

CONROE ISD
Hiring Pay Structure
ADMINISTRATIVE – EDUCATION (AE)
2020-2021 School Year Only

Pay Grade 1

Duty Days	Minimum	Midpoint	Maximum
	\$254.20	\$310.00	\$365.80
187	\$47,535	\$57,970	\$68,405
202	\$51,348	\$62,620	\$73,892
226	\$57,449	\$70,060	\$82,671
Assistant Natatorium Coordinator (1190) 226 Family Engagement Liaison (1753) 187 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 Assistant Bilingual (2733) 187			

Pay Grade 2

Duty Days	Minimum	Midpoint	Maximum
	\$282.16	\$344.10	\$406.04
187	\$52,764	\$64,347	\$75,929
197	\$55,586	\$67,788	\$79,990
202	\$56,996	\$69,508	\$82,020
226	\$63,768	\$77,767	\$91,765
District Bilingual Dyslexia Lead Interventionist (1777) 202 District Dyslexia Lead Interventionist (1776) 202 District Reading Interventionist (1719) 187 District Reading Interventionist, Bilingual (1754) 187 Elementary Lang Arts Instructional Facilitator (1757) 226 Instructional Coach – District (1745) 202 District Special Education Facilitator (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, Homeless/Unaccompanied Youth (1752) 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	Midpoint	Maximum
	\$301.92	\$368.19	\$434.46
187	\$56,459	\$68,852	\$81,244
202	\$60,988	\$74,374	\$87,761
217	\$65,517	\$79,897	\$94,278
226	\$68,234	\$83,211	\$98,188
Athletic Trainer (2760) 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			
Lead Counselor, High School (2401) 226 Specialist, Audio and Video Production (1161) 226 Specialist, Bilingual and ESL Program (1888) 226 Specialist, College Readiness (1816) 226 Specialist, Data Analysis and Performance Reporting (1729) 202 Specialist, Early Childhood (1755) 226 Specialist, Early Literacy and Dyslexia (1737) 226 Specialist, GT Program (1715) 226 Specialist, Health Services (1866) 217 Specialist, High School Completion (1815) 202 Specialist, Student Support Services (1887) 226 TRAILS Administrator (1795) 217			

Administrative Education - (AE)**Pay Grade 4**

Duty Days	Minimum \$323.05	Midpoint \$393.96	Maximum \$464.87
183	\$59,118	\$72,095	\$85,071
187	\$60,410	\$73,671	\$86,931
193	\$62,349	\$76,034	\$89,720
197	\$63,641	\$77,610	\$91,579
202	\$65,256	\$79,580	\$93,904
217	\$70,102	\$85,489	\$100,877
226	\$73,009	\$89,035	\$105,061
Assistant Principal, Elementary (2260) 202			
Assistant Principal, Intermediate (2250) 202			
Assistant Principal, Junior High (2150) 202			
Audiologist (2728) 197			
Board Certified Behavior Analyst (2705) 202			
Coordinator, Assessment (1031) 226			
Diagnostician (2720) 197			
Diagnostician, Bilingual (2723) 197			
Licensed Specialist/School Psychology (LSSP) (2710) 197			
Licensed Specialist/School Psychology, Bilingual (2713) 197			
Lead Occupational/Physical Therapist (2739) 202			
LSSP Trainee (2707) 197			
LSSP Trainee, Bilingual (2724) 197			
Physical Therapist (Fully Licensed) (2740) 183			
Registered Occupational Therapist (2750) 183			
Specialist, Crisis Intervention (1860) 217			
Specialist, Licensed Prof Counselor (LPC)/Mental Health (1865) 217			
Specialist, Reading (1756) 226			
Specialist, School Improvement (1739) 226			
Specialist, Special Education (2700) 226			
Specialist, Special Education AI (1793) 193			
Specialist, Special Education Transition (1811) 193			
Speech-Language Pathologist (2730) 187			
Speech-Language Pathologist, Bilingual (2731) 187			

