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
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 $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
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
Nurse (2800) 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
Special Education Transition Facilitator (2758) 202
Specialist, Attendance (1920) 226
Speech Therapist (2734) 187
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
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, District Library Media Specialist (1775) 217
Specialist, Fine Arts (1762) 226
Specialist, Health Services (1866) 217
Specialist, High School Completion (1815) 202
Specialist, Social Worker, Parent Education (1767) 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
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
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, Audio and Video Production (1161) 226
Specialist, Crisis Intervention (1860) 217
Specialist, Dyslexia (1737) 202
Specialist, Early Childhood (1755) 226
Specialist, Elementary Lang Arts Reading (1756) 226
Specialist, Federal Programs Grant Support (1764) 226
Specialist, Federal Programs Title I (1761) 226
Specialist, Mental Health (1865) 226
Specialist, School Improvement (1739) 226
Specialist, Special Education Compliance (2700) 226
Specialist, Special Education AI (1793) 226
Specialist, Special Education Behavior (2701) 202
Specialist, Special Education Transition (1811) 193
Speech-Language Pathologist (2730) 187
Speech-Language Pathologist, Bilingual (2731) 187

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
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, Accountability, Data Analysis, and Performance Reporting (1768) 226
Coordinator, Assessment and Instructional Materials (1031) 226
Coordinator, College and Career Readiness (1038) 226
Coordinator, CTE (1017) 226
Coordinator, CTE Data Compliance and Technology (1033) 226
Coordinator, Dyslexia (1032) 226
Coordinator, Elementary Math PK-6 and EC Programs (1023) 226
Coordinator, Gifted Programs, Professional Programs, and Mentorships (1022) 226
Coordinator, Guidance/Counseling (1018) 226
Coordinator, Health, PE, and Cheer (1000) 226
Coordinator, Human Resources (1149) 226
Coordinator, Instructional Technology (1043) 226
Coordinator, Elem Lang Arts PK-6 (1005) 226
Coordinator, Language Arts 7-12 (1006) 226
Coordinator, Mathematics and Math Initiatives (1024) 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
Coordinator, Teacher Incentive Allotment (1034) 226
Coordinator, Virtual Instruction (1019) 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
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
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	Director, School Improve/Leadership Transformation (0421) 226
Assistant Director, Human Resources (0760) 226	Director, Student Support Services (0491) 226
Director, Assessment, Evaluation, Accountability, and School Improvement (0481) 226	Principal, Alternative High School (2020) 226
Director, Bilingual and ESL Programs (0535) 226	Principal, DAEP/JJAEP/JDC (2015) 226
Director, Career and Technical Education (0540) 226	Principal, Intermediate (2200) 217
Director, Curriculum, Instruction, and Professional Learning (0475) 226	Principal, Junior High (2100) 226
Director, Federal Programs (0480) 226	Principal, K-6 (2275) 217
Director, Health Services (0575) 226	

Pay Grade 8

Duty Days	Minimum $563.10	Midpoint $662.47
226	$127,261	$149,718

Director, Athletics/Physical Education (0530) 226	Director, Human Resources (0518) 226
Director, Community Outreach Program (0550) 226	Director, Special Education/504 (0522) 226
Director, Elementary Education (0490) 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, Operations (0320) 226
Asst Superintendent, Middle Schools (0355) 226	Asst Superintendent, Teaching and Learning (0354) 226
Asst Superintendent, High Schools (0357) 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
261	$73,404	$86,357

Assistant Coordinator, Custodial (1177) 261	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, Information Systems (1704) 226
Data Support Technician (1654) 226	Specialist, Leave Program (1736) 226
Executive Legal Assistant (1157) 226	Specialist, Marketing/Community Partnerships (1162) 226
Generalist, Hiring (1766) 226	Specialist, TRS (1644) 226
Manager, Fleet Transportation (1207) 226	Supervisor, Applications Support (1670) 226
Manager, Operations Transportation (1206) 226	Supervisor, Business Operations (CN) (1504) 226
Manager, Routing and Scheduling (1620) 226	Supervisor, Technology Services (1635) 226
Manager, Substitute (1765) 226	Systems Administrator I (1661) 226
Manager, Supply and Accounting (1625) 226	Web Applications Developer (1667) 226
Network Engineer (1663) 226	

