

**CONROE ISD**  
**Hiring Pay Structure**  
**ADMINISTRATIVE – EDUCATION (AE)**  
**2023-2024 School Year Only**

**Pay Grade 1**

Duty Days	Minimum \$273.06	Midpoint \$333.00
187	\$51,062	\$62,271
202	\$55,158	\$67,266
226	\$61,712	\$75,258
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 \$329.41	Midpoint \$401.72
187	\$61,600	\$75,122
197	\$64,894	\$79,139
202	\$66,541	\$81,147
226	\$74,447	\$90,789
Bilingual/ESL Facilitator (1819) 202 District Bilingual Dyslexia Lead Interventionist (1777) 202 District Dyslexia Lead Interventionist (1776) 202 District Instructional Coach - Elementary Language Arts (1772) 202 District Instructional Coach - Elementary/Intermediate Science (1774) 202 District Instructional Coach - Secondary Science (1773) 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 Coach – District, Social Studies (1771) 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 Student Support Services District Instructional Coach (1769) 202 Student Support Services District Coach - Highly Mobile Populations (1770) 202 Technology Infusion Instructional Coach, T&L (1660) 202		

**Pay Grade 3**

Duty Days	Minimum \$349.17	Midpoint \$425.82
187	\$65,295	\$79,628
202	\$70,532	\$86,016
217	\$75,770	\$92,403
226	\$78,912	\$96,235
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 Counselor, Elementary - Title 1 (2605) 202 Lead Counselor, High School (2401) 226 Specialist, Assessment and Evaluation (1763) 226 Specialist, Athletics (1191) 226 Specialist, Health Services (1866) 217 Specialist, High School Completion (1815) 202 Specialist, Instructional Technology (1674) 226 Specialist, Social Worker, Parent Education (1767) 202 Specialist, Student Support Services (1887) 226		

## Administrative Education - (AE)

## Pay Grade 4

Duty Days	Minimum \$370.12	Midpoint \$451.37
183	\$67,732	\$82,601
187	\$69,212	\$84,406
193	\$71,433	\$87,114
197	\$72,914	\$88,920
202	\$74,764	\$91,177
217	\$80,316	\$97,947
226	\$83,647	\$102,010
Administrator, Special Education Transition (1796) 217		Specialist, Elementary Counseling (1862) 226
Assistant Principal, Elementary (2260) 202		Specialist, Elementary Lang Arts Reading (1756) 226
Assistant Principal, Intermediate (2250) 202		Specialist, Elementary Mathematics (PK-6) (1707) 226
Audiologist (2728) 197		Specialist, ESL (1886) 226
Board Certified Behavior Analyst (2705) 202		Specialist, Federal Programs Grant Support (1764) 226
Diagnostician (2720) 197		Specialist, Federal Programs Title I (1761) 226
Diagnostician, Bilingual (2723) 197		Specialist, Fine Arts (1762) 226
Licensed Specialist/School Psychology (LSSP) (2710) 197		Specialist, Medicaid Compliance (1779) 202
Licensed Specialist/School Psychology, Bilingual (2713) 197		Specialist, Mental Health (1865) 226
Lead Occupational/Physical Therapist (2739) 202		Specialist, School Improvement (1739) 226
LSSP Trainee (2707) 197		Specialist, Secondary Counseling (1861) 226
LSSP Trainee, Bilingual (2724) 197		Specialist, Special Education AI (1793) 226
Physical Therapist (Fully Licensed) (2740) 183		Specialist, Special Education Behavior (2701) 202
Registered Occupational Therapist (2750) 183		Specialist, Special Education Diagnostician (2699) 226
Specialist, Audio and Video Production (1161) 226		Specialist, Special Education LSSP (2698) 226
Specialist, Bilingual and ESL Program (1888) 226		Specialist, Special Education Speech (2697) 226
Specialist, CCMR Data (1192) 226		Specialist, Special Education Transition (1811) 193
Specialist, Crisis Intervention (1860) 217		Speech-Language Pathologist (2730) 187
Specialist, Dyslexia (1737) 226		Speech-Language Pathologist, Bilingual (2731) 187
Specialist, Early Childhood (1755) 226		

