



Waco ISD 2021-2022 Compensation Plan

Approved by the Waco ISD Board of Trustees on
July 22, 2021

Waco Independent School District
Human Resources Department
501 Franklin Avenue
Waco, TX 76701

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Waco ISD
2021-2022 Teacher Pay Scale

Step	New Hire Salary
0	\$50,250
1	\$50,700
2	\$51,150
3	\$51,650
4	\$52,150
5	\$52,650
6	\$53,150
7	\$53,650
8	\$54,150
9	\$54,550
10	\$54,950
11	\$55,350
12	\$55,750
13	\$56,150
14	\$56,550
15	\$57,050
16	\$57,550
17	\$58,050
18	\$58,550
19	\$59,050
20	\$59,550
21	\$59,950
22	\$60,350
23	\$60,750
24	\$61,150
25	\$61,550
26	\$61,950
27+	\$62,450

Continuing Teachers will receive an increase of \$1,600.

All salaries listed above are based on 10-month employment for the 2021-2022 school year.

**2021-2022 Administrative/Professional Pay Plan
Waco ISD**

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
101			Daily	\$239.90	\$288.00	\$336.10
	Coordinator - Attendance/Truancy	202	153 Days	36,705	44,064	51,423
	Coordinator - PDS Facilitator - Community Involvement	153	187 Days	44,861	53,856	62,851
	Facilitator - Human Resources	212, 226	202 Days	48,460	58,176	67,892
	Facilitator - Restorative Discipline	226	203 Days	48,700	58,464	68,228
	Facilitator - Restorative Justice	226	207 Days	49,659	59,616	69,573
	Liaison - Parent & Community Support	226	212 Days	50,859	61,056	71,253
	LSPSP Case Manager	226	226 Days	54,217	65,088	75,959
	LSSP Intern	202	240 Days	57,576	69,120	80,664
	Manager - After School Academy	187				
	Manager - After School/Summer Enrichment	226				
	Manager - Energy	226				
	Parent & Community Support Liaison	226				
	Parent Educator	202				
	Parent Educator - Lead	202				
	Professional Practicum Student - Behavior (49% Non-Exempt)	202, 207				
	Specialist - Afterschool Program	226				
	Specialist - Athletic Scheduling & Equipment	226				
	Specialist - Campus Parent/Community Involvement	212				
	Specialist - Communications	226				
	Specialist - Deaf Ed Interpreter Services	187				
	Specialist - Dropout Credit Recovery	212				
	Specialist - Family Engagement	226				
	Specialist - Family Support	207, 226				
	Specialist - Homeless Student Parent/Community	203				
	Specialist - Records Management	226				
	Supervisor - Custodial Services/IPM Coord	240				
	Supervisor - Maintenance & Grounds	240				
	Supervisor - Warehouse	240				

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Accountant - Business Services	226
Accountant - Grant	226
Accountant - Professional	226
At-Risk Interventionist	226
Behavior Analyst - Intern	212
Coordinator - Library & Technology	212
Coordinator - PYP	187
Supervisor - Risk Management & Benefits	226
Engineer - Network Infrastructure Engineer	226
Engineer - Network Systems	226
Information Support System Program Analyst	226
Instructional Specialist - ESL	187
Specialist - Afterschool Program	226
Specialist - At-Risk Students	207
Specialist - Behavior Intervention	207, 212
Specialist - Campus Testing	187
Specialist - College Career Military Readiness	212
Specialist - Community Partnerships	207
Specialist - Homeless Students Population	187
Specialist - Information Systems	226
Specialist - Public Relations	207
Specialist - Threat Assessment & Violence Prevention	212
Specialist - Transition (DAEP)	202
Speech Pathologist - Asst	187
Supervisor - Risk Management & Benefits	226
Systems Engineer	226
Technology Facilitator	202
Television Production Manager/Producer	226

	Daily	\$259.10	\$311.04	\$362.98
187 Days		48,452	58,164	67,877
202 Days		52,338	62,830	73,322
207 Days		53,634	64,385	75,137
212 Days		54,929	65,940	76,952
226 Days		58,557	70,295	82,033

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Athletic Trainer	202
Counselor - ES	190, 203
Counselor - MS	203
Counselor - Sped	190
Data Specialist	207
Facilitator - ARD	202
Greater Waco Academies Family/Community Liaison	226
Instructional Specialist - Campus	202
Instructional Specialist - District	207
Instructional Specialist - Dyslexia	187
Instructional Specialist - ESL/Interventionist	187
Instructional Specialist - Supplemental Instruction	212
Librarian - ES & MS	188
Librarian - HS	193
Master Teacher	202
Master Teacher - Blended Learning	202
Master Teacher - Special Ed	202
Nurse (RN)	187
Reading Recovery Lead	202
Social Worker - Parent/Community Involvement	202
Specialist - District Behavior (CEIS)	212
Specialist - Transition (Special Education)	202
Speech Pathologist - Non-ASHA	187
Student Management Advisor	187
Supervisor - Community Outreach Homeless Students	203
Supervisor - Payroll	226

