

2021-2022 Administrative Professional Pay Plan

El Paso ISD

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
101						
	Accountant, Campus	226	207 Days	\$205.00	\$250.00	\$295.00
	Buyer	226	221 Days	42,435	51,750	61,065
	Coordinator, Certification	226	226 Days	45,305	55,250	65,195
	Coordinator, Facilities & Construction	226		46,330	56,500	66,670
	Coordinator, Logistics	226				
	Coordinator, Transportation	226				
	Digital Media/Stage Lighting/Sound Specialist	226				
	Pregnancy Related Services Specialist	207				
	Production Coordinator CNP	221				
	Program Asst, Academic Competitions	221				
	Program Asst, Fine Arts	226				
	Program Screener, C&I	221				
	Supervisor, Travel	226				
102						
	Accountant, Capital Assets	226	189 Days	\$230.63	\$281.25	\$331.88
	Accountant, FNS	226	190 Days	43,589	53,156	62,725
	Accountant, Job Cost	226	192 Days	43,820	53,438	63,057
	Accountant, Payroll Reporting	226	194 Days	44,281	54,000	63,721
	Accountant, Program	226	194 Days	44,742	54,563	64,385
	Accountant, Staff	226	212 Days	48,894	59,625	70,359
	Communications Specialist, Branding	226	221 Days	50,969	62,156	73,345
	Communications Specialist Multi Media	226	226 Days	52,122	63,563	75,005
	Coordinator, Adult Learning	192				
	Coordinator, Assessment Adult Learning	192				
	Coordinator, BEFM	226				
	Coordinator, Campus College Readiness	189				
	Coordinator, Central Distribution	226				
	Coordinator, Central Receiving	226				
	Coordinator, Financial Services	226				
	Coordinator, Technology Adult Learning	212				
	Court Liaison	226				
	Employee Relations Compliance Analyst	226				
	Entitlement Program Specialist	226				
	External Funding Specialist	226				
	Grant Writer	226				
	Intervention Specialist, FCF	194				
	Music Therapist	221				
	Payment Services Analyst	226				
	JROTC Assistant - Operations NCO	226				
	Safety Officer	226				
	Security Surveillance Manager	226				
	Social Worker	194				
	Social Worker, Adult Learning	192				
	Social Worker, Homeless	221				

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Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
102			Daily	\$230.63	\$281.25	\$331.88
	Staff Auditor	226	189 Days	43,589	53,156	62,725
	Student Activity Manager	190	190 Days	43,820	53,438	63,057
	Student Outreach Specialist	194	192 Days	44,281	54,000	63,721
	Supplemental Social Worker HS	194	194 Days	44,742	54,563	64,385
			212 Days	48,894	59,625	70,359
			221 Days	50,969	62,156	73,345
			226 Days	52,122	63,563	75,005

103			Daily	\$258.30	\$315.00	\$371.70
	Anti-Truancy Impact Coordinator, Alpha Team (SW)	199	187 Days	48,302	58,905	69,508
	Anti-Truancy Impact Coordinator, Alpha Team (T)	199	194 Days	50,110	61,110	72,110
	Asst Manager, Accounts Payable	226	199 Days	51,402	62,685	73,968
	Assistant Project Manager	226	202 Days	52,177	63,630	75,083
	Budget Analyst	226	221 Days	57,084	69,615	82,146
	Compensation Analyst	226	226 Days	58,376	71,190	84,004
	Coordinator, Contract Management System	226				
	Coordinator, Family Engagement	226				
	Coordinator, Health Services	221				
	Coordinator, Health Wellness/PE	221				
	Coordinator, Migrant Student Support	226				
	Coordinator, SEL	226				
	Coordinator, SEL Family Outreach	226				
	Coordinator, Title I Acquisition	226				
	Coordinator, Fund Development & Partnerships	226				
	Financial Analyst	226				
	Instructional Technology Specialist	226				
	Instructional Technology Specialist (BYOD)	226				
	Internal Auditor	226				
	Manager, Planetarium Program	226				
	Manager, Theatre	226				
	Master Social Worker	194				
	Master Social Worker Bilingual	194				
	Mentor Master Social Worker Bilingual	194				
	Payroll Asst Manager	226				
	Policy & Compliance Analyst	226				
	Print Shop Manager	226				
	Professional Development Specialist	226				
	Professional Development Systems Manager	226				
	Program Manager, FCF	194				
	Purchasing Agent	226				
	Purchasing Agent, Facilities & Construction	226				
	SD & ISS (Behavior Team)	226				
	SD & ISS (PPCD)	226				
	SD & ISS (SPED Cert)	226				
	Speech Therapist Asst	187				
	Staff Dev & Inst Sup Spec Autism	226				