## Pay Grade 5

Duty Days	Minimum \$392.33	Midpoint \$478.45
202	\$79,251	\$96,647
217	\$85,136	\$103,824
226	\$88,667	\$108,130
Administrator, Teacher Training Center (1009) 226		Coordinator, Health, PE, and Cheer (1000) 226
Assistant Principal, High School (2040) 202		Coordinator, Human Resources (1149) 226
Assistant Principal, Junior High School (2150) 202		Coordinator, Instructional Technology (1043) 226
Associate Principal, HS/Curriculum (2030) 226		Coordinator, Library Services (1659) 226
Associate Principal, HS/Operations (2031) 226		Coordinator, Secondary Language Arts 7-12, LOTE, and Speech/Debate (1006) 226
Associate Principal, HS/Student Support (2033) 226		Coordinator, Mathematics and Math Initiatives (1024) 226
Associate Principal, Junior High (2125) 217		Coordinator, Natatorium (1080) 226
Coordinator, Accountability, Data Analysis, and Performance Reporting (1768) 226		Coordinator, Science (1025) 226
Coordinator, Assessment and Instructional Materials (1031) 226		Coordinator, Social Studies (1004) 226
Coordinator, Bilingual/ESL Programs (1041) 226		Coordinator, Special Education (1016) 226
Coordinator, College and Career Readiness (1038) 226		Coordinator, Special Education 504 (1014) 226
Coordinator, CTE (1017) 226		Coordinator, Special Education Adaptive Behavior (1013) 226
Coordinator, Dyslexia (1032) 226		Coordinator, Special Education Compliance (1011) 226
Coordinator, Elem Lang Arts PK-6 (1005) 226		Coordinator, Special Education Evaluation (1012) 226
Coordinator, Elementary Math PK-6 and EC Programs (1023) 226		Coordinator, Student Support Services (1021) 226
Coordinator, Gifted Programs, Professional Programs, and Mentorships (1022) 226		Coordinator, Teacher Incentive Allotment (1034) 226
Coordinator, Guidance/Counseling (1018) 226		District Hearing Officer (1155) 226

**Administrative Education - (AE)****Pay Grade 6**

<b>Duty Days</b>	<b>Minimum</b>	<b>Midpoint</b>
217	\$435.46	\$521.51
226	\$94,495	\$113,168
	\$98,414	\$117,861
Assistant Director, SPED Instructional Programming (0762) 226		
Assistant Director, SPED Student Appraisal (0761) 226		
Director of School Safety (0506) 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		

**Pay Grade 7**

<b>Duty Days</b>	<b>Minimum</b>	<b>Midpoint</b>
217	\$457.24	\$547.59
226	\$99,221	\$118,827
	\$103,336	\$123,755
Assistant Director, Human Resources - Benefits (0765) 226		
Assistant Director, Human Resources (0760) 226		
Director, Assessment, Evaluation, Accountability, and School Improvement (0481) 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, Highly Mobile and At-Risk Programs (0546) 226		
Director, School Improve/Leadership Transformation (0421) 226		
Principal, Alternative High School (2020) 226		
Principal, DAEP/JAEP/JDC (2015) 226		
Principal, Intermediate (2200) 217		
Principal, K-6 (2275) 217		

**Pay Grade 8**

<b>Duty Days</b>	<b>Minimum</b>	<b>Midpoint</b>
226	\$480.10	\$574.97
	\$108,503	\$129,943
Principal, Junior High School (2100) 226		

**Pay Grade 9**

<b>Duty Days</b>	<b>Minimum</b>	<b>Midpoint</b>
226	\$571.80	\$672.71
	\$129,227	\$152,032
Director, Athletics/Physical Education (0530) 226		
Director, Elementary Education (0490) 226		
Principal, High School (2010) 226		

**Pay Grade 10**

<b>Duty Days</b>	<b>Minimum</b>	<b>Midpoint</b>
226	\$688.52	\$773.62
	\$155,606	\$174,838
Executive Director, Human Resources (0422) 226		
Executive Director, School Improvement, Assessment, and Accountability (0419) 226		
Executive Director, Special Services (0423) 226		

**Pay Grade 11**

<b>Duty Days</b>	<b>Minimum</b>	<b>Midpoint</b>
226	\$729.91	\$858.72
	\$164,960	\$194,071
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 12**

<b>Duty Days</b>	<b>Minimum</b>	<b>Midpoint</b>
226	\$901.83	\$1,013.29
	\$203,814	\$229,004
Chief Financial Officer (0701) 226		Deputy Superintendent (0210) 226

