

CONROE ISD
Hiring Pay Structure
ADMINISTRATIVE – EDUCATION (AE)
2022-2023 School Year Only

Pay Grade 1

Duty Days	Minimum \$267.32	Midpoint \$326.00
187	\$49,989	\$60,962
202	\$53,999	\$65,852
226	\$60,414	\$73,676
Assistant Natatorium Coordinator (1190) 226 Special Education Parent Liaison (1805) 202		
Family Engagement Liaison (1753) 187 Speech Language Pathology Assistant (2735) 187		
Project Mentor Facilitator (3602) 187 Speech Language Pathologist Assistant Bilingual (2733) 187		
Project Mentor Liaison Facilitator (3597) 187		

Pay Grade 2

Duty Days	Minimum \$323.99	Midpoint \$395.11
187	\$60,586	\$73,886
197	\$63,826	\$77,837
202	\$65,446	\$79,812
226	\$73,222	\$89,295
District Bilingual Dyslexia Lead Interventionist (1777) 202 LSSP Intern, Bilingual (2725) 197		
District Dyslexia Lead Interventionist (1776) 202 Nurse (2800) 187		
District Reading Interventionist (1719) 187 Positive Behavior Support Liaison (1850) 187		
District Reading Interventionist, Bilingual (1754) 187 Social Services Liaison, Homeless/Unaccompanied Youth (1752) 187		
District Special Education Facilitator (1780) 202 Social Services Liaison, Special Education (2757) 187		
Elem Lang Arts Biliteracy Instructional Facilitator (1758) 202 Social Services Liaison, Dropout Prevention (1747) 187		
Elem Language Arts Lead Biliteracy Instructional Facilitator (1759) 226 Social Services Liaison, Immigrant (1748) 187		
Elem Lang Arts Instructional Facilitator (1757) 202 Social Worker, Special Education (2755) 187		
Elem Language Arts Lead Instructional Facilitator (1778) 226 Social Worker, Parent Education (1712) 202		
Instructional Coach – District (1745) 202 Specialist, Attendance (1920) 226		
Instructional Technology Coach, Technology (1664) 202 Speech Therapist (2734) 187		
LSSP Intern (2709) 197 Technology Infusion Instructional Coach, T&L (1660) 202		

Pay Grade 3

Duty Days	Minimum \$343.43	Midpoint \$418.82
187	\$64,221	\$78,319
202	\$69,373	\$84,602
217	\$74,524	\$90,884
226	\$77,615	\$94,653
Athletic Trainer (2760) 202 Lead Counselor, High School (2401) 226		
Counselor, Alternative (2431) 202 Specialist, Assessment and Evaluation (1763) 226		
Counselor, DAEP (2435) 202 Specialist, Athletics (1191) 226		
Counselor, Elementary (2600) 202 Specialist, Bilingual and ESL Program (1888) 226		
Counselor, High School (2400) 202 Specialist, College Readiness (1816) 226		
Counselor, High School – At-Risk (2406) 202 Specialist, Data Analysis and Performance Reporting (1729) 226		
Counselor, High School – Career (2402) 202 Specialist, District Library Media Specialist (1775) 217		
Counselor, High School – College (2410) 202 Specialist, Early Childhood (1755) 226		
Counselor, Intermediate (2550) 202 Specialist, Fine Arts (1762) 226		
Counselor, Intermediate - Title I (2555) 202 Specialist, GT Program (1715) 226		
Counselor, Junior High (2500) 202 Specialist, Health Services (1866) 217		
Counselor, Special Education (2653) 187 Specialist, High School Completion (1815) 202		

