

## 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 <b>\$9.00</b>	Midpoint <b>\$11.25</b>	Maximum <b>\$14.00</b>
Crossing Guard (170)			Bus Aides (176)
Custodian (260)			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 <b>\$9.92</b>	Midpoint <b>\$12.10</b>	Maximum <b>\$14.28</b>
<b>260 Days</b>	\$20,634	\$25,168	\$29,702
Grounds Worker (260)			

### Pay Grade 3

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

### Pay Grade 4

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

### Pay Grade 5

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

### Pay Grade 6

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

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

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

**Pay Grade 7**

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

**Pay Grade 8**

Hourly	Minimum <b>\$19.41</b>	Midpoint <b>\$23.67</b>	Maximum <b>\$27.93</b>
<b>260 Days</b>	\$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
<b>Hourly</b>	<b>\$8.20</b>	<b>\$10.25</b>	<b>\$12.30</b>
<b>182 Days</b>	\$11,939	\$14,924	\$17,909
<b>260 Days</b>	\$17,056	\$21,320	\$25,584

#### 2

Custodian - Evening Shift Leader  
Grounds Worker

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

#### 3

Head Custodian

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

#### 4

Cafeteria Manager  
General Maintenance Technician

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

#### 5

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

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

#### 6

*For Future Use*

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

#### 7

Maintenance Supervisor

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