

SALARY SCHEDULES: 2023-2024 SCHOOL YEAR

2023-2024 Hiring Schedule for Teachers and Librarians

State	Total	2023-2024	2023-2024
Step	Exper	Bachelor	Master
0	0	\$54,600	\$56,100
1	1	\$54,950	\$56,450
2	2	\$55,450	\$56,950
3	3	\$55,950	\$57,450
4	4	\$56,450	\$57,950
5	5	\$57,310	\$58,810
6	6	\$57,810	\$59,310
7	7	\$58,310	\$59,810
8	8	\$58,810	\$60,310
9	9	\$59,310	\$60,810
10	10	\$60,020	\$61,520
11	11	\$60,320	\$61,820
12	12	\$60,620	\$62,120
13	13	\$60,920	\$62,420
14	14	\$61,220	\$62,720
15	15	\$61,520	\$63,020
16	16	\$61,820	\$63,320
17	17	\$62,120	\$63,620
18	18	\$62,420	\$63,920
19	19	\$62,720	\$64,220
20	20	\$63,020	\$64,520
	21	\$63,320	\$64,820
	22	\$63,620	\$65,120
	23	\$63,920	\$65,420
	24	\$64,221	\$65,721
	25+	\$64,664	\$66,164

The salaries listed above are based on 10-month employment for the 2023-2024 school year. Salary plans are determined on an annual basis and salary advancement is not guaranteed. Pay increases are based on the annual pay raise budget approved by the Board of Trustees.

2023-2024 Pay Scale for Administrator/Professional Staff

Pay Grade 1 Daily	Minimum \$253.15	Midpoint \$305.00	Maximum \$356.85
Eleven Months (Min -210 days)	\$53,162	\$64,050	\$74,939
Twelve Months (Min-226 days)	\$57,212	\$68,930	\$80,648
Career Center Advisor Communications Specialist Communications and Technology Project Coordinator Homeless Liaison			

Pay Grade 2 Daily	Minimum \$295.94	Midpoint \$356.55	Maximum \$417.16
Ten Months (Min-187 days)	\$55,341	\$66,675	\$78,009
Ten Months (Min-188 days)	\$55,637	\$67,031	\$78,426
Ten Months (Min-197 days)	\$58,300	\$70,240	\$82,181
Eleven Months (Min-210 days)	\$62,147	\$74,876	\$87,604
Twelve Months (Min-226 days)	\$66,882	\$80,580	\$94,278
At Risk & Truancy Specialist Behavior Interventionist Behavior Specialist Bond Program Financial Manager CCMR Advisor Counselor, Elementary Counselor, MS District Spec Ed Behavior Specialist Instructional Coach, Elementary Instructional Coach, Secondary RN/Nurse Specialist, Bond Specialist, Multi-media Specialist, Orientation & Mobility Specialist, Student Services Specialist, Technology Curriculum Integration Specialist, Web Content Creation Speech Language Pathology Asst			

Pay Grade 3 Daily	Minimum \$310.74	Midpoint \$374.38	Maximum \$438.02
Ten Months (Min-187 days)	\$58,108	\$70,009	\$81,910
Ten Months (Min-197 days)	\$61,216	\$73,753	\$86,290
Eleven Months (Min-202 days)	\$62,769	\$75,625	\$88,480
Eleven Months (Min-210 days)	\$65,255	\$78,620	\$91,984
Eleven Months (Min-217 days)	\$67,431	\$81,240	\$95,050
Twelve Months (Min-226 days)	\$70,227	\$84,610	\$98,993
Assistant Director, Financial Services Assistant Principal, Elementary Athletic Trainer Coordinator, Assessment & Testing Counselor HS/NGC/SOC/DAEP Crisis Intervention Counselor (Secondary) Educational Diagnostician LSSP Occupational Therapist Physical Therapist Specialist, Curriculum Speech Pathologist			

Pay Grade 4 Daily	Minimum \$326.27	Midpoint \$393.10	Maximum \$459.93
Eleven Months (Min-210 days)	\$68,517	\$82,551	\$96,585
Twelve Months (Min-226 days)	\$73,737	\$88,841	\$103,944
Assistant Principal, DAEP Assistant Principal, MS & NGC Coordinator, RTI Coordinator, Special Education Coord., Technology & Curriculum Integration Director, Health Services Network Administrator Specialist, Construction Project Systems Administrator			