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

Duty Days	Minimum \$364.04	Midpoint \$443.95
183	\$66,619	\$81,243
187	\$68,075	\$83,019
193	\$70,260	\$85,682
197	\$71,716	\$87,458
202	\$73,536	\$89,678
217	\$78,997	\$96,337
226	\$82,273	\$100,333
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) 226
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 \$385.88	Midpoint \$470.59
202	\$77,948	\$95,059
226	\$87,209	\$106,353
Administrator, Teacher Training Center (1009) 226		Coordinator, Instructional Technology (1043) 226
Assistant Principal, High School (2040) 202		Coordinator, Elem Lang Arts PK-6 (1005) 226
Associate Principal, HS/Curriculum (2030) 226		Coordinator, Language Arts 7-12 (1006) 226
Associate Principal, HS/Operations (2031) 226		Coordinator, Mathematics and Math Initiatives (1024) 226
Associate Principal, Special Programs (2032) 226		Coordinator, Natatorium (1080) 226
Coordinator, Assessment (1031) 226		Coordinator, Science (1025) 226
Coordinator, College and Career Readiness (1038) 226		Coordinator, School Safety/District Hearing Officer (1039) 226
Coordinator, CTE (1017) 226		Coordinator, Social Studies (1004) 226
Coordinator, CTE Data Compliance and Technology (1033) 226		Coordinator, Special Education (1016) 226
Coordinator, Dyslexia (1032) 226		Coordinator, Special Education 504 (1014) 226
Coordinator, Elementary Math PK-6 and EC Programs (1023) 226		Coordinator, Special Education Adaptive Behavior (1013) 226
Coordinator, Gifted Programs and New Teacher Learning (1022) 226		Coordinator, Student Support Services (1021) 226
Coordinator, Guidance/Counseling (1018) 226		Coordinator, Teacher Incentive Allotment (1034) 226
Coordinator, Health, PE, and Cheer (1000) 226		Coordinator, Virtual Instruction (1019) 226
Coordinator, Human Resources (1149) 226		

Pay Grade 6

Duty Days	Minimum \$428.30	Midpoint \$512.94
217	\$92,941	\$111,308
226	\$96,796	\$115,924
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		Principal, Virtual Schools (2006) 217

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

Duty Days	Minimum \$449.72	Midpoint \$538.59
217	\$97,589	\$116,874
226	\$101,637	\$121,721
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 Professional Learning (0475) 226 Director, Federal Programs (0480) 226 Director, Health Services (0575) 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 \$563.10	Midpoint \$662.47
226	\$127,261	\$149,718
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 \$678.04	Midpoint \$761.84
226	\$153,237	\$172,176

Pay Grade 10

Duty Days	Minimum \$718.79	Midpoint \$845.64
226	\$162,447	\$191,115
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 \$888.10	Midpoint \$997.86
226	\$200,711	\$225,516
Chief Financial Officer (0701) 226		
Deputy Superintendent (0210) 226		

CONROE ISD
Hiring Pay Structure
ADMINISTRATIVE – BUSINESS (AB)
2022-2023 School Year Only

Pay Grade 1

Duty Days	Minimum \$228.65	Midpoint \$269.00
226	\$51,675	\$60,794
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		
Junior Developer (1669) 226 Training Personnel Supervisor (CN) (1503) 226		
Quality Improvement Supervisor (CN) (1506) 226 Travel Coordinator (1637) 226		

Pay Grade 2

Duty Days	Minimum \$281.24	Midpoint \$330.87
202	\$56,810	\$66,836
226	\$63,560	\$74,777
260	\$73,122	\$86,026
Assistant Coordinator, Custodial (1177) 260 PEIMS Manager (1630) 226		
Assistant Coordinator, Payroll (1203) 226 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		
Executive Legal Assistant (1157) 226 Specialist, Leave Program (1736) 226		
Generalist, Hiring (1766) 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		

Pay Grade 3

Duty Days	Minimum \$333.91	Midpoint \$383.81
226	\$75,464	\$86,741
260	\$86,817	\$99,791
Accountant, Activity Fund (1647) 226 Internal Staff Auditor (0708) 226		
Accountant, Benefits (1646) 226 Manager, Safety, Security & Media Systems (1600) 226		
Accountant, Medicaid (1645) 226 Network Communications Engineer (1675) 226		
Accountant, Staff (1648) 226 Police Lieutenant (1454) 260		
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		
Information Systems Analyst, Transportation (1699) 226 Technology E-Mail & Web Security Analyst (1703) 226		

