

2025-2026 Staff / Administrator Pay Plan

Collin College

| Pay Grade | Job Title | Minimum | Midpoint | Maximum |
|-----------|-----------|---------|----------|---------|
|-----------|-----------|---------|----------|---------|

|                                                                           |
|---------------------------------------------------------------------------|
| 101                                                                       |
| Coordinator - International Students/Advising Associate                   |
| Coordinator - Special Admissions/Advising                                 |
| Instruction & Curriculum Lead - Adult Education & Literacy (Grant-Funded) |
| Specialist - Curriculum                                                   |
| Specialist - Student Success/Cybersecurity                                |
| Supervisor - Testing Center                                               |

|           |         |         |         |
|-----------|---------|---------|---------|
| Monthly   | \$4,096 | \$4,995 | \$5,894 |
| 12 Months | 49,151  | 59,940  | 70,729  |

|                                                                      |
|----------------------------------------------------------------------|
| 102                                                                  |
| Academic Advisor                                                     |
| Adult Education and Literacy (AEL) Instructor (Full-time)            |
| Assistant Director Technical Theatre                                 |
| Coordinator - Academic Compliance                                    |
| Coordinator - Curriculum                                             |
| Coordinator - Fire Training                                          |
| Coordinator - First Year Experience (FYE)                            |
| Data Coordinator - Institutional Effectiveness                       |
| Data Coordinator - Institutional Research                            |
| Development Officer                                                  |
| Instructor - Simulation Center                                       |
| Intake Coordinator - Adult Education & Literacy (Grant-Funded)       |
| Lab Instructor                                                       |
| Lab Instructor - Accelerated Individualized Mathematics (AIM) Center |
| Lab Instructor - Math                                                |
| Lab Instructor - Veterinary Technology                               |
| Manager - American Sign Language (ASL) Lab                           |
| Manager - Automotive Technology Lab                                  |
| Manager - Box Office & Marketing                                     |
| Manager - Campus Career Center                                       |
| Manager - Construction Technology Lab                                |
| Manager - Welding Technology Lab                                     |
| Specialist - Emergency Management                                    |
| Student Athlete Success Coach                                        |
| Student Success Coach - Virtual Campus                               |

|           |         |         |         |
|-----------|---------|---------|---------|
| Monthly   | \$4,505 | \$5,495 | \$6,484 |
| 12 Months | 54,066  | 65,934  | 77,802  |

|                                                               |
|---------------------------------------------------------------|
| 103                                                           |
| Accessibility Services Advisor                                |
| Assistant Director - Student Engagement                       |
| Assistant Manager - Student Information Systems               |
| Business Advisor - SBDC (Grant-Funded)                        |
| Career Coach Underserved Populations Workforce (Grant-Funded) |
| Career Navigator Adult Education & Literacy (Grant-Funded)    |
| Contract Administrator                                        |
| Coordinator - Districtwide Scheduling                         |
| Coordinator - Fire Academy                                    |
| Coordinator - Marketing & Communications                      |
| Coordinator - Media Relations                                 |
| Coordinator - Range Master                                    |

|           |         |         |         |
|-----------|---------|---------|---------|
| Monthly   | \$4,956 | \$6,044 | \$7,132 |
| 12 Months | 59,472  | 72,527  | 85,582  |

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| Pay Grade | Job Title | Minimum | Midpoint | Maximum |
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|-----------|-----------|---------|----------|---------|

