



WACO INDEPENDENT SCHOOL DISTRICT

Compensation Manual

2026-2027

WISDom Works Wonders

Compensation Manual Contents

WISD Teacher Placement Scale	3
Administrative/Professional Pay Plan	4
Clerical/Paraprofessional Pay Plan	8
Clerical/Paraprofessional Placement Scale	11
Auxiliary Pay Plan	12
Auxiliary Placement Scale	15
Supplemental Pay Duties and Terms	16
Recruiting Stipends & Incentives	16
Compensation Terminology	17
Teacher Incentive Allotment (TIA)	20
<i>All compensation for TIA will be paid in August.</i>	21
Guest Educator/Substitutes	22
2026-2027 Stipends	23
<i>Bilingual - Certified Only</i>	24
<i>ESL - Certified Only</i>	24
<i>Content/Critical Shortage</i>	24
<i>High School Fine Arts</i>	25
<i>Middle School Fine Arts</i>	25
<i>Special Education</i>	26
<i>District Various Level Position</i>	27
<i>Campus Various Level Position</i>	27
<i>Campus Various Specific</i>	28
<i>High School Specific</i>	28
<i>Middle School Specific</i>	28
Extra Duty & Temporary Worker	29
<i>Athletics/Transportation - Temporary Worker</i>	29
<i>Campus - Temporary Worker</i>	30
<i>Centralized Services - Temporary Worker</i>	31
<i>Tutors - Temporary Worker</i>	31
Extra Duty Positions	32
Summer Programs*	33

WISD Teacher Placement Scale

Hiring Placement Scale	
10-Month Hiring Range Minimum	\$54,500
10-Month Hiring Range Maximum	\$70,000
• All continuing teachers will receive an increase of \$1,300 • Continuing Teachers 3 years will receive an additional increase of \$1,000 • Continuing Teachers 5 years will receive an additional increase of \$2,500	

The salaries listed above are based on 10-month employment for the 2026-2027 school year. The salary placement scale is determined on an annual basis and salary advancement is not guaranteed. Pay increases are based on the annual pay raise budget approved by the Board of Trustees and are subject to change based on available funding, legislative action and district needs. Employees will be notified of any approved salary adjustments.

Salaries are determined individually with consideration for job-related experience and credentials.

Years of Experience	Placement Scale Salary
0 without exp	\$54,500
0 with exp	\$55,000
1	\$55,300
2	\$55,800
3	\$57,375
4	\$57,725
5	\$60,575
6	\$61,025
7	\$61,475
8	\$61,975
9	\$62,475
10	\$62,975
11	\$63,475
12	\$63,975
13	\$64,475
14	\$64,875
15	\$65,275
16	\$65,675
17	\$66,075
18	\$66,475
19	\$66,875
20	\$67,375
21	\$67,875
22	\$68,375
23	\$68,875
24	\$69,375
25	\$69,875
26	\$70,275
27+	\$70,675

Administrative/Professional Pay Plan

Pay Grade	Job Title	Calendars	Base
100		Daily	\$235.29
	Grow Our Own - Teacher Intern	187	187 Days 45,000

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum
101		Daily	\$244.70	\$293.76	\$342.82
	Accountant - Professional	226	153 Days 37,439	44,945	52,452
	Liaison - Parent & Community Support	226	202 Days 49,429	59,340	69,250
	Manager - Athletic Scheduling & Equipment	226	212 Days 51,876	62,277	72,678
	Special Assistant to the Superintendent	226	226 Days 55,302	66,390	77,478
	Specialist - Campus Parent/ Community Involvement	212, 226	196 Days 47,961	57,577	67,193
	Specialist - Deaf Ed Interpreter Services	196	207 Days 50,652	60,808	70,964
	Specialist - Media/Content Creation	226			
	Specialist - Records Management	226			
	Strength & Conditioning Coach	226			

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum
102		Daily	\$269.17	\$323.14	\$377.10
	Accountant - Senior	226	187 Days 50,334	60,426	70,518
	Analyst - Human Resources Systems	226	188 Days 50,604	60,750	70,896
	Analyst - Information Support System Program	226	207 Days 55,718	66,889	78,061
	Library Media Specialist PK-8	188	212 Days 57,064	68,505	79,946
	Manager - Energy	226	226 Days 60,832	73,029	85,226
	Manager - Transportation Operations	226	240 Days 64,600	77,553	90,505
	Network Infrastructure Engineer	226			
	Specialist - At-Risk Students	212			
	Specialist - Campus Support	207			
	Specialist - Campus Testing	187			
	Specialist - College Career Military Readiness	212			
	Specialist - Homeless Student Population	187			
	Specialist - Program and Media Production	226			
	Speech Pathologist - Asst	187			
	Supervisor - Facilities & Preventive Maintenance	240			
	Supervisor - Maintenance & Hazardous Materials	240			
	Supervisor - Routing	226			
	Supervisor - Warehouse	240			
	Systems Engineer	226			

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum
103		Daily	\$290.70	\$348.98	\$407.27
	Analyst - HR Technology	226	187 Days 54,361	65,260	76,159
	Athletic Trainer, Athletic Trainer – Middle School	202	188 Days 54,652	65,609	76,566
	Counselor - ES	190	190 Days 55,233	66,307	77,380

Starting salaries are calculated based on your relevant work experience. Pay rates begin at the minimum of the pay grade range and increase appropriately to credit your verified years of experience

Counselor - MS	203	193 Days	56,105	67,354	78,602
Counselor - Special Education	190	202 Days	58,721	70,495	82,268
Counselor - Targeted Support	190	203 Days	59,012	70,844	82,675
District Behavior Coach	212	207 Days	60,175	72,239	84,304
ESL Strategist/ Interventionist	187	212 Days	61,628	73,984	86,340
ESL Strategist/ Interventionist - HS	187	226 Days	65,698	78,870	92,042
Facilitator - ARD	202				
Librarian - ES. MS	188				
Librarian - HS	193				
Manager - Benefits	226				
Manager - Purchasing and Warehousing Services	226				
Manager - Transportation Fleet	226				
Nurse - RN	187				
Specialist - Data	207				
Specialist - Social Emotional Learning (SEL)	203				
Specialist - T&L	212				
Specialist - Transition	202				
Supervisor - Highly Mobile Student Services	203				

