



2024-2025 Salary Schedules

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Hurst-Eules-Bedford Independent School District

THIS SALARY SCHEDULE IS FOR THE 2024-2025 SCHOOL YEAR ONLY.

Neither past nor future salaries can be accurately calculated nor predicted from this salary schedule. Only the salaries for the 2024-2025 school year may be obtained from this information.

The Board of Trustees adopts a new salary schedule each year. If a raise is given, it is based on a percent increase of the daily midpoint of each paygrade or a percent increase of the individual salaries. There are NO "step raises" given automatically. The "step raise" concept was eliminated from state funding of public education personnel in 1984. In its place is a state-mandated minimum salary schedule. In 2024-2025 the state minimum salary schedule and other state-mandated minimum salary calculations are applicable to classroom teachers, full-time speech pathologists, full-time librarians, full-time counselors, and full-time registered nurses. A local district may pay any amount above the state minimum at its discretion. The local school board also has full discretion in determining the salaries of those employees not specifically covered by the state minimum salary schedule and/or state minimum salary calculations.

Nothing in this salary schedule shall be understood, interpreted, or construed as being a promise or offer of continued or future employment. Nothing in this salary schedule creates or is intended to create, implies, or is intended to imply that a contract exists between Hurst-Eules-Bedford ISD and any employee other than that provided in state law or local policy.

The District shall pay all salaried employees over 12 months in equal semi-monthly installments (24 payments), regardless of the number of months employed during the school year. Salaried employees hired during the school year shall be paid in accordance with administrative regulations.

Please contact the Human Resources Office at (817) 399-2016 for questions or clarification.

Teacher Incentive Allotment (TIA) Policy

As a result of HB 3, National Board Certified teachers earn a "Recognized" designation and generate additional funding through the Teacher Incentive Allotment (TIA). HEB ISD teachers with a TIA designation will receive 90% of the TEA-allocated distribution; the District will retain 10% of the TEA-allocated distribution to support oversight of the implementation of TIA.

Eligible teachers will receive compensation in the August paycheck, provided all information is received per TEA's published timelines. (Eligible retirees will receive payment in their final paycheck.)

TIA also allows teachers to request a one-time reimbursement of fees paid to the National Board for Professional Teaching Standards for NBCTs who achieved certification or renewal in 2019 or later.

Hurst-Euless-Bedford Independent School District
2024-2025
TEACHER SALARY SCHEDULE

YRS EXP	BACHELOR'S 187 DAYS	MASTER'S 187 DAYS	DOCTORATE 187 DAYS
0	\$62,500	\$64,500	\$66,500
1	\$62,730	\$64,770	\$66,810
2	\$63,036	\$65,138	\$67,239
3	\$63,305	\$65,469	\$67,634
4	\$63,688	\$65,896	\$68,104
5	\$63,861	\$66,101	\$68,342
6	\$64,357	\$66,676	\$68,995
7	\$65,372	\$67,749	\$70,125
8	\$66,073	\$68,498	\$70,923
9	\$66,808	\$69,303	\$71,800
10	\$67,848	\$70,589	\$72,849
11	\$68,184	\$71,059	\$73,881
12	\$68,199	\$71,191	\$74,681
13	\$68,210	\$71,328	\$75,484
14	\$68,227	\$71,741	\$76,175
15	\$68,748	\$71,882	\$76,357
16	\$69,541	\$71,970	\$76,422
17	\$69,722	\$72,072	\$76,610
18	\$69,886	\$72,222	\$76,791
19	\$69,928	\$72,668	\$77,247
20	\$71,077	\$74,121	\$78,791
21	\$71,266	\$74,603	\$79,711
22	\$71,439	\$74,832	\$81,304
23	\$72,867	\$75,206	\$81,578
24	\$73,012	\$75,407	\$81,858
25	\$73,351	\$75,984	\$81,918
26	\$73,460	\$76,577	\$82,218
27	\$74,278	\$77,617	\$82,507
28	\$74,833	\$78,156	\$82,844
29	\$76,329	\$78,536	\$83,162
30	\$76,890	\$79,103	\$83,575
31	\$78,427	\$80,685	\$85,057
32	\$79,698	\$81,963	\$86,758
33	\$80,649	\$82,918	\$87,663
34	\$81,227	\$84,148	\$89,416
35	\$82,851	\$85,601	\$90,946
36	\$83,828	\$87,228	\$92,769
37	\$84,930	\$87,699	\$94,624
38	\$85,980	\$88,529	\$95,161
39	\$86,234	\$89,555	\$95,656
40	\$87,001	\$91,131	\$96,350
41	\$88,521	\$92,652	\$98,278
42	\$88,979	\$93,153	\$100,243

This schedule is applicable for the 2024-2025 school year only. Neither past nor future salaries can be accurately calculated or predicted from this schedule. The HEB ISD Board of Trustees approves a teacher salary schedule on an annual basis.

