



## 2026-2027 Support Staff Pay Grades

| Position                     | Pay Grade | Workdays |
|------------------------------|-----------|----------|
| Support Specialist - Dept.   | PG 1080   | 215      |
| HVAC & BAS Technician        | PG 1080   | 240      |
| Account Payables Clerk       | PG 1060   | 215      |
| District Admin Assistant     | PG 1060   | 205      |
| General Maintenance Person   | PG 1060   | 215      |
| Grant Accounting Clerk       | PG 1060   | 215      |
| Hospitality Coordinator      | 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      |
| SPED Case Manager Assistant  | PG 1040   | 205      |
| Discipline Assistant         | PG 1040   | 189      |
| Teacher Assistant            | PG 1040   | 189      |
| Custodian                    | PG 1030   | 215      |
| Secretary                    | PG 1030   | 205      |
| Crossing Guard               | PG 1020   | 189      |
| GYOT Resident                | PG 1012   | N/A      |
| Intern - Central Office      | PG 1011   | N/A      |
| Intern                       | PG 1010   | N/A      |
| Police Officer               | N/A       | N/A      |

## 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 |

| Certifications/Licenses Stipends |                                |           |
|----------------------------------|--------------------------------|-----------|
| IT Staff                         | MS Azure Admin                 | \$2.00/hr |
|                                  | CCNA 200-301                   |           |
|                                  | Certified Ethical Hacker (CEH) |           |
|                                  | CISSP                          |           |
|                                  | MS Azure Data Eng. Assoc.      |           |
|                                  | MS Azure Network Eng. Assoc.   |           |
| Health Aide                      | RN/PA License                  | \$2.00/hr |
|                                  | LVN License                    | \$1.50/hr |
|                                  | CNA, MA, EMT-Paramedic, or CMA | \$1.00/hr |
| General Maintenance              | HVAC, Electrician, or Plumbing | \$1.00/hr |

## 2026-2027 Support Staff Pay Schedule – Starting Rates by Location

| Location                      | PG-1010 | PG 1011 | PG 1012 | PG-1020 | PG-1030 | PG-1040 | PG-1050 | PG-1060 | PG-1080 |
|-------------------------------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| Austin                        | \$15.00 | N/A     | \$20.00 | \$16.00 | \$18.50 | \$19.00 | \$19.50 | \$23.00 | N/A     |
| Dallas, Ft Worth, Waco        | \$15.00 | N/A     | \$20.00 | \$16.00 | \$16.00 | \$17.00 | \$18.00 | \$21.00 | N/A     |
| El Paso, Lubbock              | \$15.00 | N/A     | \$20.00 | \$16.00 | \$16.50 | \$17.50 | \$19.25 | \$21.28 | N/A     |
| Midland, Odessa               | \$15.00 | N/A     | \$20.00 | \$16.00 | \$18.00 | \$19.25 | \$19.75 | \$21.28 | N/A     |
| Houston, Beaumont, Bryan      | \$15.00 | N/A     | \$20.00 | \$16.00 | \$18.00 | \$19.00 | \$20.00 | \$23.00 | N/A     |
| San Ant., Brownsville, Laredo | \$15.00 | N/A     | \$20.00 | \$16.00 | \$16.00 | \$16.50 | \$18.00 | \$19.00 | N/A     |
| Central Office                | N/A     | \$15.50 | N/A     | N/A     | \$18.00 | N/A     | N/A     | \$23.00 | \$25.00 |

