

CONROE ISD
Hiring Pay Structure
ADMINISTRATIVE – EDUCATION (AE)
2021-2022 School Year Only

Pay Grade 1

Duty Days	Minimum \$259.94	Midpoint \$317.00	Maximum \$374.06
187	\$48,609	\$59,279	\$69,949
202	\$52,508	\$64,034	\$75,560
226	\$58,746	\$71,642	\$84,538
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 \$291.13	Midpoint \$355.04	Maximum \$418.95
187	\$54,441	\$66,392	\$78,344
197	\$57,353	\$69,943	\$82,533
202	\$58,808	\$71,718	\$84,628
226	\$65,795	\$80,239	\$94,683
District Bilingual Dyslexia Lead Interventionist (1777) 202 District Dyslexia Lead Interventionist (1776) 202 District Reading Interventionist (1719) 187 District Reading Interventionist, Bilingual (1754) 187 District Special Education Facilitator (1780) 202 Elem Lang Arts Biliteracy Instructional Facilitator (1758) 202 Elem Language Arts Lead Biliteracy Instructional Facilitator (1759) 226 Elem Lang Arts Instructional Facilitator (1757) 202 Elem Language Arts Lead Instructional Facilitator (1778) 226 Instructional Coach – District (1745) 202 Instructional Technology Coach, Technology (1664) 202 LSSP Intern (2709) 197			
LSSP Intern, Bilingual (2725) 197 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, T&L (1660) 202			

Pay Grade 3

Duty Days	Minimum \$311.51	Midpoint \$379.89	Maximum \$448.27
187	\$58,252	\$71,039	\$83,826
202	\$62,925	\$76,738	\$90,551
217	\$67,598	\$82,436	\$97,275
226	\$70,401	\$85,855	\$101,309
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, Assessment and Evaluation (1763) 226 Specialist, Athletics (1191) 226 Specialist, Bilingual and ESL Program (1888) 226 Specialist, College Readiness (1816) 226 Specialist, Data Analysis and Performance Reporting (1729) 226 Specialist, Early Childhood (1755) 226 Specialist, Fine Arts (1762) 226 Specialist, GT Program (1715) 226 Specialist, Health Services (1866) 217 Specialist, High School Completion (1815) 202			

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

Duty Days	Minimum \$330.20	Midpoint \$402.68	Maximum \$475.16
183	\$60,427	\$73,690	\$86,954
187	\$61,747	\$75,301	\$88,855
193	\$63,729	\$77,717	\$91,706
197	\$65,049	\$79,328	\$93,607
202	\$66,700	\$81,341	\$95,982
217	\$71,653	\$87,382	\$103,110
226	\$74,625	\$91,006	\$107,386
Administrator, Special Education Transition (1796) 217		Specialist, Audio and Video Production (1161) 226	
Assistant Principal, Elementary (2260) 202		Specialist, Crisis Intervention (1860) 217	
Assistant Principal, Intermediate (2250) 202		Specialist, Dyslexia (1737) 226	
Assistant Principal, Junior High (2150) 202		Specialist, Elementary Lang Arts Reading (1756) 226	
Audiologist (2728) 197		Specialist, Federal Programs Grant Support (1764) 226	
Board Certified Behavior Analyst (2705) 202		Specialist, Federal Programs Title I (1761) 226	
Diagnostician (2720) 197		Specialist, Mental Health (1865) 226	
Diagnostician, Bilingual (2723) 197		Specialist, School Improvement (1739) 226	
Licensed Specialist/School Psychology (LSSP) (2710) 197		Specialist, Special Education (2700) 226	
Licensed Specialist/School Psychology, Bilingual (2713) 197		Specialist, Special Education AI (1793) 202	
Lead Occupational/Physical Therapist (2739) 202		Specialist, Special Education Behavior (2701) 202	
LSSP Trainee (2707) 197		Specialist, Special Education Transition (1811) 193	
LSSP Trainee, Bilingual (2724) 197		Speech-Language Pathologist (2730) 187	
Physical Therapist (Fully Licensed) (2740) 183		Speech-Language Pathologist, Bilingual (2731) 187	
Registered Occupational Therapist (2750) 183			

