

Compensation Manual 2024-2025



WACO INDEPENDENT SCHOOL DISTRICT

Compensation Manual Contents

WISD Teacher Placement Scale	3
Administrative Professional Pay Plan	4
Clerical/Paraprofessional Pay Plan	9
Clerical/Paraprofessional Placement Scale	12
Auxiliary Pay Plan	13
Auxiliary Placement Scale	16
Supplemental Pay Duties and Terms	17
Recruiting Stipends & Incentives	17
Teacher Incentive Allotment	18
2024-2025 Stipends	19
Athletics	19
Miscellaneous Athletics	20
Bilingual - Certified Only	21
ESL - Certified Only	21
Content/Critical Shortage	21
Fine Arts	22
Special Education	23
District Various Level Position	24
Campus Various Level Position	25
Campus Various Specific	26
High School Specific	27
Middle School Specific	27
Opportunity Culture	27
Extra Duty & Temporary Worker	28
Athletics/Transportation - Temporary Worker	28
Campus - Temporary Worker	29
Centralized Services - Temporary Worker	30
Tutors - Temporary Worker	30
Extra Duty Positions	31
Summer School, Saturday School, Night School	32
Guest Educator	33

WISD Teacher Placement Scale

Years of Experience	Placement Scale Salary
0	\$53,000
1	\$53,575
2	\$53,925
3	\$54,275
4	\$54,725
5	\$55,175
6	\$55,675
7	\$56,175
8	\$56,675
9	\$57,175
10	\$57,675
11	\$58,175
12	\$58,575
13	\$58,975
14	\$59,375
15	\$59,775
16	\$60,175
17	\$60,575
18	\$61,075
19	\$61,575
20	\$62,075
21	\$62,575
22	\$63,075
23	\$63,575
24	\$63,975
25	\$64,375
26	\$64,775
27+	\$65,175

Hiring Placement Scale	
10-Month Hiring Range Minimum	\$53,000
10-Month Hiring Range Maximum	\$65,175
Continuing Teachers will receive an increase of \$600	
<p>The salaries listed above are based on 10-month employment for the 2024-2025 school year. The salary placement scale is determined on an annual basis and salary advancement is not guaranteed.</p> <p>Pay increases are based on the annual pay raise budget approved by the Board of Trustees.</p> <p>Salaries are determined individually with consideration for job-related experience and credentials (service records).</p>	

Administrative Professional Pay Plan

Pay Grade	Job Title	Calendars	Base
100			Daily \$229.95

Grow Our Own - Teacher Intern	187	187 Days	43,000
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Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum
101			Daily \$239.90	\$288.00	\$336.10

Accountant - Professional	226	153 Days	36,705	44,064	51,423
Coordinator - Attendance & Truancy	202	193 Days	46,301	55,584	64,867
Coordinator - PDS Site	153	202 Days	48,460	58,176	67,892
Liaison - Parent & Community Support	226	203 Days	48,700	58,464	68,228
LSPSP Case Manager	202	207 Days	49,659	59,616	69,573
LSSP - Assistantship (hourly)	202	212 Days	50,859	61,056	71,253
Manager - Athletic Scheduling & Equipment	226	226 Days	54,217	65,088	75,959
Senior Buyer	226				
Special Assistant to the Superintendent	226				
Specialist - Campus Parent/ Community Involvement	212, 226				
Specialist - Child Nutrition Services	226				
Specialist - Community School	207, 226				
Specialist - Deaf Ed Interpreter Services	196				
Specialist - Homeless Student	203				
Specialist - Multimedia Content	226				
Specialist - Records Management	226				
Strength & Conditioning Coach	226				
Supervisor - Routing	226				

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum
102			Daily \$263.89	\$316.80	\$369.71

Accountant - Operations	226	187 Days	49,347	59,242	69,136
Accountant - Senior	226	188 Days	49,611	59,558	69,505
Analyst - Human Resources Systems	226	202 Days	53,306	63,994	74,681
Analyst - Information Support System Program	226	203 Days	53,570	64,310	75,051
BCBA Intern	212	207 Days	54,625	65,578	76,530
Behavior Analyst - Intern	212	212 Days	55,945	67,162	78,379
Facilitator - Technology	202	226 Days	59,639	71,597	83,554
Homeless Students Population Specialist	187	240 Days	63,334	76,032	88,730
Intern - LSSP	202				
Library Media Specialist PK-8	188				
Manager - Energy	226				
Manager - Television Production	226				

Manager - Transportation Operations	226
Network Infrastructure Engineer	226
Specialist - At-Risk Students	207
Specialist - Campus Support	207
Specialist - Campus Testing	187
Specialist - College Career Military Readiness	212
Speech Pathologist - Asst	187
Supervisor - Facilities & Preventive Maintenance	240
Supervisor - Maintenance & Hazardous Materials	240
Supervisor - Warehouse	240
Systems Engineer	226

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
103			Daily	\$285.00	\$342.14	\$399.28
	Administrator In Residence	207	187 Days	53,295	63,980	74,665
	Analyst - Compensation	226	188 Days	53,580	64,322	75,065
	Athletic Trainer	202	190 Days	54,150	65,007	75,863
	Coordinator - Custodial & IPM	240	193 Days	55,005	66,033	77,061
	Counselor - ES	190	202 Days	57,570	69,112	80,655
	Counselor - MS	203	203 Days	57,855	69,454	81,054
	Counselor - Special Education	190	207 Days	58,995	70,823	82,651
	Counselor - Targeted Support	190	212 Days	60,420	72,534	84,647
	District Behavior Coach	212	226 Days	64,410	77,324	90,237
	ESL Strategist/ Interventionist	187	240 Days	68,400	82,114	95,827
	ESL Strategist/ Interventionist - HS	187				
	Facilitator - ARD	202				
	Instructional Coach - Early Childhood	207				
	Instructional Specialist - Campus	202				
	Instructional Specialist - Dyslexia	187				
	Instructional Specialist - RDSPD	202				
	Instructional Specialist - Special Programs	202				
	Instructional Specialist - Supplemental Instruction	212				
	Instructional Specialist - Support For Teachers/ Students	202				
	Instructional Specialist - Technology	202				
	Librarian - ES. MS	188				
	Librarian - HS	193				
	Manager - Benefits	226				
	Manager - Transportation Fleet	226				
	Nurse - RN	187				
	Specialist - Data	207				
	Specialist - Social Emotional Learning (SEL)	203				
	Specialist - Transition	202				

Strategic Reading Specialist	212
Supervisor - Highly Mobile Student Services	203
Supervisor - Payroll	226