Daily	\$277.23	\$332.81	\$388.39
187 Days	51,842	62,235	72,629
188 Days	52,119	62,568	73,017
190 Days	52,674	63,234	73,794
193 Days	53,505	64,232	74,959
202 Days	56,000	67,228	78,455
203 Days	56,278	67,560	78,843
207 Days	57,387	68,892	80,397
212 Days	58,773	70,556	82,339
226 Days	62,654	75,215	87,776

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Asst Principal - ES	207
Asst Principal - Montessori	207
Board Certified Behavior Analyst - BCBA	212
Counselor - HS (HS, GWAMA, GWAHCA, Challenge)	190, 203, 212
Counselor - HS Lead	226
Diagnostician	202
Licensed Specialist School Psychology	202
Occupational Therapist	190

Daily	\$299.41	\$359.43	\$419.45
187 Days	55,990	67,213	78,437
190 Days	56,888	68,292	79,696
202 Days	60,481	72,605	84,729
203 Days	60,780	72,964	85,148
207 Days	61,978	74,402	86,826
212 Days	63,475	76,199	88,923
226 Days	67,667	81,231	94,796

Speech Pathologist - ASHA 187
 Supervisor - Police Field Service
 (Police Sergeant) 226

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Daily	\$314.37	\$377.40	\$440.43
202 Days	63,503	76,235	88,967
207 Days	65,075	78,122	91,169
226 Days	71,048	85,292	99,537

Asst Principal - Credit Recovery 207
 Asst Principal - DAEP 207
 Asst Principal - MS 207
 Coordinator - Accounting 226
 Coordinator - Advanced
 Academics 226
 Coordinator - Counseling & SEL 226
 Coordinator - C&I 226
 Coordinator - District Behavior
 Intervention 207
 Coordinator - ELL 207
 Coordinator - HST Curriculum &
 Certifications 226
 Coordinator - Instructional
 Technology 226
 Coordinator - Instructional
 Technology Staff Development 226
 Coordinator - Librarian 226
 Coordinator - MS Athletics 226
 Coordinator - Professional
 Development 226
 Coordinator -
 Research/Assessment 226
 Coordinator - Special Education 226
 Coordinator - State & Federal
 Programs 226
 Coordinator - Student
 Management 226
 Coordinator - Technology Support
 Services 226
 Coordinator -
 Testing/Assessments 226
 Coordinator - TW Nonprofit
 Systems 226
 Coordinator- Section 504
 Compliance/Response To
 Intervention 226
 Dean - Atlas Academy 226
 Dean - Instruction MS 226
 Dean - Student Services MS 226
 Internal Auditor 202
 Supervisor - Police/Administrative
 Services (Police Lieutenant) 226
 Senior Security Systems Engineer 226
 Senior Systems Engineer 226

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Asst Principal - HS	207
Associate Principal - HS	226
Asst Athletic Director - Facilities	226
Asst Director - Facilities/Preventative Maintenance	226
Asst Director - Human Resources	226
Asst Director - Maintenance	226
Chief of Police	226
Dean - Academies	226
Dean - Career Technology Education	226
Dean - Future Educators Academy	226
Dean - GWAHCA	226
Dean - GWAMA	226
Director - Accountability/Data Analysis	226
Director - Advanced Academics	226
Director - Communications	226
Director - Digital Innovation/Learning	226
Director - Early Childhood Education	226
Director - Health Services	226
Director - Network Systems	226
Director - Opportunity Culture	226
Director - PEIMS/Attendance/Data Analytics	226
Principal - Credit Recovery	226
Principal - ES	226
Principal - Montessori	226

	Daily	\$352.10	\$422.69	\$493.28
207	Days	72,885	87,497	102,109
212	Days	74,645	89,610	104,575
226	Days	79,575	95,528	111,481

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Athletic Sector Coordinator - Head Football Coach	226
Chief Strategy Officer	226
Director - Bilingual/ESL	226
Director - Business Services	226
Director - Career & Technology Education	226
Director - Challenge Academy	226
Director - Fine Arts	226
Director - Human Resources	226
Director - Professional Development - Transformation Waco	226

	Daily	\$383.47	\$456.51	\$529.55
226	Days	86,664	103,171	119,678

Director - Special Education	226
Director - State & Federal Programs/Intervention Services	226
Director - Strategic Evaluation Systems & Support	226
Principal - DAEP	226
Principal - MS	226

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Director - Athletics	226
Chief Communications Officer - TW	226
Exec Director - Communications	226
Exec Director - Curriculum/Professional Development	226
Exec Director - Elementary Education	226
Exec Director - Finance	226
Exec Director - Human Resources	226
Exec Director - Secondary Education	226
Exec Director - Student Services	226
Exec Director - Student Support	226
Exec Director - Special Education	226
Exec Director - School Leadership	226
Principal - HS	226

