

2021-2022 Proposed Auxiliary Pay Plan

Waco ISD

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
301			Hourly	\$11.28	\$13.75	\$16.23
	Cafeteria Worker	180	178 Days	16,063	19,580	23,112
	Crosswalk Guard	178	180 Days	16,243	19,800	23,371
	Custodian	240	240 Days	21,658	26,400	31,162
302			Hourly	\$12.29	\$14.99	\$17.69
	Cafeteria Worker - Lead	180	180 Days	17,698	21,586	25,474
	Custodian - Lead	240	226 Days	22,220	27,102	31,984
	Specialist - Floor Care	240	240 Days	23,597	28,781	33,965
	Warehouse Worker - CNS	226				
303			Hourly	\$13.40	\$16.34	\$19.28
	Groundskeeper	240	226 Days	24,227	29,543	34,858
	Mail Delivery	226	240 Days	25,728	31,373	37,018
	Utility Worker	240				
304			Hourly	\$14.60	\$17.81	\$21.02
	Asst Manager - Cafeteria	184	184 Days	21,491	26,216	30,941
	Cafeteria - Manager Trainee	184	240 Days	28,032	34,195	40,358
	General Maintenance Worker I	240				
	Utility Worker - Lead	240				
	Warehouse Worker	240				
305			Hourly	\$15.92	\$19.41	\$22.90
	Cafeteria - ES Manager	184	184 Days	23,434	28,572	33,709
	Custodian - Head ES	240	207 Days	26,364	32,143	37,922
	General Maintenance Worker II	240	240 Days	30,566	37,267	43,968
	Security Guard	207				
	Utility Worker - WISD Stadium	240				
306			Hourly	\$17.35	\$21.16	\$24.97
	Cafeteria - Manager MS	184	184 Days	25,539	31,148	36,756
	Custodian - Head MS	240	240 Days	33,312	40,627	47,942
	General Maintenance Worker III	240				
	Groundskeeper - Irrigation	240				
	Groundskeeper - Lead	240				
	Technician - Energy Controls	240				
	Warehouse Worker - Senior	240				

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Cafeteria - Manager HS	184
Carpenter	240
Custodian - Head Administration	240
Custodian - Head HS	240
Facilities Construction - Lead	240
Locksmith	240
Painter	240
Pest Control - Lead	240
Plumber - Preventive Maintenance	240
Roofer	240
Specialist - Warehouse Receiving	240
Welder	240

Hourly	\$18.91	\$23.06	\$27.21
184 Days	27,836	33,944	40,053
240 Days	36,307	44,275	52,243

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Custodial - Asst Supervisor (Day)	240
Electrician	240
Plumber	240
Preventive Maintenance - Lead	240
Technician - Asbestos	240
Technician - HVAC	240

Hourly	\$20.61	\$25.14	\$29.67
240 Days	39,571	48,269	56,966

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Custodial - Asst Supervisor (Night)	240
Electrical Section - Lead	240
Foreman - Building	240
Maintenance/Carpentry	240
Foreman - Grounds	240
HVAC - Section Lead	240
Plumber - Section Lead	240
Police Officer - MS	207
Supervisor - CNS Compliance/Employee Relations	226
Supervisor - CNS Service Development & Operations	226
Warehouse Manager - CNS	226

Hourly	\$22.47	\$27.40	\$32.33
207 Days	37,210	45,374	53,538
226 Days	40,626	49,539	58,453
240 Days	43,142	52,608	62,074

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Police Officer	226
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Hourly	\$24.49	\$29.87	\$35.25
226 Days	44,278	54,005	63,732