Pay Grade	Job Title	Calendars		Minimum	Midpoint	Maximum
104			Daily	\$307.80	\$369.51	\$431.22
	Asst Principal - ES	207	187 Days	57,559	69,098	80,638
	Asst Project Manager - Operations (Bond funded)	226	190 Days	58,482	70,207	81,932
	Behavior Analyst - BCBA	212	196 Days	60,329	72,424	84,519
	Coordinator - Emergency Preparedness & Security	226	202 Days	62,176	74,641	87,106
	Counselor - Challenge Academy	190	203 Days	62,483	75,011	87,538
	Counselor - GWAMA/GWAHCA	212	207 Days	63,715	76,489	89,263
	Counselor - HS	203	212 Days	65,254	78,336	91,419
	Counselor - HS Lead	226	226 Days	69,563	83,509	97,456
	Diagnostician	202				
	School Psychologist	202				
	Occupational Therapist	190				
	School Social Worker - Clinical	226				
	Speech Language Pathologist	187, 196				
	Supervisor - Police/Field Service	226				

Pay Grade	Job Title	Calendars		Minimum	Midpoint	Maximum
105			Daily	\$323.20	\$387.99	\$452.78
	Asst Principal - DAEP	207	207 Days	66,902	80,314	93,725
	Asst Principal - MS	207	212 Days	68,518	82,254	95,989
	Coordinator - Advanced Academics	226	226 Days	73,043	87,686	102,328
	Coordinator - C&I	226				
	Coordinator - Communications	207				
	Coordinator - Counseling & SEL	226				
	Coordinator - Cybersecurity	226				
	Coordinator - District Reading	226				
	Coordinator - Future Educators Academy	226				
	Coordinator - Grants Accounting	226				
	Coordinator - GWAMA	226				
	Coordinator - HST Curriculum & Certifications	226				
	Coordinator - Human Resources	226				
	Coordinator - Instructional Technology	226				
	Coordinator - RDSPD	226				
	Coordinator - Special Education	226				
	Coordinator - Student Management	226				
	Coordinator - Talent Development	226				

Coordinator - Technology Support Services	226
Coordinator - Testing & Assessments	226
Coordinator- Compliance & Response To Intervention	226
District Specialist - Bilingual Education	207
District Specialist - Emergent Bilingual	207
Senior Systems Engineer	226
Supervisor - Police/Administrative Services	226

Pay Grade	Job Title	Calendars		Minimum	Midpoint	Maximum
106			Daily	\$365.21	\$438.43	\$511.65
	Assoc Principal - HS	226	207 Days	75,598	90,755	105,912
	Asst Director - Athletics	226	226 Days	82,537	99,085	115,633
	Asst Director - Construction	226				
	Asst Director - CTE	226				
	Asst Director - Transportation	226				
	Asst Principal - HS	207				
	Dean - GWAHCA/GWAMA	226				
	Director - Accountability & Data Analysis	226				
	Director - Accounting	226				
	Director - Advanced Academics	226				
	Director - Credit Recovery Systems	226				
	Director - Early Childhood Education	226				
	Director - Extended Learning & Enrichment Programs (TW)	226				
	Director - Multi Tiered System of Support	226				
	Director - Network Systems	226				
	Director - PEIMS/Attendance/Data Analytics	226				
	Director - PD/OC	226				
	Director - Purchasing/ Warehouse/ Distribution Services	226				
	Director - Strategic Evaluation Systems and Support	226				
	Principal - ES	226				

Pay Grade	Job Title	Calendars		Minimum	Midpoint	Maximum
107			Daily	\$401.43	\$477.89	\$554.35
	Athletic Sector Coordinator - Head Football Coach	226	226 Days	90,723	108,003	125,283
	Director - Bilingual/ ESL	226				
	Director - Career & Technology Education	226				
	Director - Challenge Academy	226				
	Director - Facilities & Maintenance	226				
	Director - Fine Arts	226				
	Director - Health Services	226				
	Director - Special Education	226				
	Director - Transportation	226				

Principal - MS	226
Principal - Secondary DAEP	226

Pay Grade	Job Title	Calendars		Minimum	Midpoint	Maximum
108			Daily	\$449.60	\$535.24	\$620.88
	Chief of Police	226	226 Days	101,610	120,964	140,319
	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 - Interventions nd State and Fed. Programs	226				
	Exec Director - Secondary Education	226				
	Exec Director - Special Education	226				
	Exec Director - Student Services	226				
	Exec Director - Student Support	226				
	Principal - HS	226				

Pay Grade	Job Title	Calendars		Minimum	Midpoint	Maximum
109			Daily	\$557.51	\$663.70	\$769.89
	Asst Superintendent - C&I	226	226 Days	125,997	149,996	173,995
	Asst Superintendent - Human Resources	226				
	Asst Superintendent - Student Services & Support	226				
	Chief Officer of Facilities & Operations	226				
	Chief Financial Officer	226				
	Chief Technology Officer	226				

Pay Grade	Job Title	Calendars		Minimum	Midpoint	Maximum
110			Daily	\$641.14	\$763.26	\$885.38
	Chief of Staff	226	226 Days	144,898	172,497	200,096
	Deputy Superintendent	226				

Clerical/Paraprofessional Pay Plan

*Annual amounts are based on 8 hours per day.

Pay Grade	Current Grade	Job Title	Calendars	Hourly	Minimum	Midpoint	Maximum
201				Hourly	\$12.50	\$15.06	\$17.62
	201	After School - Worker	207	193 Days	19,300	23,253	27,205
	201	Receptionist - Campus	193	207 Days	20,700	24,939	29,179
	201	Clerk - Operations (Bond Funded)	226				

Pay Grade	Current Grade	Job Title	Calendars	Hourly	Minimum	Midpoint	Maximum
202				Hourly	\$14.00	\$16.87	\$19.74
	202	After School - Fitness Worker	187	187 Days	20,944	25,238	29,531
	202	Aide - Bilingual Instructional	187	188 Days	21,056	25,372	29,689
	202	Aide - Campus Support (ISS)	187				
	202	Aide - Instructional	187				
	202	Aide - Instructional (Supplemental Instruction)	187				
	202	Aide - Instructional Math	187				
	202	Aide - Library	187, 188				
	202	Aide - PE	187				
	202	Aide - Pre-K	187				
	202	Aide - Pre-K/ Bilingual	187				
	202	Aide - Pre-K/ Kindergarten	187				
	202	Aide - Primary Literacy	187				
	202	Aide - Reach Associate	187				
	202	Aide - Teacher Resident	187				
	202	Nurse - CNA	187				

Pay Grade	Current Grade	Job Title	Calendars	Hourly	Minimum	Midpoint	Maximum
203				Hourly	\$15.00	\$18.07	\$21.14
	203	Aide - Sped	187	187 Days	22,440	27,033	31,625
	203	Aide - Sped - 18-21 Transition	187	193 Days	23,160	27,900	32,640
	203	Aide - Sped - Achieve	187	202 Days	24,240	29,201	34,162
	203	Aide - Sped - Aspire	187	212 Days	25,440	30,647	35,853
	203	Aide - Sped - Deaf Ed	187	226 Days	27,120	32,671	38,221
	203	Aide - Sped - ECSE	187				
	203	Aide - Sped - Inclusion	187				
	203	Aide - Sped - Resource/Inclusion	187				
	203	Aide - Sped - Sail	187				
	203	Bilingual Asst - Sped	202				
	203	Clerk - Athletic	212				
	203	Clerk - Campus Office	193				
	203	Clerk - English Learners Dept Testing	226				

