

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

CP7 Security / Para-Professional		Daily	\$216.41	\$255.21	\$293.61
Police Officer	226	Hourly	27.05	31.90	36.70
		226 Days	48,909	57,677	66,356
CP8 Clerical / Para-Professional		Daily	\$227.48	\$264.68	\$307.48
Secretary, Superintendent	242	Hourly	28.44	33.09	38.44
		242 Days	55,050	64,053	74,410
MT1 Manual Trades		Daily	\$91.03	\$107.03	\$131.03
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
MT2 Manual Trades		Daily	\$107.67	\$129.67	\$150.87
Warehouse Worker / Delivery	251	Hourly	13.46	16.21	18.86
		251 Days	27,025	32,547	37,868
MT3 Manual Trades		Daily	\$128.36	\$154.36	\$180.36
Grounds Keeper	251	Hourly	16.05	19.30	22.55
General Maintenance	251	251 Days	32,218	38,744	45,270
Temporary Maintenance					
MT4 Manual Trades		Daily	\$137.99	\$155.19	\$196.39
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				
MT5 Manual Trades		Daily	\$163.64	\$199.64	\$235.64
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
MT6 Manual Trades		Daily	\$190.71	\$237.51	\$284.31
General Maintenance/Skilled w/ License	251	Hourly	23.84	29.69	35.54
		251 Days	47,868	59,615	71,362

TR1	Transportation	
	Bus Monitor	180

Daily	\$96.79	\$112.79	\$128.79
Hourly	12.10	14.10	16.10
180 Days	17,422	20,302	23,182

TR2	Transportation	
	Bus Driver	180
	Bus Maintenance Worker	226

Daily	\$169.42	\$191.82	\$214.62
Hourly	21.18	23.98	26.83
180 Days	30,496	34,528	38,632
226 Days	38,289	43,351	48,504

TR3	Transportation	
	Shop Foreman	251

Daily	\$187.48	\$222.28	\$264.28
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