

**2024-2025 Proposed Operational Support Pay Plan**

Keller ISD

Pay Grade	Job Title	Calendar	Hourly	Minimum	Midpoint
<b>1</b>			<b>Hourly</b>	<b>\$13.00</b>	<b>\$15.34</b>
	Crossing Guard	177	<b>177 Days</b>	18,408	21,721
	Custodian	260	<b>260 Days</b>	27,040	31,907
	Specialist, Child Nutrition I	177			
<b>2</b>			<b>Hourly</b>	<b>\$14.00</b>	<b>\$16.53</b>
	Custodian II	260	<b>177 Days</b>	19,824	23,406
	Instructor, Waterproof Kids Safety	245	<b>245 Days</b>	27,440	32,399
	Lifeguard, Head	245	<b>260 Days</b>	29,120	34,382
	Specialist, Child Nutrition II	177			
	Specialist, Child Nutrition II - Barista	177			
	Specialist, Child Nutrition II - Mobile	177			
<b>3</b>			<b>Hourly</b>	<b>\$15.00</b>	<b>\$17.79</b>
	Assistant Manager, Child Nutrition	177, 180	<b>177 Days</b>	21,240	25,191
	Building Operator	260	<b>180 Days</b>	21,600	25,618
	Technician, Grounds I - Projects	260	<b>260 Days</b>	31,200	37,003
	Technician, Grounds I - Services	260			
<b>4</b>			<b>Hourly</b>	<b>\$16.00</b>	<b>\$19.27</b>
	Custodian, Head Early Learning Centers	260	<b>180 Days</b>	23,040	27,749
	Custodian, Head Elementary Schools	260	<b>245 Days</b>	31,360	37,769
	Custodian, Head Intermediate Schools	260	<b>260 Days</b>	33,280	40,082
	Custodian, Head Natorium	260			
	Front Desk Support	245			
	Manager, Child Nutrition Collegiate Academy	180			
	Manager, Child Nutrition Center for Advance Learning	180			
	Manager, Child Nutrition Early Learning Center	180			
	Manager, Child Nutrition Elementary Schools	180			
	Manager, Child Nutrition Intermediate Schools	180			
	Manager, Mobile Food Service	180			
	Technician, Distribution	260			
	Technician, Grounds II - Projects	260			
	Technician, Grounds II - Services	260			
	Technician, Irrigation I	260			

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<b>5</b>				<b>\$17.00</b>	<b>\$20.48</b>
	Custodian, Head Education Center	260	<b>180 Days</b>	24,480	29,491
	Custodian, Head Middle Schools	260	<b>260 Days</b>	35,360	42,598
	Large Mower Operator	260			
	Manager, Child Nutrition Middle Schools	180			
	Manager, Child Nutrition Support Specialist				
	Specialist, Distribution Customer Support	260			
	Technician, Crew Lead	260			
	Technician, General Repair I	260			
	Technician, Grounds & Metal Repair	260			
	Technician, HVAC PM	260			
<b>6</b>				<b>\$19.00</b>	<b>\$22.91</b>
	Custodian, Head Advance	260	<b>180 Days</b>	27,360	32,990
	Custodian, Head Athletic Facilities	260	<b>193 Days</b>	29,336	35,373
	Custodian, Head High School	260	<b>226 Days</b>	34,352	41,421
	Manager, Child Nutrition High School	180	<b>260 Days</b>	39,520	47,653
	Manager, Delivery Truck Driver				
	Manager, Child Nutrition Training				
	Specialist, Security I	193			
	Technician, Audio Visual Support	226			
	Technician, General Repair II	260			
	Technician, Inventoroy	260			
	Technician, Support Services	260			
<b>7</b>				<b>\$21.50</b>	<b>\$25.89</b>
	Locksmith	260	<b>226 Days</b>	38,872	46,809
	Manager, Inventory	260	<b>260 Days</b>	44,720	53,851
	Technician, Fleet Maintenance	260			
	Technician, Help Desk	226			
	Technician, Irrigation II	260			
	Technician, Pest Control I	260			
	Technician, Support (Technology)	226			
<b>8</b>				<b>\$23.25</b>	<b>\$28.01</b>
	Specialist, Security II	260	<b>260 Days</b>	48,360	58,261
	Technician, HVAC Certified	260			
	Technician, Pest Control II	260			
<b>9</b>				<b>\$25.00</b>	<b>\$30.11</b>
	Supervisor, Support Services	260	<b>260 Days</b>	52,000	62,629
	Technician, CN HVAC/Appliance Certified	260			
	Technician, Electrical Licensed	260			
	Technician, Head Grounds - Projects	260			
	Technician, HVAC Licensed	260			
	Technician, Plumbing Licensed	260			

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<b>10</b>			<b>Hourly</b>	<b>\$28.50</b>	<b>\$34.33</b>
	Supervisor, Distribution Services	260	<b>260 Days</b>	59,280	71,406
	Technician, Energy Management	260			
	Technician, Head Electrical	260			
	Technician, Head General Repair	260			
	Technician, Head HVAC	260			
	Technician, Head Plumbing	260			
	Technician, Inventory	260			
<b>11</b>					
	Security Officer, Armed Campus	193			
			<b>Hourly</b>	<b>\$35.65</b>	<b>\$35.68</b>
			<b>193 Days</b>	55,044	55,090
	Specialist, Business Applications Support	226			
	Specialist, Sr. Technology	226			
	Specialist, Sr. Technology (Child Nutrition)	226	<b>Hourly</b>	<b>\$30.00</b>	<b>\$36.13</b>
	Technician, Audio Visual	226	<b>226 Days</b>	54,240	65,323
<b>12</b>			<b>Hourly</b>	<b>\$32.00</b>	<b>\$38.55</b>
	Analyst, ADA & Fire Safety Systems	260	<b>226 Days</b>	57,856	69,698
	Analyst, Safety & Security System	260	<b>260 Days</b>	66,560	80,184
	Manager, District Instructional Resources	226			
	Manager, Operations Support	226			
	Manager, Technology Assets	226			
	Security Officer, Mobile Patrol	260			
<b>13</b>			<b>Hourly</b>	<b>\$34.50</b>	<b>\$40.58</b>
	Specialist, Sr. Field Operations	226	<b>226 Days</b>	62,376	73,369
	Specialist, Technology - CTE	226			

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