

2026-2027 Technology Pay Plan

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

Pay Grade 401	Minimum: \$36,067	Midpoint: \$43,981	Maximum: \$51,895
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- eLearning Assistant

Pay Grade 402	Minimum: \$47,206	Midpoint: \$57,580	Maximum: \$67,954
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- Access Control Technician
- Help Desk Technician

Pay Grade 403	Minimum: \$53,040	Midpoint: \$64,688	Maximum: \$76,335
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- Help Desk Analyst
- Senior Help Desk Technician

Pay Grade 404	Minimum: \$56,222	Midpoint: \$68,570	Maximum: \$80,918
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- Specialist - Technology

Pay Grade 405	Minimum: \$60,466	Midpoint: \$73,747	Maximum: \$87,028
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- Specialist - Campus Lead
- Specialist - District Technology
- Telecommunications Analyst

Pay Grade 406	Minimum: \$64,709	Midpoint: \$78,902	Maximum: \$93,095
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- Specialist - Network Control
- Specialist - Telecommunications

Pay Grade 407	Minimum: \$62,759	Midpoint: \$76,536	Maximum: \$90,312
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- Instructional Technologist

Pay Grade 408	Minimum: \$65,897	Midpoint: \$80,362	Maximum: \$94,827
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- Assistant Manager – Help Desk
- Instructional Designer

Pay Grade 409	Minimum: \$72,189	Midpoint: \$88,036	Maximum: \$103,883
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- Associate ERP Application Developer
- Campus Technology Manager
- Digital Designer Graphics & UI/UX
- Learning Content Accessibility Specialist
- Manager - eLearning Projects & Production
- Project Manager - Telecommunications
- Specialist - Systems Security

Pay Grade 410	Minimum: \$76,521	Midpoint: \$93,319	Maximum: \$110,116
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- Infrastructure Operations Engineer
- Police Systems Administrator
- Senior Instructional Designer
- Systems Administrator eLearning
- UI/UX Developer
- Web Developer/Administrator

Pay Grade 411	Minimum: \$87,999	Midpoint: \$107,316	Maximum: \$126,633
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- Applications Administrator
- Associate Full-Stack Developer
- ERP Application Developer
- IT Security Analyst
- Project Manager - Technology
- Senior Web Developer/Administrator
- Systems Administrator II

Pay Grade 412	Minimum: \$96,800	Midpoint: \$118,049	Maximum: \$139,297
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- Database Administrator
- Full-Stack Developer
- Manager – Academic Technology
- Manager – Help Desk
- Manager – IT Infrastructure Operations
- Manager – Security Services
- Senior Business Analyst – Enterprise Applications
- Senior ERP Application Developer
- Senior Infrastructure Operations Manager
- Senior Network Engineer

Pay Grade 413

Minimum: \$106,480

Midpoint: \$129,853

Maximum: \$153,226

- Director – Campus Technology Operations
- Director – Digital Learning
- Director – Enterprise Solutions
- Director – Infrastructure
- Director – Networking
- Director – Platform Services
- Director – Product Innovation
- Director – Service Desk
- Director – Service Innovation

Pay Grade 414

Minimum: \$149,071

Midpoint: \$181,794

Maximum: \$214,517

- Chief Information Security Officer
- Executive Director - Enterprise Applications
- Executive Director - Enterprise Technology Infrastructure
- Executive Director - Enterprise Technology Operations