



Compensation Plan

2026-2027

6.22.2026

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Hurst-Eules-Bedford Independent School District

THIS SALARY SCHEDULE IS FOR THE 2026-2027 SCHOOL YEAR ONLY.

Neither past nor future salaries can be accurately calculated nor predicted from this salary schedule. Only the salaries for the 2026-2027 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 2026-2027, 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 ISD
2026-2027 Classroom Teacher Compensation
Bachelor's Degree

Annualized salaries for Classroom Teacher Compensation include HB2 Teacher Retention Allotment adjustments for teacher positions meeting the Texas Education Code §5.001 definition of classroom teacher* and coded with a PEIMS Role ID in alignment with the definition.

Included are: 50% Teacher; Teacher- Adaptive P.E.; Teacher- Assistant Athletic Trainer; Teacher- Bilingual; Teacher- CTE; Teacher- DAEP; Collegiate Academy Paths to Success; Teacher- Dyslexia; Teacher- Elementary; Teacher- Gifted/Talented; Teacher- ESL; Teacher- CARE; Teacher- JH; Teacher/Coach- JH; Teacher- Homebound; Teacher- HS; Teacher/Coach- HS; Teacher- KEYS; Teacher- Spanish Immersion; Teacher- Special Education; Teacher- Visual & Performing Arts, and Teacher- Visually Impaired.

(Note: Head Band Director- HS and JROTC/NROTC Instructor, included in other Compensation Plans, are eligible for the HB2 Teacher Retention Allotment adjustments, and annualized salaries for these classroom teachers will include the adjustments.)*

**Texas Education Code §5.001 defines Classroom Teacher as "an educator who is employed by a school district and who, not less than an average of four hours each day, teaches in an academic instructional setting or a career and technology instructional setting."*

2025-2026 Years of Experience	2025-2026 Bachelor's Degree Salary (Not including TRA)	2026-2027 Years of Experience	2026-2027 2% Board Approved Raise	State Teacher Retention Allotment	2026-2027 Locally Funded Increase	2026-2027 Teacher Bachelor's Degree Salary
		0			\$2,500	\$66,000
0	\$62,500	1	\$1,250		\$2,500	\$66,250
1	\$62,750	2	\$1,255		\$2,500	\$66,505
2	\$63,000	3	\$1,260	\$2,500		\$66,760
3	\$63,286	4	\$1,266	\$2,500		\$67,052
4	\$63,505	5	\$1,271	\$5,000		\$69,776
5	\$63,688	6	\$1,274	\$5,000		\$69,962
6	\$63,861	7	\$1,278	\$5,000		\$70,139
7	\$64,357	8	\$1,288	\$5,000		\$70,645
8	\$65,372	9	\$1,308	\$5,000		\$71,680
9	\$66,073	10	\$1,322	\$5,000		\$72,395
10	\$66,808	11	\$1,337	\$5,000		\$73,145
11	\$67,848	12	\$1,357	\$5,000		\$74,205
12	\$68,184	13	\$1,364	\$5,000		\$74,548
13	\$68,199	14	\$1,364	\$5,000		\$74,563
14	\$68,210	15	\$1,365	\$5,000		\$74,575
15	\$68,227	16	\$1,365	\$5,000		\$74,592
16	\$68,748	17	\$1,375	\$5,000		\$75,123
17	\$69,541	18	\$1,391	\$5,000		\$75,932
18	\$69,722	19	\$1,395	\$5,000		\$76,117
19	\$69,886	20	\$1,398	\$5,000		\$76,284
20	\$69,928	21	\$1,399	\$5,000		\$76,327
21	\$71,077	22	\$1,422	\$5,000		\$77,499
22	\$71,266	23	\$1,426	\$5,000		\$77,692
23	\$71,439	24	\$1,429	\$5,000		\$77,868
24	\$72,867	25	\$1,458	\$5,000		\$79,325
25	\$73,012	26	\$1,461	\$5,000		\$79,473
26	\$73,351	27	\$1,468	\$5,000		\$79,819
27	\$73,460	28	\$1,470	\$5,000		\$79,930
28	\$74,278	29	\$1,486	\$5,000		\$80,764
29	\$74,833	30	\$1,497	\$5,000		\$81,330
30	\$76,329	31	\$1,527	\$5,000		\$82,856
31	\$76,890	32	\$1,538	\$5,000		\$83,428
32	\$78,427	33	\$1,569	\$5,000		\$84,996
33	\$79,698	34	\$1,594	\$5,000		\$86,292
34	\$80,649	35	\$1,613	\$5,000		\$87,262
35	\$81,227	36	\$1,625	\$5,000		\$87,852
36	\$82,851	37	\$1,658	\$5,000		\$89,509
37	\$83,828	38	\$1,677	\$5,000		\$90,505
38	\$84,930	39	\$1,699	\$5,000		\$91,629
39	\$85,980	40	\$1,720	\$5,000		\$92,700
40	\$86,234	41	\$1,725	\$5,000		\$92,959
41	\$87,001	42	\$1,741	\$5,000		\$93,742
42	\$88,521					

The annualized salaries listed above are based on 10-month employment for the 2026-2027 school year. Pay 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.

Hurst-Euless-Bedford ISD
2026-2027 Classroom Teacher Compensation
Master's Degree

Annualized salaries for Classroom Teacher Compensation include HB2 Teacher Retention Allotment adjustments for teacher positions meeting the Texas Education Code §5.001 definition of classroom teacher* and coded with a PEIMS Role ID in alignment with the definition. Included are: 50% Teacher; Teacher- Adaptive P.E.; Teacher- Assistant Athletic Trainer; Teacher- Bilingual; Teacher- CTE; Teacher- DAEP; Collegiate Academy Paths to Success; Teacher- Dyslexia; Teacher- Elementary; Teacher- Gifted/Talented; Teacher- ESL; Teacher- CARE; Teacher- JH; Teacher/Coach- JH; Teacher- Homebound; Teacher- HS; Teacher/Coach- HS; Teacher- KEYS; Teacher- Spanish Immersion; Teacher- Special Education; Teacher- Visual & Performing Arts, and Teacher- Visually Impaired.

(Note: Head Band Director- HS and JROTC/NROTC Instructor, included in other Compensation Plans, are eligible for the HB2 Teacher Retention Allotment adjustments, and annualized salaries for these classroom teachers will include the adjustments.)*

**Texas Education Code §5.001 defines Classroom Teacher as "an educator who is employed by a school district and who, not less than an average of four hours each day, teaches in an academic instructional setting or a career and technology instructional setting."*

2025-2026 Years of Experience	2025-2026 Masters's Degree Salary (Not including TRA)	2026-2027 Years of Experience	2026-2027 2% Board Approved Raise	State Teacher Retention Allotment	2026-2027 Locally Funded Increase	2026-2027 Teacher Masters's Degree Salary
		0			\$2,500	\$68,000
0	\$64,500	1	\$1,290		\$2,500	\$68,290
1	\$64,750	2	\$1,295		\$2,500	\$68,545
2	\$65,000	3	\$1,300	\$2,500		\$68,800
3	\$65,250	4	\$1,305	\$2,500		\$69,055
4	\$65,500	5	\$1,310	\$5,000		\$71,810
5	\$65,896	6	\$1,318	\$5,000		\$72,214
6	\$66,101	7	\$1,323	\$5,000		\$72,424
7	\$66,676	8	\$1,334	\$5,000		\$73,010
8	\$67,749	9	\$1,355	\$5,000		\$74,104
9	\$68,498	10	\$1,370	\$5,000		\$74,868
10	\$69,303	11	\$1,387	\$5,000		\$75,690
11	\$70,589	12	\$1,412	\$5,000		\$77,001
12	\$71,059	13	\$1,422	\$5,000		\$77,481
13	\$71,191	14	\$1,424	\$5,000		\$77,615
14	\$71,328	15	\$1,427	\$5,000		\$77,755
15	\$71,741	16	\$1,435	\$5,000		\$78,176
16	\$71,882	17	\$1,438	\$5,000		\$78,320
17	\$71,970	18	\$1,440	\$5,000		\$78,410
18	\$72,072	19	\$1,442	\$5,000		\$78,514
19	\$72,222	20	\$1,445	\$5,000		\$78,667
20	\$72,668	21	\$1,454	\$5,000		\$79,122
21	\$74,121	22	\$1,483	\$5,000		\$80,604
22	\$74,603	23	\$1,493	\$5,000		\$81,096
23	\$74,832	24	\$1,497	\$5,000		\$81,329
24	\$75,206	25	\$1,505	\$5,000		\$81,711
25	\$75,407	26	\$1,509	\$5,000		\$81,916
26	\$75,984	27	\$1,520	\$5,000		\$82,504
27	\$76,577	28	\$1,532	\$5,000		\$83,109
28	\$77,617	29	\$1,553	\$5,000		\$84,170
29	\$78,156	30	\$1,564	\$5,000		\$84,720
30	\$78,536	31	\$1,571	\$5,000		\$85,107
31	\$79,103	32	\$1,583	\$5,000		\$85,686
32	\$80,685	33	\$1,614	\$5,000		\$87,299
33	\$81,963	34	\$1,640	\$5,000		\$88,603
34	\$82,918	35	\$1,659	\$5,000		\$89,577
35	\$84,148	36	\$1,683	\$5,000		\$90,831
36	\$85,601	37	\$1,713	\$5,000		\$92,314
37	\$87,228	38	\$1,745	\$5,000		\$93,973
38	\$87,699	39	\$1,754	\$5,000		\$94,453
39	\$88,529	40	\$1,771	\$5,000		\$95,300
40	\$89,555	41	\$1,792	\$5,000		\$96,347
41	\$91,131	42	\$1,823	\$5,000		\$97,954
42	\$92,652					

The annualized salaries listed above are based on 10-month employment for the 2026-2027 school year. Pay 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.