**CONROE ISD**  
**Hiring Pay Structure**  
**ADMINISTRATIVE – BUSINESS (AB)**  
**2023-2024 School Year Only**

**Pay Grade 1**

Duty Days	Minimum	Midpoint
	<b>\$231.03</b>	<b>\$271.80</b>
226	\$52,213	\$61,427
Assistant Manager (PEIMS) (1631) 226		Specialist, Printing and Graphics (1163) 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
Specialist, Applications Support (1668) 226		

**Pay Grade 2**

Duty Days	Minimum	Midpoint
	<b>\$284.16</b>	<b>\$334.31</b>
226	\$64,220	\$75,554
262	\$74,450	\$87,589
Assistant Coordinator, Custodial (1177) 262		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, 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	Midpoint
	<b>\$337.39</b>	<b>\$387.80</b>
226	\$76,250	\$87,643
262	\$88,396	\$101,604
Accountant, Activity Fund (1647) 226		Manager, Safety, Security & Media Systems (1600) 226
Accountant, Benefits (1646) 226		Network Communications Engineer (1675) 226
Accountant, Medicaid (1645) 226		Payroll Analyst (1208) 226
Accountant, Staff (1648) 226		Police Systems Analyst (1455) 226
Assistant Network Manager (1673) 226		Programmer/Full Stack Developer (1698) 226
Auxiliary Recruiter (1734) 226		Senior Network Engineer (1256) 226
Coordinator, Communications (1095) 226		Specialist, Recruitment & Retention (1733) 226
Coordinator, Custodial (1089) 262		Specialist, School Safety (1840) 226
Coordinator, Maintenance (1027) 262		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) 262		Systems Integration Analyst (1676) 226
Facility Use Manager (1453) 262		Systems Support Analyst (1700) 226
Information Systems Analyst, Transportation (1699) 226		Technology E-Mail & Web Security Analyst (1703) 226
Internal Staff Auditor (0708) 226		

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

<b>Duty Days</b>	<b>Minimum \$354.26</b>	<b>Midpoint \$407.19</b>
226	\$80,063	\$92,025
262	\$92,816	\$106,684
Accountant, Senior (1649) 226 Assistant Director, Child Nutrition (0725) 226 Assistant Director, Maintenance & Custodial (0720) 262 Assistant Director, Payroll (0717) 226 Assistant Director, Purchasing (0716) 226 Assistant Director, Transportation (0775) 226		
Coordinator, Compensation (1145) 226 Cybersecurity Analyst (1697) 226 Police Lieutenant (1454) 262 Systems Administrator II (1662) 226 Systems Integration Supervisor (1665) 226		

**Pay Grade 5**

<b>Duty Days</b>	<b>Minimum \$418.02</b>	<b>Midpoint \$480.48</b>
226	\$94,473	\$108,588
Assistant Director, Planning & Construction (0790) 226 Assistant Director of Planning (0730) 226 Associate Director of Transportation (0770) 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**

<b>Duty Days</b>	<b>Minimum \$464.00</b>	<b>Midpoint \$533.33</b>
226	\$104,864	\$120,533
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**

<b>Duty Days</b>	<b>Minimum \$541.12</b>	<b>Midpoint \$608.00</b>
226	\$122,293	\$137,408
Chief of Police (0700) 226 Director, Information Systems (0511) 226 Director, Network Services (0512) 226		
Director, Procurement and Business Services (0492) 226 Director, Transportation (0525) 226		

**Pay Grade 8**

<b>Duty Days</b>	<b>Minimum \$600.64</b>	<b>Midpoint \$674.88</b>
226	\$135,745	\$152,523
Director, Finance (0450) 226		

**Pay Grade 9**

<b>Duty Days</b>	<b>Minimum \$688.52</b>	<b>Midpoint \$773.62</b>
226	\$155,606	\$174,838
Executive Director, Communications (0424) 226 Executive Director, Finance 226		
Executive Director, Maintenance/Custodial (0425) 226 Executive Director, Planning and Construction (0426) 226		

**Pay Grade 10**

<b>Duty Days</b>	<b>Minimum \$856.42</b>	<b>Midpoint \$951.58</b>
226	\$193,551	\$215,057
General Counsel (0702) 226		

**CONROE ISD**  
**Hiring Pay Structure**  
**ADMINISTRATIVE – SUPPORT (AS)**  
**2023-2024 School Year Only**  
Annualized wages are based on a 7.5 hour work day.