Pay Grade	Job Title	Calendars		Minimum	Midpoint	Maximum
104			Daily	\$313.96	\$376.90	\$439.84
	Asst Principal - ES	212	187 Days	58,710	70,480	82,251
	Project Manager - Operations	226	190 Days	59,652	71,611	83,570
	Behavior Analyst - BCBA	212	196 Days	61,535	73,872	86,210
	Coordinator - Emergency Preparedness & Security	226	202 Days	63,419	76,134	88,849
	Coordinator - Custodial & IPM	240	203 Days	63,733	76,511	89,288
	Coordinator - Payroll and Accounts Payable	226	212 Days	66,559	79,903	93,247
	Counselor - Challenge Academy	190	226 Days	70,954	85,179	99,405
	Counselor - GWAMA/GWAHCA	212	240 Days	75,349	90,456	105,563
	Counselor - HS	203				
	Counselor - HS Lead	226				
	Database Administrator	226				
	Program Specialist - Special Education	212				
	Specialist - Special Education Behavior Intervention	212				
	Occupational Therapist	190				
	Speech Language Pathologist	187, 196				
	Supervisor - Police/Field Service	226				

Pay Grade	Job Title	Calendars		Minimum	Midpoint	Maximum
105			Daily	\$329.66	\$395.75	\$461.84
	Asst Principal - DAEP	212	202 Days	66,591	79,941	93,292
	Asst Principal - MS	212	207 Days	68,240	81,920	95,600
	Coordinator - Advanced Academics	226	212 Days	69,889	83,899	97,909
	Coordinator - Teaching and Learning	226	226 Days	74,504	89,439	104,375
	Coordinator - Partnerships	207				

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Coordinator - Credit Recovery & CCMR Support	226
Coordinator - Cybersecurity	226
Coordinator - District Reading	226
Coordinator - Food Service	226
Coordinator - Grants Accounting	226
Coordinator - Human Resources	226
Coordinator - Instructional Technology	226
Coordinator - Physical Education	226
Coordinator - PEIMS	226
Coordinator - Special Education	226
Coordinator - State and Federal Programs	226
Coordinator - Student Management	226
Coordinator - Talent Development	226
Coordinator - Technology Support Services	226
Coordinator - Testing & Assessments	226
Diagnostician	202
District Specialist - Bilingual Education	207
District Specialist - Emergent Bilingual	207
School Psychologist	202
Senior Systems Engineer	226
Supervisor - Police/Administrative Services	226

Pay Grade	Job Title	Calendars		Minimum	Midpoint	Maximum
106			Daily	\$372.51	\$447.20	\$521.88
	Assoc Principal - HS	226	207 Days	77,110	92,570	108,030
	Director - Construction	226	226 Days	84,188	101,067	117,946
	Asst Director - CTE	226				
	Asst Principal - HS	207				
	Dean - Future Educators Academy	226				
	Dean - GWAHCA	226				
	Dean - GWAMA	226				
	Director - Accountability & Data Analysis	226				
	Director - Accounting	226				
	Director - Advanced Academics	226				
	Director - Counseling and Student Support	226				
	Director - Early Childhood Education	226				
	Director - Multi Tiered System of Support	226				
	Director - Network Services	226				
	Director - Professional Development	226				
	Director - Student Safety and Security	226				
	Director - Strategic Evaluation Systems and Support	226				
	Principal - ES	226				

Starting salaries are calculated based on your relevant work experience. Pay rates begin at the minimum of the pay grade range and increase appropriately to credit your verified years of experience

Pay Grade	Job Title	Calendars		Minimum	Midpoint	Maximum
107			Daily	\$409.46	\$487.45	\$565.44
	Asst Director - Athletics	226	226 Days	92,538	110,163	127,789
	Athletic Sector Coordinator - Head Football Coach	226				
	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 - Human Resources	226				
	Director - School Improvement	226				
	Director - Special Education	226				
	Director - Technology Services	226				
	Director - Transportation	226				
	Principal - MS	226				
	Principal - Secondary DAEP	226				
Pay Grade	Job Title	Calendars		Minimum	Midpoint	Maximum
108			Daily	\$458.59	\$545.94	\$633.30
	Chief of Police	226	226 Days	103,642	123,384	143,125
	Director - Athletics	226				
	Exec Director - Communications	226				
	Exec Director - Elementary Education	226				
	Exec Director - Finance	226				
	Exec Director - Interventions & State & Fed. Programs	226				
	Exec Director - Secondary Education	226				
	Exec Director - Special Education	226				
	Exec Director - Student Support	226				
	Principal - HS	226				
Pay Grade	Job Title	Calendars		Minimum	Midpoint	Maximum
109			Daily	\$568.66	\$676.97	\$785.29
	Asst Superintendent - C&I	226	226 Days	128,517	152,996	177,475
	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	\$653.96	\$778.53	\$903.09
	Chief of Staff	226	226 Days	147,796	175,947	204,098
	Deputy Superintendent	226				

Starting salaries are calculated based on your relevant work experience. Pay rates begin at the minimum of the pay grade range and increase appropriately to credit your verified years of experience

Clerical/Paraprofessional Pay Plan

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

Pay Grade	Job Title	Calendars			Minimum	Midpoint	Maximum
201			Hourly		\$12.75	\$15.36	\$17.97
	Receptionist - Campus	193	187	Days	19,074	22,980	26,887
	Teacher Resident*	187	193	Days	19,686	23,718	27,749
	*special funding						

Pay Grade	Job Title	Calendars			Minimum	Midpoint	Maximum
202			Hourly		\$14.28	\$17.21	\$20.13
	Aide - Bilingual Instructional	187	187	Days	21,363	25,742	30,122
	Aide - Campus Support (ISS)	187	188	Days	21,477	25,880	30,283
	Aide - Instructional	187					
	Aide - Instructional (Supplemental Instruction)	187					
	Aide - Instructional Math	187					
	Aide - Library	187, 188					
	Aide - PE	187					
	Aide - Pre-K	187					
	Aide - Pre-K/ Bilingual	187					
	Aide - Pre-K/ Kindergarten	187					
	Aide - Primary Literacy	187					
	Nurse - CNA	187					

Pay Grade	Job Title	Calendars			Minimum	Midpoint	Maximum
203			Hourly		\$15.30	\$18.43	\$21.56
	Aide - Sped	187	187	Days	22,889	27,573	32,258
	Aide - Sped - 18-21 Transition	187	193	Days	23,623	28,458	33,293
	Aide - Sped - Achieve	187	202	Days	24,725	29,785	34,845
	Aide - Sped - Aspire	187	212	Days	25,949	31,260	36,571
	Aide - Sped - Deaf Ed	187	226	Days	27,662	33,324	38,986
	Aide - Sped - ECSE	187					
	Aide - Sped - Inclusion	187					
	Aide - Sped - Resource/Inclusion	187					
	Aide - Sped - Sail	187					
	Bilingual Asst - Sped	202					
	Clerk - Athletic	212					
	Clerk - Campus Office	193					
	Clerk - English Learners Dept Testing	226					
	Clerk - Sped	202					
	Clerk - HR	226					