|     |                                                                             |
|-----|-----------------------------------------------------------------------------|
| 103 | Continued                                                                   |
|     | Coordinator - Reality Based & Skills Training                               |
|     | Coordinator - Web Communications                                            |
|     | Counselor - College & Career/Dual Credit                                    |
|     | Counselor - District College & Career                                       |
|     | Director - Small Business Development Center                                |
|     | Grant Manager                                                               |
|     | Grant Researcher/Writer                                                     |
|     | Instructor/Coordinator Simulation Center                                    |
|     | Intramural Coordinator/Volleyball Coach                                     |
|     | Librarian - Electronic and Continuing Resources                             |
|     | Librarian - Reference                                                       |
|     | Librarian - Reference Access                                                |
|     | Manager - CAD                                                               |
|     | Manager - Catering Services                                                 |
|     | Manager - Conference Services                                               |
|     | Manager - Fire Training Facilities and Compliance                           |
|     | Manager - Fitness Center/Golf Coach                                         |
|     | Manager - Fitness Center/Tennis Coach                                       |
|     | Manager - Fitness Labs                                                      |
|     | Manager - Food Services                                                     |
|     | Manager - IT/Cybersecurity Labs                                             |
|     | Manager - Student Call Center                                               |
|     | Manager - Student Housing Operations                                        |
|     | Manager - Student Housing Residential Life                                  |
|     | Operations Manager - Fire Training                                          |
|     | Performance Accountability Lead - Adult Education & Literacy (Grant-Funded) |
|     | Program Coach - Workforce                                                   |
|     | Program Director - Grants (Grant-Funded)                                    |
|     | Program Manager - CE Health Sciences                                        |
|     | Program Manager - Continuing Education                                      |
|     | Program Manager - Corporate Training (Interim)                              |
|     | Program Manager - Dental Assistant                                          |
|     | Program Manager - Medical Assistant                                         |
|     | Program Manager - Veterinary Assistant CE                                   |
|     | Project Coordinator - Grants Development                                    |
|     | Project Manager - Grants (Grant-funded)                                     |
|     | Project Manager - Grants Management                                         |
|     | Project Manager - Grants Management (Grant-funded)                          |
|     | Quality Assurance Lead - Adult Education & Literacy (Grant-Funded)          |
|     | Senior Graphic Designer                                                     |
|     | Tutor - Nursing Programs                                                    |

|           |         |         |         |
|-----------|---------|---------|---------|
| Monthly   | \$4,956 | \$6,044 | \$7,132 |
| 12 Months | 59,472  | 72,527  | 85,582  |

|     |                     |
|-----|---------------------|
| 104 |                     |
|     | Accountant          |
|     | Accountant - Grants |

|           |         |         |         |
|-----------|---------|---------|---------|
| Monthly   | \$5,452 | \$6,648 | \$7,845 |
| 12 Months | 65,420  | 79,780  | 94,141  |

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|-----------|-----------|---------|----------|---------|

104 Continued

- Associate Registrar
- Assistant Clinical Coordinator - Nursing
- Assistant Director - Convergence Technology Center (Grant-funded)
- Assistant Director - Food Services
- Assistant Director - Grants Management - Post Awards
- Associate Registrar
- Campus Director - Child Development
- Clinical Coordinator - Diagnostic Medical Sonography
- Clinical Coordinator - EMS
- Clinical Coordinator - Health Professions
- Clinical Coordinator - Medical Assisting
- Clinical Coordinator - Rehabilitation Aide Program
- Clinical Coordinator - Veterinary Technology
- Coordinator - Student Care/Counselor
- Data Manager - P-12 Partnerships & Districtwide Scheduling
- Director - Technical Theatre
- Distance Learning & Digital Navigation Lead - AEL (Grant-Funded)
- District Coordinator - Interpreter Services
- Employee Relations Consultant
- Human Resources Consultant
- Lead College & Career Counselor/Dual Credit
- Librarian - Distance Learning/Digital Services
- Librarian - Scholarly Communications
- Manager - Academic Assistance
- Manager - Accounts Payable
- Manager - Accounts Receivable
- Manager - Apprenticeship & Employer Engagement
- Manager - Construction Purchasing
- Manager - Contracts and Supplier Relations
- Manager - Custodial Services
- Manager - District Grounds
- Manager - Facilities Control Center
- Manager - Facility Plant Operations I
- Manager - Financial Aid
- Manager - Financial Aid Programs
- Manager - Fraud Detection and Default Prevention
- Manager - Health Sciences Labs
- Manager - Industrial Safety Program
- Manager - Math Lab
- Manager - Purchasing Systems Support
- Manager - Records Systems
- Manager - Science Labs
- Manager - Writing Center
- Program Coordinator - Esthetician

| Monthly   | \$5,452 | \$6,648 | \$7,845 |
|-----------|---------|---------|---------|
| 12 Months | 65,420  | 79,780  | 94,141  |