**Pay Grade 1**

Duty Days	Minimum \$13.50	Midpoint \$16.07
183	\$18,529	\$22,056
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 \$14.50	Midpoint \$17.26
183	\$19,901	\$23,689
187	\$20,336	\$24,207
226	\$24,578	\$29,256
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 \$15.50	Midpoint \$18.45
183	\$21,274	\$25,323
226	\$26,273	\$31,273
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 Parent Resource Center Assistant/Special Education Interpreter (4470) 202 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**

<b>Duty Days</b>	<b>Minimum \$16.50</b>	<b>Midpoint \$19.64</b>
183	\$22,646	\$26,956
187	\$23,141	\$27,545
202	\$24,998	\$29,755
226	\$27,968	\$33,290
262	\$32,423	\$38,593
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) 262
PEIMS Clerk, Elementary (4035) 202		Field Trip Specialist, Transportation (4501) 226
PEIMS Clerk, High School (4032) 202		

**Pay Grade 5**

<b>Duty Days</b>	<b>Minimum \$18.00</b>	<b>Midpoint \$21.42</b>
193	\$26,055	\$31,005
202	\$27,270	\$32,451
226	\$30,510	\$36,307
262	\$35,370	\$42,090
Assistant Specialist, Instructional Materials & Data (4183) 226		Secretary, Maintenance (4372) 262
Benefits Administrative Assistant (4125) 226		Secretary, Natatorium (4335) 226
Campus Secretary, Elementary (4351) 202		Secretary, OT/PT (4361) 193
Campus Secretary, Intermediate (4350) 202		Secretary, Payroll/Personnel – Custodial (4531) 262
Campus Secretary, Junior High (4349) 226		Secretary, Personnel - Custodial/Maintenance (4532) 262
Clerk, Activity Fund (4104) 226		Secretary, Police (4356) 262
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) 262		Specialist, Student Support Services (4263) 226
Secretary, DAEP and JJAEP (4341) 226		Specialist, Substitutes (4136) 226
Secretary, Finance - Custodial (4530) 262		

**Pay Grade 6**

<b>Duty Days</b>	<b>Minimum \$19.75</b>	<b>Midpoint \$23.51</b>
226	\$33,476	\$39,849
262	\$38,809	\$46,197
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) 262
MIS Operator/Help Desk/Receptionist (4294) 226		Specialist, Payroll (4510) 226
Registrar, High School (4320) 226		Specialist, PEIMS Services (4262) 226
Secretary, Admin Dept Level (HR, SPED, C&I, Tech) (4331) 226		Specialist, Records (Human Resources) (4313) 226
Secretary, Maintenance and Custodial Department (4529), 262		



**Administrative Support - (AS)**

**Pay Grade 7**

<b>Duty Days</b>	<b>Minimum \$24.00</b>	<b>Midpoint \$28.58</b>
226	\$40,680	\$48,443
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**

<b>Duty Days</b>	<b>Minimum \$34.75</b>	<b>Midpoint \$41.37</b>
226	\$58,901	\$70,122
Administrative Assistant, Superintendent (4012) 226		IT Systems Administrator (4227) 226

**CONROE ISD**  
**Hiring Pay Structure**  
**INSTRUCTIONAL SUPPORT (IS)**  
**2023-2024 School Year Only**  
Annualized wages are based on a 7.5 hour work day.

**Pay Grade 1**

Duty Days	Minimum	Midpoint
183	<b>\$13.50</b>	<b>\$16.07</b>
	\$18,529	\$22,056
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	<b>\$14.50</b>	<b>\$17.27</b>
	\$19,901	\$23,703
Aide, Special Education (4442) 183 Aide, Special Education/Pre-K (4019) 183 Aide, Special Education Bilingual (4432) 183		

**Pay Grade 3**

Duty Days	Minimum	Midpoint
183	<b>\$15.50</b>	<b>\$18.46</b>
	\$21,274	\$25,336
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 Student Support Behavior Paraprofessional (4469) 183		

**Pay Grade 4**

Duty Days	Minimum	Midpoint
183	<b>\$16.50</b>	<b>\$19.64</b>
187	\$22,646	\$26,956
	\$23,141	\$27,545
Accompanist (4005) 183 Brailist (4433) 187 CFI Assistant (4422) 183 Community-Based Job Coach (4450) 183 Communication Facilitator (4466) 183		

**Pay Grade 5**

Duty Days	Minimum	Midpoint
183	<b>\$23.00</b>	<b>\$27.39</b>
	\$31,568	\$37,593
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	<b>\$28.00</b>	<b>\$33.33</b>
187	\$38,430	\$45,745
	\$39,270	\$46,745
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)**  
**2023-2024 School Year Only**  
 Annualized wages are based on an 8-hour work day.

