

**2020-2021 Approved Administrative/Professional Pay Plan**

Waco ISD

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
<b>101</b>			<b>Daily</b>	<b>\$238.24</b>	<b>\$286.00</b>	<b>\$333.76</b>
	Coordinator - PDS	153	153 Days	36,451	43,758	51,065
	Coordinator - PYP	187	187 Days	44,551	53,482	62,413
	Facilitator - Community Involvement	212,226	202 Days	48,124	57,772	67,420
	Facilitator - Professional Development	187	212 Days	50,507	60,632	70,757
	Facilitator - Restorative Discipline	226	226 Days	53,842	64,636	75,430
	Facilitator - TTIPS Grant Afterschool/ Summer Enrichment Manager	226				
	Facilitator - TTIPS Grant Family Engagement Specialist	226				
	LSPSP Case Manager	202				
	Manager - Environmental Management	226				
	Parent & Community Support Liaison	226				
	Parent Educator	202				
	Parent Educator Lead	202				
	Specialist - Afterschool Program	226				
	Specialist - Deaf Ed Interpreter Services	187				
	Specialist - Dropout Credit Recovery	212				
	Specialist - Family Support	226				
	Specialist - Records Management	226				
<b>102</b>			<b>Daily</b>	<b>\$257.30</b>	<b>\$308.88</b>	<b>\$360.46</b>
	Accountant - Professional	226	187 Days	48,115	57,761	67,406
	Behavior Analyst Intern	212	202 Days	51,975	62,394	72,813
	Business Services Accountant	226	207 Days	53,261	63,938	74,615
	Coordinator - Afterschool Program	226	212 Days	54,548	65,483	76,418
	Coordinator - Employee Relations	226	226 Days	58,150	69,807	81,464
	Coordinator - Risk Management & Benefits	226				
	Coordinator - Technology Support Services	226				
	Engineer - Network Infrastructure	226				
	Exec Asst - CEO of Transformation Waco & BoT	226				
	Grant Accountant	226				
	Information Support System Program Analyst	226				
	Liaison - Sped Student & Family Support	212				
	Librarian & Technology Supervisor	212				
	Manager - Athletic Marketing & Media	226				
	Specialist - Accelerated Instruction Plan	212				
	Specialist - At-Risk Students	202				
	Specialist - Behavior Intervention	207, 212				
	Specialist - Campus Testing	207				
	Specialist - College Career Military Readiness	212				
	Specialist - District Choir	226				
	Specialist - Homeless Students Population	187				
	Specialist - Information Systems	226				
	Specialist - Partnership	207				
	Specialist - Public Relations	207				
	Speech Pathologist Asst	187				
	Systems Engineer	226				
	Technology Facilitator	202				
	Television Production Manager/Producer	226				
	TTIPS Academic Enrichment/ GT Interventionist	187				
<b>103</b>			<b>Daily</b>	<b>\$274.79</b>	<b>\$329.88</b>	<b>\$384.97</b>
	Athletic Trainer	202	187 Days	51,386	61,688	71,989
	At-Risk Interventionist	226	190 Days	52,210	62,677	73,144
	Coach - Campus Reading	207	193 Days	53,034	63,667	74,299

**2020-2021 Approved Administrative/Professional Pay Plan**

Waco ISD

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
	Coordinator - Library & Technology	212	<b>202 Days</b>	55,508	66,636	77,764
	Counselor	212	<b>203 Days</b>	55,782	66,966	78,149
	Counselor - ES	190, 203	<b>207 Days</b>	56,882	68,285	79,689
	Counselor - MS	203	<b>212 Days</b>	58,225	69,935	81,614
	Data Specialist	207	<b>226 Days</b>	62,103	74,553	87,003
	Facilitator - ARD	202				
	Instructional Specialist	187, 202, 207				
	Instructional Specialist - Dyslexia	187				
	Instructional Specialist - ESL	187				
	Instructional Specialist - GT	212				
	Instructional Specialist - SPED	202				
	Librarian - High School	193				
	Licensed Specialist School Psychology Intern	202				
	Master Teacher	202				
	Project Manager - Facilities	226				
	Registered Nurse	187				
	Rising Leaders Administrators-In-Residence	226				
	Social Worker - Parent / Community Involvement	202				
	Speech Pathologist - Non ASHA	187				
	Student Management Advisor	187				
	Supervisor - Community Outreach For Homeless Students	203				
	Supervisor - Payroll	226				
	Supervisor - Student & Business Information Systems	226				
	Vocational Adjustment Coordinator	202				

**104**

Asst Principal - ES	207
Campus Administrator - Special Education Services	207
Counselor - HS	190, 203, 212, 226
Diagnostician	202
Greater Waco Academies Family & Community Liaison	226
Network Engineer	226
Occupational Therapist	190
Police Sergeant	226
Specialist - Bilingual	207
Specialist - C&I	202, 207, 226
Speech Pathologist	187, 207

