2024-2025
Salary
Schedules

Available online at:
www.hebisd.edu
Click on: District Departments/Human Resources
Hurst-Euless-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-Euless-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

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<th>YRS</th>
<th>BACHELOR'S 187 DAYS</th>
<th>BACHELOR'S 187 DAYS</th>
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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

<table>
<thead>
<tr>
<th>PAYGRADE 01</th>
<th>Community Relations Liaison</th>
<th>Security Officer</th>
<th>Truancy Officer</th>
<th>Lead Truancy Officer</th>
<th>Stadium Manager</th>
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<td>DAILY RATE</td>
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<tr>
<th>PAYGRADE 02</th>
<th>Executive Assistant (Board &amp; Superintendent)</th>
<th>Occupational Therapist</th>
<th>Security Specialist</th>
<th>Insurance &amp; Contract Specialist</th>
<th>Physical Therapist</th>
<th>Student Information Support Specialist</th>
<th>Instructional Technology Specialist</th>
<th>Staff Accountant</th>
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<td>DAILY RATE</td>
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<th>Social Worker</th>
<th>Student Intervention Support Specialist, DAEP</th>
<th>Lead Counselor</th>
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## HURST EULESS BEDFORD ISD

**2024 - 2025**

### ADMINISTRATIVE/PROFESSIONAL

#### Job Classification

#### Pay Schedule

### PAYGRADE 07

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#### Days and Salary

- **236 DAYS**: $106,596 - $125,104 - $143,611
- **244 DAYS**: $110,210 - $129,344 - $148,479

### PAYGRADE 08

<table>
<thead>
<tr>
<th>Paygrade</th>
<th>Position</th>
<th>Minimum</th>
<th>Midpoint</th>
<th>Maximum</th>
</tr>
</thead>
<tbody>
<tr>
<td>08</td>
<td>Director, Athletics</td>
<td>$580.26</td>
<td>$650.02</td>
<td>$719.78</td>
</tr>
<tr>
<td></td>
<td>Director, Information Services</td>
<td>$515.27</td>
<td>$583.63</td>
<td>$651.99</td>
</tr>
<tr>
<td></td>
<td>Director, Career &amp; Technical Education/</td>
<td>$561.29</td>
<td>$619.44</td>
<td>$677.59</td>
</tr>
<tr>
<td></td>
<td>Director, Special Education</td>
<td>$561.29</td>
<td>$619.44</td>
<td>$677.59</td>
</tr>
<tr>
<td></td>
<td>Director, Finance</td>
<td>$561.29</td>
<td>$619.44</td>
<td>$677.59</td>
</tr>
<tr>
<td></td>
<td>Director, Technology</td>
<td>$561.29</td>
<td>$619.44</td>
<td>$677.59</td>
</tr>
<tr>
<td></td>
<td>Director, Human Resources</td>
<td>$561.29</td>
<td>$619.44</td>
<td>$677.59</td>
</tr>
<tr>
<td></td>
<td>Director, Visual &amp; Performing Arts</td>
<td>$561.29</td>
<td>$619.44</td>
<td>$677.59</td>
</tr>
<tr>
<td></td>
<td>Principal, BCTEA</td>
<td>$561.29</td>
<td>$619.44</td>
<td>$677.59</td>
</tr>
<tr>
<td></td>
<td>Principal, Elementary</td>
<td>$561.29</td>
<td>$619.44</td>
<td>$677.59</td>
</tr>
<tr>
<td></td>
<td>Principal, KEYS HS</td>
<td>$561.29</td>
<td>$619.44</td>
<td>$677.59</td>
</tr>
<tr>
<td></td>
<td>Principal, Secondary DAEP</td>
<td>$561.29</td>
<td>$619.44</td>
<td>$677.59</td>
</tr>
</tbody>
</table>

#### Days and Salary

- **220 DAYS**: $113,359 - $128,399 - $143,438
- **236 DAYS**: $121,604 - $137,737 - $153,870
- **244 DAYS**: $136,955 - $151,143 - $165,332