This salary schedule is based on 187 days. If the number of state contract days is reduced, this reduction in days may result in a reduction in pay.

Degrees will be verified and only awarded from a regionally accredited college or university as per Board Policy DBA (Local).

HURST EULESS BEDFORD ISD
2024 - 2025

ADMINISTRATIVE/PROFESSIONAL
Job Classification
Pay Schedule

PAYGRADE 01

Community Relations Liaison
Lead Truancy Officer

Security Officer
Stadium Manager

Truancy Officer

DAILY	RATE	Minimum	Midpoint	Maximum
		\$272.66	\$345.40	\$418.14
187	DAYS	\$50,987	\$64,590	\$78,192
210	DAYS	\$57,259	\$72,534	\$87,809
236	DAYS	\$64,348	\$81,514	\$98,681

PAYGRADE 02

Executive Assistant (Board & Superintendent)
Insurance & Contract Specialist
Instructional Technology Specialist

Occupational Therapist
Physical Therapist
Staff Accountant

Security Specialist
Student Information Support Specialist

DAILY	RATE	Minimum	Midpoint	Maximum
		\$323.56	\$410.22	\$496.88
187	DAYS	\$60,506	\$76,711	\$92,917
210	DAYS	\$67,948	\$86,146	\$104,345
220	DAYS	\$71,183	\$90,248	\$109,314
236	DAYS	\$76,360	\$96,812	\$117,264

PAYGRADE 03

Counselor
LCSW, Intervention Support Specialist
Lead Counselor

Lead Speech Language Pathologist
Social Worker
Special Education Counselor

Speech Language Pathologist
Student Intervention Support Specialist, DAEP
CCMR Support Specialist, BCTEA

DAILY	RATE	Minimum	Midpoint	Maximum
		\$339.24	\$422.28	\$505.32
187	DAYS	\$63,438	\$78,966	\$94,495
192	DAYS	\$65,134	\$81,078	\$97,021
200	DAYS	\$67,848	\$84,456	\$101,064
205	DAYS	\$69,544	\$86,567	\$103,591
220	DAYS	\$74,633	\$92,902	\$111,170

HURST EULESS BEDFORD ISD
2024 - 2025

ADMINISTRATIVE/PROFESSIONAL
Job Classification
Pay Schedule

PAYGRADE 04

	Assistant Principal, Elementary		Diagnostician		
			Minimum	Midpoint	Maximum
	DAILY	RATE	\$365.51	\$438.90	\$512.29
	210	DAYS	\$76,757	\$92,169	\$107,581

PAYGRADE 05

	Assistant Principal, JH		Coordinator, Athletics (Campus)		Dean of Instruction
			Minimum	Midpoint	Maximum
	DAILY	RATE	\$392.50	\$460.50	\$528.50
	210	DAYS	\$82,425	\$96,705	\$110,985
	220	DAYS	\$86,350	\$101,310	\$116,270
	236	DAYS	\$92,630	\$108,678	\$124,726

PAYGRADE 06

	Benefits & Risk Manager		Coordinator, Extended Day/Family Engagement		Director, Purchasing
			Minimum	Midpoint	Maximum
	DAILY	RATE	\$422.59	\$495.91	\$569.23
	220	DAYS	\$92,970	\$109,100	\$125,231
	236	DAYS	\$99,731	\$117,035	\$134,338
	244	DAYS	\$103,112	\$121,002	\$138,892

HURST EULESS BEDFORD ISD
2024 - 2025

ADMINISTRATIVE/PROFESSIONAL
Job Classification
Pay Schedule

PAYGRADE 07

Director, Child Nutrition Services	Director, PEIMS	
Director, Maintenance & Operations	Director, Safety & Security	

	DAILY	RATE	Minimum	Midpoint	Maximum
			\$451.68	\$530.10	\$608.52
	236	DAYS	\$106,596	\$125,104	\$143,611
	244	DAYS	\$110,210	\$129,344	\$148,479

PAYGRADE 08

Director, Athletics	Director, Information Services	Principal, BCTEA
Director, Career & Technical Education/	Director, Special Education	Principal, Elementary
Director, Finance	Director, Technology	Principal, KEYS HS
Director, Human Resources	Director, Visual & Performing Arts	Principal, Secondary DAEP

	DAILY	RATE	Minimum	Midpoint	Maximum
			\$515.27	\$583.63	\$651.99
	220	DAYS	\$113,359	\$128,399	\$143,438
	236	DAYS	\$121,604	\$137,737	\$153,870

