

# 2025-2026 Proposed Operations Support Pay Plan - 3% GPI

Keller ISD

\*Annual amounts are based on 8 hours per day.

Pay Grade	Job Title	Calendars	Minimum	Midpoint
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1	
Child Nutrition Specialist I	177
Crossing Guard	177
Custodian I	260

Hourly	\$13.15	\$15.47
177 Days	18,620	21,906
260 Days	27,352	32,178

2	
Child Nutrition Specialist II	177
Child Nutrition Specialist II - Barista	177
Child Nutrition Specialist II - Mobile	177
Custodian II	260
Head Lifeguard	260
Instructor - Waterproof Kids Safety	245

Hourly	\$14.10	\$16.59
177 Days	19,966	23,491
245 Days	27,636	32,516
260 Days	29,328	34,507

3	
Assistat Manager - Child Nutrition - High Schools	180
Assistant Manager - Child Nutrition - Intermediate Schools	180
Assistant Manager - Child Nutrition Middle Schools	180
Building Operator	260

Hourly	\$15.30	\$18.00
180 Days	22,032	25,920
260 Days	31,824	37,440

4	
Front Desk Support	245
Head Custodian - (Elementary Schools)	260
Head Custodian - (Intermediate Schools)	260
Head Custodian - (Natatorium)	260
Manager - Child Nutrition (Elementary Schools)	180
Manager - Child Nutrition (Compass Center & K-CA)	180
Manager - Child Nutrition (Intermediate School)	180
Manager - Mobile Food Services	180
Technician - Distribution	260
Technician - Irrigation I	260

Hourly	\$16.25	\$19.57
180 Days	23,400	28,181
245 Days	31,850	38,357
260 Days	33,800	40,706

Pay Grade	Job Title	Calendars	Minimum	Midpoint	
<b>5</b>			<b>Hourly</b>	<b>\$17.25</b>	<b>\$20.78</b>
	Head Custodian - Education Center	260	<b>180 Days</b>	24,840	29,923
	Head Custodian - MS	260	<b>260 Days</b>	35,880	43,222
	Large Mower Operator	260			
	Manager - Child Nutrition Support Specialist	180			
	Manager - Child Nutrition (Middle Schools)	180			
	Specialist - Distribution Customer Support	260			
	Technician - General Repair I	260			
	Technician - Grounds & Metal Repair	260			
	Technician - HVAC PM	260			
Technician - Lead Crew	260				

<b>6</b>			<b>Hourly</b>	<b>\$19.10</b>	<b>\$23.01</b>
	Head Custodian - Athletics	260	<b>180 Days</b>	27,504	33,134
	Head Custodian - HS	260	<b>193 Days</b>	29,490	35,527
	Manager - Child Nutrition (High Schools)	180	<b>226 Days</b>	34,533	41,602
	Manager - Child Nutrition Training	180	<b>260 Days</b>	39,728	47,861
	Manager - Delivery Truck Drivers	180			
	Specialist - Security I	193			
	Technician - Audio Visual Support	226			
	Technician - General Repair II	260			
Technician - Support Services	260				

<b>7</b>			<b>Hourly</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 - Pest Control I	260			
Technician - Support Technology	226				

<b>8</b>			<b>Hourly</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>Hourly</b>	<b>\$25.00</b>	<b>\$30.11</b>
	Head Technician - Grounds Projects	260	<b>260 Days</b>	52,000	62,629
	Supervisor - Support Services	260			
	Technician - CN HVAC/Appliance Certified	260			
	Technician - Electrical Licensed	260			
Technician - Plumbing Licensed	260				

Pay Grade	Job Title	Calendars	Hourly	Minimum	Midpoint
<b>10</b>			<b>Hourly</b>	<b>\$28.50</b>	<b>\$34.33</b>
	Head Technician - Electrical	260	<b>260 Days</b>	59,280	71,406
	Head Technician - General Repair	260			
	Head Technician - HVAC	260			
	Head Technician - Plumbing	260			
	Supervisor - Distribution Services	260			
	Technician - Energy Management	260			
<b>11</b>			<b>Hourly</b>	<b>\$30.00</b>	<b>\$36.13</b>
	Security Officer - Campus (Armed)	193	<b>193 Days</b>	46,320	55,785
	Senior Specialist - Technology	226	<b>226 Days</b>	54,240	65,323
	Senior Specialist - Technology (Child Nutrition)	226			
<b>12</b>			<b>Hourly</b>	<b>\$32.00</b>	<b>\$38.55</b>
	Manager - District Instructional Resources	226	<b>226 Days</b>	57,856	69,698
	Manager - Operations Support	226	<b>260 Days</b>	66,560	80,184
	Manager - Technology Assets	226			
	Security Officer - Mobile Patrol	260			
	Systems Analyst - ADA & Fire Safety	260			
	Systems Analyst - Safety & Security	260			
<b>13</b>			<b>Hourly</b>	<b>\$34.50</b>	<b>\$40.58</b>
	Senior Specialist - Field Operations	226	<b>226 Days</b>	62,376	73,369
	Specialist - Technology CTE	226			

Experience is based on TEA approved creditable year of service. This salary plan is for the 2025-2026 school year only and does not predict or guarantee future salary advancement. Salary advancement is based on the annual budget approved by the Board of Trustees each year.