### PAYGRADE 09

<table>
<thead>
<tr>
<th>Paygrade</th>
<th>Position</th>
<th>Minimum</th>
<th>Midpoint</th>
<th>Maximum</th>
</tr>
</thead>
<tbody>
<tr>
<td>09</td>
<td>Executive Director, Facilities &amp; Construction Services</td>
<td>$580.26</td>
<td>$650.02</td>
<td>$719.78</td>
</tr>
<tr>
<td></td>
<td>Principal, Junior High</td>
<td>$561.29</td>
<td>$619.44</td>
<td>$677.59</td>
</tr>
</tbody>
</table>

#### Days and Salary

- **220 DAYS**: $123,484 - $136,277 - $149,070
- **244 DAYS**: $136,955 - $151,143 - $165,332

### PAYGRADE 10

<table>
<thead>
<tr>
<th>Paygrade</th>
<th>Position</th>
<th>Minimum</th>
<th>Midpoint</th>
<th>Maximum</th>
</tr>
</thead>
<tbody>
<tr>
<td>10</td>
<td>Executive Director, Curriculum &amp; Instruction</td>
<td>$580.26</td>
<td>$650.02</td>
<td>$719.78</td>
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<tr>
<td></td>
<td>Executive Director, Technology</td>
<td>$561.29</td>
<td>$619.44</td>
<td>$677.59</td>
</tr>
</tbody>
</table>

#### Days and Salary

- **236 DAYS**: $136,941 - $153,405 - $169,868
HURST EULESS BEDFORD ISD
2024 - 2025

ADMINISTRATIVE/PROFESSIONAL
Job Classification
Pay Schedule

**PAYGRADE 11**

<table>
<thead>
<tr>
<th>Assistant Superintendent</th>
<th>Chief Public Relations &amp; Marketing Officer</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Minimum</strong></td>
<td><strong>Midpoint</strong></td>
</tr>
<tr>
<td><strong>DAILY RATE</strong></td>
<td><strong>$596.75</strong></td>
</tr>
<tr>
<td><strong>236 DAYS</strong></td>
<td><strong>$140,833</strong></td>
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</table>

**PAYGRADE Z**

<table>
<thead>
<tr>
<th>Deputy Superintendent</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Minimum</strong></td>
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<tr>
<td><strong>DAILY RATE</strong></td>
</tr>
<tr>
<td><strong>236 DAYS</strong></td>
</tr>
<tr>
<td></td>
</tr>
</tbody>
</table>
**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.*

<table>
<thead>
<tr>
<th>PAYGRADE 01</th>
<th></th>
<th>Minimum</th>
<th>Midpoint</th>
<th>Maximum</th>
</tr>
</thead>
<tbody>
<tr>
<td>Campus Technology Assistant</td>
<td>HOURLY RATE</td>
<td>$17.25</td>
<td>$21.14</td>
<td>$25.03</td>
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</table>

<table>
<thead>
<tr>
<th>PAYGRADE 02</th>
<th></th>
<th>Minimum</th>
<th>Midpoint</th>
<th>Maximum</th>
</tr>
</thead>
<tbody>
<tr>
<td>Campus Hardware Technician</td>
<td>HOURLY RATE</td>
<td>$22.41</td>
<td>$26.96</td>
<td>$31.51</td>
</tr>
<tr>
<td>Help Desk Support Specialist</td>
<td></td>
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</tbody>
</table>

<table>
<thead>
<tr>
<th>PAYGRADE 03</th>
<th></th>
<th>Minimum</th>
<th>Midpoint</th>
<th>Maximum</th>
</tr>
</thead>
<tbody>
<tr>
<td>Hardware Repair Technician</td>
<td>HOURLY RATE</td>
<td>$24.52</td>
<td>$29.56</td>
<td>$34.60</td>
</tr>
<tr>
<td>Help Desk Technician</td>
<td></td>
<td></td>
<td></td>
<td></td>
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</table>