Pay Grade	Job Title	Calendars			Minimum	Midpoint	Maximum
204			Hourly		\$16.22	\$19.54	\$22.87
	Liaison - Parent Campus	193	193	Days	25,041	30,175	35,309
	Receptionist - Admin	226	196	Days	25,430	30,644	35,858

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Secretary - Principal ES	226	202	Days	26,208	31,582	36,955
Specialist - Parent Involvement	202	226	Days	29,322	35,334	41,346
Specialist - PEIMS ES	196					
Specialist - PEIMS HS	196					
Specialist - PEIMS MS	196					

Pay Grade	Job Title	Calendars			Minimum	Midpoint	Maximum
205			Hourly		\$17.54	\$21.13	\$24.72
	Registrar II - Para	226	226	Days	31,720	38,211	44,702
	Secretary - Principal Challenge	226					
	Secretary - Principal DAEP	226					
	Secretary - Principal GWAHCA	226					
	Secretary - Principal GWAMA	226					
	Secretary - Principal MS	226					

Pay Grade	Job Title	Calendars			Minimum	Midpoint	Maximum
206			Hourly		\$18.77	\$22.61	\$26.46
	Bookkeeper - HS	226	187	Days	28,077	33,830	39,582
	Interpreter - Sign Language Noncertified	187	226	Days	33,933	40,885	47,838
	Secretary - Principal HS	226					
	Specialist - Warehouse	226					

Pay Grade	Job Title	Calendars			Minimum	Midpoint	Maximum
207			Hourly		\$20.30	\$24.45	\$28.60
	Admin Asst - Bilingual	226	187	Days	30,366	36,576	42,787
	Admin Asst - Career & Technology Education	226	226	Days	36,699	44,205	51,710
	Admin Asst - CNS	226	207	Days	33,613	40,488	47,363
	Admin Asst - Custodial Services	226					
	Admin Asst - Fine Arts	226					
	Admin Asst - Highly Mobile Students	187					
	Admin Asst - Maintenance	226					
	Admin Asst - Student Management	226					
	Admin Asst - Transportation	226					
	Bookkeeper - Athletics	226					
	Nurse - LVN	187					
	Specialist - Accounting Revenue	226					
	Specialist - Accounts Payable	226					
	Specialist - Bilingual Assessor	226					
	Specialist - HR Personnel Services	226					
	Specialist - HR Risk Management, Benefits & Leave	226					
	Specialist - HR Substitute Management	226					
	Specialist - Maintenance Business	226					
	Specialist - Payroll	226					
	Specialist - SHARS Compliance	226					
	Specialist - Special Ed - PEIMS	207					

Starting salaries are calculated based on your relevant work experience. Pay rates begin at the minimum of the pay grade range and increase appropriately to credit your verified years of experience

Pay Grade	Job Title	Calendars			Minimum	Midpoint	Maximum
208			Hourly		\$22.95	\$27.65	\$32.35
	Ex Admin Asst - Athletics	226	187	Days	34,333	41,368	48,402
	Ex Admin Asst - Business & Financial Services	226	226	Days	41,494	49,995	58,497
	Ex Admin Asst - C&I	226					
	Ex Admin Asst - Communications	226					
	Ex Admin Asst - Deputy Superintendent	226					
	Ex Admin Asst - HR	226					
	Ex Admin Asst - Police	226					
	Ex Admin Asst - Sped	226					
	Ex Admin Asst - Student Services	226					
	Ex Admin Asst - Technology Services	226					
	Specialist - Admin Budget	226					
	Specialist - Purchasing II						

Pay Grade	Job Title	Calendars			Minimum	Midpoint	Maximum
209			Hourly		\$26.83	\$32.32	\$37.82
	Interpreter - Sign Language Certified	187	187	Days	40,132	48,356	56,581
	Occupational Therapist Assistant	187	226	Days	48,501	58,441	68,381
	Specialist - Budget	226					
	Specialist - PEIMS Interface Student Services	226					
	Technician - Network Services	226					
	Technician - Communication Systems	226					

Starting salaries are calculated based on your relevant work experience. Pay rates begin at the minimum of the pay grade range and increase appropriately to credit your verified years of experience

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 the placement of new hires only.
Future wage increases are determined annually and are not guaranteed.*

Range Position	2026-2027 Total Exp	Pay Grades								
		201	202	203	204	205	206	207	208	209
Minimum	0	\$12.75	\$14.28	\$15.30	\$16.22	\$17.54	\$18.77	\$20.30	\$22.95	\$26.83
	1	\$12.88	\$14.42	\$15.45	\$16.38	\$17.72	\$18.96	\$20.50	\$23.18	\$27.10
	2	\$13.01	\$14.57	\$15.61	\$16.54	\$17.89	\$19.15	\$20.71	\$23.41	\$27.37
	3	\$13.13	\$14.71	\$15.76	\$16.71	\$18.07	\$19.33	\$20.91	\$23.64	\$27.63
	4	\$13.26	\$14.85	\$15.91	\$16.87	\$18.24	\$19.52	\$21.11	\$24.10	\$28.17
	5	\$13.39	\$14.99	\$16.07	\$17.03	\$18.42	\$19.71	\$21.32	\$24.10	\$28.17
	6	\$13.52	\$15.14	\$16.22	\$17.19	\$18.59	\$19.90	\$21.52	\$24.33	\$28.44
	7	\$13.64	\$15.28	\$16.37	\$17.36	\$18.77	\$20.08	\$21.72	\$24.56	\$28.71
	8	\$13.77	\$15.42	\$16.52	\$17.52	\$18.94	\$20.27	\$21.92	\$24.79	\$28.98
	9	\$13.90	\$15.57	\$16.68	\$17.68	\$19.12	\$20.46	\$22.13	\$25.02	\$29.24
	10	\$14.03	\$15.71	\$16.83	\$17.84	\$19.29	\$20.65	\$22.33	\$25.25	\$29.51
	11	\$14.15	\$15.85	\$16.98	\$18.00	\$19.47	\$20.83	\$22.53	\$25.47	\$29.78
	12	\$14.28	\$15.99	\$17.14	\$18.17	\$19.64	\$21.02	\$22.74	\$25.70	\$30.05
	13	\$14.41	\$16.14	\$17.29	\$18.33	\$19.82	\$21.21	\$22.94	\$25.93	\$30.32
	14	\$14.54	\$16.28	\$17.44	\$18.49	\$20.00	\$21.40	\$23.14	\$26.16	\$30.59
	15	\$14.66	\$16.42	\$17.60	\$18.65	\$20.17	\$21.59	\$23.35	\$26.39	\$30.85
	16	\$14.79	\$16.56	\$17.75	\$18.82	\$20.35	\$21.77	\$23.55	\$26.62	\$31.12
	17	\$14.92	\$16.71	\$17.90	\$18.98	\$20.52	\$21.96	\$23.75	\$26.85	\$31.39
	18	\$15.05	\$16.85	\$18.05	\$19.14	\$20.70	\$22.15	\$23.95	\$27.08	\$31.66
Midpoint	19	\$15.17	\$16.99	\$18.21	\$19.30	\$20.87	\$22.34	\$24.16	\$27.31	\$31.93

Starting salaries are calculated based on your relevant work experience. Pay rates begin at the minimum of the pay grade range and increase appropriately to credit your verified years of experience

Auxiliary Pay Plan

*Annual amounts are based on 8 hours per day.

