

Pay Grades - Nonexempt Employees

The pay grades and calendars of nonexempt employees have been determined as listed below. The HR Department may create new positions and place on the appropriate pay grade if needed.

Position	Pay Grade	Work Days
Police Officer*	N/A	N/A
IT Service Desk Specialist	PG 1086	215 (CO)
Support Specialist - Department	PG 1080	215 (CO)
IT Specialist	PG 1060	205
Accounts Payable Clerk	PG 1060	215 (CO)
Grant Accounting Clerk	PG 1060	215 (CO)
District Admin Assistant	PG 1060	205
General Maintenance Person	PG 1060	215
Library Assistant	PG 1050	189
Health Aide	PG 1050	189
Child Nutrition Assistant	PG 1040	189
Teacher Assistant	PG 1040	189
Discipline Assistant	PG 1040	189
Registrar	PG 1040	215
Attendance Clerk	PG 1040	205
Secretary	PG 1030	205
Hospitality Coordinator	PG 1030	215 (CO)
Receptionist	PG 1030	215 (CO)
Crossing Guard	PG 1020	189
TCLAS Tutor	PG 1015	N/A
Intern - Central Office	PG 1011	N/A
Intern	PG 1010	N/A

*Police Officers are hired on a part time basis as a requirement of the city regulations mandated to Harmony Public Schools. The rate is determined by the city requirement.

AUSTIN – Salary Table for Non-exempt Employees

STEP	PG-1010	PG-1015	PG-1030	PG-1040	PG-1050	PG-1060
0	\$14.00	\$25.00	\$17.50	\$17.50	\$17.50	\$20.50
1	\$14.00	\$25.00	\$17.73	\$17.73	\$17.73	\$20.77
2	\$14.00	\$25.00	\$17.96	\$17.96	\$17.96	\$21.04
3	\$14.00	\$25.00	\$18.19	\$18.19	\$18.19	\$21.32
4	\$14.00	\$25.00	\$18.43	\$18.43	\$18.43	\$21.60
5	\$14.00	\$25.00	\$18.67	\$18.67	\$18.67	\$21.89
6	\$14.00	\$25.00	\$18.91	\$18.91	\$18.91	\$22.18
7	\$14.00	\$25.00	\$19.16	\$19.16	\$19.16	\$22.48
8	\$14.00	\$25.00	\$19.41	\$19.41	\$19.41	\$22.78
9	\$14.00	\$25.00	\$19.66	\$19.66	\$19.66	\$23.08
10	\$14.00	\$25.00	\$19.92	\$19.92	\$19.92	\$23.39
11	\$14.00	\$25.00	\$20.18	\$20.18	\$20.18	\$23.70
12	\$14.00	\$25.00	\$20.45	\$20.45	\$20.45	\$24.02
13	\$14.00	\$25.00	\$20.72	\$20.72	\$20.72	\$24.34
14	\$14.00	\$25.00	\$20.99	\$20.99	\$20.99	\$24.67
15	\$14.00	\$25.00	\$21.27	\$21.27	\$21.27	\$25.00
16	\$14.00	\$25.00	\$21.55	\$21.55	\$21.55	\$25.34
17	\$14.00	\$25.00	\$21.84	\$21.84	\$21.84	\$25.68
18	\$14.00	\$25.00	\$22.13	\$22.13	\$22.13	\$26.03
19	\$14.00	\$25.00	\$22.42	\$22.42	\$22.42	\$26.38
20	\$14.00	\$25.00	\$22.72	\$22.72	\$22.72	\$26.74
21	\$14.00	\$25.00	\$23.02	\$23.02	\$23.02	\$27.10
22	\$14.00	\$25.00	\$23.33	\$23.33	\$23.33	\$27.47
23	\$14.00	\$25.00	\$23.64	\$23.64	\$23.64	\$27.84
24	\$14.00	\$25.00	\$23.96	\$23.96	\$23.96	\$28.22
25	\$14.00	\$25.00	\$24.28	\$24.28	\$24.28	\$28.61
26	\$14.00	\$25.00	\$24.61	\$24.61	\$24.61	\$29.00
27	\$14.00	\$25.00	\$24.94	\$24.94	\$24.94	\$29.40
28	\$14.00	\$25.00	\$25.28	\$25.28	\$25.28	\$29.80
29	\$14.00	\$25.00	\$25.62	\$25.62	\$25.62	\$30.21
30+	\$14.00	\$25.00	\$25.97	\$25.97	\$25.97	\$30.63
Associate degree: +\$0.35/hr Bachelor's Degree or Higher: +\$1.00/hr						

