

CONROE ISD
Hiring Pay Structure
ADMINISTRATIVE – EDUCATION (AE)
2017–2018 School Year Only

Pay Grade 1

Duty Days	Minimum \$246.74	Midpoint \$300.90
187	\$47,476	\$56,268
202	\$49,841	\$60,782
226	\$55,763	\$68,003
Assistant Natatorium Coordinator (1190) 226 Community Liaison (1812) 202 Project Mentor Facilitator (3602) 187 Project Mentor Liaison Facilitator (3597) 187 Special Education Parent Liaison (1805) 202 Speech Language Pathology Assistant (2735) 187 Speech Language Pathologist Asst, Bilingual (2733) 187		

Pay Grade 2

Duty Days	Minimum \$261.54	Midpoint \$318.95
187	\$48,908	\$59,644
193	\$50,477	\$61,557
197	\$51,523	\$62,833
202	\$52,831	\$64,428
226	\$59,108	\$72,083
District Reading Intervention Teacher (1719) 187 Instructional Coach – District (1745) 202 Instructional Coach, Special Education (1780) 202 Instructional Technology Coach, Technology (1664) 202 LSSP Intern (2709) 197 LSSP Intern, Bilingual (2725) 197 PASS Manager (2770) 187 Positive Behavior Support Liaison (1850) 187 Social Services Liaison, Special Education (2757) 187 Social Services Liaison, Dropout Prevention (1747) 187 Social Services Liaison, Immigrant (1748) 187 Social Worker, Special Education (2755) 187 Social Worker, Parent Education (1712) 202 Specialist, Attendance (1920) 226 Speech Therapist (2734) 187 Technology Infusion Instructional Coach, C&I (1660) 202		

Pay Grade 3

Duty Days	Minimum \$281.78	Midpoint \$343.64
183	\$51,566	\$62,886
187	\$52,693	\$64,261
193	\$54,384	\$66,323
197	\$55,511	\$67,697
202	\$56,920	\$69,415
217	\$61,146	\$74,570
226	\$63,682	\$77,663
Athletic Trainer (2760) 202 Board Certified Behavior Analyst (2705) 202 Counselor, Alternative (2431) 202 Counselor, DAEP (2435) 202 Counselor, Elementary (2600) 202 Counselor, High School (2400) 202 Counselor, High School – At-Risk (2406) 202 Counselor, High School – Career (2402) 202 Counselor, High School – College (2410) 202 Counselor, Intermediate (2550) 202 Counselor, Intermediate - Title I (2555) 202 Counselor, Junior High (2500) 202 Counselor, Special Education (2653) 187 Educational Diagnostician (2720) 197 Diagnostician – Bilingual (2723) 197 Diagnostician, PPCD District (2722) 197 Lead Counselor, High School (2401) 226 Lead District Support Teacher, Early Childhood (2765) 202 Lead Occupational/Physical Therapist (2739) 197 Physical Therapist (Fully Licensed) (2740) 183 Registered Occupational Therapist (2750) 183 Specialist, Assessment & Evaluation (1740) 226 Specialist, College Readiness (1816) 226 Specialist, Dyslexia / Reading Intervention (1738) 226 Specialist, Elementary Mathematics (1707) 226 Specialist, GT Program (1715) 217 Specialist, High School Completion (1815) 202 Speech-Language Pathologist (2730) 187 Speech-Language Pathologist, Bilingual (2731) 187		

Pay Grade 4

Duty Days	Minimum \$301.51	Midpoint \$367.69
193	\$58,191	\$70,964
197	\$59,397	\$72,435
202	\$60,905	\$74,273
217	\$65,428	\$79,789
226	\$68,141	\$83,098
Assistant Principal, Elementary (2260) 202 Assistant Principal, Intermediate (2250) 202 Assistant Principal, Junior High (2150) 202 Audiologist (2728) 197 Coordinator, Health Services (0999) 202 Coordinator, Natatorium (1080) 226 Licensed Specialist/School Psychology (LSSP) (2710) 197 Licensed Specialist/School Psychology, Bilingual (2713) 197 LSSP Trainee (2707) 197 LSSP Trainee, Bilingual (2724) 197 Specialist, Crisis Intervention (1860) 217 Specialist, School Improvement (1739) 226 Specialist, Special Education Assessment (2700) 226 Specialist, Special Education AI (1793) 193		

