

**Waco Independent School District
2019-2020
Administrative/Professional Salary Scale**

| Pay Grade 100 | | Days Worked | | | | |
|---------------------------------|---|-------------|---------|---------------|---------------|---------------|
| Currently No Positions Assigned | | n/a | | | | |
| Pay Grade 101 | | Days Worked | Minimum | | Midpoint | Maximum |
| | | | Daily | \$ | \$ | \$ |
| | | | | 245.91 | 282.66 | 319.41 |
| 101 | Coordinator - Afterschool Program Support & Curriculum | 196 | 187 | \$ 45,985 | \$ 52,857 | \$ 59,730 |
| 101 | Coordinator - PYP | 187 | 202 | \$ 49,674 | \$ 57,097 | \$ 64,521 |
| 101 | Executive Assistant - CEO of Transformation Waco & BOT | 226 | 203 | \$ 49,920 | \$ 57,380 | \$ 64,840 |
| 101 | Executive Assistant to Superintendent | 226 | 207 | \$ 44,401 | \$ 53,820 | \$ 63,238 |
| 101 | Facilitator - Novice Field Based Exp. & Specila Projects | 187 | 212 | \$ 52,133 | \$ 59,924 | \$ 67,715 |
| 101 | Facilitator - Restorative Discipline | 226 | 226 | \$ 55,576 | \$ 63,881 | \$ 72,187 |
| 101 | Instructional Technology Specialist | 226 | | | | |
| 101 | Lead Parent Educator | 202 | | | | |
| 101 | Liaison - College Readiness | 226 | | | | |
| 101 | Liaison - Parent & Community Support | 226 | | | | |
| 101 | LSPSP Case Manager | 202 | | | | |
| 101 | Manager - Athletic Equipment | 202 | | | | |
| 101 | Manager - Environmental Management | 226 | | | | |
| 101 | Network Engineer | 226 | | | | |
| 101 | Occupational Therapist Assistant | 187 | | | | |
| 101 | Parent Educator | 202 | | | | |
| 101 | PDS Site Coordinator | 153 | | | | |
| 101 | Records Management Specialist | 226 | | | | |
| 101 | Restorative Justice Facilitator | 226 | | | | |
| 101 | Social Worker - Parent / Community Involvement | 202 | | | | |
| 101 | Specialist - Academic Advising | 212 | | | | |
| 101 | Specialist - Campus Community/Parent Involvement (Transformation Waco) | 212 | | | | |
| 101 | Specialist - Campus Community/Parent Involvement | 226 | | | | |
| 101 | Specialist - Deaf Ed Interpreter Services | 187 | | | | |
| 101 | Specialist - Dropout Credit Recovery | 212 | | | | |
| 101 | Specialist - Family Support | 226 | | | | |
| 101 | Specialist - Information Systems | 226 | | | | |
| 101 | Specialist - Texas ACE Family Engagement | 226 | | | | |
| 101 | Supervisor - Police | 226 | | | | |
| 101 | Supervisor - Technology Support Services | 226 | | | | |
| 101 | Systems Engineer | 226 | | | | |
| 101 | TTIPS Grant Afterschool/ Summer Enrichment Manager | 226 | | | | |
| 101 | TTIPS Grant Family Engagement Specialist | 226 | | | | |
| Pay Grade 102 | | Days Worked | Minimum | | Midpoint | Maximum |
| | | | Daily | \$ | \$ | \$ |
| | | | | 265.58 | 305.27 | 344.96 |
| 102 | Accountant - Professional | 226 | 187 | \$ 49,663 | \$ 57,085 | \$ 64,508 |
| 102 | Afterschool Program Specialist | 226 | 202 | \$ 53,647 | \$ 61,665 | \$ 69,682 |
| 102 | At-Risk Interventionist | 226 | 203 | \$ 53,913 | \$ 61,970 | \$ 70,027 |
| 102 | Behavior Intervention Specialist/Coach | 207 | 207 | \$ 54,975 | \$ 63,191 | \$ 71,407 |
| 102 | Behavior Intervention Specialist | 212 | 212 | \$ 56,303 | \$ 64,717 | \$ 73,132 |
| 102 | Behavior Specialist - Special Ed | 212 | 226 | \$ 60,021 | \$ 68,991 | \$ 77,961 |
| 102 | Business Services Accountant | 226 | | | | |
| 102 | Coach - Campus Reading | 207 | | | | |
| 102 | Coach - District Math | 207 | | | | |
| 102 | Coach - District Reading | 207 | | | | |
| 102 | Coach - District Science | 207 | | | | |
| 102 | District Behavior Specialist - CEIS | 212 | | | | |
| 102 | ESL Strategist/ Interventionist | 187 | | | | |
| 102 | Facilitator - ARD | 202 | | | | |
| 102 | Grant Accountant | 226 | | | | |
| 102 | Information Support System Prog Analyst | 226 | | | | |
| 102 | Instructional Coach - Kindergarten & First Grade | 207 | | | | |
| 102 | Instructional Coach - Montessori Secondary | 202 | | | | |
| 102 | Instructional Coach - PreK and Kindergarten | 207 | | | | |
| 102 | Instructional Coach - Professional Development | 202 | | | | |
| 102 | Instructional Specialist - 187 | 187 | | | | |
| 102 | Instructional Specialist - 202 | 202 | | | | |
| 102 | Instructional Specialist - 207 | 207 | | | | |
| 102 | Instructional Specialist - GT | 212 | | | | |
| 102 | Instructional Specialist - Support for Teacher/Students | 202 | | | | |
| 102 | Intern - Behavior Analyst | 212 | | | | |

