

**2019-2020 Auxiliary Compensation Plan
West Orange-Cove CISD**

Annual salaries listed are based on 8 hours worked per day.

Pay Grade 1

Hourly	Minimum \$9.00	Midpoint \$11.25	Maximum \$14.00
Crossing Guard (170) Custodian (260)			Bus Aides (176) Food Service Worker (176)

* Crossing guards and bus aides are based on a 4-hour work day. Food service workers are based on a 6-7 hour work day.

Pay Grade 2

Hourly	Minimum \$9.92	Midpoint \$12.10	Maximum \$14.28
260 Days	\$20,634	\$25,168	\$29,702
Grounds Worker (260)			

Pay Grade 3

260 Hourly	Minimum \$11.71	Midpoint \$14.28	Maximum \$16.85
260 Days	\$24,357	\$29,702	\$35,048
Head Custodian (260)			

Pay Grade 4

Hourly	Minimum \$13.82	Midpoint \$16.85	Maximum \$19.88
177 Days	\$19,569	\$23,860	\$28,150
260 Days	\$28,746	\$35,048	\$41,350
Cafeteria Manager (177) Carpenter (260) Mechanic Helper (260)			Multi-Craft Assistant (260) Service Technician (260)

Pay Grade 5

Hourly	Minimum \$15.25	Midpoint \$18.25	Maximum \$22.07
176 Days	\$10,736	\$12,848	\$15,535
Bus Drivers (4 hour work day)			

Pay Grade 6

Hourly	Minimum \$15.47	Midpoint \$18.87	Maximum \$22.27
260 Days	\$32,178	\$39,250	\$46,322
HVAC Technician (Not Licensed) Lead Grounds Worker Electrician (Not Licensed)			Custodial Supervisor Plumber (Not Licensed) Mechanic

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Pay Grade 7

Hourly	Minimum	Midpoint	Maximum
	\$17.33	\$21.13	\$25.48
260 Days	\$36,046	\$43,950	\$53,000
Licensed Trades- HVAC, Plumber, Mechanic, Electrician			

Pay Grade 8

Hourly	Minimum	Midpoint	Maximum
	\$19.41	\$23.67	\$27.93
260 Days	\$40,373	\$49,234	\$58,094
Maintenance Supervisor			Lead Mechanic

**2012–13 Auxiliary Compensation Plan
West Orange-Cove CISD**



Annual salaries listed are based on 8 hours worked per day.

Pay Grade

1

Crossing Guard
Custodian
Food Service Worker

	Minimum	Midpoint	Maximum
Hourly	\$8.20	\$10.25	\$12.30
182 Days	\$11,939	\$14,924	\$17,909
260 Days	\$17,056	\$21,320	\$25,584

2

Custodian - Evening Shift Leader
Grounds Worker

	Minimum	Midpoint	Maximum
Hourly	\$9.92	\$12.10	\$14.28
260 Days	\$20,634	\$25,168	\$29,702

3

Head Custodian

	Minimum	Midpoint	Maximum
Hourly	\$11.71	\$14.28	\$16.85
260 Days	\$24,357	\$29,702	\$35,048

4

Cafeteria Manager
General Maintenance Technician

	Minimum	Midpoint	Maximum
Hourly	\$13.82	\$16.85	\$19.88
182 Days	\$20,122	\$24,534	\$28,945
260 Days	\$28,746	\$35,048	\$41,350

5

HVAC Technician (Not Licensed)
Lead General Maintenance Technician
Lead Grounds Worker
Plumber (Not Licensed)

	Minimum	Midpoint	Maximum
Hourly	\$15.47	\$18.87	\$22.27
182 Days	\$22,524	\$27,475	\$32,425
260 Days	\$32,178	\$39,250	\$46,322

6

For Future Use

	Minimum	Midpoint	Maximum
Hourly	\$17.33	\$21.13	\$24.93
226 Days	\$31,333	\$38,203	\$45,073
260 Days	\$36,046	\$43,950	\$51,854

7

Maintenance Supervisor

	Minimum	Midpoint	Maximum
Hourly	\$19.41	\$23.67	\$27.93
226 Days	\$35,093	\$42,795	\$50,497
260 Days	\$40,373	\$49,234	\$58,094