Pay Grade 5 Daily	Minimum \$342.59	Midpoint \$412.76	Maximum \$482.93
Eleven Months (Min-210 days)	\$71,944	\$86,680	\$101,415
Twelve Months (Min-226 days)	\$77,425	\$93,284	\$109,142
Asst Principal, High School Construction Project Manager Coordinator, PEIMS			

Pay Grade 6 Daily	Minimum \$359.72	Midpoint \$433.40	Maximum \$507.08
Eleven Months (Min-216 days)	\$77,700	\$93,614	\$109,529
Twelve Months (Min-226 days)	\$81,297	\$97,948	\$114,600
Assistant Director, Special Ed Associate Principal, High School Boys Athletic Coord/Head FB Coach Girls Athletic Coord/Head Volleyball Coach Coordinator, Teacher Development Director, Career & Technology Education Director, Multilingual Programs Director, Safety & Security Director, Transportation Principal, Elementary			

Pay Grade 7 Daily	Minimum \$377.71	Midpoint \$455.07	Maximum \$532.43
Twelve Months (Min-226 days)	\$85,362	\$102,846	\$120,329
Asst Director, Athletics Director, Communications Director, Construction Svcs Director, Counseling Director, Federal Programs Director, Financial Services Director, Fine Arts Director, Human Resources Director, Prof Learning & Curriculum Development Principal, SOC Principal, MS			

Pay Grade 8 Daily	Minimum \$408.11	Midpoint \$491.70	Maximum \$575.29
Twelve Months (Min-226 days)	\$92,233	\$111,124	\$130,016
Director, Athletics Director, Facilities Management Executive Director, Special Ed Executive Director, Student Services			

Pay Grade 9 Daily	Minimum \$440.76	Midpoint \$531.04	Maximum \$621.32
Twelve Months (Min-226 days)	\$99,612	\$120,015	\$140,418
Principal – New Braunfels High School Principal – NGC/Long Creek High School			

Pay Grade 10 Daily	Minimum \$505.55	Midpoint \$594.76	Maximum \$683.97
Twelve Months (Min-226 days)	\$114,254	\$134,416	\$154,577
Chief Academic Officer Chief Financial Officer Chief Communications & Technology Officer Chief Human Resources Officer Chief of Schools Chief Operations Officer			

2023-2024 Pay Scale for Paraprofessionals

Pay Grade 1 Hourly	Minimum \$13.00	Midpoint \$15.66	Maximum \$18.32
183	\$19,032	\$22,926	\$26,820
226	\$23,504	\$28,313	\$33,123
Clerk-Office Receptionist, NGC, MS, Elementary, Maintenance			

Pay Grade 2 Hourly	Minimum \$14.00	Midpoint \$16.87	Maximum \$19.47
183	\$20,496	\$24,698	\$28,899
Instructional Aide Instructional Aide – PE Instructional Aide – Bilingual/ESL Instructional Aide – Special Ed – Resource/Inclusion Instructional Aide - ISS Library Aide PreK Aide			

Pay Grade 3 Hourly	Minimum \$15.00	Midpoint \$18.07	Maximum \$21.14
183	\$21,960	\$26,454	\$30,949
193	\$23,160	\$27,900	\$32,640
202	\$24,240	\$29,201	\$34,162
226	\$27,120	\$32,671	\$38,221
Clerk-Attendance, HS Special Needs Aide – 1 to 1 Clerk – Special Ed Special Needs Aide- ECSE Clinical Assistant Special Needs Aide– Behavior Unit & DAEP Receptionist -HS Special Needs Aide- VI Special Needs Aide - FOCUS Special Needs Aide – Auditory Impaired Special Needs Aide - Lifeskills			

Pay Grade 4 Hourly	Minimum \$16.15	Midpoint \$19.46	Maximum \$22.77
183	\$23,644	\$28,489	\$33,335
193	\$24,936	\$30,046	\$35,157
210	\$27,132	\$32,693	\$38,254
226	\$29,199	\$35,184	\$41,168
Admin Asst, AP, HS/MS Federal Reporting Specialist Admin Asst, Counselor, HS/MS Receptionist, Admin Center Clerk, PEIMS Technology Assistant Clerk, SHARS Time and Attendance Specialist Color Guard Coordinator			