Pay Grade 5

Duty Days	Minimum \$369.82	Midpoint \$451.00	Maximum \$532.18
202	\$74,704	\$91,102	\$107,500
226	\$83,579	\$101,926	\$120,273
Administrator, Teacher Training Center (1009) 226		Coordinator, Human Resources (1149) 226	
Assistant Principal, High School (2040) 202		Coordinator, Instructional Technology (1043) 226	
Associate Principal, HS/Curriculum (2030) 226		Coordinator, Elem Lang Arts PK-6 (1005) 226	
Associate Principal, HS/Operations (2031) 226		Coordinator, Language Arts 7-12 (1006) 226	
Associate Principal, Special Programs (2032) 226		Coordinator, Mathematics and Math Initiatives (1024) 226	
Coordinator, Assessment (1031) 226		Coordinator, Natatorium (1080) 226	
Coordinator, CTE (1017) 226		Coordinator, Science (1025) 226	
Coordinator, CTE Data Compliance and Technology (1033) 226		Coordinator, School Safety/District Hearing Officer (1039) 226	
Coordinator, Dyslexia (1032) 226		Coordinator, Social Studies (1004) 226	
Coordinator, Elementary Math PK-6 and EC Programs (1023) 226		Coordinator, Special Education (1016) 226	
Coordinator, Gifted Programs and New Teacher Learning (1022) 226		Coordinator, Special Education 504 (1014) 226	
Coordinator, Guidance/Counseling (1018) 226		Coordinator, Special Education Adaptive Behavior (1013) 226	
Coordinator, Health, PE, and Cheer (1000) 226		Coordinator, Student Support Services (1021) 226	
Coordinator, Health Services (0999) 226		Coordinator, Teacher Incentive Allotment (1034) 226	

Pay Grade 6

Duty Days	Minimum \$421.78	Midpoint \$505.12	Maximum \$588.46
217	\$91,526	\$109,611	\$127,696
226	\$95,322	\$114,157	\$132,992
Assistant Director, SPED Instructional Programming (0762) 226		Headmaster, Academy (1250) 226	
Assistant Director, SPED Student Appraisal (0761) 226		Principal, Elementary (2300) 217	
Coordinator, Fine Arts (1003) 226		Principal, Ninth Grade (2014) 226	
Head Football Coach/Campus Athletic Director (2350) 226			

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

Duty Days	Minimum \$442.87	Midpoint \$530.38	Maximum \$617.89
217	\$96,103	\$115,092	\$134,082
226	\$100,089	\$119,866	\$139,643
Assistant Director, Human Resources - Benefits (0765) 226			
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 \$554.51	Midpoint \$652.37	Maximum \$750.23
226	\$125,319	\$147,436	\$169,552
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 \$667.70	Midpoint \$750.23	Maximum \$832.76
226	\$150,900	\$169,552	\$188,204

Pay Grade 10

Duty Days	Minimum \$707.85	Midpoint \$832.76	Maximum \$957.67
226	\$159,974	\$188,204	\$216,433
Asst Superintendent, Elementary Schools (0356) 226			
Asst Superintendent, Middle Schools (0355) 226			
Asst Superintendent, High Schools (0357) 226			
		Asst Superintendent, Operations (0320) 226	
		Asst Superintendent, Teaching and Learning (0354) 226	
		Asst Superintendent, Student Support Services (0325) 226	

Pay Grade 11

Duty Days	Minimum \$867.15	Midpoint \$974.33	Maximum \$1,081.51
226	\$195,976	\$220,199	\$244,421
Chief Financial Officer (0701) 226			
		Deputy Superintendent (0210) 226	

CONROE ISD
Hiring Pay Structure
ADMINISTRATIVE – BUSINESS (AB)
2021-2022 School Year Only

Pay Grade 1

Duty Days	Minimum \$224.40	Midpoint \$264.00	Maximum \$303.60
226	\$50,714	\$59,664	\$68,614
Assistant Manager (PEIMS) (1631) 226		Specialist, Applications Support (1668) 226	
Equipment Supervisor (CN) (1502) 226		Specialist, Student Services (1634) 226	
Field Supervisor (CN) (1501) 226		Supervisor, Daily Operations (M/C) (1451) 226	
Food Supervisor (CN) (1500) 226		System Administrator (CN) (1261) 226	
		Training Personnel Supervisor (CN) (1503) 226	

