

Administrative Professional Pay Plan

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
101			Daily	\$217.30	\$265.00	\$312.70
	Accountant - Campus	226	207 Days	44,981	54,855	64,729
	Buyer	226	221 Days	48,023	58,565	69,107
	Buyer - ESSER Funding	226	226 Days	49,110	59,890	70,670
	Buyer Food & Nutrition Services	226				
	Coordinator - Facilities & Construction	226				
	Coordinator - Logistics	226				
	Coordinator - Production CNP	221				
	Coordinator - Public Information Office	226				
	Coordinator - Training & Marketing CNP	221				
	Coordinator - Transportation	226				
	Coordinator - Transportation Fleet	226				
	PEIMS Specialist	226				
	Program Asst - Academic Competitions	221				
	Program Asst - Fine Arts	226				
	Program Screener	221				
	Site Manager - Extended Day Learning Center	226				
	Specialist - Digital Media/Stage Lighting/Sound	226				
	Specialist - JROTC Military Property	226				
	Specialist - Pregnancy Related Services	207				
	Training Coordinator	226				
102			Daily	\$244.47	\$298.13	\$351.79
	Accountant - Capital Assets	226	187 Days	45,716	55,750	65,785
	Accountant - FNS	226	192 Days	46,938	57,241	67,544
	Accountant - Payroll Reporting	226	194 Days	47,427	57,837	68,247
	Accountant - Staff	226	212 Days	51,828	63,204	74,579
	Communications Specialist Branding	226	221 Days	54,028	65,887	77,746
	Communications Specialist Multi Media	226	226 Days	55,250	67,377	79,505
	Coordinator - Adult Learning	192				
	Coordinator - Assessment Adult Learning	192				
	Coordinator - BEFM	226				
	Coordinator - Central Distribution	226				
	Coordinator - Central Receiving	226				
	Coordinator - Certification/Web	226				
	Coordinator - Financial Services	226				
	Coordinator - Technology Adult Learning	212				
	Employee Relations Compliance Analyst	226				
	ESSER Accountant	226				
	ESSER Funding LSSP Intern	187				
	ESSER Funding Specialist	226				
	Grant Writer	226				
	Junior Data Analyst	226				
	Music Therapist	221				
	Payment Services Analyst	226				
	Program Accountant	226				
	ROTC Asst	226				
	Safety Officer	226				
	Social Worker	194				
	Social Worker - Adult Learning	192				
	Social Worker - Homeless	221				

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Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
102 cont.			Daily	\$244.47	\$298.13	\$351.79
	Specialist - External Funding	226	187 Days	45,716	55,750	65,785
	Specialist - FCF Intervention	194	192 Days	46,938	57,241	67,544
	Specialist - Student Outreach	194	194 Days	47,427	57,837	68,247
			212 Days	51,828	63,204	74,579
			221 Days	54,028	65,887	77,746
			226 Days	55,250	67,377	79,505
103			Daily	\$276.25	\$336.89	\$397.53
	Assistant Manager - Project	226	187 Days	51,659	62,998	74,338
	Assistant Manager - Accounts Payable	226	194 Days	53,593	65,357	77,121
	Assistant Manager - Payroll	226	210 Days	58,013	70,747	83,481
	Budget Analyst	226	221 Days	61,051	74,453	87,854
	Compensation Analyst	226	226 Days	62,433	76,137	89,842
	Coordinator - Contract Management System	226				
	Coordinator - Early Learning	226				
	Coordinator - Equity	226				
	Coordinator - Family Engagement	226				
	Coordinator - Fund Development And Partnerships	226				
	Coordinator - Health Wellness And Pe	221				
	Coordinator - Policy Services/Special Projects	226				
	Coordinator - Purchasing	226				
	Coordinator - SEL/PBIS ES	226				
	Coordinator - SEL/PBIS HS	226				
	Coordinator - SEL/PBIS MS	226				
	Coordinator - Title I Acquisition	226				
	Financial Analyst	226				
	Internal Auditor	226				
	Manager - Leadership & Talent Development Systems	226				
	Manager - Planetarium Program	226				
	Master Social Worker	194				
	Master Social Worker Bilingual	194				
	Mentor Master Social Worker Bilingual	194				
	Payment Services & Travel Supervisor	226				
	Program Manager - Focus On Children & Families	194				
	Purchasing Agent - Facilities & Construction	226				
	Specialist - Contract	226				
	Specialist - Instructional Technology	226				
	Specialist - Leadership & Talent Development	226				
	Speech Therapist Asst	187				
	Supervisor - Food Service	210				
	Supervisor - Regional Area Maintenance	226				
	Theater Manager	226				
104			Daily	\$321.02	\$389.11	\$457.20
	Auditor - Information Technology	226	187 Days	60,031	72,764	85,496
	Coordinator - Bond Outreach	226	194 Days	62,278	75,487	88,697
	Coordinator - Community Schools	226	199 Days	63,883	77,433	90,983
	Coordinator - IT Compliance & Content	226	203 Days	65,167	78,989	92,812
	Employee Relations Investigator	226	217 Days	69,661	84,437	99,212
	ESSER Funding Project Mgr Construction	226	221 Days	70,945	85,993	101,041
	Evaluator	226	226 Days	72,551	87,939	103,327