Pay Grade	Job Title	Calendars			Minimum	Midpoint	Maximum
301			Hourly		\$12.75	\$14.40	\$16.56
	Crosswalk Guard	178	178	Days	18,156	20,509	23,588
	Temporary - Cafeteria Worker	180	180	Days	18,360	20,739	23,853
	Temporary - Custodian	240	240	Days	24,480	27,653	31,804
	Temporary - Student Worker	240					

Pay Grade	Job Title	Calendars			Minimum	Midpoint	Maximum
302			Hourly		\$14.28	\$17.21	\$20.13
	Cafeteria	180	180	Days	20,563	24,779	28,994
	Custodian	240	240	Days	27,418	33,038	38,659
	\$1 differential pay for Custodian - Evening						

Pay Grade	Job Title	Calendars			Minimum	Midpoint	Maximum
303			Hourly		\$14.99	\$18.06	\$21.13
	Bus Monitor*	175	175	Days	20,992	25,290	29,588
	Cafeteria - Lead	184	184	Days	22,071	26,591	31,110
	Custodian - Lead	240	240	Days	28,788	34,683	40,578
	Utility Worker	240	180	Days			
	\$1 differential pay for Custodian - Lead Evening						
	\$1 differential pay for Utility Worker - Evening						

Pay Grade	Job Title	Calendars			Minimum	Midpoint	Maximum
304			Hourly		\$15.76	\$18.98	\$22.21
	Cafeteria - Lead Trainee	184	184	Days	23,197	27,942	32,686
	General Maintenance I	240	240	Days	30,257	36,446	42,634
	Groundskeeper	240					
	Utility Worker - Lead	240					

Pay Grade	Job Title	Calendars			Minimum	Midpoint	Maximum
305			Hourly		\$16.88	\$20.34	\$23.80
	Cafeteria Manager - ES	184	184	Days	24,849	29,939	35,029
	CNS Warehouse - Worker	226	207	Days	27,955	33,681	39,407
	Custodian - Head ES	240	226	Days	30,521	36,773	43,024
	General Maintenance II	240	240	Days	32,412	39,050	45,689
	Groundskeeper - Equipment Operator	240					
	Campus Safety Guard	207					
	Technician - Pest Control	240					
	Utility Worker - WISD Stadium	240					
	Warehouse - Worker	240					

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Pay Grade	Job Title	Calendars			Minimum	Midpoint	Maximum
306			Hourly		\$18.41	\$22.19	\$25.96
	Cafeteria Manager - MS	184	184	Days	27,101	32,656	38,212
	Custodian - Head MS	240	240	Days	35,349	42,595	49,841
	Groundskeeper - Irrigation	240					
	Groundskeeper - Lead	240					
	Warehouse Worker - Senior	240					

Pay Grade	Job Title	Calendars			Minimum	Midpoint	Maximum
307			Hourly		\$20.07	\$24.18	\$28.29
	Cafeteria Manager - HS	184	184	Days	29,548	35,599	41,650
	Carpenter	240	240	Days	38,541	46,434	54,326
	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 - Quality Assurance & Training	240					
	Specialist - Warehouse Receiving	240					
	Technician - Fire and PA Systems	240					
	Welder	240					

Pay Grade	Job Title	Calendars			Minimum	Midpoint	Maximum
308			Hourly		\$22.29	\$26.86	\$31.43
	Electrician	240	212	Days	37,799	45,549	53,299
	Field Trip Coordinator	212	240	Days	42,791	51,565	60,338
	Pest Control - Lead	240					
	Plumber	240					
	Router - Transportation	212					
	Technician - Asbestos	240					

Pay Grade	Job Title	Calendars			Minimum	Midpoint	Maximum
309			Hourly		\$24.08	\$29.01	\$33.94
	Asst Custodial Supervisor - PM	240	212	Days	40,843	49,199	57,554
	Dispatcher - Police	226	226	Days	43,541	52,448	61,355
	Dispatcher - Transportation	212	240	Days	46,238	55,697	65,156
	Specialist - HVAC Chiller	240					
	Technician - HVAC	240					
	\$1 differential pay for Asst Custodial Supervisor - Evening						

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Pay Grade	Job Title	Calendars			Minimum	Midpoint	Maximum
310			Hourly		\$26.01	\$31.33	\$36.66
	Electrician - Lead	240	207	Days	43,073	51,890	60,707
	Manager - CNS Warehouse	226	226	Days	47,026	56,653	66,279
	Mechanic	240	240	Days	49,939	60,162	70,385
	Plumber - Lead	240					
	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		\$29.91	\$36.04	\$42.17
	Lead Asst Supervisor - Custodial	240	226	Days	54,071	65,154	76,238
	Foreman - Grounds	240	240	Days	57,420	69,190	80,960
	Mechanic - Lead	240	207	Days	49,525	59,677	69,828
	Police Officer	207, 226					
	Supervisor - Safety and Training	226					

Pay Grade	Job Title	Calendars			Minimum	Midpoint	Maximum
BD			Hourly		\$27.00	\$36.04	\$42.17
	Bus Drivers*	175	175	Days	37,800	50,456	59,038

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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 the placement of new hires only. Future wage increases are determined annually and are not guaranteed.