Pay Grade 3

Duty Days	Minimum $333.91	Midpoint $383.81
226	$75,464	$86,741
261	$87,151	$100,174

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, Communications (1095) 226	Specialist, Recruitment & Retention (1733) 226
Coordinator, Custodial (1089) 261	Specialist, School Safety (1840) 226
Coordinator, Maintenance (1027) 261	Student Services Analyst (1636) 226
Coordinator, Payroll (1030) 226	Systems Administrator - Network Services (1260) 226
Coordinator, Planning/Construction (1090) 226	Systems Analyst - CN (1262) 226
Energy Manager (1450) 261	Systems Support Analyst (1700) 226
Facility Use Manager (1453) 261	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
261	$91,509	$105,183

Accountant, Senior (1649) 226	Construction Manager (1085) 226
Assistant Director, Child Nutrition (0725) 226	Coordinator, Compensation (1145) 226
Assistant Director, Maintenance & Custodial (0720) 261	Police Lieutenant (1454) 261
Assistant Director, Payroll (0717) 226	Systems Administrator II (1662) 226
Assistant Director, Purchasing (0716) 226	Systems Integration Supervisor (1665) 226
Assistant Director, Transportation (0775) 226	

Pay Grade 5

Duty Days	Minimum $413.72	Midpoint $475.54
226	$93,501	$107,472

Assistant Director, Planning & Construction (0790) 226	Manager, Business and Accounting (0715) 226
Associate Director of Transportation (0770) 226	Network Manager – Technology (1632) 226
Financial Programmer/Analyst (1650) 226	UNIX Systems Analyst (1701) 226
Internal Audit Manager (0707) 226	UNIX/Network System/Database Administrator (1656) 226
IT Operations Manager (1653) 226	

Pay Grade 6

Duty Days	Minimum $459.23	Midpoint $527.85
226	$103,786	$119,294

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 $535.56	Midpoint $601.75
226	$121,037	$135,996

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 $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, 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 $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	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 – 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 $15.02	Midpoint $17.88
183	$20,615	$24,540
226	$25,459	$30,307

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
Clerk, Human Resources (4311) 226	Secretary, Lead Diagnostician (4400) 183
Secretary, Associate Principal (4342) 183	Spanish Language Interpreter (4065) 183
Secretary, Career Center (4404) 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
261	$30,870	$36,742

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) 261
Field Trip Specialist, Transportation (4501) 226

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
261	$34,883	$41,519

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, Campus Athletic Dir/Head Coach (4343) 226
Secretary, Community Outreach/Dropout Prevention (4358) 226
Secretary, Custodial/Maintenance (4357) 261
Secretary, DAEP and JJAEP (4341) 226
Secretary, Finance - Custodial (4530) 261
Secretary, Maintenance (4372) 261
Secretary, Natatorium (4335) 226
Secretary, OT/PT (4361) 193
Secretary, Payroll/Personnel – Custodial (4531) 261
Secretary, Personnel - Custodial/Maintenance (4532) 261
Secretary, Police (4356) 261
Specialist, Free & Reduced Program (4153) 226
Specialist, Hiring (4009) 226
Specialist, Payroll/Personnel (CN) (4520) 226
Specialist, Payroll – Transportation (4078) 226
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
261	$38,367	$45,668

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, Maintenance and Custodial Department (4529), 261
Secretary, Transportation (4366) 226
Specialist, Data Entry – HR (4113) 226
Specialist, Facilities Use (4162) 261
Specialist, Payroll (4510) 226
Specialist, PEIMS Services (4262) 226
Specialist, Records (Human Resources) (4313) 226

Administrative Support - (AS)

Pay Grade 7

Duty Days	Minimum $23.71	Midpoint $28.23
226	$40,188	$47,850

Buyer (4505) 226	Specialist, Contracts (4165) 226
Help Desk, Information Services (4401) 226	Specialist, Employment Services (4610) 226
Help Desk, Network Systems (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	Specialist, Travel (4512) 226
Secretary, Deputy Superintendent (4328) 226	Student Device Deployment Supervisor (4180) 226
Specialist, Activity Fund (4105) 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 $13.00	Midpoint $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 $14.00	Midpoint $16.67
183	$19,215	$22,880