Pay Grade 5

Duty Days	Minimum \$358.59	Midpoint \$437.30	Maximum \$516.01
202	\$72,435	\$88,335	\$104,234
226	\$81,041	\$98,830	\$116,618
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, and Cheer (1000) 226			
Coordinator, Health Services (0999) 226			
Coordinator, Human Resources (1149) 226			
Coordinator, Instructional Technology (1043) 226			
Coordinator, Lang Arts PK-6 and Reading Intervention (1005) 226			
Coordinator, Language Arts 7-12 (1006) 226			
Coordinator, Mathematics and Math Initiatives (1024) 226			
Coordinator, Elementary Math PK-6 and EC Programs (1023) 226			
Coordinator, Natatorium (1080) 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, Special Education Adaptive Behavior (1013) 226			
Coordinator, Student Support Services (1021) 226			

Pay Grade 6

Duty Days	Minimum \$412.62	Midpoint \$494.15	Maximum \$575.68
217	\$89,539	\$107,231	\$124,923
226	\$93,252	\$111,678	\$130,104
Assistant Director, SPED Instructional Programming (0762) 226			
Assistant Director, SPED Student Appraisal (0761) 226			
Coordinator, Fine Arts (1003) 226			
Head Football Coach/Campus Athletic Director (2350) 226			
Headmaster, Academy (1250) 226			
Principal, Elementary (2300) 217			
Principal, Ninth Grade (2014) 226			

Administrative Education - (AE)**Pay Grade 7**

Duty Days	Minimum \$433.25	Midpoint \$518.86	Maximum \$604.47
217	\$94,015	\$112,593	\$131,170
226	\$97,915	\$117,262	\$136,610
Assistant Director, Human Resources (0760) 226 Director, Bilingual and ESL Programs (0535) 226 Director, Career and Technical Education (0540) 226 Director, Curriculum, Instruction and Assessment (0470) 226 Director, Federal Programs (0480) 226 Director, School Improve/Leadership Transformation (0421) 226			
Director, Student Support Services (0491) 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 \$542.47	Midpoint \$638.20	Maximum \$733.93
226	\$122,598	\$144,233	\$165,868
Director, Athletics/Physical Education (0530) 226 Director, Community Outreach Program (0550) 226 Director, Elementary Education (0490) 226			
Director, Human Resources (0518) 226 Director, Special Education/504 (0522) 226 Principal, High School (2010) 226			

Pay Grade 9

Duty Days	Minimum \$653.20	Midpoint \$733.93	Maximum \$814.66
226	\$147,623	\$165,868	\$184,113
Executive Director, Operations (0415) 226			
Exec Director, School Improve/Leadership Transformation (0420) 226			

Pay Grade 10

Duty Days	Minimum \$692.46	Midpoint \$814.66	Maximum \$936.86
226	\$156,496	\$184,113	\$211,730
Asst Superintendent, Elementary Schools (0356) 226 Asst Superintendent, Middle Schools (0355) 226			
Asst Superintendent, High Schools (0357) 226 Asst Superintendent, Teaching and Learning (0354) 226			

Pay Grade 11

Duty Days	Minimum \$841.06	Midpoint \$945.01	Maximum \$1,048.96
226	\$190,080	\$213,572	\$237,065
Chief Financial Officer (0701) 226			
Deputy Superintendent (0210) 226			

CONROE ISD
Hiring Pay Structure
ADMINISTRATIVE – BUSINESS (AB)
2020-2021 School Year Only

Pay Grade 1

Duty Days	Minimum	Midpoint	Maximum
	\$218.45	\$257.00	\$295.55
226	\$49,370	\$58,082	\$66,794
Assistant Manager (PEIMS) (1631) 226		Specialist, Student Services (1634) 226	
Equipment Supervisor (CN) (1502) 226		Supervisor, Daily Operations (M/C) (1451) 226	
Field Supervisor (CN) (1501) 226		System Administrator (CN) (1261) 226	
Food Supervisor (CN) (1500) 226		Training Personnel Supervisor (CN) (1503) 226	
Specialist, Applications Support (1668) 226			