DFW/WACO – Salary Table for Non-exempt Employees

STEP	PG-1010	PG-1015	PG-1020	PG-1030	PG-1040	PG-1050	PG-1060
0	\$14.00	\$25.00	\$15.00	\$15.00	\$16.00	\$17.00	\$19.00
1	\$14.00	\$25.00	\$15.19	\$15.19	\$16.21	\$17.22	\$19.24
2	\$14.00	\$25.00	\$15.38	\$15.38	\$16.42	\$17.44	\$19.49
3	\$14.00	\$25.00	\$15.57	\$15.58	\$16.63	\$17.67	\$19.74
4	\$14.00	\$25.00	\$15.77	\$15.78	\$16.85	\$17.90	\$19.99
5	\$14.00	\$25.00	\$15.97	\$15.98	\$17.07	\$18.13	\$20.25
6	\$14.00	\$25.00	\$16.17	\$16.19	\$17.29	\$18.37	\$20.51
7	\$14.00	\$25.00	\$16.38	\$16.40	\$17.52	\$18.61	\$20.78
8	\$14.00	\$25.00	\$16.59	\$16.61	\$17.75	\$18.86	\$21.05
9	\$14.00	\$25.00	\$16.80	\$16.83	\$17.98	\$19.11	\$21.32
10	\$14.00	\$25.00	\$17.01	\$17.05	\$18.22	\$19.36	\$21.60
11	\$14.00	\$25.00	\$17.23	\$17.27	\$18.46	\$19.62	\$21.88
12	\$14.00	\$25.00	\$17.45	\$17.50	\$18.70	\$19.88	\$22.17
13	\$14.00	\$25.00	\$17.67	\$17.73	\$18.95	\$20.14	\$22.46
14	\$14.00	\$25.00	\$17.90	\$17.96	\$19.20	\$20.41	\$22.75
15	\$14.00	\$25.00	\$18.13	\$18.20	\$19.45	\$20.68	\$23.05
16	\$14.00	\$25.00	\$18.36	\$18.44	\$19.71	\$20.96	\$23.35
17	\$14.00	\$25.00	\$18.60	\$18.68	\$19.97	\$21.24	\$23.66
18	\$14.00	\$25.00	\$18.84	\$18.93	\$20.24	\$21.53	\$23.97
19	\$14.00	\$25.00	\$19.09	\$19.18	\$20.51	\$21.82	\$24.29
20	\$14.00	\$25.00	\$19.34	\$19.43	\$20.78	\$22.11	\$24.61
21	\$14.00	\$25.00	\$19.59	\$19.69	\$21.06	\$22.41	\$24.94
22	\$14.00	\$25.00	\$19.85	\$19.95	\$21.34	\$22.71	\$25.27
23	\$14.00	\$25.00	\$20.11	\$20.22	\$21.63	\$23.02	\$25.61
24	\$14.00	\$25.00	\$20.37	\$20.49	\$21.92	\$23.33	\$25.95
25	\$14.00	\$25.00	\$20.64	\$20.76	\$22.22	\$23.65	\$26.30
26	\$14.00	\$25.00	\$20.91	\$21.04	\$22.52	\$23.97	\$26.65
27	\$14.00	\$25.00	\$21.19	\$21.32	\$22.82	\$24.30	\$27.01
28	\$14.00	\$25.00	\$21.47	\$21.61	\$23.13	\$24.63	\$27.37
29	\$14.00	\$25.00	\$21.75	\$21.90	\$23.44	\$24.97	\$27.74
30+	\$14.00	\$25.00	\$22.04	\$22.19	\$23.76	\$25.31	\$28.11
Associate degree: +\$0.35/hr Bachelor's Degree or Higher: +\$1.00/hr							