Range Position	2026-2027 Total Exp	Pay Grades										
		301	302	303	304	305	306	307	308	309	310	311
Minimum	0	\$12.75	\$14.28	\$14.99	\$15.76	\$16.88	\$18.41	\$20.07	\$22.29	\$24.08	\$26.01	\$29.91
	1	\$12.88	\$14.42	\$15.14	\$15.92	\$17.05	\$18.59	\$20.27	\$22.51	\$24.32	\$26.27	\$30.21
	2	\$13.01	\$14.57	\$15.29	\$16.08	\$17.22	\$18.78	\$20.47	\$22.74	\$24.56	\$26.53	\$30.51
	3	\$13.13	\$14.71	\$15.44	\$16.23	\$17.39	\$18.96	\$20.67	\$22.96	\$24.80	\$26.79	\$30.81
	4	\$13.26	\$14.85	\$15.59	\$16.39	\$17.56	\$19.15	\$20.87	\$23.40	\$25.28	\$27.05	\$31.11
	5	\$13.39	\$14.99	\$15.74	\$16.55	\$17.72	\$19.33	\$21.07	\$23.40	\$25.28	\$27.31	\$31.41
	6	\$13.52	\$15.14	\$15.89	\$16.71	\$17.89	\$19.51	\$21.27	\$23.63	\$25.52	\$27.57	\$31.70
	7	\$13.64	\$15.28	\$16.04	\$16.86	\$18.06	\$19.70	\$21.47	\$23.85	\$25.77	\$27.83	\$32.00
	8	\$13.77	\$15.42	\$16.19	\$17.02	\$18.23	\$19.88	\$21.68	\$24.07	\$26.01	\$28.09	\$32.30
	9	\$13.90	\$15.57	\$16.34	\$17.18	\$18.40	\$20.07	\$21.88	\$24.30	\$26.25	\$28.35	\$32.60
	10	\$14.03	\$15.71	\$16.49	\$17.34	\$18.57	\$20.25	\$22.08	\$24.52	\$26.49	\$28.61	\$32.90
	11	\$14.15	\$15.85	\$16.64	\$17.49	\$18.74	\$20.44	\$22.28	\$24.74	\$26.73	\$28.87	\$33.20
	12	\$14.28	\$15.99	\$16.79	\$17.65	\$18.91	\$20.62	\$22.48	\$24.96	\$26.97	\$29.13	\$33.50
	13	\$14.41	\$16.14	\$16.94	\$17.81	\$19.07	\$20.80	\$22.68	\$25.19	\$27.21	\$29.39	\$33.80
	14	\$14.54	\$16.28	\$17.09	\$17.97	\$19.24	\$20.99	\$22.88	\$25.41	\$27.45	\$29.65	\$34.10
	15	\$14.66	\$16.42	\$17.24	\$18.12	\$19.41	\$21.17	\$23.08	\$25.63	\$27.69	\$29.91	\$34.40
	16	\$14.79	\$16.56	\$17.39	\$18.28	\$19.58	\$21.36	\$23.28	\$25.86	\$27.93	\$30.17	\$34.70
	17	\$14.92	\$16.71	\$17.54	\$18.44	\$19.75	\$21.54	\$23.48	\$26.08	\$28.17	\$30.43	\$34.99
	18	\$15.05	\$16.85	\$17.69	\$18.60	\$19.92	\$21.72	\$23.68	\$26.30	\$28.41	\$30.69	\$35.29
	19	\$15.17	\$16.99	\$17.84	\$18.75	\$20.09	\$21.91	\$23.88	\$26.53	\$28.66	\$30.95	\$35.59
Midpoint	20	\$15.30	\$17.14	\$17.99	\$18.91	\$20.26	\$22.09	\$24.08	\$26.75	\$28.90	\$31.21	\$35.89

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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 you or the district changes a supplemental duty, 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 for issuance. No other stipends may be created or offered by any campus/department 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 - \$750.00 - \$1000.00

- Newly hired teachers relocating to Waco from 250-499 miles may be approved for reimbursement of up to \$750; those greater than 500 miles may be approved for reimbursement of up to \$1000. The request must be made in advance and approved by Human Resources (a limited number are available). Receipts are required when submitting payment requests and reimbursement is limited to one per household.

Compensation Terminology

Administrative Calculation (admin calc) - The process for which WISD places administrators and professionals in a salary schedule using experience calculation to place employees with their peers and the number of workdays within the pay grade.

Back Pay - An amount of pay due to an employee for periods prior to the current pay period. s.

Change in Calendar - The movement of an employee from one position to another at the same pay grade, but with a different number of months, days, or schedule.

Creditable Year of Service - The number of days that determines whether an employee qualifies for base pay increases. 90 days of full-time or 180 days of half-time service earned during a 12-month period as defined by TEA Guidelines.

CTE - Career and Technical Education

Demotion - A demotion occurs when an employee moves into a position that is in a lower pay grade than their current position.

Exempt Employee - An employment status that indicates that an employee is exempt from the provisions of the Fair Labor Standards Act (FLSA) regarding payment of overtime wages. Exempt employees are paid on a salaried basis.

Extra Duty- Employees on the Teacher Pay Grade who work beyond the regular contract year (as determined by the principal) shall be paid at the set daily rate of pay. Extra Duty is separate from Summer School Pay

Fair Labor Standards Act (FLSA) - A federal law which governs minimum wage, overtime pay, and equal pay for employees in the same type of jobs, and child labor. The law also has extensive recordkeeping requirements.

Fiscal Year - A 12-month period used by governments, businesses, and organizational entities for accounting, budgeting, and tax reporting. It does not always match the standard January-to-December calendar year.

Interim Pay - Temporary additional pay for a regular employee assigned to perform duties of a higher-level position on a temporary basis.

Midpoint - The midpoint of the structure is considered the competitive market rate for the job. WISD uses the midpoint to determine raises but **does not** set employees at the midpoint upon official offers.

Non-Exempt Employee - An FLSA employment status that indicates an employee must receive overtime compensation at a rate of one and one-half times the regular rate of pay for all hours worked over 40 in a work week.

Comp Time/Overtime - Working hours in excess of a regular working day or week. Under the Fair Labor Standards Act (FLSA), non-exempt employees must be paid one-and-one-half times their normal wage rates for all hours worked in excess of 40 in any work week. ***Waco ISD also opts for providing comp time to employees working beyond their regular work week (supervisor discretion).***

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Pay Grade - The numeric designation that identifies the range of difficulty and responsibilities of work and the level of qualification requirements for the job.

Pay Period - A recurring length of time over which employee time is recorded and paid (i.e. 24 pay periods a year.)

Pay Plan - A compensation and payroll construct that groups people who have like work schedules and like professional attributes.

Peers - Other employees in your same position, pay grade, and/or calendar with similar years of qualifying creditable experience.

Percentage of Employee Classification - This status indicates that an employee is coded at 100% (Full-Time), or 49% (Part-Time), for funding and payroll purposes. Employees can be classified further as either salaried (exempt) or hourly (nonexempt.)

Promotion - A promotion occurs when an employee moves into a position which is in a higher pay grade than their current position.

Prorated - Dividing a full-period price by the total days, then multiplying by the days used or active. The Payroll Department can provide more specific details.

