



2024-2025 Support Staff Pay Grades

Position	Pay Grade	Workdays
IT Service Desk Specialist	PG 1086	215
Support Specialist - Department	PG 1080	215
Accounts Payable Clerk	PG 1060	215
Central Office Admin Assistant	PG 1060	215
District Admin Assistant	PG 1060	205
General Maintenance Person	PG 1060	215
Grant Accounting Clerk	PG 1060	215
IT Specialist	PG 1060	205
Health Aide	PG 1050	189
Library Assistant	PG 1050	189
Attendance Clerk	PG 1040	205
Child Nutrition Assistant	PG 1040	189
College and Career Assistant	PG 1040	205
Discipline Assistant	PG 1040	189
Teacher Assistant	PG 1040	189
Hospitality Coordinator	PG 1030	215
Secretary	PG 1030	205
Crossing Guard	PG 1020	189
Intern - Central Office	PG 1011	N/A
Intern	PG 1010	N/A
Police Officer*	N/A	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.

Additional Stipends

Degree Stipends	
Associate Degree	\$0.35/hr
Bachelor's Degree or Higher	\$1.00/hr

Maintenance Stipend	
General Maintenance Staff	\$0.60/hr

Certification Stipends		
LVN License (Health Aides only)		\$1.00/hr
HVAC, Electrician, or Plumbing License (General Maintenance Staff)		\$1.00/hr
Level-1 IT Certifications (IT staff only)	CompTIA Network+	\$1.00/hr
	CompTIA Data+	
	CompTIA Security+	
	MS Azure Data Fund.	
Level-2 IT Certifications (IT staff only)	ITIL(R) 4 Foundation	\$2.00/hr
	MS Azure Admin	
	CCNA 200-301	
	Certified Ethical Hacker (CEH)	
	CISSP	
	MS Azure Data Eng. Assoc.	
	MS Azure Network Eng. Assoc.	

AUSTIN – Salary Table for Non-exempt Employees

STEP	PG-1010	PG-1020	PG-1030	PG-1040	PG-1050	PG-1060
0	\$14.00	\$15.00	\$17.50	\$17.50	\$17.50	\$20.50
1	\$14.00	\$15.19	\$17.73	\$17.73	\$17.73	\$20.77
2	\$14.00	\$15.38	\$17.96	\$17.96	\$17.96	\$21.04
3	\$14.00	\$15.57	\$18.19	\$18.19	\$18.19	\$21.32
4	\$14.00	\$15.77	\$18.43	\$18.43	\$18.43	\$21.60
5	\$14.00	\$15.97	\$18.67	\$18.67	\$18.67	\$21.89
6	\$14.00	\$16.17	\$18.91	\$18.91	\$18.91	\$22.18
7	\$14.00	\$16.38	\$19.16	\$19.16	\$19.16	\$22.48
8	\$14.00	\$16.59	\$19.41	\$19.41	\$19.41	\$22.78
9	\$14.00	\$16.80	\$19.66	\$19.66	\$19.66	\$23.08
10	\$14.00	\$17.01	\$19.92	\$19.92	\$19.92	\$23.39
11	\$14.00	\$17.23	\$20.18	\$20.18	\$20.18	\$23.70
12	\$14.00	\$17.45	\$20.45	\$20.45	\$20.45	\$24.02
13	\$14.00	\$17.67	\$20.72	\$20.72	\$20.72	\$24.34
