

2025-2026 Staff / Administrator Pay Plan

Collin College

Pay Grade	Job Title	Minimum	Midpoint	Maximum
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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		Monthly	\$4,956	\$6,044	\$7,132
		12 Months	59,472	72,527	85,582
	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				
104		Monthly	\$5,452	\$6,648	\$7,845
		12 Months	65,420	79,780	94,141
	Accountant				
	Accountant - Grants				

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Pay Grade	Job Title	Minimum	Midpoint	Maximum
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104	Continued
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- 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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Pay Grade	Job Title	Minimum	Midpoint	Maximum
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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				

2025-2026 Staff / Administrator Pay Plan

Collin College

Pay Grade	Job Title	Minimum	Midpoint	Maximum
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106 Continued	Monthly	\$6,830	\$8,329	\$9,828
Assistant Director - Veterans Services and Financial Aid	12 Months	81,958	99,949	117,939
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				
Manager - Accounting				
Manager - Employee Relations				
Manager - Facilities Zone				
Manager - HR/Employment				
Senior Internal Auditor				

107	Monthly	\$7,649	\$9,329	\$11,008
Assistant Director - Accounting	12 Months	\$91,793	\$111,943	\$132,092
Assistant Director - Compensation and Classification				
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				

2025-2026 Staff / Administrator Pay Plan

Collin College

Pay Grade	Job Title	Minimum	Midpoint	Maximum
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107	Continued
	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 - 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

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

108	
	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

Monthly	\$8,491	\$10,355	\$12,219
12 Months	\$101,890	\$124,256	\$146,622

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109		Monthly	\$9,170	\$11,183	\$13,196
	Dean - Academic Affairs/Workforce iCollin Virtual Campus	12 Months	110,041	134,197	158,352
	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				

110		Monthly	\$10,271	\$12,525	\$14,780
	Assistant Chief of Police	12 Months	123,246	150,300	177,355
	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				

111		Monthly	\$11,298	\$13,778	\$16,258
	Associate Vice President - Continuing Professional Development	12 Months	135,571	165,330	195,090
	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				

112		Monthly	\$13,105	\$15,982	\$18,859
	Associate Provost	12 Months	157,262	191,783	226,304
	Associate Vice President - Business and Governmental Relations				
	Chief Information Officer				
	Deputy Chief Financial Officer				
	Executive Director - Internal Audit				

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Pay Grade	Job Title		Minimum	Midpoint	Maximum
113		Monthly	\$14,154	\$17,261	\$20,367
	Chief Human Resources Officer	12 Months	169,843	207,126	244,409
	Chief Of Police				
	Chief of Staff				
	Special Assistant - Executive Vice President				
	Vice President - Facilities & Construction				
	Vice President - Student & Enrollment Services/Athletic Director				
114		Monthly	\$15,994	\$19,504	\$23,015
	Campus Provost	12 Months	191,923	234,053	276,182
	Vice President - Academic Affairs				
	Vice President - Academic Operations				
	Vice President - Institutional Research and Technology Services				
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