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|-----------|-----------|---------|----------|---------|
|-----------|-----------|---------|----------|---------|

| 104 Continued                                           | Monthly   | \$5,452 | \$6,648 | \$7,845 |
|---------------------------------------------------------|-----------|---------|---------|---------|
| Program Coordinator - Medical Massage Therapy           | 12 Months | 65,420  | 79,780  | 94,141  |
| Research Analyst - Institutional Research               |           |         |         |         |
| Research Analyst - Reporting and Institutional Research |           |         |         |         |
| Secretary - Board of Trustees                           |           |         |         |         |
| Senior Accessibility Services Advisor                   |           |         |         |         |
| Senior Coordinator - Marketing & Communications         |           |         |         |         |
| Senior Coordinator - Media Relations                    |           |         |         |         |
| Student Conduct Officer                                 |           |         |         |         |
| Supervisor - Accounts Payable                           |           |         |         |         |
| Supervisor - Facilities Maintenance                     |           |         |         |         |
| Supervisor - Facilities Maintenance Zone                |           |         |         |         |
| Supervisor - HR Data Management                         |           |         |         |         |
| Supervisor - Mechanical Zone                            |           |         |         |         |
| Supervisor - Travel and Expense                         |           |         |         |         |

| 105                                                                    | Monthly   | \$6,324 | \$7,712 | \$9,100 |
|------------------------------------------------------------------------|-----------|---------|---------|---------|
| Assistant Director - Adult Education and Literacy (AEL) – Grant Funded | 12 Months | 75,887  | 92,545  | 109,203 |
| Assistant Director - Continuing Education Programs                     |           |         |         |         |
| Assistant Director - Procurement                                       |           |         |         |         |
| Assistant Director - Student Financial Services                        |           |         |         |         |
| Branch Manager/Senior Librarian                                        |           |         |         |         |
| Clinical Coordinator - Respiratory Care                                |           |         |         |         |
| Counselor                                                              |           |         |         |         |
| Director - Testing                                                     |           |         |         |         |
| District Manager - Academic Scheduling                                 |           |         |         |         |
| Human Resources Benefits Generalist                                    |           |         |         |         |
| Manager - Computerized Maintenance Management Systems (CMMS)           |           |         |         |         |
| Manager - Payroll                                                      |           |         |         |         |
| Manager - Preventative Maintenance                                     |           |         |         |         |
| Program Coordinator - Emergency Medical Services/TDSH                  |           |         |         |         |
| Program Coordinator - Health Professions                               |           |         |         |         |
| Program Coordinator - Law Enforcement Academy                          |           |         |         |         |
| Program Coordinator - Surgical Professions                             |           |         |         |         |
| Program Director - SAIL                                                |           |         |         |         |
| Senior Accountant                                                      |           |         |         |         |
| Senior Budget Analyst                                                  |           |         |         |         |
| Senior Business Advisor SBDC                                           |           |         |         |         |
| Senior Human Resources Consultant                                      |           |         |         |         |
| Senior Research Analyst - Institutional Research                       |           |         |         |         |
| Senior Research Analyst - Reporting and Institutional Research         |           |         |         |         |
| Specialist - Simulation Operations                                     |           |         |         |         |

| 106                                                       | Monthly   | \$6,830 | \$8,329 | \$9,828 |
|-----------------------------------------------------------|-----------|---------|---------|---------|
| Assistant Director - Financial Aid Compliance & Reporting | 12 Months | 81,958  | 99,949  | 117,939 |
| Assistant Director - Financial Aid Operations             |           |         |         |         |
| Assistant Director - Financial Aid Technology Programs    |           |         |         |         |

