

**Sulphur Springs Independent School District  
Hourly Worker Compensation Plan  
2020-2021**

**Pay Grade 1**

Bus Monitor  
Transportation-Tool Hand

	<i>Minimum</i>	<i>Maximum</i>
<i>Hourly</i>	\$8.00	\$14.00

**Pay Grade 2**

Custodian  
Child Nutrition Worker

	<i>Minimum</i>	<i>Maximum</i>
<i>Hourly</i>	\$9.00	\$15.00

**Pay Grade 3**

Maintenance (grounds)\*  
Child Nutrition Manager (100 students or less)  
Security Guard

	<i>Minimum</i>	<i>Maximum</i>
<i>Hourly</i>	\$10.00	\$16.00

\*Team Captain add \$1.00

**Pay Grade 4**

Bus Driver-Full Time  
Child Nutrition Manager (400 students or less)  
Maintenance (general)

	<i>Minimum</i>	<i>Maximum</i>
<i>Hourly</i>	\$11.00	\$17.00

**Pay Grade 5**

Child Nutrition Manager (400-800 students)  
Maintenance (advanced)

	<i>Minimum</i>	<i>Maximum</i>
<i>Hourly</i>	\$12.00	\$18.00

**Pay Grade 6**

Child Nutrition Manager (800+ students)

	<i>Minimum</i>	<i>Maximum</i>
<i>Hourly</i>	\$13.00	\$19.00

**Pay Grade 7**

Plumber-Technical  
Vehicle Mechanic (Non-certified)

	<i>Minimum</i>	<i>Maximum</i>
<i>Hourly</i>	\$14.00	\$20.00

**Pay Grade 8**

Technology-Specialist

	<i>Minimum</i>	<i>Maximum</i>
<i>Hourly</i>	\$15.00	\$21.00

**Pay Grade 9**

Vehicle Mechanic (Certified)  
Locksmith  
Electrician (Journeyman)

	<i>Minimum</i>	<i>Maximum</i>
<i>Hourly</i>	\$16.00	\$22.00

**Pay Grade 10\***

HVAC Technician  
Plumber-Licensed  
Master Electrician  
Master Carpenter/Welder

	<i>Minimum</i>	<i>Maximum</i>
<i>Hourly</i>	\$17.00	\$23.00

\*Team Supervisor add \$1.50