

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

Pay Grade 0

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

Pay Grade 1

Monthly	Minimum <i>\$4,093</i>	Midpoint <i>\$4,992</i>	Maximum <i>\$5,891</i>
10 Months	\$40,930	\$49,920	\$58,910
11 Months	\$45,023	\$54,912	\$64,801
11.5 Months	\$47,070	\$57,408	\$67,747
12 Months	\$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 <i>\$4,380</i>	Midpoint <i>\$5,341</i>	Maximum <i>\$6,302</i>
10 Months	\$43,800	\$53,410	\$63,020
11 Months	\$48,180	\$58,751	\$69,322
12 Months	\$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 <i>\$4,686</i>	Midpoint <i>\$5,716</i>	Maximum <i>\$6,744</i>
10 Months	\$46,860	\$57,160	\$67,440
10.5 Months	\$49,203	\$60,018	\$70,812
11 Months	\$51,546	\$62,876	\$74,184
11.5 Months	\$53,889	\$65,734	\$77,556
12 Months	\$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 <i>\$5,015</i>	Midpoint <i>\$6,115</i>	Maximum <i>\$7,217</i>
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 <i>\$5,341</i>	Midpoint <i>\$6,544</i>	Maximum <i>\$7,655</i>
12 Months	\$64,092	\$78,528	\$91,860
Director, Student Services (12 Months) Director, Public Information (12 Months)		Principal, Elementary (12 Months) Early College/CTE Coordinator (12 Months)	

Pay Grade 6

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

Pay Grade 7

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

Pay Grade 8

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

**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		\$3,936	\$4,800	\$5,664
10	Months	\$39,360	\$48,000	\$56,640
11	Months	\$43,296	\$52,800	\$62,304
11.5	Months	\$45,264	\$55,200	\$65,136
12	Months	\$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		\$4,212	\$5,136	\$6,060
10.5	Months	\$41,328	\$53,928	\$63,635
11	Months	\$46,327	\$56,496	\$66,665
12	Months	\$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		\$4,506	\$5,496	\$6,485
10.5	Months	\$47,316	\$57,703	\$68,089
11	Months	\$49,570	\$60,451	\$71,332
11.5	Months	\$51,823	\$63,198	\$74,574
12	Months	\$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		\$4,822	\$5,880	\$6,939
11.5	Months	\$55,450	\$67,622	\$79,794
12	Months	\$57,861	\$70,563	\$83,264

5

Principal, Elementary (11.5 Months)

		Minimum	Midpoint	Maximum
Monthly		\$5,222	\$6,292	\$7,361
11.5	Months	\$60,055	\$72,356	\$84,656
12	Months	\$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		\$5,655	\$6,732	\$7,809
11.5	Months	\$65,034	\$77,421	\$89,808
12	Months	\$67,861	\$80,787	\$93,713

**2012–13 Administrative/Professional Compensation Plan
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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
Monthly	\$6,152	\$7,237	\$8,323
12 Months	\$73,819	\$86,846	\$99,873

8

Assistant Superintendent, Curriculum & Instruction (12 Months)

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