

2019-2020 Approved Administrative-Professional Pay Plan
Abilene ISD

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	5.0% GPI	
1			Daily	\$199.26	\$243.00	\$286.74	\$12.15
	College Advisor	226	187 Days	37,262	45,441	53,620	2,272
	Concessions Supervisor	197	194 Days	38,656	47,142	55,628	2,357
	Early Childhood - Family Literacy Specialist	201	197 Days	39,254	47,871	56,488	2,394
	Early Head Start - Education Coach	206	201 Days	40,051	48,843	57,635	2,442
	Information Technology Coordinator	226	202 Days	40,251	49,086	57,921	2,454
	Instructor - Adult Education (non-certified)	187	206 Days	41,048	50,058	59,068	2,503
	Instructor - Fire Academy	187	207 Days	41,247	50,301	59,355	2,515
	Licensed Specialist School Psychologist Intern	202	226 Days	45,033	54,918	64,803	2,746
	Master Family Advocate - Early Head Start	194, 202					
	Partners in Education Coordinator	207					
	Student Attendance Officer	187, 197					
	Teacher - Adult Education Transition & Career Navigator	187					
	Workforce Development Coach	226					
2			Daily	\$225.16	\$274.59	\$324.02	\$13.73
	Assistant Speech Pathologist	187	186 Days	41,880	51,074	60,268	2,554
	At-Risk Coordinator	207	187 Days	42,105	51,348	60,592	2,567
	Budget Coordinator	226	197 Days	44,357	54,094	63,832	2,705
	Custodian - Supervisor	226	202 Days	45,482	55,467	65,452	2,773
	Early Childhood - Conscious Discipline Coach	187	207 Days	46,608	56,840	67,072	2,842
	Intramural Coordinator	186	217 Days	48,860	59,586	70,312	2,979
	Manager - Warehouse	240	226 Days	50,886	62,057	73,229	3,103
	McKinney-Vento Social Worker - Federal Programs	197	240 Days	54,038	65,902	77,765	3,295
	Mental Health Professional - Early Head Start	202					
	Positive Behavior Supports Liaison	187					
	Procurement Specialist	226					
	Student Nutrition - Accountant/Office Manager	226					
	Title I Homeless/Foster Care Liaison	217					
	Warehouse - Coordinator	226					

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	5.0% GPI	
3							
	Accountant - Special Programs	226	187 Days	49,686	60,592	71,498	3,030
	AISD TV Producer	226	192 Days	51,014	62,212	73,409	3,111
	Assistant Principal - Elementary	187, 202	197 Days	52,343	63,832	75,321	3,192
	Assistant Principal/Bilingual Instructional Coordinator - Elem	202	201 Days	53,406	65,128	76,850	3,256
	Athletic Trainer	203	202 Days	53,671	65,452	77,233	3,273
	Campus Safety Specialist	202	203 Days	53,937	65,776	77,615	3,289
	Coordinator - 504/Dyslexia	207	206 Days	54,734	66,748	78,762	3,337
	Coordinator - Early Head Start - Disabilities/Transition	206	207 Days	55,000	67,072	79,144	3,354
	Counselor - Elementary School	197, 207	226 Days	60,048	73,229	86,409	3,661
	Counselor - High School	207	240 Days	63,768	77,765	91,762	3,888
	Counselor - Middle School	207					
	Counselor - Special Education	197, 207					
	Counselor - Student Assistance Specialist	197					
	Counselor/Mental Health Coordinator - Early Childhood	201					
	Diagnostic Speech Pathologist - Special Education	197					
	Diagnostician	202, 207					
	Diagnostician - Special Education	202, 207					
	Digital Media Communication Specialist	226					
	Disabilities Coordinator - Early Childhood	207					
	Early Childhood - ERSEA Coordinator/Master Family Advocate	201					
	Early Childhood - Instructional Coordinator	201					
	Early Childhood - Safety/Transportation/Facilities Coordinator	201					
	Early Head Start - Family and Engagement Coordinator	206					
	Early Head Start - Health Services Coordinator	206					
	Education Coordinator - Early Childhood	201					
	Energy Specialist	240					
	Family & Community Partner Coordinator - Early Childhood	201					
	Instructional Coordinator	192, 207					
	Integration Specialist - Technology	207					
	Library Services - Head Cataloger	202					
	Licensed Specialist School Psychologist	187, 202, 207					

