

**2019-2020 Administrative / Professional Compensation Plan**  
**West Orange-Cove CISD**

**Pay Grade 0**

Monthly	Minimum <b>\$2,906</b>	Midpoint <b>\$3,606</b>	Maximum <b>\$4,306</b>
<b>11 Months</b>	\$31,966	\$39,666	\$47,366
<b>12 Months</b>	\$34,872	\$43,272	\$51,672
Community Liaison (11 Months)		PEIMS Coordinator (12 Months)	

**Pay Grade 1**

Monthly	Minimum <b>\$4,093</b>	Midpoint <b>\$4,992</b>	Maximum <b>\$5,891</b>
<b>10 Months</b>	\$40,930	\$49,920	\$58,910
<b>11 Months</b>	\$45,023	\$54,912	\$64,801
<b>11.5 Months</b>	\$47,070	\$57,408	\$67,747
<b>12 Months</b>	\$49,116	\$59,904	\$70,692
Accountant (12 Months)		Registered Nurse (10 Months)	
Athletic Trainer (11 Months)		Speech -Language Pathologist Assistant (10 Months)	
Mental Health Coordinator (11.5 Months)		Police Officer (11.5 Months)	

**Pay Grade 2**

Monthly	Minimum <b>\$4,380</b>	Midpoint <b>\$5,341</b>	Maximum <b>\$6,302</b>
<b>10 Months</b>	\$43,800	\$53,410	\$63,020
<b>11 Months</b>	\$48,180	\$58,751	\$69,322
<b>12 Months</b>	\$52,560	\$64,092	\$75,624
Counselor, Elementary (10 Months)		Diagnostician (11 Months)	
Counselor, Middle School (11 Months)		Director, Maintenance & Transportation (12 Months)	
Technology Instructional Specialist (12 months)		Speech-Language Pathologist Intern (10 Months)	
Network Engineer (12 months)			

**Pay Grade 3**

Monthly	Minimum <b>\$4,686</b>	Midpoint <b>\$5,716</b>	Maximum <b>\$6,744</b>
<b>10 Months</b>	\$46,860	\$57,160	\$67,440
<b>10.5 Months</b>	\$49,203	\$60,018	\$70,812
<b>11 Months</b>	\$51,546	\$62,876	\$74,184
<b>11.5 Months</b>	\$53,889	\$65,734	\$77,556
<b>12 Months</b>	\$56,232	\$68,592	\$80,928
Dean of Instruction(11.5 Months)		Director, Technology (12 Months)	
Assistant Principal, Elementary (10.5 Months)		Speech-Language Pathologist (10 Months)	
Assistant Principal, Middle School (11 Months)		LSSP (11 Months)	
Counselor, High School (11.5 Months)		Counselor, College & Careers (11.5 Months)	
Police Chief (12 Months)			

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**Pay Grade 4**

Monthly	Minimum \$5,015	Midpoint \$6,115	Maximum \$7,217
11.5 Months	\$57,673	\$70,323	\$82,996
12 Months	\$60,180	\$73,380	\$86,604
Assistant Principal, High School (11.5 Months )		Coordinator of Transition (11.5 Months) Principal, North Early Learning Center (12 Months)	

**Pay Grade 5**

Monthly	Minimum \$5,341	Midpoint \$6,544	Maximum \$7,655
12 Months	\$64,092	\$78,528	\$91,860
Director, Student Services (12 Months)		Principal, Elementary (12 Months)	
Director, Public Information (12 Months)		Early College/CTE Coordinator (12 Months)	

**Pay Grade 6**

Monthly	Minimum \$5,881	Midpoint \$7,001	Maximum \$8,333
12 Months	\$70,572	\$84,012	\$99,996
Director, Athletics (12 Months)		Principal, Middle School (12 Months)	
Director, State and Federal Program (12 Months)			

**Pay Grade 7**

Monthly	Minimum \$6,398	Midpoint \$7,526	Maximum \$8,656
12 Months	\$76,776	\$90,312	\$103,872
Executive Director, Student Services (12 Months)		Principal, High School (12 Months)	
Executive Director, Curriculum (12 Months)			
Executive Director, Finance & Operations (12 Months)			

**Pay Grade 8**

Monthly	Minimum \$6,959	Midpoint \$8,091	Maximum \$9,224
12 Months	\$83,508	\$97,092	\$110,688
Assistant Superintendent of Schools (12 Months)			