203 Clerk - Sped

202

Pay Grade	Current Grade	Job Title	Calendars		Minimum	Midpoint	Maximum
204				Hourly	\$15.90	\$19.16	\$22.42
204		Liaison - Parent Campus	193	193 Days	24,550	29,583	34,616
204		Receptionist - Admin	226	196 Days	24,931	30,043	35,155
204		Secretary - Principal ES	226	202 Days	25,694	30,963	36,231
204		Specialist - Parent Involvement	202	226 Days	28,747	34,641	40,535
204		Specialist - PEIMS ES	196				
204		Specialist - PEIMS HS	196				
204		Specialist - PEIMS MS	196				

Pay Grade	Current Grade	Job Title	Calendars		Minimum	Midpoint	Maximum
205				Hourly	\$17.20	\$20.72	\$24.24
205		Registrar II - Para	226	226 Days	31,098	37,462	43,826
205		Secretary - Principal Challenge	226				
205		Secretary - Principal DAEP	226				
205		Secretary - Principal GWAHCA	226				
205		Secretary - Principal GWAMA	226				
205		Secretary - Principal MS	226				

Pay Grade	Current Grade	Job Title	Calendars		Minimum	Midpoint	Maximum
206				Hourly	\$18.40	\$22.17	\$25.94
206		Bookkeeper - HS	226	187 Days	27,526	33,166	38,806
206		Interpreter - Sign Language Noncertified	187	226 Days	33,267	40,083	46,900
206		Secretary - Principal HS	226				
206		Specialist - Police Support Services	226				
206		Specialist - Warehouse	226				

Pay Grade	Current Grade	Job Title	Calendars		Minimum	Midpoint	Maximum
207				Hourly	\$19.90	\$23.97	\$28.04
207		Admin Asst - Athletics	226	187 Days	29,770	35,859	41,948
207		Admin Asst - Bernard & Audre Rapport Vision Center	202	202 Days	32,158	38,736	45,313
207		Admin Asst - Bilingual	226	226 Days	35,979	43,338	50,696
207		Admin Asst - Career & Technology Education	226				
207		Admin Asst - CNS	226				
207		Admin Asst - Construction (Bond Funded)	226				
207		Admin Asst - Custodial Services	226				
207		Admin Asst - Fine Arts	226				
207		Admin Asst - Highly Mobile Students	187				
207		Admin Asst - Maintenance	226				

207	Admin Asst - Police	226
207	Admin Asst - Student Management	226
207	Admin Asst - Transportation	226
207	Bookkeeper - Athletics	226
207	Nurse - LVN	187
207	Specialist - Accounting Revenue	226
207	Specialist - Accounts Payable	226
207	Specialist - Bilingual Assessor	226
207	Specialist - HR Personnel Services	226
207	Specialist - HR Risk Mgmt, Benefits & Leave	226
207	Specialist - HR Substitute Mgmt	226
207	Specialist - Maintenance Business	226
207	Specialist - Payroll	226
207	Specialist - Purchasing II	226
207	Specialist - Special Ed - PEIMS	226
207	Technician - Technology	226

Pay Grade	Current Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
208				Hourly	\$22.50	\$27.11	\$31.72
	208	Ex Admin Asst - Business & Financial Services	226	187 Days	33,660	40,557	47,453
	208	Ex Admin Asst - C&I	226	226 Days	40,680	49,015	57,350
	208	Ex Admin Asst - Communications	226				
	208	Ex Admin Asst - Deputy Superintendent	226				
	208	Ex Admin Asst - HR	226				
	208	Ex Admin Asst - Sped	226				
	208	Ex Admin Asst - Student Services	226				
	208	Ex Admin Asst - Technology Services	226				
	208	Interpreter - Sign Language Certified	187				
	208	Specialist - Admin Budget	226				
	208	Specialist - PEIMS Interface	226				

Pay Grade	Current Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
209				Hourly	\$26.30	\$31.69	\$37.08
	209	Occupational Therapist Assistant	187	187 Days	39,345	47,408	55,472
	209	Specialist - Budget	226	226 Days	47,550	57,296	67,041
	209	Specialist - PEIMS Interface Student Services	226				
	207	Technician - Network Services	226				
	209	Technician - Communication Systems	226				

Clerical/Paraprofessional Placement Scale

Placement scales are used to establish a minimum rate for new hires based on experience approved by the district. Current employees may be paid above this placement scale. This scale is for placement of new hires only. Future wage increases are determined annually and are not guaranteed.

Range Position	2024-2025 Total Exp	Pay Grades								
		201	202	203	204	205	206	207	208	209
Minimum	0	\$12.50	\$14.00	\$15.00	\$15.90	\$17.20	\$18.40	\$19.90	\$22.50	\$26.30
	1	\$12.63	\$14.14	\$15.15	\$16.06	\$17.38	\$18.59	\$20.10	\$22.73	\$26.57
	2	\$12.75	\$14.28	\$15.30	\$16.22	\$17.55	\$18.77	\$20.30	\$22.96	\$26.83
	3	\$12.87	\$14.42	\$15.45	\$16.38	\$17.72	\$18.95	\$20.50	\$23.19	\$27.09
	4	\$12.99	\$14.56	\$15.60	\$16.54	\$17.89	\$19.13	\$20.70	\$23.42	\$27.35
	5	\$13.11	\$14.70	\$15.75	\$16.70	\$18.06	\$19.31	\$20.90	\$23.65	\$27.61
	6	\$13.23	\$14.84	\$15.90	\$16.86	\$18.23	\$19.49	\$21.10	\$23.88	\$27.87
	7	\$13.35	\$14.98	\$16.05	\$17.02	\$18.40	\$19.67	\$21.30	\$24.11	\$28.13
	8	\$13.47	\$15.12	\$16.20	\$17.18	\$18.57	\$19.85	\$21.50	\$24.34	\$28.39
	9	\$13.59	\$15.26	\$16.35	\$17.34	\$18.74	\$20.03	\$21.70	\$24.57	\$28.65
	10	\$13.71	\$15.40	\$16.50	\$17.50	\$18.91	\$20.21	\$21.90	\$24.80	\$28.91
	11	\$13.83	\$15.54	\$16.65	\$17.66	\$19.08	\$20.39	\$22.10	\$25.03	\$29.17
	12	\$13.95	\$15.68	\$16.80	\$17.82	\$19.25	\$20.57	\$22.30	\$25.26	\$29.43
	13	\$14.07	\$15.82	\$16.95	\$17.98	\$19.42	\$20.75	\$22.50	\$25.49	\$29.69
	14	\$14.19	\$15.96	\$17.10	\$18.14	\$19.59	\$20.93	\$22.70	\$25.72	\$29.95
	15	\$14.31	\$16.10	\$17.25	\$18.30	\$19.76	\$21.11	\$22.90	\$25.95	\$30.21
	16	\$14.43	\$16.24	\$17.40	\$18.46	\$19.93	\$21.29	\$23.10	\$26.18	\$30.47
	17	\$14.55	\$16.38	\$17.55	\$18.62	\$20.10	\$21.47	\$23.30	\$26.41	\$30.73
	18	\$14.67	\$16.52	\$17.70	\$18.78	\$20.27	\$21.65	\$23.50	\$26.64	\$30.99
	19	\$14.79	\$16.66	\$17.85	\$18.94	\$20.44	\$21.83	\$23.70	\$26.87	\$31.25
Midpoint	20	\$15.06	\$16.87	\$18.07	\$19.16	\$20.72	\$22.17	\$23.97	\$27.11	\$31.69

