

2019-2020 Administrative Professional Pay Plan

El Paso ISD

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
101			Daily	\$201.72	\$246.00	\$290.28
	Buyer	226	207 Days	41,756	50,922	60,088
	Campus Accountant	226	221 Days	44,580	54,366	64,152
	Certification Coordinator	226	226 Days	45,589	55,596	65,603
	Coordinator Facilities & Construction	226				
	Coordinator Logistics	226				
	Coordinator SHARS/MAC	226				
	Curriculum & Instruction Migrant Tutor	221				
	Curriculum & Instruction Program Screener	221				
	Digital Media/Stage Lighting/Sound Specialist	226				
	Pregnancy Related Services Spec	207				
	Production Coord CNP	221				
	Program Asst Academic Competitions	221				
	Supervisor Travel	226				
	Transportation Coordinator	226				
102			Daily	\$224.78	\$274.12	\$323.46
	Accountant FNS	226	189 Days	42,483	51,809	61,134
	Adult Education Coordinator	192	190 Days	42,708	52,083	61,457
	Adult Education Technology Coordinator	212	192 Days	43,158	52,631	62,104
	Assessment Coordinator Adult Learning	192	194 Days	43,607	53,179	62,751
	Campus College Readiness Coordinator	189	212 Days	47,653	58,113	68,574
	Capital Assets Accountant	226	221 Days	49,676	60,581	71,485
	Central Distribution Coordinator	226	226 Days	50,800	61,951	73,102
	Central Receiving Coordinator	226				
	Communications Specialist	226				
	Communications Specialist Branding	226				
	Coordinator BEFM	226				
	Coordinator Financial Services	226				
	Court Liaison	226				
	Employee Relations Compliance Analyst	226				
	External Funding Program Specialist	226				
	External Funding Specialist	226				
	FCF Intervention Specialist	194				
	Grant Writer	226				
	Job Cost Accountant	226				
	Music Therapist	221				
	Payment Services Analyst	226				
	Payroll Reporting Accountant	226				
	Program Accountant	226				
	ROTC Assistant	226				
	Safety Officer	226				
	Security Surveillance Manager	226				
	Social Worker	194				
	Social Worker - Homeless	221				
	Social Worker Adult Programs	192				

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum
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102 Continued		Daily	\$224.78	\$274.12	\$323.46
Staff Accountant	226	189 Days	42,483	51,809	61,134
Staff Auditor	226	190 Days	42,708	52,083	61,457
Student Activity Manager	190	192 Days	43,158	52,631	62,104
Student Outreach Specialist	194	194 Days	43,607	53,179	62,751
Supplemental Social Worker HS	194	212 Days	47,653	58,113	68,574
		221 Days	49,676	60,581	71,485
		226 Days	50,800	61,951	73,102

102H		Hourly	\$28.10	\$34.27	\$40.43
Program Asst Dept of Defense Education Activity 8 Grant	226	226 Days	50,805	61,960	73,116

103		Daily	\$251.75	\$307.01	\$362.27
Accounts Payable Assistant Manager	226	187 Days	47,077	57,411	67,744
Accounts Payable Supervisor	226	194 Days	48,840	59,560	70,280
Anti-Truancy Impact Coordinator - Alpha Team (SW)	199	199 Days	50,098	61,095	72,092
Anti-Truancy Impact Coordinator - Alpha Team (T)	199	202 Days	50,854	62,016	73,179
Budget Analyst	226	221 Days	55,637	67,849	80,062
Compensation Analyst	226	226 Days	56,896	69,384	81,873
Compliance Officer Internal Audit	226				
Coordinator Family Engagement	226				
Coordinator Health Services	221				
Coordinator Health Wellness and PE	221				
Coordinator Migrant Student Support	226				
Coordinator SEL	226				
Coordinator SEL Family Outreach	226				
Entitlements & SCE Oversight Analyst	226				
FCF Program Manager	194				
Financial Analyst	226				
Instructional Technology Specialist	226				
Instructional Technology Specialist (BYOD)	226				
Manager Planetarium Program	226				
Master Social Worker	194				
Master Social Worker Bilingual	194				
Mentor Master Social Worker	194				
Mentor Master Social Worker Bilingual	194				
Payroll Assistant Manager	226				
Print Shop Manager	226				
Professional Development Specialist	226				
Purchasing Agent	226				
Purchasing Agent - Facilities & Construction	226				
SD & ISS	226				
SD & ISS (SPED Cert)	226				
Speech Therapist	187				
Stf Dev & Inst Sup Spec Autism	226				
Supervisor Food Services	202				
Supervisor Regional Area Maintenance	226				
Title I Acquisition Coordinator	226				