Hurst-Eules-Bedford ISD
2026-2027 Classroom Teacher Compensation
Doctorate Degree

Annualized salaries for Classroom Teacher Compensation include HB2 Teacher Retention Allotment adjustments for teacher positions meeting the Texas Education Code §5.001 definition of classroom teacher* and coded with a PEIMS Role ID in alignment with the definition.

Included are: 50% Teacher; Teacher- Adaptive P.E.; Teacher- Assistant Athletic Trainer; Teacher- Bilingual; Teacher- CTE; Teacher- DAEP; Collegiate Academy Paths to Success; Teacher- Dyslexia; Teacher- Elementary; Teacher- Gifted/Talented; Teacher- ESL; Teacher- CARE; Teacher- JH; Teacher/Coach- JH; Teacher- Homebound; Teacher- HS; Teacher/Coach- HS; Teacher- KEYS; Teacher- Spanish Immersion; Teacher- Special Education; Teacher- Visual & Performing Arts, and Teacher- Visually Impaired.

(Note: Head Band Director- HS and JROTC/NROTC Instructor, included in other Compensation Plans, are eligible for the HB2 Teacher Retention Allotment adjustments, and annualized salaries for these classroom teachers will include the adjustments.)*

**Texas Education Code §5.001 defines Classroom Teacher as "an educator who is employed by a school district and who, not less than an average of four hours each day, teaches in an academic instructional setting or a career and technology instructional setting."*

2025-2026 Years of Experience	2025-2026 Doctorate Degree Salary (Not including TRA)	2026-2027 Years of Experience	2026-2027 2% Board Approved Raise	State Teacher Retention Allotment	2026-2027 Locally Funded Increase	2026-2027 Teacher Doctorate Degree Salary
		0			\$2,500	\$70,000
0	\$66,500	1	\$1,330		\$2,500	\$70,330
1	\$66,750	2	\$1,335		\$2,500	\$70,585
2	\$67,000	3	\$1,340	\$2,500		\$70,840
3	\$67,250	4	\$1,345	\$2,500		\$71,095
4	\$67,634	5	\$1,353	\$5,000		\$73,987
5	\$68,104	6	\$1,363	\$5,000		\$74,467
6	\$68,342	7	\$1,367	\$5,000		\$74,709
7	\$68,995	8	\$1,380	\$5,000		\$75,375
8	\$70,125	9	\$1,403	\$5,000		\$76,528
9	\$70,923	10	\$1,419	\$5,000		\$77,342
10	\$71,800	11	\$1,436	\$5,000		\$78,236
11	\$72,849	12	\$1,457	\$5,000		\$79,306
12	\$73,881	13	\$1,478	\$5,000		\$80,359
13	\$74,681	14	\$1,494	\$5,000		\$81,175
14	\$75,484	15	\$1,510	\$5,000		\$81,994
15	\$76,175	16	\$1,524	\$5,000		\$82,699
16	\$76,357	17	\$1,528	\$5,000		\$82,885
17	\$76,422	18	\$1,529	\$5,000		\$82,951
18	\$76,610	19	\$1,533	\$5,000		\$83,143
19	\$76,791	20	\$1,536	\$5,000		\$83,327
20	\$77,247	21	\$1,545	\$5,000		\$83,792
21	\$78,791	22	\$1,576	\$5,000		\$85,367
22	\$79,711	23	\$1,595	\$5,000		\$86,306
23	\$81,304	24	\$1,627	\$5,000		\$87,931
24	\$81,578	25	\$1,632	\$5,000		\$88,210
25	\$81,858	26	\$1,638	\$5,000		\$88,496
26	\$81,918	27	\$1,639	\$5,000		\$88,557
27	\$82,218	28	\$1,645	\$5,000		\$88,863
28	\$82,507	29	\$1,651	\$5,000		\$89,158
29	\$82,844	30	\$1,657	\$5,000		\$89,501
30	\$83,162	31	\$1,664	\$5,000		\$89,826
31	\$83,577	32	\$1,672	\$5,000		\$90,249
32	\$85,057	33	\$1,702	\$5,000		\$91,759
33	\$86,758	34	\$1,736	\$5,000		\$93,494
34	\$87,663	35	\$1,754	\$5,000		\$94,417
35	\$89,416	36	\$1,789	\$5,000		\$96,205
36	\$90,951	37	\$1,819	\$5,000		\$97,770
37	\$92,769	38	\$1,856	\$5,000		\$99,625
38	\$94,624	39	\$1,893	\$5,000		\$101,517
39	\$95,161	40	\$1,904	\$5,000		\$102,065
40	\$95,656	41	\$1,914	\$5,000		\$102,570
41	\$96,352	42	\$1,927	\$5,000		\$103,279
42	\$98,278					

The annualized salaries listed above are based on 10-month employment for the 2026-2027 school year. Pay 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.

Hurst-Eules-Bedford ISD
2026-2027 Teacher Support Compensation
Teachers Not Meeting TEC Definition of Classroom Teacher

Annualized salaries for Teacher Support Role Compensation, positions not meeting the Texas Education Code §5.001 definition of classroom teacher*, do not include HB2 Teacher Retention Allotment adjustments; however, a raise has been applied.

Teacher Support Role Compensation includes: Head Athletic Trainer; Librarian; Behavior Specialist; Campus Athletic Coordinator- HS; District Teacher Facilitator; IB Coordinator- HS; Instructional Specialist; Language Acquisition Coach; Music Therapist; Teacher- Auditorily Impaired; Teacher Instructional Coach; Teacher on Special Assignment (TOSA)- Administrative Intern; TOSA- ESL/LPAC/Bilingual/Dual Language Support; and TOSA- Family Engagement & Compliance.

(Note: HB2 adjustments have not been applied to the annual salaries of employees in teacher support roles included in other Compensation Plans, including 504 Facilitator; Assessment Facilitator; Athletic Coordinator- HS; CCMR Support Specialist; Counselor; Head Football Coach- HS; Nurse; Occupational Therapist; Physical Therapist; Social Worker; Speech Language Pathologist; and Support Specialist; however, a raise of 2% to the 26-27 Midpoint has been applied.)

**Texas Education Code §5.001 defines Classroom Teacher as "an educator who is employed by a school district and who, not less than an average of four hours each day, teaches in an academic instructional setting or a career and technology instructional setting."*

Years of Experience	Bachelor's Degree	Master's Degree	Doctorate Degree
0	\$65,500	\$67,500	\$69,500
1	\$65,790	\$67,830	\$69,870
2	\$66,045	\$68,085	\$70,125
3	\$66,300	\$68,340	\$70,380
4	\$66,555	\$68,595	\$70,643
5	\$66,810	\$68,850	\$71,058
6	\$67,065	\$69,360	\$71,551
7	\$67,320	\$69,615	\$71,801
8	\$67,614	\$70,051	\$72,487
9	\$68,681	\$71,178	\$73,674
10	\$69,418	\$71,965	\$74,513
11	\$70,190	\$72,811	\$75,434
12	\$71,282	\$74,162	\$76,536
13	\$71,635	\$74,655	\$77,620
14	\$71,650	\$74,794	\$78,461
15	\$71,663	\$74,938	\$79,304
16	\$71,680	\$75,372	\$80,031
17	\$72,228	\$75,520	\$80,221
18	\$73,061	\$75,613	\$80,290
19	\$73,251	\$75,720	\$80,488
20	\$73,423	\$75,877	\$80,677
21	\$73,467	\$76,346	\$81,157
22	\$74,675	\$77,872	\$82,779
23	\$74,873	\$78,379	\$83,746
24	\$75,055	\$78,619	\$85,419
25	\$76,556	\$79,013	\$85,707
26	\$76,708	\$79,224	\$86,001
27	\$77,064	\$79,830	\$86,064
28	\$77,178	\$80,453	\$86,379
29	\$78,038	\$81,545	\$86,683
30	\$78,620	\$82,112	\$87,037
31	\$80,192	\$82,511	\$87,371
32	\$80,781	\$83,107	\$87,805
33	\$82,396	\$84,769	\$89,362
34	\$83,731	\$86,111	\$91,149
35	\$84,731	\$87,115	\$92,099
36	\$85,338	\$88,407	\$93,941
37	\$87,044	\$89,934	\$95,554
38	\$88,070	\$91,642	\$97,465
39	\$89,228	\$92,137	\$99,413
40	\$90,332	\$93,009	\$99,977
41	\$90,599	\$94,087	\$100,497
42	\$91,405	\$95,743	\$101,228

The annualized salaries listed above are based on 10-month employment for the 2026-2027 school year. Pay 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.

