

2020-2021 Approved Administrative Professional Pay Plan

Abilene ISD

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	3.0% GPI	
1			Daily	\$199.26	\$243.00	\$286.74	\$7.29
	College Advisor	226	187 Days	37,262	45,441	53,620	1,363
	Concessions Supervisor	197	194 Days	38,656	47,142	55,628	1,414
	Early Head Start - Education Coach	206	197 Days	39,254	47,871	56,488	1,436
	Instructor - Adult Education (non-certified)	187	202 Days	40,251	49,086	57,921	1,473
	Instructor - Fire Fighter Academy	187	206 Days	41,048	50,058	59,068	1,502
	Master Family Advocate - Early Head Start	194, 202	207 Days	41,247	50,301	59,355	1,509
	Partners in Education Coordinator	207	226 Days	45,033	54,918	64,803	1,648
	Student Attendance Officer	187, 197					
	Teacher - Adult Education Transition & Career Navigator	187					
	Workforce Development Coach	226					
2			Daily	\$225.16	\$274.59	\$324.02	\$8.24
	Assistant Speech Pathologist	187	186 Days	41,880	51,074	60,268	1,532
	At-Risk Coordinator	207	187 Days	42,105	51,348	60,592	1,540
	Budget Coordinator (retired)	226	197 Days	44,357	54,094	63,832	1,623
	Digital Media Specialist	207	202 Days	45,482	55,467	65,452	1,664
	Early Childhood - Conscious Discipline Coach	187	207 Days	46,608	56,840	67,072	1,705
	Intramural Coordinator - Retired	186	217 Days	48,860	59,586	70,312	1,788
	Manager - Warehouse	240	226 Days	50,886	62,057	73,229	1,862
	McKinney-Vento Social Worker - Federal Programs	197	240 Days	54,038	65,902	77,765	1,977
	Mental Health Professional - Early Head Start	202					
	Positive Behavior Supports Liaison	187					
	Procurement Specialist - Retired	226					
	Social Worker	197					
	Title I Homeless/Foster Care Liaison	217					
	Warehouse - Coordinator - Retired	226					
3			Daily	\$265.70	\$324.02	\$382.34	\$9.72
	Accountant - Special Programs	226	187 Days	49,686	60,592	71,498	1,818
	AIISD TV Producer	226	192 Days	51,014	62,212	73,409	1,866
	ARD Facilitator	202	197 Days	52,343	63,832	75,321	1,915
	Assistant Principal - Elementary	187, 202	201 Days	53,406	65,128	76,850	1,954
	Assistant Principal - High School (Part time)	187	202 Days	53,671	65,452	77,233	1,964
	Assistant Principal/Bilingual Instructional Coordinator - Elem	202	203 Days	53,937	65,776	77,615	1,973
	Athletic Trainer	203	206 Days	54,734	66,748	78,762	2,002
	Benefits Manager	226	207 Days	55,000	67,072	79,144	2,012
	Campus Safety Specialist	202	217 Days	57,657	70,312	82,968	2,109
	Coordinator - 504/Dyslexia	207	226 Days	60,048	73,229	86,409	2,197
	Coordinator - Early Head Start - Disabilities/Transition	206	240 Days	63,768	77,765	91,762	2,333
	Counselor - Elementary School	197, 207					
	Counselor - Middle School	207					
	Counselor/Mental Health Coordinator - Early Childhood	201					
	Custodian - Supervisor	226					
	Diagnosticians - Intern	202, 207					
	Disabilities Coordinator - Early Childhood	207					
	Early Childhood - ERSEA Coordinator/Master Family Advocate	201					
	Early Childhood - Family Literacy Specialist	201					
	Early Childhood - Instructional Coordinator	201					
	Early Childhood - Safety/Transportation/Facilities Coordinator	201					

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	Early Head Start - Family and Community Engagement Coordinator	206				
	Early Head Start - Health Services Coordinator	206				
	Education Coordinator - Early Childhood	201				
	Energy Specialist	240				
	Human Resources Manager	226				
	Instructional Coordinator	192				
	Library Services - Head Cataloger	202				
	Media Production Specialist	226				
	Registered Nurse	187				
	Registered Nurse - Early Head Start	187, 202				
	Registered Nurse - Special Education	187				
	Social Worker - Lead	207				
	Trans/Motor Lab Coordinator - Early Childhood	201				

