

2021-2022 Proposed Administrative/Professional Pay Plan

Waco ISD

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
101			Daily	\$239.90	\$288.00	\$336.10
	Coordinator - Attendance/Tuancy	202	153 Days	36,705	44,064	51,423
	Coordinator - PDS	153	187 Days	44,861	53,856	62,851
	Facilitator - Community Involvement	212, 226	202 Days	48,460	58,176	67,892
	Facilitator - Human Resources	226	203 Days	48,700	58,464	68,228
	Facilitator - Restorative Discipline	226	207 Days	49,659	59,616	69,573
	Facilitator - Restorative Justice	226	212 Days	50,859	61,056	71,253
	Liaison - Parent & Community Support	226	226 Days	54,217	65,088	75,959
	LSPSP Case Manager	202	240 Days	57,576	69,120	80,664
	LSSP Intern	187				
	Manager - After School Academy	226				
	Manager - After School/Summer Enrichment	226				
	Manager - Energy	226				
	Parent & Community Support Liaison	226				
	Parent Educator	202				
	Parent Educator - Lead	202				
	Professional Practicum Student - Behavior (49% Non-Exempt)	202, 207				
	Specialist - Afterschool Program	226				
	Specialist - Athletic Scheduling & Equipment	226				
	Specialist - Campus Parent/Community Involvement	212				
	Specialist - Communications	226				
	Specialist - Deaf Ed Interpreter Services	187				
	Specialist - Dropout Credit Recovery	212				
	Specialist - Family Engagement	226				
	Specialist - Family Support	207, 226				
	Specialist - Homeless Student Parent/Community	203				
	Specialist - Records Management	226				
	Supervisor - Custodial Services/IPM Coord	240				
	Supervisor - Maintenance & Grounds	240				
	Supervisor - Warehouse	240				
102			Daily	\$259.10	\$311.04	\$362.98
	Accountant - Business Services	226	187 Days	48,452	58,164	67,877
	Accountant - Grant	226	202 Days	52,338	62,830	73,322
	Accountant - Professional	226	207 Days	53,634	64,385	75,137
	At-Risk Interventionist	226	212 Days	54,929	65,940	76,952
	Behavior Analyst - Intern	212	226 Days	58,557	70,295	82,033
	Coordinator - Library & Technology	212				

Coordinator - PYP	187
Supervisor - Risk Management & Benefits	226
Engineer - Network Infrastructure Engineer	226
Engineer - Network Systems	226
Information Support System Program Analyst	226
Instructional Specialist - ESL	187
Specialist - Afterschool Program	226
Specialist - At-Risk Students	207
Specialist - Behavior Intervention	207, 212
Specialist - Campus Testing	187
Specialist - College Career Military Readiness	212
Specialist - Community Partnerships	207
Specialist - Homeless Students Population	187
Specialist - Information Systems	226
Specialist - Public Relations	207
Specialist - Threat Assessment & Violence Prevention	212
Specialist - Transition (DAEP)	202
Speech Pathologist - Asst	187
Supervisor - Risk Management & Benefits	226
Systems Engineer	226
Technology Facilitator	202
Television Production Manager/Producer	226

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Athletic Trainer	202
Counselor - ES	190, 203
Counselor - MS	203
Counselor - Sped	190
Data Specialist	207
Facilitator - ARD	202
Greater Waco Academies Family/Community Liaison	226
Instructional Specialist - Campus	202
Instructional Specialist - District	207
Instructional Specialist - Dyslexia	187
Instructional Specialist - ESL/Interventionist	187
Instructional Specialist - Supplemental Instruction	212
Librarian - ES & MS	188
Librarian - HS	193
Master Teacher	202
Master Teacher - Blended Learning	202
Master Teacher - Special Ed	202
Nurse (RN)	187

Daily	\$277.23	\$332.81	\$388.39
187 Days	51,842	62,235	72,629
188 Days	52,119	62,568	73,017
190 Days	52,674	63,234	73,794
193 Days	53,505	64,232	74,959
202 Days	56,000	67,228	78,455
203 Days	56,278	67,560	78,843
207 Days	57,387	68,892	80,397
212 Days	58,773	70,556	82,339
226 Days	62,654	75,215	87,776

Reading Recovery Lead	202
Social Worker - Parent/Community Involvement	202
Specialist - District Behavior (CEIS)	212
Specialist - Transition (Special Education)	202
Speech Pathologist - Non-ASHA	187
Student Management Advisor	187
Supervisor - Community Outreach Homeless Students	203
Supervisor - Payroll	226