2026-2027 Administrative/Professional Compensation

Hurst-Eules-Bedford ISD

Pay Grade	Job Title	Days	Minimum	Midpoint	Maximum	
1						
	Lead Truancy Officer	210	Daily	\$279.52	\$354.09	\$428.66
	Security Officer	187	187 Days	52,270	66,215	80,159
	Specialist - PR & Marketing	236	210 Days	58,699	74,359	90,019
	Stadium & Events Manager	236	236 Days	65,967	83,565	101,164
	Truancy Officer	187				
2						
	Executive Assistant - Board & Superintendent	236	Daily	\$331.69	\$420.53	\$509.37
	Specialist - Instructional Technology	210, 220	187 Days	62,026	78,639	95,252
	Specialist - Insurance & Contracts	236	210 Days	69,655	88,311	106,968
	Specialist - Security	187	220 Days	72,972	92,517	112,061
	Specialist - Student Information Support	236	236 Days	78,279	99,245	120,211
	Staff Accountant	236				
3						
	Counselor - BCTEA, KEYS High School	205	Daily	\$361.85	\$437.18	\$512.51
	Counselor - Collegiate Academy	220	187 Days	67,666	81,753	95,839
	Counselor - DAEP	200	192 Days	69,475	83,939	98,402
	Counselor - Elementary	200	200 Days	72,370	87,436	102,502
	Counselor - Special Education (Elementary)	205	205 Days	74,179	89,622	105,065
	Counselor - High School	205	220 Days	79,607	96,180	112,752
	Counselor - Junior High	205				
	LCSW - Student Intervention	192, 200				
	Lead Counselor - High School	220				
	Nurse	187				
	Occupational Therapist	187				
	Physical Therapist	187				
	Specialist - Bilingual Family Support	192				
	Specialist - Intervention Support	187				
	Speech Language Pathologist	187				
	Social Worker	192				
	Support Specialist - College, Career, & Military Readiness, BCTEA	205				

4	
Assistant Principal - Elementary	210
Diagnostician	210

Daily	\$383.61	\$454.39	\$525.17
210 Days	80,558	95,422	110,286

5	
Administrator - DAEP/Truancy, Elementary	220
Assistant Principal - BCTEA	210
Assistant Principal - High School	220
Assistant Principal - Junior High	210
Athletic Coordinator - High School	236
Coordinator - Accounting	236
Coordinator - PR & Marketing	236
Dean of Instruction - Junior High	210
Licensed School Specialist in Psychology/Psychologist	210
Threat Assessment Specialist	210

Daily	\$402.37	\$472.08	\$541.79
210 Days	84,498	99,137	113,776
220 Days	88,521	103,858	119,194
236 Days	94,959	111,411	127,862

6	
Coordinator - Advanced Academics	220
Coordinator - Assessment & Accountability	236
Coordinator - Bilingual, ESL & Dual Language	220
Coordinator- Cybersecurity & Networking	236
Coordinator - Extended Day Academy	220
Coordinator - Guidance, Counseling & Student Services	236
Coordinator - Health Services	220
Coordinator - Human Resources	236
Coordinator - Instructional Technology	236
Coordinator - Language Arts	220
Coordinator - Mathematics	220
Coordinator - Pre-Kindergarten	220
Coordinator - Research & Data Analysis	220
Coordinator - Science & Health	220
Coordinator - Social Studies	220
Coordinator - Special Education	220
Coordinator - STEM & School Libraries	220
Coordinator- Teacher Incentive Allotment (TIA)	236
Coordinator - Threat Assessment & Security	220
Coordinator - World Languages, Global Initiatives & Spanish Immersion	220
Head Band Director - High School	220
Head Football Coach - High School	236

Daily	\$433.01	\$508.38	\$583.75
220 Days	95,262	111,844	128,425
236 Days	102,190	119,978	137,765

7		Daily	\$463.03	\$543.43	\$623.83
Director - Benefits & Risk Management	236	236 Days	109,275	128,249	147,224
Director - Budget and Bond Accounting	236	244 Days	112,979	132,597	152,215
Director - Child Nutrition	236				
Director - Grants & Family Engagement	236				
Director - Maintenance & Operations	244				
Director - Payroll	236				
Director - PEIMS	236				
Director - Purchasing	236				
Director - Safety & Security	236				
Director - Transportation	244				
8		Daily	\$514.86	\$598.30	\$681.74
Director - Athletics	236	220 Days	113,269	131,626	149,983
Director - Career & Technical Education	236	236 Days	121,507	141,199	160,891
Director - Finance	236	244 Days	125,626	145,985	166,345
Director - Human Resources	236				
Director- Quality Learning & Instructional Support	236				
Director - Special Education	236				
Director - Technology	236				
Director - Visual & Performing Arts	236				
Principal - BCTEA	236				
Principal - Collegiate Academy	236				
Principal - DAEP	236				
Principal - Elementary	220				
Principal - KEYS High School	220				
Project Manager- Bond Program	244				
9		Daily	\$575.41	\$635.02	\$694.63
Principal - Junior High	220	220 Days	126,590	139,704	152,819
Senior Project Manager- Bond Program	244	244 Days	140,400	154,945	169,490
10		Daily	\$594.85	\$666.37	\$737.89
Executive Director - Curriculum & Instruction	236	236 Days	140,385	157,263	174,142
Executive Director - Facilities & Construction	236				
Executive Director - Special Populations	236				
Principal - High School	236				
11		Daily	\$609.01	\$709.19	\$809.37
Assistant Superintendent, Elementary Administration	236	236 Days	143,726	167,369	191,011
Assistant Superintendent, Secondary Administration	236				
Assistant Superintendent, Technology & Accountability	236				
12		Daily	\$702.40	\$793.65	\$884.90
Associate Superintendent, Communications	236	236 Days	165,766	187,301	208,836
Associate Superintendent, Human Resources	236				
Z		Daily	\$768.37	\$883.52	\$998.67
Deputy Superintendent, Business Operations	236	236 Days	181,335	208,511	235,686
Deputy Superintendent, Educational Operations	236				

2026-2027 Technical Compensation

Hurst-Euless-Bedford ISD

Annualized salaries for technical employees are based on a 7.75-hour workday and a maximum 38.75-hour work week.

Pay Grade	Job Title	Days	Minimum	Midpoint	Maximum	
1	Campus Technology Assistant	187	Hourly	\$17.86	\$21.89	\$25.92
			187 Days	25,884	31,724	37,565
2	Campus Hardware Technician	187	Hourly	\$23.19	\$27.91	\$32.63
			187 Days	33,608	40,449	47,289
	Help Desk Support Specialist	236	236 Days	42,415	51,047	59,680
3	Hardware Repair Technician	236	Hourly	\$25.38	\$30.60	\$35.82
			236 Days	46,420	55,967	65,515
	Help Desk Technician	236				
	Repair Shop Technician	236				
4	Audio Visual Technician	236	Daily	\$219.09	\$265.05	\$311.01
			236 Days	51,706	62,552	73,398
	Help Desk Manager	236				
	PEIMS Technology Specialist	236				
5	Network Engineer	236	Daily	\$272.34	\$331.39	\$390.45
			236 Days	64,271	78,208	92,145
6	Desktop Software Support Analyst	236	Daily	\$286.21	\$347.43	\$408.66
			236 Days	67,545	81,994	96,443
	Telecommunications Engineer	236				
	Technology Project Manager	236				
7	Programmer/Analyst	236	Daily	\$323.64	\$411.22	\$498.79
			236 Days	76,379	97,047	117,714
	Laserfiche Specialist	236				
	Technology Support Specialist	236				
8	Certified Network Engineer	236	Daily	\$362.31	\$435.01	\$507.70
			236 Days	85,506	102,662	119,818
	Lead Programmer/Analyst	236				

2026-2027 Clerical/Paraprofessional Compensation

Hurst-Euleess-Bedford ISD

Full-Time Campus Clerical/Paraprofessional

Annualized salaries of full-time campus clerical/paraprofessional employees are based on a 7.5-hour workday and a maximum 37.5-hour work week.

Half-Time (50%) Campus Clerical/Paraprofessional

Annualized salaries of half-time campus clerical/paraprofessional employees are based on a maximum 18.75-hour work week.

Full-Time Central Administration Clerical/Paraprofessional

Annualized salaries of full-time central administration clerical/paraprofessional employees are based on a 7.75-hour workday and a maximum 38.75-hour work week.

Half-Time (50%) Central Administration Clerical/Paraprofessional

Annualized salaries of half-time central administration clerical/paraprofessional employees are based on a maximum 19.375-hour work week.