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|-----------|-----------|---------|----------|---------|
|-----------|-----------|---------|----------|---------|

|     |                                                          |
|-----|----------------------------------------------------------|
| 106 | Continued                                                |
|     | Assistant Director - Veterans Services and Financial Aid |
|     | Clinical Coordinator - Nursing                           |
|     | Director - Access                                        |
|     | Director - Continuing Education Programming              |
|     | Director - Corporate Training                            |
|     | Director - Creative Services                             |
|     | Director - Library Technology Services                   |
|     | Director - Quality Enhancement Plan (QEP)                |
|     | Executive Assistant - District President                 |
|     | HR Manager - Training and Development                    |
|     | Manager - Accounting                                     |
|     | Manager - Employee Relations                             |
|     | Manager - Facilities Zone                                |
|     | Manager - HR/Employment                                  |
|     | Senior Internal Auditor                                  |

|           |         |         |         |
|-----------|---------|---------|---------|
| Monthly   | \$6,830 | \$8,329 | \$9,828 |
| 12 Months | 81,958  | 99,949  | 117,939 |

|     |                                                              |
|-----|--------------------------------------------------------------|
| 107 |                                                              |
|     | Assistant Director - Compensation and Classification         |
|     | Associate Dean - Student & Enrollment Services               |
|     | Associate Dean - Students                                    |
|     | Associate Dean - Title IX Compliance                         |
|     | Business Analyst - Student Information Systems               |
|     | Director - Accounts Payable                                  |
|     | Director - Admissions                                        |
|     | Director - Adult Education & Literacy (Grant-Funded)         |
|     | Director - Alumni Relations                                  |
|     | Director - Budget & Forecasting                              |
|     | Director - Business Intelligence System (BIS) Data Warehouse |
|     | Director - Conference Services                               |
|     | Director - Dual Credit                                       |
|     | Director - Effectiveness Analytics                           |
|     | Director - Facility Support Services                         |
|     | Director - Grants Management                                 |
|     | Director - HVAC & Welding Programs                           |
|     | Director - Institutional Research                            |
|     | Director - Payroll Administration                            |
|     | Director - Procurement/Contract Administration               |
|     | Director - Safety and Emergency Management                   |
|     | Director - Student Financial Services                        |
|     | Director - Surgical Professions                              |
|     | Police Lieutenant                                            |
|     | Program Director - Agriculture                               |
|     | Program Director - Automotive & Collision Technology         |
|     | Program Director - Cosmetology                               |

|           |          |           |           |
|-----------|----------|-----------|-----------|
| Monthly   | \$7,649  | \$9,329   | \$11,008  |
| 12 Months | \$91,793 | \$111,943 | \$132,092 |

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Collin College

| Pay Grade | Job Title | Minimum | Midpoint | Maximum |
|-----------|-----------|---------|----------|---------|
|-----------|-----------|---------|----------|---------|