14	\$14.00	\$17.90	\$20.99	\$20.99	\$20.99	\$24.67
15	\$14.00	\$18.13	\$21.27	\$21.27	\$21.27	\$25.00
16	\$14.00	\$18.36	\$21.55	\$21.55	\$21.55	\$25.34
17	\$14.00	\$18.60	\$21.84	\$21.84	\$21.84	\$25.68
18	\$14.00	\$18.84	\$22.13	\$22.13	\$22.13	\$26.03
19	\$14.00	\$19.09	\$22.42	\$22.42	\$22.42	\$26.38
20	\$14.00	\$19.34	\$22.72	\$22.72	\$22.72	\$26.74
21	\$14.00	\$19.59	\$23.02	\$23.02	\$23.02	\$27.10
22	\$14.00	\$19.85	\$23.33	\$23.33	\$23.33	\$27.47
23	\$14.00	\$20.11	\$23.64	\$23.64	\$23.64	\$27.84
24	\$14.00	\$20.37	\$23.96	\$23.96	\$23.96	\$28.22
25	\$14.00	\$20.64	\$24.28	\$24.28	\$24.28	\$28.61
26	\$14.00	\$20.91	\$24.61	\$24.61	\$24.61	\$29.00
27	\$14.00	\$21.19	\$24.94	\$24.94	\$24.94	\$29.40
28	\$14.00	\$21.47	\$25.28	\$25.28	\$25.28	\$29.80
29	\$14.00	\$21.75	\$25.62	\$25.62	\$25.62	\$30.21
30+	\$14.00	\$22.04	\$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-1020	PG-1030	PG-1040	PG-1050	PG-1060
0	\$14.00	\$15.00	\$15.00	\$16.00	\$17.00	\$19.00
1	\$14.00	\$15.19	\$15.19	\$16.21	\$17.22	\$19.24
2	\$14.00	\$15.38	\$15.38	\$16.42	\$17.44	\$19.49
3	\$14.00	\$15.57	\$15.58	\$16.63	\$17.67	\$19.74
4	\$14.00	\$15.77	\$15.78	\$16.85	\$17.90	\$19.99
5	\$14.00	\$15.97	\$15.98	\$17.07	\$18.13	\$20.25
6	\$14.00	\$16.17	\$16.19	\$17.29	\$18.37	\$20.51
7	\$14.00	\$16.38	\$16.40	\$17.52	\$18.61	\$20.78
8	\$14.00	\$16.59	\$16.61	\$17.75	\$18.86	\$21.05
9	\$14.00	\$16.80	\$16.83	\$17.98	\$19.11	\$21.32
10	\$14.00	\$17.01	\$17.05	\$18.22	\$19.36	\$21.60
11	\$14.00	\$17.23	\$17.27	\$18.46	\$19.62	\$21.88
12	\$14.00	\$17.45	\$17.50	\$18.70	\$19.88	\$22.17
13	\$14.00	\$17.67	\$17.73	\$18.95	\$20.14	\$22.46
14	\$14.00	\$17.90	\$17.96	\$19.20	\$20.41	\$22.75
15	\$14.00	\$18.13	\$18.20	\$19.45	\$20.68	\$23.05
16	\$14.00	\$18.36	\$18.44	\$19.71	\$20.96	\$23.35
17	\$14.00	\$18.60	\$18.68	\$19.97	\$21.24	\$23.66
18	\$14.00	\$18.84	\$18.93	\$20.24	\$21.53	\$23.97
19	\$14.00	\$19.09	\$19.18	\$20.51	\$21.82	\$24.29
20	\$14.00	\$19.34	\$19.43	\$20.78	\$22.11	\$24.61
21	\$14.00	\$19.59	\$19.69	\$21.06	\$22.41	\$24.94
22	\$14.00	\$19.85	\$19.95	\$21.34	\$22.71	\$25.27
23	\$14.00	\$20.11	\$20.22	\$21.63	\$23.02	\$25.61
24	\$14.00	\$20.37	\$20.49	\$21.92	\$23.33	\$25.95
25	\$14.00	\$20.64	\$20.76	\$22.22	\$23.65	\$26.30