Reclassification - This is the process used for assessing the value of a job when the duties and responsibilities of an existing job have changed substantially.

Salary - A salary is an annual compensation amount paid to exempt employees in exchange for the performance of job duties. Monthly rates for exempt employees are calculated by dividing their annual salary by the number of months in their work schedule. Longevity, allotment pay, and performance contract pay are not used to calculate a salaried employee's base salary.

Salary Survey - Provides information concerning outside pay levels for a wide variety of positions. WISD also conducts special surveys which pertain to special competitive situations and other pay practices which are strategically important to the district.

SBEC - State Board for Educator Certification

Service Record - An official document used by Texas school districts to record service/experience and unused State days.

Stipend - A fixed, regular sum of money paid to help cover hard to fill positions and/or extra assignments outside of regular wages. Stipends are not guaranteed.

Structure Adjustment - Periodically, the district may choose to increase or decrease the minimum, midpoint, and/or maximum of any or all of the pay grades. When this process occurs, it is a structure adjustment.

TEA - Texas Education Agency

Temp/Hourly (temporary status) - An employment status indicating that the temporary status employee is compensated with an hourly wage versus a monthly salary. Hourly employees are paid only for hours worked. Temp/Hourly workers are restricted to a maximum of 19.5 hours per week or 20-30 hours per week for a maximum of 90 days. If they work more than 30 hours per week for longer than 90 days, permission must be granted by the Human Resources and Budget Office.

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Transfer / Lateral - A lateral transfer occurs when an employee moves into a position which is in the same pay grade and duty days as the current position. A lateral transfer does not result in a pay adjustment. A change in work schedule only is not considered a lateral transfer.

Work Calendar - The number of specified days employees are required to work within the position's annual work schedule.

Teacher Incentive Allotment (TIA)



TBD April 2027



NEW! Acknowledged Designations represent the top 50% of Texas teachers

\$3 to 9K



Recognized Designations represent the top 33% of Texas teachers

\$5 to 15K



Exemplary Designations represent the top 20% of Texas teachers

\$9 to 25K



Master Designations represent the top 5% of Texas teachers

\$12 to 36K

Designations are distinctions awarded to highly-effective teachers. There are five levels of designation: Nationally Board Certified, Acknowledged, Recognized, Exemplary, and Master. Each designation level provides a range of salary incentives to the designated teacher for each year of the 5-year designation. Teachers access funds by earning a designation using one of two pathways. Teachers may earn a “National-Board Certified” TIA designation by being a National Board-Certified Teacher (NBCT) or may earn an Acknowledged, Recognized, Exemplary or Master Teacher designation through the district’s Local Designation System (LDS). Once a designation is awarded, it remains active for five years. Designations issued to teachers earning NBCT certification are valid until the July following expiration of the National Board Certificate.

Funding for teachers designated as Master, Exemplary, Recognized or Acknowledged under TIA will flow from the State to Texas school districts as TIA allotments. The statute requires that 90% of the funds earned through the District’s local designation system be spent on teacher compensation on the campus where the designated teacher works. TEC Section 48.114 (i)(1)(A) states that: “A district shall annually certify that funds received under this section were used as follows: At least 90% of each allotment received was used for the compensation of teachers employed at the campus at which the teacher for whom the district received the allotment is employed.” The statute states that TIA funds are not considered a property right. The district should spend no more than 10% of TIA funds at the district level to support the rollout and implementation of TIA.

Any funds received by Waco ISD for a designated teacher under the Teacher Incentive Allotment (TIA), the teacher will receive 90% of the allotment funds. Actual stipend amounts received by designated teachers will be further reduced by all TIA Payroll Deductions (both employee and employer payroll deductions tax costs in excess of what TIA funding covers), specific to each individual teacher. The remaining 10% will be collected at the district level and used for training and support of the system, expansion, administrative expenses, and professional development. Actual TIA compensation amounts distributed will include deductions for federal income tax, Medicare tax, and TRS contributions as part of an employee’s annual wages reported to the state and federal governments, as well as the Teacher Retirement System.

A teacher must remain TIA eligible per WISD requirements, must meet all TEA requirements, continue employment in a WISD teaching position into each upcoming school year (or eligible for retirement). Designated teachers moving into non-teaching positions in the upcoming school year or resigning from WISD prior to the upcoming school year are NOT eligible to receive a TIA allotment payment.

Allotment Payout and Calculation:

The State will calculate rural and socio-economic tier funding status annually based on student enrollment. Allotment funds will be based on the socio-economic status of the campus and not the individual students assigned to the designated teacher. If a designated teacher moves campuses from one school year to another, the allotment that the designated teacher generates will be recalculated based on the new campus's socio-economic tier funding status. There are minimum and maximum allotment amounts per designation level. The allotment amount generated for a designated teacher is determined by TEA based on the campus location of the Teacher of Record (TOR/ST) at Winter Class Roster submission in February. TEA generates the amount according to the TIA funding website at <https://tiatexas.org/funding/#>.

Example of allotment:

Employee ID	Employee Name	Designation Amount minus 10%	Medicare Tax 1.45%	Workers Comp Tax 0.2595%	Unemployment Tax 0.0321%	TRS Contributions 10.9%	Total Benefits	Gross Pay to Employee
12345678	DLO	\$23,339.70	338.43	60.57	7.49	2,544.03	2,950.51	\$20,389.19

The amount shown on the employee's pay stub will be titled Incentive Pay-Teacher. Personal employee taxes are then deducted based on the Gross Pay to the employee amount highlighted in green above. **\$20,389.19 - employee taxes = total TIA allotment**

Employees who resign or retire:

All compensation for TIA will be paid in August.

- If a TIA designated teacher retires from Waco ISD after the Class Roster Winter Submission, the teacher will receive one payout and receive the funding amount allocated to them based on the TIA funding approved by TEA. These funds will be paid before August 31. The retired teacher needs to notify the HR and TIA Director in writing by May 15. If a TIA designated teacher resigns from Waco ISD for reasons other than retirement, the generated allotment/ funds will be redistributed to other high-performing teachers who do not qualify for TIA or PD.