|                                                                                    |  |                  |                  |                  |                  |
|------------------------------------------------------------------------------------|--|------------------|------------------|------------------|------------------|
| <b>107 Continued</b>                                                               |  | <b>Monthly</b>   | <b>\$7,649</b>   | <b>\$9,329</b>   | <b>\$11,008</b>  |
|                                                                                    |  | <b>12 Months</b> | <b>\$91,793</b>  | <b>\$111,943</b> | <b>\$132,092</b> |
| Program Director - Dental Hygiene                                                  |  |                  |                  |                  |                  |
| Program Director - Diagnostic Medical Sonography                                   |  |                  |                  |                  |                  |
| Program Director - Emergency Medical Services                                      |  |                  |                  |                  |                  |
| Program Director - Engineering Technology                                          |  |                  |                  |                  |                  |
| Program Director - Fire Science                                                    |  |                  |                  |                  |                  |
| Program Director - Health Information Management                                   |  |                  |                  |                  |                  |
| Program Director - Health Professions                                              |  |                  |                  |                  |                  |
| Program Director - Invasive Cardiovascular Technology                              |  |                  |                  |                  |                  |
| Program Director - Law Enforcement                                                 |  |                  |                  |                  |                  |
| Program Director - Medical Assisting Advanced Practice                             |  |                  |                  |                  |                  |
| Program Director - Nuclear Medicine Technology                                     |  |                  |                  |                  |                  |
| Program Director - Pharmacy Technician                                             |  |                  |                  |                  |                  |
| Program Director - Physical Therapy Assistant                                      |  |                  |                  |                  |                  |
| Program Director - Polysomnographic Technology                                     |  |                  |                  |                  |                  |
| Program Director - Radiologic Technology                                           |  |                  |                  |                  |                  |
| Program Director - Respiratory Care                                                |  |                  |                  |                  |                  |
| Program Director - Simulation Lab                                                  |  |                  |                  |                  |                  |
| Program Director - Vocational Nursing                                              |  |                  |                  |                  |                  |
| Project Manager - Construction                                                     |  |                  |                  |                  |                  |
| Registrar                                                                          |  |                  |                  |                  |                  |
| <b>108</b>                                                                         |  | <b>Monthly</b>   | <b>\$8,491</b>   | <b>\$10,355</b>  | <b>\$12,219</b>  |
|                                                                                    |  | <b>12 Months</b> | <b>\$101,890</b> | <b>\$124,256</b> | <b>\$146,622</b> |
| Associate Dean - Academic Affairs/Workforce - Health Sciences & Emergency Services |  |                  |                  |                  |                  |
| Associate Dean - Academic Affairs/Workforce Programs                               |  |                  |                  |                  |                  |
| Associate Dean - Academic Affairs/Workforce Programs (Immersion)                   |  |                  |                  |                  |                  |
| Associate Dean - Counseling                                                        |  |                  |                  |                  |                  |
| Associate Dean - P-12 Partnerships                                                 |  |                  |                  |                  |                  |
| Associate Dean - Virtual Campus                                                    |  |                  |                  |                  |                  |
| Director - Accounting                                                              |  |                  |                  |                  |                  |
| Director - Architecture & Construction Programs                                    |  |                  |                  |                  |                  |
| Director - Enrollment Analytics and Reporting                                      |  |                  |                  |                  |                  |
| Director - HR Benefits and HR Support                                              |  |                  |                  |                  |                  |
| Director - Veterinary Technology Program                                           |  |                  |                  |                  |                  |
| Executive Director - Conference & Food Services                                    |  |                  |                  |                  |                  |
| Executive Director - Continuing Education                                          |  |                  |                  |                  |                  |
| Executive Director - Continuing Education Health and Wellness                      |  |                  |                  |                  |                  |
| Executive Director - Grants Management                                             |  |                  |                  |                  |                  |
| Executive Director - Library                                                       |  |                  |                  |                  |                  |
| Program Director - Clinical Operations Management                                  |  |                  |                  |                  |                  |
| Program Director - Workforce Cybersecurity                                         |  |                  |                  |                  |                  |
| <b>109</b>                                                                         |  | <b>Monthly</b>   | <b>\$9,170</b>   | <b>\$11,183</b>  | <b>\$13,196</b>  |
|                                                                                    |  | <b>12 Months</b> | <b>110,041</b>   | <b>134,197</b>   | <b>158,352</b>   |
| Dean - Academic Affairs/Workforce iCollin Virtual Campus                           |  |                  |                  |                  |                  |
| Dean - Academic Affairs/Workforce Programs                                         |  |                  |                  |                  |                  |
| Dean - Academic Affairs/Workforce Programs - Health Sciences                       |  |                  |                  |                  |                  |
| Dean - Academic Partnerships                                                       |  |                  |                  |                  |                  |
| Dean - Academic Services                                                           |  |                  |                  |                  |                  |