Pay Grade 2

Duty Days	Minimum \$276.01	Midpoint \$324.72	Maximum \$373.43
202	\$55,754	\$65,593	\$75,433
226	\$62,378	\$73,387	\$84,395
260	\$71,763	\$84,427	\$97,092
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, Substitute (1765) 226		Supervisor, Technology Services (1635) 226	
Manager, Supply and Accounting (1625) 226		Systems Administrator I (1661) 226	
Network Engineer (1663) 226		Web Applications Developer (1667) 226	
PEIMS Manager (1630) 226			

Pay Grade 3

Duty Days	Minimum \$327.71	Midpoint \$376.68	Maximum \$425.65
226	\$74,062	\$85,130	\$96,197
260	\$85,205	\$97,937	\$110,669
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, Safety, Security & Media 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 - Network Services (1260) 226	
Energy Manager (1450) 260		Systems Analyst - CN (1262) 226	
Facility Use Manager (1453) 260		Systems Support Analyst (1700) 226	
Generalist, Human Resources (1726) 226		Technology E-Mail & Web Security Analyst (1703) 226	

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

Duty Days	Minimum \$344.09	Midpoint \$395.51	Maximum \$446.93
226	\$77,764	\$89,385	\$101,006
260	\$89,463	\$102,833	\$116,202
Accountant, Senior (1649) 226 Assistant Director, Child Nutrition (0725) 226 Assistant Director, Maintenance & Custodial (0720) 260 Assistant Director, Payroll (0717) 226 Assistant Director, Purchasing (0716) 226 Assistant Director, Transportation (0775) 226 Construction Manager (1085) 226 Coordinator, Compensation (1145) 226 Police Captain (1452) 260 Systems Administrator II (1662) 226 Systems Integration Supervisor (1665) 226			

Pay Grade 5

Duty Days	Minimum \$406.03	Midpoint \$466.70	Maximum \$527.37
226	\$91,763	\$105,474	\$119,186
Assistant Director, Planning & Construction (0790) 226 Financial Programmer/Analyst (1650) 226 Internal Audit Manager (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 \$450.69	Midpoint \$518.04	Maximum \$585.39
226	\$101,856	\$117,077	\$132,298
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 \$525.61	Midpoint \$590.57	Maximum \$655.53
226	\$118,788	\$133,469	\$148,150
Chief of Police (0700) 226 Director, Communications (0501) 226 Director, Information Systems (0511) 226 Director, Maintenance/Custodial (0570) 226 Director, Network Services (0512) 226 Director, Transportation (0525) 226			

Pay Grade 8

Duty Days	Minimum \$583.42	Midpoint \$655.53	Maximum \$727.64
226	\$131,853	\$148,150	\$164,447
Director, Planning and Construction (0508) 226 Director, Finance (0450) 226			

Pay Grade 9

Duty Days	Minimum \$831.87	Midpoint \$924.30	Maximum \$1,016.73
226	\$188,003	\$208,892	\$229,781
General Counsel (0702) 226			

CONROE ISD
Hiring Pay Structure
ADMINISTRATIVE – SUPPORT (AS)
2021-2022 School Year Only
Annualized wages are based on a 7.5 hour work day.

Pay Grade 1

Duty Days	Minimum \$12.50	Midpoint \$14.95	Maximum \$17.40
183	\$17,156	\$20,519	\$23,882
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			

Pay Grade 2

Duty Days	Minimum \$14.00	Midpoint \$16.77	Maximum \$19.54
183	\$19,215	\$23,017	\$26,819
187	\$19,635	\$23,520	\$27,405
226	\$23,730	\$28,425	\$33,120
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, Administration - Switchboard (4310) 226 Secretary, Bilingual (HS) (4340) 183 Secretary, Deaf Education (4415) 183			

Pay Grade 3

Duty Days	Minimum \$14.70	Midpoint \$17.61	Maximum \$20.52
183	\$20,176	\$24,170	\$28,164
226	\$24,917	\$29,849	\$34,781
Career Center Associate (4419) 183 Clerk, Campus-Based SPED Mgmt System (SEMS) (4467) 183 Clerk, Campus-Based SEMS/eSTAR (4468) 183 Secretary, Associate Principal (4342) 183 Secretary, Career Center (4404) 183 Secretary, Counseling Center (4417) 183			
Secretary, Counselor (4414) 183 Secretary, Grade Level (4360) 183 Secretary, Lead Diagnostician (4400) 183 Spanish Language Interpreter (4065) 183 Student Device Technician (4264) 226			