Pay Grade 2

Duty Days	Minimum	Midpoint	Maximum
	\$268.69	\$316.11	\$363.53
202	\$54,275	\$63,854	\$73,433
226	\$60,724	\$71,441	\$82,158
260	\$69,859	\$82,189	\$94,518
Assistant Coordinator, Custodial (1177) 260		Position Control, Human Resources (1151) 226	
Coordinator, Accounts Payable (1037) 226		Programmer, MIS (1658) 226	
Coordinator, Printing/Graphics (1008) 226		Specialist, Benefits (1730) 226	
Coordinator, Purchasing (1035) 226		Specialist, Communications (1160) 226	
Data Support Technician (1654) 226		Specialist, Information Systems (1704) 226	
Demographer/Special Projects (0400) 202		Specialist, Leave Program (1736) 226	
Executive Legal Assistant (1157) 226		Specialist, Marketing/Community Partnerships (1162) 226	
Manager, Fleet Transportation (1207) 226		Specialist, TRS (1644) 226	
Manager, Operations Transportation (1206) 226		Supervisor, Applications Support (1670) 226	
Manager, Routing and Scheduling (1620) 226		Supervisor, Business Operations (CN) (1504) 226	
Manager, Supply and Accounting (1625) 226		Supervisor, Computer Services (1635) 226	
Network Engineer (1663) 226		Systems Administrator I (1661) 226	
PEIMS Manager (1630) 226		Web Applications Developer (1667) 226	

Pay Grade 3

Duty Days	Minimum	Midpoint	Maximum
	\$319.02	\$366.69	\$414.36
226	\$72,099	\$82,872	\$93,645
260	\$82,945	\$95,339	\$107,734
Accountant, Activity Fund (1647) 226		Information Systems Analyst, Transportation (1699) 226	
Accountant, Benefits (1646) 226		Internal Staff Auditor (0708) 226	
Accountant, Medicaid (1645) 226		Manager, Audio/Visual & Security Systems (1600) 226	
Accountant, Staff (1648) 226		Network Communications Engineer (1675) 226	
Assistant Network Manager (1673) 226		Security Architect (1706) 226	
Auxiliary Recruiter (1734) 226		Senior Network Engineer (1256) 226	
Coordinator, Custodial (1089) 260		Specialist, Recruitment & Retention (1733) 226	
Coordinator, Maintenance (1027) 260		Specialist, School Safety (1840) 226	
Coordinator, Payroll (1030) 226		Student Services Analyst (1636) 226	
Coordinator, Planning/Construction (1090) 226		Systems Administrator (TLC) (1260) 226	
E-Mail & Web Security Analyst (1703) 226		Systems Analyst (CN) (1262) 226	
Energy Manager (1450) 260		Systems Support Analyst (1700) 226	
Facility Use Manager (1453) 260			

Administrative Business - (AB)**Pay Grade 4**

Duty Days	Minimum \$334.97	Midpoint \$385.02	Maximum \$435.07
226	\$75,703	\$87,015	\$98,326
260	\$87,092	\$100,105	\$113,118
Accountant, Senior (1649) 226		Construction Manager (1085) 226	
Assistant Director, Child Nutrition (0725) 226		Coordinator, Benefits (1029) 226	
Assistant Director, Maintenance & Custodial (0720) 260		Coordinator, Compensation (1145) 226	
Assistant Director, Payroll (0717) 226		Police Captain (1452) 260	
Assistant Director, Purchasing (0716) 226		Systems Administrator II (1662) 226	
Assistant Director, Transportation (0775) 226		Systems Integration Supervisor (1665) 226	

Pay Grade 5

Duty Days	Minimum \$395.26	Midpoint \$454.32	Maximum \$513.38
226	\$89,329	\$102,676	\$116,024
Assistant Director, Planning & Construction (0790) 226		Manager, Business and Accounting (0715) 226	
Financial Programmer/Analyst (1650) 226		Network Manager – Technology (1632) 226	
Internal Audit Manager (0707) 226		UNIX Systems Analyst (1701) 226	
IT Operations Manager (1653) 226		UNIX/Network System/Database Administrator (1656) 226	