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| | | |
|-----|---|-----|
| 102 | Liaison - SpEd Student & Family Support | 212 |
| 102 | Licensed Specialist School Psychology Intern | 202 |
| 102 | Manager - Athletic Marketing & Media | 226 |
| 102 | Master Teacher | 202 |
| 102 | Master Teacher - Blended Learning Innovation Research | 202 |
| 102 | Specialist - Accelerated Instruction Plan | 212 |
| 102 | Specialist - At-Risk Students | 202 |
| 102 | Specialist - Campus Testing | 207 |
| 102 | Specialist - District Choir | 226 |
| 102 | Specialist - Educational TV and Social Media | 226 |
| 102 | Specialist - Partnership | 207 |
| 102 | Specialist - Public Relations | 207 |
| 102 | Speech Pathologist - CFY | 187 |
| 102 | Speech Pathologist - Non ASHA | 187 |
| 102 | Speech Pathologist Assistant | 187 |
| 102 | Supervisor - Employee Relations | 226 |
| 102 | Supervisor - Risk Management & Benefits | 226 |
| 102 | Technology Facilitator | 202 |
| 102 | Television Production Manager/Producer | 226 |
| 102 | TTIPS Academic Enrichment/ GT Interventionist | 187 |

| Pay Grade 103 | Days Worked | Minimum | | | Midpoint | | | Maximum | | |
|------------------|---|---------|-----|--------|----------|--------|--------|---------|--------|--|
| | | Daily | \$ | 286.83 | \$ | 329.69 | \$ | 372.55 | | |
| 103 | Admin Rising Leaders | 226 | 187 | \$ | 53,637 | \$ | 61,652 | \$ | 69,667 | |
| 103 | Assistant Principal - Elementary | 207 | 190 | \$ | 54,498 | \$ | 62,641 | \$ | 70,785 | |
| 103 | Campus Administrator - Special Education | 207 | 202 | \$ | 57,940 | \$ | 66,597 | \$ | 75,255 | |
| 103 | Content Specialist - 207 | 207 | 203 | \$ | 58,226 | \$ | 66,927 | \$ | 75,628 | |
| 103 | Content Specialist - Bilingual | 207 | 207 | \$ | 59,374 | \$ | 68,246 | \$ | 77,118 | |
| 103 | Content Specialist 226 | 226 | 212 | \$ | 60,808 | \$ | 69,894 | \$ | 78,981 | |
| 103 | Counselor | 212 | 226 | \$ | 64,824 | \$ | 74,510 | \$ | 84,196 | |
| 103 | Counselor - Challenge | 190 | 240 | \$ | 62,654 | \$ | 74,590 | \$ | 86,524 | |
| 103 | Counselor - Elementary | 190 | | | | | | | | |
| 103 | Counselor - GWAHCA | 212 | | | | | | | | |
| 103 | Counselor - GWAMA | 212 | | | | | | | | |
| 103 | Counselor - Lead Secondary | 212 | | | | | | | | |
| 103 | Counselor - Secondary | 203 | | | | | | | | |
| 103 | Data Specialist | 207 | | | | | | | | |
| 103 | Homeless Students Population Specialist | 187 | | | | | | | | |
| 103 | Project Manager - Facilities | 226 | | | | | | | | |
| 103 | Senior Systems Engineer | 226 | | | | | | | | |
| 103 | Specialist - Accelerated Instruction Plan | 226 | | | | | | | | |
| 103 | Specialist - College and Career Prep | 203 | | | | | | | | |
| 103 | Specialist - Ins. Initiatives/Implementation & Prof. Developmen | 212 | | | | | | | | |
| 103 | Supervisor - Community Outreach for Homeless Students | 226 | | | | | | | | |
| 103 | Supervisor - Personnel Services | 226 | | | | | | | | |
| 103 | Supervisor - Special Ed Assessment | 226 | | | | | | | | |
| 103 | Supervisor - Student and Business Information Systems | 226 | | | | | | | | |
| 103 | TTIPS Grant Instructional Data Evaluation Specialist Transform | 207 | | | | | | | | |