According to Texas Education Code (TEC) Section 48.112(i)(1)(A)(B), a District shall annually certify that funds received under this section were used as follows: At least 90% of each allotment received was used for the compensation of teachers employed on the campus at which the teacher for whom the District received the allotment is employed and any other funds received under this section were used for costs associated with implementing the TIA Designation System including efforts to support teachers in obtaining designations

Guest Educator/Substitutes

Guest Education Pay (Per Day)	Aide or Paraprofessional Positions (HS Diploma or GED)	30+ College Hours	Bachelor's Degree	Certified Teacher	LVN or RN
Current Base Pay for Guest Educators	\$85	\$110	\$115	\$135	\$160
Special Education	\$5	\$5	\$5	\$5	n/a
Monday or Friday	\$5	\$5	\$5	\$5	\$5
Long Term Teacher Pay (10 consecutive days or more in the same assignment. Guest Educator must return back to the same assignment following any missed days)	\$90	\$125	\$140	\$160	n/a
Incremental Pay (30+ days in any combination of assignments)	\$10	\$10	\$10	\$10	\$10
Incremental Pay (60+ days in any combination of assignments)	\$20	\$20	\$20	\$20	\$20
Maximum Payout Amount	\$120	\$155	\$170	\$190	\$185

For more information, please click the link to access the [Guest Educator Handbook](#).

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)

Additional Positions

- Guest Educator: Professional (Non-Teacher Campus Role) - Counselor, T&L Specialist, Campus Support Specialists, Librarian/Library Media Specialist - must have appropriate credentials and be approved by Human Resources: \$150 a day
- Guest Educator: Principal or Assistant Principal - must have appropriate certification and 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 and be approved by Human Resources: **rate set by HR**

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2026-2027 Stipends

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

HIGH SCHOOL ATHLETICS

Boys Coordinator	included in salary
Girls Coordinator	\$7,000
Football, Head Coach	included in salary
Football, Offensive Coordinator	\$8,500
Football, Defensive Coordinator	\$8,500
Football, Assistants*	\$7,000
Volleyball, Head Coach	\$8,000
Volleyball, Assistants	\$5,000
Cross Country, Head Coach	\$7,000
Cross Country, Assistant	\$3,000
Golf, Head Coach	\$7,000
Golf Assistant	\$2,000
Tennis, Head Coach	\$7,500
Tennis, Assistant	\$3,500
Basketball, Head Coach	\$9,000
Basketball, Assistants	\$5,000
Soccer, Head Coach	\$8,000
Soccer, Assistants	\$5,000
Softball, Head Coach	\$8,000
Softball, Assistants	\$5,000
Baseball, Head Coach	\$8,000
Baseball, Assistants	\$5,000
Powerlifting, Head Coach	\$3,500
Powerlifting, Assistant	\$2,000
Track, Head Coach	\$8,000
Track, Assistants	\$3,000
Cheer - Head High School	\$5,000
Assistant Cheer - High School	\$3,000

MIDDLE SCHOOL ATHLETICS

Boys Coordinator - Middle School	\$2,000
Girls Coordinator - Middle School	\$2,000
Head Football - Middle School	\$3,500
Football Coach - Middle School	\$2,500
Volleyball Coach - Middle School	\$2,500
Cross Country Coach - Middle School	\$2,000
Basketball Coach - Middle School	\$2,500
Track Coach - Middle School	\$2,000
Soccer Coach - Middle School	\$2,000
Cheer - Middle School	\$2,000

MISCELLANEOUS ATHLETICS

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Audio/Visual	\$7,000
Photography	\$3,000

Bilingual - Certified Only

Elementary Bilingual Teacher	\$6,000
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ESL - Certified Only

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

Content/Critical Shortage

***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
(Principles of Manufacturing not included).

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High School Fine Arts	
Color Guard/Flag Corps	\$2,000
Fine Arts Event Coordinator	\$3,000
Jazz Band	\$2,000
JROTC - Marching Guards (207-Day calendar)	\$3,000
Band - High School Director - Includes Lead Cluster Responsibilities (207-Day Calendar)	\$16,000
Band - High School Assistant Director (207-Day Calendar)	\$7,500
Choir - High School Director	\$6,000
Choir - High School Assistant Director	\$4,000
Theater Arts - High School Director (2 per campus)	\$5,000
Mariachi Band - High School Director	\$3,000
Orchestra - High School Director (Multi Campuses)	\$7,500
Show Choir - High School Director	\$1,000
Steel Drum - High School Director	\$1,500
Drill Team - Varsity Sponsor	\$4,500
Drill Team - Assistant Varsity Sponsor	\$3,000
PAC Manager (One per high school)	\$6,750
Middle School Fine Arts	
Band - Middle School Director	\$6,000
Band - Middle School Assistant Director	\$4,000
Choir - Middle School Director	\$3,000
Choir - Middle School Assistant Director	\$1,500
Theater Arts - Middle School Director	\$3,000
Orchestra - Middle School Director (Per Campus)	\$2,000

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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
Bilingual Dyslexia Specialist	\$6,000
Deaf/blind Intervener Specialist	\$6,000
Diagnostician Lead	\$2,000
Inclusion/Resource Teacher (with case management duties)	\$2,000
Inclusion/Resource Dyslexia Teacher (with case management duties)	\$2,000
Lead Dyslexia Teacher	\$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.	

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District Various Level Position	
Lead Counselor - High School	\$1,000
Lead Counselor - Middle School	\$1,000
Lead Counselor - Elementary	\$1,000
District Lead Librarian	\$7,000
Gifted & Talented Itinerant Teacher (CERTIFIED)	\$2,000
Lead Art Teacher - Elementary	\$1,000
Lead Art Teacher - Secondary	\$1,000
Suspend Kids to School / Saturday Diversion Program Oversight	\$7,000
New Teacher Mentor Stipend (June)	\$500 per mentee
Teacher Resident Host Teacher	\$2000
Principal Mentor	\$3,000

Campus Various Level Position	
Choral Music - Cluster Lead Teacher (Elementary)	\$4,000
Elementary School UIL Coordinator	\$500
Elementary School UIL Academic Contest Event Coaches (per event)	\$200
Grade Level/Department Chair (Elementary & Secondary)	\$3,000
Campus Specials Chair, SPED, Elementary (Grades PK-5)	\$1,000
Department Chair, Secondary (Special Ed, Fine Arts)	\$1,000
Discipline Alternative (JJAEP/DAEP) Classroom Teacher	\$1,000
Foreign Languages (CERTIFIED)	\$3,000
New Teacher Campus Coordinator (June) [1 per campus]	\$1,000
History Fair Campus Coordinator	\$500
Non-UIL Advanced Competition (outside of contract period)	\$500
TIA Teacher Expert (June) [1 per campus]	\$750

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Campus Various Specific

***Specialized Health Science Teacher (GWAHCA Only)	\$6,000
Health Science Teacher (High School Only)	\$4,000
Welding	\$4,500
****Future Educators Academy Mentor Teacher	\$100
*****Future Educators Academy Teacher (Principles of Ed, Instructional Practices, and/or Practicum) [2025-26/2026-27 Grant Funded]	\$2,500
Career & Technical Student Organization (CTSO) - Level I	\$400
Career & Technical Student Organization (CTSO) - Level II	\$200
Career & Technical Student Organization (CTSO) - Level III	\$100
*** 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.	
*****FEA Teacher (Principles of Ed, Instructional Practices, and/or Practicum) [paid once a year] - Grant Funded.	