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Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
104			Daily	\$290.59	\$354.38	\$418.17
	Supervisor, Accounts Payable	226	194 Days	56,374	68,750	81,125
	Supervisor, Food Services	202	199 Days	57,827	70,522	83,216
	Supervisor, Regional Area Maintenance	226	203 Days	58,990	71,939	84,889
	Auditor, Information Technology	226	204 Days	59,280	72,294	85,307
	Coordinator, Bond Outreach	226	206 Days	59,862	73,002	86,143
	Coordinator, Community Schools	226	221 Days	64,220	78,318	92,416
	Counselor, Elementary	194	226 Days	65,673	80,090	94,506
	Counselor, Elementary AEP	194				
	Counselor, Homebound	199				
	Counselor, Middle School	199				
	Counselor, Deaf Education	199				
	Counselor, High School - Supplemental Title I	204				
	Dean, Counseling & Student Culture	204				
	Diagnostician, Education	203				
	Diagnostician, Education Bilingual	203				
	Diagnostician, Mentor	203				
	Diagnostician, Mentor Bilingual	203				
	Employee Relations Investigator	226				
	Evaluator	226				
	Campus Accounting & Compliance Manager	226				
	Instructional Technology Manager	226				
	Manager - Accounts Payable	226				
	Payroll Manager	226				
	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				
	Orientation & Mobility Specialist	217				
	SCE/Entitlements Evaluator	226				
	Senior Internal Auditor	226				
	Speech Therapist	187				
	Speech Therapist, Bilingual	187				

105			Daily	\$310.94	\$379.19	\$447.44
	Administrator, Library Learning	226	187 Days	58,146	70,909	83,671
	Anti-Truancy Impact Supervisor, Alpha Team	226	194 Days	60,322	73,563	86,803
	Audiologist RDSP Deaf Education	194	203 Days	63,121	76,976	90,830
	Audit Manager	226	204 Days	63,432	77,355	91,278
	Audit Supervisor	226	206 Days	64,054	78,113	92,173
	Coordinator, Academic Comp/Speech/Journal	226	221 Days	68,718	83,801	98,884
	Coordinator, Assessment	226	226 Days	70,272	85,697	101,121
	Coordinator, Deputy Supt Finance/Operations	226				
	Coordinator, ELL Compliance	226				

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Pay Grade	Job Title	Calendars	Daily	Minimum	Midpoint	Maximum
105				\$310.94	\$379.19	\$447.44
	Coordinator, Extended Learning Title I	226	187 Days	58,146	70,909	83,671
	Coordinator, Legal/Office of Quality Management	226	194 Days	60,322	73,563	86,803
	Coordinator, Office of Chief Academic Officer	226	203 Days	63,121	76,976	90,830
	Coordinator, Portfolio Planning	226	204 Days	63,432	77,355	91,278
	Counselor, High School	204	206 Days	64,054	78,113	92,173
	Counselor, High School CTE	206	221 Days	68,718	83,801	98,884
	Counselor, High School Specialty Campus	204	226 Days	70,272	85,697	101,121
	Counselor, Lead	206				
	Counselor, Supplemental Title I HS	204				
	Facilitator, Active Learning	226				
	Facilitator, Athletics	226				
	Facilitator, Career & Technical Education	226				
	Facilitator, College Readiness Secondary	226				
	Facilitator, Compliance Reimbursement and PEIMS	226				
	Facilitator, DRD	226				
	Facilitator, Early College, P-Tech & Specialty Programs	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 Dual Language	226				
	Facilitator, Elementary Mathematics	226				
	Facilitator, Evaluation	226				
	Facilitator, GT Identification and Screening	226				
	Facilitator, Innovation	226				
	Facilitator, Instructional	226				
	Facilitator, Instrumental Music	226				
	Facilitator, JROTC Programs	226				
	Facilitator, LSSP & MSW	226				
	Facilitator, New Tech	226				
	Facilitator, OT & PT	226				
	Facilitator, Pre-K 2 Connecting Languages/Dual Language	226				
	Facilitator, Pre-K 2 Curriculum & Instruction	226				
	Facilitator, Pre-K 2 Innovation	226				
	Facilitator, Secondary English Language Arts	226				
	Facilitator, Secondary ESL	226				
	Facilitator, Secondary ESL & Dual Language	226				
	Facilitator, Secondary ESL & LOTE	226				
	Facilitator, Secondary Mathematics	226				
	Facilitator, Secondary Schools/College Readiness	226				
	Facilitator, Secondary Science	226				
	Facilitator, Secondary Social Studies	226				
	Facilitator, SLP	226				
	Facilitator, Visual Arts	226				
	Facilitator, Vocal Music/Theatre Arts	226				

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Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
105			Daily	\$310.94	\$379.19	\$447.44
	LSSP, MA/Eds	221	187 Days	58,146	70,909	83,671
	LSSP, MA/Eds 203	203	194 Days	60,322	73,563	86,803
	LSSP, MA/Eds Bilingual	221	203 Days	63,121	76,976	90,830
	LSSP, Mentor Ma/Eds Bilingual	221	204 Days	63,432	77,355	91,278
	Occupational Therapist	221	206 Days	64,054	78,113	92,173
	Physical Therapist	221	221 Days	68,718	83,801	98,884
	Project Manager DODEA 2017 Grant	226	226 Days	70,272	85,697	101,121
	Resource Analyst	226				
	Senior Communications Specialist	226				
	Speech Therapist, CCC Bilingual	187				
	Speech Therapist, CCC Play	187				
	Speech Therapist, CCP	187				
	Speech Therapist, Mentor CCC-Bilingual	187				
	Speech Therapist, Mentor CCP	187				
	Student Intake & Transition Admin TTIPS	226				
	Studio Producer	226				