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Asst Principal - ES	207
Asst Principal - Montessori	207
Board Certified Behavior Analyst - BCBA	212
Counselor - HS (HS, GWAMA, GWAHCA, Challenge)	190, 203, 212
Counselor - HS Lead	226
Diagnostician	202
Licensed Specialist School Psychology	202
Occupational Therapist	190
Speech Pathologist - ASHA	187
Supervisor - Police Field Service (Police Sergeant)	226

Daily	\$299.41	\$359.43	\$419.45
187 Days	55,990	67,213	78,437
190 Days	56,888	68,292	79,696
202 Days	60,481	72,605	84,729
203 Days	60,780	72,964	85,148
207 Days	61,978	74,402	86,826
212 Days	63,475	76,199	88,923
226 Days	67,667	81,231	94,796

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Asst Principal - Credit Recovery	207
Asst Principal - DAEP	207
Asst Principal - MS	207
Coordinator - Accounting	226
Coordinator - Advanced Academics	226
Coordinator - Counseling & SEL	226
Coordinator - C&I	226
Coordinator - District Behavior Intervention	207
Coordinator - ELL	207
Coordinator - HST Curriculum & Certifications	226
Coordinator - Instructional Technology	226
Coordinator - Instructional Technology Staff Development	226
Coordinator - Librarian	226
Coordinator - MS Athletics	226
Coordinator - Professional Development	226
Coordinator - Research/Assessment	226
Coordinator - Special Education	226
Coordinator - State & Federal Programs	226
Coordinator - Student Management	226

Daily	\$314.37	\$377.40	\$440.43
202 Days	63,503	76,235	88,967
207 Days	65,075	78,122	91,169
226 Days	71,048	85,292	99,537

Coordinator - Technology Support Services	226
Coordinator - Testing/Assessments	226
Coordinator - TW Nonprofit Systems	226
Coordinator- Section 504	
Compliance/Response To Intervention	226
Dean - Atlas Academy	226
Dean - Instruction MS	226
Dean - Student Services MS	226
Internal Auditor	202
Supervisor - Police/Administrative Services (Police Lieutenant)	226
Senior Security Systems Engineer	226
Senior Systems Engineer	226

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Asst Principal - HS	207
Associate Principal - HS	226
Asst Athletic Director - Facilities	226
Asst Director - Facilities/Preventative Maintenance	226
Asst Director - Human Resources	226
Asst Director - Maintenance	226
Chief of Police	226
Dean - Academies	226
Dean - Career Technology Education	226
Dean - Future Educators Academy	226
Dean - GWAHCA	226
Dean - GWAMA	226
Director - Accountability/Data Analysis	226
Director - Advanced Academics	226
Director - Communications	226
Director - Digital Innovation/Learning	226
Director - Early Childhood Education	226
Director - Health Services	226
Director - Network Systems	226
Director - Opportunity Culture	226
Director - PEIMS/Attendance/Data Analytics	226
Principal - Credit Recovery	226
Principal - ES	226
Principal - Montessori	226

Daily	\$352.10	\$422.69	\$493.28
207 Days	72,885	87,497	102,109
212 Days	74,645	89,610	104,575
226 Days	79,575	95,528	111,481

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Athletic Sector Coordinator - Head Football	
Coach	226
Chief Strategy Officer	226
Director - Bilingual/ESL	226
Director - Business Services	226

Daily	\$383.47	\$456.51	\$529.55
226 Days	86,664	103,171	119,678

Director - Career & Technology Education	226
Director - Challenge Academy	226
Director - Fine Arts	226
Director - Human Resources	226
Director - Special Education	226
Director - State & Federal	
Programs/Intervention Services	226
Director - Strategic Evaluation Systems & Support	226
Principal - DAEP	226
Principal - MS	226

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Director - Athletics	226
Exec Director - Communications	226
Exec Director - Curriculum/Professional Development	226
Exec Director - Elementary Education	226
Exec Director - Finance	226
Exec Director - Human Resources	226
Exec Director - Operations	226
Exec Director - Secondary Education	226
Exec Director - Student Services	226
Exec Director - Student Support	226
Exec Director - Special Education	226
Exec Director - School Leadership	226
Principal - HS	226

Daily	\$429.48	\$511.29	\$593.10
226 Days	97,062	115,552	134,041

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Asst Superintendent - Curriculum & Instruction	226
Asst Superintendent - Finance	226
Asst Superintendent - Human Resources	226
Asst Superintendent - Student Services & Support	226
Exec Director - Technology/Innovation	226

Daily	\$532.56	\$634.00	\$735.44
226 Days	120,359	143,284	166,209

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Chief of Staff	226
Deputy Superintendent	226

Daily	\$559.19	\$665.70	\$772.21
226 Days	126,377	150,448	174,519