<table>
<thead>
<tr>
<th>PAYGRADE 04</th>
<th></th>
<th>Minimum</th>
<th>Midpoint</th>
<th>Maximum</th>
</tr>
</thead>
<tbody>
<tr>
<td>Help Desk Manager</td>
<td>HOURLY RATE</td>
<td>$27.31</td>
<td>$33.03</td>
<td>$38.75</td>
</tr>
<tr>
<td>PEIMS Technology Specialist</td>
<td></td>
<td></td>
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<td></td>
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</table>

<table>
<thead>
<tr>
<th>PAYGRADE 05</th>
<th></th>
<th>Minimum</th>
<th>Midpoint</th>
<th>Maximum</th>
</tr>
</thead>
<tbody>
<tr>
<td>Network Engineer</td>
<td>HOURLY RATE</td>
<td>$33.94</td>
<td>$41.30</td>
<td>$48.66</td>
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<tr>
<td>Telecommunications Engineer</td>
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<table>
<thead>
<tr>
<th>PAYGRADE 06</th>
<th></th>
<th>Minimum</th>
<th>Midpoint</th>
<th>Maximum</th>
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<tbody>
<tr>
<td>Desktop Software Support</td>
<td>HOURLY RATE</td>
<td>$35.67</td>
<td>$43.30</td>
<td>$50.93</td>
</tr>
<tr>
<td>Technology Project Manager</td>
<td></td>
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</table>
HURST EULESS BEDFORD ISD
2024 - 2025

TECHNICAL
Job Classification
Pay Schedule

<table>
<thead>
<tr>
<th>PAYGRADE 07</th>
<th>Laserfiche Specialist</th>
<th>Programmer/Analyst</th>
<th>Technology Support Specialist</th>
</tr>
</thead>
<tbody>
<tr>
<td>Minimum</td>
<td>$41.31</td>
<td>$51.25</td>
<td>$61.19</td>
</tr>
<tr>
<td>Midpoint</td>
<td>$51.25</td>
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<tr>
<td>Maximum</td>
<td>$61.19</td>
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<table>
<thead>
<tr>
<th>PAYGRADE 08</th>
<th>Certified Network Engineer (CNE)</th>
<th>Cybersecurity Engineer</th>
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<tbody>
<tr>
<td>Minimum</td>
<td>$45.16</td>
<td>$54.22</td>
</tr>
<tr>
<td>Midpoint</td>
<td>$54.22</td>
<td>$63.28</td>
</tr>
<tr>
<td>Maximum</td>
<td>$63.28</td>
<td></td>
</tr>
</tbody>
</table>
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.

<table>
<thead>
<tr>
<th>PAYGRADE TA</th>
<th>In-School Suspension Assistant</th>
<th>Teacher Assistant</th>
</tr>
</thead>
<tbody>
<tr>
<td>Behavior Assistant</td>
<td>Library Assistant</td>
<td>Teacher Assistant</td>
</tr>
<tr>
<td>Campus Security Monitor</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Minimum</th>
<th>Midpoint</th>
<th>Maximum</th>
</tr>
</thead>
<tbody>
<tr>
<td>$16.99</td>
<td>$20.82</td>
<td>$24.65</td>
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</table>

<table>
<thead>
<tr>
<th>PAYGRADE S1</th>
<th>Secretary, Campus-General</th>
<th>Secretary, Registrar</th>
</tr>
</thead>
<tbody>
<tr>
<td>Receptionist, Campus</td>
<td>Secretary, Career &amp; Technical Education</td>
<td>Secretary, Transition Center</td>
</tr>
<tr>
<td>Secretary, Assistant Principal - High School</td>
<td>Secretary, Counselor</td>
<td>Secretary, Data Entry</td>
</tr>
<tr>
<td>Secretary, Attendance</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Minimum</th>
<th>Midpoint</th>
<th>Maximum</th>
</tr>
</thead>
<tbody>
<tr>
<td>$19.25</td>
<td>$23.67</td>
<td>$28.09</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>PAYGRADE S2</th>
<th>PEIMS, Federal Programs Data Specialist</th>
<th>Secretary, Special Education</th>
</tr>
</thead>
<tbody>
<tr>
<td>Accounting Assistant (Vendor Payables)</td>
<td>Receptionist, Administration</td>
<td>Secretary, Truancy</td>
</tr>
<tr>
<td>Bookkeeper, Extended Day</td>
<td>Secretary, Assessment</td>
<td></td>
</tr>
<tr>
<td>Bookkeeper, Maintenance/Child Nutrition</td>
<td>Secretary, Coordinator</td>
<td></td>
</tr>
<tr>
<td>Family Engagement Liaison</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Minimum</th>
<th>Midpoint</th>
<th>Maximum</th>
</tr>
</thead>
<tbody>
<tr>
<td>$21.34</td>
<td>$26.30</td>
<td>$31.26</td>
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</table>
**PAYGRADE S3**