Auxiliary Pay Plan

*Annual amounts are based on 8 hours per day.

Pay Grade	Job Title	Calendars		Minimum	Midpoint	Maximum
301			Hourly	\$12.00	\$14.12	\$16.24
	Crosswalk Guard	178	178 Days	17,088	20,107	23,126
	Temporary - Cafeteria Worker	180	180 Days	17,280	20,333	23,386
	Temporary - Custodian	240	240 Days	23,040	27,110	31,181
	Temporary - Student Worker	240				

Pay Grade	Job Title	Calendars		Minimum	Midpoint	Maximum
302			Hourly	\$14.00	\$16.87	\$19.74
	Cafeteria	180	180 Days	20,160	24,293	28,426
	Custodian	240	240 Days	26,880	32,390	37,901
	<i>\$1 differential pay for Custodian - Evening</i>					

Pay Grade	Job Title	Calendars		Minimum	Midpoint	Maximum
303			Hourly	\$14.70	\$17.71	\$20.72
	Bus Monitor*	175	175 Days	20,580	24,794	29,008
	Cafeteria - Lead	184	184 Days	21,638	26,069	30,500
	Custodian - Lead	240	240 Days	28,224	34,003	39,782
	Specialist - Floor Care	240				
	Utility Worker	240				

Pay Grade	Job Title	Calendars		Minimum	Midpoint	Maximum
304			Hourly	\$15.45	\$18.61	\$21.77
	Cafeteria - Lead Trainee	184	184 Days	22,742	27,394	32,045
	General Maintenance I	240	240 Days	29,664	35,731	41,798
	Groundskeeper	240				
	Utility Worker - Lead	240				

Pay Grade	Job Title	Calendars		Minimum	Midpoint	Maximum
305			Hourly	\$16.55	\$19.94	\$23.33
	Cafeteria Manager - ES	184	184 Days	24,362	29,352	34,342
	CNS Warehouse - Worker	226	207 Days	27,407	33,021	38,634
	Custodian - Head ES	240	226 Days	29,922	36,052	42,181
	General Maintenance II	240	240 Days	31,776	38,285	44,794
	Groundskeeper - Equipment Operator	240				
	Campus Safety Guard	207				
	Technician - Pest Control	240				
	Utility Worker - WISD Stadium	240				
	Warehouse - Worker	240				

Pay Grade	Job Title	Calendars		Minimum	Midpoint	Maximum
306			Hourly	\$18.05	\$21.75	\$25.45
	Cafeteria Manager - MS	184	184 Days	26,570	32,016	37,462
	Custodian - Head MS	240	240 Days	34,656	41,760	48,864
	Groundskeeper - Irrigation	240				
	Groundskeeper - Lead	240				
	Warehouse Worker - Senior	240				

Pay Grade	Job Title	Calendars		Minimum	Midpoint	Maximum
307			Hourly	\$19.68	\$23.71	\$27.74
	Cafeteria Manager - HS	184	184 Days	28,969	34,901	40,833
	Carpenter	240	240 Days	37,786	45,523	53,261
	Custodian - Head Administration	240				
	Custodian - Head DAEP	240				
	Custodian - Head HS	240				
	HVAC - Apprentice	240				
	Locksmith	240				
	Painter	240				
	Plumber (non licensed)	240				
	Roofer	240				
	Specialist - Warehouse Receiving	240				
	Technician - Fire and PA Systems	240				
	Welder	240				

Pay Grade	Job Title	Calendars		Minimum	Midpoint	Maximum
308			Hourly	\$21.85	\$26.33	\$30.81
	Electrician	240	212 Days	37,058	44,656	52,254
	Field Trip Coordinator	212	240 Days	41,952	50,554	59,155
	Pest Control - Lead	240				
	Plumber	240				
	Router - Transportation	212				
	Technician - Asbestos	240				
	Technician - HVAC	240				

Pay Grade	Job Title	Calendars		Minimum	Midpoint	Maximum
309			Hourly	\$23.61	\$28.44	\$33.27
	Asst Custodial Supervisor - PM	240	212 Days	40,043	48,234	56,426
	Dispatcher - Transportation	212	226 Days	42,687	51,420	60,152
	Mechanic	240	240 Days	45,331	54,605	63,878
	Specialist - HVAC Chiller	240				

Pay Grade	Job Title	Calendars		Minimum	Midpoint	Maximum
310			Hourly	\$25.50	\$30.72	\$35.94
	Electrician - Lead	240	207 Days	42,228	50,872	59,517
	Manager - CNS Warehouse	226	226 Days	46,104	55,542	64,980
	Plumber - Lead	240	240 Days	48,960	58,982	69,005
	Police Officer	207, 226				
	Supervisor - CNS Compliance & Employee Relations	226				
	Preventive Maintenance - Lead	240				
	Supervisor - CNS Dev & Ops	226				
	Supervisor - Area Cafeteria	226				
	Technician - HVAC Lead	240				

Pay Grade	Job Title	Calendars		Minimum	Midpoint	Maximum
311			Hourly	\$29.32	\$35.33	\$41.34
	Lead Asst Supervisor - Custodial	240	226 Days	53,011	63,877	74,743
	Foreman - Grounds	240	240 Days	56,294	67,834	79,373
	Mechanic - Lead	240				
	Supervisor - Safety and Training	226				

Pay Grade	Job Title	Calendars		Minimum	Midpoint	Maximum
BD			Hourly	\$27.00	\$35.33	\$41.34
	Bus Drivers*	175	175 Days	37,800	49,462	57,876
	Fuelers	175				

Auxiliary Placement Scale

Placement scales are used to establish a minimum rate for new hires based on experience approved by the district. Current employees may be paid above this placement scale. This scale is for placement of new hires only. Future wage increases are determined annually and are not guaranteed.