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

Duty Days	Minimum \$15.44	Midpoint \$18.49	Maximum \$21.54
183	\$21,191	\$25,378	\$29,564
187	\$21,655	\$25,932	\$30,210
202	\$23,392	\$28,012	\$32,633
226	\$26,171	\$31,341	\$36,510
260	\$30,108	\$36,056	\$42,003
Clerk, Budget (4146) 202		PEIMS Clerk, Intermediate (4034) 202	
Clerk, Office (Child Nutrition) (4236) 187		PEIMS Clerk, JDC (4038) 187	
Data Entry Clerk, Campus Level (4111) 183		PEIMS Clerk, Junior High (4033) 202	
Data Entry Clerk, Campus Level (4115) 226		Records Clerk, Special Education (4315) 226	
Data Entry Clerk, Transportation (4082) 226		Secretary, Financial JHS (4359) 183	
PEIMS Clerk, Alternative HS (4031) 202		Secretary, Financial – Maintenance (4367) 260	
PEIMS Clerk, Elementary (4035) 202		Field Trip Specialist, Transportation (4501) 226	
PEIMS Clerk, High School (4032) 202			

Pay Grade 5

Duty Days	Minimum \$17.44	Midpoint \$20.89	Maximum \$24.34
193	\$25,244	\$30,238	\$35,232
202	\$26,422	\$31,648	\$36,875
226	\$29,561	\$35,409	\$41,256
260	\$34,008	\$40,736	\$47,463
Assistant Specialist, Instructional Materials & Data (4183) 226		Secretary, Maintenance (4372) 260	
Campus Secretary, Elementary (4351) 202		Secretary, Natatorium (4335) 226	
Campus Secretary, Intermediate (4350) 202		Secretary, OT/PT (4361) 193	
Campus Secretary, Junior High (4349) 226		Secretary, Payroll/Personnel – Custodial (4531) 260	
Clerk, Activity Fund (4104) 226		Secretary, Personnel - Custodial/Maintenance (4532) 260	
Clerk, Print Shop (4140) 226		Secretary, Police (4356) 260	
Office Manager, Child Nutrition (4235) 226		Specialist, Free & Reduced Program (4153) 226	
Secretary, Administrative (4347) 226		Specialist, Hiring (4009) 226	
Secretary, Campus Athletic Dir/Head Coach (4343) 226		Specialist, Payroll/Personnel (CN) (4520) 226	
Secretary, Community Outreach/Dropout Prevention (4358) 226		Specialist, Payroll – Transportation (4078) 226	
Secretary, Custodial/Maintenance (4357) 260		Specialist, PEIMS Services (4262) 226	
Secretary, DAEP and JJAEP (4341) 226		Specialist, Student Support Services (4263) 226	
Secretary, Finance - Custodial (4530) 260		Specialist, Substitutes (4136) 226	

Pay Grade 6

Duty Days	Minimum \$19.25	Midpoint \$22.98	Maximum \$26.71
226	\$32,629	\$38,951	\$45,273
260	\$37,538	\$44,811	\$52,085
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, Facilities Use (4162) 260	
Registrar, High School (4320) 226		Specialist, Payroll (4510) 226	
Secretary, Admin Dept Level (HR, SPED, C&I, Tech) (4331) 226		Specialist, Records (Human Resources) (4313) 226	

Administrative Support - (AS)**Pay Grade 7**

Duty Days	Minimum \$23.23	Midpoint \$27.81	Maximum \$32.39
226	\$39,375	\$47,138	\$54,901
Buyer (4505) 226			
Computer Mediated Instructional Assistant (4180) 226			
Help Desk, Information Services (4401) 226			
Help Desk, Network Systems (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 \$31.91	Midpoint \$37.54	Maximum \$43.17
226	\$54,087	\$63,630	\$73,173
Administrative Assistant, Superintendent (4012) 226			
IT Systems Administrator (4227) 226			

CONROE ISD
Hiring Pay Structure
INSTRUCTIONAL SUPPORT (IS)
2021-2022 School Year Only

Annualized wages are based on a 7.5 hour work day.