Pay Grade 5 Hourly	Minimum \$17.60	Midpoint \$21.21	Maximum \$24.82
193	\$27,174	\$32,748	\$38,322
202	\$28,442	\$34,275	\$40,109
210	\$29,568	\$35,633	\$41,698
Admin Assistant – Principal, Elementary Bookkeeper, HS		Homeless Identification Specialist Truancy Dropout Prevention Aide	

Pay Grade 6 Hourly	Minimum \$18.85	Midpoint \$22.71	Maximum \$26.57
210	\$31,668	\$38,153	\$44,638
226	\$34,081	\$41,060	\$48,039
Admin Assistant, Director Admin Assistant, MS			

Pay Grade 7 Hourly	Minimum \$21.15	Midpoint \$25.48	Maximum \$29.81
187	\$31,640	\$38,118	\$44,596
210	\$35,532	\$42,806	\$50,081
226	\$38,239	\$46,068	\$53,896
Accounts Payable Clerk Admin Assistant, Principal, NBHS Admin Assistant, Principal, NGC/Long Creek Business Accounts Specialist Executive Assistant I LVN – Campus		LVN -COVID Project Coordinator., MAINT Purchasing Specialist Registrar, High School	

Pay Grade 8 Hourly	Minimum \$22.90	Midpoint \$27.59	Maximum \$32.28
210	\$38,472	\$46,351	\$54,230
226	\$41,403	\$49,883	\$58,362
Benefits Specialist Executive Assistant II HR Specialist		Payroll Specialist PEIMS Specialist	

Pay Grade 9 Hourly	Minimum \$27.50	Midpoint \$33.13	Maximum \$38.76
187	\$41,140	\$49,562	\$57,985
226	\$49,720	\$59,899	\$70,078
Accounting/Budget Analyst		Coordinator, Purchasing COTA	

Pay Grade 10 Hourly	Minimum \$29.90	Midpoint \$36.46	Maximum \$43.02
226	\$54,059	\$65,920	\$77,780
Coordinator, Payroll		Executive Assistant, Superintendent	

2023-2024 Pay Scale for Auxiliary Staff

Pay Grade 1 Hourly	Minimum \$13.00	Midpoint \$15.66	Maximum \$18.32
184	\$19,136	\$23,052	\$26,967
Bus Aide			

Pay Grade 2 Hourly	Minimum \$14.00	Midpoint \$16.87	Maximum \$19.74
184	\$20,608	\$24,833	\$29,057
260	\$29,120	\$35,090	\$41,059
Groundskeeper Non-CDL Driver			

Pay Grade 3 Hourly	Minimum \$16.10	Midpoint \$19.40	Maximum \$22.70
183	\$23,570	\$28,402	\$33,233
226	\$29,109	\$35,075	\$41,042
260	\$33,488	\$40,352	\$47,216
Assistant Grounds Foreman Bus Maintenance Technician Facilities Monitor General Maintenance Parts Technician			

Pay Grade 4 Hourly	Minimum \$17.85	Midpoint \$21.50	Maximum \$25.16
260	\$37,128	\$44,720	\$52,333
Facilities Manager HVAC Assistant Plumber, Nonlicensed			

Pay Grade 5 Hourly	Minimum \$19.80	Midpoint \$23.86	Maximum \$27.92
208	\$32,947	\$39,703	\$46,459
226	\$35,798	\$43,139	\$50,479
260	\$41,184	\$49,629	\$58,074
Bus Mechanic Dispatcher/Field Trip Coordinator Route Coordinator Safety, Training and Operations Coordinator			

Pay Grade 6 Hourly	Minimum \$21.80	Midpoint \$26.27	Maximum \$30.74
226	\$39,414	\$47,496	\$55,578
260	\$45,344	\$54,642	\$63,939
Pest Control Specialist District Computer Technician			