Range Position	2024-2025 Total Exp	Pay Grades										
		301	302	303	304	305	306	307	308	309	310	311
Minimum	0	\$12.00	\$14.00	\$14.70	\$15.45	\$16.55	\$18.05	\$19.68	\$21.85	\$23.61	\$25.50	\$29.32
	1	\$12.12	\$14.14	\$14.85	\$15.61	\$16.72	\$18.24	\$19.88	\$22.07	\$23.85	\$25.76	\$29.62
	2	\$12.22	\$14.28	\$15.00	\$15.76	\$16.88	\$18.42	\$20.08	\$22.29	\$24.09	\$26.02	\$29.92
	3	\$12.32	\$14.42	\$15.15	\$15.91	\$17.04	\$18.60	\$20.28	\$22.51	\$24.33	\$26.28	\$30.22
	4	\$12.42	\$14.56	\$15.30	\$16.06	\$17.20	\$18.78	\$20.48	\$22.73	\$24.57	\$26.54	\$30.52
	5	\$12.52	\$14.70	\$15.45	\$16.21	\$17.36	\$18.96	\$20.68	\$22.95	\$24.81	\$26.80	\$30.82
	6	\$12.62	\$14.84	\$15.60	\$16.36	\$17.52	\$19.14	\$20.88	\$23.17	\$25.05	\$27.06	\$31.12
	7	\$12.72	\$14.98	\$15.75	\$16.51	\$17.68	\$19.32	\$21.08	\$23.39	\$25.29	\$27.32	\$31.42
	8	\$12.82	\$15.12	\$15.90	\$16.66	\$17.84	\$19.50	\$21.28	\$23.61	\$25.53	\$27.58	\$31.72
	9	\$12.92	\$15.26	\$16.05	\$16.81	\$18.00	\$19.68	\$21.48	\$23.83	\$25.77	\$27.84	\$32.02
	10	\$13.02	\$15.40	\$16.20	\$16.96	\$18.16	\$19.86	\$21.68	\$24.05	\$26.01	\$28.10	\$32.32
	11	\$13.12	\$15.54	\$16.35	\$17.11	\$18.32	\$20.04	\$21.88	\$24.27	\$26.25	\$28.36	\$32.62
	12	\$13.22	\$15.68	\$16.50	\$17.26	\$18.48	\$20.22	\$22.08	\$24.49	\$26.49	\$28.62	\$32.92
	13	\$13.32	\$15.82	\$16.65	\$17.41	\$18.64	\$20.40	\$22.28	\$24.71	\$26.73	\$28.88	\$33.22
	14	\$13.42	\$15.96	\$16.80	\$17.56	\$18.80	\$20.58	\$22.48	\$24.93	\$26.97	\$29.14	\$33.52
	15	\$13.52	\$16.10	\$16.95	\$17.71	\$18.96	\$20.76	\$22.68	\$25.15	\$27.21	\$29.40	\$33.82
	16	\$13.62	\$16.24	\$17.10	\$17.86	\$19.12	\$20.94	\$22.88	\$25.37	\$27.45	\$29.66	\$34.12
	17	\$13.72	\$16.38	\$17.25	\$18.01	\$19.28	\$21.12	\$23.08	\$25.59	\$27.69	\$29.92	\$34.42
	18	\$13.82	\$16.52	\$17.40	\$18.16	\$19.44	\$21.30	\$23.28	\$25.81	\$27.93	\$30.18	\$34.72
	19	\$13.92	\$16.66	\$17.55	\$18.31	\$19.60	\$21.48	\$23.48	\$26.03	\$28.17	\$30.44	\$35.02
Midpoint	20	\$14.12	\$16.87	\$17.71	\$18.61	\$19.94	\$21.75	\$23.71	\$26.33	\$28.44	\$30.72	\$35.33

Supplemental Pay Duties and Terms

A stipend form must be completed and submitted to Human Resources by the appropriate principal or district administrator. All stipends are subject to certification and schedule verification. Stipends are prorated based on the number of sections taught in the subject/content area. Unless otherwise noted, most annual stipends are paid over 24 paychecks for the year.

- Assignment to any supplemental duty and receipt of compensation is separate from your employment contract and from any compensation for which you may earn under your employment contract with Waco ISD.
- Any supplemental duty assigned or volunteered for does not create a property right in the duty or the compensation for the duty.
- Any supplemental duty assignment does not create any future right to assignment of any supplemental duty.
- Assignment of any supplemental duty for any school year will not guarantee that any supplemental duties will be assigned in subsequent school years.
- You or the District may change the supplemental duty at any time.
- If a supplemental duty is changed by you or the district, you will receive compensation for only the actual supplemental duties performed.
- Any supplemental pay received will be treated this way now and for future school years unless and until the employee is notified otherwise.
- Only stipends listed in the Employee Compensation Plan are eligible to be issued. No other stipends may be created or offered by any campus/dept supervisor.

Recruiting Stipends & Incentives

Baylor/Tarleton New Teacher Recruitment and Retention Incentive - \$500.00

- A recent graduate of Baylor or Tarleton State Universities, newly hired as a zero-year teacher who has served at least one semester in the past two (2) years as an intern, teacher assistant, resident assistant, etc. on a Waco ISD campus. A teacher is eligible for a \$500 retention incentive when returning for the following school year. (Both are a one-time stipend paid out in the August 31st check). HR will review and submit for payment.

Relocation Reimbursement Assistance - \$500.00 - \$750.00

- Newly hired teachers relocating to Waco from 250-499 miles may be approved for reimbursement of up to \$500; those greater than 500 miles may be approved for reimbursement of up to \$750. The request must be made in advance and approved by Human Resources (a limited number are available). Receipts are required when submitting payment requests.

Teacher Incentive Allotment

For any funds received by Waco ISD for a designated teacher under the Teacher Incentive Allotment (TIA), 90%, less the TRS deduction (both employee and district) and any other applicable payroll taxes or deductions, will be paid to the designated teacher.

The remaining 10% will be collected at the district level and used for training/ support, expansion, administrative expenses, and professional development.

Employees who resign or retire: Should the district receive funding for a designated teacher who has resigned or retired, the district will forward one allotment payout to the retired teacher if the retired teacher notifies the district in writing by May 15. If an employee resigns, the funds will be redistributed to designated teachers and other high-performing teachers from the campus the employee was assigned.



Allotment
\$3,000-\$9,000



Allotment
\$6,000-\$18,000



Allotment
\$12,000-\$32,000

2024-2025 Stipends

APPROVED STIPENDS ARE ISSUED FOR ONE YEAR ONLY AND ARE SUPPLEMENTAL PAY.