Pay Grade	Job Title	Days	Minimum	Midpoint	Maximum	
TA						
	Behavior Assistant	187				
	Campus Security Monitor	187				
	Family Engagement Liaison	187				
	Teacher Assistant - Classroom	187				
	Teacher Assistant - Library	187				
	Teacher Assistant - Special Education Classroom	187				
	Teacher Assistant - In-School Suspension	187				
			7.5 Hourly	\$17.58	\$21.55	\$25.52
			187 Days	24,656	30,224	35,792
			7.75 Hourly	\$17.58	\$21.55	\$25.52
			187 Days	25,478	31,231	36,985
S1						
	Office Assistant - Elementary	205				
	Receptionist - Elementary	205				
	Receptionist - High School	187				
	Receptionist - Junior High	200				
	Secretary - Assistant Principal, High School	220				
	Secretary - Attendance, High School	200				
	Secretary - BCTEA	200				
	Secretary - BCTEA	200				
	Secretary - Counselor, High School	215				
	Registrar, Junior High	205				
	Secretary - Special Education, PEIMS	210				
	Secretary - Support Services	210				
			7.5 Hourly	\$19.93	\$24.51	\$29.09
			187 Days	27,952	34,375	40,799
			200 Days	29,895	36,765	43,635
			205 Days	30,642	37,684	44,726
			210 Days	31,390	38,603	45,817
			215 Days	32,137	39,522	46,908
			220 Days	32,885	40,442	47,999
			7.75 Hourly	\$19.93	\$24.51	\$29.09
			187 Days	28,884	35,521	42,159
			205 Days	31,664	38,940	46,217
			210 Days	32,436	39,890	47,344

S2

Bookkeeper - Child Nutrition	205
Bookkeeper - Extended Day	220
Paraprofessional - Bilingual Language Assessment Liaison	205
Receptionist - Central Office	236
Registrar - High School	220
Secretary - Advanced Academics & World Languages	220
Secretary - Assessment	236
Secretary - Counselors, Librarians, STEM	220
Secretary - Bilingual, ESL & Dual Language	220
Secretary - Extended Day Academy	220
Secretary - Health Services	220
Secretary - Language Arts	220
Secretary - Mathematics	220
Secretary - Pre-Kindergarten/Research & Analysis	220
Secretary - Safety & Security	220
Secretary - Science/SS	220
Secretary - Sp Ed Instruction & Assessment	220
Secretary - Sp Ed Behavior & Alternate Curriculum	220
Secretary - Truancy	220

7.5 Hourly		\$22.08	\$27.22	\$32.36
187	Days	30,967	38,176	45,385
220	Days	36,432	44,913	53,394

7.75 Hourly		\$22.08	\$27.22	\$32.36
187	Days	31,999	39,449	46,898
205	Days	35,080	43,246	51,412
220	Days	37,646	46,410	55,174
236	Days	40,384	49,785	59,186

S3

Accounting Assistants	236
Bookkeeper - Athletic Department	236
Bookkeeper - High School	236
Licensed Vocational Nurse (LVN)	187
Purchasing Assistant	236
Secretary - Athletic Director	236
Secretary - Child Nutrition Services	236
Secretary - Collegiate Academy	236
Secretary - Coordinator, Professional Development & PMC	236
Secretary - CTE	205
Secretary - Director, Visual & Performing Arts	236
Secretary - Director, Technology	236
Secretary - Director, Grants & Family Engagement	236
Secretary - Director, Special Education	236
Secretary - Executive Director, Curriculum & Instruction	236
Secretary - Executive Director, Facilities & Construction	236
Secretary - Executive Director, Special Populations	236
Secretary - Federal Programs, Data & LPAC Specialist	220
Secretary- Fingerprinting	236
Secretary - Human Resources	236
Secretary - Human Resources, Auxiliary Services	236
Secretary - Human Resources, Substitute Services	236
Secretary - Maintenance	236
Secretary - Principal, BCTEA	220
Secretary - Principal, DAEP	220
Secretary - Principal, Elementary	220
Secretary - Principal, Junior High	220
Secretary - Principal, KEYS High School	220
Secretary - Superintendent	236
Secretary - Transportation	236
Specialist - Benefits & Leave	236
Specialist - Benefits & Workers Compensation	236
Specialist - Federal Programs & LPAC Data	220
Specialist - Payroll	236
Specialist - PEIMS & Student Records	220

7.5 Hourly		\$25.47	\$30.81	\$36.15
187	Days	35,722	43,211	50,700
205	Days	39,160	47,370	55,581
220	Days	42,026	50,837	59,648
236	Days	45,082	54,534	63,986

7.75 Hourly		\$25.47	\$30.81	\$36.15
220	Days	43,426	52,531	61,636
236	Days	46,585	56,351	66,118

AA

Admin Assistant - Assistant Supt, Elementary Administration	236
Admin Assistant - Assistant Supt, Secondary Administration	236
Admin Assistant - Assistant Supt, Technology & Accountability	236
Admin Assistant - Associate Supt, Human Resources	236
Admin Assistant - Associate Supt, Communications	236
Admin Assistant - Deputy Supt, Business Operations	236
Admin Assistant - Deputy Supt, Education Operations	236
Admin Assistant - Principal, High School	236
Manager - Accounting	236
Manager - Payroll	236
Specialist - Certification	236

7.5 Hourly		\$30.16	\$36.39	\$42.62
236	Days	53,383	64,410	75,437

7.75 Hourly		\$30.16	\$36.39	\$42.62
236	Days	55,163	66,557	77,952

2026-2027 Auxiliary Compensation

Hurst-Eules-Bedford ISD

Annualized salaries on the Auxiliary Pay Plan are based on an 8-hour workday and a maximum 40-hour work week, with the exception of Cafeteria Specialists, Bus Drivers, and Bus Monitors whose number of assigned hours is specific to the job assignment.

*Note- Annualized salaries for Caterer/Event Planner- Child Nutrition; Chef- Child Nutrition; Project Manager- Child Nutrition; Supervisor- Child Nutrition; and Warehouse- Child Nutrition are based on a 7.75-hour workday and a maximum of 38.75 work week.

Pay Grade	Job Title	Days	Hourly	Minimum	Midpoint	Maximum
1			Hourly	\$16.44	\$21.30	\$26.16
	Campus Facility Monitor	176	176 Days	23,148	29,990	36,833
	Cafeteria Specialist	177	177 Days	Annualized salary dependent upon number of assigned hours		
	Custodian	244	244 Days	32,091	41,578	51,064
2			Hourly	\$18.13	\$22.79	\$27.45
	Bus Driver in Training (Non-CDL)	179	179 Days	19,472	24,476	29,481
	Bus Monitor (6 hour or 8 hour)	179				
	Assistant Head Custodian - High School	244	179 Days	25,962	32,635	39,308
	Groundskeeper	244	(8hr)			
	Head Custodian - BCTEA	244	244 Days	35,390	44,486	53,582
	Head Custodian - DAEP	244				
	Head Custodian - Elementary	244				
	Head Custodian - Junior High	244				
	Head Custodian - Pennington Field	244				
3			Hourly	\$19.90	\$25.15	\$30.40
	Assistant Manager - Child Nutrition	177	177 Days	28,178	35,612	43,046
	Bus Driver in Training (CDL)	179				
	Bus Driver - McKinney Vento (Non-CDL)	179	179 Days	Annualized salary dependent upon number of assigned hours		
4			Hourly	\$21.79	\$27.64	\$33.49
	Head Custodian - Administration	244	177 Days	30,855	39,138	47,422
	Head Custodian - High School	244	244 Days	42,534	53,953	65,372
	Irrigation Specialist	244				
	Lead Groundskeeper	244				
	Manager - Child Nutrition, Elementary	177				
	Manager - Child Nutrition, Junior High	177				
	Warehouse - Delivery/Purchasing	244				

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Bus Driver (6 hour or 8 hour)	179
Maintenance I - Electrician Apprentice	244
Maintenance I - Glazer	244
Maintenance I - HVAC I	244
Maintenance I - Locksmith	244
Maintenance I - Multi-Service Crew	244
Maintenance I - Operations Equipment Tech	244
Maintenance I - Plumber	244
Maintenance I - Painter	244
Maintenance - Work Order Router	244
Maintenance Specialist - Dispatcher	244
Maintenance Specialist - Energy	244
Manager - Child Nutrition, High School	177
Project Manager - Child Nutrition	205
Warehouse - Child Nutrition	236

Hourly		\$25.18	\$30.44	\$35.70
177	Days	35,655	43,103	50,551
179	Days	27,043	32,693	38,342
(6hr)				
179	Days	36,058	43,590	51,122
(8hr)				
205	Days	40,005	48,362	56,718
236	Days	46,054	55,675	65,295
244	Days	49,151	59,419	69,686

5A

Lead Bus Driver (8 hours)	179
Transportation - Dispatcher (6 hour assignment)	215

Hourly		\$26.13	\$31.37	\$36.61
179	Days	37,418	44,922	52,426
215	Days	33,708	40,467	47,227

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Caterer/Event Planner - Child Nutrition	220
Coordinator - Instructional Materials	244
Energy Auditor	244
Maintenance II - Appliance Repair	244
Maintenance II - Carpenter II	244
Maintenance II - Door Specialist	244
Maintenance II - Electrician II	244
Maintenance II - HVAC II	244
Maintenance II - Irrigation, Backflow	244
Maintenance II - Multi-Service Lead	244
Maintenance II - Plumber II	244
Maintenance II - Roofer II	244

Hourly		\$29.02	\$33.60	\$38.18
220	Days	49,479	57,288	65,097
244	Days	56,647	65,587	74,527

7

CNS Appliance Repair Technician	244
Coordinator - Business Administration, Finances	244
Fleet Mechanic	244
Maintenance III - HVAC III	244
Maintenance III - Master Electrician	244
Maintenance III - Plumber III	244
Security/Fire Technician	244