Pay Grade 5

Duty Days	Minimum \$322.61	Midpoint \$393.43
202	\$65,167	\$79,473
226	\$72,910	\$88,915
Assistant Principal, High School (2040) 202 Associate Principal, HS/Curriculum (2030) 226 Associate Principal, HS/Operations (2031) 226 Associate Principal, Special Programs (2032) 226 Coordinator, CTE (1017) 226 Coordinator, Guidance/Counseling (1018) 226 Coordinator, Health & PE (1000) 226 Coordinator, Human Resources (1149) 226 Coordinator, Instructional Technology (1043) 226 Coordinator, Language Arts PK-6 (1005) 226 Coordinator, Language Arts 7-12 (1006) 226 Coordinator, Mathematics (1024) 226 Coordinator, Science (1025) 226 Coordinator, School Safety/District Hearing Officer (1039) 226 Coordinator, Social Studies (1004) 226 Coordinator, Special Education (1016) 226 Coordinator, Special Education 504 (1014) 226 Coordinator, Student Support Services (1021) 226 Specialist, Special Education Services (1795) 226		

Pay Grade 6

Duty Days	Minimum \$367.93	Midpoint \$440.64
217	\$79,841	\$95,619
226	\$83,152	\$99,585
Assistant Athletic Director/Head Coach (2350) 226 Assistant Director, SpEd Instructional Programming (0762) 226 Assistant Director, SpEd Student Appraisal (0761) 226 Associate Principal, 9th Grade (2013) 226 Coordinator, Bilingual & ESL (1001) 226 Coordinator, Fine Arts (1003) 226 Headmaster, Academy (1250) 226 Principal, Elementary (2300) 217		

Pay Grade 7

Duty Days	Minimum \$391.85	Midpoint \$469.28
217	\$85,031	\$101,834
226	\$88,558	\$106,057
Assistant Director, Human Resources (0760) 226 Director of Assessment, Evaluation, Accountability & School Improvement (0481) 226 Director, Career and Technical Education (0540) 226 Director of Federal Programs (0480) 226 Director, Information Services (0511) 226 Director, Network Services (0512) 226 Principal, Alternative High School (2020) 226 Principal, DAEP/JJAEP/JDC (2015) 226 Principal, Intermediate (2200) 217 Principal, Junior High (2100) 226 Principal, K-6 (2275) 217		

Pay Grade 8

Duty Days	Minimum \$478.67	Midpoint \$563.14
226	\$108,179	\$127,270
Director, Athletics/Physical Education (0530) 226 Director, Human Resources (0518) 226 Director, Community Outreach Program (0550) 226 Director, Special Education (0520) 226 Director, Curriculum/Instr/Staff Dev. (0475) 226 Principal, High School (2010) 226 Director, Elementary Education (0490) 226		

Pay Grade 9

Duty Days	Minimum \$691.65	Midpoint \$777.13
226	\$156,313	\$175,631
Asst Superintendent, Elementary Ed (0351) 226 Asst Superintendent, Secondary Ed (0350) 226		

Pay Grade 10

Duty Days	Minimum \$746.98	Midpoint \$839.30
226	\$168,817	\$189,682
Chief Financial Officer (0701) 226 Deputy Superintendent, Administration (0200) 226 Deputy Superintendent, Operations (0225) 226		

CONROE ISD
Hiring Pay Structure
ADMINISTRATIVE – BUSINESS (AB)
2017–2018 School Year Only

Pay Grade 1

Duty Days	Minimum \$199.41	Midpoint \$234.60
226	\$45,067	\$53,020
Equipment Supervisor (CN) (1502) 226		Supervisor, Daily Operations (M/C) (1451) 226
Field Supervisor (CN) (1501) 226		Supervisor, Routing & Scheduling (1620) 226
Food Supervisor (CN) (1500) 226		Supervisor, Supply and Accounting (Trans) (1625) 226
Specialist, Applications Support (1668) 226		System Administrator (CN) (1261) 226
Specialist, Student Services (1634) 226		Training Personnel Supervisor (CN) (1503) 226