Pay Grade 6

Duty Days	Minimum \$438.74	Midpoint \$504.30	Maximum \$569.86
226	\$99,155	\$113,972	\$128,788
Coordinator, Information Systems (1040) 226		Director, Payroll (0515) 226	
Coordinator, Network Services (1042) 226		Director, Purchasing (0516) 226	
Director, Child Nutrition (0505) 226			

Pay Grade 7

Duty Days	Minimum \$502.69	Midpoint \$564.82	Maximum \$626.95
226	\$113,608	\$127,649	\$141,691
Chief of Police (0700) 226		Director, Maintenance/Custodial (0570) 226	
Director, Communications (0501) 226		Director, Network Services (0512) 226	
Director, Information Systems (0511) 226		Director, Transportation (0525) 226	

Pay Grade 8

Duty Days	Minimum \$568.04	Midpoint \$638.25	Maximum \$708.46
226	\$128,377	\$144,245	\$160,112
Director, Planning and Construction (0508) 226			

Pay Grade 9

Duty Days	Minimum \$809.94	Midpoint \$899.93	Maximum \$989.92
226	\$183,046	\$203,384	\$223,722
General Counsel (0702) 226			

CONROE ISD
Hiring Pay Structure
ADMINISTRATIVE – SUPPORT (AS)
2020-2021 School Year Only
Annualized wages are based on a 7.5 hour work day.

Pay Grade 1

Duty Days	Minimum	Midpoint	Maximum
183	\$12.00	\$14.45	\$16.90
	\$16,470	\$19,833	\$23,195
Aide, Clinic (4085) 183		Aide, Library/Media Assistant (4025) 183	
Aide, Copy Machine/Workroom (4030) 183		Clerical Assistant – Campus (4073) 183	
Aide, Front Office (4020) 183			

Pay Grade 2

Duty Days	Minimum	Midpoint	Maximum
183	\$13.42	\$16.18	\$18.94
183	\$18,419	\$22,207	\$25,995
187	\$18,822	\$22,692	\$26,563
226	\$22,747	\$27,425	\$32,103
Aide, Assistive Technology (SPED) (4452) 187		Parent Involvement Liaison (4060) 183	
Aide, Technology (4460) 183		Parent Resource Center Liaison SPED (4059) 183	
Aide, Technology (4461) 226		Receptionist, Elementary (4312) 183	
Aide, Textbook (High School) (4173) 183		Receptionist, High School (4309) 183	
Attendance Assistant (4040) 183		Receptionist, High School (4306) 226	
Computer Technician – Campus (4095) 183		Receptionist, Human Resources (4311) 226	
Computer Technician – Counselor (4096) 226		Receptionist, Intermediate (4307) 183	
File Clerk, Payroll (4081) 226		Receptionist, Junior High (4308) 183	
Homeless Student Parent Liaison (4061) 183		Secretary, Administration - Switchboard (4310) 226	
Lead Clinic Assistant (4086) 183		Secretary, Bilingual (HS) (4340) 183	
Migrant Liaison (4045) 183		Secretary, Deaf Education (4415) 183	

Pay Grade 3

Duty Days	Minimum	Midpoint	Maximum
183	\$14.10	\$16.99	\$19.88
183	\$19,352	\$23,319	\$27,285
226	\$23,900	\$28,798	\$33,697
Career Center Associate (4419) 183		Secretary, Counseling Center (4417) 183	
Clerk, Campus-Based SPED Mgmt System (SEMS) (4467) 183		Secretary, Counselor (4414) 183	
Clerk, Campus-Based SEMS/eSTAR (4468) 183		Secretary, Grade Level (4360) 183	
Secretary, Associate Principal (4342) 183		Secretary, Lead Diagnostician (4400) 183	
Secretary, Campus Athletic Dir/Head Coach (4343) 226		Spanish Language Interpreter (4065) 183	
Secretary, Career Center (4404) 183		Student Device Technician (4264) 226	