PAYGRADE 09

Executive Director, Facilities & Construction Services	Principal, Junior High
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	DAILY	RATE	Minimum	Midpoint	Maximum
			\$561.29	\$619.44	\$677.59
	220	DAYS	\$123,484	\$136,277	\$149,070
	244	DAYS	\$136,955	\$151,143	\$165,332

PAYGRADE 10

Executive Director, Curriculum & Instruction	Executive Director, Technology	
Executive Director, Special Education	Principal, High School	

	DAILY	RATE	Minimum	Midpoint	Maximum
			\$580.26	\$650.02	\$719.78
	236	DAYS	\$136,941	\$153,405	\$169,868

**HURST EULESS BEDFORD ISD
2024 - 2025**

**ADMINISTRATIVE/PROFESSIONAL
Job Classification
Pay Schedule**

PAYGRADE 11

Assistant Superintendent

Chief Public Relations & Marketing Officer

DAILY	RATE	Minimum	Midpoint	Maximum
236	DAYS	\$596.75 \$140,833	\$691.79 \$163,262	\$786.83 \$185,692

PAYGRADE Z

Deputy Superintendent

DAILY	RATE	Minimum	Midpoint	Maximum
236	DAYS	\$781.64 \$184,467	\$861.84 \$203,394	\$942.04 \$222,321

HURST EULESS BEDFORD ISD
2024 - 2025

TECHNICAL
Job Classification
Pay Schedule

Daily rates determined on 7.75 hour work day for non-exempt and full time employees.

PAYGRADE 01

Campus Technology Assistant

HOURLY	RATE	Minimum	Midpoint	Maximum
		\$17.25	\$21.14	\$25.03

PAYGRADE 02

Campus Hardware Technician

Help Desk Support Specialist

HOURLY	RATE	Minimum	Midpoint	Maximum
		\$22.41	\$26.96	\$31.51

PAYGRADE 03

Hardware Repair Technician

Help Desk Technician

HOURLY	RATE	Minimum	Midpoint	Maximum
		\$24.52	\$29.56	\$34.60

PAYGRADE 04

Help Desk Manager

PEIMS Technology Specialist

HOURLY	RATE	Minimum	Midpoint	Maximum
		\$27.31	\$33.03	\$38.75

PAYGRADE 05

Network Engineer

Telecommunications Engineer

HOURLY	RATE	Minimum	Midpoint	Maximum
		\$33.94	\$41.30	\$48.66

PAYGRADE 06

Desktop Software Support

Technology Project Manager

HOURLY	RATE	Minimum	Midpoint	Maximum
		\$35.67	\$43.30	\$50.93

HURST EULESS BEDFORD ISD
2024 - 2025

TECHNICAL
Job Classification
Pay Schedule

PAYGRADE 07

Laserfiche Specialist

Programmer/Analyst

Technology Support Specialist

HOURLY	RATE	Minimum	Midpoint	Maximum
		\$41.31	\$51.25	\$61.19

PAYGRADE 08

Certified Network Engineer (CNE)

Cybersecurity Engineer

HOURLY	RATE	Minimum	Midpoint	Maximum
		\$45.16	\$54.22	\$63.28

HURST EULESS BEDFORD ISD
2024 - 2025

PARAPROFESSIONAL
Job Classification
Pay Schedule

Full-time campus paraprofessionals are paid on a 7.5 hour workday and a maximum 37.5 hour work week. 50% (half-time) professionals are paid for a maximum 18.75 hour work week. The campuses are generally open from 8:00 a.m. to 4:00 p.m. each day. The campus administrator may vary the start and end time for employees to ensure efficient operations of the campus.

Full-time Central Administrative Complex paraprofessionals are paid on a 7.75 hour workday and a maximum 38.75 hour work week. 50% (half-time) paraprofessionals are paid for a maximum 19.375 hour work week. The office hours are generally 8:00 a.m. to 4:30 p.m.

PAYGRADE TA

Behavior Assistant		In-School Suspension Assistant	Teacher Assistant	
Campus Security Monitor		Library Assistant	Teacher Assistant	
		Minimum	Midpoint	Maximum
HOURLY	RATE	\$16.99	\$20.82	\$24.65

PAYGRADE S1

Office Assistant, Campus		Secretary, Campus-General	Secretary, Registrar	
Receptionist, Campus		Secretary, Career & Technical Education	Secretary, Transition Center	
Secretary, Assistant Principal - High School		Secretary, Counselor		
Secretary, Attendance		Secretary, Data Entry		
		Minimum	Midpoint	Maximum
HOURLY	RATE	\$19.25	\$23.67	\$28.09

