

2022-2023 Administrative Professional Pay Plan
Waco ISD

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
101						
	Coordinator - Attendance And Truancy	202	153 Days	36,705	44,064	51,423
	Coordinator - PDS	153	187 Days	44,861	53,856	62,851
	Deaf Ed Interpreter Services Specialist	196	196 Days	47,020	56,448	65,876
	Facilitator - Professional Development	187	202 Days	48,460	58,176	67,892
	Facilitator - Restorative Discipline	226	203 Days	48,700	58,464	68,228
	Family Engagement Specialist	226	207 Days	49,659	59,616	69,573
	Homeless Student Parent/Community Specialist	203	212 Days	50,859	61,056	71,253
	Intern - Professional Practicum Student	202	226 Days	54,217	65,088	75,959
	Lead Parent Educator	202				
	Liaison - Parent & Community Support	226				
	LSPSP Case Manager	202				
	LSSP - Intern	202				
	Manager - Afterschool/Summer Enrichment	226				
	Manager - Athletic Scheduling & Equipment	226				
	Parent Educator	202				
	Parent Educator - Inspiracion	202				
	Records Management Specialist	226				
	Restorative Justice Facilitator	226				
	Specialist - Campus Parent/ Community Involvement	212, 226				
	Specialist - Communications	226				
	Specialist - Dropout Credit Recovery	212				
	Specialist - Family Support	207, 226				
	Specialist - Inspiracion Program	226				
	Strength And Conditioning Coach	226				
102						
	Accountant - Professional	226	187 Days	48,452	58,164	67,877
	Afterschool Program Specialist	226	188 Days	48,710	58,475	68,240
	At-Risk Interventionist	226	202 Days	52,338	62,830	73,322
	Behavior Intervention Specialist	207	207 Days	53,634	64,385	75,137
	Behavior Intervention Specialist/Coach	207	212 Days	54,929	65,940	76,952
	Business Services Accountant	226	226 Days	58,557	70,295	82,033
	Coordinator - Afterschool Program Support & Curriculum	226	240 Days	62,184	74,650	87,115
	Coordinator - Librarian And Technology Supervisor	212				
	Coordinator - PYP	187				
	Energy Manager	226				
	Facilitator - Human Resources	226				
	Grant Accountant	226				
	Homeless Students Population Specialist	187				
	Information Support System Program Analyst	226				
	Intern - Behavior Analyst	212				
	Library Media Specialist	188				
	Network Infrastructure Engineer	226				
	Network Systems Engineer	226				
	Specialist - At-Risk Students	207				
	Specialist - Campus Testing	187				
	Specialist - College Career Military Readiness	212				

Specialist - Information Systems	226
Specialist - Public Relations	207
Specialist - Threat Assessment & Violence Prevention	212
Speech Pathologist - Asst	187
Supervisor - Custodial Services/LPM Coordinator	240
Supervisor - Maintenance & Grounds	240
Supervisor - Warehouse	240
Systems Engineer	226
Technology Facilitator	202
Television Production Manager/Producer	226
Transition Specialist	202

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Athletic Trainer	202
Blended Learning, Innovation And Research	202
Counselor - ES	190, 203
Counselor - ES At-Risk	190
Counselor - MS	203, 212
Counselor - Special Education	190
Data Specialist	207
ESL Strategist/ Interventionist	187
ESL Strategist/Interventionist - HS	187
Facilitator - ARD	202
Instructional Coach - Kindergarten & First Grade	207
Instructional Coach - Montessori Secondary	202
Instructional Coach - Prek And Kindergarten	207
Instructional Specialist - Campus	202, 207
Instructional Specialist - Dyslexia	187
Liaison - Greater Waco Academies Family/Community	226
Librarian - ES	188
Librarian - HS	193
Librarian - MS	188
Master Teacher	202
Nurse - RN	187
Reading Recovery Lead	202
Social Worker - Parent / Community Involvement	202
Specialist - Transition	202
Supervisor - Community Outreach For Homeless Students	203
Supervisor - Payroll	226
Supervisor - Risk Management And Benefits	226
Supplemental Instruction Specialist	212