Aide, Special Education (4442) 183
Aide, Special Education/Pre-K (4019) 183
Aide, Special Education Bilingual (4432) 183

Pay Grade 3

Duty Days	Minimum $15.00	Midpoint $17.86
183	$20,588	$24,513

Campus-Based Behavior Support Para RBT, SPED (4463) 183
District-Level Behavior Support Para RBT, SPED (4458) 183
Intervener (4434) 183
ISS Paraprofessional (4000) 183
Special Education Campus-Based Job Coach (4449) 183

Pay Grade 4

Duty Days	Minimum $15.90	Midpoint $18.93
183	$21,823	$25,981
187	$22,300	$26,549

Accompanist (4005) 183
Braillist (4433) 187
CFI Assistant (4422) 183
Community-Based Job Coach (4450) 183
Communication Facilitator (4466) 183

Pay Grade 5

Duty Days	Minimum $22.18	Midpoint $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 $27.29	Midpoint $32.49
183	$37,456	$44,593
187	$38,274	$45,567

Cert Occup Therapy Asst (Level III/Advanced/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)
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
261	$27,144	$32,322

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
261	$29,232	$34,807

Crossing Guard (7796) 261

Pay Grade 2

Duty Days	Minimum $14.00	Midpoint $16.67
182	$20,384	$24,272
261	$29,232	$34,807

Asst. Manager/Child Nutrition (6450) 182
Bus Monitor, ABS (8852) 182
Custodian (6110) 261
Custodian, Student (6107), 261
Groundsperson (7135) 261
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
261	$31,863	$37,939

Athletic Groundsperson (7136) 261
Carpenter Helper (6820) 261
Class C Aux Driver (8410) 182
Custodial Moving Crew (6113), 261
Custodian-2 (6114), 261
Electrician Apprentice (7020) 261
Grounds Pesticide and Herbicide Apprentice (7506) 261
Grounds Team Leader (7120) 261
HVAC Apprentice (6731) 261
Life/Safety Apprentice (6755) 261
Mail Carrier/Clerk/Driver - Print Shop (8130) 226
Manager 1, Child Nutrition (6425) 183
Plumber Apprentice (7370) 261
Warehouse Person/Driver (CN) (6480) 182
Water/Waste Water Apprentice (7676) 261

Auxiliary - (AUX)

Pay Grade 4

Duty Days	Minimum $16.77	Midpoint $19.96
183	$24,551	$29,221
226	$30,320	$36,088
261	$35,016	$41,676

Athletics Grounds Team Leader (7121) 261	Parts Clerk, Transportation (8675) 261
Fleet Service Technician (8630) 226	Parts Clerk, Transportation (8676) 226
IT Support Helper (6309) 226	Purchasing Warehouse Driver (7690) 261
Key Operator, Print Shop (8122) 226	Purchasing Warehouse Person (7691) 261
Lead Custodian 3 (6065) 261	Repair Crew – Custodial (6112) 261
Maintenance Driver (6995) 261	Technology Warehouse Driver (6300) 226
Manager 2, Child Nutrition (6426) 183	Textbook Warehouse Person (7680) 261
Moving Crew Lead (6045) 261	

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	Video Technician (8452) 182
Safety Trainer (8451) 182	

Pay Grade 5

Duty Days	Minimum $20.00	Midpoint $23.81
183	$29,280	$34,858
226	$36,160	$43,048
261	$41,760	$49,715

Bindery/Press Operator (8120) 226	Painter (7310) 261
Certified Pool Operator (5400) 261	Press Operator (8107) 226
Grounds Pesticide and Herbicide Applicator (7505) 261	Repair Crew Lead – Custodial (6040) 261
Irrigator (7199) 261	Routing & Scheduling Specialist (4562) 226
Lead Custodian 4 (6060) 261	Routing & Scheduling Specialist Special Education (4563) 226
Lead Warehouse Person (7649) 261	Senior Press Operator (8106) 226
Maintenance Warehouse Supervisor (7652) 261	Technology Warehouse Person (6305) 226
Manager 3, Child Nutrition (6427) 183	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
261	$45,936	$54,685