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Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
104 cont.			Daily	\$321.02	\$389.11	\$457.20
	Manager - Compliance & Job Cost Accounting	226	187 Days	60,031	72,764	85,496
	Manager - Instructional Technology	226	194 Days	62,278	75,487	88,697
	Manager - Print Shop	226	199 Days	63,883	77,433	90,983
	Orientation & Mobility Specialist	217	203 Days	65,167	78,989	92,812
	Project Manager	226	217 Days	69,661	84,437	99,212
	Project Manager - Architectural	226	221 Days	70,945	85,993	101,041
	Project Manager - Civil	226	226 Days	72,551	87,939	103,327
	Project Manager - Construction	226				
	Project Manager - Homebound Home-Hospital	221				
	Project Manager - HRM Officer	226				
	Senior Budget Analyst	226				
	Senior Executive Coordinator	226				
	Senior External Funding Specialist	226				
	Senior Internal Auditor	226				
	Speech Therapist - Masters	187				
105			Daily	\$338.22	\$412.46	\$486.70
	Assessment Coordinator	226	194 Days	65,615	80,017	94,420
	Audiologist RDSP Deaf Education	194	208 Days	70,350	85,792	101,234
	Coordinator - Academic Competitions	226	221 Days	74,747	91,154	107,561
	Coordinator - After-School Programs	226	226 Days	76,438	93,216	109,994
	Coordinator - Bilingual Operations & Compliance Elementary	226				
	Coordinator - Bilingual Operations & Compliance Secondary	226				
	Coordinator - CTE/Business/Industry	226				
	Coordinator - Extended Learning	226				
	Coordinator - Federal/State Programs	226				
	Coordinator - Improvement Planning	226				
	Coordinator - Leadership and Talent Development	226				
	Coordinator - Leadership and Talent Development	226				
	Coordinator - Legal/Office Of Quality Management	226				
	Coordinator - Library Media Services	226				
	Diagnostician	208				
	Diagnostician - Bilingual	208				
	Facilitator - Advanced Academics	226				
	Facilitator - Athletics	226				
	Facilitator - Career & Technical Education	226				
	Facilitator - Compliance Sped	226				
	Facilitator - DRD	226				
	Facilitator - Early Childhood Learning	226				
	Facilitator - ES Integrated Literacy & Social Studies	226				
	Facilitator - ES Integrated Literacy & Social Studies DL	226				
	Facilitator - ES Mathematics	226				
	Facilitator - ES Reading Language Arts	226				
	Facilitator - ES Reading Language Arts DL	226				
	Facilitator - ES Science	226				
	Facilitator - ES Science DL	226				
	Facilitator - ES Science GT	226				
	Facilitator - Innovative Programming	226				
	Facilitator - Instructional Support	226				
	Facilitator - Instrumental Music	226				

