

**Auxiliary - Compensation Plan**

Hitchcock ISD

Approved By Board of Trustees:

All scales based on full time status, 8 hour days.

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum
CP1	Clerical / Para-Professional				
	Aide, Assistant KFHS	187	Daily \$124.07	\$144.07	\$164.07
	Aide, Athletics	187	Hourly 15.51	18.01	20.51
	Aide, Band	187	187 Days 23,201	26,941	30,681
	Aide, Classroom	187			
	Aide, Physical Education	187			
	Aide, Pre - K	187			
CP2	Clerical / Para-Professional				
	<b>Aides:</b>	187	Daily \$132.31	\$152.31	\$172.31
	BAC ISS	187	Hourly 16.54	19.04	21.54
	Clinic Library	187	187 Days 24,742	28,482	32,222
	Computer Lab Lifeskills	187	207 Days 27,388	31,528	35,668
	Credit Recovery PASS	187			
	DAEP ECSE	187			
	ESL SLC	187			
	Inclusion LLI	187			
	Instructional Specialist Science Lab	187			
	Parent Invl. Coord.	207			
CP3	Clerical / Para-Professional				
	Educational Instructor - KFHS	187	Daily \$140.65	\$164.65	\$188.65
	Aide, Health Clinic - CNA or EMT	192	Hourly 17.58	20.58	23.58
	ARD Specialist	192	187 Days 26,302	30,790	35,278
	Attendance Clerk	215	192 Days 27,005	31,613	36,221
	PEIMS Clerk	215	215 Days 30,240	35,400	40,560
	Receptionist	215	226 Days 31,787	37,211	42,635
	Attendance Clerk	226			
	PEIMS Clerk	226			
CP4	Clerical / Para-Professional				
	Athletic Secretary	187	Daily \$142.49	\$172.89	\$203.69
	SHARS Specialist	192	Hourly 17.81	21.61	25.46
	Secretary, Transportation	226	187 Days 26,646	32,330	38,090
	Receptionist / Admin Asst - Admin Bldg	242	192 Days 27,358	33,195	39,108
		226	226 Days 32,203	39,073	46,034
		242	242 Days 34,483	41,839	49,293
CP5	Clerical / Para-Professional				
	Secretary, Principal	215	Daily \$162.39	\$197.59	\$233.59
	Secretary/PEIMS/Attendance - KFHS	226	Hourly 20.30	24.70	29.20
	Secretary, Principal	226	215 Days 34,914	42,482	50,222
	Registrar - HHS	226	226 Days 36,700	44,655	52,791
	Accts Payable/Purchasing Coordinator	242	242 Days 39,298	47,817	56,529
	Grant Specialist	242			
	Human Resources Specialist	242			
	PEIMS Coordinator	242			
	Secretary, GGCC	242			
	Secretary, Maintenance	242			
CP6	Clerical / Para-Professional				
	Aide, Health Clinic - LVN	187	Daily \$183.20	\$226.40	\$270.40
	Payroll & Benefits Coordinator	242	Hourly 22.90	28.30	33.80
		187	187 Days 34,258	42,337	50,565

Computer Technician	251	242 Days	44,334	54,789	65,437
		251 Days	45,983	56,826	67,870
<b>CP7 Security / Para-Professional</b>		<b>Daily</b>	<b>\$216.41</b>	<b>\$255.21</b>	<b>\$293.61</b>
Police Officer	226	Hourly	27.05	31.90	36.70
		226 Days	48,909	57,677	66,356
<b>CP8 Clerical / Para-Professional</b>		<b>Daily</b>	<b>\$227.48</b>	<b>\$264.68</b>	<b>\$307.48</b>
Secretary, Superintendent	242	Hourly	28.44	33.09	38.44
		242 Days	55,050	64,053	74,410
<b>MT1 Manual Trades</b>		<b>Daily</b>	<b>\$91.03</b>	<b>\$107.03</b>	<b>\$131.03</b>
For Future Use	187	Hourly	11.38	13.38	16.38
	207	187 Days	17,023	20,015	24,503
		207 Days	18,843	22,155	27,123
<b>MT2 Manual Trades</b>		<b>Daily</b>	<b>\$107.67</b>	<b>\$129.67</b>	<b>\$150.87</b>
Warehouse Worker / Delivery	251	Hourly	13.46	16.21	18.86
		251 Days	27,025	32,547	37,868
<b>MT3 Manual Trades</b>		<b>Daily</b>	<b>\$128.36</b>	<b>\$154.36</b>	<b>\$180.36</b>
Grounds Keeper	251	Hourly	16.05	19.30	22.55
General Maintenance	251	251 Days	32,218	38,744	45,270
Temporary Maintenance					
<b>MT4 Manual Trades</b>		<b>Daily</b>	<b>\$137.99</b>	<b>\$155.19</b>	<b>\$196.39</b>
General Maintenance Carpenter	251	Hourly	17.25	19.40	24.55
General Maintenance Electrical	251	251 Days	34,635	38,953	49,294
General Maintenance Painter	251				
General Maintenance Plumber	251				
<b>MT5 Manual Trades</b>		<b>Daily</b>	<b>\$163.64</b>	<b>\$199.64</b>	<b>\$235.64</b>
Warehouse Supervisor	242	Hourly	20.46	24.96	29.46
HVAC	251	242 Days	39,601	48,313	57,025
		251 Days	41,074	50,110	59,146
<b>MT6 Manual Trades</b>		<b>Daily</b>	<b>\$190.71</b>	<b>\$237.51</b>	<b>\$284.31</b>
General Maintenance/Skilled w/ License	251	Hourly	23.84	29.69	35.54
		251 Days	47,868	59,615	71,362
<b>TR1 Transportation</b>		<b>Daily</b>	<b>\$96.79</b>	<b>\$112.79</b>	<b>\$128.79</b>
Bus Monitor	180	Hourly	12.10	14.10	16.10
		180 Days	17,422	20,302	23,182
<b>TR2 Transportation</b>		<b>Daily</b>	<b>\$169.42</b>	<b>\$191.82</b>	<b>\$214.62</b>
Bus Driver	180	Hourly	21.18	23.98	26.83
Bus Maintenance Worker	226	180 Days	30,496	34,528	38,632
		226 Days	38,289	43,351	48,504
<b>TR3 Transportation</b>		<b>Daily</b>	<b>\$187.48</b>	<b>\$222.28</b>	<b>\$264.28</b>
Shop Foreman	251	Hourly	23.44	27.79	33.04
		251 Days	47,057	55,792	66,334

TR4	Transportation	
	Transportation Supervisor	226

Daily	\$226.22	\$248.22	\$269.82
Hourly	28.28	31.03	33.73
226 Days	51,126	56,098	60,979