Administrative Support - (AS)**Pay Grade 4**

Duty Days	Minimum \$14.81	Midpoint \$17.84	Maximum \$20.87
183	\$20,327	\$24,485	\$28,644
187	\$20,771	\$25,021	\$29,270
202	\$22,437	\$27,028	\$31,618
226	\$25,103	\$30,239	\$35,375
260	\$28,880	\$34,788	\$40,697
Clerk, Budget (4146) 202 Clerk, Office (Child Nutrition) (4236) 187 Data Entry Clerk, Campus Level (4111) 183 Data Entry Clerk, Campus Level (4115) 226 Data Entry Clerk, Transportation (4082) 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 JHS (4359) 183 Secretary, Financial – Maintenance (4367) 260 Field Trip Specialist, Transportation (4501) 226			

Pay Grade 5

Duty Days	Minimum \$16.98	Midpoint \$20.34	Maximum \$23.70
193	\$24,579	\$29,442	\$34,306
202	\$25,725	\$30,815	\$35,906
226	\$28,781	\$34,476	\$40,172
260	\$33,111	\$39,663	\$46,215
Assistant Specialist, Instructional Materials & Data (4183) 226 Campus Secretary, Elementary (4351) 202 Campus Secretary, Intermediate (4350) 202 Campus Secretary, Junior High (4349) 226 Clerk, Activity Fund (4104) 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) 260 Secretary, DAEP and JJAEP (4341) 226 Secretary, Finance - Custodial (4530) 260 Secretary, Maintenance (4372) 260			
Secretary, Natatorium (4335) 226 Secretary, OT/PT (4361) 193 Secretary, Payroll/Personnel – Custodial (4531) 260 Secretary, Personnel - Custodial/Maintenance (4532) 260 Secretary, Police (4356) 260 Specialist, Free & Reduced Program (4153) 226 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 \$18.74	Midpoint \$22.37	Maximum \$26.00
226	\$31,764	\$37,917	\$44,070
260	\$36,543	\$43,622	\$50,700
Accounts Payable Clerk (4006) 226 Campus Secretary, High School (4348) 226 Clerk, Purchasing (4156) 226 MIS Operator/Help Desk/Receptionist (4294) 226 Registrar, High School (4320) 226 Secretary, Admin Dept Level (HR, SPED, C&I, Tech) (4331) 226 Secretary, Transportation (4366) 226			
Specialist, Data Entry – HR (4113) 226 Specialist, Employment Services (4610) 226 Specialist, Facilities Use (4162) 260 Specialist I, Payroll (4510) 226 Specialist II, Payroll (4511) 226 Specialist, Records (Human Resources) (4313) 226			

Administrative Support - (AS)

Pay Grade 7

Duty Days	Minimum	Midpoint	Maximum
	\$22.61	\$27.07	\$31.53
226	\$38,324	\$45,884	\$53,443
Buyer (4505) 226 Computer Mediated Instructional Assistant (4180) 226 Help Desk, Technology (4407) 226 Legal Assistant (4011) 226 Secretary, Assistant Superintendent (4327) 226 Secretary, CFO (4323) 226 Secretary, Deputy Superintendent (4328) 226 Specialist, Activity Fund (4105) 226 Specialist, Contracts (4165) 226 Specialist, Pre-Employment (4028) 226 Specialist, Senior Payroll (4509) 226 Specialist, Textbook & Instructional Materials (4181) 226 Supervisor, Substitutes (4135) 226			

Pay Grade 8

Duty Days	Minimum	Midpoint	Maximum
	\$31.06	\$36.54	\$42.02
226	\$52,647	\$61,935	\$71,224
Administrative Assistant, Superintendent (4012) 226 IT Systems Administrator (4227) 226			

CONROE ISD
Hiring Pay Structure
INSTRUCTIONAL SUPPORT (IS)
2020-2021 School Year Only
Annualized wages are based on a 7.5 hour work day.