Pay Grade 2

Duty Days	Minimum \$255.25	Midpoint \$300.29
202	\$51,561	\$60,659
226	\$57,687	\$67,866
261	\$66,620	\$78,376
Assistant Coordinator, Custodial (1177) 261		Programmer, MIS (1658) 226
Coordinator, Accounts Payable (1037) 226		Routing, Scheduling & Field Trips Manager (1620) 226
Coordinator, Payroll (1030) 226		Specialist, Benefits (1730) 226
Coordinator, Printing/Graphics (1008) 226		Specialist, Communications (1160) 226
Coordinator, Purchasing (1035) 226		Specialist, Information Systems (1704) 226
Data Support Technician (1654) 226		Supervisor, Applications Support (1670) 226
Demographer/Special Projects (0400) 202		Supervisor of Business Operations (CN) (1504) 226
Executive Legal Assistant (1157) 226		Supervisor of Computer Services (1635) 226
Fleet Manager, Transportation (1207) 226		Supply & Accounting Manager (1625) 226
Network Engineer (1663) 226		Systems Administrator I (1661) 226
Operations Manager, Transportation (1206) 226		TRS Specialist (1644) 226
PEIMS Manager (1630) 226		Web Applications Developer (1667) 226
Position Control, Human Resources (1151) 226		

Pay Grade 3

Duty Days	Minimum \$276.93	Midpoint \$318.31
226	\$62,586	\$71,938
261	\$72,279	\$83,079
Accountant (1648) 226 Accountant, Activity Fund (1647) 226 Assistant Director, Child Nutrition (0725) 226 Assistant Network Manager (1673) 226 Auxiliary Recruiter (1734) 226 Coordinator, Custodial (1089) 261 Coordinator, Maintenance (1027) 261 Coordinator, Planning/Construction (1090) 226 E-Mail & Web Security Analyst (1703) 226 Energy Manager (1450) 261 Internal Staff Auditor (0708) 226		
Manager, Audio/Visual & Security Systems (1600) 226 Security Architect (1706) 226 Senior Network Engineer (1256) 226 Specialist, Recruitment & Retention (1733) 226 Specialist, School Safety (1840) 226 Student Services Analyst (1636) 226 Systems Administrator (1260) 226 Systems Analyst (CN) (1262) 226 Systems Support Analyst (1700) 226 Telecommunications VoIP Engineer (1680) 226 Transportation Information Systems Analyst (1699) 226		

Pay Grade 4

Duty Days	Minimum \$315.70	Midpoint \$362.87
226	\$71,348	\$82,009
Accountant, Senior (1649) 226 Assistant Director, Maintenance & Custodial (0720) 226 Assistant Director, Payroll (0717) 226 Assistant Director, Purchasing (0716) 226 Assistant Director, Transportation (0775) 226		
Coordinator, Benefits (1029) 226 Coordinator, Compensation (1145) 226 Systems Administrator II (1662) 226 Systems Integration Supervisor (1665) 226		

Pay Grade 5

Duty Days	Minimum \$366.21	Midpoint \$420.93
226	\$82,763	\$95,130
Assistant Director, Planning & Construction (0790) 226 Financial Programmer/Analyst (1650) 226 Internal Auditor (0707) 226 IT Operations Manager (1653) 226		
Manager, Business and Accounting (0715) 226 Network Manager – Technology (1632) 226 UNIX Systems Analyst (1701) 226 UNIX/Network System/Database Administrator (1656) 226		

Pay Grade 6

Duty Days	Minimum \$424.80	Midpoint \$488.28
226	\$96,005	\$110,351
Coordinator, Information Systems (1040) 226 Coordinator, Network Services (1042) 226 Director, Child Nutrition (0505) 226 Director, Payroll (0515) 226 Director, Purchasing (0516) 226		

Pay Grade 7

Duty Days	Minimum \$469.33	Midpoint \$527.34
226	\$106,069	\$119,179
Chief of Police (0700) 226 Director, Communications (0501) 226 Director, Maintenance/Custodial (0570) 226 Director, Transportation (0525) 226		

Pay Grade 8

Duty Days	Minimum \$553.81	Midpoint \$622.26
226	\$125,161	\$140,631
Director, Planning and Construction (0508) 226		

Pay Grade 9

Duty Days	Minimum \$728.05	Midpoint \$808.94
226	\$164,539	\$182,820
General Counsel (0702) 226		

CONROE ISD
Hiring Pay Structure
ADMINISTRATIVE – SUPPORT (AS)
2017–2018 School Year Only

Annualized wages are based on a 7.5 hour work day.