26	\$14.00	\$20.91	\$21.04	\$22.52	\$23.97	\$26.65
27	\$14.00	\$21.19	\$21.32	\$22.82	\$24.30	\$27.01
28	\$14.00	\$21.47	\$21.61	\$23.13	\$24.63	\$27.37
29	\$14.00	\$21.75	\$21.90	\$23.44	\$24.97	\$27.74
30+	\$14.00	\$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-1020	PG-1030	PG-1040	PG-1050	PG-1060
0	\$14.00	\$15.00	\$15.50	\$16.50	\$18.25	\$20.28
1	\$14.00	\$15.19	\$15.70	\$16.72	\$18.49	\$20.55
2	\$14.00	\$15.38	\$15.91	\$16.94	\$18.74	\$20.83
3	\$14.00	\$15.57	\$16.12	\$17.16	\$18.99	\$21.11
4	\$14.00	\$15.77	\$16.33	\$17.39	\$19.24	\$21.40
5	\$14.00	\$15.97	\$16.54	\$17.62	\$19.50	\$21.69
6	\$14.00	\$16.17	\$16.76	\$17.85	\$19.76	\$21.99
7	\$14.00	\$16.38	\$16.98	\$18.09	\$20.03	\$22.29
8	\$14.00	\$16.59	\$17.20	\$18.33	\$20.30	\$22.59
9	\$14.00	\$16.80	\$17.43	\$18.57	\$20.57	\$22.90
10	\$14.00	\$17.01	\$17.66	\$18.82	\$20.85	\$23.21
11	\$14.00	\$17.23	\$17.89	\$19.07	\$21.13	\$23.53
12	\$14.00	\$17.45	\$18.13	\$19.33	\$21.42	\$23.85
13	\$14.00	\$17.67	\$18.37	\$19.59	\$21.71	\$24.18
14	\$14.00	\$17.90	\$18.62	\$19.85	\$22.01	\$24.51
15	\$14.00	\$18.13	\$18.87	\$20.12	\$22.31	\$24.85
16	\$14.00	\$18.36	\$19.12	\$20.39	\$22.61	\$25.19
17	\$14.00	\$18.60	\$19.38	\$20.67	\$22.92	\$25.54
18	\$14.00	\$18.84	\$19.64	\$20.95	\$23.23	\$25.89
19	\$14.00	\$19.09	\$19.90	\$21.23	\$23.55	\$26.25
20	\$14.00	\$19.34	\$20.17	\$21.52	\$23.87	\$26.61
21	\$14.00	\$19.59	\$20.44	\$21.81	\$24.20	\$26.98
22	\$14.00	\$19.85	\$20.72	\$22.11	\$24.53	\$27.35
23	\$14.00	\$20.11	\$21.00	\$22.41	\$24.87	\$27.73
24	\$14.00	\$20.37	\$21.29	\$22.72	\$25.21	\$28.12
25	\$14.00	\$20.64	\$21.58	\$23.03	\$25.56	\$28.51
26	\$14.00	\$20.91	\$21.87	\$23.35	\$25.91	\$28.91
27	\$14.00	\$21.19	\$22.17	\$23.67	\$26.27	\$29.31
28	\$14.00	\$21.47	\$22.47	\$24.00	\$26.63	\$29.72
29	\$14.00	\$21.75	\$22.78	\$24.33	\$27.00	\$30.14
30+	\$14.00	\$22.04	\$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-1020	PG-1030	PG-1040	PG-1050	PG-1060
0	\$14.00	\$15.00	\$17.00	\$18.25	\$18.75	\$20.28
1	\$14.00	\$15.19	\$17.23	\$18.49	\$19.00	\$20.55
2	\$14.00	\$15.38	\$17.46	\$18.74	\$19.26	\$20.83
3	\$14.00	\$15.57	\$17.69	\$18.99	\$19.52	\$21.11
4	\$14.00	\$15.77	\$17.93	\$19.24	\$19.78	\$21.40
5	\$14.00	\$15.97	\$18.17	\$19.50	\$20.05	\$21.69
6	\$14.00	\$16.17	\$18.41	\$19.76	\$20.32	\$21.99
