226
Director - Technology Systems	226
Head - Security Operations	226

Daily	\$392.82
210 Days	82,492
226 Days	88,777

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Director - Assessment & Accountability	226
Director - Business Information Systems	226
Director - Career & Technical Education	226
Director - Curriculum & Instruction	226
Director - Data Compliance	226
Director - District Counseling Services & CCRM	226
Director - Employee Benefits	226
Director - Grounds & Maintenance	226
Director - Human Resources	226
Director - Operations & Distribution	226
Director - Purchasing	226
Director - Special Education	226
Director - State & Federal Programs	226
Principal - Elementary Schools	220
Principal - Intermediate Schools	220
Principal - Middle Schools	226

Daily	\$428.96
220 Days	94,371
226 Days	96,945

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Director - Athletics	226
Director - District Safety	226
Director - Finance	226
Director - Fine Arts	226
Director - Network Infrastructure	226
Principal - Keller Center for Advanced Academics (K-CAL)	226
Principal - Keller Collegiate Academy (K-CA)	226

Daily	\$495.02
226 Days	111,875

10		Daily	\$519.77
Executive Director - Facilities & Operations	226	226 Days	117,468
Executive Director - Human Resources	226		
Executive Director - Information Services	226		
Executive Director - Special Education	226		
Executive Director - Student Services	226		
Principal - High Schools	226		
11		Daily	\$571.16
Assistant Superintendent - Elementary Education	226	226 Days	129,082
Assistant Superintendent - Secondary Education	226		
Chief Communications Officer	226		
12		Daily	\$732.44
Chief Academic Officer	226	226 Days	165,531
Chief Financial Officer	226		
Chief Human Resources Officer	226		
Chief Technology Officer	226		
13		Daily	\$782.87
Deputy Superintendent	226	226 Days	179,929

Experience is based on TEA approved creditable year of service. This salary plan is for the 2026-2027 school year only and does not predict or guarantee future salary advancement. Salary advancement is based on the annual budget approved by the Board of Trustees each year.