Athletics

HS Campus Athletic Coordinator (1 Boys, 1 Girls Per Campus)	\$7,000
Head Varsity Coach Baseball	\$8,000
Head Varsity Coach Basketball	\$9,000
Head Varsity Coach Cross Country	\$7,000
Head Varsity Coach Golf (Year-Round)	\$6,000
Head Varsity Coach Powerlifting	\$3,000
Head Varsity Coach Soccer	\$8,000
Head Varsity Coach Softball	\$8,000
Head Varsity Coach Tennis	\$7,500
Head Varsity Coach Track	\$7,000
Head Varsity Coach Volleyball	\$8,000
* Football Offensive/Defensive Coordinator	\$8,500
Baseball, Varsity Assistant	\$5,000
Baseball, JV/9th	\$4,000
Basketball, Varsity Assistant	\$5,000
Basketball, JV/9th	\$4,000
* Football, Varsity Assistant	\$6,500
** Football, JV/9th	\$5,500
Powerlifting, Varsity Assistant	\$2,000
Soccer, Varsity Assistant	\$5,000
Soccer, JV/9th	\$4,000
Softball, Varsity Assistant	\$5,000
Softball, JV	\$4,000
Tennis, Assistant	\$3,500
Track/Cross Country, Assistant	\$3,000
Volleyball, Varsity Assistant	\$5,000
Volleyball, JV/9th	\$4,000
After School Single Sport Assistant (except football)	\$2,000

Athletic Coordinator, Middle School (1 Boys, 1 Girls per school)	\$2,000
Basketball, Middle School	\$2,000
Cross Country, Middle School	\$2,000
Football, Middle School	\$2,000
Golf, Middle School	\$2,000
Head Football, Middle School	\$3,500
Soccer, Middle School	\$1,600
Tennis, Middle School	\$2,000
Track, Middle School	\$2,000
Volleyball, Middle School	\$2,000
Single Sport (After School), Middle School	\$1,200
Off Season Coordinator, Middle School	\$1,600
<i>*Includes \$1,000 for football related responsibilities: 15 days report prior to first day for teachers.</i>	
<i>**Includes \$500 for football related responsibilities: 15 days early report (if applicable).</i>	
<i>Miscellaneous Athletics</i>	
Audio-Visual - Athletic Support	\$7,000
Photographer - Athletic Support	\$3,000
Tournament Coordination	\$700

<i>Bilingual - Certified Only</i>	
Elementary Bilingual Teacher \$6,000	\$6,000

<i>ESL - Certified Only</i>	
Elementary - 1 to 6 Students or up to 25% of Students Assigned	\$500
Elementary - 7-12 Students or 26 to 50% of Students Assigned	\$1,000
Elementary - 13-18 Students or 51 to 75% of Students Assigned	\$1,500
Elementary - 19-23+ Students or 76% to 100% of Students Assigned	\$2,000
Secondary - 1% to 25% Students Served	\$500
Secondary - 26% to 50% Students Served	\$1,000
Secondary - 51% to 75% Students Served	\$1,500
Secondary - 76% to 100% Students Served	\$2,000

<i>Content/Critical Shortage</i>	
***Engineering High School (Funded out of CTE Budget)	\$8,000
English I and II High School (prorated per section)	\$1,400
Math / Physics High School Stipend (CERTIFIED ONLY)	\$8,000
**Science High School Stipend (CERTIFIED ONLY)	\$8,000
Math Stipend Middle School (MATH CERTIFIED ONLY)	\$6,000
Science Middle School Stipend (SCIENCE CERTIFIED ONLY)	\$6,000
*Math & Science Middle School (GENERALIST CERTIFIED)	\$3,000

**Stipend amount will be prorated based on the number of sections taught in the content area.50% of the content.*

***Includes Forensic Science and Forensic Psychology with Science Certification.*

**** Must teach Engineering classes and hold appropriate certification (Principals of Manufacturing not included).*

<i>Fine Arts</i>	
Color Guard/Flag Corps	\$2,000
Fine Arts Event Coordinator	\$3,000
Jazz/Stage Band	\$2,000
JROTC Marching Guards (207 Day calendar)	\$3,000
High School Assistant Band Director (207 Day Calendar)	\$7,500
High School Assistant Choir Director	\$4,000
High School Assistant Theater Arts Director	\$4,000
High School Band Director (207 Day Calendar) - Includes Lead Cluster Responsibilities	\$16,000
High School Choir Director	\$6,000
High School Mariachi Band Director	\$3,000
High School Orchestra Director (Multi Campuses)	\$7,500
High School Show Choir Director	\$1,000
High School Steel Drum Director	\$1,500
High School Theater Arts Director	\$6,000
Middle School Assistant Band Director	\$4,000
Middle School Band Director	\$6,000
Middle School Choir Director	\$3,000
Middle School Orchestra Director – Per Campus	\$2,000
Performing Arts Facility Manager (manage UHS PAC for all campuses)	\$7,500

Special Education

*Bilingual Diagnostician	\$6,000
*Bilingual Speech Pathologist	\$6,000
**Bilingual Asst. Speech Pathologist	\$6,000
*Bilingual LSSP	\$6,000
***Bilingual ARD Facilitator	\$6,000
Deaf/blind Intervener Specialist	\$6,000
Diagnostician Lead	\$2,000
Inclusion/Resource Teacher (with case management duties)	\$2,000
Lead Speech Language Pathologist (ASHA certified)	\$2,000
RDSPD Teacher with Deaf Ed Certification	\$3,000
SAIL, Self-Contained, ECSE, FA/Achieve, FA/Aspire	\$4,000
Special Olympics Coach	\$2,500
Visually Impaired Teacher	\$6,000

**Must complete all job responsibilities and possess appropriate professional certification(s); be proficient in Spanish (understand, read, write, speak, and translate). Will be required to conduct and facilitate Special Education related meetings between staff, students and parents (this includes staffing, ARD meetings, parent/guardian phone calls); and complete and translate all required IEP documentation/paperwork as needed. The Bilingual Diagnostician, LSSP and SLP are expected to conduct necessary evaluations in Spanish and translate the reports in Spanish. Attend the ARD meetings to review the evaluation in the parent's/guardian's native language.*

***Must complete all job responsibilities and possess appropriate professional certification(s). Must be proficient in Spanish (understand, read, write, speak and translate). Conduct Special Education related meetings between staff, students and parents (this includes Spanish. As needed, required to conduct and facilitate Special Education related meetings between staff, students and parents.*

****Must complete all job responsibilities and possess appropriate professional certification(s); be proficient in Spanish (understand, read, write, speak and translate). Conduct and facilitate Special Education related meetings between staff, students and parents (including staffing, ARD meetings, parent/guardian phone calls). Complete and translate all required IEP documentation/paperwork, as needed.*

<i>District Various Level Position</i>	
Bilingual Dyslexia Specialist	\$6,000
Counselor, Lead High School	\$1,000
Counselor, Lead Middle School	\$1,000
Counselor, Lead Elementary	\$1,000
District Lead Librarian	\$7,000
Gifted & Talented Itinerant Teacher (CERTIFIED)	\$2,000
Lead Elementary Art Teacher	\$1,000
Lead Secondary Art Teacher	\$1,000
Lead Physical Education Teacher	\$2,000
Lead Registered Nurse (RN)	\$2,000
Strategic Reading Specialist (extra days worked/attending training outside of regular contracted workdays)	\$8,000
Suspend Kids to School / Saturday Diversion Program Oversight	\$7,000
PDS Mentor Stipend (Baylor) - bi-annually in December and May Interns (BU/WISD MOU Agreement)	\$250(TA) \$500(Interns)
New Teacher Mentor Stipend (June)	\$500 per mentee