High School Specific

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

Middle School Specific

Middle School UIL Coordinator	\$1,000
Middle School UIL Academic Contests (per event)	\$400

Starting salaries are calculated based on your relevant work experience. Pay rates begin at the minimum of the pay grade range and increase appropriately to credit your verified years of experience

Extra Duty & Temporary Worker

Athletics/Transportation - Temporary Worker

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	Game Help - Videographer	\$22.00	
Auxiliary	Transportation - Drivers in Training	\$14.40	Flat Rate
Auxiliary	Transportation - Fueler	\$14.70	
Auxiliary	Transportation - Mechanic	\$23.61	Flat Rate
Auxiliary	Transportation Help - Driving a bus trip 50 miles or less (**Extracurricular Exempt Employees)	\$50.00	
Auxiliary	Transportation Help - Driving a bus trip 51 miles or more (**Extracurricular Exempt Employees)	\$100.00	Flat Rate
Auxiliary	Transportation Help - Driving bus route (AM or PM) [Exempt Employees Only]	\$50.00	
Auxiliary	Transportation Help - Driving field trips/routes *Outside of the Extracurricular Exempt Employee's sport or fine arts program. **Non-exempt employees <u>may</u> receive a blended rate.	\$27.00	Hourly Rate
Auxiliary	Safety & Security Help - Exempt Police Supervisors Only	\$156.00	Flat Rate

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Campus - Temporary Worker			
Professional	Counselor	\$35.00	Hourly Rate
Professional	Library Media Specialist	\$30.00	
Professional	Librarian	\$35.00	
Professional	Nurse (RN)	\$35.00	
Paraprofessional	Nurse (LVN)	\$20.00	
Professional	Instructional Specialist	\$35.00	
Professional	Professional (non-instructional)	\$30.00	
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 - 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	Hourly Rate
Administrative	Assistant Principal - Middle School (Temp)	\$34.00	
Administrative	Assistant Principal - High School (Temp)	\$37.50	
Administrative	Principal	Negotiated	

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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	\$20.00	
Paraprofessional	Office Clerk/Receptionist	\$16.00	
Paraprofessional	Specialist (Para) - Central Office	\$20.00	
Paraprofessional	Student Internship	\$10.00	
Paraprofessional	Technician Technology	\$20.00	
Paraprofessional	Videographer (WISD TV)	\$22.00	
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 - Degree (Minimum of 9 hours in Core Content)	\$22.00	
Professional	Tutor - Degree/Certified Teacher (TX SBEC or Other State)	\$30.00	
Professional	Tutor - Music Degree	\$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 to determine 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.

Starting salaries are calculated based on your relevant work experience. Pay rates begin at the minimum of the pay grade range and increase appropriately to credit your verified years of experience

Extra Duty Positions

Extra duty rates can only be paid to exempt employees when performing **pre-approved** extra duties outside of regularly scheduled workdays 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	Instructional Specialist	\$35.00	
Professional	Professional (Non-Instructional)	\$30.00	
Professional	Athletic Trainer	\$35.00	
Professional	Special Education Evaluation Services* (BCBA, SLP, LSSP, Diagnostician, OT, PT)	\$55.00	
Professional	Special Education Professionals (ARD Facilitators & Diagnostician)	\$50.00	
Professional	Special Education Professional Services (SLP-Assistant, Certified Occupational Therapy Assistant)	\$45.00	
Administrative	Assistant Principal - Elementary**	\$39.00	
Administrative	Assistant Principal - Middle School**	\$41.00	
Administrative	Assistant Principal - High School**	\$46.00	
Auxiliary	Cafeteria Workers (Non-Exempt)	Base Pay + \$3 an hour extra	
	<i>*While performing evaluations only</i> <i>** Require approval from Assistant Superintendent of HR</i>		

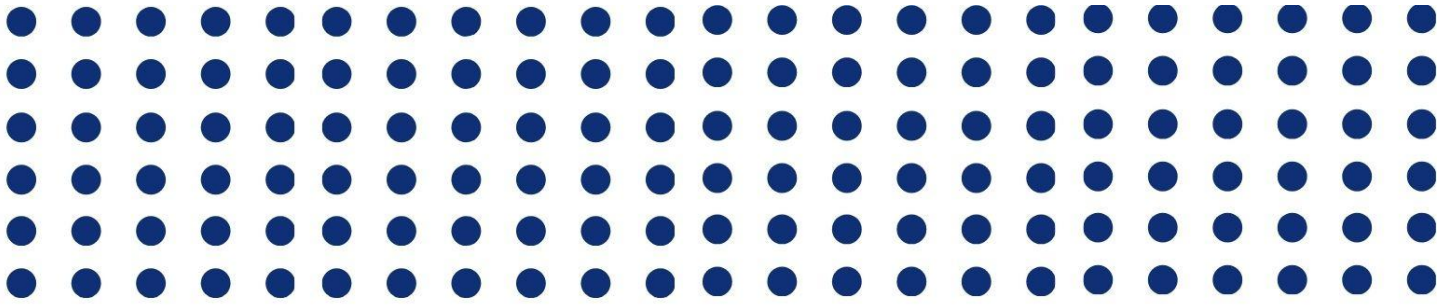
Starting salaries are calculated based on your relevant work experience. Pay rates begin at the minimum of the pay grade range and increase appropriately to credit your verified years of experience

Summer Programs*			
Professional	Teachers	\$35.00	Hourly Rate
Professional	Lead - Elementary	\$37.00	
Professional	Lead - Middle	\$40.00	
Professional	Lead - High School	\$43.00	
Professional	Testing Specialist/Coordinator	\$30.00	
Paraprofessional	Office Clerk/Receptionist	\$16.00	Regular Hourly Rate if working in the same paraprofessional position as in the regular school year.
Paraprofessional	Paraprofessional		
Auxiliary	Cafeteria Staff (Non-exempt)	Base Pay + \$3 an hour extra	

Current full-time non-exempt employees who work more than 40 hours in a workweek must be paid time and a half of their regular hourly rate for each hour worked over 40. Each workweek 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 workweek.

**Per the duty you are performing not the position you are in as long as you are eligible to be in the position.*

Starting salaries are calculated based on your relevant work experience. Pay rates begin at the minimum of the pay grade range and increase appropriately to credit your verified years of experience



WACO INDEPENDENT SCHOOL DISTRICT

Compensation Manual *2026-2027*



**HUMAN RESOURCES
DEPARTMENT**

June 2026