Daily	\$429.48	\$511.29	\$593.10
226 Days	97,062	115,552	134,041

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Chief Financial Officer	226
Chief Officer of Facilities & Operations	226
Asst Superintendent - Curriculum & Instruction	226
Asst Superintendent - Human Resources	226
Asst Superintendent - Student Services & Support	226
Exec Director - Technology/Innovation	226

Daily	\$532.56	\$634.00	\$735.44
226 Days	120,359	143,284	166,209

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Chief of Staff	226
Deputy Superintendent	226

Daily	\$559.19	\$665.70	\$772.21
226 Days	126,377	150,448	174,519

**2021-2022 Paraprofessional Pay Plan
Waco ISD**

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
201			Hourly	\$12.10	\$14.75	\$17.41
	After School Worker	207	193 Days	18,682	22,774	26,881
	Receptionist - Campus	193	207 Days	20,038	24,426	28,831
202			Hourly	\$13.19	\$16.08	\$18.97
	ACE Afterschool Worker - Lead	226	187 Days	19,732	24,056	28,379
	Aide - Behavior Support	187	188 Days	19,838	24,184	28,531
	Aide - Instructional	187	226 Days	23,848	29,073	34,298
	Aide - ISS	187				
	Aide - Library	187, 188				
	Aide - Multimedia	187				
	Aide - Nurse	187				
	Reach Associate	187				
203			Hourly	\$14.51	\$17.69	\$20.87
	Clerk - Administration/Payroll	226	187 Days	21,707	26,464	31,222
	Clerk - Athletic	212	193 Days	22,403	27,313	32,223
	Clerk - Bilingual Asst Special Ed	202	202 Days	23,448	28,587	33,726
	Clerk - Campus Office	193	212 Days	24,609	30,002	35,396
	Clerk - Custodial/IPM	226	226 Days	26,234	31,984	37,733
	Clerk - ELL Testing	226				
	Clerk - Print/Mail Center	226				
	Clerk - Special Education	202				
	Aide - Special Education	187				
204			Hourly	\$15.23	\$18.57	\$21.91
	Liaison - Parent Campus	193	193 Days	23,515	28,672	33,829
	Secretary - Principal ES	226	196 Days	23,881	29,118	34,355
	Specialist - Parent Involvement	202	202 Days	24,612	30,009	35,407
	Specialist - PEIMS	196	226 Days	27,536	33,575	39,613
205			Hourly	\$16.29	\$19.87	\$23.45
	Liaison - Attendance Court	202	202 Days	26,325	32,110	37,895
	Registrar - HS	226	226 Days	29,452	35,925	42,398
	Secretary - DAEP, Credit Recovery, Alt	226				
	Secretary - GWAHCA	226				
	Secretary - GWAMA	226				
	Secretary - Principal MS	226				

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Bookkeeper - HS	226
Sign Language Interpreter - Non-Certified	187
Director - Child Care	187
Secretary - Principal HS	226
Specialist - Police Support Services	226
Specialist - Warehouse Inventory	226

Hourly		\$17.60	\$21.46	\$25.32
187 Days		26,330	32,104	37,879
226 Days		31,821	38,800	45,779

207	
Admin Asst - Athletics	226
Admin Asst - Bilingual	226
Admin Asst - CATE	226
Admin Asst - Fine Arts	226
Admin Asst - Homeless Department	226
Admin Asst - Maintenance	226
Admin Asst - PEIMS	226
Admin Asst - Police	226
Admin Asst - Student Management	226
Bookkeeper - Athletics	226
LVN	187
LVN - Float Nurse	187
Specialist - Accounting Revenue	226
Specialist - Accounts Payable	226
Specialist - Bilingual Assessor	226
Specialist - HR	226
Specialist - HR Personnel Services	226
Specialist - HR Risk Management/Benefits/Leave	226
Specialist - Maintenance Business	226
Specialist - Payroll	226
Specialist - PEIMS Special Ed	226
Specialist - Purchasing II	226
Technician - Network Services	226
Technician - Technology Field Service	226
Technician - Technology Help Desk	226

Hourly		\$19.29	\$23.52	\$27.75
187 Days		28,858	35,186	41,514
226 Days		34,876	42,524	50,172

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Sign Language Interpreter - Certified	187
Exec Admin Asst - Business/Financial Services	226
Exec Admin Asst - C&I	226
Exec Admin Asst - Curriculum, Instruction and PD	226
Exec Admin Asst - Communications	226
Exec Admin Asst - Human Resources	226
Exec Admin Asst - Operations	226
Exec Admin Asst - Special Ed	226
Exec Admin Asst - Student Services	226
Exec Admin Asst - Technology Services	226
Exec Admin Asst - TW	226
Specialist - Administrative Budget	226
Specialist - PEIMS Interface	226
Technician - Communication Systems	226