Pay Grade 1

Duty Days	Minimum	Midpoint	Maximum
183	\$12.10	\$14.75	\$17.40
	\$16,607	\$20,244	\$23,882
Aide, Bilingual (4050) 183		Aide, Instructional (4170) 183	
Aide, Bilingual Pre-Kindergarten (4051) 183		Aide, Orchestra (4004) 183	
Aide, Child Care (4022) 183		Aide, Pre-Kindergarten (4029) 183	
Aide, Computer Lab (4027) 183		Aide, Physical Education (4265) 183	
Aide, ESL (4160) 183		Aide, Title I (4175) 183	

Pay Grade 2

Duty Days	Minimum	Midpoint	Maximum
183	\$12.80	\$15.60	\$18.40
	\$17,568	\$21,411	\$25,254
Aide, Special Education (4442) 183		Aide, Special Education Bilingual (4432) 183	

Pay Grade 3

Duty Days	Minimum	Midpoint	Maximum
183	\$13.70	\$16.37	\$19.04
	\$18,803	\$22,468	\$26,132
Campus-Based Behavior Support Para RBT, SPED (4463) 183		ISS Paraprofessional (4000) 183	
District-Level Behavior Support Para RBT, SPED (4458) 183		Special Education Campus-Based Job Coach (4449) 183	
Intervener, Special Education (4434) 183			

Pay Grade 4

Duty Days	Minimum	Midpoint	Maximum
183	\$15.31	\$18.33	\$21.35
187	\$21,013	\$25,158	\$29,303
	\$21,472	\$25,708	\$29,943
Accompanist (4005) 183		Community-Based Job Coach (4450) 183	
Brailist (4433) 187		Communication Facilitator (4466) 183	
CFI Assistant (4422) 183			

Pay Grade 5

Duty Days	Minimum	Midpoint	Maximum
183	\$21.35	\$25.57	\$29.79
	\$29,303	\$35,095	\$40,887
Licensed Voc Nurse/Licensed Pract Nurse, SPED (4084) 183		Licensed Voc Nurse/Licensed Pract Nurse, Support (4083) 183	

Pay Grade 6

Duty Days	Minimum	Midpoint	Maximum
183	\$26.26	\$31.45	\$36.64
187	\$36,042	\$43,165	\$50,288
	\$36,830	\$44,109	\$51,388
Cert Occup Therapy Asst (Level III/Advanced/Lead) (4070) 183		Interpreter - Deaf Education (Level I or Basic) (4426) 187	
Certified Physical Therapy Assistant (4270) 183		Interpreter - Deaf Education (Level II, III or higher) (4427) 187	

CONROE ISD
Hiring Pay Structure
AUXILIARY (AUX)
2020-2021 School Year Only
Annualized wages are based on an 8-hour work day.

Pay Grade 1

Duty Days	Minimum \$10.85	Midpoint \$13.00	Maximum \$15.15
182	\$15,798	\$18,928	\$22,058
190	\$16,492	\$19,760	\$23,028
260	\$22,568	\$27,040	\$31,512
Bus Monitor, ABS (8852) 182		Bus Monitor, Standby (8851) 182	
Associate, Child Nutrition (6475) 182		Custodian (6110) 190, 260	
Bus Monitor, Special Needs (8850) 182			

Pay Grade 1C

Duty Days	Minimum \$11.05	Midpoint \$13.20	Maximum \$15.35
182	\$16,089	\$19,219	\$22,350
Cashier, Child Nutrition (6474) 182			

Crossing Guard

Duty Days	Minimum \$13.50	Midpoint \$16.17	Maximum \$18.84
260	\$28,080	\$33,634	\$39,187
Crossing Guard (7796) 260			

Pay Grade 2

Duty Days	Minimum \$12.00	Midpoint \$14.37	Maximum \$16.74
182	\$17,472	\$20,923	\$24,373
260	\$24,960	\$29,890	\$34,819
Asst. Manager/Child Nutrition (6450) 182		Manager in Training/Child Nutrition (6430) 182	
Groundsman (7135) 260		Moving Crew (6113) 260	

