

Administrative - Professional Compensation Plan

Hitchcock ISD

Approved By Board of Trustees:

Pay Grade	Job Title	Calendars		Minimum	Midpoint	Maximum
AP1			Daily	\$227.28	\$274.07	\$320.86
	Education Coordinator KFHS	187	187 Days	42,501	51,251	60,001
	Social Services Coordinator KFHS	207	207 Days	47,047	56,732	66,418
AP2			Daily	\$304.35	\$345.41	\$386.48
	Behavior Intervention Specialist	192	192 Days	58,435	66,319	74,204
	Diagnostician	192	207 Days	63,000	71,500	80,001
	District Librarian	207	215 Days	65,435	74,263	83,093
	District Nurse	207	226 Days	68,783	78,063	87,344
	Counselor - Stewart Elem	215	242 Days	73,653	83,590	93,530
	Accountant	226				
	Counselor - Middle School	226				
	Asst Principal - Elementary	226				
	Counselor - High School	226				
	Counselor - Primary Elem	226				
	Chief of Police	242				
	Director of Communications	242				
	District PEIMS Coordinator	242				
AP3			Daily	\$316.28	\$367.45	\$418.60
	Speech Language Pathologist	192	192 Days	60,726	70,550	80,371
	Occupational Therapist	192	215 Days	68,000	79,002	89,999
	Fine Arts / Band Director	215	226 Days	71,479	83,044	94,604
	Asst Principal - Middle School	226				
AP4			Daily	\$319.44	\$370.58	\$429.21
	Licensed Specialist in School Psychology	192	192 Days	61,332	71,151	82,408
	Asst Principal - High School	226	226 Days	72,193	83,751	97,001
	Head Start Director	226	242 Days	77,304	89,680	103,869
	Curriculum & Instruction Coordinator	226				
	Assessment & Accountability Coordinator	242				
	Special Programs Coordinator	242				
	Human Resources Coordinator	242				
AP5			Daily	\$334.52	\$387.39	\$440.27
	Principal - Elementary	226	226 Days	75,602	87,550	99,501
AP6			Daily	\$353.99	\$409.30	\$464.61
	Principal - Middle School	226	226 Days	80,002	92,502	105,002
	Director of Finance	226				
AP7			Daily	\$319.44	\$370.58	\$429.21
	Principal - High School	226	226 Days	90,000	105,000	120,000
	Athletics Director	226	242 Days	96,372	112,433	128,495
	Special Ed Director (GGCC)	242	251 Days	99,955	116,614	133,273
	Chief Financial Officer	242				
	Executive Director of Academics	242				
	Director of Human Resources & Federal Programs	242				
	Facilities, Operations & Transportation Dir	251				
AP8			Daily	\$413.22	\$475.20	\$577.69
	Assistant Superintendent	242	242 Days	100,000	115,000	139,800
	Assistant Superintendent - Facilities, Operations & Transportation	251	251 Days	103,718	119,275	145,000