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum
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104			Daily	\$269.37	\$328.50	\$387.63
Accounts Payable Manager	226	187 Days	50,372	61,430	72,487	
Campus Financial Analyst	226	190 Days	51,180	62,415	73,650	
Community Schools Coordinator	226	194 Days	52,258	63,729	75,200	
Coordinator Bond Outreach	226	199 Days	53,605	65,372	77,138	
Counselor Deaf Education	199	203 Days	54,682	66,686	78,689	
Counselor Elementary	194	204 Days	54,951	67,014	79,077	
Counselor Elementary AEP	194	206 Days	55,490	67,671	79,852	
Counselor High School	204	217 Days	58,453	71,285	84,116	
Counselor High School CTE	206	221 Days	59,531	72,599	85,666	
Counselor Homebound	199	226 Days	60,878	74,241	87,604	
Counselor Middle School	199					
Dean of Counseling & Student Culture	204					
Education Diagnostician	203					
Educational Diagnostician Bilingual	203					
Employee Relations Investigator	226					
Evaluator	226					
Evaluator SCE	226					
Information Technology Auditor	226					
Instructional Technology Manager	226					
Lead Counselor	206					
Licensed Spec Sch Psych MA/Eds 203	203					
Licensed Spec School Psychology MA/EdS	221					
LSSP MA/Eds Bilingual	221					
LSSP PhD/EdD Bilingual 187	187					
Mentor Diagnostician	203					
Mentor Diagnostician Bilingual	203					
Mentor LSSP MA/Eds Bilingual	221					
Occupational Therapist	221					
Orientation and Mobility Specialist	217					
Payroll Manager	226					
Physical Therapist	221					
Program Manager Homebound/Hospital	221					
Project Manager	226					
Project Manager Architectural	226					
Project Manager Civil	226					
Project Manager Construction	226					
Project Manager Electrical	226					
Project Manager HRM Officer	226					
Project Manager Mechanical	226					
Project Manager Urban Planning & Real Estate Development	226					
Senior Internal Auditor	226					
Speech Therapist Bilingual	187					
Speech Therapist w/CCC Bilingual	187					
Speech Therapist w/CCC Play	187					
Speech Therapist with Cert of Clin Comp	187					
Student Activities Manager	190					
Supplemental Counselor	204					
Supplemental Title I Counselor High School	204					
Title I Evaluator	226					

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum
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Administrator Library Learning	226
Assessment Coordinator	226
Audiologist RDSP Deaf Education	194
Audit Manager	226
Audit Supervisor	226
Coordinator Academic Comp/Speech/Journ	226
Coordinator ELL Compliance	226
Coordinator Improvement Planning	226
Coordinator-Office of the Chief of Staff	226
Coordinator-Office of the Deputy Supt Finance and Operations	226
Facilitator Athletics	226
Facilitator Career and Technical Education	226
Facilitator College Readiness Secondary	226
Facilitator Compliance Reimbursement & PEIMS	226
Facilitator DRD	226
Facilitator Elem Dual Language	226
Facilitator Elem English Language Arts	226
Facilitator Elem Science	226
Facilitator Elem Social Studies	226
Facilitator Elementary Bilingual	226
Facilitator Elementary Mathematics	226
Facilitator Evaluation	226
Facilitator Innovation	226
Facilitator Instrumental Music	226
Facilitator JROTC	226
Facilitator LSSP & MSW	226
Facilitator OT & PT	226
Facilitator PK-2 Connecting Languages/Dual Language	226
Facilitator PK-2 Curriculum & Instruction	226
Facilitator PreK 2 Innovation	226
Facilitator Secondary English Language Arts	226
Facilitator Secondary ESL	226
Facilitator Secondary ESL and LOTE	226
Facilitator Secondary ESL&Dual Language	226
Facilitator Secondary Mathematics	226
Facilitator Secondary Science	226
Facilitator Secondary Social Studies	226
Facilitator Visual Arts	226
Facilitator Vocal Music/Theatre Arts	226
GT Identification and Screening Facilitator	226
Instructional Facilitator Math	226
Project Manager Dept of Defense Education Activity 8 Grant	226
Project Manager DoDEA 2017 Grant	226
Resource Analyst	226
Senior Communications Specialist	226

