

**2020-21 Auxiliary Compensation Plan**

Texas City ISD

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum
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1			Hourly	\$10.10	\$12.32	\$14.54
	Bus Aide	174, 176, 178, 190	154 Days	12,442	15,180	17,917
	Custodial/Ground Services	260	164 Days	13,250	16,165	19,080
	Custodian	164, 241, 243, 254, 260	174 Days	14,058	17,151	20,244
	Custodian	244	176 Days	14,220	17,348	20,476
	Dispatch Clerk	190	178 Days	14,381	17,545	20,709
	Lunchroom Monitor	183	183 Days	14,785	18,038	21,291
	Nutrition Services Worker	154, 193	190 Days	15,351	18,728	22,105
			193 Days	15,593	19,024	22,454
			241 Days	19,471	23,755	28,039
			243 Days	19,633	23,952	28,271
			244 Days	19,714	24,051	28,388
			254 Days	20,522	25,036	29,551
			260 Days	21,006	25,628	30,249

2			Hourly	\$13.14	\$16.04	\$18.93
	Crossing Guard	183	183 Days	19,243	23,477	27,710
	Groundskeeper	260	193 Days	20,295	24,760	29,224
	Groundskeeper/Warehouse	260	260 Days	27,340	33,355	39,370
	HVAC Helper	260				
	Mail Clerk	260				
	Nutrition Services Asst. Manager	193				

3			Hourly	\$15.07	\$18.39	\$21.70
	Lead Custodian	260	190 Days	22,911	27,951	32,991
	Maintenance Clerk	260	260 Days	26,416	32,211	37,981
	Mechanic Helper	260				

4			Hourly	\$15.82	\$19.31	\$22.79
	Apprentice Electrician	260	178 Days	22,533	27,490	32,448
	Custodial Manager	260	183 Days	23,166	28,263	33,359
	Groundskeeper/Concrete	260	190 Days	24,052	29,344	34,635
	Groundskeeper/Stadium	260	193 Days	24,432	29,807	35,182
	Infrastructure Safety Specialist	260	235 Days	29,749	36,294	42,838
	Journeyman Painter	260	260 Days	32,914	40,155	47,396
	Nutrition Services Manager - Elem, Int	193				
	Nutrition Services Manager - MS	193				
	Plumbers Helper	260				
	Transportation Dispatcher	235				

<b>5</b>	
Carpenter	260
Diesel Mechanic	260
Grounds Supervisor	260
HVAC Technician I	260
Lead Carpenter	260
Nutrition Services Manager - HS	193
Warehouse Supervisor	260

<b>Hourly</b>	<b>\$18.21</b>	<b>\$22.22</b>	<b>\$26.22</b>
<b>193 Days</b>	28,115	34,300	40,485
<b>260 Days</b>	37,875	46,207	54,540

<b>6</b>	
Grounds and Stadium Supervisor	260
HVAC Technician II	260
Journeyman Electrician	260
Journeyman Plumber	260

<b>Hourly</b>	<b>\$20.31</b>	<b>\$24.78</b>	<b>\$29.25</b>
<b>260 Days</b>	42,245	51,539	60,833

<b>7</b>	
HVAC Technician III	260
Lead Infrastructure Safety Specialist	260
Master Electrician	260
Master Mechanic-Shop Foreman	260
Master Plumber	260

<b>Hourly</b>	<b>\$24.93</b>	<b>\$30.41</b>	<b>\$35.90</b>
<b>260 Days</b>	51,851	63,258	74,666

If additional unbudgeted funds become available, the board may consider salary increases or retention incentives.