Hourly	\$32.92	\$38.08	\$43.24
244 Days	64,260	74,332	84,404

8

Assistant Supervisor - Maintenance	244
Coordinator - Transportation	244
Fleet Maintenance Shop Foreman	244
Lead Controls Technician	244

Hourly	\$37.22	\$43.22	\$49.22
244 Days	72,653	84,365	96,077

9

Chef - Child Nutrition	220
Coordinator - Facilities & Construction	244
Supervisor - Child Nutrition	205, 220
Supervisor - Custodial	244
Supervisor - Energy	244
Supervisor - Fleet Maintenance	244
Supervisor - Grounds	244
Supervisor - HVAC	244
Supervisor - Maintenance	244
Supervisor - Transportation	244
Supervisor - Warehouse	244

Hourly	\$42.20	\$49.13	\$56.06
205 Days	67,045	78,055	89,065
220 Days	71,951	83,767	95,582
244 Days	82,374	95,902	109,429

2026-2027 Supplemental Duty Compensation

Hurst-Euless-Bedford ISD

Category/Assignment	Supplement	Pay Type
Academics/Activities - Secondary Campuses		
Associate Principal - High School	\$6,500.00	Annual
Camp Connect - BCTEA	\$1,707.00	Annual
Class Sponsor, Juniors - High School	\$1,302.00	Annual
Class Sponsor, Seniors - High School	\$1,302.00	Annual
Community Health Instructor Certification - BCTEA	\$1,000.00	Annual
Cosmetology Teacher - BCTEA	\$1,707.00	Annual
Culinary Arts Lead Teacher - BCTEA	\$4,968.00	Annual
Culinary Arts Teacher - BCTEA	\$1,707.00	Annual
Cyber Team Coach -BCTEA	\$1,707.00	Annual
Drug Education Coordinator - High School	\$1,302.00	Annual
Fire Academy Sponsor - BCTEA	\$1,707.00	Annual
International Baccalaureate, Coordinator - High School	\$10,655.00	Annual
International Baccalaureate, Creativity Action Services - High School	\$2,859.00	Annual
International Baccalaureate, Extended Essay - High School	\$2,859.00	Annual
Junior World Affairs Council	\$500.00	Annual
National Honor Society Advisor - High School	\$1,950.00	Annual
National Technical Honor Society - High School	\$1,302.00	Annual
National Junior Honor Society - Junior High	\$1,302.00	Annual
Newspaper Advisor - High School	\$2,730.00	Annual
Newspaper Advisor- Junior High	\$1,302.00	Annual
Speech Advisor (Debate and Competitive) - High School	\$4,548.00	Annual
STEM Programs (Cybersecurity, Robotics, Drone) - Junior High	\$1,302.00	Annual
Step Team Advisor - High School	\$1,950.00	Annual
Student Council Advisor- High School	\$1,950.00	Annual
Student Council Advisor - Junior High	\$1,302.00	Annual
Teaching Extra Class - One Class Per Semester - Junior High	\$3,300.00	Annual
Teaching Extra Class - One Class Per Trimester - High School	\$2,200.00	Annual
Yearbook Advisor- High School	\$3,121.00	Annual
Yearbook Advisor- Junior High	\$1,302.00	Annual

Athletics		
Athletic Coach - Junior High	\$9,096.00	Annual
Athletic Coordinator - High School	\$5,198.00	Annual
Athletic Coordinator - Junior High	\$3,900.00	Annual
Athletic Trainer Assistant - High School	\$13,643.00	Annual
Athletic Trainer Head - High School	\$16,783.00	Annual
Baseball Assistant - High School	\$8,316.00	Annual
Baseball Head - High School	\$10,655.00	Annual
Basketball Assistant - High School	\$8,316.00	Annual
Basketball Head - High School	\$13,319.00	Annual
Cheerleading Assistant - High School	\$5,198.00	Annual
Cheerleading Assistant - Junior High	\$3,282.00	Annual
Cheerleading Head - High School	\$9,096.00	Annual
Cheerleading Head - Junior High	\$3,282.00	Annual
Cross Country Assistant - High School	\$8,316.00	Annual
Cross Country Head - High School	\$10,655.00	Annual
Equipment Coordinator - High School	\$5,198.00	Annual
Football Assistant - High School	\$9,419.00	Annual
Football Defensive Coordinator - High School	\$10,267.00	Annual
Football Head - High School	Part of Salary	N/A
Football Offensive Coordinator - High School	\$10,267.00	Annual
Golf Head - High School	\$11,760.00	Annual
Gymnastics Head - High School	\$11,760.00	Annual
Gymnastics Head (Teacher/Coach Contract) - Junior High	\$5,858.00	Annual
Powerlifting - High School	\$8,316.00	Annual
Soccer Assistant - High School	\$8,316.00	Annual
Soccer Head - High School	\$10,655.00	Annual
Softball Assistant - High School	\$8,316.00	Annual
Softball Head - High School	\$10,655.00	Annual
Strength & Conditioning - High School	\$5,848.00	Annual
Swimming Assistant - High School	\$8,316.00	Annual
Swimming Head - High School	\$10,655.00	Annual
Tennis Assistant - High School	\$8,316.00	Annual
Tennis Head - High School	\$11,760.00	Annual
Tennis Head - Junior High	\$3,282.00	Annual
Track Assistant - High School	\$8,316.00	Annual
Track Head - High School	\$10,655.00	Annual
Volleyball Assistant - High School	\$8,901.00	Annual
Volleyball Head - High School	\$10,655.00	Annual
Wrestling Assistant - High School	\$8,316.00	Annual
Wrestling Head - High School	\$10,655.00	Annual

Auxiliary Services		
Auxiliary Employee Fulfilling Duties of Auxiliary Employee Vacancy (Auxiliary Paygrade) <i>Note: This stipend requires advance approval from the Human Resources Department. If the duties are divided among employees, the stipend is also divided.</i>	\$325.00	Semi-Monthly
Bus Monitor - Administering Medication <i>Note: Stipend is assigned and approved by the Special Education Department.</i>	\$900.00	Annual
Certified Drone Pilot	\$7,500.00	Annual
Certified Equipment Operator	\$2,500.00	Annual
Certified Heating, Ventilation, and Air Conditioning (HVAC) Technician	\$2,500.00	Annual
Certified Integrated Pest Management (IPM) Applicator	\$1,000.00	Annual
Certified Journeyman Electrician/Plumber	\$1,000.00	Annual
Certified Master Electrician/Plumber	\$2,500.00	Annual
Certified Playground Specialist	\$1,500.00	Annual
CNS Assistant Manager, Collegiate Academy	\$1,500.00	Annual
CNS Specialists, Collegiate Academy	\$1,500.00	Annual
<i>Child Nutrition Services, Maintenance & Operations, and Transportation employees in Auxiliary Paygrades 01 through 08 are eligible for a recurring longevity stipend after completing the number of years in HEB ISD listed below:</i>		
Longevity Pay - After 2 years of service	\$250.00	Annual
Longevity Pay - After 5 years of service	\$500.00	Annual
Longevity Pay - After 10 years of service	\$750.00	Annual
Longevity Pay - After 15 years of service	\$1,000.00	Annual
Longevity Pay - After 20 years of service	\$1,250.00	Annual
Longevity Pay - After 25 years of service	\$1,500.00	Annual
Summer Bus Driver	\$22.66	Per Hour
Summer Bus Driver (Non-CDL/ McKinney Vento)	\$17.91	Per Hour
Summer Bus Driver in Training (CDL)	\$17.91	Per Hour
Summer Bus Driver in Training (Non-CDL)	\$16.32	Per Hour
Summer Bus Monitor	\$16.32	Per Hour
Summer Custodial Crew Lead (Head or Assistant Custodian)	Additional \$1.00	Per Hour
Summer Custodian	\$14.80	Per Hour
Summer Maintenance I - Multi-Service Crew	\$22.66	Per Hour
Summer Maintenance I - Painter	\$22.66	Per Hour
Summer Warehouse - Delivery/Purchasing	\$19.61	Per Hour
Counseling Services		
<i>School Counselor Supplemental Duties including but not limited to: Process & Procedure Development; Guidance & Curriculum Lesson Development; TCCD Summer Registration Event; Summer School Registration; TSIA2 Test Administration; Secondary Master Schedule Development & Skyward Entry</i>		
School Counselor - Outside Work Calendar/Outside Normal Duties	\$32.00	Per Hour
Zero-Year & New-to-District Counselor Support Mentor - Certified School Counselor with minimum of three years of HEB ISD counselor experience; assigned by Coordinator of Guidance, Counseling & Student Services with approval through the Human Resources Department	\$250.00	Semester
Social Worker Planning and Program Development - Outside Work Calendar/Outside Normal Duties	\$32.00	Per Hour
504 Facilitator Fulfilling 504 Duties During 504 Facilitator/Elementary Counselor Extended Absence of > 20 days; assigned by Coordinator of Guidance, Counseling & Student Services with approval through the Human Resources Department <i>Annual 504 Plan for Student (including all Laserfiche/Frontline documentation, meeting facilitation, communication, and plan development)</i>	\$30 per Annual 504 Plan for Student	Annual
504 Facilitator Fulfilling 504 Duties During 504 Facilitator/Elementary Counselor Extended Absence of > 10 days; assigned by Coordinator of Guidance, Counseling & Student Services with approval through the Human Resources Department <i>Initial 504 Plan for Student (including all Laserfiche/Frontline documentation, meeting facilitation, communication, and plan development)</i>	\$75 per Initial Student 504 Plan for Student	Annual