Hourly		\$21.21	\$25.87	\$30.53
187 Days		31,730	38,702	45,673
226 Days		38,348	46,773	55,198

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Buyer	226
Exec Asst - Superintendent	226
Occupational Therapist Asst	187
Specialist - Student Services Interface	226

Hourly		\$25.67	\$31.31	\$36.95
187 Days		38,402	46,840	55,277
226 Days		46,411	56,608	66,806

**2021-2022 Auxiliary Pay Plan
Waco ISD**

Pay Grade	Job Title	Calendars		Minimum	Midpoint	Maximum
301			Hourly	\$11.28	\$13.75	\$16.23
	Cafeteria Worker	180	178 Days	16,063	19,580	23,112
	Crosswalk Guard	178	180 Days	16,243	19,800	23,371
	Custodian	240	240 Days	21,658	26,400	31,162
302			Hourly	\$12.29	\$14.99	\$17.69
	Cafeteria Worker - Lead	180	180 Days	17,698	21,586	25,474
	Custodian - Lead	240	226 Days	22,220	27,102	31,984
	Specialist - Floor Care	240	240 Days	23,597	28,781	33,965
	Warehouse Worker - CNS	226				
303			Hourly	\$13.40	\$16.34	\$19.28
	Groundskeeper	240	226 Days	24,227	29,543	34,858
	Mail Delivery	226	240 Days	25,728	31,373	37,018
	Utility Worker	240				
304			Hourly	\$14.60	\$17.81	\$21.02
	Asst Manager - Cafeteria	184	184 Days	21,491	26,216	30,941
	Cafeteria - Manager Trainee	184	240 Days	28,032	34,195	40,358
	General Maintenance Worker I	240				
	Utility Worker - Lead	240				
	Warehouse Worker	240				
305			Hourly	\$15.92	\$19.41	\$22.90
	Cafeteria - ES Manager	184	184 Days	23,434	28,572	33,709
	Custodian - Head ES	240	207 Days	26,364	32,143	37,922
	General Maintenance Worker II	240	240 Days	30,566	37,267	43,968
	Security Guard	207				
	Utility Worker - Stadium	240				
306			Hourly	\$17.35	\$21.16	\$24.97
	Cafeteria - Manager MS	184	184 Days	25,539	31,148	36,756
	Custodian - Head MS	240	240 Days	33,312	40,627	47,942
	General Maint Worker III	240				
	Groundskeeper - Irrigation	240				
	Groundskeeper - Lead	240				
	Technician - Energy Controls	240				
	Warehouse Worker - Senior	240				

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Cafeteria - Manager HS	184
Carpenter	240
Custodian - Head Administration	240
Custodian - Head HS	240
Facilities Construction - Lead	240
Locksmith	240
Painter	240
Pest Control - Lead	240
Plumber - Preventive Maintenance	240
Roofer	240
Specialist - Warehouse Receiving	240
Welder	240

Hourly	\$18.91	\$23.06	\$27.21
184 Days	27,836	33,944	40,053
240 Days	36,307	44,275	52,243

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Custodial - Asst Supervisor (Day)	240
Electrician	240
Plumber	240
Preventive Maintenance - Lead	240
Technician - Asbestos	240
Technician - HVAC	240

Hourly	\$20.61	\$25.14	\$29.67
240 Days	39,571	48,269	56,966

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Custodial - Asst Supervisor (Night)	240
Electrical Section - Lead	240
Foreman - Building Maintenance/Carpentry	240
Foreman - Grounds	240
HVAC - Section Lead	240
Plumber - Section Lead	240
Police Officer - MS	207
Supervisor - CNS Compliance/Employee Relations	226
Supervisor - CNS Service Development & Operations	226
Warehouse Manager - CNS	226

Hourly	\$22.47	\$27.40	\$32.33
207 Days	37,210	45,374	53,538
226 Days	40,626	49,539	58,453
240 Days	43,142	52,608	62,074

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Police Officer	226
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Hourly	\$24.49	\$29.87	\$35.25
226 Days	44,278	54,005	63,732

2021-2022 Stipend Schedule

A stipend form must be completed and submitted to Human Resources by the appropriate principal and/or district administrator. All stipends are subject to certification and schedule verification. Stipends are prorated based on the number of sections taught in the subject/content area. Most annual stipends are paid over 24 paychecks for the year, unless otherwise noted.