<i>Campus Various Level Position</i>	
Choral Music - Cluster Lead Teacher (Elementary)	\$4,000
Elementary School UIL Coordinator	\$500
Grade Level Chair, Elementary (Grades PK-5)	\$1,500
Campus Specials Chair, Elementary (Grades PK-5)	\$1,000
Department Chair, Secondary (Core, Special Ed, Fine Arts)	\$1,000
Discipline Alternative (DAEP) Classroom Teacher	\$1,000
Foreign Languages (CERTIFIED)	\$3,000
New Teacher Campus Coordinator (June) [1 per campus]	\$1,000
**Safe School Student Coordinator	\$1,500
History Fair Campus Coordinator	\$500
Non-UIL Advanced Competition (outside of contract period)	\$500
TIA Teacher Expert (June) [1 per campus]	\$750
<i>**Must be paid by campus budget and duties performed outside of work hours.</i>	

Campus Various Specific

***Specialized Health Science Teacher (GWAHCA Only)	\$6,000
Health Science Teacher (WHS and UHS Only)	\$4,000
Welding	\$4,500
****Future Educators Academy Mentor Teacher	\$500
Future Educators Academy Teacher (Principles of Ed, Instr. Practices and/or Practicum)	\$2,500
Career & Technical Student Organization (CTSO) – Level I	\$500.00
Career & Technical Student Organization (CTSO) – Level II	\$200.00
Career & Technical Student Organization (CTSO) – Level III	\$100.00

*** *Requires appropriate licensure/certification meeting industry standards for the following courses/certification pathways: Community Health Worker (CHW); Certified Nurse Assistant (CNA); Certified Clinical Medical Assistant (CCMA); Pharmacy Technician (CPhT); or Clinical Ethics.*

**** *Teachers mentoring FEA Students (paid once per year) - Grant Funded.*

<i>High School Specific</i>	
Cheerleader Sponsor, Varsity	\$5,000
Cheerleader Sponsor, Assistant Varsity	\$3,000
Drill Team Sponsor, Varsity	\$4,500
Drill Team Sponsor, Assistant Varsity	\$3,000
High School Yearbook Sponsor	\$2,000
High School Student Council Sponsor	\$1,500
High School UIL Coordinator	\$2,000
High School UIL Debate Sponsor	\$1,500
High School UIL Speech Sponsor	\$1,500
High School UIL Academic Contest Sponsor (per event)	\$700
High School Academic Decathlon Sponsor	\$3,000
High School Assistant Academic Decathlon Sponsor	\$1,500
High School Mock Trial Sponsor	\$3,000

<i>Middle School Specific</i>	
Middle School Cheerleader Sponsor	\$2,000
Middle School UIL Coordinator	\$1,000
Middle School UIL Academic Contests (per event)	\$400

<i>Opportunity Culture</i>	
Multi-Classroom Leader (MCL) \$13,000	\$13,000
Multi-Classroom Leader (MCL) II \$16,000	\$16,000
Master Team Reach Teacher (MTRT) \$5,000	\$5,000
Master Team Reach Teacher (MTRT) \$5,000	\$5,000
Team Reach Teacher (TRT) \$2,500	\$2,500
Reach Associate (RA) \$1.3369 per hour added to hourly rate of pay	Equivalent of \$2000

Extra Duty & Temporary Worker

<i>Athletics/Transportation - Temporary Worker</i>			
Auxiliary	Game Help - 25 Second Clock	\$16.25	Hourly Rate
Auxiliary	Game Help - Announcer	\$17.50	
Auxiliary	Game Help - Chain Crew	\$11.25	
Auxiliary	Game Help - Field Gate	\$11.25	
Auxiliary	Game Help - Game Clock	\$15.00	
Auxiliary	Game Help - Parking Attendant	\$10.00	
Auxiliary	Game Help - Parking Supervisor	\$20.00	
Auxiliary	Game Help - Pass/Band Gate	\$11.25	
Auxiliary	Game Help - Pitch Counter (Baseball)	\$10.00	
Auxiliary	Game Help - Porch Gate	\$11.25	
Auxiliary	Game Help - Press Box Coordinator	\$13.75	
Auxiliary	Game Help - Press Box Host/Ushers	\$8.50	
Auxiliary	Game Help - Press Box Technician	\$20.00	
Auxiliary	Game Help - Scoreboard	\$8.50	
Auxiliary	Game Help - Concessions Cashier	\$10.00	
Auxiliary	Game Help - Concessions Worker	\$8.50	
Auxiliary	Game Help - Ticket Seller	\$11.25	
Auxiliary	Game Help - Ticket Taker	\$8.50	
Auxiliary	Game Help - Video Board	\$13.75	
Auxiliary	Transportation – Drivers in Training	\$14.40	Flat Rate
Auxiliary	Transportation Help – Driving bus trip 50 miles or less (<i>Extracurricular Exempt Employees</i>)	\$50.00	
Auxiliary	Transportation Help – Driving bus trip 51 miles or more (<i>Extracurricular Exempt Employees</i>)	\$100.00	Flat Rate
Auxiliary	Transportation Help – Driving bus route (AM or PM) [<i>Exempt Employees Only</i>]	\$50.00	
Auxiliary	Transportation Help – Driving field trips/routes *Outside of the Extracurricular Exempt Employee’s sport or fine arts program. **Non-Exempt employees <i>may</i> receive a blended rate.	\$27.00	Hourly Rate

*** ***Extracurricular Exempt Employees (Athletics/Fine Arts)***

Campus - Temporary Worker

Professional	Counselor	\$30.00	Hourly Rate
Professional	Library Media Specialist	\$25.00	
Professional	Librarian	\$30.00	
Professional	Nurse (RN)	\$30.00	
Paraprofessional	Nurse (LVN)	\$20.70	
Professional	Instructional Specialist / Dyslexia Specialist	\$30.00	
Professional	Professional (non-instructional)	\$25.00	
Professional	Special Education Evaluation Services (SLP, LSSP, Diagnostician, OT, PT)	\$55.00	
Professional	Special Education Professional Services (SLP-Assistant, Certified Occupational Therapy Assistant)	\$45.00	
Paraprofessional	Aide, After School Care	\$14.00	
Paraprofessional	Aide, Instructional	\$14.00	
Paraprofessional	Aide, Special Education	\$15.00	
Paraprofessional	Clerk, Office/Receptionist	\$14.00	
Paraprofessional	Secretary, Elementary	\$16.00	
Paraprofessional	Secretary, Secondary	\$18.00	
Administrative	Assistant Principal, Elementary (Temp)	\$32.50	Daily Rate
Administrative	Assistant Principal, Middle School (Temp)	\$34.00	
Administrative	Assistant Principal, High School (Temp)	\$37.50	
Administrative	Principal	Negotiated	

