

**2020-2021 Proposed Auxiliary Pay Plan**

Waco ISD

\*Annual amounts are based on 7.8 hours per day.

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	1.0% GPI	
<b>301</b>							
			<b>Hourly</b>	<b>\$11.28</b>	<b>\$13.75</b>	<b>\$16.23</b>	<b>\$0.14</b>
	Cafeteria Worker	180	<b>178 Days</b>	15,661	19,091	22,534	194
	Crosswalk Guard	178	<b>180 Days</b>	15,837	19,305	22,787	197
	Custodian	240	<b>240 Days</b>	21,116	25,740	30,383	262
<b>302</b>							
			<b>Hourly</b>	<b>\$12.29</b>	<b>\$14.99</b>	<b>\$17.69</b>	<b>\$0.15</b>
	Cafeteria Worker, Lead	180	<b>180 Days</b>	17,255	21,046	24,837	211
	Custodian, Lead	240	<b>226 Days</b>	21,665	26,424	31,184	264
	Specialist, Floor Care	240	<b>240 Days</b>	23,007	28,061	33,116	281
	Warehouse Worker, CNS	226					
<b>303</b>							
			<b>Hourly</b>	<b>\$13.40</b>	<b>\$16.34</b>	<b>\$19.28</b>	<b>\$0.16</b>
	Groundskeeper	240	<b>226 Days</b>	23,622	28,804	33,987	282
	Mail Delivery	226	<b>240 Days</b>	25,085	30,588	36,092	300
	Utility Worker	240					
<b>304</b>							
			<b>Hourly</b>	<b>\$14.60</b>	<b>\$17.81</b>	<b>\$21.02</b>	<b>\$0.18</b>
	Cafeteria, Asst Manager	184	<b>184 Days</b>	20,954	25,561	30,168	258
	Cafeteria, Manager Trainee	184	<b>240 Days</b>	27,331	33,340	39,349	337
	General Maintenance Worker I	240					
	Utility Worker, Lead	240					
	Utility Worker, Night Lead	240					
<b>305</b>							
			<b>Hourly</b>	<b>\$15.92</b>	<b>\$19.41</b>	<b>\$22.90</b>	<b>\$0.19</b>
	Cafeteria, Manager ES	184	<b>184 Days</b>	22,848	27,857	32,866	273
	Custodian, Head ES	240	<b>207 Days</b>	25,704	31,339	36,974	307
	General Maintenance Worker II	240	<b>240 Days</b>	29,802	36,336	42,869	356
	Security Guard	207					
	Utility Worker, WISD Stadium	240					
<b>306</b>							
			<b>Hourly</b>	<b>\$17.35</b>	<b>\$21.16</b>	<b>\$24.97</b>	<b>\$0.21</b>
	Cafeteria, Manager MS	184	<b>184 Days</b>	24,901	30,369	35,837	301
	Custodian, Head MS	240	<b>240 Days</b>	32,479	39,612	46,744	393
	General Maintenance Worker III	240					
	Groundskeeper, Irrigation	240					
	Groundskeeper, Lead	240					
	Warehouse Worker, Senior	240					
<b>307</b>							
			<b>Hourly</b>	<b>\$18.91</b>	<b>\$23.06</b>	<b>\$27.21</b>	<b>\$0.23</b>
	Cafeteria, Manager HS	184	<b>184 Days</b>	27,140	33,096	39,052	330
	Carpenter	240	<b>240 Days</b>	35,400	43,168	50,937	431
	Custodian, Head Admin	240					
	Custodian, Head HS	240					
	Facilities Construction, Lead	240					
	Locksmith	240					
	Painter	240					
	Pest Control, Lead	240					
	Roofer	240					
	Warehouse Receiving Specialist	240					
	Welder	240					

<b>308</b>		<b>Hourly</b>	<b>\$20.61</b>	<b>\$25.14</b>	<b>\$29.67</b>	<b>\$0.25</b>
Asbestos Technician	240	<b>240 Days</b>	38,582	47,062	55,542	468
Custodial, Asst Supervisor (Day)	240					
Electrician	240					
HVAC Technician	240					
Plumber	240					
Preventive Maintenance, Lead	240					
<b>309</b>		<b>Hourly</b>	<b>\$22.47</b>	<b>\$27.40</b>	<b>\$32.33</b>	<b>\$0.27</b>
Custodial, Asst Supervisor (Night)	240	<b>207 Days</b>	36,280	44,240	52,200	436
Electrical, Section Lead	240	<b>226 Days</b>	39,610	48,301	56,991	476
Foreman, Carpentry (Main Building)	240	<b>240 Days</b>	42,064	51,293	60,522	505
Foreman, Grounds	240					
HVAC, Section Lead	240					
Plumber, Section Lead	240					
Police Officer - MS	207					
Supervisor, CNS Compliance/Employee Relations	226					
Warehouse Manager, CNS	226					
<b>310</b>		<b>Hourly</b>	<b>\$24.49</b>	<b>\$29.87</b>	<b>\$35.25</b>	<b>\$0.30</b>
Police Officer - HS	226	<b>226 Days</b>	43,171	52,655	62,139	529
Supervisor, Custodial Services/IPM Coordinator	240	<b>240 Days</b>	45,845	55,917	65,988	562
Supervisor, Maintenance/Grounds	240					
Supervisor, Warehouse	240					
<b>TEMP</b>		<b>Hourly</b>	<b>\$10.34</b>	<b>\$12.61</b>	<b>\$14.88</b>	<b>\$0.13</b>
Cafeteria - Temp Labor Pool	178	<b>178 Days</b>	14,356	17,508	20,659	180
Crosswalk Guard - Temp Pool	178	<b>240 Days</b>	19,356	23,606	27,855	243
Custodian - Temp Labor Pool	240					