**Pay Grade 1**

Duty Days	Minimum	Midpoint
	<b>\$13.50</b>	<b>\$16.08</b>
182	\$19,656	\$23,412
Associate, Child Nutrition (6475) 182 Bus Monitor, Special Needs (8850) 182 Bus Monitor, Standby (8851) 182		

**Pay Grade 1C**

Duty Days	Minimum	Midpoint
	<b>\$13.70</b>	<b>\$16.28</b>
182	\$19,947	\$23,704
Cashier, Child Nutrition (6474) 182		

**Crossing Guard**

Duty Days	Minimum	Midpoint
	<b>\$14.25</b>	<b>\$16.97</b>
262	\$29,868	\$35,569
Crossing Guard (7796) 262		

**Pay Grade 2**

Duty Days	Minimum	Midpoint
	<b>\$14.50</b>	<b>\$17.27</b>
182	\$21,112	\$25,145
262	\$30,392	\$36,198
Asst. Manager/Child Nutrition (6450) 182 Bus Monitor, ABS (8852) 182 Custodian (6110) 262 Custodian, Student (6107), 262 Groundsperson (7135) 262 Manager in Training/Child Nutrition (6430) 182		

**Pay Grade 3**

Duty Days	Minimum	Midpoint
	<b>\$15.50</b>	<b>\$18.46</b>
182	\$22,568	\$26,878
187	\$23,188	\$27,616
226	\$28,024	\$33,376
262	\$32,488	\$38,692
Athletic Groundsperson (7136) 262 Carpenter Helper (6820) 262 Class C Aux Driver (8410) 182 Custodial Moving Crew (6113), 262 Custodian-2 (6114), 262 Electrician Apprentice (7020) 262 Grounds Team Leader (7120) 262 HVAC Apprentice (6731) 262 Integrated Pest Management (IPM) Apprentice (7506) 262 Life/Safety Apprentice (6755) 260 Mail Carrier/Clerk/Driver - Print Shop (8130) 226 Manager 1, Child Nutrition (6425) 187 Plumber Apprentice (7370) 262 Preventative Maintenance HVAC Apprentice (6735) 262 Warehouse Person/Driver (CN) (6480) 182 Water/Waste Water Apprentice (7676) 262		

## Auxiliary - (AUX)

## Pay Grade 4

Duty Days	Minimum \$17.00	Midpoint \$20.23
187	\$25,432	\$30,264
226	\$30,736	\$36,576
262	\$35,632	\$42,402
Athletics Grounds Team Leader (7121) 262		
Fleet Service Technician (8630) 226		
IT Support Helper (6309) 226		
Lead Custodian 3 (6065) 262		
Maintenance Driver (6995) 262		
Manager 2, Child Nutrition (6426) 187		
Moving Crew Lead (6045) 262		
Parts Clerk, Transportation (8675) 262		
Parts Clerk, Transportation (8676) 226		
Purchasing Warehouse Driver (7690) 262		
Purchasing Warehouse Person (7691) 262		
Repair Crew – Custodial (6112) 262		
Technology Warehouse Driver (6300) 226		
Textbook Warehouse Person (7680) 262		

## Bus Driver 1

Duty Days	Minimum \$19.50	Midpoint \$23.22
182	\$28,392	\$33,808
Bus Driver (8405) 182		
Bus Driver – Special Needs (8800) 182		

## Bus Driver 2

Duty Days	Minimum \$20.50	Midpoint \$24.41
182	\$29,848	\$35,541
226	\$37,064	\$44,133
Bus Driver, Standby Driver (8450) 182		
Safety Trainer (8451) 226		
Video Technician (8452) 182		

## Pay Grade 5

Duty Days	Minimum \$20.25	Midpoint \$24.11
187	\$30,294	\$36,069
226	\$36,612	\$43,591
262	\$42,444	\$50,535
Bindery Operator (8120) 226		
Certified Pool Operator (5400) 262		
Digital Press Operator (8107) 226		
Integrated Pest Management (IPM) Technician (7504) 262		
Intermediate Preventative Maintenance HVAC Technician (6734) 262		
Irrigator (7199) 262		
Lead Custodian 4 (6060) 262		
Lead Warehouse Person (7649) 262		
Maintenance Warehouse Supervisor (7652) 262		
Manager 3, Child Nutrition (6427) 187		
Painter (7310) 262		
Repair Crew Lead – Custodial (6040) 262		
Routing & Scheduling Specialist (4562) 226		
Routing & Scheduling Specialist Special Education (4563) 226		
Technology Warehouse Person (6305) 226		
Transportation Operations Specialist (4561) 226		

