

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
Data Coordinator - Institutional Effectiveness
Data Coordinator - Institutional Research
Development Officer
Intake Coordinator - Adult Education & Literacy (Grant-Funded)
Instructor - Simulation Center
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
	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/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

Monthly	\$4,956	\$6,044	\$7,132
12 Months	59,472	72,527	85,582

104	
	Accountant
	Accountant - Grants

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

- Associate Registrar
- 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 - Rehabilitation Aide Program
- Clinical Coordinator - Veterinary Technology
- Coordinator - Student Care/Counselor
- Data Manager - P-12 Partnerships & Districtwide Scheduling
- Director - Child Development
- Director - Technical Theatre
- Distance Learning & Digital Navigation Lead - AEL (Grant-Funded)
- Librarian - Distance Learning/Digital Services
- District Coordinator - Interpreter Services
- Employee Relations Consultant
- Human Resources Consultant
- Lead College & Career Counselor/Dual Credit
- 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 - Health Sciences Labs
- Manager - Industrial Safety Program
- Manager - Math Lab
- Manager - Purchasing Systems Support
- Manager - Records Systems
- Manager - Student Financial Integrity and Literacy
- Manager - Science Labs
- Manager - Writing Center
- Program Coordinator - Medical Massage Therapy

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 - Esthetician	12 Months	65,420	79,780	94,141
Research Analyst - Institutional Research				
Research Analyst - Reporting and Institutional Research				
Secretary - Board of Trustees				
Supervisor - Accounts Payable				
Supervisor - Travel and Expense				
Senior Accessibility Services Advisor				
Senior Coordinator - Marketing & Communications				
Senior Coordinator - Media Relations				
Student Conduct Officer				
Supervisor - Facilities Maintenance				
Supervisor - Facilities Maintenance Zone				
Supervisor - HR Data Management				
Supervisor - Mechanical Zone				

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 - Procurement				
Assistant Director - Student Financial Services				
Branch Manager/Senior Librarian				
Clinical Coordinator - Respiratory Care				
Counselor				
Director - Testing				
District Manager - Academic Scheduling				
HR Manager - Training and Development				
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 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				

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				
Assistant Director - Veterans Services and Financial Aid				
Clinical Coordinator - Nursing				
Director - Access				

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Pay Grade	Job Title	Minimum	Midpoint	Maximum
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106 Continued		Monthly	\$6,830	\$8,329	\$9,828
		12 Months	81,958	99,949	117,939
Director - Continuing Education Programming					
Director - Corporate Training					
Director - Creative Services					
Director - Library Technology Services					
Director - Quality Enhancement Plan (QEP)					
Director - Small Business Development Center (Interim) (Grant-Funded)					
Director - Student Financial Services					
Executive Assistant - District President					
HR Manager - Training and Development					
Manager - Accounting					
Manager - Employee Relations					
Manager - Facilities Zone					
Manager - HR/Employment					
Senior Internal Auditor					
107		Monthly	\$7,649	\$9,329	\$11,008
		12 Months	\$91,793	\$111,943	\$132,092
Assistant Director - Accounting					
Assistant Director - Compensation and Classification					
Associate Dean - Student & Enrollment Services					
Associate Dean - Students					
Associate Dean - Title IX Compliance					
Business Analyst - Student Information Systems					
Collin Police Lieutenant					
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 - Enrollment Analytics & Reporting					
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 - Surgical Professions					
Program Director - Agriculture					
Program Director - Automotive & Collision Technology					
Program Director - Cosmetology					
Program Director - Dental Hygiene					
Program Director - Diagnostic Medical Sonography					
Program Director - Emergency Medical Services					

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Pay Grade	Job Title	Minimum	Midpoint	Maximum
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107	Continued
	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 - 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 - Counseling
	Associate Dean - P-12 Partnerships
	Associate Dean - Virtual Campus
	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

109	
	Dean - Academic Affairs/Workforce iCollin Virtual Campus
	Dean - Academic Affairs/Workforce Programs
	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

Monthly	\$9,170	\$11,183	\$13,196
12 Months	110,041	134,197	158,352

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Pay Grade	Job Title		Minimum	Midpoint	Maximum
110	Director - Nursing ADN Program	Monthly	\$10,271	\$12,525	\$14,780
	Director - Nursing BSN Program	12 Months	123,246	150,300	177,355
	District Dean - Students				
	Executive Director - Facilities Operations				
	Executive Director - Planning Design & Construction				
	Assistant Chief of Police				
	Associate Vice President - Continuing Professional Development				
	Associate Vice President - External Communications				
	Associate Vice President - Internal Communications				
	Associate Vice President - P-12 Partnerships				
	Associate Vice President - Student & Enrollment Services				
	Dean - Nursing				
	Executive Dean				
	Executive Director - Accounting				
	Executive Director - Financial Aid and Veterans Services				
	Executive Director - Financial Services				
	Executive Director - Procurement Services				
111	Associate Vice President - Human Resources	Monthly	\$11,298	\$13,778	\$16,258
	Executive Director - Collin College Foundation	12 Months	135,571	165,330	195,090
112	Associate Provost	Monthly	\$13,105	\$15,982	\$18,859
	Associate Vice President - Business and Governmental Relations	12 Months	157,262	191,783	226,304
	Chief Information Officer				
	Deputy Chief Financial Officer				
	Executive Director - Internal Audit				
113	Chief Human Resources Officer	Monthly	\$14,154	\$17,261	\$20,367
	Chief Of Police	12 Months	169,843	207,126	244,409
	Chief of Staff				
	Special Assistant - Executive Vice President				
	Vice President - Facilities & Construction				
	Vice President - Student & Enrollment Services/Athletic Director				
114	Campus Provost	Monthly	\$15,994	\$19,504	\$23,015
	Vice President - Academic Affairs	12 Months	191,923	234,053	276,182
	Vice President - Institutional Research and Technology Services				
	Vice President - Academic Operations				
115	General Counsel	Monthly	\$17,273	\$21,065	\$24,856
	Senior Vice President - Student & Community Engagement	12 Months	207,277	252,777	298,277

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Pay Grade	Job Title		Minimum	Midpoint	Maximum
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