

Administrative Professionals Pay Plan

Arlington ISD (TX)

View online: <https://salaryschedule.org/texas/arlington-isd/administrative-professionals/>

Pay grade \ Rate / work calendar	Daily	183 Days	187 Days	193 Days	198 Days	202 Days
1	\$251 / \$303 / \$355	-	-	-	-	-
2	\$294 / \$355 / \$415	\$53,846 / \$64,875 / \$75,905	\$55,023 / \$66,293 / \$77,564	\$56,788 / \$68,420 / \$80,053	\$58,260 / \$70,193 / \$82,126	\$59,436 / \$71,611 / \$83,786
3	\$355 / \$427 / \$500	-	\$66,303 / \$79,883 / \$93,463	\$68,430 / \$82,446 / \$96,461	\$70,203 / \$84,582 / \$98,960	\$71,621 / \$86,290 / \$100,960
4	\$372 / \$449 / \$525	-	\$69,618 / \$83,877 / \$98,136	\$71,852 / \$86,568 / \$101,284	-	\$75,203 / \$90,605 / \$106,008
5	\$391 / \$471 / \$551	-	-	-	-	-
6	\$410 / \$495 / \$579	-	-	-	-	\$82,911 / \$99,893 / \$116,875
7	\$431 / \$519 / \$608	-	-	-	-	-
8	\$459 / \$553 / \$647	-	-	-	-	-
9	\$509 / \$606 / \$702	-	-	-	-	-
10	\$554 / \$660 / \$766	-	-	-	-	-
11	\$649 / \$772 / \$896	-	-	-	-	-
12	\$755 / \$888 / \$1,021	-	-	-	-	-
13	\$843 / \$992 / \$1,141	-	-	-	-	-

Pay grade \ Rate / work calendar	207 Days	211 Days	212 Days	217 Days	220 Days
1	-	\$53,064 / \$63,933 / \$74,802	-	-	-
2	-	-	\$62,379 / \$75,156 / \$87,933	-	-
3	\$73,394 / \$88,426 / \$103,459	-	\$75,167 / \$90,562 / \$105,958	\$76,940 / \$92,698 / \$108,457	-
4	-	-	\$78,925 / \$95,090 / \$111,255	\$80,787 / \$97,333 / \$113,879	-
5	-	-	-	\$84,827 / \$102,200 / \$119,574	\$86,000 / \$103,613 / \$121,227
6	-	-	-	-	-
7	-	-	-	-	\$94,816 / \$114,235 / \$133,654
8	-	-	-	\$99,601 / \$120,001 / \$140,401	-
9	-	-	-	-	-
10	-	-	-	-	-

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Compiled from official district documents - verify against the source PDF.

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Pay grade \ Rate / work calendar	207 Days	211 Days	212 Days	217 Days	220 Days
11	-	-	-	-	-
12	-	-	-	-	-
13	-	-	-	-	-

Pay grade \ Rate / work calendar	222 Days	242 Days	243 Days	259 Days	260 Days
1	-	\$60,861 / \$73,326 / \$85,791	\$61,112 / \$73,629 / \$86,146	-	\$65,387 / \$78,780 / \$92,173
2	-	\$71,206 / \$85,791 / \$100,377	\$71,500 / \$86,146 / \$100,792	\$76,208 / \$91,818 / \$107,428	\$76,502 / \$92,173 / \$107,843
3	-	-	\$86,158 / \$103,805 / \$121,451	\$91,831 / \$110,640 / \$129,448	\$92,186 / \$111,067 / \$129,948
4	\$82,648 / \$99,576 / \$116,503	-	\$90,466 / \$108,995 / \$127,524	-	\$96,795 / \$116,620 / \$136,445
5	-	\$94,600 / \$113,975 / \$133,349	\$94,991 / \$114,446 / \$133,900	\$101,246 / \$121,981 / \$142,717	\$101,637 / \$122,452 / \$143,268
6	\$91,120 / \$109,783 / \$128,447	-	\$99,739 / \$120,168 / \$140,597	-	\$106,717 / \$128,575 / \$150,433
7	-	-	\$104,728 / \$126,178 / \$147,627	-	\$112,055 / \$135,005 / \$157,955
8	\$101,896 / \$122,766 / \$143,636	\$111,076 / \$133,826 / \$156,576	\$111,535 / \$134,379 / \$157,223	-	\$119,337 / \$143,780 / \$168,223
9	-	-	\$123,602 / \$147,146 / \$170,690	-	-
10	-	\$134,141 / \$159,730 / \$185,287	\$134,726 / \$160,390 / \$186,053	-	\$144,152 / \$171,610 / \$199,069
11	-	-	\$157,632 / \$187,657 / \$217,682	-	-
12	-	-	\$183,436 / \$215,806 / \$248,176	-	-
13	-	-	\$204,898 / \$241,056 / \$277,214	-	-