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
105 cont.			Daily	\$338.22	\$412.46	\$486.70
	Facilitator - JROTC	226	194 Days	65,615	80,017	94,420
	Facilitator - Montessori	226	208 Days	70,350	85,792	101,234
	Facilitator - OT & PT	226	221 Days	74,747	91,154	107,561
	Facilitator - PK - Sped	226	226 Days	76,438	93,216	109,994
	Facilitator - PreK - Dual Language	226				
	Facilitator - Secondary ESL & Dual Language	226				
	Facilitator - Secondary ESL & LOTE	226				
	Facilitator - Secondary Mathematics	226				
	Facilitator - Secondary Reading Language Arts	226				
	Facilitator - Secondary Reading Language Arts GT	226				
	Facilitator - Secondary Science	226				
	Facilitator - Secondary Social Studies	226				
	Facilitator - Secondary Social Studies and Special Education	226				
	Facilitator - Social Studies	226				
	Facilitator - Special Education	226				
	Facilitator - Visual Arts	226				
	Facilitator - Vocal Music/Theater Arts/Dance	226				
	Manager - Accounts Payable	226				
	Manager - Audit	226				
	Manager - Campus Accounting & Compliance	226				
	Manager - Payroll	226				
	Mentor Diagnostician	208				
	Mentor Diagnostician Bilingual	208				
	Occupational Therapist	221				
	Physical Therapist	221				
	Project Manager - DODEA Grant	226				
	Senior Communications Specialist	226				
	Student Intake & Transition Admin TTIPS	226				
	Studio Producer	226				
	Supervisor - Audit	226				
106			Daily	\$358.51	\$437.21	\$515.91
	Asst Director - Athletics	226	192 Days	68,834	83,944	99,055
	Asst Director - Athletics-Game Management/Budget	226	203 Days	72,778	88,754	104,730
	Asst Director - Budget	226	221 Days	79,231	96,623	114,016
	Asst Director - Communications	226	226 Days	81,023	98,809	116,596
	Asst Director - Community Schools	226				
	Asst Director - Distribution P & Sr	226				
	Asst Director - Employee Benefits	226				
	Asst Director - External Funding	226				
	Asst Director - Food & Nutrition Service (FNS) Information System	226				
	Asst Director - Food Services	226				
	Asst Director - Fund Development & Partnerships	226				
	Asst Director - Grant Accounting & Reporting	226				
	Asst Director - Health Services	226				
	Asst Director - Leadership & Talent Development	226				
	Asst Director - Public Relations	226				
	Asst Director - Receiving P & SR	226				
	Asst Director - Student & Parent Services	226				
	Asst Director - Student & Parent Services PEIMS	226				

