

2019-2020 Anna ISD Nonexempt Pay Plan

*Annual amounts are based on 7.5 hours per day.

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	3.0% GPI	
1			Hourly	10.68	13.35	16.02	0.4
	Custodian	218, 243	185 Days	14,819	18,523	22,228	555
	Custodian Lead Asst	243	218 Days	17,462	21,827	26,193	654
	Custodian/Bus Driver	243	243 Days	19,464	24,330	29,196	729
	Kitchen Worker	185					
2			Hourly	\$11.75	\$14.69	\$17.63	\$0.44
	Aide - Classroom	167, 187	165 Days	14,541	18,179	21,817	545
	Aide - ESL	165	167 Days	14,717	18,399	22,082	551
	Aide - PE	187	169 Days	14,893	18,620	22,346	558
	Aide - Pre-K	187	179 Days	15,774	19,721	23,668	591
	SpEd Aide - CMC	169, 179, 187	187 Days	16,479	20,603	24,726	617
	SpEd Aide - Resource	187					
3			Hourly	\$12.93	\$16.16	\$19.39	\$0.48
	Aide - Library	187	152 Days	14,740	18,422	22,105	547
	Lead Custodian	243	187 Days	18,134	22,664	27,194	673
	SpEd Aide - Behavior	187	243 Days	23,565	29,452	35,338	875
	SpEd Aide - Behavior/PASS	187					
	SpEd Aide - Life Skills	152, 187					
	SpEd Aide - PASS	187					
4			Hourly	\$14.86	\$18.58	\$22.30	\$0.56
	Attendance/PEIMS Clerk	207	168 Days	18,724	23,411	28,098	706
	Campus Secretary	226	180 Days	20,061	25,083	30,105	756
	Campus Secretary ES	180, 185, 197, 207	185 Days	20,618	25,780	30,941	777
	Campus Secretary HS	207	187 Days	20,841	26,058	31,276	785
	Campus Secretary MS	187	197 Days	21,956	27,452	32,948	827
	Groundskeeper	243	207 Days	23,070	28,845	34,621	869
	PEIMS Clerk	168, 207	226 Days	25,188	31,493	37,799	949
			243 Days	27,082	33,862	40,642	1,021
5			Hourly	\$15.90	\$19.88	\$23.86	\$0.60
	Cafeteria Manager HS	185	183 Days	21,823	27,285	32,748	824
	Kitchen Manager ES	183	185 Days	22,061	27,584	33,106	833
	Kitchen Manager HS	185	207 Days	24,685	30,864	37,043	932
	Kitchen Manager MS	185	243 Days	28,978	36,231	43,485	1,094
	Maintenance	243					

Principal Secretary ES 207

6		Hourly	17.66	\$22.07	\$26.48	\$0.66
Custodian Supervisor	243	185 Days	24,503	30,622	36,741	916
Mechanic	226	207 Days	27,417	34,264	41,110	1,025
Principal Secretary HS	226	226 Days	29,934	37,409	44,884	1,119
Principal Secretary MS	207	243 Days	32,185	40,223	48,260	1,203
Registrar	226					
Secretary - Administration	226					
Secretary - Athletics	226					
Secretary - Food Service	185					
Secretary - Special Education	226					
Secretary - Transportation	226					

7		Hourly	20.3	25.38	30.46	0.76
Accounts Payable Clerk	226	187 Days	28,471	35,595	42,720	1,066
Computer Technician	226	226 Days	34,409	43,019	51,630	1,288
Hardware Technician	226	243 Days	36,997	46,255	55,513	1,385
HVAC Mechanic	243					
Leave Specialist	226					
LVN	187					
PEIMS Coordinator	226					
Specialist - Human Resources	226					

8		Hourly	25.6	32	38.4	0.96
Police Officer	207	207 Days	39,744	49,680	59,616	1,490
Secretary Superintendent	226	226 Days	43,392	54,240	65,088	1,627

BM		Hourly	12	14.12	16.24	0.42
Bus Aide	177, 185	177 Days	15,930	18,744	21,559	558
Bus Aide/Food Service	185	185 Days	16,650	19,592	22,533	583

BD		Hourly	16.64	19.58	22.52	0.59
Bus Driver	161, 168, 177, 185	161 Days	20,093	23,643	27,193	712
Bus Driver/Food Service	185	168 Days	20,966	24,671	28,375	743
		177 Days	22,090	25,992	29,895	783