

*Annual amounts are based on 8 hours per day.

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
401			Hourly	\$13.00	\$15.75	\$18.50
	Building Maintenance Technician I	238	238 Days	24,752	29,988	35,224
	Custodian	238				
402			Hourly	\$13.50	\$16.38	\$19.26
	Asst Head Custodian	238	184 Days	19,872	24,111	28,351
	Athletic Groundskeeper	238	238 Days	25,704	31,188	36,671
	Campus Patrol	184				
	Maintenance Grounds Assistant	238				
403			Hourly	\$14.00	\$17.04	\$20.08
	Apprentice - Electrician	238	197 Days	22,064	26,855	31,646
	Apprentice - HVAC	238	238 Days	26,656	32,444	38,232
	Apprentice - Kitchen Equipment Preventative	238				
	Apprentice - Kitchen Refrigeration Equipment	238				
	Apprentice - Plumber	238				
	Apprentice - Refrigeration/Boiler Repair	238				
	Crew Leader - Gardener	238				
	Custodial Equipment Repair Technician	238				
	Head Custodian - ES	238				
	Head Custodian - Non-Instructional Small Facility	238				
	Painter	238				
	Warehouse Supply Asst	197				
404			Hourly	\$15.50	\$18.79	\$22.08
	Building Maintenance Technician II	238	189 Days	23,436	28,410	33,385
	Crew Leader - HVAC Impact	238	226 Days	28,024	33,972	39,921
	Crew Leader - Kitchen Equipment Preventative	238	238 Days	29,512	35,776	42,040
	Crew Leader - Painter	238				
	Engineering Technician	226				
	Gardener/Irrigation Tech	238				
	Head Custodian MS	238				
	Heavy Equipment Operator	238				
	Locksmith	238				
	Musical Instrument Repairman	238				
	Printer	226				
	Professional Theater Technician	238				
	Records Archives Assistant	238				
	Residence/Attendance Investigator	189				
	Roofer	238				
	Specialist - Material Parts	238				
	Specialist I - Fixed Asset	238				
	Warehouse Worker	238				
	Warehouse Worker - Textbooks	238				
	Welder	238				

*Annual amounts are based on 8 hours per day.

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
405			Hourly	\$17.25	\$20.91	\$24.57
	Head Custodian - Non-Instructional Large Facility	238	238 Days	32,844	39,813	46,781
	Head Custodian HS	238				
406			Hourly	\$18.80	\$22.79	\$26.78
	Evaporator Cooler/Heater Repairman	238	226 Days	33,990	41,204	48,418
	Fixed Asset Specialist II	238	238 Days	35,795	43,392	50,989
	Graphic Artist	226				
	Piano Technician	238				
	Section Leader - Warehouse	238				
	Senior Cabinetmaker	238				
	Senior Instrument Repairman	238				
	Senior Locksmith	238				
	Specialist - Warehouse Inventory Control	238				
407			Hourly	\$20.45	\$24.79	\$29.13
	Boiler Repairman	238	238 Days	38,937	47,200	55,464
	Electrician	238				
	Electronics Technician	238				
	FNS Contract Parts Specialist	238				
	Heat Vent & A/C Mechanic	238				
	Kitchen/Refrigeration Equipment Technician	238				
	Plumber	238				
	Refrigeration Equip Repair	238				
	Security System Technician	238				
408			Hourly	\$22.25	\$26.97	\$31.69
	Custodian Inspector	238	226 Days	40,228	48,762	57,296
	Facilities Energy Mgmt Eqp Technician	238	238 Days	42,364	51,351	60,338
	Foreman - Athletics Grounds Crew	238				
	Foreman - Paint Shop	238				
	Foreman - Print Shop	226				
	Foreman - Regional Area Maintenance	238				
409			Hourly	\$24.25	\$29.40	\$34.55
	Foreman - Alarm/Electronics	238	238 Days	46,172	55,978	65,783
	Foreman - Boilers	238				
	Foreman - Electrical Shop	238				
	Foreman - HVAC	238				
	Foreman - Kitchens	238				
	Foreman - Plumbing Shop	238				

2023-2024 Auxiliary Placement Scale

El Paso ISD

Placement scales are used to establish a minimum rate for new hires based on experience approved by the district. Current employees may be paid above this placement scale. This scale is for placement of new hires only. Future wage increases are determined annually and are not guaranteed.