Pay Grade 7 Hourly	Minimum \$24.20	Midpoint \$29.16	Maximum \$34.12
226	\$43,754	\$52,721	\$61,689
260	\$50,336	\$60,653	\$70,970
Coordinator, Safety & Training HVAC, Lead Maintenance Electrician Plumber, Licensed Shop Foreman, Maintenance Shop Foreman, Transportation			

Pay Grade 8 Hourly	Minimum \$29.45	Midpoint \$35.48	Maximum \$41.51
226	\$53,246	\$64,148	\$75,050
Information Systems Manager Mobile Device Manager Network Technician			

Pay Grade BD Hourly	Minimum \$18.30	Midpoint \$22.05	Maximum \$25.80
184	\$26,938	\$32,458	\$37,978
Bus Driver (Alternate Drivers receive \$1.00 more an hour) Bus Driver – Special Ed			

SUPPLEMENTAL EARNINGS

Supplemental earnings are wages paid to NBISD employees in addition to their regular base salary or to part-time temporary employees. The rates at which supplemental pay is determined is governed by the Human Resources Department. The district categorizes supplemental pay into two classes: extra duty stipends and supplemental pay.

STIPENDS AND INCENTIVES

The board will approve a schedule of salary stipends for extra duties. Exempt employees who are assigned supplemental duties that accrue extra pay will be compensated according to the district's schedule for extra duty stipends and supplemental pay. Stipends and incentives are reviewed and modified periodically, and are dependent on available funding.

Non-exempt Personnel

Nonexempt employees who are assigned supplemental duties will be paid on an hourly basis including overtime compensation when hours exceed 40 in a workweek. The hours worked in supplemental duties must be combined with the hours worked in the regular job assignment for determining the total hours worked each week.

2023-2024 Athletic Stipends

High School Head Coaches	23-24 Stipend Amt
Baseball	\$7,000.00
Basketball	\$7,000.00
Cross Country	\$7,000.00
Soccer	\$7,000.00
Softball	\$7,000.00
Swimming	\$7,500.00
Track	\$7,000.00
Wrestling	\$7,500.00
Tennis	\$7,500.00
Golf	\$7,500.00
FB Coordinator/1st Asst	\$8,500.00
Offseason Coordinator	\$7,000.00
Equipment Coordinator	\$7,000.00
Strength & Conditioning Coach	\$7,000.00
High School Asst Coaches	
Baseball	\$4,000.00
Basketball	\$4,000.00
Basketball-B Team (After School Only)	\$4,000.00
Cross Country	\$4,000.00
Soccer	\$4,000.00
Softball	\$4,000.00
Swimming (After School Only)	\$4,000.00
Track	\$4,000.00
Volleyball-B Team (After School Only)	\$4,000.00
Football Assistant	\$6,800.00
Volleyball	\$5,500.00
Tennis	\$5,000.00
Golf	\$5,000.00
Wrestling	\$5,000.00
Middle School Head Coaches	
Basketball	\$3,000.00
Soccer	\$3,000.00
Tennis	\$3,000.00
Track	\$3,000.00
Volleyball	\$3,000.00
Golf	\$3,000.00
Cross Country	\$3,000.00
Football	\$4,000.00
Coordinator	\$3,000.00

Middle School Asst Coaches	
Basketball	\$2,000.00
Football	\$2,500.00
Soccer	\$2,000.00
Track	\$2,000.00
Volleyball	\$2,000.00

Athletic Coord, Head FB Coach*	\$7,000
Athletic Coord, Head VB Coach*	\$7,000
*Positions are on Admin/Professional payscale and these stipends are included in their base salary.	

