

2026-2027 Staff and Administrator Pay Plan

THIS CHART REPRESENTS JOB TITLES AND ANNUAL PAY RATES FOR NEW HIRES AT COLLIN COLLEGE.

Pay Grade 101

Minimum: \$50,134

Midpoint: \$61,139

Maximum: \$72,144

- 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

Pay Grade 102

Minimum: \$55,147

Midpoint: \$67,253

Maximum: \$79,358

- Academic Advisor
- Adult Education and Literacy (AEL) Instructor (Full-time)
- Assistant Director Technical Theatre
- Assistant Manager – Custodial Services
- Client Services Coordinator Communications
- Coordinator - Academic Compliance
- Coordinator - Curriculum
- Coordinator - Fire Training
- Coordinator - First Year Experience (FYE)
- Data Coordinator - Institutional Effectiveness
- Development Officer
- Instructor - Simulation Center
- Intake Coordinator - Adult Education & Literacy (Grant-Funded)
- Lab Instructor
- 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

Pay Grade 103

Minimum: \$60,661

Midpoint: \$73,978

Maximum: \$87,294

- Accessibility Services Advisor
- Adult Education and Literacy (AEL) – Auditor (Grant-funded)
- Assistant Director - Student Engagement
- Assistant Manager - Student Information Systems
- Business Advisor - SBDC (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
- Coordinator - Reality Based & Skills Training
- Coordinator – Simulation Center
- Coordinator - Web Communications
- Counselor - College & Career/Dual Credit
- Counselor - District College & Career
- Director - Small Business Development Center
- Grant Manager
- Grant Researcher/Writer
- 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 Labs
- Manager - Fitness Labs/Golf Coach
- Manager - Fitness Labs/Tennis Coach
- Manager - Food Services
- Manager - IT/Cybersecurity Labs
- Manager - Student Call Center
- Manager - Student Housing Operations
- Manager - Student Housing Residential Life
- Operations Manager - Fire Training
- 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)
- Senior Graphic Designer
- Tutor - Nursing Programs

Pay Grade 104

Minimum: \$66,728

Midpoint: \$81,376

Maximum: \$96,024

- Accountant
- Accountant - Grants
- Assistant Clinical Coordinator - Nursing
- 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 – Invasive Cardiovascular Program
- Clinical Coordinator - Medical Assisting
- Clinical Coordinator – Medical Lab Technician
- Clinical Coordinator - Rehabilitation Aide Program
- Clinical Coordinator - Veterinary Technology
- Coordinator - Student Care/Counselor
- Data Analyst – Institutional Research
- Data Manager - P-12 Partnerships & Districtwide Scheduling
- Digital Analyst
- 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 – Creative Services
- 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
- Program Coordinator - Medical Massage Therapy
- 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
- Staff Internal Auditor
- Student Conduct Officer
- Supervisor - Accounts Payable
- Supervisor - Facilities Maintenance
- Supervisor - Facilities Maintenance Zone
- Supervisor - Mechanical Zone
- Supervisor - Travel and Expense

Pay Grade 105

Minimum: \$77,405

Midpoint: \$94,396

Maximum: \$111,387

- Assistant Director - Adult Education and Literacy (AEL) – Grant Funded

- Assistant Director - Continuing Education Programs
- Assistant Director - Procurement
- Assistant Director - Student Financial Services
- Branch Manager/Senior Librarian
- Clinical Coordinator - Respiratory Care
- Counselor
- Director – Convergence Technology Center
- Director - Grants Management
- Director - Testing
- District Manager - Academic Scheduling
- Human Resources Benefits Generalist
- Manager - Computerized Maintenance Management Systems (CMMS)
- Manager – HR Data Management
- 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 Data Analyst – Institutional Research
- Senior Human Resources Consultant
- Senior Research Analyst - Institutional Research
- Senior Research Analyst - Reporting and Institutional Research
- Specialist - Simulation Operations
- UX/UI Accessibility Developer

Pay Grade 106

Minimum: \$83,597

Midpoint: \$101,948

Maximum: \$120,298

- Assistant Director - Financial Aid Compliance & Reporting
- Assistant Director - Financial Aid Operations
- Assistant Director - Financial Aid Technology Programs
- Assistant Director – Institutional Research
- Assistant Director - Veterans Services and Financial Aid
- Clinical Coordinator – Nuclear Medicine and Molecular Imaging
- Clinical Coordinator – Nursing
- Clinical Coordinator – Radiologic Technology
- Director - Access

- Director - Continuing Education Programming
- Director – Community and 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