Stipend Description	Stipend Amount
High School - Content/Critical Shortage	
Math / Physics High School Stipend (CERTIFIED ONLY)	\$8,000
Science High School Stipend (CERTIFIED ONLY)	\$8,000
Engineering High School (Funded out of CTE Budget)	\$8,000
English I and II High School (prorated per section)	\$1,400
High School - Special Programs	
Certified Nurse Assistant (CNA) Teacher - Requires RN designation and Texas Department of Aging and Disability Services approval	\$8,000
Advanced Certified Nurse Assistant (CNA) Teacher - Requires RN designation	\$8,000
Certified Nurse Assistant (CNA) Teacher - Requires LVN designation and Texas Department of Aging and Disability Services approval	\$4,000
Welding	\$4,500
High School - Fine Arts	
High School Band Director (207 Day Calendar) - Includes Lead Cluster Responsibilities	\$16,000
High School Assistant Band Director (207 Day Calendar)	\$7,500
High School Mariachi Band Director	\$3,000
High School Steel Drum Director	\$1,500
Color Guard/Flag Corps	\$2,000
Jazz/Stage Band	\$2,000
ROTC Marching Guards (207 day calendar)	\$3,000
High School Choir Director	\$6,000
High School Assistant Choir Director	\$4,000
High School Show Choir Director	\$1,000
High School Orchestra Director (Multi Campuses)	\$8,500
High School Theater Arts Director	\$6,000
High School Assistant Theater Arts Director	\$4,000
Performing Arts Facility Manager	\$3,000
High School Extracurricular, UIL & Other Academic Activities/Programs	
Cheerleader Sponsor, Varsity	\$5,000
Cheerleader Sponsor, Asst. Varsity	\$3,000
Drill Team Sponsor, Varsity	\$4,500
Drill Team Sponsor, Asst. Varsity	\$3,000
High School Yearbook Sponsor	\$2,000
High School Student Council Sponsor	\$1,500
High School UIL Coordinator	\$2,000
High School UIL Debate Sponsor	\$1,500
High School UIL Speech Sponsor	\$1,500
High School UIL Academic Contest Sponsor (per event)	\$700
High School Academic Decathlon Sponsor	\$3,000
High School Assistant Academic Decathlon Sponsor	\$1,500
High School Mock Trial Sponsor	\$3,000
Middle School - Content/Critical Shortage	
Math Stipend Middle School (MATH CERTIFIED ONLY)	\$6,000
Science Middle School Stipend (SCIENCE CERTIFIED ONLY)	\$6,000
Math & Science Middle School (GENERALIST CERTIFIED) - Stipend amount will be prorated based on the number of sections taught in the content area	50% of the content stipend, maximum of \$3,000

Middle School - Fine Arts	
Middle School Band Director	\$6,000
Middle School Assistant Band Director	\$4,000
Middle School Choir Director	\$3,000
Middle School Orchestra Director – Per Campus	\$2,000
Middle School Theater Arts Director	\$3,000
Middle School Extracurricular, UIL & Other Academic Activities/Programs	
Middle School Cheerleader Sponsor	\$2,000
Middle School UIL Coordinator	\$1,000
Middle School UIL Academic Contests (per event)	\$400
Elementary - Content/Critical Shortage, Special Programs & Other Academics/UIL	
Elementary Bilingual Teacher (CERTIFIED ONLY)	\$5,000
ESL - Elementary (CERTIFIED ONLY)	
1 to 6 Students or up to 25% of Students Assigned to Teacher	\$500
7-12 Students or 26 to 50% of Students Assigned to Teacher	\$1,000
13-18 Students or 51 to 75% of Students Assigned to Teacher	\$1,500
19-23+ Students or 76% to 100% of Students Assigned to Teacher	\$2,000
Choral Music - Cluster Lead Teacher (Elementary)	\$4,000
Elementary School UIL Coordinator	\$500
Campus - Various Levels - Academics, Special Programs & Other Extracurricular/Academic Activities/UIL	
Discipline Alternative (DAEP) Classroom Teacher	\$1,000
Foreign Languages (CERTIFIED)	\$3,000
ESL - Secondary (CERTIFIED ONLY)	
1% to 25% Students Served	\$500
26% to 50% Students Served	\$1,000
51% to 75% Students Served	\$1,500
76% to 100% Students Served	\$2,000
New Teacher Campus Coordinator (1 per campus, paid annually in June)	\$1,000
Safe School Student Coordinator (Must be paid by campus budget and duties performed outside of work hours)	\$1,150
History Fair Campus Coordinator	\$500
Non-UIL Advanced Competition (outside of contract period)	\$500
Special Education Program Areas	
Special Education SAIL Teacher	\$4,000
Special Education Self-Contained PPCD, Achieve & Aspire, Visually Impaired Teacher	\$3,000
Special Education Inclusion/Resource Teacher with Core Content Cert	\$1,500
RDSPD Teacher with Deaf Ed Certification	\$1,000
Special Olympics Coach – Must be Special Education Instructional Specialist, Adaptive PE Teacher, or VI Teacher	\$2,500
Deaf Ed Interpreter – Cert. Level I,II,III	\$2,000
Sign Language Interpreter - BEI Advanced Certification	\$3,000
Bilingual/Translator Diagnostician*	\$3,000
Bilingual/Translator Speech Pathologist*	\$3,000
Bilingual/Translator LSSP*	\$3,000
Bilingual/Translator ARD Facilitator*	\$3,000
*Must possess appropriate professional certification(s); be proficient in Spanish (understand, read, write, speak, and translate); have the ability to conduct and facilitate Special Education related meetings between staff, students and parents; and complete all required documentation/paperwork and related processes within certification area.	