2023-2024 Academic Stipends

Extra Duty Stipends	23-24 Stipend Amt
HS - Assistant Dance Sponsor	\$3,200.00
HS - Band Assistant	\$8,000.00
HS - Band Director	\$16,000.00
HS - Blue Crew	\$1,000.00
HS - BPA	\$1,000.00
HS – Career Prep	\$1,000.00
HS - Cheerleading Sponsor	\$5,850.00
HS - Choir Director	\$5,000.00
HS – Counselor	\$3,000.00
HS - Cyber Patriots Club	\$1,000.00
HS - Dance Sponsor	\$5,850.00
HS - DECA	\$1,000.00
HS – Department Head	\$2,000.00
HS - Drama	\$3,925.00
HS - Dual Credit (Per Section)	\$500.00
HS – E-sports	\$1,000.00
HS - FCCLA	\$1,000.00
HS - FFA	\$6,000.00
HS - Band Technician	\$1,500.00
HS - HOSA	\$1,000.00
HS - NHS	\$1,200.00
HS – NTHS	\$1,000.00
HS - ONE ACT PLAY	\$2,000.00
HS – Practicum Site	\$1,000.00
HS - ROTC	\$2,800.00
HS - Skills USA	\$1,000.00
HS - STUCO	\$2,000.00
HS - UIL Coordinator	\$2,500.00
HS - UIL Sponsor	\$650.00
HS - Unicorn Handlers	\$1,000.00
HS - Video Crew	\$1,000.00
HS – Web Coordinator	\$500.00
HS - Yearbook	\$2,000.00
HS – Zero Hour	1/7 th Salary
HS/NGC - Cheerleading Asst	\$3,500.00
HS/NGC – Travel Stipend	\$750.00
NGC – Department Chair	\$1,500.00
NGC – GT Librarian	\$1,000.00
NGC – BPA	\$1,000.00
NGC – Engineering Club	\$1,000.00
NGC – HOSA	\$1,000.00
NGC – Web Coordinator	\$500.00
DAEP/SOC Counselor	\$3,000.00
MS - At-Risk Coordinator	\$300.00

Extra Duty Stipends	23-24 Stipend Amt
MS - Band Assistant	\$6,500.00
MS - Band Director	\$8,000.00
MS - Cheerleading	\$2,100.00
MS - Choir Director	\$2,875.00
MS - Computer Literacy	\$300.00
MS – Counselor	\$2,000.00
MS - Dance	\$2,000.00
MS – Department Chair	\$1,500.00
MS – GT Coordinator	\$1,000.00
MS – GT Teacher	\$1,200.00
MS - NJHS	\$800.00
MS - STUCO	\$750.00
MS - UIL Coach	\$375.00
MS - UIL Coordinator	\$950.00
MS – Web Coordinator	\$500.00
MS - Yearbook	\$1,000.00
NGC - STUCO	\$1,000.00
NGC - UIL Sponsor	\$375.00
NGC - Yearbook	\$600.00
DW – Behavior/FOCUS Teacher	\$1,500.00
DW - Elem - Dual Language Teacher	\$6,500.00
DW – ESL Teacher (Secondary)	\$1,000.00
DW – Lifeskills Teacher*	\$1,500.00
DW – Mentor Teacher	\$1,000.00
DW - Speech Therapist	\$5,000.00
DW - Librarian	\$2,000.00
DW - Lead Librarian - Elementary	\$3,000.00
DW -Lead Librarian - Secondary	\$3,000.00
DW- Visual Art Stipend (All Art Tchrs)	\$300.00
ELEM – Counselor	\$1,000.00
ELEM – Honor Choir Coordinator	\$1,200.00
ELEM - PE Coordinator	\$1,500.00
ELEM – UIL Coach	\$375.00
SEC - GT Coordinator	\$1,500.00
SEC – Lead Counselor	\$2500.00
SPED -- Bilingual Assessment Stipend	\$6,500.00
SPED – BCBA*	\$1,500.00
SPED – Coordinator, Assessment*	\$5,000.00
SPED – Educational Diagnostician*	\$2,000.00
SPED – Lead Assistive Technologist*	\$500.00
SPED – Lead Transition Teacher*	\$500.00
SPED – LSSP*	\$6,000.00
*Stipends paid with grant funds	