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

Duty Days	Minimum \$350.61	Midpoint \$403.00
226	\$79,238	\$91,078
260	\$91,159	\$104,780
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 \$413.72	Midpoint \$475.54
226	\$93,501	\$107,472
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 \$459.23	Midpoint \$527.85
226	\$103,786	\$119,294
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 \$535.56	Midpoint \$601.75
226	\$121,037	\$135,996
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 \$594.47	Midpoint \$667.94
226	\$134,350	\$150,954
Director, Planning and Construction (0508) 226 Director, Finance (0450) 226		

Pay Grade 9

Duty Days	Minimum \$847.62	Midpoint \$941.80
226	\$191,562	\$212,847
General Counsel (0702) 226		

CONROE ISD
Hiring Pay Structure
ADMINISTRATIVE – SUPPORT (AS)
2022-2023 School Year Only
Annualized wages are based on a 7.5 hour work day.

Pay Grade 1

Duty Days	Minimum \$13.00	Midpoint \$15.48
183	\$17,843	\$21,246
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 \$14.31	Midpoint \$17.03
183	\$19,640	\$23,374
187	\$20,070	\$23,885
226	\$24,255	\$28,866
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 – 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, 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 \$15.02	Midpoint \$17.88
183	\$20,615	\$24,540
226	\$25,459	\$30,307
Career Center Associate (4419) 183		
Clerk, Campus-Based SPED Mgmt System (SEMS) (4467) 183		
Clerk, Campus-Based SEMS/eSTAR (4468) 183		
Clerk, Human Resources (4311) 226		
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 \$15.77	Midpoint \$18.77
183	\$21,644	\$25,762
187	\$22,117	\$26,325
202	\$23,892	\$28,437
226	\$26,730	\$31,815
260	\$30,752	\$36,602
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 \$17.82	Midpoint \$21.21
193	\$25,794	\$30,701
202	\$26,997	\$32,133
226	\$30,205	\$35,951
260	\$34,749	\$41,360
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, Routing/scheduling (4563) 226
Secretary, Finance - Custodial (4530) 260		Specialist, Student Support Services (4263) 226
		Specialist, Substitutes (4136) 226

Pay Grade 6

Duty Days	Minimum \$19.60	Midpoint \$23.33
226	\$33,222	\$39,544
260	\$38,220	\$45,494
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, Facilities Use (4162) 260
MIS Operator/Help Desk/Receptionist (4294) 226		Specialist, Payroll (4510) 226
Registrar, High School (4320) 226		Specialist, Records (Human Resources) (4313) 226
Secretary, Admin Dept Level (HR, SPED, C&I, Tech) (4331) 226		

Administrative Support - (AS)

Pay Grade 7

Duty Days	Minimum \$23.71	Midpoint \$28.23
226	\$40,188	\$47,850
Buyer (4505) 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, Employment Services (4610) 226 Specialist, Pre-Employment (4028) 226 Specialist, Senior Payroll (4509) 226 Specialist, Textbook & Instructional Materials (4181) 226 Student Device Deployment Supervisor (4180) 226 Supervisor, Substitutes (4135) 226		

Pay Grade 8

Duty Days	Minimum \$34.38	Midpoint \$40.93
226	\$58,274	\$69,376
Administrative Assistant, Superintendent (4012) 226 IT Systems Administrator (4227) 226		

CONROE ISD
Hiring Pay Structure
INSTRUCTIONAL SUPPORT (IS)
2022-2023 School Year Only
Annualized wages are based on a 7.5 hour work day.

