

Transportation Pay Plan

*Annual amounts are based on 8 hours per day.

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
TR1			Hourly	\$13.50	\$15.75	\$17.75
	Bus Monitor	182	182 Days	19,656	22,932	25,844
TR2			Hourly	\$14.40	\$17.46	\$20.52
	Driver (non-CDL)	179	179 Days	20,621	25,003	29,385
TR3			Hourly	\$15.50	\$18.78	\$22.07
	Apprentice - Auto Shop Technician	238	238 Days	29,512	35,757	42,021
TR4			Hourly	\$18.96	\$22.85	\$26.74
	Auto Shop Technician	238	238 Days	36,100	43,506	50,913
	Auto Parts Specialist	238				
TR5			Hourly	\$21.00	\$25.31	\$29.62
	Auto Body Repairman	238	212 Days	35,616	42,926	50,236
	Bus Dispatcher	238	238 Days	39,984	48,190	56,396
	Transportation Dispatcher	212				
TR6			Hourly	\$22.45	\$27.05	\$31.65
	Auto Shop Lead Technician	238	238 Days	42,745	51,503	60,262
	Coordinator - Asst. Transportation	238				
	Route Specialist - Sp Ed	238				
TR7			Hourly	\$24.25	\$29.21	\$34.18
	Assistant Auto Shop Fleet Coordinator	238	238 Days	46,172	55,616	65,079
BD1			Hourly	\$20.00	\$24.00	\$28.00
	Bus Driver	182	182 Days	29,120	34,944	40,768
BD2			Hourly	\$21.00	\$25.20	\$29.40
	Lead Bus Driver	238	212 Days	35,616	42,739	49,862
	Lead Bus Driver I	212	238 Days	39,984	47,981	55,978

2023-2024 Transportation Placement Scale
El Paso ISD

Range Position	2023-2024 Local Exp	Pay Grades						
		TR1	TR2	TR3	TR4	TR5	TR6	TR7
Minimum	0	\$13.50	\$14.40	\$15.50	\$18.96	\$21.00	\$22.45	\$24.25
	1	\$13.62	\$14.56	\$15.67	\$19.16	\$21.22	\$22.68	\$24.50
	2	\$13.74	\$14.72	\$15.84	\$19.36	\$21.44	\$22.91	\$24.75
	3	\$13.86	\$14.88	\$16.01	\$19.56	\$21.66	\$23.14	\$25.00
	4	\$13.98	\$15.04	\$16.18	\$19.76	\$21.88	\$23.37	\$25.25
	5	\$14.10	\$15.20	\$16.35	\$19.96	\$22.10	\$23.60	\$25.50
	6	\$14.21	\$15.36	\$16.52	\$20.16	\$22.32	\$23.83	\$25.75
	7	\$14.32	\$15.51	\$16.69	\$20.36	\$22.54	\$24.06	\$26.00
	8	\$14.43	\$15.66	\$16.86	\$20.56	\$22.76	\$24.29	\$26.25
	9	\$14.54	\$15.81	\$17.02	\$20.76	\$22.98	\$24.52	\$26.50
	10	\$14.65	\$15.96	\$17.18	\$20.95	\$23.20	\$24.75	\$26.75
	11	\$14.76	\$16.11	\$17.34	\$21.14	\$23.42	\$24.98	\$27.00
	12	\$14.87	\$16.26	\$17.50	\$21.33	\$23.63	\$25.21	\$27.25
	13	\$14.98	\$16.41	\$17.66	\$21.52	\$23.84	\$25.44	\$27.50
	14	\$15.09	\$16.56	\$17.82	\$21.71	\$24.05	\$25.67	\$27.75
	15	\$15.20	\$16.71	\$17.98	\$21.90	\$24.26	\$25.90	\$28.00
	16	\$15.31	\$16.86	\$18.14	\$22.09	\$24.47	\$26.13	\$28.25
	17	\$15.42	\$17.01	\$18.30	\$22.28	\$24.68	\$26.36	\$28.49
	18	\$15.53	\$17.16	\$18.46	\$22.47	\$24.89	\$26.59	\$28.73
	19	\$15.64	\$17.31	\$18.62	\$22.66	\$25.10	\$26.82	\$28.97
Midpoint	20	\$15.75	\$17.46	\$18.78	\$22.85	\$25.31	\$27.05	\$29.21
Maximum		\$17.75	\$20.52	\$22.07	\$26.74	\$29.62	\$31.65	\$34.18

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 and does not reflect actual salaries for current employees. Future wage increases are determined annually and are not guaranteed.

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

2023-2024 Transportation Placement Scale

El Paso ISD

Range Position	2023-2024 Total Exp	Pay Grades	
		BD1	BD2
Minimum	0	\$20.00	\$21.00
	1	\$20.20	\$21.21
	2	\$20.40	\$21.42
	3	\$20.60	\$21.63
	4	\$20.80	\$21.84
	5	\$21.00	\$22.05
	6	\$21.20	\$22.26
	7	\$21.40	\$22.47
	8	\$21.60	\$22.68
	9	\$21.80	\$22.89
	10	\$22.00	\$23.10
	11	\$22.20	\$23.31
	12	\$22.40	\$23.52
	13	\$22.60	\$23.73
	14	\$22.80	\$23.94
	15	\$23.00	\$24.15
	16	\$23.20	\$24.36
	17	\$23.40	\$24.57
	18	\$23.60	\$24.78
	19	\$23.80	\$24.99
Midpoint	20	\$24.00	\$25.20
Maximum		\$28.00	\$29.40

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