

Keller ISD
2026-2027 Proposed Operations Support Pay Plan
1% General Pay Increase

Unless otherwise noted, Annual Salaries calculated on 8-hour workday.

Pay Grade	Job Title	Calendars	Minimum	
1			Hourly	\$13.28
	Child Nutrition Worker I	177	177 Days	18,807
	Crossing Guard	177	260 Days	27,626
	Custodian I	260		
2			Hourly	\$14.24
	Child Nutrition Worker II	177	177 Days	20,165
	Child Nutrition Worker II - Barista	177	245 Days	27,912
	Custodian II	260	260 Days	29,621
	Head Lifeguard	245		
	Instructor - Waterproof Kids Safety	245		
3			Hourly	\$15.45
	Asst Manager - Child Nutrition (High Schools)	180	180 Days	22,252
	Asst Manager - Child Nutrition (Intermediate Schools)	180	245 Days	30,288
	Asst Manager - Child Nutrition (Middle Schools)	180	260 Days	32,142
	Building Operator	260		
	Sr. Head Lifeguard	245		
4			Hourly	\$16.41
	Front Desk Support (Natatorium)	245	180 Days	23,634
	Head Custodian (Elementary Schools)	260	245 Days	32,169
	Head Custodian (Intermediate Schools)	260	260 Days	34,138
	Head Custodian (Natatorium)	260		
	Manager - Child Nutrition (Elementary Schools)	180		
	Manager - Child Nutrition (Intermediate Schools)	180		
	Technician - Distribution	260		
	Technician - Grounds Projects II	260		
	Technician - Grounds Services II	260		
	Technician - Irrigation I	260		
5			Hourly	\$17.42
	Head Custodian (Education Center)	260	180 Days	25,088
	Head Custodian (Middle Schools)	260	260 Days	36,239
	Manager - Child Nutrition (Middle Schools)	180		
	Specialist - Distribution Customer Support	260		
	Technician - General Repair I	260		
	Technician - Grounds Maintenance	260		

6	
Head Custodian (Athletics)	260
Head Custodian (High Schools)	260
Manager - Child Nutrition (High Schools)	180
Specialist - Distribution Customer Support II	260
Specialist - Security I	193
Technician - Audio Visual Support	226
Technician - General Repair II	260
Technician - Inventory	260
Technician - Support Services	260

Hourly		\$19.29
180	Days	27,779
193	Days	29,785
260	Days	40,125

Hourly (7.9)		\$19.29
226	Days	34,440

7	
Manager - Inventory	260
Technician - Fleet Maintenance	260
Technician - Pest Control I	260
Technician - Support Technology	226

Hourly		\$21.72
260	Days	45,167

Hourly (7.9)		\$21.72
226	Days	38,770

8	
Technician - Pest Control II	260

Hourly		\$23.48
260	Days	48,844

9	
Locksmith	260
Supervisor - Support Services	260
Technician - CN HVAC/Appliance Certified	260
Technician - Electrical Licensed	260

Hourly		\$25.25
260	Days	52,520

10	
Head Technician - Electrical	260
Head Technician - General Repair	260
Head Technician - Grounds	260
Head Technician - Plumbing	260
Supervisor - Distribution Services	260
Technician - Energy Management	260

Hourly		\$28.79
260	Days	59,873

11	
Security Officer - Campus (Armed)	193
Senior Specialist - Technology	226
Senior Specialist - Technology (Child Nutrition)	226
Specialist - Technology (CTE)	226
Technician - Audio Visual	226

Hourly		\$30.30
193	Days	46,783

Hourly (7.9)		\$30.30
226	Days	54,098

12		Hourly	\$32.32
Manager - District Instructional Resources	226	260 Days	67,226
Manager - Technology Assets	226		
Security Officer - Mobile Patrol	260	Hourly (7.9)	\$32.32
Systems Analyst - ADA & Fire Safety	260	226 Days	57,704
Systems Analyst - Safety & Security	260		
13		Hourly (7.9)	\$34.85
Senior Specialist - Field Operations	226	226 Days	62,212

Experience is based on TEA approved creditable year of service. This salary plan is for the 2026-2027 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.