<table>
<thead>
<tr>
<th>Position</th>
<th>Minimum</th>
<th>Midpoint</th>
<th>Maximum</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bookkeeper, HS</td>
<td>$24.75</td>
<td>$29.76</td>
<td>$34.77</td>
</tr>
<tr>
<td>Benefits Specialist</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Licensed Vocational Nurse (LVN)</td>
<td></td>
<td></td>
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</tr>
<tr>
<td>Payroll Specialist</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>PEIMS, Student Records Specialist</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Secretary, Substitute Office</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Secretary, Director</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Secretary, Human Resources</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Secretary, Superintendent's Office</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Secretary, PMC and Coordinator</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Accounting Assistant (Cash Receipts &amp; Budget, Requisitions Accounting)</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Secretary, Principal - Elementary, Junior High, BCTEA, DAEP, KEYS</td>
<td></td>
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<td></td>
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</tbody>
</table>

**PAYGRADE AA**

<table>
<thead>
<tr>
<th>Position</th>
<th>Minimum</th>
<th>Midpoint</th>
<th>Maximum</th>
</tr>
</thead>
<tbody>
<tr>
<td>Accounting Manager</td>
<td>$29.14</td>
<td>$35.15</td>
<td>$41.16</td>
</tr>
<tr>
<td>Certification Specialist</td>
<td></td>
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</tr>
<tr>
<td>Payroll Manager</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Administrative Assistant, Assistant Superintendent/Deputy Superintendent</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Administrative Assistant, Chief Public Relations &amp; Marketing Officer</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Administrative Assistant, Principal - High School</td>
<td></td>
<td></td>
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</table>
## 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

<table>
<thead>
<tr>
<th>Cafeteria Specialist</th>
<th>Campus Facility Monitor</th>
<th>Custodian</th>
</tr>
</thead>
<tbody>
<tr>
<td>Minimum</td>
<td>Midpoint</td>
<td>Maximum</td>
</tr>
<tr>
<td>HOURLY RATE</td>
<td></td>
<td></td>
</tr>
<tr>
<td>$15.88</td>
<td>$20.57</td>
<td>$25.26</td>
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### PAYGRADE 02

<table>
<thead>
<tr>
<th>Assistant Head Custodian - High School</th>
<th>Bus Monitor I &amp; II</th>
<th>Head Custodian - Elementary, Junior High</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bus Driver in Training (Non-CDL)</td>
<td>Grounds</td>
<td></td>
</tr>
<tr>
<td>Minimum</td>
<td>Midpoint</td>
<td>Maximum</td>
</tr>
<tr>
<td>HOURLY RATE</td>
<td></td>
<td></td>
</tr>
<tr>
<td>$17.51</td>
<td>$22.01</td>
<td>$26.51</td>
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</table>

### PAYGRADE 03

<table>
<thead>
<tr>
<th>Bus Driver in Training (CDL)</th>
<th>Cafeteria Assistant Manager</th>
</tr>
</thead>
<tbody>
<tr>
<td>Minimum</td>
<td>Midpoint</td>
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<tr>
<td>HOURLY RATE</td>
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</tr>
<tr>
<td>$19.24</td>
<td>$24.30</td>
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</table>

