

2023-2024 Auxiliary Pay Plan

Abilene ISD

*Annual amounts are based on 8 hours per day.

| Pay Grade | Job Title | Calendars | Minimum | Midpoint | Maximum | 2.0% GPI | |
|-----------|--------------------------------------------------|-----------|----------|----------|---------|----------|--------|
| 1 | | | Hourly | \$11.75 | \$14.24 | \$16.73 | \$0.28 |
| | Bus Monitor | 180 | 179 Days | 16,826 | 20,392 | 23,957 | 401 |
| | Cafeteria Monitor | 180 | 180 Days | 16,920 | 20,506 | 24,091 | 403 |
| | Cafeteria Monitor - Early Head Start | 186 | 186 Days | 17,484 | 21,189 | 24,894 | 417 |
| | Custodian | 179, 240 | 192 Days | 18,048 | 21,873 | 25,697 | 430 |
| | Custodian - Part-Time | 240 | 240 Days | 22,560 | 27,341 | 32,122 | 538 |
| | Specialist - Student Nutrition | 179 | | | | | |
| | Specialist - Student Nutrition, Early Head Start | 192 | | | | | |
| 2 | | | Hourly | \$13.80 | \$16.73 | \$19.66 | \$0.33 |
| | Building Maint - Carpentry | 260 | 179 Days | 19,762 | 23,957 | 28,153 | 473 |
| | Custodian - Lead | 240 | 185 Days | 20,424 | 24,760 | 29,097 | 488 |
| | Custodian - Lead Adult Education Center | 240 | 192 Days | 21,197 | 25,697 | 30,198 | 507 |
| | Custodian - Lead ES | 240 | 206 Days | 22,742 | 27,571 | 32,400 | 544 |
| | Electrical - Apprentice | 260 | 226 Days | 24,950 | 30,248 | 35,545 | 597 |
| | Head Cook - Early Head Start | 192 | 240 Days | 26,496 | 32,122 | 37,747 | 634 |
| | HVAC - Apprentice | 260 | 260 Days | 28,704 | 34,798 | 40,893 | 686 |
| | Maintenance - Groundskeeper | 260 | | | | | |
| | Plumbing - Apprentice | 260 | | | | | |
| | Print Shop - Apprentice | 260 | | | | | |
| | Student Nutrition - Driver | 226 | | | | | |
| | Student Nutrition - Head Cook | 179 | | | | | |
| | Student Nutrition - Manager Trainee | 185 | | | | | |
| | Student Nutrition Manager - Early Head Start | 206 | | | | | |
| 3 | | | Hourly | \$15.00 | \$18.07 | \$21.14 | \$0.36 |
| | Bus Driver - Non-CDL | 180 | 180 Days | 21,600 | 26,021 | 30,442 | 518 |
| | Custodian - Lead MS | 240 | 185 Days | 22,200 | 26,744 | 31,287 | 533 |
| | Delivery Worker - Warehouse | 260 | 226 Days | 27,120 | 32,671 | 38,221 | 651 |
| | Delivery Worker - Warehouse - Student Nutrition | 260 | 240 Days | 28,800 | 34,694 | 40,589 | 691 |
| | Groundskeeper - Athletic Facility | 260 | 260 Days | 31,200 | 37,586 | 43,971 | 749 |
| | Groundskeeper - Crew Leader | 260 | | | | | |
| | Plumbing Technician | 260 | | | | | |
| | Student Nutrition - Manager Elementary | 185, 226 | | | | | |
| | Student Nutrition - Specialist | 185 | | | | | |
| 4 | | | Hourly | \$16.35 | \$19.70 | \$23.05 | \$0.39 |
| | Building Maint - Carpentry Technician I | 260 | 185 Days | 24,198 | 29,156 | 34,114 | 577 |
| | Custodian - Lead AISD Center | 240 | 226 Days | 29,561 | 35,618 | 41,674 | 705 |
| | Custodian - Lead HS | 240 | 240 Days | 31,392 | 37,824 | 44,256 | 749 |
| | Electrical - Journeyman | 260 | 260 Days | 34,008 | 40,976 | 47,944 | 811 |
| | General Maintenance Technician I | 260 | | | | | |
| | HVAC Technician I | 260 | | | | | |
| | Maintenance - Painter | 260 | | | | | |
| | Student Nutrition - Manager | 185 | | | | | |