Educator in Training Program		
One-Year Educator-in-Training; Degreed and Enrolled in ACP without Statement of Eligibility; Hired in Vacant Classroom Teaching Position; <i>TRS-Eligible; Benefits Eligible; Full-Time At-Will Professional Employee</i>	\$245.99; \$46,000	Per Day; Annual
New Educator in Training Professional Development - Zero-Year	\$250.00	Annual (Up to Max of \$500)
Educator-in-Training Support Mentor - Certified Teacher with Minimum of Three Years of Experience; Assigned by Principal Hiring One-Year Educator-in-Training	\$1,000.00	Annual
Extended Day Academy		
Extended Day Academy Assistant Manager - Years 1 to 3	\$16.00	Per Hour
Extended Day Academy Assistant Manager - Years 4 to 5	\$17.00	Per Hour
Extended Day Academy Assistant Manager - Years 6 to 8	\$18.00	Per Hour
Extended Day Academy Assistant Manager - Years 9 to 11	\$19.00	Per Hour
Extended Day Academy Assistant Manager - Years 12+	\$20.00	Per Hour
Extended Day Academy Site Manager - Years 1 to 3	\$21.00	Per Hour
Extended Day Academy Site Manager - Years 4 to 5	\$22.00	Per Hour
Extended Day Academy Site Manager - Years 6 to 8	\$23.00	Per Hour
Extended Day Academy Site Manager - Years 9 to 11	\$24.00	Per Hour
Extended Day Academy Site Manager - Years 12+	\$25.00	Per Hour
Extended Day Academy Staff	\$14.00	Per Hour
Health Services		
<i>School Nurse Supplemental Duties including but not limited to: Back-to-School Registration; Vaccine Clinics; Training Instructor (Stop the Bleed, CPR, First Aid, etc.); Vision/Hearing Screening; Immunization Verification; Process and Procedure Development and Writing; Summer School Alerts and Plans</i>		
Registered Nurse - Outside Normal Duties	\$32.00	Per Hour
Licensed Vocational Nurse - Outside Normal Duties	\$24.75	Per Hour
Lead Teacher/Lead Professional/District Coordinator		
District Team Coordinator - Physical Education (Elementary, Secondary)	\$3,000.00	Annual
District Team Coordinator - Visual & Performing Arts (Elementary Art, Elementary Music, Secondary Art)	\$3,000.00	Annual
Lead Counselor - High School	\$3,250.00	Annual
Lead Diagnostician	\$2,500.00	Annual
Lead Dyslexia Specialist	\$2,500.00	Annual
Lead Occupational Therapist	\$2,500.00	Annual
Lead School Psychologist	\$2,500.00	Annual
Lead Social Worker - McKinney-Vento	\$1,000.00	Annual
Lead Speech Language Pathologist	\$2,500.00	Annual
Lead Student Interventionist	\$1,000.00	Annual
Lead Teacher - Elementary Bilingual	\$1,500.00	Annual
Lead Teacher - Elementary Core (PK - 6th Grade, SpEd)	\$1,302.00	Annual / + \$50 per tchr > 2 tchrs on a team
Lead Teacher - Elementary Special Area (Music, Art, P.E., Librarian, *ESL) *LACs not included	\$1,302.00	Annual / + \$50 per tchr > 2 tchrs on a team
Lead Teacher - ESL	\$1,051.00	Annual
Lead Teacher - Collegiate Academy & KEYS HS (Language Arts, Math, Science, SS, SpEd)	\$3,032.00	Annual
Lead Teacher - Secondary (Language Arts, Math, Science, SS, SpEd)	\$6,498.00	Annual
Lead Teacher - Secondary (World Languages)	\$3,250.00	Annual
Lead Truancy Officer	\$2,000.00	Annual

Paraprofessional		
Attendance Center/Detention Supervisor	\$21.00	Per Hour
Bilingual Paraprofessional - Designated Campus Verbal Translation Support <i>Campus designees determined by principal, aligned to minimum posted job qualifications (Elem/JH 2; HS 3)</i> <i>Note: Eligibility for additional paraprofessionals requires advance HR Department approval (i.e., needs based on multiple languages represented, increase in campus enrollment, etc.)</i>	\$1,500.00	Annual
Bilingual Paraprofessional - Designated Department Verbal Translation Support <i>Department designees determined by department leaders and approved by the HR Department, based on additional verbal translation duties assigned to ensure effective department operations</i>	\$1,500.00	Annual
Bilingual Teacher Assistant or Spanish Immersion Teacher Assistant - Assigned to Bilingual, Bilingual PK, Bilingual IR, or Spanish Immersion Classroom <i>Note: Stipend is only provided to teacher assistants in classrooms within the Bilingual or Spanish Immersion programs, and is based on a full-time assignment in Bil/SI classroom; 50% assignment is eligible for 50% stipend.</i>	\$1,500.00	Annual
Certification Specialist Audit	\$1,500.00	Annual
Degree - 30+ College Hours	\$250.00	Annual
Degree - 60+ College Hours/Associate's Degree	\$500.00	Annual
Degree - Bachelor's Degree	\$1,000.00	Annual
Paraprofessional Duties - Outside Work Calendar/Outside Normal Duties	\$17.58	Per Hour
Professional Development Presentation including Parent/Community Training - Outside Work Calendar	\$21.00	Per Hour
Professional Development Required Attendance - Outside Work Calendar, if applicable	\$55.00	Per Day
Registration/Data Entry - Outside Work Calendar	\$19.93	Per Hour
Teacher Assistant, Special Education - Blended PK, ECSE, FACI, PALS, VAC, MARC, PACES, BI, SABLE, & Behavior Assistant	\$3,500.00	Annual
Teacher Assistant, Special Education - Health Service Certification Stipend (G-Tube, Catheter)	\$900.00	Annual
Teacher Assistant, Special Education - Instructional Resource, Content Mastery & Inclusion	\$1,500.00	Annual
Teacher Assistant, Special Education- STEP	\$5,000.00	Annual
Translator/Interpreter	\$15.00	Per Hour
Professional		
Administrator Fulfilling Duties of Administrator Position Vacancy (Administrator Paygrade) <i>Note: This stipend requires advance approval through the Human Resources Department. If the duties are divided among employees, the stipend is also divided.</i>	\$1,000.00	Semi-Monthly
Advanced Academics Rising Stars Summer Instructor	\$30.00	Per Hour
Advanced Academics Super Saturday Instructor	\$30.00	Per Hour
Attendance Center/Detention Supervisor	\$21.00	Per Hour
Behavior Specialist with Board Certified Behavior Analyst (BCBA)	\$2,000.00	Annual
Behavior Support Stipend - Special Education Teacher Facilitator, Behavior	\$5,000.00	Annual
Behavior Training Stipend - Coordinator of Special Education, Behavior	\$6,000.00	Annual
Bilingual Administrator - Supporting Bilingual Campus/Program <i>Requires bilingual certification or local language proficiency test and approval from the Human Resources Department.</i>	\$4,548.00	Annual
Bilingual Teacher or Spanish Immersion Teacher - Teaching in Bilingual or Spanish Immersion Classroom <i>Requires bilingual certification or local language proficiency test and approval from the Human Resources Department.</i> <i>Note: Stipend is based on a full-time assignment in Bilingual/Spanish Immersion classroom; 50% assignment is eligible for 50% stipend.</i>	\$4,548.00	Annual
Counselor Fulfilling Duties of Counselor Position Vacancy (Professional Paygrade) <i>Note: This stipend requires advance approval through the Human Resources Department. If the duties are divided among employees, the stipend is also divided.</i>	\$750.00	Semi-Monthly
Curriculum Development	\$1,500.00	Annual
Curriculum Writer	\$30.00	Per Hour
District Teacher Facilitator (Curriculum and Instruction 187-Day DTFs only)	\$3,865.00	Annual
Dyslexia Testing	\$30.00	Per Hour
Dyslexia Teacher - Certified Academic Language Therapist (CALT)	\$1,500.00	Annual