### PAYGRADE 04

<table>
<thead>
<tr>
<th>Cafeteria Manager- Elementary, JH, FEW</th>
<th>Lead Grounds</th>
<th>Warehouse Delivery- Purchasing</th>
</tr>
</thead>
<tbody>
<tr>
<td>Head Custodian - HS, Central Administration</td>
<td>Maintenance Helper</td>
<td></td>
</tr>
<tr>
<td>Irrigation Specialist</td>
<td>Minimum</td>
<td>Midpoint</td>
</tr>
<tr>
<td>HOURLY RATE</td>
<td>$21.06</td>
<td>$26.70</td>
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### PAYGRADE 05

<table>
<thead>
<tr>
<th>Bus Driver I &amp; II</th>
<th>Energy Specialist</th>
<th>Maintenance Dispatcher</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cafeteria Manager- High School, BCTEA</td>
<td>HVAC Technician I</td>
<td>Maintenance I</td>
</tr>
<tr>
<td>Child Nutrition Services Project Manager</td>
<td>Child Nutrition Services Warehouse Delivery/Maintenance Technician</td>
<td></td>
</tr>
<tr>
<td>Minimum</td>
<td>Midpoint</td>
<td>Maximum</td>
</tr>
<tr>
<td>HOURLY RATE</td>
<td>$24.33</td>
<td>$29.40</td>
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</table>
## PAYGRADE 05A
- **Lead Bus Driver**
- **Transportation Dispatcher**

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<th>Maximum</th>
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</thead>
<tbody>
<tr>
<td>HOURLY RATE</td>
<td>$25.25</td>
<td>$30.30</td>
<td>$35.35</td>
</tr>
</tbody>
</table>

## PAYGRADE 06
- **Energy Auditor**
- **Child Nutrition Services Catering/Event Planner**
- **Irrigator**
- **HVAC Technician II**
- **Instructional Materials Coordinator**
- **Maintenance II**

<table>
<thead>
<tr>
<th></th>
<th>Minimum</th>
<th>Midpoint</th>
<th>Maximum</th>
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</thead>
<tbody>
<tr>
<td>HOURLY RATE</td>
<td>$28.03</td>
<td>$32.45</td>
<td>$36.87</td>
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</table>

## PAYGRADE 07
- **Fleet Mechanic**
- **Maintenance III**
- **Security & Fire Technician**
- **HVAC Technician III**
- **Transportation Lead Trainer**

<table>
<thead>
<tr>
<th></th>
<th>Minimum</th>
<th>Midpoint</th>
<th>Maximum</th>
</tr>
</thead>
<tbody>
<tr>
<td>HOURLY RATE</td>
<td>$31.80</td>
<td>$36.78</td>
<td>$41.76</td>
</tr>
</tbody>
</table>

## PAYGRADE 08
- **Assistant Supervisor- Maintenance**
- **Fleet Maintenance Shop Foreman**
- **Assistant Supervisor- Operations**
- **Transportation Coordinator (General Education &**
  - **Transportation Operations Manager**

<table>
<thead>
<tr>
<th></th>
<th>Minimum</th>
<th>Midpoint</th>
<th>Maximum</th>
</tr>
</thead>
<tbody>
<tr>
<td>HOURLY RATE</td>
<td>$35.95</td>
<td>$41.74</td>
<td>$47.53</td>
</tr>
</tbody>
</table>

## PAYGRADE 09
- **Child Nutrition Services Chef**
- **Supervisor- Child Nutrition Services**
- **Coordinator, Facilities and Construction**
- **Supervisor- Maintenance**
- **Fleet Maintenance Manager**
- **Supervisor- Operations**
- **Transportation Operations Manager**

<table>
<thead>
<tr>
<th></th>
<th>Minimum</th>
<th>Midpoint</th>
<th>Maximum</th>
</tr>
</thead>
<tbody>
<tr>
<td>HOURLY RATE</td>
<td>$40.77</td>
<td>$47.46</td>
<td>$54.15</td>
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