106			Daily	\$332.70	\$405.73	\$478.76
	Asst Director, Athletics	226	226 Days	75,190	91,695	108,200
	Asst Director, Athletics-Game Management/Budget	226				
	Asst Director, Budget	226				
	Asst Director, Distribution P & SR	226				
	Asst Director, Employee Benefits	226				
	Asst Director, External Funding	226				
	Asst Director, Food Services	226				
	Asst Director, FNS Information System	226				
	Asst Director, Grant Accounting & Reporting	226				
	Asst Director, Public Relations	226				
	Asst Director, Receiving P & SR	226				
	Asst Director, Staff Development	226				
	Asst Director, Student & Parent Services	226				
	Asst Director, Student & Parent Services PEIMS	226				
	Asst Director, Teacher Talent Development	226				
	Asst Director, Transportation	226				
	Coordinator, RDSPD AI&VI Itinerant	226				
	Energy Manager Maintenance	226				

107			Daily	\$355.99	\$434.13	\$512.27
	Administrator, Adult Learning	226	226 Days	80,454	98,113	115,773
	Compensation & Employment Compliance Manager	226				
	Coordinator, CTE Student Support	226				
	Coordinator, Employee Relations	226				
	Coordinator, Instructional Materials & Campus Support	226				
	Coordinator, Leadership Support	226				
	Coordinator, Section 504	226				
	Coordinator, Title I Instructional C&I Special Programs	226				

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Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
107			Daily	\$355.99	\$434.13	\$512.27
	Director, Transformation Talent Development	226	226 Days	80,454	98,113	115,773
	Facilitator, Schools Division	226				
	Instructional Coordinator, Title I	226				
	Manager, Fund & Partnership Development	226				
	Operations Manager, Supt/Board	226				
	Senior Data Analyst	226				
	Specialist, Fund Development and Partnerships	226				
108			Daily	\$384.47	\$468.86	\$553.25
	Asst General Counsel	226	226 Days	86,890	105,962	125,035
	Chief Police Services	226				
	Director, Acelerating Schools	226				
	Director, Accounting & Reporting 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, Conn Langs/Dual Lang Elem	226				
	Director, Counseling & Advising	226				
	Director, Custodial Operations	226				
	Director, Elementary School Personnel & Recruiting	226				
	Director, Employee Benefits	226				
	Director, Facilities and Construction	226				
	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				
	Director, New Tech	226				
	Director, Risk Management	226				
	Director, SEL	226				
	Director, Sp Ed Operations & Compliance	226				
	Director, Special Education	226				
	Director, Special Projects	226				
	Director, Staff Development	226				
	Director, Strategy And Evaluation	226				
	Director, Student Retention & Truancy Prevention	226				
	Director, Support Personnel	226				

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Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
108	Director, Transportation	226	Daily	\$384.47	\$468.86	\$553.25
			226 Days	86,890	105,962	125,035
109	Chief Communications Officer	226	Daily	\$419.07	\$511.06	\$603.05
	Chief Internal Auditor	226	226 Days	94,710	115,500	136,289
	Exec Dir, 21st Century Learning & Well-Being	226				
	Exec Dir, Analytics, Strtgy, Assmt & PEIMS	226				
	Exec Dir, Budget & External Financial Management	226				
	Exec Dir, C&I	226				
	Exec Dir, Early College P-Tech & Specity Prg	226				
	Exec Dir, Employee Relations	226				
	Exec Dir, Facilities And Construction	226				
	109	Exec Dir, Financial Services	226	Daily	\$419.07	\$511.06
Exec Dir, Operation Support Services		226	226 Days	94,710	115,500	136,289
Exec Dir, Procurement & School Resources		226				
Exec Dir, SEC Schools/College Readiness		226				
Exec Dir, Strategy, Accountability & Assessment		226				
Exec Dir, Student & Family Empowerment		226				
Exec Dir, Student & Parent Services		226				
Exec Dir, Talent Acquisition & Personnel Administration		226				
Treasurer		226				
110		Assoc Supt, Academics & School Leadership	226	Daily	\$540.60	\$659.27
	Asst Supt, Human Resources	226	226 Days	122,176	148,995	175,814
	Asst Superintendent Schools	226				
	Asst Supt, Special Ed & Special Services	226				
	Chief Academic Officer	226				
	Chief Connecting Languages/Dual Language	226				
	Chief of Staff	226				
	Chief Quality Officer	226				
	111	Deputy Supt, Academics & Administration	226	Daily	\$697.38	\$850.46
Deputy Supt, Finance And Operations		226	226 Days	157,608	192,204	226,800
General Counsel		226				