| Pay Grade 104 | Days Worked | Minimum | | | Midpoint | | | Maximum | | |
|------------------|--|---------|-----|--------|-----------|--------|-----------|---------|-----------|--|
| | | Daily | \$ | 309.78 | \$ | 356.07 | \$ | 402.36 | | |
| 104 | Assistant Athletic Director - Facilities | 226 | 190 | \$ | 57,928.86 | \$ | 66,585.09 | \$ | 75,241.32 | |
| 104 | Assistant Principal - Credit Recovery | 226 | 187 | \$ | 58,858 | \$ | 67,653 | \$ | 76,448 | |
| 104 | Assistant Principal - Middle School | 207 | 207 | \$ | 64,124 | \$ | 73,706 | \$ | 83,289 | |
| 104 | Assistant Principal - Middle School 226 Days | 226 | 226 | \$ | 70,010 | \$ | 80,472 | \$ | 90,933 | |
| 104 | Assistant Principal - Secondary DAEP | 207 | | | | | | | | |
| 104 | Coordinator - Accounting | 226 | | | | | | | | |
| 104 | Coordinator - District Behavior Intervention | 207 | | | | | | | | |
| 104 | Coordinator - District Math | 226 | | | | | | | | |
| 104 | Coordinator - District Reading | 226 | | | | | | | | |
| 104 | Coordinator - Elementary Mathematics | 226 | | | | | | | | |
| 104 | Coordinator - Health Services | 226 | | | | | | | | |
| 104 | Coordinator - Instructional Technology | 226 | | | | | | | | |
| 104 | Coordinator - Maintenance | 226 | | | | | | | | |
| 104 | Coordinator - Network Systems | 226 | | | | | | | | |
| 104 | Coordinator - PEIMS | 226 | | | | | | | | |
| 104 | Coordinator - Personnel Services | 226 | | | | | | | | |
| 104 | Coordinator - RDSPD | 226 | | | | | | | | |