Administrative Professional Pay Plan

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
106 cont.			Daily	\$358.51	\$437.21	\$515.91
	Asst Director - Transportation	226	192 Days	68,834	83,944	99,055
	Coordinator - PEIMS	226	203 Days	72,778	88,754	104,730
	Coordinator - Regional Day School for The Deaf AI & VI Itinerant	226	221 Days	79,231	96,623	114,016
	Energy Manager Maintenance	226	226 Days	81,023	98,809	116,596
	Facilitator - Evaluation	226				
	Facilitator - LSSP & MSW	226				
	Facilitator - SLP	226				
	LSSP Ma/Eds	221				
	LSSP Ma/Eds 203	203				
	LSSP Ma/Eds Bilingual	221				
	Mentor LSSP Ma/Eds Bilingual	221				
	Mentor Speech Therapist - CCC	192				
	Speech Therapist - CCC	192				
	Speech Therapist - CCC Bilingual	192				
	Speech Therapist - CCC Play	192				
107			Daily	\$380.02	\$463.44	\$546.86
	Administrator Adult Learning	226	226 Days	85,885	104,737	123,590
	Coordinator - 504/RTI/Dyslexia	226				
	Coordinator - Academic Operations	226				
	Coordinator - Advanced Academics	226				
	Coordinator - Career Programs CTE	226				
	Coordinator - CTE Student Support	226				
	Coordinator - Employee Relations	226				
	Coordinator - Title I Instructional	226				
	Facilitator - Schools Division	226				
	Manager - Compensation & Employment Compliance	226				
	Operations Mgr Supt/Board of Managers	226				
	Senior Data Analyst	226				
108			Daily	\$402.83	\$491.25	\$579.68
	Director - Accountability and Assessment	226	226 Days	91,040	111,023	131,008
	Director - Accounting & Reporting Services	226				
	Director - Athletics	226				
	Director - Budget & External Financial Mgmt	226				
	Director - Career & Technical Education	226				
	Director - Community Engagement	226				
	Director - Connecting Languages	226				
	Director - Counseling & Advising	226				
	Director - Custodial Operations	226				
	Director - Digital & Learning Resources	226				
	Director - Early Learning	226				
	Director - Employee Benefits	226				
	Director - ES Personnel & Recruiting	226				
	Director - Extended Day Learning Center	226				
	Director - External Funds & Fund Development	226				
	Director - Facilities & Construction	226				
	Director - Fine Arts	226				
	Director - Food Services	226				
	Director - Health Services	226				

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
108 cont.			Daily	\$402.83	\$491.25	\$579.68
	Director - Health Wellness & PE	226	226 Days	91,040	111,023	131,008
	Director - HS Personnel & Recruiting	226				
	Director - Innovative Programming	226				
	Director - Leadership & Talent Development	226				
	Director - Literacy	226				
	Director - Maintenance Buildings Grounds	226				
	Director - MS Personnel & Recruiting	226				
	Director - Risk Management	226				
	Director - SEL	226				
	Director - Special Education Evaluation Services	226				
	Director - Special Education Instructional Programs	226				
	Director - Special Education Support Services	226				
	Director - STEM	226				
	Director - Strategy & Evaluation	226				
	Director - Student Retention & Truancy Prevention	226				
	Director - Support Personnel	226				
	Director - Transportation	226				
	Director - Whole Learner	226				
109			Daily	\$435.05	\$530.55	\$626.05
	Assistant General Counsel	226	226 Days	98,321	119,904	141,487
	Exec Director - Administrative Services	226				
	Exec Director - Analytics Strtgy Assmt & PEIMS	226				
	Exec Director - Budget & External Financial Management	226				
	Exec Director - College & Career Readiness and Innovation	226				
	Exec Director - Employee Relations	226				
	Exec Director - Equity And Stakeholder Engagement	226				
	Exec Director - Facilities And Construction	226				
	Exec Director - Financial Services	226				
	Exec Director - Leadership & Talent Development	226				
	Exec Director - Operation Support Services	226				
	Exec Director - Procurement & School Resources	226				
	Exec Director - Specialized Learning Services	226				
	Exec Director - Strategic Planning & Design	226				
	Exec Director - Student & Parent Services	226				
	Exec Director - Talent Acquisition & Personnel Administration	226				
	Exec Director - Teaching & Learning	226				
	Exec Director - Whole Learner Support and Intervention	226				
	Executive Principal, Elementary	226				
	Executive Principal, Secondary	226				
	Treasurer	226				
110			Daily	\$541.63	\$660.53	\$779.43
	Asst Superintendent - Elementary	226	226 Days	122,408	149,280	176,151
	Asst Superintendent - Information Security & Technology	226				
	Asst Superintendent - Secondary	226				
	Asst Superintendent - Student Services	226				
	Chief Communications Officer	226				
	Chief Internal Auditor	226				
	Chief Police Services	226				