EL PASO/LUBBOCK – Salary Table for Non-exempt Employees

STEP	PG-1010	PG-1015	PG-1030	PG-1040	PG-1050	PG-1060
0	\$14.00	\$25.00	\$15.50	\$16.50	\$18.25	\$20.28
1	\$14.00	\$25.00	\$15.70	\$16.72	\$18.49	\$20.55
2	\$14.00	\$25.00	\$15.91	\$16.94	\$18.74	\$20.83
3	\$14.00	\$25.00	\$16.12	\$17.16	\$18.99	\$21.11
4	\$14.00	\$25.00	\$16.33	\$17.39	\$19.24	\$21.40
5	\$14.00	\$25.00	\$16.54	\$17.62	\$19.50	\$21.69
6	\$14.00	\$25.00	\$16.76	\$17.85	\$19.76	\$21.99
7	\$14.00	\$25.00	\$16.98	\$18.09	\$20.03	\$22.29
8	\$14.00	\$25.00	\$17.20	\$18.33	\$20.30	\$22.59
9	\$14.00	\$25.00	\$17.43	\$18.57	\$20.57	\$22.90
10	\$14.00	\$25.00	\$17.66	\$18.82	\$20.85	\$23.21
11	\$14.00	\$25.00	\$17.89	\$19.07	\$21.13	\$23.53
12	\$14.00	\$25.00	\$18.13	\$19.33	\$21.42	\$23.85
13	\$14.00	\$25.00	\$18.37	\$19.59	\$21.71	\$24.18
14	\$14.00	\$25.00	\$18.62	\$19.85	\$22.01	\$24.51
15	\$14.00	\$25.00	\$18.87	\$20.12	\$22.31	\$24.85
16	\$14.00	\$25.00	\$19.12	\$20.39	\$22.61	\$25.19
17	\$14.00	\$25.00	\$19.38	\$20.67	\$22.92	\$25.54
18	\$14.00	\$25.00	\$19.64	\$20.95	\$23.23	\$25.89
19	\$14.00	\$25.00	\$19.90	\$21.23	\$23.55	\$26.25
20	\$14.00	\$25.00	\$20.17	\$21.52	\$23.87	\$26.61
21	\$14.00	\$25.00	\$20.44	\$21.81	\$24.20	\$26.98
22	\$14.00	\$25.00	\$20.72	\$22.11	\$24.53	\$27.35
23	\$14.00	\$25.00	\$21.00	\$22.41	\$24.87	\$27.73
24	\$14.00	\$25.00	\$21.29	\$22.72	\$25.21	\$28.12
25	\$14.00	\$25.00	\$21.58	\$23.03	\$25.56	\$28.51
26	\$14.00	\$25.00	\$21.87	\$23.35	\$25.91	\$28.91
27	\$14.00	\$25.00	\$22.17	\$23.67	\$26.27	\$29.31
28	\$14.00	\$25.00	\$22.47	\$24.00	\$26.63	\$29.72
29	\$14.00	\$25.00	\$22.78	\$24.33	\$27.00	\$30.14
30+	\$14.00	\$25.00	\$23.09	\$24.66	\$27.38	\$30.56
Associate degree: +\$0.35/hr Bachelor's Degree or Higher: +\$1.00/hr						