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, 226
Board Certified Behavior Analyst - BCBA	212
Counselor - Career - Greater Waco Advanced Health Care Academy	212
Counselor - Career - Greater Waco Advanced Manufacturing Academy	212
Counselor - Challenge Academy	190
Counselor - HS	203
Counselor - Lead HS	226
Diagnostician	202
Licensed Specialist School Psychology	202
Occupational Therapist	190
School Social Worker - Clinical TZ	226

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

Specialist - District Behavior	212
Speech Pathologist - ASHA	187
Supervisor - Police/Field Service	226

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Asst Principal - Alt	207
Asst Principal - DAEP	207
Asst Principal - MS	207
Coordinator - Advanced Academics	226
Coordinator - Athletics MS	226
Coordinator - Bilingual	226
Coordinator - Communications	207
Coordinator - Counseling And SEL	226
Coordinator - Curriculum And Instruction	226
Coordinator - District Behavior Intervention	207
Coordinator - District Reading	226
Coordinator - English Language Learner	207
Coordinator - HST Curriculum & Certifications	226
Coordinator - Instructional Technology	226
Coordinator - Librarian	212
Coordinator - Professional Development	226
Coordinator - Research And Assessment	226
Coordinator - Special Education	226
Coordinator - State And 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
Senior Security Systems Engineer	226
Senior Systems Engineer	226
Supervisor - Police/Administrative Services	226

Daily	\$314.37	\$377.40	\$440.43
207 Days	65,075	78,122	91,169
212 Days	66,646	80,009	93,371
226 Days	71,048	85,292	99,537

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Associate Principal - HS	226
Asst Athletic Director	226
Asst Director - Facilities & Preventative Maintenance	226
Asst Director - Human Resources	226
Asst Director - Maintenance	226
Asst Principal - HS	207
Chief Of Police	226
Dean - HS Academies	226
Dean - GWAHCA	226
Dean - GWAMA	226
Dean - Waco ISD Future Educators Academy	226
Director - Accountability And Data Analysis	226
Director - Advanced Academics	226
Director - Early Childhood Education	226
Director - Extended Learning & Enrichment Programs TZ	226
Director - Health Services	226
Director - Network Systems	226

Daily	\$355.24	\$426.46	\$497.68
207 Days	73,535	88,277	103,020
226 Days	80,284	96,380	112,476

Director - Opportunity Culture	226
Director - PEIMS/Data Analytics	226
Director - Purchasing	226
Principal - Credit Recovery	226
Principal - ES	226

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Athletic Sector Coordinator - Head Football Coach	226
Director - Attendance & Outreach	226
Director - Bilingual/ESL	226
Director - Career & Technology Education	226
Director - Challenge Academy	226
Director - Fine Arts	226
Director - Human Resources	226
Director - Intervention Services & State And Fed. Programs	226
Director - Maintenance	226
Director - Operations TZ	226
Director - Professional Development TZ	226
Director - Special Education	226
Director - Strategic Evaluation Systems And Support	226
Director - Strategic Planning and Communication	226
Principal - MS	226
Principal - DAEP	226

Daily	\$390.47	\$464.84	\$539.21
226 Days	88,246	105,054	121,861

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Chief Communications Officer TZ	226
Director - Athletics	226
Ex Director - Communications	226
Ex Director - Curriculum & Professional Development	226
Ex Director - Elementary Education	226
Ex Director - Finance	226
Ex Director - Human Resources	226
Ex Director - School Leadership TZ	226
Ex Director - Secondary Education	226
Ex Director - Special Education	226
Ex Director - Student Advocacy TZ	226
Ex Director - Student Services	226
Ex Director - Student Support	226
Principal - HS	226

Daily	\$437.32	\$520.62	\$603.92
226 Days	98,834	117,660	136,486

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Asst Superintendent - Curriculum And Instruction	226
Asst Superintendent - Human Resources	226
Asst Superintendent For Student Services And Support	226
Chief Financial Officer	226
Chief Officer Of Facilities And Operations	226
Chief Technology Officer	226

Daily	\$542.28	\$645.57	\$748.86
226 Days	122,555	145,899	169,242

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Chief Of Staff	226
Deputy Superintendent	226

Daily	\$623.62	\$742.41	\$861.20
226 Days	140,938	167,785	194,631