Pay Grade 1

Duty Days	Minimum \$11.35	Midpoint \$13.67
183	\$15,578	\$18,762
Aide, Clinic (4085) 183 Aide, Copy Machine/Workroom (4030) 183 Aide, Front Office (4020) 183 Aide, Library/Media Assistant (4025) 183 Clerical Assistant – Campus (4073) 183 Clerical Assistant – Diagnostician (4076) 183		

Pay Grade 2

Duty Days	Minimum \$12.93	Midpoint \$15.58
183	\$17,746	\$21,384
187	\$18,134	\$21,851
226	\$21,916	\$26,408
Aide, Assistive Technology (SPED) (4452) 187 Aide, Technology (4460) 183 Aide, Technology (4461) 226 Aide, Textbook (High School) (4173) 183 Attendance Assistant (4040) 183 Computer Technician – Campus (4095) 183 Computer Technician – Counselor (4096) 226 File Clerk, Payroll (4081) 226 Homeless Student Parent Liaison (4061) 183 Lead Clinic Assistant (4086) 183 Migrant Liaison (4045) 183 Parent Involvement Liaison (4060) 183 Parent Resource Center Liaison SpEd (4059) 183 Receptionist, Elementary (4312) 183 Receptionist, High School (4309) 183 Receptionist, High School (4306) 226 Receptionist, Human Resources (4311) 226 Receptionist, Intermediate (4307) 183 Receptionist, Junior High (4308) 183 Secretary, Bilingual (HS) (4340) 183 Secretary, Deaf Education (4415) 183 Secretary, Grade Level (4360) 183 Switchboard Operator (4310) 226		

Pay Grade 3

Duty Days	Minimum \$13.58	Midpoint \$16.36
183	\$18,639	\$22,454
226	\$23,018	\$27,730
Career Center Associate (4419) 183 Secretary, Associate Principal (4342) 183 Secretary, Athletic Dir/Head Coach (4343) 226 Secretary, Career Center (4404) 183 Secretary, Counseling Center (4417) 183 Secretary, Counselor (4414) 183 Secretary, Lead Diagnostician (4400) 183 Spanish Language Interpreter (4065) 183		

Pay Grade 4

Duty Days	Minimum \$14.35	Midpoint \$17.18
183	\$19,695	\$23,072
187	\$20,126	\$23,576
202	\$21,740	\$25,467
226	\$24,323	\$29,120
261	\$28,090	\$33,630
Clerk, Activity Fund (4104) 226 Clerk, Budget (4146) 202 Clerk, Child Nutrition Office (4236) 187 Data Entry Clerk, Campus Level (4111) 183 Data Entry Clerk, Campus Level (4115) 226 PEIMS Clerk, Alternative HS (4031) 202 PEIMS Clerk, Elementary (4035) 202 PEIMS Clerk, High School (4032) 202 PEIMS Clerk, Intermediate (4034) 202 PEIMS Clerk, JDC (4038) 187 PEIMS Clerk, Junior High (4033) 202 Records Clerk, Special Education (4315) 226 Secretary, Financial HS (4344) 226 Secretary, Financial JHS (4359) 183 Secretary, Financial – Maintenance (4367) 261 Specialist, Free and Reduced Program (4153) 187 Field Trip Specialist, Transportation (4501) 226		

Pay Grade 5

Duty Days	Minimum \$16.22	Midpoint \$19.42
187	\$22,749	\$27,237
193	\$23,478	\$28,110
202	\$24,573	\$29,421
226	\$27,493	\$32,917
261	\$31,751	\$38,015
Assistant Specialist, Instr. Materials & Data (4183) 226 Campus Secretary, Elementary (4351) 202 Campus Secretary, Intermediate (4350) 202 Campus Secretary, Junior High (4349) 226 Clerk, Print Shop (4140) 226 Office Manager, Child Nutrition (4235) 226 Secretary, Administrative (4347) 226 Secretary, Assessment Center (4338) 202 Secretary, Custodial/Maintenance (4357) 261 Secretary, DAEP and JJAEP (4341) 226 Secretary, Finance - Custodial (4530) 261 Secretary, Natatorium (4335) 226 Secretary, OT/PT (4361) 193 Secretary, Payroll/Personnel – Custodial (4531) 261 Specialist, Hiring (4009) 226 Specialist, Payroll/Personnel (CN) (4520) 226 Specialist, Payroll – Transportation (4078) 226 Specialist, PEIMS Services (4262) 226 Specialist, Student Support Services (4263) 226 Specialist, Substitutes (4136) 226		

