

**Southwest Independent School District
2016-2017 Hourly Wage Pay Scale**

Pay Grade 1
Food Service Worker
Custodian
Gen Maint Personnel
Grounds Crew I
Mechanic's Helper I
Bus Aide I (General)
Crossing Guard
Bus Driver Trainee
Security Guard

Pay Grade 2
Custodian, Late Shift (H. Sch.)
Food Service Asst Mgr
Head Cust I (Elem)
Grounds Crew II
Mechanic's Helper II

Pay Grade 3
Food Serv Mgr (499 Down)
Head Cust II (Middle School)
Maint (Semi-Skilled)
Plumber's Helper
Painter's Helper
Warehouse/Delivery

Pay Grade 4
Food Serv Mgr (500 up)
Head Cust III (High School)
Mechanic

Pay Grade 5
Food Serv Mgr (700 up)
Maint (Skilled-Non Licensed,
Painter, A/C, Plumber,
Carpenter)

Pay Grade 6
Maint (Certified/Journ)
Pest Control

Pay Grade 7
Food Service Manager (2000 up)
Maint (Grounds Supervisor)
Police Officer
Head Mechanic

Pay Grade 8
General Maintenance Foreman
Maint (Master Elec.
Plumber, Etc)
Shop Foreman

Pay Grade 9
Transportation Supervisor
Facilities Supervisor

YEARLY STEPS	PAY GRADE 1	PAY GRADE 2	PAY GRADE 3	PAY GRADE 4	PAY GRADE 5	PAY GRADE 6	PAY GRADE 7	PAY GRADE 8	PAY GRADE 9
0-1	11.29	12.50	13.74	15.03	16.65	18.28	20.13	22.13	24.35
2	11.47	12.70	13.96	15.28	16.91	18.57	20.46	22.49	24.74
3	11.63	12.88	14.16	15.49	17.15	18.85	20.75	22.81	25.09
4	11.79	13.06	14.36	15.71	17.39	19.11	21.04	23.13	25.44
5	11.98	13.26	14.59	15.96	17.66	19.41	21.37	23.49	25.84
6	12.16	13.46	14.81	16.20	17.93	19.70	21.69	23.85	26.23
7	12.34	13.66	15.02	16.44	18.19	19.99	22.01	24.20	26.61
8	12.49	13.83	15.20	16.64	18.41	20.23	22.27	24.49	26.94
9	12.65	13.99	15.38	16.83	18.62	20.48	22.53	24.79	27.26
10	12.84	14.21	15.63	17.19	18.91	20.80	22.88	25.17	27.69
11	13.01	14.40	15.84	17.42	19.16	21.08	23.19	25.51	28.06
12	13.18	14.59	16.05	17.65	19.41	21.36	23.49	25.84	28.43
13	13.55	14.98	16.48	18.12	19.95	21.93	24.13	26.55	29.20
14	13.67	15.12	16.64	18.30	20.14	22.14	24.36	26.79	29.47
15	13.80	15.27	16.80	18.48	20.33	22.35	24.59	27.05	29.75
16	13.93	15.41	16.96	18.65	20.51	22.56	24.81	27.30	30.03
17	14.06	15.55	17.10	18.81	20.70	22.77	25.05	27.55	30.30
18	14.19	15.69	17.26	18.99	20.89	22.98	25.28	27.80	30.58
19	14.32	15.84	17.42	19.16	21.08	23.19	25.51	28.05	30.86
20	14.45	15.98	17.58	19.34	21.27	23.40	25.74	28.31	31.14
21	14.57	16.12	17.73	19.51	21.46	23.60	25.97	28.56	31.41
22	14.71	16.27	17.89	19.69	21.65	23.81	26.19	28.81	31.69
23	14.84	16.40	18.05	19.85	21.84	24.02	26.42	29.06	31.97
24	14.96	16.55	18.21	20.02	22.03	24.23	26.65	29.32	32.26
25	15.10	16.69	18.36	20.20	22.22	24.44	26.88	29.58	32.53
26	15.22	16.84	18.52	20.37	22.40	24.65	27.11	29.83	32.81
27	15.35	16.97	18.68	20.55	22.59	24.86	27.35	30.08	33.09
28	15.49	17.12	18.84	20.71	22.78	25.06	27.57	30.33	33.37
29	15.61	17.27	18.98	20.88	22.97	25.27	27.80	30.58	33.64
30	15.74	17.40	19.14	21.06	23.16	25.48	28.03	30.84	33.92
31+	15.88	17.55	19.30	21.23	23.35	25.69	28.26	31.09	34.20