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| | | | | | | |
|----------------------|---|--------------------|--|------------------|------------------|------------|
| 104 | Coordinator - Research and Assessment | 226 | | | | |
| 104 | Coordinator - Response to Intervention | 226 | | | | |
| 104 | Coordinator - Special Education | 226 | | | | |
| 104 | Coordinator - Student Management | 226 | | | | |
| 104 | Coordinator - Young Scholars Program | 226 | | | | |
| 104 | Diagnostician | 202 | Moved from 103 Paygrade to 104 Paygrade | | | |
| 104 | Dean - ATLAS | 226 | | | | |
| 104 | Dean - Instruction (Middle School) | 226 | | | | |
| 104 | Internal Auditor | 202 | | | | |
| 104 | LSSP | 202 | Moved from 103 Paygrade to 104 Paygrade | | | |
| 104 | Speech Pathologist (ASHA Certified) | 187 | Moved from 103 Paygrade to 104 Paygrade | | | |
| 104 | TTIPS Grant Response to Intervention Coordinator (Transformation Waco) | 202 | | | | |
| Pay Grade 105 | | Days Worked | Minimum Midpoint Maximum | | | |
| Daily | | | \$ 334.57 | \$ 384.56 | \$ 434.55 | |
| 105 | Administrator - At-Risk Student Population | 207 | 190 | \$ 63,568 | \$ 73,066 | \$ 82,565 |
| 105 | Assistant Director - Instructional Technology Staff Developmen | 226 | 207 | \$ 69,256 | \$ 79,604 | \$ 89,952 |
| 105 | Assistant Principal - High School | 207 | 226 | \$ 75,613 | \$ 86,911 | \$ 98,208 |
| 105 | Assistant Principal - High School 226 Days | 226 | | | | |
| 105 | Athletic Sector Coordinator - Head Football Coach | 226 | | | | |
| 105 | Campus Administrator - At-Risk Population | 207 | | | | |
| 105 | Dean - Academies | 226 | | | | |
| 105 | Dean - Academies/ Instruction | 226 | | | | |
| 105 | Dean - Greater Waco Advanced Manufacturing Academy | 226 | | | | |
| 105 | Dean - Greater Waco Advanced Health Care Academy | 226 | | | | |
| 105 | Dean - Instruction | 226 | | | | |
| 105 | Director - Assessment and Dyslexia Services | 226 | | | | |
| 105 | Director - Communications | 226 | | | | |
| 105 | Occupational Therapist | 190 | | | | |
| Pay Grade 106 | | Days Worked | Minimum Midpoint Maximum | | | |
| Daily | | | \$ 361.33 | \$ 415.32 | \$ 469.31 | |
| 106 | Chief of Police | 226 | 226 | \$ 81,661 | \$ 93,862 | \$ 106,064 |
| 106 | Director - Advanced Academics | 226 | | | | |
| 106 | Director - Budget and Payroll | 226 | | | | |
| 106 | Director - Data Analytics & Professional Development | 226 | | | | |
| 106 | Director - Digital Innovation and Learning | 226 | | | | |
| 106 | Director - Career Technology Education | 226 | | | | |
| 106 | Director - Early Childhood Education | 226 | | | | |
| 106 | Director - Fine Arts | 226 | | | | |
| 106 | Director - Special Education Compliance | 226 | | | | |
| 106 | Director - Special Education Instruction | 226 | | | | |
| 106 | Director - State and Federal Programs and Grants Management | 226 | | | | |
| 106 | Director of Human Resources Employment Services & Recruitm | 226 | | | | |
| 106 | Principal - Brazos Credit Recovery | 226 | | | | |
| 106 | Principal - Elementary | 226 | | | | |
| Pay Grade 107 | | Days Worked | Minimum Midpoint Maximum | | | |
| Daily | | | \$ 390.24 | \$ 448.55 | \$ 506.86 | |
| 107 | Challenge Director of Operations | 226 | 226 | \$ 88,194 | \$ 101,372 | \$ 114,550 |
| 107 | Director - Athletics | 226 | | | | |
| 107 | Director - Business Services | 226 | | | | |
| 107 | Director - Facilities & Maintenance | 226 | | | | |
| 107 | Director - Transformation Waco | 226 | | | | |
| 107 | Principal - Middle School | 226 | | | | |
| 107 | Principal - Secondary DAEP | 226 | | | | |
| Pay Grade 108 | | Days Worked | Minimum Midpoint Maximum | | | |
| Daily | | | \$ 421.45 | \$ 484.43 | \$ 547.41 | |
| 108 | Ex Director - School Leadership (Transformation Waco) | 226 | 226 | \$ 95,248 | \$ 109,481 | \$ 123,715 |
| 108 | Ex Director Student Services | 226 | | | | |
| 108 | Principal - High School | 226 | | | | |
| Pay Grade 109 | | Days Worked | Minimum Midpoint Maximum | | | |
| Daily | | | \$ 455.17 | \$ 523.18 | \$ 591.19 | |
| 109 | Assistant Superintendent, Communications | 226 | 226 | \$ 102,868 | \$ 118,239 | \$ 133,609 |
| 109 | Assistant Superintendent, Elementary Curriculum and | 226 | | | | |
| 109 | Assistant Superintendent, Finance | 226 | | | | |

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| | | |
|-----|--|-----|
| 109 | Assistant Superintendent, Human Resources | 226 |
| 109 | Assistant Superintendent, Operations | 226 |
| 109 | Assistant Superintendent, School Improvement | 226 |
| 109 | Assistant Superintendent, Secondary Curriculum and Instruction | 226 |
| 109 | Assistant Superintendent, Technology | 226 |

| | | | | | |
|---------------------------------|------------------|-------------|---------|----------|---------|
| 110 | Pay Grade 110 | Days Worked | Minimum | Midpoint | Maximum |
| <i>Daily</i> | | | | | |
| Currently No Positions Assigned | | | | | |

| | | | | | |
|----------------|------------------|-------------|----------------------------------|--|--|
| 111 | Pay Grade 111 | Days Worked | <i>Superintendent Negotiable</i> | | |
| Superintendent | | | | | |