Updated 06-2019

## 2012–13 Administrative/Professional Compensation Plan West Orange-Cove CISD



### Pay Grade

#### 1

Accountant (12 Months)  
Athletic Trainer (11 Months)  
Literacy Coach (11.5 Months)  
Mental Health Coordinator (11.5 Months)  
Numeracy Coach (11.5 Months)  
PEIMS Coordinator (11 Months)  
Registered Nurse (10 Months)

		Minimum	Midpoint	Maximum
Monthly		<b>\$3,936</b>	<b>\$4,800</b>	<b>\$5,664</b>
<b>10</b>	<b>Months</b>	\$39,360	\$48,000	\$56,640
<b>11</b>	<b>Months</b>	\$43,296	\$52,800	\$62,304
<b>11.5</b>	<b>Months</b>	\$45,264	\$55,200	\$65,136
<b>12</b>	<b>Months</b>	\$47,232	\$57,600	\$67,968

#### 2

Counselor, Elementary (10.5 Months)  
Counselor, Middle School (11 Months)  
Diagnostician (11 Months)  
Director, Maintenance (12 Months)

		Minimum	Midpoint	Maximum
Monthly		<b>\$4,212</b>	<b>\$5,136</b>	<b>\$6,060</b>
<b>10.5</b>	<b>Months</b>	\$41,328	\$53,928	\$63,635
<b>11</b>	<b>Months</b>	\$46,327	\$56,496	\$66,665
<b>12</b>	<b>Months</b>	\$50,538	\$61,632	\$72,726

#### 3

Academic Coordinator (11.5 Months)  
Assistant Principal, Elementary (10.5 Months)  
Assistant Principal, Middle School (11 Months)  
Counselor, High School (11 Months)  
Director, Public Information (11.5 Months)  
Director, Technology (12 Months)  
Education Coordinator (11 Months)  
Speech-Language Pathologist (10.5 Months)

		Minimum	Midpoint	Maximum
Monthly		<b>\$4,506</b>	<b>\$5,496</b>	<b>\$6,485</b>
<b>10.5</b>	<b>Months</b>	\$47,316	\$57,703	\$68,089
<b>11</b>	<b>Months</b>	\$49,570	\$60,451	\$71,332
<b>11.5</b>	<b>Months</b>	\$51,823	\$63,198	\$74,574
<b>12</b>	<b>Months</b>	\$54,076	\$65,946	\$77,817

#### 4

Assistant Principal, High School (11.5 / 12 Months)  
Principal, Early Learning Center (11.5 Months)

		Minimum	Midpoint	Maximum
Monthly		<b>\$4,822</b>	<b>\$5,880</b>	<b>\$6,939</b>
<b>11.5</b>	<b>Months</b>	\$55,450	\$67,622	\$79,794
<b>12</b>	<b>Months</b>	\$57,861	\$70,563	\$83,264

#### 5

Principal, Elementary (11.5 Months)

		Minimum	Midpoint	Maximum
Monthly		<b>\$5,222</b>	<b>\$6,292</b>	<b>\$7,361</b>
<b>11.5</b>	<b>Months</b>	\$60,055	\$72,356	\$84,656
<b>12</b>	<b>Months</b>	\$62,667	\$75,502	\$88,337

#### 6

Director, Athletics (12 Months)  
Director, Federal Programs (12 Months)  
Director, Special Education (12 Months)  
Principal, Middle School (11.5 Months)

		Minimum	Midpoint	Maximum
Monthly		<b>\$5,655</b>	<b>\$6,732</b>	<b>\$7,809</b>
<b>11.5</b>	<b>Months</b>	\$65,034	\$77,421	\$89,808
<b>12</b>	<b>Months</b>	\$67,861	\$80,787	\$93,713

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**Pay Grade**

**7**

Executive Director, Finance (12 Months)

Executive Director, Human Resources (12 Months)

Principal, High School (12 Months)

	Minimum	Midpoint	Maximum
<b>Monthly</b>	<b>\$6,152</b>	<b>\$7,237</b>	<b>\$8,323</b>
<b>12 Months</b>	\$73,819	\$86,846	\$99,873

**8**

Assistant Superintendent, Curriculum & Instruction (12 Months)

	Minimum	Midpoint	Maximum
<b>Monthly</b>	<b>\$6,691</b>	<b>\$7,780</b>	<b>\$8,869</b>
<b>12 Months</b>	\$80,289	\$93,360	\$106,430