Daily	\$296.77	\$356.27	\$415.77
<b>187 Days</b>	55,496	66,622	77,749
<b>190 Days</b>	56,386	67,691	78,996
<b>202 Days</b>	59,948	71,967	83,986
<b>203 Days</b>	60,244	72,323	84,401
<b>207 Days</b>	61,431	73,748	86,064
<b>212 Days</b>	62,915	75,529	88,143
<b>226 Days</b>	67,070	80,517	93,964

**105**

Asst Athletic Director - Facilities	226
Asst Principal - Credit Recovery	207
Asst Principal - DAEP	207
Asst Principal - MS	207
Coordinator - Bilingual	207
Coordinator - C&I	226
Coordinator - District Behavior Intervention	207
Coordinator - Health Services	226
Coordinator - Instructional Technology	226
Coordinator - Maintenance	226
Coordinator - Personnel Services	226
Coordinator - RDSPD	226
Coordinator - Research & Assessment	226
Coordinator - Response To Intervention	202, 226
Coordinator - Special Education	226
Coordinator - Student Management	226

Daily	\$311.61	\$374.08	\$436.55
<b>202 Days</b>	62,945	75,564	88,183
<b>207 Days</b>	64,503	77,435	90,366
<b>226 Days</b>	70,424	84,542	98,660

**2020-2021 Approved Administrative/Professional Pay Plan**

Waco ISD

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
	Coordinator - Young Scholars Program	226				
	Dean - Atlas Academy	226				
	Dean - Instruction MS	226				
	Internal Auditor	202				
	Police Lieutenant	226				
	Senior Security Systems Engineer	226				
	Senior Systems Engineer	226				
<b>106</b>			<b>Daily</b>	<b>\$347.44</b>	<b>\$417.10</b>	<b>\$486.76</b>
	Administrator - At-Risk Student Population	207	<b>207 Days</b>	71,920	86,340	100,759
	Asst Dean - GWAHCA	207	<b>226 Days</b>	78,521	94,265	110,008
	Asst Director - Instructional Technology Staff Development	226				
	Asst Principal - HS	207, 226				
	Dean - Academies	226				
	Dean - Academies/ Instruction	226				
	Dean - Greater Waco Advanced Manufacturing Academy	226				
	Dean - GWAHCA	226				
	Dean - Instruction HS	226				
	Director - Accounting Services	226				
	Director - Advanced Academics	226				
	Director - Communications	226				
	Director - Digital Innovation And Learning	226				
	Director - Dyslexia, RTI, & 504 Services	226				
	Director - Early Childhood Education	226				
	Director - PEIMS, Attendance, & Data Analytics	226				
	Police Chief	226				
	Principal - ES	226				
	Principal - HS (Credit Recovery)	226				
<b>107</b>			<b>Daily</b>	<b>\$378.39</b>	<b>\$450.47</b>	<b>\$522.55</b>
	Athletic Coordinator/Head Football Coach	226	<b>226 Days</b>	85,516	101,806	118,096
	Challenge Director of Operations	226				
	Chief Strategy Officer	226				
	Director - Assessment & Accountability	226				
	Director - Bilingual/ESL	226				
	Director - Budget And Payroll	226				
	Director - Business Services	226				
	Director - Career Technology Education	226				
	Director - College, Career, Military Readiness	226				
	Director - Facilities & Maintenance	226				
	Director - Fine Arts	226				
	Director - Human Resources Employment Services & Recruitment	226				
	Director - Special Education	226				
	Director - State And Federal Programs/Grants Management	226				
	Director - Transformation Zone Program	226				
	Principal - DAEP	226				
	Principal - MS	226				
<b>108</b>			<b>Daily</b>	<b>\$416.24</b>	<b>\$495.52</b>	<b>\$574.80</b>
	Director - Athletics	226	<b>226 Days</b>	94,070	111,988	129,905
	Exec Director - Communications	226				
	Exec Director - Curriculum & Professional Development	226				
	Exec Director - Elementary Education	226				
	Exec Director - Operations	226				
	Exec Director - School Leadership	226				

**2020-2021 Approved Administrative/Professional Pay Plan**

Waco ISD

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
	Exec Director - Secondary Education	226				
	Exec Director - Special Education	226				
	Exec Director - Student Services	226				
	Exec Director - Student Support	226				
	Principal - HS	226				
<b>109</b>			<b>Daily</b>	<b>\$499.48</b>	<b>\$594.62</b>	<b>\$689.76</b>
	Asst Superintendent - C&I	226	<b>226 Days</b>	112,882	134,384	155,886
	Asst Superintendent - Human Resources	226				
	Asst Superintendent - Student Services & Support	226				
	Chief Financial Officer	226				
	Executive Director- Technology & Innovation	226				
<b>110</b>			<b>Daily</b>	<b>\$524.45</b>	<b>\$624.35</b>	<b>\$724.25</b>
	Chief of Staff	226	<b>226 Days</b>	118,526	141,103	163,681