PAYGRADE S2

Accounting Assistant (Vendor Payables)		PEIMS, Federal Programs Data Specialist	Secretary, Special Education	
Bookkeeper, Extended Day		Receptionist, Administration	Secretary, Truancy	
Bookkeeper, Maintenance/Child Nutrition		Secretary, Assessment		
Family Engagement Liaison		Secretary, Coordinator		
		Minimum	Midpoint	Maximum
HOURLY	RATE	\$21.34	\$26.30	\$31.26

HURST EULESS BEDFORD ISD
2024 - 2025

PARAPROFESSIONAL
Job Classification
Pay Schedule

PAYGRADE S3

Bookkeeper, HS	Purchasing Assistant - Buyer	Secretary, Substitute Office
Benefits Specialist	Secretary, Director	Secretary, Superintendent's Office
Licensed Vocational Nurse (LVN)	Secretary, Human Resources	Secretary, PMC and Coordinator
Payroll Specialist	Accounting Assistant (Cash Receipts & Budget, Requisitions Accounting)	
PEIMS, Student Records Specialist	Secretary, Principal - Elementary, Junior High, BCTEA, DAEP, KEYS	
	Minimum	Midpoint
HOURLY	RATE	Maximum
	\$24.75	\$29.76
		\$34.77

PAYGRADE AA

Accounting Manager	Administrative Assistant, Assistant Superintendent/Deputy Superintendent	
Certification Specialist	Administrative Assistant, Chief Public Relations & Marketing Officer	
Payroll Manager	Administrative Assistant, Principal - High School	
	Minimum	Midpoint
HOURLY	RATE	Maximum
	\$29.14	\$35.15
		\$41.16

HURST EULESS BEDFORD ISD
2024 - 2025

AUXILIARY
Job Classification
Pay Schedule

Child Nutrition Services, Maintenance & Operations, Transportation

Daily rates listed below based on an 8 hour workday and maximum 40 hour work week.

PAYGRADE 01

Cafeteria Specialist	Campus Facility Monitor	Custodian	
	Minimum	Midpoint	Maximum
HOURLY	RATE	\$15.88	\$20.57
		\$25.26	

PAYGRADE 02

Assistant Head Custodian - High School Bus Driver in Training (Non-CDL)	Bus Monitor I & II Grounds	Head Custodian - Elementary, Junior High	
	Minimum	Midpoint	Maximum
HOURLY	RATE	\$17.51	\$22.01
			\$26.51

PAYGRADE 03

Bus Driver in Training (CDL)	Cafeteria Assistant Manager		
	Minimum	Midpoint	Maximum
HOURLY	RATE	\$19.24	\$24.30
			\$29.36

PAYGRADE 04

Cafeteria Manager- Elementary, JH, FEW Head Custodian - HS, Central Administration Irrigation Specialist	Lead Grounds Maintenance Helper	Warehouse Delivery- Purchasing	
	Minimum	Midpoint	Maximum
HOURLY	RATE	\$21.06	\$26.70
			\$32.34

PAYGRADE 05

Bus Driver I & II Cafeteria Manager- High School, BCTEA Child Nutrition Services Project Manager	Energy Specialist HVAC Technician I Child Nutrition Services Warehouse Delivery/Maintenance Technician	Maintenance Dispatcher Maintenance I	
	Minimum	Midpoint	Maximum
HOURLY	RATE	\$24.33	\$29.40
			\$34.47

HURST EULESS BEDFORD ISD
2024 - 2025

AUXILIARY
Job Classification
Pay Schedule

PAYGRADE 05A

	Lead Bus Driver	Transportation Dispatcher		
		Minimum	Midpoint	Maximum
HOURLY	RATE	\$25.25	\$30.30	\$35.35

PAYGRADE 06

	Energy Auditor	Child Nutrition Services Catering/Event Planner	Irrigator	
	HVAC Technician II	Instructional Materials Coordinator	Maintenance II	
		Minimum	Midpoint	Maximum
HOURLY	RATE	\$28.03	\$32.45	\$36.87

PAYGRADE 07

	Fleet Mechanic	Maintenance III	Transportation Lead Trainer	
	HVAC Technician III	Security & Fire Technician		
		Minimum	Midpoint	Maximum
HOURLY	RATE	\$31.80	\$36.78	\$41.76

PAYGRADE 08

	Assistant Supervisor- Maintenance	Fleet Maintenance Shop Foreman		
	Assistant Supervisor- Operations	Transportation Coordinator (General Education &		
		Minimum	Midpoint	Maximum
HOURLY	RATE	\$35.95	\$41.74	\$47.53

PAYGRADE 09

	Child Nutrition Services Chef	Supervisor- Child Nutrition Services	Transportation Operations Manager	
	Coordinator, Facilities and Construction	Supervisor- Maintenance		
	Fleet Maintenance Manager	Supervisor- Operations		
		Minimum	Midpoint	Maximum
HOURLY	RATE	\$40.77	\$47.46	\$54.15