Pay Grade 1

Duty Days	Minimum	Midpoint
183	\$13.00	\$15.48
183	\$17,843	\$21,246
Aide, Bilingual (4050) 183		
Aide, Bilingual Pre-Kindergarten (4051) 183		
Aide, Child Care (4022) 183		
Aide, Computer Lab (4027) 183		
Aide, ESL (4160) 183		
Aide, Instructional (4170) 183		
Aide, Orchestra (4004) 183		
Aide, Pre-Kindergarten (4029) 183		
Aide, Physical Education (4265) 183		
Aide, Title I (4175) 183		

Pay Grade 2

Duty Days	Minimum	Midpoint
183	\$14.00	\$16.67
183	\$19,215	\$22,880
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
183	\$15.00	\$17.86
183	\$20,588	\$24,513
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 (4434) 183		

Pay Grade 4

Duty Days	Minimum	Midpoint
183	\$15.90	\$18.93
183	\$21,823	\$25,981
187	\$22,300	\$26,549
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
183	\$22.18	\$26.41
183	\$30,442	\$36,248
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
183	\$27.29	\$32.49
183	\$37,456	\$44,593
187	\$38,274	\$45,567
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)
2022-2023 School Year Only
Annualized wages are based on an 8-hour work day.

Pay Grade 1

Duty Days	Minimum \$13.00	Midpoint \$15.48
182	\$18,928	\$22,539
190	\$19,760	\$23,530
260	\$27,040	\$32,198
Associate, Child Nutrition (6475) 182 Bus Monitor, Standby (8851) 182		
Bus Monitor, Special Needs (8850) 182		

Pay Grade 1C

Duty Days	Minimum \$13.20	Midpoint \$15.68
182	\$19,219	\$22,830
Cashier, Child Nutrition (6474) 182		

Crossing Guard

Duty Days	Minimum \$14.00	Midpoint \$16.67
260	\$29,120	\$34,674
Crossing Guard (7796) 260		

Pay Grade 2

Duty Days	Minimum \$14.00	Midpoint \$16.67
182	\$20,384	\$24,272
260	\$29,120	\$34,674
Asst. Manager/Child Nutrition (6450) 182 Bus Monitor, ABS (8852) 182 Custodian (6110) 260		
Custodian, Student (6107), 260 Groundsperson (7135) 260 Manager in Training/Child Nutrition (6430) 182		

Pay Grade 3

Duty Days	Minimum \$15.26	Midpoint \$18.17
182	\$22,219	\$26,456
183	\$22,341	\$26,601
226	\$27,590	\$32,851
260	\$31,741	\$37,794
Athletic Groundsperson (7136) 260 Carpenter Helper (6820) 260 Class C Aux Driver (8410) 182 Custodial Moving Crew (6113), 260 Custodian-2 (6114), 260 Electrician Apprentice (7020) 260 Grounds Team Leader (7120) 260		
HVAC Apprentice (6731) 260 Life/Safety Apprentice (6755) 260 Mail Carrier/Clerk/Driver - Print Shop (8130) 226 Manager 1, Child Nutrition (6425) 183 Plumber Apprentice (7370) 260 Warehouse Person/Driver (CN) (6480) 182 Water/Waste Water Apprentice (7676) 260		

Auxiliary - (AUX)**Pay Grade 4**

Duty Days	Minimum \$16.77	Midpoint \$19.96
183	\$24,551	\$29,221
226	\$30,320	\$36,088
260	\$34,882	\$41,517
Athletics Grounds Team Leader (7121) 260		
Fleet Service Technician (8630) 226		
IT Support Helper (6309) 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 \$19.00	Midpoint \$22.62
182	\$27,664	\$32,935
Bus Driver (8405) 182		
Bus Driver – Special Needs (8800) 182		

Bus Driver 2

Duty Days	Minimum \$20.13	Midpoint \$23.97
182	\$29,309	\$34,900
Bus Driver, Standby Driver (8450) 182		
Safety Trainer (8451) 182		
Video Technician (8452) 182		