Pay Grade 6

Duty Days	Minimum \$17.99	Midpoint \$21.55
226	\$30,493	\$36,527
Accounts Payable Clerk (4006) 226		Secretary, Transportation (4366) 226
Campus Secretary, High School (4348) 226		Specialist, Data Entry – HR (4113) 226
Clerk, Purchasing (4156) 226		Specialist, Employment Services (4610) 226
MIS Operator/Help Desk/Receptionist (4294) 226		Specialist, Human Resources Records (4313) 226
Registrar, High School (4320) 226		Specialist, Leave (4008) 226
Secretary, Administrative Dept Level (HR, SPED, C&I, TECH) (4331) 226		Specialist I, Payroll (4510) 226 Specialist II, Payroll (4511) 226

Pay Grade 7

Duty Days	Minimum \$21.60	Midpoint \$25.86
226	\$36,612	\$43,833
Buyer (4505) 226		Specialist, Activity Fund (4105) 226
Computer Mediated Instructional Assistant (4180) 226		Specialist, Contracts (4165) 226
Help Desk, Technology (4407) 226		Specialist, Pre-Employment (4028) 226
Legal Assistant (4011) 226		Specialist, Senior Payroll (4509) 226
Secretary, Assistant Superintendent (4327) 226		Specialist, Textbook & Instructional Materials (4181) 226
Secretary, CFO (4323) 226		Supervisor, Substitutes (4135) 226
Secretary, Deputy Superintendent (4328) 226		

Pay Grade 8

Duty Days	Minimum \$29.89	Midpoint \$35.17
226	\$50,664	\$59,613
Admin. Assistant, Superintendent (4012) 226		IT Systems Administrator (4227) 226

CONROE ISD
Hiring Pay Structure
INSTRUCTIONAL SUPPORT (IS)
2017-2018 School Year Only

Annualized wages are based on a 7.5 hour work day.

Pay Grade 1

Duty Days	Minimum \$11.75	Midpoint \$14.33
183	\$16,127	\$19,668
Aide, Bilingual (4050) 183 Aide, Child Care (4022) 183 Aide, Computer Lab (4027) 183 Aide, ESL (4160) 183 Aide, Instructional (4170) 183 Aide, Orchestra (4004) 183 Aide, Physical Education (4265) 183 Aide, Special Education (4442) 183 * Aide, Special Education Bilingual (4432) 183 * Aide, Title I (4175) 183		

* Additional 2% of Midpoint

Pay Grade 2

Duty Days	Minimum \$12.68	Midpoint \$15.19
183	\$17,403	\$20,848
Campus-Based Behavior Support Para RBT, SpEd (4463) 183 District-Level Behavior Support Para RBT, SpEd (4458) 183 Intervener, Special Education (4434) 183 ISS Paraprofessional (4000) 183 Special Education Campus-Based Job Coach (4449) 183 Student Support Paraprofessional (4441) 183		

Pay Grade 3

Duty Days	Minimum \$14.33	Midpoint \$17.16
183	\$19,668	\$23,552
187	\$20,098	\$24,067
Accompanist (4005) 183 Brailist (4433) 187 CFI Assistant (4422) 183 Community-Based Job Coach (4450) 183		

Pay Grade 4

Duty Days	Minimum \$20.29	Midpoint \$24.30
183	\$27,848	\$33,352
Licensed Vocational Nurse/Licensed Practical Nurse (4084) 183		

Pay Grade 5

Duty Days	Minimum \$23.94	Midpoint \$28.67
183	\$32,858	\$39,350
187	\$33,576	\$40,210
Certified Occupational Therapy Asst (Level III, Advanced, or Lead) (4070) 183 Certified Physical Therapy Assistant (4270) 183 Interpreter - Deaf Education (Level I or Basic) (4426) 187 Interpreter – Deaf Education(Level II, III or higher) (4427) 187		

CONROE ISD
Hiring Pay Structure
AUXILIARY (AUX)
2017–2018 School Year Only

Annualized wages are based on an 8-hour work day.