ODESSA – Salary Table for Non-exempt Employees

STEP	PG-1010	PG-1015	PG-1030	PG-1040	PG-1050	PG-1060
0	\$14.00	\$25.00	\$17.00	\$18.25	\$18.75	\$20.28
1	\$14.00	\$25.00	\$17.23	\$18.49	\$19.00	\$20.55
2	\$14.00	\$25.00	\$17.46	\$18.74	\$19.26	\$20.83
3	\$14.00	\$25.00	\$17.69	\$18.99	\$19.52	\$21.11
4	\$14.00	\$25.00	\$17.93	\$19.24	\$19.78	\$21.40
5	\$14.00	\$25.00	\$18.17	\$19.50	\$20.05	\$21.69
6	\$14.00	\$25.00	\$18.41	\$19.76	\$20.32	\$21.99
7	\$14.00	\$25.00	\$18.66	\$20.03	\$20.59	\$22.29
8	\$14.00	\$25.00	\$18.91	\$20.30	\$20.87	\$22.59
9	\$14.00	\$25.00	\$19.16	\$20.57	\$21.15	\$22.90
10	\$14.00	\$25.00	\$19.42	\$20.85	\$21.44	\$23.21
11	\$14.00	\$25.00	\$19.68	\$21.13	\$21.73	\$23.53
12	\$14.00	\$25.00	\$19.95	\$21.42	\$22.03	\$23.85
13	\$14.00	\$25.00	\$20.22	\$21.71	\$22.33	\$24.18
14	\$14.00	\$25.00	\$20.49	\$22.01	\$22.63	\$24.51
15	\$14.00	\$25.00	\$20.77	\$22.31	\$22.94	\$24.85
16	\$14.00	\$25.00	\$21.05	\$22.61	\$23.25	\$25.19
17	\$14.00	\$25.00	\$21.34	\$22.92	\$23.57	\$25.54
18	\$14.00	\$25.00	\$21.63	\$23.23	\$23.89	\$25.89
19	\$14.00	\$25.00	\$21.92	\$23.55	\$24.22	\$26.25
20	\$14.00	\$25.00	\$22.22	\$23.87	\$24.55	\$26.61
21	\$14.00	\$25.00	\$22.52	\$24.20	\$24.89	\$26.98
22	\$14.00	\$25.00	\$22.83	\$24.53	\$25.23	\$27.35
23	\$14.00	\$25.00	\$23.14	\$24.87	\$25.58	\$27.73
24	\$14.00	\$25.00	\$23.46	\$25.21	\$25.93	\$28.12
25	\$14.00	\$25.00	\$23.78	\$25.56	\$26.29	\$28.51
26	\$14.00	\$25.00	\$24.11	\$25.91	\$26.65	\$28.91
27	\$14.00	\$25.00	\$24.44	\$26.27	\$27.02	\$29.31
28	\$14.00	\$25.00	\$24.78	\$26.63	\$27.40	\$29.72
29	\$14.00	\$25.00	\$25.12	\$27.00	\$27.78	\$30.14
30+	\$14.00	\$25.00	\$25.47	\$27.38	\$28.17	\$30.56
Associate degree: +\$0.35/hr Bachelor's Degree or Higher: +\$1.00/hr						