4			Daily	\$284.29	\$346.70	\$409.11	\$10.40
	Accountant - Senior	226	187 Days	53,162	64,833	76,504	1,945
	Assistant Principal - Middle School	207	197 Days	56,005	68,300	80,595	2,049
	Assistant Program Officer - Early Head Start	206	202 Days	57,427	70,033	82,640	2,101
	Behavior Support Coordinator	207	203 Days	57,711	70,380	83,049	2,111
	Behavior Supports Coordinator with Autism Emphasis	207	206 Days	58,564	71,420	84,277	2,143
	Coordinator - Deaf Education	207	207 Days	58,848	71,767	84,686	2,153
	Coordinator - Elementary English Language Arts and Reading	226	217 Days	61,691	75,234	88,777	2,257
	Coordinator - Elementary Mathematics	226	226 Days	64,250	78,354	92,459	2,351
	Coordinator - School Safety	202					
	Coordinator - Science	217					
	Coordinator - Secondary English Language Arts and Reading	226					
	Coordinator - Secondary Mathematics	226					
	Coordinator - Social Studies	226					
	Coordinator - Special Education	226					
	Coordinator - Sports Medicine	203					
	Counselor - High School	207					
	Counselor - High School / Dean of Students	207					
	Counselor - Special Education	197, 207					
	Counselor - Student Assistance Specialist	197					
	Diagnostic Speech Pathologist - Special Education	197					
	Diagnostician	202					
	Diagnostician - Special Education	202, 207					
	Digital Media Communication Specialist	226					
	Early Childhood - Assistant Director of Head Start	207					
	Family & Community Partner Coordinator - Early Childhood	201					
	Instructional Specialist	207					
	Licensed Specialist School Psychologist - Intern	202					
	Mental Health Supports Coordinator	207					
	Payroll Supervisor	226					
	Physical, Health and Wellness Education Facilitator	197					
	Program Coordinator	207					
	Special Education Audiologist	202					
	Speech Pathologist	187					
	Student Nutrition - Assistant Director	226					

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Pay Grade	Job Title	Calendars		Minimum	Midpoint	Maximum	3.0% GPI
5			Daily	\$309.88	\$377.90	\$445.92	\$11.34
	Assistant Director - Athletics	226	202 Days	62,596	76,336	90,076	2,290
	Assistant Principal - High School	207	207 Days	64,145	78,225	92,305	2,347
	Dean - Holland Medical High School	217	217 Days	67,244	82,004	96,765	2,460
	Director - Accountability	226	226 Days	70,033	85,405	100,778	2,562
	Director - Career and Technical Education	226					
	Director - Health Services	207					
	Director - Instructional Planning	226					
	Director - Professional Learning	226					
	Instructional Specialist - 9th Grade	217					
	Licensed Specialist School Psychologist	202, 207					
	Program Director - Adult Education	226					
	Program Officer - Bilingual Education	207					
	Program Officer - Early Head Start - 226	226					
	Teacher - High School Band Director	226					
6			Daily	\$337.77	\$411.91	\$486.05	\$12.36
	Associate Director - Communications	226	201 Days	67,892	82,794	97,696	2,484
	Assistant Director - Maintenance	226	217 Days	73,296	89,384	105,473	2,682
	Associate Principal - High School	226	226 Days	76,336	93,092	109,847	2,793
	Director - Early Childhood	226					
	Principal - Elementary	217					
	Principal - Elementary (226)	226					
	Transportation - Operations Manager	226					
	Transportation - Student Service Manager	226					
7			Daily	\$377.14	\$448.98	\$520.82	\$13.47
	Director - Accounting/Payroll Services	226	207 Days	78,068	92,939	107,810	2,788
	Director - Communications	226	217 Days	81,839	97,429	113,018	2,923
	Director - Human Resources	226	226 Days	85,234	101,469	117,705	3,044
	Director - Maintenance	226					
	Director - Purchasing	226					
	Director - Student Nutrition	226					
	Head Football Coach/Athletic Coordinator - High School	226					
	Principal - DAEP	207					
	Principal - High School (ATEMS/Woodson Ctr)	217, 226					
	Principal - Middle School	217					
8			Daily	\$411.09	\$489.39	\$567.69	\$14.68
	Executive Director - Athletics	226	226 Days	92,906	110,602	128,298	3,318
	Executive Director - Curriculum & Instruction	226					
	Executive Director - ESL and District Planning	226					
	Executive Director - Federal Programs/Title 1	226					
	Executive Director - Fine Arts	226					
	Executive Director - Leadership	226					
	Executive Director - Special Education	226					
	Executive Director - Student Services	226					
9			Daily	\$485.08	\$577.48	\$669.88	\$17.32
	Principal - High School	226	226 Days	109,628	130,510	151,393	3,915

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Pay Grade	Job Title	Calendars		Minimum	Midpoint	Maximum	3.0% GPI
10			Daily	\$533.59	\$635.23	\$736.87	\$19.06
	Associate Superintendent - Curriculum & Instruction	226	226 Days	120,591	143,562	166,533	4,307
	Associate Superintendent - Human Resources	226					
	Associate Superintendent - Leadership and Student Services	226					
	Associate Superintendent - Operations	226					
	Chief Financial Officer	226					