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| Student Nutrition - Manager Middle School | 185, 226 |
| Student Nutrition - Production Manager | 185, 226 |
| Transportation - Assistant Mechanic | 240 |

| 5 | |
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| Building Maint - Carpentry Technician II | 260 |
| Custodian - HS Supervisor | 240 |
| General Maintenance Technician II | 260 |
| HVAC Technician II | 260 |
| Maintenance - Operations Technician | 260 |
| Specialist - Inventory/Donated Foods Student Nutrition | 185 |
| Student Nutrition - Manager High School | 185, 226 |
| Transportation - Field Trip Coordinator | 226 |
| Transportation - Parts/Records Specialist | 240 |

| Hourly | \$18.64 | \$22.46 | \$26.28 | \$0.45 |
|----------|---------|---------|---------|--------|
| 185 Days | 27,587 | 33,241 | 38,894 | 666 |
| 226 Days | 33,701 | 40,608 | 47,514 | 814 |
| 240 Days | 35,789 | 43,123 | 50,458 | 864 |
| 260 Days | 38,771 | 46,717 | 54,662 | 936 |

| 6 | |
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| Building - Locksmith | 260 |
| Custodian - Area Supervisor | 240 |
| Electrical - Journeyman, Sr | 260 |
| Maintenance - Other - Lead | 260 |
| Plumbing - Journeyman | 260 |
| Small Engine Mechanic | 260 |
| Student Nutrition - Catering Manager | 226 |
| Transportation - Driver Router | 226 |
| Transportation - Mechanic | 240 |

| Hourly | \$21.45 | \$25.83 | \$30.21 | \$0.52 |
|----------|---------|---------|---------|--------|
| 226 Days | 38,782 | 46,701 | 54,620 | 940 |
| 240 Days | 41,184 | 49,594 | 58,003 | 998 |
| 260 Days | 44,616 | 53,726 | 62,837 | 1,082 |

| 7 | |
|---------------------------------|-----|
| Building Maint - Carpentry Lead | 260 |
| Lead - Electrical Journeyman | 260 |
| Lead - General Maintenance | 260 |
| Lead - Groundskeeper | 260 |
| Lead - HVAC Journeyman | 260 |
| Lead - Painter | 260 |
| Lead - Plumbing Journeyman | 260 |
| Manager - Print Shop | 260 |

| Hourly | \$24.00 | \$28.92 | \$33.84 | \$0.58 |
|----------|---------|---------|---------|--------|
| 260 Days | 49,920 | 60,154 | 70,387 | 1,206 |

| 8 | |
|------------------------------------------------------------|-----|
| Foreman - Transportation Shop | 240 |
| Student Nutrition Coordinator | 226 |
| Supervisor - Building | 260 |
| Supervisor - Electrical | 260 |
| Supervisor - Grounds | 240 |
| Supervisor - HVAC | 260 |
| Supervisor - Painting | 260 |
| Supervisor - Plumbing | 240 |
| Supervisor - Student Nutrition | 226 |
| Supervisor - Student Nutrition - Meal Benefits Coordinator | 226 |
| Supervisor - Student Nutrition - Nutrition Buyer | 226 |
| Supervisor - Student Nutrition Field | 226 |
| Supervisor - Student Nutrition Field Equipment/Asst Buyer | 226 |

| Hourly | \$29.25 | \$35.26 | \$41.27 | \$0.71 |
|----------|---------|---------|---------|--------|
| 226 Days | 52,884 | 63,750 | 74,616 | 1,284 |
| 240 Days | 56,160 | 67,699 | 79,238 | 1,363 |
| 260 Days | 60,840 | 73,341 | 85,842 | 1,477 |

| BD | | |
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| Bus Driver | | 180 |
| Bus Driver - Early Head Start | | 186, 192 |
| Bus Driver - Special Trips | | 180 |
| Bus Driver - Trainer | | 226 |
| Lead Bus Driver | | 180 |

| Hourly | \$20.00 | \$22.25 | \$24.50 | \$0.45 |
|----------|---------|---------|---------|--------|
| 180 Days | 28,800 | 32,040 | 35,280 | 648 |
| 186 Days | 29,760 | 33,108 | 36,456 | 670 |
| 192 Days | 30,720 | 34,176 | 37,632 | 691 |
| 226 Days | 36,160 | 40,228 | 44,296 | 814 |