

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 12 Months	\$4,096 49,151	\$4,995 59,940	\$5,894 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 12 Months	\$4,505 54,066	\$5,495 65,934	\$6,484 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 12 Months	\$4,956 59,472	\$6,044 72,527	\$7,132 85,582

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Pay Grade	Job Title	Minimum	Midpoint	Maximum
103	Continued			
	Coordinator - Reality Based & Skills Training	Monthly	\$4,956	\$6,044
	Coordinator - Web Communications	12 Months	59,472	72,527
	Counselor - College & Career/Dual Credit			85,582
	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			
104		Monthly	\$5,452	\$6,648
	Accountant	12 Months	65,420	79,780
	Accountant - Grants			94,141

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Pay Grade	Job Title	Minimum	Midpoint	Maximum
104	Continued			
	Assistant Clinical Coordinator - Nursing	Monthly	\$5,452	\$6,648
	Assistant Director - Convergence Technology Center (Grant-funded)	12 Months	65,420	79,780
	Assistant Director - Food Services			94,141
	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			

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Pay Grade	Job Title	Minimum	Midpoint	Maximum
104	Continued			
	Program Coordinator - Medical Massage Therapy	Monthly	\$5,452	\$6,648
	Research Analyst - Institutional Research	12 Months	65,420	79,780
	Research Analyst - Reporting and Institutional Research			94,141
	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
	Assistant Director - Adult Education and Literacy (AEL) – Grant Funded	12 Months	75,887	92,545
	Assistant Director - Continuing Education Programs			109,203
	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
	Assistant Director - Financial Aid Compliance & Reporting	12 Months	81,958	99,949
	Assistant Director - Financial Aid Operations			117,939
	Assistant Director - Financial Aid Technology Programs			

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Pay Grade	Job Title	Minimum	Midpoint	Maximum
106	Continued			
	Assistant Director - Veterans Services and Financial Aid	Monthly	\$6,830	\$8,329
	Clinical Coordinator - Nursing	12 Months	81,958	99,949
	Director - Access			117,939
	Director - Continuing Education Programming			
	Director - Corporate Training			
	Director - Creative Services			
	Director - Library Technology Services			
	Director - Quality Enhancement Plan (QEP)			
	Executive Assistant - District President			
	Manager - Accounting			
	Manager - Employee Relations			
	Manager - Facilities Zone			
	Manager - HR/Employment			
	Senior Internal Auditor			
107		Monthly	\$7,649	\$9,329
	Assistant Director - Accounting	12 Months	91,793	111,943
	Assistant Director - Compensation and Classification			132,092
	Assistant Director - Training and Development			
	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			

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Pay Grade	Job Title	Minimum	Midpoint	Maximum
107	Continued			
	Program Director - Dental Hygiene	Monthly	\$7,649	\$9,329
	Program Director - Diagnostic Medical Sonography	12 Months	\$91,793	\$111,943
	Program Director - Emergency Medical Services			\$132,092
	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 - Medical Lab Technician			
	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			
108		Monthly	\$8,491	\$10,355
	Associate Dean - Academic Affairs/Workforce - Health Sciences & Emergency Services	12 Months	\$101,890	\$124,256
	Associate Dean - Academic Affairs/Workforce Programs			\$146,622
	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			

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Pay Grade	Job Title	Minimum	Midpoint	Maximum	
109	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 Dean - Academic Services - Assessment, Accreditation, and Compliance Dean - Districtwide Scheduling 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	Monthly 12 Months	\$9,170 110,041	\$11,183 134,197	\$13,196 158,352
110	Assistant Chief of Police Associate Director - Training and Development Dean - Nursing Executive Dean Executive Director - Accounting Executive Director - Financial Aid and Veterans Services Executive Director - Financial Services Executive Director - Procurement Services	Monthly 12 Months	\$10,271 123,246	\$12,525 150,300	\$14,780 177,355
111	Associate Vice President - Continuing Professional Development Associate Vice President - Controller 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	Monthly 12 Months	\$11,298 135,571	\$13,778 165,330	\$16,258 195,090
112	Associate Provost Associate Vice President - Business and Governmental Relations Chief Information Officer Deputy Chief Financial Officer Executive Director - Internal Audit	Monthly 12 Months	\$13,105 157,262	\$15,982 191,783	\$18,859 226,304

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Pay Grade	Job Title	Minimum	Midpoint	Maximum	
113	Chief Human Resources Officer Chief Of Police Chief of Staff Special Assistant - Executive Vice President Vice President - Facilities & Construction Vice President - Student & Enrollment Services/Athletic Director	Monthly 12 Months	\$14,154 169,843	\$17,261 207,126	\$20,367 244,409
114	Campus Provost Vice President - Academic Affairs Vice President - Academic Operations Vice President - Institutional Research and Technology Services	Monthly 12 Months	\$15,994 191,923	\$19,504 234,053	\$23,015 276,182
115	General Counsel Senior Vice President - Student & Community Engagement	Monthly 12 Months	\$17,273 207,277	\$21,065 252,777	\$24,856 298,277
116	Chief Financial Officer Chief Innovation Officer Senior Vice President - Campus Operations	Monthly 12 Months	\$18,655 223,859	\$22,750 272,999	\$26,845 322,139
119	Executive Vice President	Monthly 12 Months	\$24,811 297,733	\$30,257 363,089	\$35,704 428,445