

Harris County Board of Education FY2025 Pay Scales

AFTER SCHOOL PERSONNEL (ASEP)		HOURLY
ASEP Director:	100-150 students	\$26.00
	151-200 students	\$31.00
	201-250 students	\$36.00
	251-300 students	\$41.00
HCBOE Teachers		\$24.00
HCBOE Other- greater of \$10.00 or current hourly pay		Varies
ASEP at least high school completion		\$10.00
DCT Student		\$10.00

SUBSTITUTES	DAILY
Nurse	\$100.00
Substitute Teacher	
High School	\$70.00
College Graduate	\$80.00
Certified	\$115.00
Substitute Non-Certified Position (any educational level)	\$70.00

JROTC PERSONNEL

Minimum Instructor Pay (MIP) x 12 months + 15% = Annual Salary

Example:

MIP	\$7,665.48	Annual salary	\$105,783.62
MIP	\$6,000.47	Annual salary	\$82,806.49