- Pay grade 1: Accountant I 243; Accountant I - Food and Nutrition Services 242; Executive Assistant - Superintendent 243; Food & Nutrition Supervisor 211, 242; Interim - Summer Food & Nutrition 242; Supervisor; Nutrition Education Coach 242; PDC Facility Services Manager/Foreman 260; Routing Specialist - Transportation 243; Security - Lieutenant 260; Specialist - Communications 243; Specialist - Distribution Center Operations 260; Specialist - Energy Management 260; Specialist - Logistics Operations 260; Specialist - Multimedia 243; Supervisor - Catering Chef 242; Transportation - Field Supervisor 243

- Pay grade 2: Accountant - Bond/Capital 243; Accountant II 243; Analyst - Payroll 243; Assistant Speech Pathologist 187; Coordinator - Career Pathways Navigator 243; Coordinator - Food Service Compliance 242; Coordinator - Food Service Personnel 242; Coordinator - Food Service/Warehouse 259; Coordinator - HR Recruitment & Substitute 243; Services; Coordinator - Nutrition Education 242; Coordinator - Purchasing 243; Coordinator - Purchasing Food Services 242; District Attendance Officer - At Risk 202; District Attendance Officer - Student 202; Facilitator - District Assessment 243; Facilitator - Family Engagement Title I 212; Family Engagement Facilitator Father 212; Outreach; HR Analyst - Benefits and Compensation 243; Liaison - Transition 212; LSSP - Intern 183; Manager - Social Media Marketing 243; Media Production Technician 243; Senior Graphic Designer 243; Senior Specialist - Communications 243; Social Worker 193, 198; Social Worker - Families in Transition 202; Social Worker - Families in Transition (ARP 202; Grant Funded); SOS Success Coach 202; Specialist - Grants Facilitator 243; Specialist - Program Controls 260; Staff Auditor 243; Staff Auditor - Activity Funds 243; Supervisor - Custodian 260; Supervisor - General Maintenance 260; Supervisor - Grounds 260; Transportation - Systems & Technical 243; Analyst

- Pay grade 3: Advisor - Deaf & Hard of Hearing Parent - 243; Infant; Analyst - Budget 243; Arts Integration Coach 193; Athletic Trainer 202; Board Certified Behavior Analyst 212; Campus Instructional Acceleration 217; Facilitator; Campus Testing Facilitator - High School 212; CCMR Facilitator 212; Coordinator - Food Service Maintenance 259; Coordinator - The Primary Years Program 202; IB; Counselor - Arlington College & Career High 243; School; Counselor - Arlington Collegiate High 243; Counselor - Career & Technical Center 243; Counselor - Elementary 202; Counselor - High School 212, 243; Counselor - Junior High 207; Counselor - P-Tech 243; Counselor - Special Education 202; Diagnostician 202; Dual Language Coach 193; Facilitator - Family Engagement Early 187; Childhood Outreach; Instructional Facilitator 212; Instructional Specialist - Deaf Education 212; Instructional Specialist - Dyslexia 212; Instructional Specialist - Early Childhood 212; Learning; Instructional