Range Position	2023-2024 Local Exp	Pay Grades								
		401	402	403	404	405	406	407	408	409
Minimum	0	\$13.00	\$13.50	\$14.00	\$15.50	\$17.25	\$18.80	\$20.45	\$22.25	\$24.25
	1	\$13.14	\$13.64	\$14.15	\$15.66	\$17.43	\$19.00	\$20.67	\$22.49	\$24.51
	2	\$13.27	\$13.78	\$14.30	\$15.82	\$17.61	\$19.19	\$20.88	\$22.72	\$24.76
	3	\$13.40	\$13.92	\$14.45	\$15.98	\$17.79	\$19.38	\$21.09	\$22.95	\$25.01
	4	\$13.53	\$14.06	\$14.60	\$16.14	\$17.97	\$19.57	\$21.30	\$23.18	\$25.26
	5	\$13.66	\$14.20	\$14.75	\$16.30	\$18.15	\$19.76	\$21.51	\$23.41	\$25.51
	6	\$13.79	\$14.34	\$14.90	\$16.46	\$18.33	\$19.95	\$21.72	\$23.64	\$25.76
	7	\$13.92	\$14.48	\$15.05	\$16.62	\$18.51	\$20.14	\$21.93	\$23.87	\$26.01
	8	\$14.05	\$14.62	\$15.20	\$16.78	\$18.69	\$20.33	\$22.14	\$24.10	\$26.26
	9	\$14.18	\$14.76	\$15.35	\$16.94	\$18.87	\$20.52	\$22.35	\$24.33	\$26.51
	10	\$14.31	\$14.90	\$15.50	\$17.10	\$19.05	\$20.71	\$22.56	\$24.56	\$26.76
	11	\$14.44	\$15.04	\$15.65	\$17.26	\$19.23	\$20.90	\$22.77	\$24.79	\$27.01
	12	\$14.57	\$15.18	\$15.80	\$17.42	\$19.41	\$21.09	\$22.98	\$25.02	\$27.26
	13	\$14.70	\$15.32	\$15.95	\$17.58	\$19.59	\$21.28	\$23.19	\$25.25	\$27.51
	14	\$14.83	\$15.46	\$16.10	\$17.74	\$19.77	\$21.47	\$23.40	\$25.48	\$27.76
	15	\$14.96	\$15.60	\$16.25	\$17.90	\$19.95	\$21.66	\$23.61	\$25.71	\$28.01
	16	\$15.09	\$15.74	\$16.40	\$18.06	\$20.13	\$21.85	\$23.82	\$25.94	\$28.26
	17	\$15.22	\$15.88	\$16.55	\$18.22	\$20.31	\$22.04	\$24.03	\$26.17	\$28.51
	18	\$15.35	\$16.02	\$16.70	\$18.38	\$20.49	\$22.23	\$24.24	\$26.40	\$28.76
	19	\$15.48	\$16.16	\$16.85	\$18.54	\$20.67	\$22.42	\$24.45	\$26.63	\$29.01
Midpoint	20	\$15.75	\$16.38	\$17.04	\$18.79	\$20.91	\$22.79	\$24.79	\$26.97	\$29.40
		\$ 0.32	\$ 0.33	\$ 0.34	\$ 0.38	\$ 0.42	\$ 0.46	\$ 0.50	\$ 0.54	\$ 0.59
Maximum		\$18.50	\$19.26	\$20.08	\$22.08	\$24.57	\$26.78	\$29.13	\$31.69	\$34.55

NEITHER PAST OR FUTURE COMPENSATION CAN BE CALCULATED OR PREDICTED FROM THIS PAY SCHEDULE