Elementary Band Schools of Choice Program	\$1,500.00	Annual
Instructional Growth Payment - Instructional Specialists/Teacher Instructional Coach (reference FAQ for leveled criteria)		
Level 1: Emerging Growth	\$2000	One-Time Payment Received in Last Paycheck of SY
Level 2: Advancing Growth	\$4000	
Level 3: High Growth	\$6000	
<i>Note: Payment is based on fulfilling the entire year contract in a full-time assignment; 50% assignment is eligible for 50% payment.</i>		
Licensed Clinical Social Worker	\$1,000.00	Annual
Musical Production Specialist (<i>Outside Normal Duties</i>)	\$30.00	Per Hour
New Administrator Training - New to District	\$250.00	Annual
New Teacher Training - Zero-Year or New-to-District <i>Includes Zero-Year Educators in Training (EdiTs)</i>	\$250.00	Annual (Max of \$500)
Professional Development Required Attendance - Outside Work Calendar, If Applicable	\$20.00	Per Hour (Max of \$120)
Professional Development Preparation - Outside Work Calendar <i>Note: A maximum of six hours per professional development presentation are eligible for compensation.</i>	\$20.00	Per Hour (Max of \$120)
Professional Development Presentation including Parent/Community Training - Outside Work Calendar	\$36.00	Per Hour
Public Relations & Marketing Support Stipend - Convocation	\$3,500.00	One-Time Stipend
Reading Academy (HB2 Required, Off-Contract Hours)	\$50.00	Per Hour
Registration/Data Entry - Outside Work Calendar	\$19.93	Per Hour
Special Education - Facilitator	\$2,000.00	Annual
Special Education Tiered Funding (Required by HB2 and SB568, Off-Contract Hours) Hourly Rates and Supplemental Duty Pay Determined Annually by the Special Education and Human Resources Departments		
Special Olympics Assistant Coach - 2 Sports	\$500.00	Annual
Special Olympics Assistant Coach - 3 Sports	\$750.00	Annual
Special Olympics Assistant Coach - 4 Sports	\$1,000.00	Annual
Special Olympics District Coordinator	\$4,000.00	Annual
Speech Language Pathologist - Certificate of Clinical Competency (CCC)	\$3,000.00	Annual
Speech Therapist Assistant/Clinical Fellowship Year (CFY) Supervisor	\$500.00	Annual per CFY
Support Mentor Teacher - Alternative Certified Program (ACP) Teacher in Year One <i>Teacher must meet specific qualifications to be ACP Mentor, as outlined in Commissioner's Rules. Elementary teachers of record (grade level, music, art, and physical education) required to teach additional students while simultaneously teaching their own assigned students, as a result of an unfilled substitute job for another teacher's absence, receive the following supplemental duty compensation:</i>	\$1,000.00	Annual
<i>Note: Teachers in support roles who do not have students assigned to them are ineligible for this supplemental duty compensation.</i>		
Teacher Serving as Substitute for Unfilled Absence, Elementary - 1 to 5 Students	\$25.00	Per Day
Teacher Serving as Substitute for Unfilled Absence, Elementary - 6 to 10 Students	\$50.00	Per Day
Teacher Serving as Substitute for Unfilled Absence, Elementary - 11 to 15 Students	\$75.00	Per Day
Teacher Serving as Substitute for Unfilled Absence, Elementary - 16+ Students	\$100.00	Per Day
<i>Secondary teachers of record required to teach students during their conference period, as a result of an unfilled substitute job for another teacher's absence, receive the following:</i>		
Teacher Serving as Substitute During Conference Period - High School	\$25.00	Per Class Period
Teacher Serving as Substitute During Conference Period - Junior High	\$20.00	Per Class Period
Teacher, Special Education - Blended PK, ECSE, FACI, PALS, VAC, MARC, PACES, BI, SABLE, and Behavior Specialist	\$2,500.00	Annual
Teacher, Special Education - STEP	\$5,000.00	Annual
Teacher, Special Education - Instructional Resource, Content Mastery, Inclusion, Homebound, & Visually Impaired	\$1,500.00	Annual

Teacher/Coach or VPA Director Driving Bus to Game/Event - Inside the District (Outside of School Day) <i>Note: A maximum of 3 trips, \$120, will be paid for per day.</i>	\$40.00	Per Trip (Up to 3 trips, Max \$120/day)
Teacher/Coach or VPA Director Driving Bus to Game/Event - Outside the District (Outside of School Day) <i>Note: A maximum of 2 trips, \$160, will be paid for per day.</i>	\$80.00	Per Trip (Up to 2 trips, Max \$160/day)
Teacher Serving as SpEd Case Manager for >5 Students in Temporary Special Education Teacher Vacancy for >10 days* (<i>*Beginning on Day 11, stipend will be prorated based on number of days served</i>)	\$1,000.00	Annual
Test Administrator (Serves as Testing Facilitator during District Testing)	\$26.00	Per Hour
Test Preparation Instructor ACT/SAT - Outside Normal Duties	\$30.00	Per Hour
Test Proctor (Serves as Room Monitor during District Testing)	\$20.00	Per Hour
Title I Crate/Family Engagement Facilitator - Campus	\$1,000.00	Annual
Translator/Interpreter	\$21.00	Per Hour
Tutor/Interventionist - Certified Teacher	\$30.00	Per Hour
Substitute		
Substitute Administrator - Admin/Prof Paygrade 4 or 5 (Based on Experience)	\$350.00	Minimum Per Day
Substitute Administrator - Admin/Prof Paygrade 6 or Higher (Based on Experience)	\$400.00	Minimum Per Day
Substitute Professional Support - Admin/Prof Paygrade 3 (Based on Experience)	\$300.00	Minimum Per Day
Substitute Bus Driver	\$25.18	Per Hour
Substitute Bus Monitor	\$18.13	Per Hour
Substitute Child Nutrition Services	\$16.44	Per Hour
Substitute Custodian	\$16.44	Per Hour
Substitute Clerical (Paraprofessional)	\$85.00	Per Day
Substitute Licensed Vocational Nurse (LVN)	\$105.00	Per Day
Substitute Registered Nurse (RN)	\$190.00	Per Day
Substitute Teacher Assistant	\$85.00	Per Day
Substitute Teacher Assistant Onboarding (after completing ten days as a substitute, a sub is eligible for a reimbursement for attending the required substitute orientation)	\$85.00	One-Time Stipend
Substitute Teacher Non-Degreed (30+ College Hours)	\$95.00	Per Day
Substitute Teacher, Degreed	\$105.00	Per Day
Substitute Teacher, Degreed- 1 to 10 Consecutive Days in the Same Assignment	\$105.00	Per Day
Substitute Teacher, Degreed - 11 to 20 Consecutive Days in the Same Assignment	\$115.00	Per Day
Substitute Teacher, Degreed - 21+ Consecutive Days in the Same Assignment	\$125.00	Per Day
Substitute Teacher, TEA-Certified	\$115.00	Per Day
Substitute Teacher, TEA Certified - 1 to 10 Consecutive Days in the Same Assignment	\$115.00	Per Day
Substitute Teacher, TEA Certified - 11 to 20 Consecutive Days in the Same Assignment	\$130.00	Per Day
Substitute Teacher, TEA Certified - 21+ Consecutive Days in the Same Assignment <i>A degreed/certified substitute serving more than 20 days receives this rate of pay, effective first day of assignment.</i>	\$160.00	*Per Day
Substitute Teacher, TEA Certified - Retiree from Other School Districts	\$135.00	Per Day
Substitute Teacher, TEA Certified - Retiree from HEB ISD	\$160.00	Per Day
Substitute Teacher Onboarding (after completing ten days as a substitute, a sub is eligible for a reimbursement for attending the required substitute orientation)	\$100.00	One-Time Stipend
Substitutes Serving 20 Consecutive Days <i>At each increment of 20 consecutive - days worked, substitutes are eligible for stipend.</i>	\$300.00	Per 20 consecutive instructional days
Substitute Teacher/Coach in Long-Term Assignment A substitute teacher/coach serving more than 20 days receives this additional pay effective first day of assignment.	\$25.00	Per Day

Summer School		
Elementary Summer School Coordinator	\$10,000.00	Summer
Elementary Summer School Coordinator - English Language Proficiency	\$7,500.00	Summer
Elementary Summer School Coordinator - Enrichment	\$5,000.00	Summer
Secondary Summer School Coordinator	\$10,000.00	Summer
Secondary Summer School Coordinator - Accelerated Instruction/ EOC	\$5,000.00	Summer
Secondary Summer School Coordinator - Credit Recovery / Credit Advancement	\$5,500.00	Summer
Secondary Summer School Testing Coordinator - STAAR / EOC	\$3,000.00	Summer
Summer School Campus Technology Assistant (Outside Work Calendar)	\$16.07	Per Hour
Summer School Counselor - Elementary, Secondary	\$35.00	Per Hour
Summer School Licensed Vocational Nurse (LVN) - Elementary, Secondary (Outside Work Calendar)	\$22.92	Per Hour
Summer School Nurse (RN) - Elementary, Secondary	\$37.50	Per Hour
Summer School Office Assistant - Secondary (Outside Work Calendar)	\$17.94	Per Hour
Summer School Secretary - Elementary, Secondary (Outside Work Calendar)	\$19.87	Per Hour
Summer School Teacher - Elementary, Secondary	\$33.00	Per Hour
Summer School Lead Teacher - Secondary	\$35.00	Per Hour
Summer School Teacher Assistant - Elementary, Secondary (Outside Work Calendar)	\$15.82	Per Hour
Summer School Teacher Assistant - Special Education (Outside Work Calendar)	\$15.82	Per Hour
Technology		
After-Hour Technology Support	\$35.00	Per Hour
Campus Technology Assistant	\$4,000.00	Annual
Lead Network Engineer	\$5,000.00	Annual
Technology Support Employee Fulfilling Duties of Technology Support Position Vacancy (Technical Paygrade)	\$750.00	Semi-Monthly
<i>Note: This stipend requires advance approval through the Human Resources Department. If the duties are divided among employees, the stipend is also divided.</i>		
Travel		
Employee Traveling to 2 Campuses/District Facilities Per Day in Personal Vehicle <i>This includes Teachers, Paraprofessionals, and Technical Paygrade 1</i>	\$660.00	Annual
Employee Traveling to 3 Campuses/District Facilities Per Day in Personal Vehicle <i>This includes Teachers, Paraprofessionals, and Technical Paygrade 1</i>	\$990.00	Annual
Employee Traveling to 4 or More Campuses/District Facilities Per Day in Personal Vehicle <i>This includes Teachers, Paraprofessionals, and Technical Paygrade 1</i>	\$1,320.00	Annual
Visual & Performing Arts		
Band Assistant Director - High School	\$14,942.00	Annual
Band Assistant Director - Junior High	\$8,383.00	Annual
Band Head Director - High School	Part of Salary	N/A
Band Head Director - Junior High	\$14,942.00	Annual
Choir Head Director - High School	\$14,942.00	Annual
Choir Head Director - Junior High	\$6,627.00	Annual
Choir Assistant Director - High School	\$6,627.00	Annual
Honor Choir Director - Elementary	\$4,548.00	Annual
Dance/Drill Team Director - High School	\$9,096.00	Annual
Orchestra Director - Elementary	\$4,548.00	Annual
Orchestra Director - High School	\$14,942.00	Annual
Orchestra Director - Junior High	\$14,942.00	Annual
Orchestra Assistant Director - Junior High	\$8,383.00	Annual
School of Choice - Elementary Band	\$1,500.00	Annual
Theatre Assistant Director - High School	\$6,627.00	Annual
Theatre Head Director - High School	\$14,942.00	Annual
Theatre Arts Director - Junior High	\$6,627.00	Annual