Pay Grade 1

Duty Days	Minimum	Midpoint	Maximum
183	\$12.50	\$15.00	\$17.51
	\$17,156	\$20,588	\$24,032
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	\$13.20	\$15.86	\$18.52
	\$18,117	\$21,768	\$25,419
Aide, Special Education (4442) 183		Aide, Special Education Bilingual (4432) 183	
Aide, Special Education/Pre-K (4019) 183			

Pay Grade 3

Duty Days	Minimum	Midpoint	Maximum
183	\$13.93	\$16.64	\$19.35
	\$19,119	\$22,838	\$26,558
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	

Pay Grade 4

Duty Days	Minimum	Midpoint	Maximum
183	\$15.56	\$18.63	\$21.70
187	\$21,356	\$25,570	\$29,783
	\$21,823	\$26,129	\$30,434
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	\$21.70	\$25.99	\$30.28
	\$29,783	\$35,671	\$41,559
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	\$26.69	\$31.97	\$37.25
187	\$36,632	\$43,879	\$51,126
	\$37,433	\$44,838	\$52,243
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)
2021-2022 School Year Only
Annualized wages are based on an 8-hour work day.

Pay Grade 1

Duty Days	Minimum \$12.00	Midpoint \$14.38	Maximum \$16.76
182	\$17,472	\$20,937	\$24,403
190	\$18,240	\$21,858	\$25,475
260	\$24,960	\$29,910	\$34,861
Associate, Child Nutrition (6475) 182 Bus Monitor, Standby (8851) 182 Bus Monitor, Special Needs (8850) 182			

Pay Grade 1C

Duty Days	Minimum \$12.20	Midpoint \$14.58	Maximum \$16.96
182	\$17,763	\$21,228	\$24,694
Cashier, Child Nutrition (6474) 182			

Crossing Guard

Duty Days	Minimum \$13.57	Midpoint \$16.25	Maximum \$18.93
260	\$28,226	\$33,800	\$39,374
Crossing Guard (7796) 260			

Pay Grade 2

Duty Days	Minimum \$12.79	Midpoint \$15.31	Maximum \$17.83
182	\$18,622	\$22,291	\$25,960
260	\$26,603	\$31,845	\$37,086
Asst. Manager/Child Nutrition (6450) 182 Bus Monitor, ABS (8852) 182 Custodian (6110) 190, 260 Groundsman (7135) 260 Manager in Training/Child Nutrition (6430) 182			

Pay Grade 3

Duty Days	Minimum \$13.93	Midpoint \$16.69	Maximum \$19.45
182	\$20,282	\$24,301	\$28,319
183	\$20,394	\$24,434	\$28,475
226	\$25,185	\$30,176	\$35,166
260	\$28,974	\$34,715	\$40,456
Athletic Groundsman (7136) 260 Carpenter Helper (6820) 260 Class C Aux Driver (8410) 182 Electrician Apprentice (7020) 260 Grounds Team Leader (7120) 260 HVAC Apprentice (6731) 260 Mail Carrier/Clerk/Driver - Print Shop (8130) 226 Manager 1, Child Nutrition (6425) 183 Moving Crew (6113) 260 Plumber Apprentice (7370) 260 Warehouse Person/Driver (CN) (6480) 182 Water & Waste Water Operator Apprentice (7676) 260			

Auxiliary - (AUX)

Pay Grade 4

Duty Days	Minimum \$15.35	Midpoint \$18.38	Maximum \$21.41
183	\$22,472	\$26,908	\$31,344
226	\$27,753	\$33,231	\$38,709
260	\$31,928	\$38,230	\$44,533
Athletics Grounds Team Leader (7121) 260			
Fleet Service Technician (8630) 226			
Key Operator, Print Shop (8122) 226			
Lead Custodian 3 (6065) 260			
Maintenance Driver (6995) 260			
Manager 2, Child Nutrition (6426) 183			
Moving Crew Lead (6045) 260			
Parts Clerk, Transportation (8675) 260			
Parts Clerk, Transportation (8676) 226			
Purchasing Warehouse Driver (7690) 260			
Purchasing Warehouse Person (7691) 260			
Repair Crew – Custodial (6112) 260			
Technology Warehouse Driver (6300) 226			
Textbook Warehouse Person (7680) 260			

Bus Driver 1

Duty Days	Minimum \$18.00	Midpoint \$21.59	Maximum \$25.18
182	\$26,208	\$31,435	\$36,662
Bus Driver (8405) 182			
Bus Driver – Special Needs (8800) 182			

