

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
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- 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

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 - Medical Massage Therapy	12 Months	65,420	79,780	94,141
	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				

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 - 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				

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				

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Pay Grade	Job Title	Minimum	Midpoint	Maximum
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106 Continued

- 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

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

107

- 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

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

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Pay Grade	Job Title	Minimum	Midpoint	Maximum
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107	Continued
	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 - 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 - 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

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 Affairs/Workforce Programs - Health Sciences
	Dean - Academic Partnerships
	Dean - Academic Services

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
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109 Continued		Monthly	\$10,271	\$12,525	\$14,780
Dean - Academic Services - Assessment, Accreditation, and Compliance		12 Months	110,041	134,197	158,352
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					
110		Monthly	\$10,271	\$12,525	\$14,780
Assistant Chief of Police		12 Months	123,246	150,300	177,355
Associate Director - 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					
111		Monthly	\$11,298	\$13,778	\$16,258
Associate Vice President - Continuing Professional Development		12 Months	135,571	165,330	195,090
Associate Vice President - Controller					
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					
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					

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Pay Grade	Job Title		Minimum	Midpoint	Maximum
114		Monthly	\$15,994	\$19,504	\$23,015
	Campus Provost	12 Months	191,923	234,053	276,182
	Vice President - Academic Affairs				
	Vice President - Academic Operations				
	Vice President - Institutional Research and Technology Services				
115		Monthly	\$17,273	\$21,065	\$24,856
	General Counsel	12 Months	207,277	252,777	298,277
	Senior Vice President - Student & Community Engagement				
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