District - Various Levels – Academics, Teacher Leadership & Special Programs

Bilingual/Translator Dyslexia Specialist - Must possess appropriate professional certification(s) including bilingual teaching credentials; be proficient in Spanish (understand, read, write, speak, and translate); have the ability to conduct and facilitate dyslexia assessments and instruct bilingual students, conduct related meetings between staff, students and parents; and complete all required documentation/paperwork and related processes within certification area.	\$3,000
Gifted & Talented Itinerant Teacher (CERTIFIED)	\$2,000
Counselor, Lead High School	\$1,000
Counselor, Lead Middle School	\$1,000
Counselor, Lead Elementary	\$1,000
District Lead Elementary Art Teacher	\$1,000
District Lead Secondary Art Teacher	\$1,000
Lead Physical Education Teacher	\$2,000
Lead Parent as Teacher (PAT Program)	\$2,000
Suspend Kids to School / Saturday Diversion Program Oversight	\$7,000
PDS Mentor Stipend (Baylor) - paid bi-annually in December and May	Various Amounts - Assigned by Baylor School of Education
New Teacher Mentor Stipend - paid annually in June	\$500 per assigned mentee
Campus Grade Level Lead, Elementary (Grades PK-5)	\$1,000
Campus Leads for Non-Core Content, Elementary (Grades PK-5)	\$1,000
Department Chairperson, Secondary (Campus)	\$1,000
Reading Recovery Teacher Leader - Stipend covers extra days worked or attending training outside of regular contracted work days	\$13,000
Athletic Stipends	
HS Campus Athletic Coordinator (1 Boys, 1 Girls Per Campus)	\$7,000
Head Varsity Coach	
Baseball	\$8,000
Basketball	\$9,000
Cross Country	\$7,000
Golf (Year Round)	\$6,000
Powerlifting	\$3,000
Soccer	\$8,000
Softball	\$8,000
Tennis	\$7,500
Track	\$7,000
Volleyball	\$8,000
Football Offensive/Defensive Coordinator*	\$8,500
Assistant Varsity/JV/9th Coach	
Baseball, Varsity Asst.	\$5,000
Baseball, JV/9 th	\$4,000
Basketball, Varsity Asst.	\$5,000
Basketball, JV/9 th	\$4,000
Football, Varsity Asst.*	\$6,500
Football, JV/9 th **	\$5,500
Powerlifting, Varsity Asst.	\$2,000
Soccer, Varsity Asst.	\$5,000
Soccer, JV/9 th	\$4,000
Softball, Varsity Asst.	\$5,000
Softball, JV	\$4,000
Tennis, Asst.	\$3,500

Track/Cross Country, Asst.	\$3,000
Volleyball, Varsity Asst.	\$5,000
Volleyball, JV/9th	\$4,000
After School Single Sport Assistant (except football)	\$2,000
*Includes \$1,000 for football related responsibilities: 15 days report prior to first day for teachers and \$500 for football spring training (if applicable).	
**Includes \$500 for football related responsibilities: 15 days early report (if applicable)	
Middle School Athletics	
Athletic Coordinator, Middle School (1 Boys, 1 Girls per school)	\$2,000
Basketball, Middle School	\$2,000
Cross Country, Middle School	\$2,000
Football, Middle School	\$2,000
Golf, Middle School	\$2,000
Head Football, Middle School	\$3,500
Soccer, Middle School	\$1,600
Tennis, Middle School	\$2,000
Track, Middle School	\$2,000
Volleyball, Middle School	\$2,000
Single Sport (After School), Middle School	\$1,200
Miscellaneous Athletic Stipends	
Tournament Coordination	\$700
Transformation Waco	
Master Teacher, Transformation Waco	\$13,000
TIA Teacher Expert, Transformation Waco	\$750
Opportunity Culture	
Multi-Classroom Leader (MCL) I	\$13,000
Multi-Classroom Leader (MCL) II	\$16,000
Reach Associate (RA)	\$1.3369 per hour added to hourly rate of pay (equivalent of \$2000 stipend)

Teacher Incentive Allotment (TIA) Supplemental Pay

For any funds received by Waco ISD for a designated teacher under the Teacher Incentive Allotment (TIA), 75 percent will be paid to the designated teacher. The other 15 percent will be paid equally to the other teachers on the designated teacher’s campus. The remaining 10 percent will be used for training and support of the system, expansion of the system, administrative expenses, and professional development. Should the district receive funding for a designated teacher who has resigned or retired, the district will forward payment to the resigned or retired teacher as soon as practicable.