Pay Grade 3

Duty Days	Minimum \$13.70	Midpoint \$16.41	Maximum \$19.12
182	\$19,947	\$23,893	\$27,839
183	\$20,057	\$24,024	\$27,992
226	\$24,770	\$29,669	\$34,569
260	\$28,496	\$34,133	\$39,770
Athletic Groundsman (7136) 260		Mail Carrier/Clerk/Driver - Print Shop (8130) 226	
Carpenter Helper (6820) 260		Manager 1, Child Nutrition (6425) 183	
Class C Aux Driver (8410) 182		Moving Crew Lead (6045) 260	
Electrician Apprentice (7020) 260		Plumber Apprentice (7370) 260	
Grounds Team Leader (7120) 260		Repair Crew – Custodial (6112) 260	
HVAC Apprentice (6731) 260		Warehouse Person/Driver (CN) (6480) 182	
Lead Custodian 3 (6065) 260		Water & Waste Water Operator Apprentice (7676) 260	

Auxiliary - (AUX)

Pay Grade 4

Duty Days	Minimum \$15.25	Midpoint \$18.26	Maximum \$21.27
183	\$22,326	\$26,733	\$31,139
226	\$27,572	\$33,014	\$38,456
260	\$31,720	\$37,981	\$44,242
Athletics Grounds Team Leader (7121) 260 Fleet Service Technician (8630) 226 Key Operator, Print Shop (8122) 226 Lead Custodian 4 (6060) 260 Maintenance Driver (6995) 260 Manager 2, Child Nutrition (6426) 183 Parts Clerk, Transportation (8676) 226			
Parts Clerk, Transportation (8675) 260 Purchasing Warehouse Driver (7690) 260 Purchasing Warehouse Person (7691) 260 Repair Crew Lead – Custodial (6040) 260 Textbook Warehouse Person (7680) 260 Technology Warehouse Driver (6300) 226			

Bus Driver 1

Duty Days	Minimum \$17.25	Midpoint \$20.69	Maximum \$24.13
182	\$25,116	\$30,125	\$35,133
Bus Driver (8405) 182 Bus Driver – Special Needs (8800) 182			

Bus Driver 2

Duty Days	Minimum \$18.30	Midpoint \$21.93	Maximum \$25.56
182	\$26,645	\$31,930	\$37,215
Bus Driver, Standby Driver (8450) 182 Safety Trainer (8451) 182 Video Technician (8452) 182			

Pay Grade 5

Duty Days	Minimum \$18.30	Midpoint \$21.92	Maximum \$25.54
183	\$26,791	\$32,091	\$37,391
226	\$33,086	\$39,631	\$46,176
260	\$38,064	\$45,594	\$53,123
Bindery/Press Operator (8120) 226 Certified Pool Operator (5400) 260 Grounds Pesticide Applicator (7505) 260 Irrigator (7199) 260 Lead Warehouse Person (7649) 260 Maintenance Warehouse Supervisor (7652) 260 Manager 3, Child Nutrition (6427) 183			
Painter (7310) 260 Press Operator (8107) 226 Senior Press Operator (8106) 226 Routing & Scheduling Specialist (4562) 226 Technology Warehouse Person (6305) 226 Trainer, Custodial (6100) 260 Transportation Operations Specialist (4561) 226			

Pay Grade 6

Duty Days	Minimum \$19.90	Midpoint \$23.83	Maximum \$27.76
202	\$32,158	\$38,509	\$44,860
226	\$35,979	\$43,085	\$50,190
260	\$41,392	\$49,566	\$57,741
Assistant Custodial Supervisor (5005) 260 Intermediate HVAC Tech (6732) 260 Lead Certified Pool Operator (5399) 260 Lead Painter (7311) 260			
Manager 4, Child Nutrition (6428) 202 Mechanic-Small Engine (Maintenance) (7601) 260 Supervisor, Safety & Training (4545) 226			

Auxiliary - (AUX)