Pay Grade 5

Duty Days	Minimum \$20.00	Midpoint \$23.81
183	\$29,280	\$34,858
226	\$36,160	\$43,048
260	\$41,600	\$49,525
Bindery/Press Operator (8120) 226		
Certified Pool Operator (5400) 260		
Grounds Pesticide and Herbicide 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 \$22.00	Midpoint \$26.19
202	\$35,552	\$42,323
226	\$39,776	\$47,352
260	\$45,760	\$54,475
Intermediate HVAC Tech (6732) 260		
Intermediate Equipment Tech (6702), 260		
Lead Certified Pool Operator (5399) 260		
Lead Painter (7311) 260		
Manager 4, Child Nutrition (6428) 202		
Mechanic-Generator, Level 1 (Maintenance) (6754) 260		
Mechanic-Small Engine (Maintenance) (7601) 260		
Supervisor, Safety & Training (4545) 226		
Trainer, Custodial (6100) 260		

Auxiliary - (AUX)

Pay Grade 7

Duty Days	Minimum \$23.52	Midpoint \$28.00
226	\$42,524	\$50,624
260	\$48,922	\$58,240
Access Control and Intrusion Alarm Tech (7572) 226 Assistant Custodial Supervisor (5005) 260 Carpenter (6810) 260 Carpenter / Floor Covering Installer (6815) 260 EMS Programmer (7571) 260 Life/Safety Compliance Technician (7525) 260 Life/Safety 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 \$25.12	Midpoint \$29.91
226	\$45,417	\$54,077
260	\$52,250	\$62,213
Cabinet Maker (6875) 260 Equipment Technician (6701) 260 Fleet Technician II (8632) 226 HVAC Technician (6730) 260 Lead Carpenter (6811) 260 Lead Life/Safety Technician (6752) 260		
Journeyman Electrician (7010) 260 Journeyman Plumber (7360) 260 Mechanic-Generator, Level 3 (Maintenance) (6756) 260 Supervisor, Grounds (5016) 260 Tech/Utilities Programmer (7570) 260		

Pay Grade 9

Duty Days	Minimum \$29.00	Midpoint \$34.52
226	\$52,432	\$62,412
260	\$60,320	\$71,802
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 Equipment Technician (6700) 260		
Security Equipment Technician (6312) 226 Shop Foreman, Transportation (5200) 226 Supervisor, Athletic Grounds (5015) 260 Supervisor, Life/Safety (5017) 260 Supervisor, Custodial (5004) 260 Night Supervisor – Custodial (5006) 260		

Pay Grade 10

Duty Days	Minimum \$32.00	Midpoint \$38.09
226	\$57,856	\$68,867
260	\$66,560	\$79,227
Manager, Print Shop (5300) 226 Network Technician (6310) 226 Supervisor, Electrical (5008) 260 Supervisor, Media/Security (6314) 226 Supervisor, Operations (4549) 226		
Supervisor, Plumbing & Equipment Maintenance (5025) 260 Supervisor, Purchasing/Warehouse (5029) 260 Supervisor, HVAC/Refrigeration (5009) 260 Supervisor, Carpenter/Paint/Cabinetmaker (5023) 260		

CONROE ISD
Hiring Pay Structure
POLICE
2022-2023 School Year Only
Annualized wages are based on an 8-hour work day.

Pay Grade 1

Duty Days	Minimum	Midpoint
183	\$13.45	\$15.82
	\$19,691	\$23,160
Police Prevention Control Monitor (7719) 183		

Pay Grade 2

Duty Days	Minimum	Midpoint
260	\$17.75	\$20.88
	\$36,920	\$43,430
Police Telecommunicator (7795) 260		

Pay Grade 3

Duty Days	Minimum	Midpoint
260	\$24.12	\$28.38
	\$50,170	\$59,030
Police Officer (7730) 260		

Pay Grade 4

Duty Days	Minimum	Midpoint
260	\$27.72	\$32.61
	\$57,658	\$67,829
Police Corporal (7711) 260		

Pay Grade 5

Duty Days	Minimum	Midpoint
260	\$33.38	\$39.27
	\$69,430	\$81,682
Police Sergeant (7710) 260		