Centralized Services - Temporary Worker

Auxiliary	Cafeteria Worker, Custodian or Student Worker	See Pay Grade 301	
Paraprofessional	Fine Arts Student Worker - Unskilled	\$8.00	Hourly Rate
Paraprofessional	Fine Arts Student Worker - Skilled	\$10.00	
Paraprofessional	Deaf Ed Interpreter - Certified	\$35.00	
Paraprofessional	Deaf Ed Interpreter - Uncertified	\$30.00	
Paraprofessional	Administrative Assistant - Central Office	\$15.55	
Paraprofessional	Office Clerk/Receptionist	\$12.85	
Paraprofessional	Specialist (Para) - Central Office	\$15.55	
Paraprofessional	Student Internship	\$10.00	
Paraprofessional	Technician Technology	\$18.82	
Paraprofessional	Videographer (WISD TV)	\$20.00	
Professional	Administrative/Professional - Central Office (exempt positions in pay grades 104 and higher)		Negotiated

Tutors - Temporary Worker

Paraprofessional	Tutor - High School Peer	\$10.00	Hourly Rate
Professional	Tutor - Non-Degreed (Minimum 9 hours in Core Content)	\$17.00	
Professional	Tutor - Degreed (Minimum of 9 hours in Core Content)	\$22.00	
Professional	Tutor - Degreed/Certified Teacher (TX SBEC or Other State)	\$30.00	
Professional	Tutor - Music Degreed	\$30.00	

Note: Any temporary employment position not specifically listed above will be paid at the current minimum pay rate of the full-time equivalent position.

Current full-time non-exempt employees who work more than 40 hours in a workweek, must be paid time and one-half of their regular hourly rate for each hour worked over 40. Each work week stands alone for the purpose of determining an employee's regular hourly rate of pay for that week. If an employee is not paid on an hourly basis, that person's regular hourly rate must be calculated based on his or her total pay and hours worked for that week. As a rule, an employee who works two or more jobs at different rates of pay must receive overtime pay that equals time and one-half of the weighted average of all rates of pay for all hours worked in that work week.

Extra Duty Positions

Extra duty rates can only be paid to exempt employees when performing pre-approved extra duties outside of regularly scheduled work days and hours.

Professional	Teachers	\$35.00	Hourly Rate
Professional	Curriculum Writing	\$35.00	
Professional	Counselor	\$35.00	
Professional	Library Media Specialist	\$30.00	
Professional	Librarian	\$35.00	
Professional	Nurse (RN)	\$35.00	
Professional	After School Program Coordinator (Professional)	\$25.75	
Professional	Instructional Specialist / Dyslexia Specialist	\$30.00	
Professional	Professional (Non-Instructional)	\$25.00	
Professional	Special Education Evaluation Services (BCBA, SLP, LSSP, Diagnostician, OT, PT)	\$55.00	
Professional	Special Education Professional Services (SLP-Assistant, Certified Occupational Therapy Assistant)	\$45.00	
Administrative	Assistant Principal, Elementary	\$38.46	
Administrative	Assistant Principal, Middle School	\$40.40	
Administrative	Assistant Principal, High School	\$45.65	

Summer School, Saturday School, Night School

Professional	Teachers	\$30.00	Hourly Rate
Professional	Lead, Elementary	\$32.00	
Professional	Lead, Middle	\$35.00	
Professional	Lead, High School	\$38.00	
Professional	Testing Specialist/Coordinator	\$30.00	
Paraprofessional	Office Clerk/Receptionist	\$15.00	
Paraprofessional	Paraprofessional	Regular Hourly Rate if working in the same paraprofessional position as in the regular school year.	

Current full-time non-exempt employees who work more than 40 hours in a workweek, must be paid time and one-half of their regular hourly rate for each hour worked over 40. Each work week stands alone for the purpose of determining an employee's regular hourly rate of pay for that week. If an employee is not paid on an hourly basis, that person's regular hourly rate must be calculated based on his or her total pay and hours worked for that week. As a rule, an employee who works two or more jobs at different rates of pay must receive overtime pay that equals time and one-half of the weighted average of all rates of pay for all hours worked in that work week.

Guest Educator

Position/Degree	2024-2025 Daily Rate
Guest Educator Aide or Paraprofessional Positions High School Diploma or GED	\$80 per day
Long Term Guest Educator Paraprofessional/Aide – after 10 th consecutive day in the same assignment (long term rate starts on day 11)	\$85 per day
Guest Educator Teacher – 30+ College Hours (previously 40+)	\$100 per day
Long Term Guest Educator Teacher – Non-Certified with 30+ College Hours – after 10 th consecutive day in the same assignment (long term rate starts on day 11)	\$115 per day
Substitute Teacher – Bachelor’s Degree	\$100 per day
Long Term Guest Educator Teacher – Non-Certified with bachelor’s degree – after 10 th consecutive day in the same assignment (long term rate starts on day 11)	\$125 per day
Substitute Teacher – Texas or Out of State Certification	\$125 per day
Long Term Guest Educator Teacher with Teacher Certification – after 10 th consecutive day in the same assignment (long term rate starts on day 11)	\$150 per day
Guest Educator Nurse – LVN or RN	\$150 per day
Guest Educator Professional (Non-Teacher Campus Role) – Counselor, Instructional Specialist, Behavior Interventionist, etc. – Must have appropriate credentials and be approved by Human Resources	\$150 per day
Guest Educator Principal or Assistant Principal – Must have appropriate certification (Principal or Mid-Management), previous experience as a Principal or AP, and be approved by Human Resources	Rate set by HR
Guest Educator Central Office Administrator or Professional – Must have appropriate credentials	Rate set by HR

- Guest Educators with less than 30 college hours, a high school diploma, or a GED are only allowed to substitute in paraprofessional/clerical positions.
- All paraprofessional/clerical positions are paid at \$80 per day, regardless of degree or certification. A paraprofessional Guest Educator is a non-teacher position such as an instructional aide, office/clerical worker, or secretary.
- Guest Educator working as a teacher or aide in a special education classroom earns an additional \$5 per day.
- Guest Educators working on Mondays and Fridays earn an additional \$5 per day.
- Guest Educators earn incremental pay.
 - \$10 per day in addition to the daily rate after working 30 cumulative days (beginning on the 31st day)
 - \$20 per day in addition to the daily rate after working 60 cumulative days (beginning on the 61st day)
 - NOTE: Incremental pay will carry over to the 2024-2025 school year from 2023-2024 (based on status earned by the end of 2023-2024)

Compensation Manual 2024-2025



WACO INDEPENDENT SCHOOL DISTRICT