2023-2024 Supplemental Pay

Positions	Hourly Rate	Flat Rate
Athletic Event Sports		
Sports Camps(current employees)	\$30.00	
Temporary College Students	\$15.00	
Football Camp (one week)	\$10.00	
Varsity		
Football Worker		\$50.00
Ticket Seller/Taker, Crowd Control, Press Box, Elevator, Pass Gate, Scoreboard, Clock, Chains		
Volleyball Worker		\$25.00
Ticket Seller/Taker, Scoreboard/Clock, Book Keeper, Libero Tracker, Announcer		
Basketball Worker		\$25.00
Ticket Seller/Taker, Scoreboard/Clock, Book Keeper, Announcer		
Baseball Worker		\$25.00
Ticket Seller/Taker, Scoreboard/Clock, Book Keeper, Announcer, Pitch Count		
Softball Worker		\$25.00
Ticket Seller/Taker, Scoreboard/Clock, Book Keeper, Announcer		
Wrestling Worker		\$25.00
Ticket Seller/Taker, Book Keeper, Announcer		
Track Worker		\$25.00
Ticket Seller/Taker, Scoreboard/Clock, Book Keeper, Announcer, Press box		
Soccer Worker		\$25.00
Ticket Seller/Taker, Scoreboard/Clock, Book Keeper, Announcer, Press box		
JV/Freshman		
Football Worker		\$20.00
Ticket Seller/Taker, Crowd Control, Press Box, Elevator, Pass Gate, Scoreboard, Clock		
Volleyball Worker		\$20.00
Ticket Seller/Taker, Scoreboard/Clock, Book Keeper, Announcer, Libero Tracker		
Basketball Worker		\$20.00
Ticket Seller/Taker, Scoreboard/Clock, Book Keeper, Announcer		
Baseball Worker		\$20.00
Ticket Seller/Taker, Scoreboard/Clock, Book Keeper, Announcer, Pitch Count		
Softball Worker		\$20.00
Ticket Seller/Taker, Scoreboard/Clock, Book Keeper, Announcer		
Wrestling Worker		\$20.00
Ticket Seller/Taker, Book Keeper, Announcer		
Track Worker		\$20.00
Ticket Seller/Taker, Scoreboard/Clock, Book Keeper, Announcer		

Soccer Worker		\$20.00
Ticket Seller/Taker, Scoreboard/Clock, Book Keeper, Announcer		
Playoff Games (hosted games)		
Baseball/Softball/Soccer/Gym Sports		Workers \$50.00, Admin \$100.00
Football 5A and 6A Schools		Workers \$100, Admin \$200
Football 4A and Below Schools		Workers \$75.00, Admin \$150.00
Middle School		
Football Worker		\$15.00
Ticket Seller/Taker, Scoreboard/Clock, Book Keeper Announcer		
Volleyball Worker		\$15.00
Ticket Seller/Taker, Scoreboard/Clock, Book Keeper, Announcer, Libero Tracker		
Basketball Worker		\$15.00
Ticket Seller/Taker, Scoreboard/Clock, Book Keeper, Announcer		
Track Worker		\$15.00
Ticket Seller only – per 2016 GVAC By Laws		
Video Crew		
Varsity Football		
Director Show Control		Adult \$200.00
Technical Director		Adult \$120.00/ Student \$50.00
Replay/Show Control		Adult \$120.00/Student \$45.00
Camera Operator		Adult \$120.00/Student \$40.00
Utility/Grips		Student \$35.00
Sub Varsity Football (JVW&JVB)		
Director/Show Control		Adult \$150.00/
Technical Director		Adult \$120.00/Student \$40.00
Camera Operator		Adult \$120.00/Student \$30.00
Sub Varsity Football (FRW&FRB)		
Director/Show Control		Adult \$150.00
Technical Director		Adult \$120.00/Student \$40.00
Camera Operator		Adult \$120.00/Student \$30.00
Middle School Scrimmage NBMS VS. ORMS		
Director/Show Control		Adult \$150.00
Technical Director		Adult \$120.00/Student \$40.00
Camera Operator		Adult \$120.00/Student \$30.00
Varsity Soccer Men		
Director/Show Control		Adult \$120.00
Technical Director		Adult \$80.00/Student \$40.00
Camera Operator		Adult \$80.00/Student \$30.00
Varsity Soccer Women		
Director/Show Control		Adult \$120.00
Technical Director		Adult \$80.00/Student \$40.00
Camera Operator		Adult \$80.00/Student \$30.00
US Bands Competition		
Director/Show Control		Adult \$300.00
Technical Director		Adult \$245.00/Student \$65.00
Camera Operator		Adult \$275.00/Student \$65.00
Track Meet		
Director/Show Control		Adult \$300.00
Technical Director		Adult \$245.00/Student \$65.00