## Pay Grade 6

Duty Days	Minimum \$22.25	Midpoint \$26.49
202	\$35,956	\$42,808
226	\$40,228	\$47,894
262	\$46,636	\$55,523
Intermediate HVAC Tech (6732) 262		
Intermediate Refrigeration/Kitchen Equipment Tech (6702), 262		
Lead Certified Pool Operator (5399) 262		
Lead Painter (7311) 262		
Manager 4, Child Nutrition (6428) 202		
Mechanic-Generator, Level 1 (Maintenance) (6754) 262		
Mechanic-Small Engine (Maintenance) (7601) 262		
Print Shop Manager (5301) 226		
Supervisor, Safety & Training (4545) 226		
Trainer, Custodial (6100) 262		

## Auxiliary - (AUX)

## Pay Grade 7

Duty Days	Minimum \$24.00	Midpoint \$28.57
226	\$43,392	\$51,655
262	\$50,304	\$59,883
Access Control and Intrusion Alarm Tech (7572) 262 Assistant Custodial Supervisor (5005) 262 Carpenter (6810) 262 Carpenter / Floor Covering Installer (6815) 262 EMS Programmer (7571) 262 Integrated Pest Management (IPM) Applicator (7503) 262 Life/Safety Compliance Technician (7525) 262 Life/Safety Technician (6753) 262		
Fleet Mechanic, Maintenance (7600) 262 Fleet Technician I (8631) 226 Fleet Technician I (8633) 262 Locksmith (7550) 262 Security Equipment Technician Helper (6313) 226 Security Specialist (6316) 226 Vehicle Technician (8638) 262 Water/Waste Water Operator (7675) 262		

## Pay Grade 8

Duty Days	Minimum \$25.75	Midpoint \$30.66
226	\$46,556	\$55,433
262	\$53,972	\$64,263
Cabinet Maker (6875) 262 Refrigeration/Kitchen Equipment Technician (6701) 262 Fleet Technician II (8632) 226 HVAC Technician (6730) 262 Lead Carpenter (6811) 262 Lead Life/Safety Technician (6752) 262		
Journeyman Electrician (7010) 262 Journeyman Plumber (7360) 262 Lead Preventative Maintenance HVAC Technician (6733) 262 Mechanic-Generator, Level 3 (Maintenance) (6756) 262 Supervisor, Grounds (5016) 262 Tech/Utilities Programmer (7570) 262		

## Pay Grade 9

Duty Days	Minimum \$29.75	Midpoint \$35.41
226	\$53,788	\$64,021
262	\$62,356	\$74,219
Energy Management System Analyst (5044) 262 HVAC-R Controls Specialist (5045) 262 IPM Coordinator (5011) 262 Lead Access Control Technician (6318) 226 Lead Cabinetmaker (6874) 262 Lead HVAC-R Technician (6729) 262 Lead Journeyman Electrician (7004) 262 Lead Journeyman Plumber (7358) 262		
Lead Refrigeration/Kitchen Equipment Technician (6700) 262 Master Fleet Technician (8629) 226 Security Equipment Technician (6312) 226 Shop Foreman I, Transportation (5200) 226 Supervisor, Athletic Grounds (5015) 262 Supervisor, Life/Safety (5017) 262 Supervisor, Custodial (5004) 262 Night Supervisor – Custodial (5006) 262		

## Pay Grade 10

Duty Days	Minimum \$32.75	Midpoint \$38.98
226	\$59,212	\$70,476
262	\$68,644	\$81,702
Network Technician (6310) 226 Phone/WiFi Network Technician (6317) 226 Shop Foreman II, Transportation (5201) 226 Supervisor, Electrical (5008) 262 Supervisor, Media/Security (6314) 226 Supervisor, Operations (4549) 226		
Supervisor, Plumbing & Equipment Maintenance (5025) 262 Supervisor, Print Shop (5300) 226 Supervisor, Purchasing/Warehouse (5029) 262 Supervisor, HVAC/Refrigeration (5009) 262 Supervisor, Carpenter/Paint/Cabinetmaker (5023) 262		