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Specialist - In Home 212; Community Training & Parent Training; Instructional Specialist - Interventionist 212; Instructional Specialist - Kindergarten 212; Behavior Support; Instructional Specialist - LOTE 212; Instructional Specialist - Special Education 212; Instructional Specialist - Special Education - 212; Autism; Speech; Instructional Specialist - World Languages 212; Instructional Support and Intervention 193; Manager - Communications 243; Media Production Specialist 243; Music Therapist 193; Nurse 187; Program Liaison - Student Outreach 243; Services; Project Manager 260; Resource Nurse 187; SCE Support Interventionist 193; Secondary Specialist - Mathematics and 212; Science; Secondary Specialist - Reading Language 212; Arts and Social Studies; Senior Internal Auditor 243; Specialist - Advanced Academics 212; Specialist - AVID 212; Specialist - Career & Technical Education 243; Specialist - Dropout Prevention 217; Specialist- Drug and Alcohol 217; Specialist - Dual Language 202; Specialist - Elementary Guidance & 217; Counseling; Specialist - Environmental & Safety 260; Specialist - Family Engagement Specialist 212; Title I; Specialist - Intervention 217; Specialist - Library Services 243; Specialist - Multidisciplinary Student 217; Support; Specialist - Orientation & Mobility 193; Specialist - PBIS 243; Specialist - Professional Learning 212; Specialist - Safety & Security 260; Specialist - Secondary Guidance & 217; Specialist - SHARS 243; Specialist - SOS Support 202; Specialist - Special Education Compliance 243; Specialist - State & Federal Operations 212; Specialist - Student Behavioral Support 243; Systems; Specialist - Student Outreach Services 243; Specialist - Technology Integration 243; Specialist - Translation and Instructional 212; Design; Specialist - Work Based Learning 243; Specialist - World Languages Family 212; Outreach; Supervisor - Electrical/Plumbing 260; Supervisor - HVAC/Refrigeration 260

- Pay grade 4: Assistant Principal - Dual Language/Fine 222; Arts; Assistant Principal - Elementary 202, 217; Assistant Principal - World Language 222; Academy; Audiologist 212; Coordinator - Assessment 243; Coordinator - Coordinator - Fine Arts 243; Coordinator - Fund Development 243; Coordinator - Government Affairs 243; Coordinator - Health Services 243; Coordinator - Human Capital Position 243; Management; Coordinator - Multidisciplinary Student 243; Support; Coordinator - Purchasing & Travel Card 243; Coordinator - State & Federal Interventions 243; Coordinator - World Languages 243; District Athletic Trainer 212; HR Specialist - Benefits & Wellness 243; Human Resources Partner 243; Lead Specialist - State & Federal 222; Intervention; Lead Specialist - World Languages 243; Manager - Distribution and Logistics 260; Manager - Facilities Performance and 260; Quality Assurance; Occupational Therapist 193; Physical Therapist 193; Reading Academy and Literacy Lead 243; Specialist; Safety Manager - Risk Management 243; Senior Data Analyst 243; Specialist - Compliance 243; Specialist - PBIS 202; Specialist - Restorative Practices 202; Specialist - Title IV Restorative Practices 202; Specialist - Title 1 Behavior Support 202; Speech Pathologist 187; Title I School Support Dean - Elementary 202, 217; Title IX Case Manager 243; Treasurer 243

- Pay grade 5: Assistant Director - Accounting 243; Assistant Director - Food Service Finance & 242; Compliance; Assistant Director - Food Service 259; Operations; Assistant Director - Payroll 243; Assistant Director - Purchasing 243; Assistant Principal - Junior High 217; Coordinator - 504/Dyslexia 243; Coordinator - Career & Technical Education 243; Coordinator - Community Engagement 243; Coordinator - Early Childhood Learning 243; Coordinator - Environmental & Safety 260; Coordinator - Family Engagement 243; Coordinator - Guidance & Counseling 243; Coordinator - Leadership Development 243; Coordinator - Library Services 243; Coordinator - PBIS 243; Coordinator - Postsecondary Partnerships 243; Coordinator - Professional Learning 243; Coordinator - Technology Integration & 243; Innovation; Curriculum Coordinator - Deaf Education 243; Curriculum Coordinator - Health & PE 243; Curriculum Coordinator - Language Arts & 243; Reading; Curriculum Coordinator - Math 243; Curriculum Coordinator - Science & Health 243; Curriculum Coordinator - Social Studies 243; Curriculum Coordinator - Special Education 243; Manager - Accounts Payable 243; Manager - Energy and Integrated Facility 260; Systems; Manager - Fleet Services 260; Manager - Grievance Hearing Officer and 243; Manager - HR Compensation and Benefits 243; Manager - HR Customer Service Center 243; Manager - HR Employee Relations & 243; Development; Manager - HR Recruitment 243; Manager - Internal Audit 243; Operations Manager - Transportation 243; Title I School Support Dean - Junior High 217