Administrative Professional Pay Plan

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
111			Daily	\$633.22	\$762.91	\$892.60
	Chief Academic Officer	226	226 Days	143,108	172,418	201,728
	Chief Financial Officer	226				
	Chief Human Capital Management Officer	226				
	Chief Operations Officer	226				
	Chief Organizational Transformation & Equity	226				
	Chief Schools Officer	226				
112			Daily	\$797.85	\$961.27	\$1,124.69
	Deputy Superintendent - Academics	226	226 Days	180,314	217,247	254,180
	Deputy Superintendent - Administration	226				
	General Counsel	226				

2023-2024 Administrative Professional Placement Plan
El Paso ISD

Position Placement												
	101	102	103	104	105	106	107	108	109	110	111	112
0	\$217.30	\$244.47	\$276.25	\$321.02	\$338.22	\$358.51	\$380.02	\$402.83	\$435.05	\$541.63	\$633.22	\$797.85
1	\$220.97	\$248.60	\$280.92	\$326.26	\$343.93	\$364.57	\$386.44	\$409.63	\$442.40	\$550.78	\$643.20	\$810.42
2	\$224.64	\$252.73	\$285.59	\$331.50	\$349.64	\$370.63	\$392.86	\$416.43	\$449.75	\$559.93	\$653.18	\$822.99
3	\$228.31	\$256.86	\$290.26	\$336.74	\$355.35	\$376.69	\$399.28	\$423.23	\$457.10	\$569.08	\$663.16	\$835.56
4	\$231.98	\$260.99	\$294.93	\$341.98	\$361.06	\$382.75	\$405.70	\$430.03	\$464.45	\$578.23	\$673.14	\$848.13
5	\$235.65	\$265.12	\$299.60	\$347.22	\$366.77	\$388.81	\$412.12	\$436.83	\$471.80	\$587.38	\$683.12	\$860.70
6	\$239.32	\$269.25	\$304.27	\$352.46	\$372.48	\$394.86	\$418.54	\$443.63	\$479.15	\$596.53	\$693.10	\$873.27
7	\$242.99	\$273.38	\$308.93	\$357.70	\$378.19	\$400.91	\$424.96	\$450.43	\$486.50	\$605.68	\$703.08	\$885.84
8	\$246.66	\$277.51	\$313.59	\$362.94	\$383.90	\$406.96	\$431.38	\$457.23	\$493.84	\$614.83	\$713.06	\$898.41
9	\$250.33	\$281.64	\$318.25	\$368.18	\$389.61	\$413.01	\$437.80	\$464.03	\$501.18	\$623.97	\$723.03	\$910.98
10	\$254.00	\$285.77	\$322.91	\$373.42	\$395.32	\$419.06	\$444.21	\$470.83	\$508.52	\$633.11	\$733.00	\$923.55
11	\$257.67	\$289.90	\$327.57	\$378.65	\$401.03	\$425.11	\$450.62	\$477.63	\$515.86	\$642.25	\$742.97	\$936.12
12	\$261.33	\$294.03	\$332.23	\$383.88	\$406.74	\$431.16	\$457.03	\$484.44	\$523.20	\$651.39	\$752.94	\$948.69
Midpoint	\$265.00	\$298.13	\$336.89	\$389.11	\$412.46	\$437.21	\$463.44	\$491.25	\$530.55	\$660.53	\$762.91	\$961.27
Maximum	\$312.70	\$351.79	\$397.53	\$457.20	\$486.70	\$515.91	\$546.86	\$579.68	\$626.05	\$779.43	\$892.60	\$1,124.69

Placement scales are used to establish a minimum rate for new hires based on experience approved by the district. Current employees may be paid above this placement scale. This scale is for placement of new hires only and does not reflect actual salaries for current employees. Future wage increases are determined annually and are not guaranteed.

NEITHER PAST OR FUTURE COMPENSATION CAN BE CALCULATED OR PREDICTED FROM THIS PAY SCHEDULE