HOUSTON/BEAUMONT/BRYAN – Salary Table for Non-exempt Employees

STEP	PG-1010	PG-1015	PG-1030	PG-1040	PG-1050	PG-1060
0	\$14.00	\$25.00	\$17.00	\$18.00	\$19.00	\$22.00
1	\$14.00	\$25.00	\$17.23	\$18.24	\$19.26	\$22.30
2	\$14.00	\$25.00	\$17.46	\$18.48	\$19.52	\$22.60
3	\$14.00	\$25.00	\$17.69	\$18.73	\$19.78	\$22.91
4	\$14.00	\$25.00	\$17.93	\$18.98	\$20.05	\$23.22
5	\$14.00	\$25.00	\$18.17	\$19.23	\$20.32	\$23.54
6	\$14.00	\$25.00	\$18.41	\$19.49	\$20.59	\$23.86
7	\$14.00	\$25.00	\$18.66	\$19.75	\$20.87	\$24.19
8	\$14.00	\$25.00	\$18.91	\$20.02	\$21.15	\$24.52
9	\$14.00	\$25.00	\$19.16	\$20.29	\$21.44	\$24.86
10	\$14.00	\$25.00	\$19.42	\$20.56	\$21.73	\$25.20
11	\$14.00	\$25.00	\$19.68	\$20.84	\$22.03	\$25.55
12	\$14.00	\$25.00	\$19.95	\$21.12	\$22.33	\$25.90
13	\$14.00	\$25.00	\$20.22	\$21.41	\$22.63	\$26.26
14	\$14.00	\$25.00	\$20.49	\$21.70	\$22.94	\$26.62
15	\$14.00	\$25.00	\$20.77	\$22.00	\$23.25	\$26.99
16	\$14.00	\$25.00	\$21.05	\$22.30	\$23.57	\$27.36
17	\$14.00	\$25.00	\$21.34	\$22.60	\$23.89	\$27.74
18	\$14.00	\$25.00	\$21.63	\$22.91	\$24.22	\$28.13
19	\$14.00	\$25.00	\$21.92	\$23.22	\$24.55	\$28.52
20	\$14.00	\$25.00	\$22.22	\$23.54	\$24.89	\$28.92
21	\$14.00	\$25.00	\$22.52	\$23.86	\$25.23	\$29.32
22	\$14.00	\$25.00	\$22.83	\$24.19	\$25.58	\$29.73
23	\$14.00	\$25.00	\$23.14	\$24.52	\$25.93	\$30.15
24	\$14.00	\$25.00	\$23.46	\$24.86	\$26.29	\$30.57
25	\$14.00	\$25.00	\$23.78	\$25.20	\$26.65	\$31.00
26	\$14.00	\$25.00	\$24.11	\$25.55	\$27.02	\$31.44
27	\$14.00	\$25.00	\$24.44	\$25.90	\$27.40	\$31.88
28	\$14.00	\$25.00	\$24.78	\$26.26	\$27.78	\$32.33
29	\$14.00	\$25.00	\$25.12	\$26.62	\$28.17	\$32.78
30+	\$14.00	\$25.00	\$25.47	\$26.99	\$28.56	\$33.24
Associate degree: +\$0.35/hr Bachelor's Degree or Higher: +\$1.00/hr						

SAN ANTONIO/BROWNSVILLE/LAREDO – Salary Table for Non-exempt Employees

STEP	PG-1010	PG-1015	PG-1020	PG-1030	PG-1040	PG-1050	PG-1060
0	\$14.00	\$25.00	\$15.00	\$15.00	\$15.50	\$16.50	\$18.00
1	\$14.00	\$25.00	\$15.19	\$15.20	\$15.70	\$16.72	\$18.24
2	\$14.00	\$25.00	\$15.38	\$15.40	\$15.91	\$16.94	\$18.48
3	\$14.00	\$25.00	\$15.57	\$15.60	\$16.12	\$17.16	\$18.73
4	\$14.00	\$25.00	\$15.77	\$15.80	\$16.33	\$17.39	\$18.98
5	\$14.00	\$25.00	\$15.97	\$16.01	\$16.54	\$17.62	\$19.23
6	\$14.00	\$25.00	\$16.17	\$16.22	\$16.76	\$17.85	\$19.49
7	\$14.00	\$25.00	\$16.38	\$16.43	\$16.98	\$18.09	\$19.75
8	\$14.00	\$25.00	\$16.59	\$16.65	\$17.20	\$18.33	\$20.02
9	\$14.00	\$25.00	\$16.80	\$16.87	\$17.43	\$18.57	\$20.29
10	\$14.00	\$25.00	\$17.01	\$17.09	\$17.66	\$18.82	\$20.56
11	\$14.00	\$25.00	\$17.23	\$17.32	\$17.89	\$19.07	\$20.84
12	\$14.00	\$25.00	\$17.45	\$17.55	\$18.13	\$19.33	\$21.12
13	\$14.00	\$25.00	\$17.67	\$17.78	\$18.37	\$19.59	\$21.41
14	\$14.00	\$25.00	\$17.90	\$18.02	\$18.62	\$19.85	\$21.70
15	\$14.00	\$25.00	\$18.13	\$18.26	\$18.87	\$20.12	\$22.00
16	\$14.00	\$25.00	\$18.36	\$18.50	\$19.12	\$20.39	\$22.30
17	\$14.00	\$25.00	\$18.60	\$18.75	\$19.38	\$20.67	\$22.60
18	\$14.00	\$25.00	\$18.84	\$19.00	\$19.64	\$20.95	\$22.91
19	\$14.00	\$25.00	\$19.09	\$19.26	\$19.90	\$21.23	\$23.22
20	\$14.00	\$25.00	\$19.34	\$19.52	\$20.17	\$21.52	\$23.54
21	\$14.00	\$25.00	\$19.59	\$19.78	\$20.44	\$21.81	\$23.86
22	\$14.00	\$25.00	\$19.85	\$20.05	\$20.72	\$22.11	\$24.19
23	\$14.00	\$25.00	\$20.11	\$20.32	\$21.00	\$22.41	\$24.52
24	\$14.00	\$25.00	\$20.37	\$20.59	\$21.29	\$22.72	\$24.86
25	\$14.00	\$25.00	\$20.64	\$20.87	\$21.58	\$23.03	\$25.20
26	\$14.00	\$25.00	\$20.91	\$21.15	\$21.87	\$23.35	\$25.55
27	\$14.00	\$25.00	\$21.19	\$21.44	\$22.17	\$23.67	\$25.90
28	\$14.00	\$25.00	\$21.47	\$21.73	\$22.47	\$24.00	\$26.26
29	\$14.00	\$25.00	\$21.75	\$22.03	\$22.78	\$24.33	\$26.62
30+	\$14.00	\$25.00	\$22.04	\$22.33	\$23.09	\$24.66	\$26.99
Associate degree: +\$0.35/hr Bachelor's Degree or Higher: +\$1.00/hr							