Part-Time Temporary		
Part-Time Temporary Auxiliary - Bus Driver	\$25.18	Per Hour
Part-Time Temporary Auxiliary - Bus Driver (Non-CDL/ McKinney Vento)	\$19.90	Per Hour
Part-Time Temporary Auxiliary - Bus Driver in Training (CDL)	\$19.90	Per Hour
Part-Time Temporary Auxiliary - Bus Driver in Training (Non-CDL)	\$18.13	Per Hour
Part-Time Temporary Auxiliary - Bus Monitor	\$18.13	Per Hour
Part-Time Temporary Auxiliary - Custodian	\$16.44	Per Hour
Part-Time Temporary Auxiliary - Aux 01	\$16.44	Per Hour
Part-Time Temporary Auxiliary - Aux 02	\$18.13	Per Hour
Part-Time Temporary Auxiliary - Aux 03	\$19.90	Per Hour
Part-Time Temporary Auxiliary - Aux 04	\$21.79	Per Hour
Part-Time Temporary Paraprofessional - Clerical S1 Job Responsibilities & Duties	\$19.93	Per Hour
Part-Time Temporary Paraprofessional - Clerical S1 Job Responsibilities & Duties (HEB ISD Retiree)	\$24.51	Per Hour
Part-Time Temporary Paraprofessional - Clerical S2 Job Responsibilities & Duties	\$22.08	Per Hour
Part-Time Temporary Paraprofessional - Clerical S2 Job Responsibilities & Duties (HEB ISD Retiree)	\$27.22	Per Hour
Part-Time Temporary Paraprofessional - Clerical S3 Job Responsibilities & Duties	\$25.47	Per Hour
Part-Time Temporary Paraprofessional - Clerical S3 Job Responsibilities & Duties (HEB ISD Retiree)	\$30.81	Per Hour
Part-Time Temporary Paraprofessional - Clerical AA Job Responsibilities & Duties	\$30.16	Per Hour
Part-Time Temporary Paraprofessional - Clerical AA Job Responsibilities & Duties (HEB ISD Retiree)	\$36.39	Per Hour
Part-Time Temporary Paraprofessional - Licensed Vocational Nurse (LVN)	\$25.47	Per Hour
Part-Time Temporary Paraprofessional - Teacher Assistant Job Responsibilities & Duties	\$17.58	Per Hour
Part-Time Temporary Paraprofessional - Teacher Assistant Job Responsibilities & Duties (HEB ISD Retiree)	\$21.55	Per Hour
Part-Time Temporary Professional - Audiologist	\$80.00	Per Hour
Part-Time Temporary Professional - Bilingual Parent Education Instructor	\$30.00	Per Hour
Part-Time Temporary Professional - Coach, Junior High Gymnastics	\$35.00	Per Day
Part-Time Temporary Professional - Counselor	\$38.75	Per Hour
Part-Time Temporary Professional - Diagnostician	\$50.00	Per Hour
Part-Time Temporary Professional - District Teacher Mentor for Zero-Year Teachers	\$36.00	Per Hour
Part-Time Temporary Professional - School Psychologist	\$82.00	Per Hour
Part-Time Temporary Professional - Music Therapist	\$55.00	Per Hour
Part-Time Temporary Professional - Nurse (RN)	\$42.00	Per Hour
Part-Time Temporary Professional - Occupational Therapist	\$50.00	Per Hour
Part-Time Temporary Professional - Physical Therapist	\$60.00	Per Hour
Part-Time Temporary Professional - Social Worker	\$30.00	Per Hour
Part-Time Temporary Professional - Speech Language Pathologist	\$55.00	Per Hour
Part-Time Temporary Professional - Teacher, Certified Elementary Interventionist	\$30.00	Per Hour
Part-Time Temporary Professional - Teacher, Deaf and Hard of Hearing (DHH)	\$45.00	Per Hour
Part-Time Temporary Professional - Teacher, Dyslexia Specialist	\$36.50	Per Hour
Part-Time Temporary Professional - Teacher, Homebound	\$36.50	Per Hour
Part-Time Temporary Professional - Teacher, Instructional Specialist/ Coach (Elementary Title and Non-Title Campus)	\$30.00	Per Hour
Part-Time Temporary Professional - Truancy Officer	\$30.00	Per Hour
Part-Time Temporary Technical - Campus Technology Assistant	\$17.86	Per Hour

Part-Time Temporary - Stadium and Events		
Baseball, Basketball, Softball, Volleyball		
Ticket Seller, Ticket Taker, Clock Keeper, Scorekeeper, Announcer - 7th, 8th, 9th, JV, Varsity	\$40/\$55	1 Game/2 Games
Ticket Seller, Ticket Supervisor - 7th, 8th, 9th, JV, Varsity	\$50/\$65	1 Game/2 Games
Tournament Concession Worker, Game Worker - 7th, 8th, 9th, JV	\$15.00	Hourly
Libero Tracker/Lines - Varsity (Volleyball Only)	\$25.00	Per Match
Additional Games Over Two (Same Field Same Day) Revert to One Game Pay - 7th, 8th, 9th, JV		
Football		
Announcer - Varsity	\$125.00	Per Game
Announcer, Clock Keeper, Scorekeeper - 7th, 8th, 9th	\$40/\$55	1 Game/2 Games
Announcer, Clock Keeper, Scorekeeper - JV	\$50/\$65	1 Game/2 Games
Bus Parking Supervisor, Clock Keeper, Community Room Attendant, Concession Worker, Elevator Attendant, Field Security, Parking Attendant, Pressbox Attendant, Reserved Seat Monitor, Scorekeeper, Spotter, Ticket Sellers, Ticket Taker, Video Board Staff, Will Call Attendant - Varsity		
	\$75.00	Per Game
Concession Worker, Ticket Seller, Ticket Taker - 9th, JV	\$40/\$55	1 Game/2 Games
Concession Worker, Ticket Seller, Ticket Taker - 7th, 8th	\$35/\$50	1 Game/2 Games
Additional Games Over Two (Same Field Same Day) Revert to 1 Game Pay - 7th, 8th, 9th, JV		
Gymnastics, Track, Wrestling		
Concession Worker, Monitor, Ticket Seller, Ticket Taker - 7th, 8th, 9th, JV, Varsity	\$15.00	Hourly
Monitor, Ticket Seller, Ticket Taker - JV, Varsity (Wrestling Only)	\$45.00	Dual Meet
Part-Time Age Group (Gymnastics Only)	\$12.00	Hourly
Soccer		
Additional Games Over Two (Same Field Same Day) Revert to 1 game pay - 7th, 8th, 9th JV		
Announcer - Varsity	\$45.00	Per Game
Clock Keeper - 9th, JV, Varsity	\$45/\$60	1 Game/2 Games
Clock Keeper, Concession Worker, Game Worker - 7th, 8th	\$25/\$40	1 Game/2 Games
Clock Keeper, Concession Worker, Game Worker - Regional Tournament	\$45.00	Per Game
Concession Worker, Elevator Attendant, Press Box Monitor, Ticket Seller, Ticket Taker - 9th, JV, Varsity	\$40/\$55	1 Game/2 Games
Other - Band Contests, Special Day Events, Special Events Varsity Football		
Concession Lead	\$125.00	Per Game
Contracted Athletic Trainer	\$48.00	Hourly
Event Worker, Concession Worker	\$15.00	Hourly
Message Board Programmer - August 15 through December 15	\$175.00	Semi-Monthly
Part-Time Hourly Rate - Miscellaneous	\$15.00	Hourly
Stadium Director	\$350.00	Per Game
Stadium Producer	\$150.00	Per Game
Starter - Athletic Event	\$50.00	Hourly
Summer Strength & Conditioning	\$24.00	Hourly