7	\$14.00	\$16.38	\$18.66	\$20.03	\$20.59	\$22.29
8	\$14.00	\$16.59	\$18.91	\$20.30	\$20.87	\$22.59
9	\$14.00	\$16.80	\$19.16	\$20.57	\$21.15	\$22.90
10	\$14.00	\$17.01	\$19.42	\$20.85	\$21.44	\$23.21
11	\$14.00	\$17.23	\$19.68	\$21.13	\$21.73	\$23.53
12	\$14.00	\$17.45	\$19.95	\$21.42	\$22.03	\$23.85
13	\$14.00	\$17.67	\$20.22	\$21.71	\$22.33	\$24.18
14	\$14.00	\$17.90	\$20.49	\$22.01	\$22.63	\$24.51
15	\$14.00	\$18.13	\$20.77	\$22.31	\$22.94	\$24.85
16	\$14.00	\$18.36	\$21.05	\$22.61	\$23.25	\$25.19
17	\$14.00	\$18.60	\$21.34	\$22.92	\$23.57	\$25.54
18	\$14.00	\$18.84	\$21.63	\$23.23	\$23.89	\$25.89
19	\$14.00	\$19.09	\$21.92	\$23.55	\$24.22	\$26.25
20	\$14.00	\$19.34	\$22.22	\$23.87	\$24.55	\$26.61
21	\$14.00	\$19.59	\$22.52	\$24.20	\$24.89	\$26.98
22	\$14.00	\$19.85	\$22.83	\$24.53	\$25.23	\$27.35
23	\$14.00	\$20.11	\$23.14	\$24.87	\$25.58	\$27.73
24	\$14.00	\$20.37	\$23.46	\$25.21	\$25.93	\$28.12
25	\$14.00	\$20.64	\$23.78	\$25.56	\$26.29	\$28.51
26	\$14.00	\$20.91	\$24.11	\$25.91	\$26.65	\$28.91
27	\$14.00	\$21.19	\$24.44	\$26.27	\$27.02	\$29.31
28	\$14.00	\$21.47	\$24.78	\$26.63	\$27.40	\$29.72
29	\$14.00	\$21.75	\$25.12	\$27.00	\$27.78	\$30.14
30+	\$14.00	\$22.04	\$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-1020	PG-1030	PG-1040	PG-1050	PG-1060
0	\$14.00	\$15.00	\$17.00	\$18.00	\$19.00	\$22.00
1	\$14.00	\$15.19	\$17.23	\$18.24	\$19.26	\$22.30
2	\$14.00	\$15.38	\$17.46	\$18.48	\$19.52	\$22.60
3	\$14.00	\$15.57	\$17.69	\$18.73	\$19.78	\$22.91
4	\$14.00	\$15.77	\$17.93	\$18.98	\$20.05	\$23.22
5	\$14.00	\$15.97	\$18.17	\$19.23	\$20.32	\$23.54
6	\$14.00	\$16.17	\$18.41	\$19.49	\$20.59	\$23.86
7	\$14.00	\$16.38	\$18.66	\$19.75	\$20.87	\$24.19
8	\$14.00	\$16.59	\$18.91	\$20.02	\$21.15	\$24.52
9	\$14.00	\$16.80	\$19.16	\$20.29	\$21.44	\$24.86
10	\$14.00	\$17.01	\$19.42	\$20.56	\$21.73	\$25.20
11	\$14.00	\$17.23	\$19.68	\$20.84	\$22.03	\$25.55
12	\$14.00	\$17.45	\$19.95	\$21.12	\$22.33	\$25.90
13	\$14.00	\$17.67	\$20.22	\$21.41	\$22.63	\$26.26
14	\$14.00	\$17.90	\$20.49	\$21.70	\$22.94	\$26.62
15	\$14.00	\$18.13	\$20.77	\$22.00	\$23.25	\$26.99
16	\$14.00	\$18.36	\$21.05	\$22.30	\$23.57	\$27.36
17	\$14.00	\$18.60	\$21.34	\$22.60	\$23.89	\$27.74
18	\$14.00	\$18.84	\$21.63	\$22.91	\$24.22	\$28.13