CENTRAL OFFICE – Salary Table for Non-exempt Employees

STEP	PG-1011	PG-1030	PG-1060	PG-1080	PG-1086
0	\$14.50	\$17.00	\$22.00	\$23.00	\$24.00
1	\$14.50	\$17.23	\$22.30	\$23.32	\$24.33
2	\$14.50	\$17.46	\$22.60	\$23.64	\$24.66
3	\$14.50	\$17.69	\$22.91	\$23.96	\$25.00
4	\$14.50	\$17.93	\$23.22	\$24.29	\$25.35
5	\$14.50	\$18.17	\$23.54	\$24.62	\$25.70
6	\$14.50	\$18.41	\$23.86	\$24.96	\$26.06
7	\$14.50	\$18.66	\$24.19	\$25.30	\$26.42
8	\$14.50	\$18.91	\$24.52	\$25.65	\$26.79
9	\$14.50	\$19.16	\$24.86	\$26.00	\$27.16
10	\$14.50	\$19.42	\$25.20	\$26.36	\$27.54
11	\$14.50	\$19.68	\$25.55	\$26.73	\$27.92
12	\$14.50	\$19.95	\$25.90	\$27.10	\$28.31
13	\$14.50	\$20.22	\$26.26	\$27.48	\$28.70
14	\$14.50	\$20.49	\$26.62	\$27.86	\$29.10
15	\$14.50	\$20.77	\$26.99	\$28.25	\$29.51
16	\$14.50	\$21.05	\$27.36	\$28.64	\$29.92
17	\$14.50	\$21.34	\$27.74	\$29.04	\$30.34
18	\$14.50	\$21.63	\$28.13	\$29.45	\$30.77
19	\$14.50	\$21.92	\$28.52	\$29.86	\$31.20
20	\$14.50	\$22.22	\$28.92	\$30.28	\$31.64
21	\$14.50	\$22.52	\$29.32	\$30.70	\$32.08
22	\$14.50	\$22.83	\$29.73	\$31.13	\$32.53
23	\$14.50	\$23.14	\$30.15	\$31.57	\$32.99
24	\$14.50	\$23.46	\$30.57	\$32.01	\$33.45
25	\$14.50	\$23.78	\$31.00	\$32.46	\$33.92
26	\$14.50	\$24.11	\$31.44	\$32.92	\$34.40
27	\$14.50	\$24.44	\$31.88	\$33.38	\$34.89
28	\$14.50	\$24.78	\$32.33	\$33.85	\$35.38
29	\$14.50	\$25.12	\$32.78	\$34.33	\$35.88
30+	\$14.50	\$25.47	\$33.24	\$34.81	\$36.39
Associate degree: +\$0.35/hr Bachelor's Degree or Higher: +\$1.00/hr					