- Pay grade 6: Assistant Director - Curriculum and 243; Instruction; Assistant Director - Fine Arts 243; Assistant Director - Special Education 243; Compliance and Evaluation; Instructional Programming; Support Services; Assistant Principal - Alternative 222; Assistant Principal - Arlington College & 243; Career High School; Assistant Principal - Career & Technical 243; Center; Assistant Principal - High School 222, 243; Assistant Principal - High School - P-Tech 243; Coordinator - High School Athletics 222; Coordinator - Student Outreach Services 243; Dean of Instruction 243; Dean of Student Data and Intervention 243; Swim Club Coach 243; LSSP 202; Research Analyst - Quantitative 243; Title I Instructional Dean of School 243; Improvement

- Pay grade 7: Assistant Director - Athletics Boys 243; Assistant Director - Athletics Girls 243; Assistant Director - Athletics Facilities and 243; Safety; Assistant Director - Facility Planning and 260; Construction; Director - Analytics & Accountability 243; Director - Assessment 243; Director - Center for Visual & Performing 243; Arts; Director - Marketing 243; Director - Payroll 243; Director - Teacher Incentive Allotment 243; Director - Title IX Compliance and 243; Investigations; Principal - Elementary 220, 243; Principal - Elementary Dual Language/Fine 243; Principal - World Language Academy 243

- Pay grade 8: Associate Principal - High School 243; Chief Internal Auditor 243; Director - Advanced Academics 243; Director - Career & Technical Education 243; Director - Early Childhood Learning 243; Director - Facility Planning & Construction 260; Director - Food & Nutrition Services 242; Director - Guidance/Counseling 243; Director - Health Services 243; Director - Human Resources Recruitment 243; Director - Maintenance 260; Director - Operations 260; Director - Postsecondary Partnerships 243; Director - Purchasing 243; Director - Research & Analysis 243; Director - Risk Management 243; Director - School Improvement 243; Director - Security 260; Director - State & Federal Interventions & 243; Operations; Director - Student Behavioral Support 243; Systems; Director - Technology Integration & 243; Innovation; Director - Transportation 260; Director - World Languages 243; Head Football Coach 217; Head Football Coach/Athletics Coordinator 222; Human Resources - Director Customer 243; Service; Principal - Venture High School 243; Principal - Junior High 243; Principal - Turning Point Secondary School 243

- Pay grade 9: Director - Accounting 243; Director - Athletics 243; Director - Budget & Finance 243; Director - Curriculum & Instruction Early 243; Childhood; Director - Curriculum & Instruction 243; Intermediate Grades; Secondary Grades; Director - Professional Learning 243; Director - Special Education 243; Senior Director - Human Resources 243

- Pay grade 10: Executive Director - Curriculum & Instruction 243; Executive Director - Elementary Schools 243; Executive Director - Family and Community; Engagement 243; Executive Director - Facility Services 260; Executive Director - Financial Services 243; Executive Director - Fine Arts 243; Executive Director - Food & Nutrition; Services 242; Executive Director - Human Resources 243; Executive Director - Innovative Programs 243; Executive Director - Secondary Schools 243; Executive Director - Specialized Learning; Services 243; Executive Director - Transformational; Learning 243; Principal - Career & Technical Center 243; Principal - Early Collegiate High School 243; Principal - Early College and Career High; School - CTE 243; Principal - High School 243

- Pay grade 11: Assistant Superintendent - Facilities; Services 243; Assistant Superintendent - Financial; Assistant Superintendent - Research &; Accountability 243; Assistant Superintendent - School; Leadership 243; Assistant Superintendent - Teaching and; Learning 243; Chief Technology Officer 243; Chief Communications Officer 243

- Pay grade 12: Chief Academic Officer 243; Chief Financial Officer 243; Chief Operations Officer 243; Chief Schools Officer 243; Chief Human Resource Officer 243

- Pay grade 13: Deputy Superintendent 243

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- Each amount is a Minimum / Midpoint / Maximum range. The Hourly/Daily row is the pay rate; the 'NNN Days' rows are the annual salary for that work calendar.