Bus Driver 2

Duty Days	Minimum \$19.09	Midpoint \$22.88	Maximum \$26.67
182	\$27,795	\$33,313	\$38,832
Bus Driver, Standby Driver (8450) 182			
Safety Trainer (8451) 182			
Video Technician (8452) 182			

Pay Grade 5

Duty Days	Minimum \$18.42	Midpoint \$22.06	Maximum \$25.70
183	\$26,967	\$32,296	\$37,625
226	\$33,303	\$39,884	\$46,466
260	\$38,314	\$45,885	\$53,456
Bindery/Press Operator (8120) 226			
Certified Pool Operator (5400) 260			
Grounds Pesticide Applicator (7505) 260			
Irrigator (7199) 260			
Lead Custodian 4 (6060) 260			
Lead Warehouse Person (7649) 260			
Maintenance Warehouse Supervisor (7652) 260			
Manager 3, Child Nutrition (6427) 183			
Painter (7310) 260			
Press Operator (8107) 226			
Repair Crew Lead – Custodial (6040) 260			
Routing & Scheduling Specialist (4562) 226			
Senior Press Operator (8106) 226			
Technology Warehouse Person (6305) 226			
Transportation Operations Specialist (4561) 226			

Pay Grade 6

Duty Days	Minimum \$20.52	Midpoint \$24.57	Maximum \$28.62
202	\$33,160	\$39,705	\$46,250
226	\$37,100	\$44,423	\$51,745
260	\$42,682	\$51,106	\$59,530
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			
Trainer, Custodial (6100) 260			

Auxiliary - (AUX)

Pay Grade 7

Duty Days	Minimum \$21.54	Midpoint \$25.80	Maximum \$30.06
226	\$38,944	\$46,646	\$54,348
260	\$44,803	\$53,664	\$62,525
Access Control and Intrusion Alarm Tech (7572) 226 Assistant Custodial Supervisor (5005) 260 Carpenter (6810) 260 Carpenter / Floor Covering Installer (6815) 260 Electronics Technician (7045) 260 EMS Programmer (7571) 260 Environmental Compliance Technician (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 \$23.45	Midpoint \$27.60	Maximum \$31.75
226	\$42,398	\$49,901	\$57,404
260	\$48,776	\$57,408	\$66,040
Cabinet Maker (6875) 260 Fleet Technician II (8632) 226 HVAC-R Technician (6730) 260 Lead Carpenter (6811) 260 Lead Fire Alarm Technician (6752) 260			
Journeyman Electrician (7010) 260 Journeyman Plumber (7360) 260 Refrigeration Technician (6701) 260 Supervisor, Grounds (5016) 260 Tech/Utilities Programmer (7570) 260			

Pay Grade 9

Duty Days	Minimum \$27.69	Midpoint \$32.57	Maximum \$37.45
226	\$50,064	\$58,887	\$67,710
260	\$57,595	\$67,746	\$77,896
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 Journeyman 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 Supervisor, Custodial (5004) 260 Night Supervisor – Custodial (5006) 260			

Pay Grade 10

Duty Days	Minimum \$30.62	Midpoint \$36.04	Maximum \$41.46
226	\$55,361	\$65,160	\$74,960
260	\$63,690	\$74,963	\$86,237
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
2021-2022 School Year Only
Annualized wages are based on an 8-hour work day.

Pay Grade 1

Duty Days	Minimum	Midpoint	Maximum
183	\$13.20	\$15.53	\$17.86
	\$19,325	\$22,736	\$26,147
Police Prevention Control Monitor (7719) 183			

Pay Grade 2

Duty Days	Minimum	Midpoint	Maximum
260	\$17.43	\$20.50	\$23.58
	\$36,254	\$42,640	\$49,046
Police Dispatcher (7795) 260			

Pay Grade 3

Duty Days	Minimum	Midpoint	Maximum
260	\$23.70	\$27.88	\$32.06
	\$49,296	\$57,990	\$66,685
Police Officer (7730) 260			

Pay Grade 4

Duty Days	Minimum	Midpoint	Maximum
260	\$27.26	\$32.07	\$36.88
	\$56,701	\$66,706	\$76,710
Police Corporal (7711) 260			

Pay Grade 5

Duty Days	Minimum	Midpoint	Maximum
260	\$32.85	\$38.65	\$44.45
	\$68,328	\$80,392	\$92,456
Police Sergeant (7710) 260			