Grade Level/Department Chair

Overview

Grade Level/Department Chair (herein referred to as Chairs) are assigned at the discretion of the principal at each campus within the guidelines set by Waco ISD Human Resources. Chairs are representatives of the school, and as such, should exemplify high quality educators with proven records in student achievement. It is highly recommended that those assigned as a Chair should have at least three years of teaching experience. As different campuses have different structures, Chairs will vary in regards to their assignments (i.e. elementary is by grade level, whereas high school is assigned by department). Chairs will have assigned responsibilities that are above and beyond that of a typical teacher and receive compensation (as outlined in the Waco ISD 2021-2022 Stipend Schedule) for those additional responsibilities.

The Chair is responsible for guiding the grade level or departmental teams work and ensuring it is coordinated with school goals. To this end, the Chair leads effective data based inquiry, guides colleagues to make instructional decisions informed by the professional knowledge base, supports effective instructional practice, and cultivates a professional culture of shared ownership for student learning in the school.

The principal shall set regular meetings with Chairs in order to facilitate communication, implement the vision of the school, and receive input.

Essential Duties

- Serve as a grade level/department instructional leader
- Provide leadership in the collection and analysis of data
- Lead the creation and implementation of team and grade level/departmental goals
- Make informed instructional decisions that meet the specific needs of teachers and students
- Facilitate team discussions about improving instructional practices
- Support colleagues to implement instructional strategies effectively
- Assist colleagues in advancing their instructional skills by providing resources and feedback
- Ensure the maintenance of effective routines for monitoring student progress
- Lead discussions about and improvement of grade level/department curriculum
- Provide the necessary information, encouragement and support for team development
- Observe and demonstrate instructional strategies
- Be current on research supported best practices
- Ensure grade level/department team meeting findings and conclusions are communicated with school leaders
- Serve as a liaison between the grade level/department team and school leaders
- Collaborate with school leaders and other colleagues to address team, grade level/department and instructional issues

- Collaborate to develop priorities for academic improvement
- Assist in facilitating school wide staff development activities
- Act as a liaison between school leaders and teachers to ensure effective communication
- Communicate grade level/department needs and concerns to the principal
- Communicate and champion the vision of the district and campus

2021-2022

Temporary Worker and Extra Duty Rates

Classification	Position	Rate	Rate Type
Auxiliary	Temporary Pool - Cafeteria Worker	\$10.38	Hourly Rate
Auxiliary	Temporary Pool – Custodian	\$10.38	Hourly Rate
Auxiliary	Temporary Pool - Student Worker	\$10.38	Hourly Rate
Athletics			
Auxiliary	Game Help - 25 Second Clock	\$16.25	Hourly Rate
Auxiliary	Game Help – Announcer	\$17.50	Hourly Rate
Auxiliary	Game Help - Chain Crew	\$11.25	Hourly Rate
Auxiliary	Game Help - Field Gate	\$11.25	Hourly Rate
Auxiliary	Game Help - Game Clock	\$15.00	Hourly Rate
Auxiliary	Game Help - Parking Attendant	\$10.00	Hourly Rate
Auxiliary	Game Help - Parking Supervisor	\$20.00	Hourly Rate
Auxiliary	Game Help - Pass/Band Gate	\$11.25	Hourly Rate
Auxiliary	Game Help – Baseball Pitch Counter	\$10.00	Hourly Rate
Auxiliary	Game Help - Porch Gate	\$13.75	Hourly Rate
Auxiliary	Game Help - Press Box Coordinator	\$8.50	Hourly Rate
Auxiliary	Game Help – Press Box Host/Ushers	\$20.00	Hourly Rate
Auxiliary	Game Help – Press Box Technician	\$8.50	Hourly Rate
Auxiliary	Game Help – Scoreboard	\$8.50	Hourly Rate
Auxiliary	Game Help - Concessions Cashier	\$10.00	Hourly Rate
Auxiliary	Game Help - Concessions Worker	\$8.50	Hourly Rate
Auxiliary	Game Help - Ticket Seller	\$11.25	Hourly Rate
Auxiliary	Game Help - Ticket Taker	\$8.50	Hourly Rate
Auxiliary	Game Help - Video Board	\$13.75	Hourly Rate
Campus			
Professional	Teachers	\$25.00	Hourly Rate
Professional	Curriculum Writer	\$30.00	Hourly Rate
Professional	Counselor	\$30.00	Hourly Rate
Professional	Librarian	\$30.00	Hourly Rate
Professional	Nurse (RN)	\$30.00	Hourly Rate
Paraprofessional	Nurse (LVN)	\$20.70	Hourly Rate
Professional	After School Program Coordinator (Professional)	\$25.75	Hourly Rate
Professional	Professional (Instructional - Non Teacher)	\$25.00	Hourly Rate
Professional	Professional (Non Instructional)	\$25.00	Hourly Rate
Professional	Specialist (Professional)	\$16.00	Hourly Rate
Paraprofessional	Aide, After School Care	\$14.14	Hourly Rate
Paraprofessional	Aide, Instructional	\$14.14	Hourly Rate
Paraprofessional	Clerk, Office/Receptionist	\$12.85	Hourly Rate
Paraprofessional	Secretary, Elementary	\$14.14	Hourly Rate
Paraprofessional	Secretary, Secondary	\$15.55	Hourly Rate
Professional	Assistant Principal, Elementary	\$240.00	Daily Rate
Professional	Assistant Principal, Middle School	\$265.00	Daily Rate
Professional	Assistant Principal, High School	\$285.00	Daily Rate
Professional	Principal	Negotiated	
Centralized Services			
Paraprofessional	Administrative Assistant - Central Office	\$15.55	Hourly Rate