Pay Grade 7

Duty Days	Minimum \$21.10	Midpoint \$25.27	Maximum \$29.44
226	\$38,149	\$45,688	\$53,228
260	\$43,888	\$52,562	\$61,235
Access Control and Intrusion Alarm Tech (7572) 226 Carpenter (6810) 260 Carpenter / Floor Covering Installer (6815) 260 Electronics Technician (7045) 260 EMS Programmer (7571) 260 Environmental Compliance Locksmith (7525) 260 Fire Alarm Technician (6753) 260			
Fleet Mechanic, Maintenance (7600) 260 Fleet Technician I (8631) 226 Fleet Technician I (8633) 260 Locksmith (7550) 260 Security Equipment Technician Helper (6313) 226 Vehicle Technician (8638) 260 Water/Waste Water Operator (7675) 260			

Pay Grade 8

Duty Days	Minimum \$23.25	Midpoint \$27.36	Maximum \$31.47
226	\$42,036	\$49,467	\$56,898
260	\$48,360	\$56,909	\$65,458
Cabinet Maker (6875) 260 Electrician (7010) 260 Fleet Technician II (8632) 226 HVAC-R Technician (6730) 260 Lead Carpenter (6811) 260 Lead Fire Alarm Technician (6752) 260			
Journeyman Plumber (7360) 260 Night Supervisor – Custodial (5006) 260 Refrigeration Technician (6701) 260 Supervisor, Custodial (5004) 260 Supervisor, Grounds (5016) 260 Tech/Utilities Programmer (7570) 260			

Pay Grade 9

Duty Days	Minimum \$27.47	Midpoint \$32.31	Maximum \$37.15
226	\$49,666	\$58,416	\$67,167
260	\$57,138	\$67,205	\$77,272
Energy Management System Analyst (5044) 260 HVAC-R Controls Specialist (5045) 260 IPM Coordinator (5011) 260 Lead HVAC-R Technician (6729) 260 Lead Journeyman Electrician (7004) 260 Lead Plumber (7358) 260			
Lead Refrigeration Technician (6700) 260 Security Equipment Technician (6312) 226 Shop Foreman, Transportation (5200) 226 Supervisor, Athletic Grounds (5015) 260 Supervisor, Fire Alarm (5017) 260			

Pay Grade 10

Duty Days	Minimum \$30.47	Midpoint \$35.86	Maximum \$41.25
226	\$55,090	\$64,835	\$74,580
260	\$63,378	\$74,589	\$85,800
Manager, Print Shop (5300) 226 Network Technician (6310) 226 Supervisor, Electrical (5008) 260 Supervisor, Media/Security (6314) 226 Supervisor, Operations (4549) 226			
Supervisor, Plumbing (5025) 260 Supervisor, Purchasing/Warehouse (5029) 260 Supervisor, HVAC/Refrigeration (5009) 260 Supervisor, Carpenter/Paint/Cabinetmaker (5023) 260			

CONROE ISD
Hiring Pay Structure
POLICE
2020-2021 School Year Only
Annualized wages are based on an 8-hour work day.

Pay Grade 1

Duty Days	Minimum	Midpoint	Maximum
183	\$12.74	\$15.25	\$17.76
	\$18,651	\$22,326	\$26,001
Police Prevention Control Monitor (7719) 183			

Pay Grade 2

Duty Days	Minimum	Midpoint	Maximum
260	\$16.41	\$19.67	\$22.93
	\$34,133	\$40,914	\$47,694
Police Dispatcher (7795) 260			

Pay Grade 3

Duty Days	Minimum	Midpoint	Maximum
260	\$22.66	\$27.14	\$31.62
	\$47,133	\$56,451	\$65,770
Police Officer (7730) 260			

Pay Grade 4

Duty Days	Minimum	Midpoint	Maximum
260	\$26.06	\$31.22	\$36.38
	\$54,205	\$64,938	\$75,670
Police Corporal (7711) 260			

Pay Grade 5

Duty Days	Minimum	Midpoint	Maximum
260	\$31.55	\$37.78	\$44.01
	\$65,624	\$78,582	\$91,541
Police Sergeant (7710) 260			