

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
	Coordinator - Reality Based & Skills Training	12 Months	59,472	72,527	85,582
	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
	Accountant	12 Months	65,420	79,780	94,141
	Accountant - Grants				

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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 - 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 - Health Sciences Labs
- Manager - Industrial Safety Program
- Manager - Math Lab
- Manager - Purchasing Systems Support
- Manager - Records Systems
- Manager - Science Labs
- Manager - Student Financial Integrity and Literacy
- 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
	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

Monthly	\$5,452	\$6,648	\$7,845
12 Months	65,420	79,780	94,141

105	
	Assistant Director - Adult Education and Literacy (AEL) – Grant Funded
	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 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

Monthly	\$6,324	\$7,712	\$9,100
12 Months	75,887	92,545	109,203

106	
	Assistant Director - Financial Aid Compliance & Reporting
	Assistant Director - Financial Aid Operations
	Assistant Director - Financial Aid Technology Programs
	Assistant Director - Veterans Services and Financial Aid
	Clinical Coordinator - Nursing
	Director - Access

Monthly	\$6,830	\$8,329	\$9,828
12 Months	81,958	99,949	117,939

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Pay Grade	Job Title	Minimum	Midpoint	Maximum
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106	Continued
	Director - Continuing Education Programming
	Director - Corporate Training
	Director - Creative Services
	Director - Library Technology Services
	Director - Quality Enhancement Plan (QEP)
	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

Monthly	\$6,830	\$8,329	\$9,828
12 Months	81,958	99,949	117,939

107	
	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
	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 - Surgical Professions
	Police Lieutenant
	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

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

Collin College

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 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)					

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Pay Grade	Job Title		Minimum	Midpoint	Maximum
109 Continued		Monthly	\$10,271	\$12,525	\$14,780
Director - HR Faculty Employment		12 Months	110,041	134,197	158,352
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 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		Monthly	\$11,298	\$13,778	\$16,258
Associate Vice President - Human Resources		12 Months	135,571	165,330	195,090
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					
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 - Institutional Research and Technology Services					
Vice President - Academic Operations					
115		Monthly	\$17,273	\$21,065	\$24,856
General Counsel		12 Months	207,277	252,777	298,277
Senior Vice President - Student & Community Engagement					

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Pay Grade	Job Title	Minimum	Midpoint	Maximum
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116	Chief Financial Officer
	Chief Innovation Officer
	Senior Vice President - Campus Operations

Monthly	\$18,655	\$22,750	\$26,845
12 Months	223,859	272,999	322,139

119	Executive Vice President
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Monthly	\$24,811	\$30,257	\$35,704
12 Months	297,733	363,089	428,445