Daily	\$288.23	\$351.50	\$414.77
194 Days	55,917	68,191	80,465
226 Days	65,140	79,439	93,738

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum
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105 Continued			Daily	\$288.23	\$351.50	\$414.77
Student Intake & Transition Admin TTIPS	226	194 Days	55,917	68,191	80,465	
Studio Producer	226	226 Days	65,140	79,439	93,738	
Title I Coordinator Extended Learning	226					
T-Zone Leadership & Design Fellow (F)	226					

106			Daily	\$308.41	\$376.11	\$443.81
Assistant Director Athletics	226	226 Days	69,701	85,001	100,301	
Assistant Director Athletics-Game Management/Budget	226					
Assistant Director Budget	226					
Assistant Director Employee Benefits	226					
Assistant Director External Funding	226					
Assistant Director Food Services	226					
Assistant Director Public Relations	226					
Assistant Director Staff Development	226					
Assistant Director Student & Parent Services	226					
Assistant Director Student & Parent Services PEIMS	226					
Assistant Director Transportation	226					

107			Daily	\$345.41	\$421.23	\$497.05
Administrator Adult Program	226	226 Days	78,063	95,198	112,333	
Compensation & Employment Compliance Manager	226					
Coordinator CTE Student Support	226					
Coordinator Employee Relations	226					
Coordinator Instructional Materials	226					
Coordinator Section 504	226					
Facilitator Schools Division	226					
Fund Development and Partnerships Specialist	226					
Operations Mgr Supt/Board of Managers	226					
Senior Data Analyst	226					
Title I Instructional Coordinator	226					

108			Daily	\$383.41	\$467.57	\$551.73
Chief Police Services	226	226 Days	86,651	105,671	124,691	
Director Accounting & Financial Services	226					
Director Active Learning	226					
Director Assessment	226					
Director Athletics	226					
Director Budget & External Financial Mgmt	226					
Director C&I Elementary	226					
Director C&I Special Ed & Spec Services	226					
Director C&I Special Programs	226					
Director Career & Technical Education	226					
Director Community Engagement	226					
Director Counseling & Advising	226					
Director Custodial Operations	226					
Director Elementary School Personnel & Recruiting	226					
Director Employee Benefits	226					

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum
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108 Continued		Daily	\$383.41	\$467.57	\$551.73
Director Facilities & Construction	226	226 Days	86,651	105,671	124,691
Director Fine Arts	226				
Director Food Services	226				
Director Health Services	226				
Director Health Wellness and Physical Education	226				
Director High School Personnel & Recruiting	226				
Director Maintenance Buildings Grounds	226				
Director Mathematics	226				
Director Middle School Personnel & Recruiting	226				

108		Daily	\$383.41	\$467.57	\$551.73
Director New Tech	226	226 Days	86,651	105,671	124,691
Director Risk Management	226				
Director SEL	226				
Director Sp Ed Operations & Compliance	226				
Director Special Education	226				
Director Staff Development	226				
Director Strategy and Evaluation	226				
Director Student Retention & Truancy Prevention	226				
Director Support Personnel	226				
Director Tech Innovation & Pilots	226				
Director Transportation	226				

109		Daily	\$416.71	\$509.05	\$601.39
Chief Communications Officer	226	226 Days	94,176	115,045	135,914
Chief Internal Auditor	226				
Ex Dir Talent Acquisition & Personnel Administration	226				
Executive Director 21st Century Learning & Well-Being	226				
Executive Director Budget & External Financial Management	226				
Executive Director C&I	226				
Executive Director Employee Relations	226				
Executive Director Financial Services	226				
Executive Director Innovation, Design & Development	226				
Executive Director Operation Support Services	226				
Executive Director Procurement Services	226				
Executive Director Strategy, Accountability & Assessment	226				
Executive Director Student & Family Empowerment	226				
Executive Director Student & Parent Services	226				
Executive Director Transformation	226				
Treasurer	226				

110		Daily	\$537.55	\$656.67	\$775.79
Assistant Superintendent Schools	226	226 Days	121,486	148,407	175,329
Chief Academic Officer	226				
Chief of Staff	226				
Chief Quality Officer	226				

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
111			Daily	\$693.44	\$847.10	\$1,000.76
	Deputy Superintendent Academics and School Leadership	226	226 Days	156,717	191,445	226,172
	Deputy Superintendent Finance and Operations	226				
	Deputy Superintendent-Administration	226				
	General Counsel	226				