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	5.0% GPI
	Media Production Specialist	226				
	Payroll Supervisor	226				
	PEIMS Coordinator	226				
	Senior Accountant	226				
	Special Education Audiologist	202				
	Speech Pathologist	187				
	Trans/Motor Lab Coordinator - Early Childhood	201				

4			Daily	\$284.29	\$346.70	\$409.11	\$17.34
	Assistant Principal - Middle School	207	197 Days	56,005	68,300	80,595	3,415
	Assistant Program Officer - Early Head Start	206	202 Days	57,427	70,033	82,640	3,502
	Behavior Support Coordinator	207	203 Days	57,711	70,380	83,049	3,519
	Coordinator - Deaf Education	207	206 Days	58,564	71,420	84,277	3,571
	Coordinator - Elementary English Language Arts and Reading	226	207 Days	58,848	71,767	84,686	3,588
	Coordinator - Elementary Mathematics	226	217 Days	61,691	75,234	88,777	3,762
	Coordinator - School Safety	202	226 Days	64,250	78,354	92,459	3,918
	Coordinator - Science	217					
	Coordinator - Secondary English Language Arts and Reading	226					
	Coordinator - Secondary Mathematics	226					
	Coordinator - Sports Medicine	203					
	Counselor - High School/Dean of Students	207					
	Early Childhood - Assistant Director of Head Start	207					
	Instructional Specialist	207					
	Mental Health Supports Coordinator	207					
	Physical, Health and Wellness Educ Facilitator	197					

5			Daily	\$309.88	\$377.90	\$445.92	\$18.90
	Accounting - Comptroller	226	207 Days	64,145	78,225	92,305	3,911
	Assistant Director - Athletics	226	217 Days	67,244	82,004	96,765	4,100
	Assistant Principal - High School	207	226 Days	70,033	85,405	100,778	4,270
	Associate Principal - High School	226					
	Dean - Holland Medical High School	217					
	Director - Accountability	226					
	Director - Health Services	207					
	Director - Professional Learning	226					
	Director - Special Education	226					

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	5.0% GPI	
	Instructional Specialist - 9th Grade	217					
	Program Director - Adult Education	226					
	Program Officer - Bilingual Education	207					
	Program Officer - Early Head Start	226					
	Teacher - High School Band Director	226					
6			Daily	\$337.77	\$411.91	\$486.05	\$20.60
	Assistant Director - Maintenance	226	217 Days	73,296	89,384	105,473	4,469
	Director - Early Childhood	226	226 Days	76,336	93,092	109,847	4,655
	Principal - Elementary	217					
	Transportation - Operations Manager	226					
	Transportation - Student Service Manager	226					
7			Daily	\$377.14	\$448.98	\$520.82	\$22.45
	Athletic Coordinator - High School	226	207 Days	78,068	92,939	107,810	4,647
	Chief Officer - Communications	226	217 Days	81,839	97,429	113,018	4,871
	Director - Human Resources	226	226 Days	85,234	101,469	117,705	5,073
	Director - Maintenance	226					
	Director - Purchasing	226					
	Director - Student Nutrition	226					
	Principal - High School Academy	226					
	Principal - High School DAEP	207					
	Principal - Middle School	217					
8			Daily	\$411.09	\$489.39	\$567.69	\$24.47
	Executive Director - Athletics	226	226 Days	92,906	110,602	128,298	5,530
	Executive Director - Career & Technical Education	226					
	Executive Director - Curriculum & Instruction	226					
	Executive Director - Elementary Education	226					
	Executive Director - Federal Programs/Title 1	226					
	Executive Director - Fine Arts	226					
	Executive Director - Secondary Education	226					
	Executive Director - Special Education	226					

Pay Grade	Job Title	Calendars		Minimum	Midpoint	Maximum	5.0% GPI
9			Daily	\$485.08	\$577.48	\$669.88	\$28.87
	Principal - High School	226	226 Days	109,628	130,510	151,393	6,526
10			Daily	\$533.59	\$635.23	\$736.87	\$31.76
	Associate Superintendent - Curriculum & Instruction	226	226 Days	120,591	143,562	166,533	7,178
	Associate Superintendent - Human Resources	226					
	Associate Superintendent - Leadership & Student Svcs	226					
	Associate Superintendent - Operations	226					
	Chief Financial Officer	226					