Pay Grade 1

Duty Days	Minimum \$10.71	Midpoint \$12.83
182	\$15,594	\$18,680
190	\$16,279	\$19,502
234	\$18,796	\$22,517
261	\$22,362	\$26,789
Associate, Child Nutrition (6475) 182 Bus Monitor, Special Needs (8850) 182 Bus Monitor, Standby (8851) 182 Cashier, Child Nutrition (6474) 182 Custodian (6110) 261, 190 Shop Helper (Transportation) (9953) 234		

Crossing Guard

Duty Days	Minimum \$13.25	Midpoint \$15.87
234	\$24,804	\$29,709
261	\$27,666	\$33,137
Crossing Guard (Part-time) (9920) 234 Crossing Guard (Full-time) (7796) 261		

Pay Grade 2

Duty Days	Minimum \$11.74	Midpoint \$14.06
182	\$17,093	\$20,471
226	\$21,226	\$25,420
261	\$24,513	\$29,357
Asst. Manager/Child Nutrition (6450) 182 Groundsman (7135) 261 Manager in Training/Child Nutrition (6430) 182 Moving Crew (6113) 261		

Pay Grade 3

Duty Days	Minimum \$13.15	Midpoint \$15.75
182	\$19,146	\$22,932
183	\$19,252	\$23,058
226	\$23,775	\$28,476
261	\$27,457	\$32,886
Athletic Groundsman (7136) 261 Carpenter Helper (6820) 261 Class C Aux Driver (8410) 182 Electrician Apprentice (7020) 261 Grounds Team Leader (7120) 261 HVAC Apprentice (6731) 261 Lead Custodian 3 (6065) 261		
Mail Carrier/Clerk/Driver - Print Shop (8130) 226 Manager 1, Child Nutrition (6425) 183 Moving Crew Lead (6045) 261 Plumber Apprentice (7370) 261 Repair Crew – Custodial (6112) 261 Warehouse Person/Driver (CN) (6480) 182 Water & Waste Water Operator Apprentice (7676) 261		

Pay Grade 4

Duty Days	Minimum \$14.73	Midpoint \$17.64
183	\$21,565	\$25,825
226	\$26,632	\$31,893
261	\$30,756	\$36,832
Athletics Grounds Team Leader (7121) 261 Fleet Service Technician (8630) 226 Key Operator, Print Shop (8122) 226 Lead Custodian 4 (6060) 261 Maintenance Driver (6995) 261 Manager 2, Child Nutrition (6426) 183 Parts Clerk, Transportation (8676) 226		
Parts Clerk, Transportation (8675) 261 Purchasing Warehouse Driver (7690) 261 Purchasing Warehouse Person (7691) 261 Repair Crew Lead – Custodial (6040) 261 Textbook Warehouse Person (7680) 261 Technology Warehouse Driver (6300) 226		

Bus Driver 1

Duty Days	Minimum \$16.00	Midpoint \$19.17
182	\$23,296	\$27,912
Bus Driver (8405 / 9928) 182 Bus Driver – Special Needs (8800) 182		

Bus Driver 2

Duty Days	Minimum \$17.00	Midpoint \$20.37
182	\$24,752	\$29,659
Bus Driver, Standby Driver (8450) 182 Bus Driver, Standby Driver/Video Technician (8452) 182 Bus Driver, Standby Driver/Trainer (8451) 182		

Pay Grade 5

Duty Days	Minimum \$17.82	Midpoint \$21.34
183	\$26,088	\$31,242
226	\$32,219	\$38,583
261	\$37,208	\$44,558
Bindery/Press Operator (8120) 226 Painter (7310) 261 Certified Pool Operator (5400) 261 Press Operator (8107) 226 Grounds Pesticide Applicator (7505) 261 Senior Press Operator (8106) 226 Irrigator (7199) 261 Routing & Scheduling Specialist (4562) 226 Lead Warehouse Person (7649) 261 Technology Warehouse Person (6305) 226 Maintenance Warehouse Supervisor (7652) 261 Trainer, Custodial (6100) 261 Manager 3, Child Nutrition (6427) 183 Transportation Operations Specialist (4561) 226		