Pay Grade 107

Minimum: \$93,629

Midpoint: \$114,182

Maximum: \$134,734

- Assistant Director - Accounting
- Assistant Director - Compensation and Classification
- Assistant Director – Faculty Development
- 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 - 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 - Procurement/Contract Administration
- Director – Public Safety Training
- Director - Safety and Emergency Management
- Director - Surgical Professions
- Director – Web and Creative Services
- Police Lieutenant
- Program Director - Automotive & Collision Technology

- Program Director - Cosmetology
- Program Director - Diagnostic Medical Sonography
- Program Director - Emergency Medical Services
- 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 - Pharmacy Technician
- Program Director - Polysomnographic Technology
- Program Director - Respiratory Care
- Program Director - Simulation Lab
- Program Director - Vocational Nursing
- Project Manager - Construction
- Registrar

Pay Grade 108

Minimum: \$103,928

Midpoint: \$126,741

Maximum: \$149,554

- Associate Dean - Academic Affairs/Workforce - Health Sciences & Emergency Services
- Associate Dean - Academic Affairs/Workforce Programs
- Associate Dean - Academic Affairs/Workforce Programs (Immersion)
- Associate Dean – Academic Partnerships
- Associate Dean - Counseling
- Associate Dean - P-12 Partnerships
- Associate Dean - Virtual Campus
- Director - Accounting
- Director - Architecture & Construction Programs
- Director - Budget & Forecasting
- Director - Enrollment Analytics and Reporting
- Director - HR Benefits and HR Support
- Director - Payroll Administration
- Director – Strategic Communications and Special Projects
- Director - Student Financial Services
- 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 - Agriculture
- Program Director - Clinical Operations Management

- Program Director – Dental Hygiene
- Program Director – Engineering Technology
- Program Director – Medical Lab Technician
- Program Director – Nuclear Medicine Technology
- Program Director – Physical Therapy Assistant
- Program Director – Radiologic Technology
- Program Director - Workforce Cybersecurity

Pay Grade 109

Minimum: \$112,242

Midpoint: \$136,881

Maximum: \$161,519

- 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 – P-12 Partnerships
- Dean - Student & Enrollment Services
- Dean - Student & Enrollment Services (Immersion)
- Director – Business Intelligence and Analytics
- Director - HR Faculty Employment
- Director - Nursing ADN Program
- Director - Nursing BSN Program
- District Dean - Students
- Executive Director - Facilities Operations
- Executive Director - Planning Design & Construction

Pay Grade 110

Minimum: \$125,711

Midpoint: \$153,307

Maximum: \$180,902

- Assistant Chief of Police
- Associate Vice President - 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

Pay Grade 111	Minimum: \$138,282	Midpoint: \$168,637	Maximum: \$198,992
----------------------	--------------------	---------------------	--------------------

- Associate Vice President - Continuing Professional Development
- Associate Vice President - Controller
- Associate Vice President - Communications
- Associate Vice President - Human Resources
- Associate Vice President - P-12 Partnerships
- Executive Director - Collin College Foundation

Pay Grade 112	Minimum: \$160,407	Midpoint: \$195,619	Maximum: \$230,830
----------------------	--------------------	---------------------	--------------------

- Associate Provost
- Associate Vice President - Business and Governmental Relations
- Associate Vice President – Student and Enrollment Services
- Associate Vice President – Student Operations
- Deputy Chief Financial Officer
- Executive Director - Internal Audit

Pay Grade 113	Minimum: \$173,240	Midpoint: \$211,269	Maximum: \$249,297
----------------------	--------------------	---------------------	--------------------

- Chief Human Resources Officer
- Chief Of Police
- Special Assistant - Executive Vice President
- Vice President - Facilities & Construction

Pay Grade 114	Minimum: \$195,761	Midpoint: \$238,734	Maximum: \$281,706
----------------------	--------------------	---------------------	--------------------

- Campus Provost
- Vice President - Academic Affairs
- Vice President - Academic Operations
- Vice President – External Relations
- Vice President - Institutional Research and Technology Services
- Vice President – Student & Enrollment Services/Athletic Director

Pay Grade 115	Minimum: \$211,423	Midpoint: \$257,833	Maximum: \$304,243
----------------------	--------------------	---------------------	--------------------

- General Counsel
- Senior Vice President - Student & Community Engagement

Pay Grade 116	Minimum: \$228,336	Midpoint: \$278,459	Maximum: \$328,582
----------------------	--------------------	---------------------	--------------------

- Chief Financial Officer
- Chief Innovation Officer
- Senior Vice President - Campus Operations

Pay Grade 119	Minimum: \$303,688	Midpoint: \$370,351	Maximum: \$437,014
----------------------	--------------------	---------------------	--------------------

- Executive Vice President