Intermediate HVAC Tech (6732) 261	Mechanic-Generator, Level 1 (Maintenance) (6754) 261
Intermediate Equipment Tech (6702), 261	Mechanic-Small Engine (Maintenance) (7601) 261
Lead Certified Pool Operator (5399) 261	Supervisor, Safety & Training (4545) 226
Lead Painter (7311) 261	Trainer, Custodial (6100) 261
Manager 4, Child Nutrition (6428) 202	

Auxiliary - (AUX)

Pay Grade 7

Duty Days	Minimum $23.52	Midpoint $28.00
226	$42,524	$50,624
261	$49,110	$58,464

Access Control and Intrusion Alarm Tech (7572) 226	Fleet Technician I (8631) 226
Assistant Custodial Supervisor (5005) 261	Fleet Technician I (8633) 261
Carpenter (6810) 261	Locksmith (7550) 261
Carpenter / Floor Covering Installer (6815) 261	Security Equipment Technician Helper (6313) 226
EMS Programmer (7571) 261	Security Specialist (6316) 226
Life/Safety Compliance Technician (7525) 261	Vehicle Technician (8638) 261
Life/Safety Technician (6753) 261	Water/Waste Water Operator (7675) 261
Fleet Mechanic, Maintenance (7600) 261	

Pay Grade 8

Duty Days	Minimum $25.12	Midpoint $29.91
226	$45,417	$54,077
261	$52,451	$62,452

Cabinet Maker (6875) 261	Journeyman Electrician (7010) 261
Equipment Technician (6701) 261	Journeyman Plumber (7360) 261
Fleet Technician II (8632) 226	Mechanic-Generator, Level 3 (Maintenance) (6756) 261
HVAC Technician (6730) 261	Supervisor, Grounds (5016) 261
Lead Carpenter (6811) 261	Tech/Utilities Programmer (7570) 261
Lead Life/Safety Technician (6752) 261	

Pay Grade 9

Duty Days	Minimum $29.00	Midpoint $34.52
226	$52,432	$62,412
261	$60,552	$72,078

Energy Management System Analyst (5044) 261	Security Equipment Technician (6312) 226
HVAC-R Controls Specialist (5045) 261	Shop Foreman, Transportation (5200) 226
IPM Coordinator (5011) 261	Supervisor, Athletic Grounds (5015) 261
Lead HVAC-R Technician (6729) 261	Supervisor, Life/Safety (5017) 261
Lead Journeyman Electrician (7004) 261	Supervisor, Custodial (5004) 261
Lead Journeyman Plumber (7358) 261	Night Supervisor – Custodial (5006) 261
Lead Equipment Technician (6700) 261	

Pay Grade 10

Duty Days	Minimum $32.00	Midpoint $38.09
226	$57,856	$68,867
261	$66,816	$79,532

Manager, Print Shop (5300) 226	Supervisor, Plumbing & Equipment Maintenance (5025) 261
Network Technician (6310) 226	Supervisor, Purchasing/Warehouse (5029) 261
Supervisor, Electrical (5008) 261	Supervisor, HVAC/Refrigeration (5009) 261
Supervisor, Media/Security (6314) 226	Supervisor, Carpenter/Paint/Cabinetmaker (5023) 261
Supervisor, Operations (4549) 226	

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

Pay Grade 2

Duty Days	Minimum $17.75	Midpoint $20.88
261	$37,062	$43,597
Police Telecommunicator (7795) 261		

Pay Grade 3

Duty Days	Minimum $24.12	Midpoint $28.38
261	$50,363	$59,257
Police Officer (7730) 261		

Pay Grade 4

Duty Days	Minimum $27.72	Midpoint $32.61
261	$57,879	$68,090
Police Corporal (7711) 261		

Pay Grade 5

Duty Days	Minimum $33.38	Midpoint $39.27
261	$69,697	$81,996
Police Sergeant (7710) 261		