Pay Grade 6

Duty Days	Minimum \$19.25	Midpoint \$23.05
202	\$31,108	\$37,249
226	\$32,629	\$39,070
261	\$40,194	\$48,128
Assistant Custodial Supervisor (5005) 261 Manager 4, Child Nutrition (6428) 202 Lead Certified Pool Operator (5399) 261 Mechanic-Small Engine (Maintenance) (7601) 261 Lead Painter (7311) 261 Supervisor, Safety & Training (4545) 226		

Pay Grade 7

Duty Days	Minimum \$20.59	Midpoint \$24.66
226	\$37,227	\$44,585
261	\$42,992	\$51,490
Carpenter (6810) 261 Fleet Technician I (8631) 226 Carpenter / Floor Covering Installer (6815) 261 Fleet Technician I (8633) 261 Electronics Technician (7045) 261 Locksmith (7550) 261 EMS Programmer (7571) 261 Security Equipment Technician Helper (6313) 226 Environmental Compliance Locksmith (7525) 261 Vehicle Technician (8638) 261 Fire Alarm Technician (6753) 261 Water/Waste Water Operator (7675) 261 Fleet Mechanic, Maintenance (7600) 261		

Pay Grade 8

Duty Days	Minimum \$22.43	Midpoint \$26.39
226	\$40,553	\$47,713
261	\$46,834	\$55,102
Cabinet Maker (6875) 261 Electrician (7010) 261 Fleet Technician II (8632) 226 HVAC-R Technician (6730) 261 Lead Fire Alarm Technician (6752) 261		
Journeyman Plumber (7360) 261 Night Supervisor – Custodial (5006) 261 Supervisor, Custodial (5004) 261 Supervisor, Grounds (5016) 261 Tech/Utilities Programmer (7570) 261		

Pay Grade 9

Duty Days	Minimum \$26.02	Midpoint \$30.61
226	\$47,044	\$55,343
261	\$54,330	\$63,914
Energy Management System Analyst (5044) 261 Environmental Compliance Technician (7050) 261 HVAC-R Controls Specialist (5045) 261 IPM Coordinator (5011) 261 Lead HVAC-R Technician (6729) 261 Lead Journeyman Electrician (7004) 261		
Lead Plumber (7358) 261 Lead Refrigeration Technician (6700) 261 Network Technician (6310) 226 Security Equipment Technician (6312) 226 Shop Foreman, Transportation (5200) 226 Supervisor, Athletic Grounds (5015) 261		

Pay Grade 10

Duty Days	Minimum \$27.58	Midpoint \$32.45
226	\$49,865	\$58,670
261	\$57,587	\$67,756
Manager, Print Shop (5300) 226 Supervisor, Electrical (5008) 261 Supervisor, Media/Security (6314) 226 Supervisor, Operations (4549) 226		
Supervisor, Plumbing (5025) 261 Supervisor, Purchasing/Warehouse (5029) 261 Supervisor, HVAC/Refrigeration (5009) 261 Supervisor, Carpenter/Paint/Cabinetmaker (5023) 261		

CONROE ISD
Hiring Pay Structure
POLICE

2017–2018 School Year Only

Annualized wages are based on an 8-hour work day.

Pay Grade 1

Duty Days	Minimum	Midpoint
	\$12.49	\$14.96
183	\$18,285	\$21,901
Police Prevention Control Monitor (7719) 183		

Pay Grade 2

Duty Days	Minimum	Midpoint
	\$15.98	\$19.15
261	\$33,366	\$39,985
Police Dispatcher (7795) 261		

Pay Grade 3

Duty Days	Minimum	Midpoint
	\$22.50	\$26.95
261	\$46,980	\$56,272
Police Officer (7730) 261		

Pay Grade 4

Duty Days	Minimum	Midpoint
	\$25.89	\$31.00
261	\$54,058	\$64,728
Police Corporal (7711) 261		

Pay Grade 5

Duty Days	Minimum	Midpoint
	\$31.32	\$37.51
261	\$65,396	\$78,321
Police Sergeant (7710) 261		