19	\$14.00	\$19.09	\$21.92	\$23.22	\$24.55	\$28.52
20	\$14.00	\$19.34	\$22.22	\$23.54	\$24.89	\$28.92
21	\$14.00	\$19.59	\$22.52	\$23.86	\$25.23	\$29.32
22	\$14.00	\$19.85	\$22.83	\$24.19	\$25.58	\$29.73
23	\$14.00	\$20.11	\$23.14	\$24.52	\$25.93	\$30.15
24	\$14.00	\$20.37	\$23.46	\$24.86	\$26.29	\$30.57
25	\$14.00	\$20.64	\$23.78	\$25.20	\$26.65	\$31.00
26	\$14.00	\$20.91	\$24.11	\$25.55	\$27.02	\$31.44
27	\$14.00	\$21.19	\$24.44	\$25.90	\$27.40	\$31.88
28	\$14.00	\$21.47	\$24.78	\$26.26	\$27.78	\$32.33
29	\$14.00	\$21.75	\$25.12	\$26.62	\$28.17	\$32.78
30+	\$14.00	\$22.04	\$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-1020	PG-1030	PG-1040	PG-1050	PG-1060
0	\$14.00	\$15.00	\$15.00	\$15.50	\$16.50	\$18.00
1	\$14.00	\$15.19	\$15.20	\$15.70	\$16.72	\$18.24
2	\$14.00	\$15.38	\$15.40	\$15.91	\$16.94	\$18.48
3	\$14.00	\$15.57	\$15.60	\$16.12	\$17.16	\$18.73
4	\$14.00	\$15.77	\$15.80	\$16.33	\$17.39	\$18.98
5	\$14.00	\$15.97	\$16.01	\$16.54	\$17.62	\$19.23
6	\$14.00	\$16.17	\$16.22	\$16.76	\$17.85	\$19.49
7	\$14.00	\$16.38	\$16.43	\$16.98	\$18.09	\$19.75
8	\$14.00	\$16.59	\$16.65	\$17.20	\$18.33	\$20.02
9	\$14.00	\$16.80	\$16.87	\$17.43	\$18.57	\$20.29
10	\$14.00	\$17.01	\$17.09	\$17.66	\$18.82	\$20.56
11	\$14.00	\$17.23	\$17.32	\$17.89	\$19.07	\$20.84
12	\$14.00	\$17.45	\$17.55	\$18.13	\$19.33	\$21.12
13	\$14.00	\$17.67	\$17.78	\$18.37	\$19.59	\$21.41
14	\$14.00	\$17.90	\$18.02	\$18.62	\$19.85	\$21.70
15	\$14.00	\$18.13	\$18.26	\$18.87	\$20.12	\$22.00
16	\$14.00	\$18.36	\$18.50	\$19.12	\$20.39	\$22.30
17	\$14.00	\$18.60	\$18.75	\$19.38	\$20.67	\$22.60
18	\$14.00	\$18.84	\$19.00	\$19.64	\$20.95	\$22.91
19	\$14.00	\$19.09	\$19.26	\$19.90	\$21.23	\$23.22
20	\$14.00	\$19.34	\$19.52	\$20.17	\$21.52	\$23.54
21	\$14.00	\$19.59	\$19.78	\$20.44	\$21.81	\$23.86
22	\$14.00	\$19.85	\$20.05	\$20.72	\$22.11	\$24.19
23	\$14.00	\$20.11	\$20.32	\$21.00	\$22.41	\$24.52
24	\$14.00	\$20.37	\$20.59	\$21.29	\$22.72	\$24.86
25	\$14.00	\$20.64	\$20.87	\$21.58	\$23.03	\$25.20
26	\$14.00	\$20.91	\$21.15	\$21.87	\$23.35	\$25.55
27	\$14.00	\$21.19	\$21.44	\$22.17	\$23.67	\$25.90
28	\$14.00	\$21.47	\$21.73	\$22.47	\$24.00	\$26.26
29	\$14.00	\$21.75	\$22.03	\$22.78	\$24.33	\$26.62
30+	\$14.00	\$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					