Camera Operator		Adult \$275.00/Student \$65.00
Graduation		
Director/Show Control		Adult \$150.00/
Technical Director		Adult \$120.00/Student \$40.00
Camera Operator		Adult \$120.00/Student \$30.00
JV/Sub Varsity Student Trainee		Student \$25.00
Transportation		
Athletic Coaches or Teachers – CDL Bus Driving Only		
Trips outside school hours	\$12.50 a trip (in town trips)	
Trips outside school hours	\$34.00 a trip (out of town trip)	
Bus Drivers		
Field Trips	Hourly Rate of Driver	
Fueling	Hourly Rate of Driver	
Training Pay	Hourly Rate of Driver	
CDL and Recertification Training	Hourly Rate of Driver	
Special Education		
Respite care	\$40.00 (professional)	
Respite care	\$25.00 (paraprofessional)	
Family support, dynamics	\$20.00 (paraprofessional)	
Training etc.		
Speech Language Pathology Assistant	\$40.00 per hour	
Ed Diags., (Part time/temp)	\$50.00 per hour	
LSSP (Part time/temp)/Physical Therapist/Speech Services/OT	\$60.00 per hour	
Adaptive PE Teacher (Part time/temp)	\$40.00 per hour	
SAMA Training	\$40.00 per hour	
Visually Impaired Teacher, AI Teacher & O&M Specialist (PT/temp)	\$70.00 per hour	
COTA (Part-time/Temp)	\$28.00 an hour	
Facilitator	\$30.00 an hour	
Compensatory/Extended Day/Extended Year Services Prof	\$30.00 an hour	
Compensatory/Extended Day/Extended Year Services Para	\$20.00 an hour	
Summer School		
Secondary Admin	Secondary AP's on contract- rotate	\$0.00
Bilingual Elementary Admin	\$4000 Stipend	
Elem & MS Admin	\$2900.00	
Summer School Teachers	\$30.00	
Summer School Paras	\$20.00	
Food Service		
Concessions	Hourly Rate of employee	
Catering Events	Hourly rate of employee	
Nurses		
CPR Instructors	\$30.00	
MISC Extra Duty Pay		
Academy trainers	\$30.00	
NBHS Sat. School Professional	\$20.00	
Technology OEV	\$10.00	
Drivers Ed	\$25.00	
Community Ed	70% of tuition collected	
Special Programs, Bilingual, CTE, GT	\$20.00 during school year	
Registration/Meet the Teacher	Hourly rate of employee	

e course/ ebook writers	\$20.00 (if off contract time)	
Summer Painters	\$11.00	
Graphic Design Work	\$40.00	
Translator	\$30.00	
Tutor	\$20.00	
AP Proctor (Part-time/Temp)	\$10.63 an hour	
Athletic Coach/Part time-Temporary	\$25.00 an hour	

SUBSTITUTE TEACHER PAY FOR 2023-2024

The board will approve the pay schedule for substitute teachers.

Substitute Pay Rates

Teacher Substitute/Supplemental Sub (Uncertified):	\$110.00/day
Teacher Substitute/Supplemental Sub (Certified):	\$130.00/day
Long Term Substitute (for T/N/L/C)*:	\$150.00/day
RN:	\$160.00/day
LVN:	\$120.00/day
Unfilled Position*:	\$200.00/day
Administrator Sub:	Starting Rate**
Substitute Bus Driver:	\$18.30/hour

*Long Term (greater than 15 consecutive days) and Unfilled Rates only apply to Texas certified substitutes filling in for a certified teacher.

**Superintendent can approve higher rate if needed.

Substitute Compliance:

Substitutes will be paid \$90 for completing all compliance courses after subs complete 5 full days of subbing. Compliance courses must be completed before subs can start working.

Driving Differential Pay

Paraprofessional and Auxiliary employees, who work in the Transportation department and drive a bus as part of their job, will receive differential pay. Differential pay is determined by subtracting the employee's current hourly rate from the employee's bus driver rate (based on driving experience).

Interim Principal/Administrator

Rates of pay for Interim Administrator Positions will be established prior to services rendered.