Paraprofessional	Office Clerk/Receptionist	\$12.85	Hourly Rate
Paraprofessional	Specialist (Para) - Central Office	\$15.55	Hourly Rate
Paraprofessional	Student Internship	\$10.00	Hourly Rate
Paraprofessional	Technician Technology	\$18.82	Hourly Rate
Paraprofessional	Videographer (WISD TV)	\$20.00	Hourly Rate
Professional	Administrator, Central Office	Negotiated	
Summer School			
Professional	Teachers	\$30.00	Hourly Rate
Professional	Summer School Administrator, Elementary	\$32.00	Hourly Rate
Professional	Summer School Administrator, Middle	\$35.00	Hourly Rate
Professional	Summer School Administrator, High School	\$38.00	Hourly Rate
Professional	Teachers (Summer School/Non Compensatory)	\$25.00	Hourly Rate
Paraprofessional	Paraprofessional	Regular Hourly Rate if working in the same paraprofessional position as in the regular school year	
Tutors			
Paraprofessional	Tutor - High School Peer	\$10.00	Hourly Rate
Professional	Tutor - Non-Degreed (Minimum 9 hours in Core Content)	\$17.00	Hourly Rate
Professional	Tutor - Degreed (Minimum of 9 hours in Core Content)	\$22.00	Hourly Rate
Professional	Tutor - Degreed/Certified Teacher (TX SBEC or Other State)	\$30.00	Hourly Rate
Professional	Tutor - Music Degreed	\$30.00	Hourly Rate
<p><i>Note: Any temporary employment position not listed above will be paid the current minimum hourly wage.</i></p> <p><i>Current full-time non-exempt employees who work more than 40 hours in a workweek, must be paid time and one-half of their regular hourly rate for each hour worked over 40. Each work week stands alone for the purpose of determining an employee's regular hourly rate of pay for that week. If an employee is not paid on an hourly basis, that person's regular hourly rate must be calculated based on his or her total pay and hours worked for that week. As a rule, an employee who works two or more jobs at different rates of pay must receive overtime pay that equals time and one-half of the weighted average of all rates of pay for all hours worked in that work week.</i></p>			

2021-2022 Substitute Pay Plan

Position/Degree	2021-2022 Rate
Substitute Aide or Paraprofessional Positions High School Diploma or GED	\$77 per day
Long Term Substitute Paraprofessional/Aide – after 10 th consecutive day in the same assignment (long term rate starts on day 11)	\$80 per day
Substitute Teacher – 40+ College Hours	\$80 per day
Substitute Teacher – Bachelor’s Degree	\$90 per day
Long Term Substitute Teacher with Bachelor’s Degree – after 10 th consecutive day in the same assignment (long term rate starts on day 11)	\$115 per day
Substitute Teacher – Texas or Out of State Certification	\$100 per day
Long Term Substitute Teacher with Teacher Certification – after 10 th consecutive day in the same assignment (long term rate starts on day 11)	\$130 per day
Substitute Nurse – LVN or RN	\$135 per day
Substitute Professional (Non-Teacher Campus Role) – Counselor, Instructional Specialist, Behavior Interventionist, etc. – Must have appropriate credentials and be approved by Human Resources	\$135 per day
Substitute Principal or Assistant Principal – Must have appropriate certification (Principal or Mid-Management), previous experience as a Principal or AP, and be approved by Human Resources	Rate set by HR
Substitute Central Office Administrator or Professional – Must have appropriate credentials	Rate set by HR

- Substitutes with less than 40 college hours, a high school diploma, or GED are only allowed to substitute in paraprofessional/clerical positions – they cannot
- All paraprofessional/clerical positions are paid at \$77 per day, regardless of degree or certification. A paraprofessional substitute is a non-teacher position such as an instructional aide, office/clerical worker, or secretary.
- Substitutes working as a teacher or aide in a special education classroom earn an additional \$5 per day
- Substitutes working on Friday earn an additional \$5 per day
- Substitutes earn incremental pay the more they work
 - \$10 per day in addition to the daily rate after working 30 cumulative days (beginning on the 31st day)
 - \$20 per day in addition to the daily rate after working 60 cumulative days (beginning on the 61st day)
 - NOTE: Incremental pay does not carry over from one school year to the next