

## 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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<b>103 Continued</b>
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Monthly	\$4,956	\$6,044	\$7,132
<b>12 Months</b>	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

<b>104</b>
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Monthly	\$5,452	\$6,648	\$7,845
<b>12 Months</b>	65,420	79,780	94,141

- Accountant
- Accountant - Grants

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Pay Grade	Job Title	Minimum	Midpoint	Maximum
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<b>104 Continued</b>
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Monthly	\$5,452	\$6,648	\$7,845
<b>12 Months</b>	65,420	79,780	94,141

- 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

## 2025-2026 Staff / Administrator Pay Plan

Collin College

Pay Grade	Job Title	Minimum	Midpoint	Maximum
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<b>104 Continued</b>
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<b>Monthly</b>	<b>\$5,452</b>	<b>\$6,648</b>	<b>\$7,845</b>
<b>12 Months</b>	65,420	79,780	94,141

- 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
- Student Conduct Officer
- Supervisor - Accounts Payable
- Supervisor - Facilities Maintenance
- Supervisor - Facilities Maintenance Zone
- Supervisor - HR Data Management
- Supervisor - Mechanical Zone
- Supervisor - Travel and Expense

<b>105</b>
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<b>Monthly</b>	<b>\$6,324</b>	<b>\$7,712</b>	<b>\$9,100</b>
<b>12 Months</b>	75,887	92,545	109,203

- 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 - 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

<b>106</b>
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<b>Monthly</b>	<b>\$6,830</b>	<b>\$8,329</b>	<b>\$9,828</b>
<b>12 Months</b>	81,958	99,949	117,939

- Assistant Director - Financial Aid Compliance & Reporting
- 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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<b>106 Continued</b>
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<b>Monthly</b>	<b>\$6,830</b>	<b>\$8,329</b>	<b>\$9,828</b>
<b>12 Months</b>	<b>81,958</b>	<b>99,949</b>	<b>117,939</b>

- 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
- Manager - Accounting
- Manager - Employee Relations
- Manager - Facilities Zone
- Manager - HR/Employment
- Senior Internal Auditor

<b>107</b>
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<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>

- Assistant Director - Accounting
- 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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<b>107 Continued</b>
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<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 - 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

<b>108</b>
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<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

## 2025-2026 Staff / Administrator Pay Plan

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

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