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| Pay Grade                                                      | Job Title                                                            | Minimum                                                        | Midpoint | Maximum  |          |
|----------------------------------------------------------------|----------------------------------------------------------------------|----------------------------------------------------------------|----------|----------|----------|
| 109 Continued                                                  | Dean - Academic Services - Assessment, Accreditation, and Compliance | Monthly                                                        | \$10,271 | \$12,525 | \$14,780 |
|                                                                | Dean - Districtwide Scheduling                                       | 12 Months                                                      | 110,041  | 134,197  | 158,352  |
|                                                                | Dean - Evening & Weekend College                                     |                                                                |          |          |          |
|                                                                | Dean - Student & Enrollment Services                                 |                                                                |          |          |          |
|                                                                | Dean - Student & Enrollment Services (Immersion)                     |                                                                |          |          |          |
|                                                                | Director - HR Faculty Employment                                     |                                                                |          |          |          |
|                                                                | Director - Nursing ADN Program                                       |                                                                |          |          |          |
|                                                                | Director - Nursing BSN Program                                       |                                                                |          |          |          |
|                                                                | District Dean - Students                                             |                                                                |          |          |          |
|                                                                | Executive Director - Facilities Operations                           |                                                                |          |          |          |
|                                                                | Executive Director - Planning Design & Construction                  |                                                                |          |          |          |
|                                                                | 110                                                                  | Assistant Chief of Police                                      | Monthly  | \$10,271 | \$12,525 |
| Dean - Nursing                                                 |                                                                      | 12 Months                                                      | 123,246  | 150,300  | 177,355  |
| Executive Dean                                                 |                                                                      |                                                                |          |          |          |
| Executive Director - Financial Aid and Veterans Services       |                                                                      |                                                                |          |          |          |
| Executive Director - Procurement Services                      |                                                                      |                                                                |          |          |          |
| 111                                                            |                                                                      | Associate Vice President - Continuing Professional Development | Monthly  | \$11,298 | \$13,778 |
|                                                                | Associate Vice President - Controller                                | 12 Months                                                      | 135,571  | 165,330  | 195,090  |
|                                                                | Associate Vice President - External Communications                   |                                                                |          |          |          |
|                                                                | Associate Vice President - Human Resources                           |                                                                |          |          |          |
|                                                                | Associate Vice President - Internal Communications                   |                                                                |          |          |          |
|                                                                | Associate Vice President - P-12 Partnerships                         |                                                                |          |          |          |
|                                                                | Associate Vice President - Student & Enrollment Services             |                                                                |          |          |          |
|                                                                | Executive Director - Collin College Foundation                       |                                                                |          |          |          |
|                                                                | 112                                                                  | Associate Provost                                              | Monthly  | \$13,105 | \$15,982 |
| Associate Vice President - Business and Governmental Relations |                                                                      | 12 Months                                                      | 157,262  | 191,783  | 226,304  |
| Chief Information Officer                                      |                                                                      |                                                                |          |          |          |
| Deputy Chief Financial Officer                                 |                                                                      |                                                                |          |          |          |
| Executive Director - Internal Audit                            |                                                                      |                                                                |          |          |          |
| 113                                                            |                                                                      | Chief Human Resources Officer                                  | Monthly  | \$14,154 | \$17,261 |
|                                                                | Chief Of Police                                                      | 12 Months                                                      | 169,843  | 207,126  | 244,409  |
|                                                                | Chief of Staff                                                       |                                                                |          |          |          |
|                                                                | Special Assistant - Executive Vice President                         |                                                                |          |          |          |
|                                                                | Vice President - Facilities & Construction                           |                                                                |          |          |          |
|                                                                | Vice President - Student & Enrollment Services/Athletic Director     |                                                                |          |          |          |

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| Pay Grade | Job Title                                                       |           | Minimum  | Midpoint | Maximum  |
|-----------|-----------------------------------------------------------------|-----------|----------|----------|----------|
| 114       |                                                                 | Monthly   | \$15,994 | \$19,504 | \$23,015 |
|           | Campus Provost                                                  | 12 Months | 191,923  | 234,053  | 276,182  |
|           | Vice President - Academic Affairs                               |           |          |          |          |
|           | Vice President - Institutional Research and Technology Services |           |          |          |          |
|           | Vice President - Academic Operations                            |           |          |          |          |
| 115       |                                                                 | Monthly   | \$17,273 | \$21,065 | \$24,856 |
|           | General Counsel                                                 | 12 Months | 207,277  | 252,777  | 298,277  |
|           | Senior Vice President - Student & Community Engagement          |           |          |          |          |
| 116       |                                                                 | Monthly   | \$18,655 | \$22,750 | \$26,845 |
|           | Chief Financial Officer                                         | 12 Months | 223,859  | 272,999  | 322,139  |
|           | Chief Innovation Officer                                        |           |          |          |          |
|           | Senior Vice President - Campus Operations                       |           |          |          |          |
| 119       |                                                                 | Monthly   | \$24,811 | \$30,257 | \$35,704 |
|           | Executive Vice President                                        | 12 Months | 297,733  | 363,089  | 428,445  |