**AUSTIN – Salary Table for Non-exempt Employees**

| STEP                                                                   | PG-1010 | PG-1012 | PG-1020 | PG-1030 | PG-1040 | PG-1050 | PG-1060 |
|------------------------------------------------------------------------|---------|---------|---------|---------|---------|---------|---------|
| 0                                                                      | \$15.00 | \$20.00 | \$16.00 | \$18.50 | \$19.00 | \$19.50 | \$23.00 |
| 1                                                                      | \$15.00 | \$20.00 | \$16.19 | \$18.73 | \$19.23 | \$19.73 | \$23.27 |
| 2                                                                      | \$15.00 | \$20.00 | \$16.38 | \$18.96 | \$19.46 | \$19.96 | \$23.54 |
| 3                                                                      | \$15.00 | \$20.00 | \$16.57 | \$19.19 | \$19.69 | \$20.19 | \$23.82 |
| 4                                                                      | \$15.00 | \$20.00 | \$16.77 | \$19.43 | \$19.93 | \$20.43 | \$24.10 |
| 5                                                                      | \$15.00 | \$20.00 | \$16.97 | \$19.67 | \$20.17 | \$20.67 | \$24.39 |
| 6                                                                      | \$15.00 | \$20.00 | \$17.17 | \$19.91 | \$20.41 | \$20.91 | \$24.68 |
| 7                                                                      | \$15.00 | \$20.00 | \$17.38 | \$20.16 | \$20.66 | \$21.16 | \$24.98 |
| 8                                                                      | \$15.00 | \$20.00 | \$17.59 | \$20.41 | \$20.91 | \$21.41 | \$25.28 |
| 9                                                                      | \$15.00 | \$20.00 | \$17.80 | \$20.66 | \$21.16 | \$21.66 | \$25.58 |
| 10                                                                     | \$15.00 | \$20.00 | \$18.01 | \$20.92 | \$21.42 | \$21.92 | \$25.89 |
| 11                                                                     | \$15.00 | \$20.00 | \$18.23 | \$21.18 | \$21.68 | \$22.18 | \$26.20 |
| 12                                                                     | \$15.00 | \$20.00 | \$18.45 | \$21.45 | \$21.95 | \$22.45 | \$26.52 |
| 13                                                                     | \$15.00 | \$20.00 | \$18.67 | \$21.72 | \$22.22 | \$22.72 | \$26.84 |
| 14                                                                     | \$15.00 | \$20.00 | \$18.90 | \$21.99 | \$22.49 | \$22.99 | \$27.17 |
| 15                                                                     | \$15.00 | \$20.00 | \$19.13 | \$22.27 | \$22.77 | \$23.27 | \$27.50 |
| 16                                                                     | \$15.00 | \$20.00 | \$19.36 | \$22.55 | \$23.05 | \$23.55 | \$27.84 |
| 17                                                                     | \$15.00 | \$20.00 | \$19.60 | \$22.84 | \$23.34 | \$23.84 | \$28.18 |
| 18                                                                     | \$15.00 | \$20.00 | \$19.84 | \$23.13 | \$23.63 | \$24.13 | \$28.53 |
| 19                                                                     | \$15.00 | \$20.00 | \$20.09 | \$23.42 | \$23.92 | \$24.42 | \$28.88 |
| 20                                                                     | \$15.00 | \$20.00 | \$20.34 | \$23.72 | \$24.22 | \$24.72 | \$29.24 |
| 21                                                                     | \$15.00 | \$20.00 | \$20.59 | \$24.02 | \$24.52 | \$25.02 | \$29.60 |
| 22                                                                     | \$15.00 | \$20.00 | \$20.85 | \$24.33 | \$24.83 | \$25.33 | \$29.97 |
| 23                                                                     | \$15.00 | \$20.00 | \$21.11 | \$24.64 | \$25.14 | \$25.64 | \$30.34 |
| 24                                                                     | \$15.00 | \$20.00 | \$21.37 | \$24.96 | \$25.46 | \$25.96 | \$30.72 |
| 25                                                                     | \$15.00 | \$20.00 | \$21.64 | \$25.28 | \$25.78 | \$26.28 | \$31.11 |
| 26                                                                     | \$15.00 | \$20.00 | \$21.91 | \$25.61 | \$26.11 | \$26.61 | \$31.50 |
| 27                                                                     | \$15.00 | \$20.00 | \$22.19 | \$25.94 | \$26.44 | \$26.94 | \$31.90 |
| 28                                                                     | \$15.00 | \$20.00 | \$22.47 | \$26.28 | \$26.78 | \$27.28 | \$32.30 |
| 29                                                                     | \$15.00 | \$20.00 | \$22.75 | \$26.62 | \$27.12 | \$27.62 | \$32.71 |
| 30+                                                                    | \$15.00 | \$20.00 | \$23.04 | \$26.97 | \$27.47 | \$27.97 | \$33.13 |
| 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-1012 | PG-1020 | PG-1030 | PG-1040 | PG-1050 | PG-1060 |
|------------------------------------------------------------------------|---------|---------|---------|---------|---------|---------|---------|
| 0                                                                      | \$15.00 | \$20.00 | \$16.00 | \$16.00 | \$17.00 | \$18.00 | \$21.00 |
| 1                                                                      | \$15.00 | \$20.00 | \$16.19 | \$16.19 | \$17.21 | \$18.22 | \$21.24 |
| 2                                                                      | \$15.00 | \$20.00 | \$16.38 | \$16.38 | \$17.42 | \$18.44 | \$21.49 |
| 3                                                                      | \$15.00 | \$20.00 | \$16.57 | \$16.58 | \$17.63 | \$18.67 | \$21.74 |
| 4                                                                      | \$15.00 | \$20.00 | \$16.77 | \$16.78 | \$17.85 | \$18.90 | \$21.99 |
| 5                                                                      | \$15.00 | \$20.00 | \$16.97 | \$16.98 | \$18.07 | \$19.13 | \$22.25 |
| 6                                                                      | \$15.00 | \$20.00 | \$17.17 | \$17.19 | \$18.29 | \$19.37 | \$22.51 |
| 7                                                                      | \$15.00 | \$20.00 | \$17.38 | \$17.40 | \$18.52 | \$19.61 | \$22.78 |
| 8                                                                      | \$15.00 | \$20.00 | \$17.59 | \$17.61 | \$18.75 | \$19.86 | \$23.05 |
| 9                                                                      | \$15.00 | \$20.00 | \$17.80 | \$17.83 | \$18.98 | \$20.11 | \$23.32 |
| 10                                                                     | \$15.00 | \$20.00 | \$18.01 | \$18.05 | \$19.22 | \$20.36 | \$23.60 |
| 11                                                                     | \$15.00 | \$20.00 | \$18.23 | \$18.27 | \$19.46 | \$20.62 | \$23.88 |
| 12                                                                     | \$15.00 | \$20.00 | \$18.45 | \$18.50 | \$19.70 | \$20.88 | \$24.17 |
| 13                                                                     | \$15.00 | \$20.00 | \$18.67 | \$18.73 | \$19.95 | \$21.14 | \$24.46 |
| 14                                                                     | \$15.00 | \$20.00 | \$18.90 | \$18.96 | \$20.20 | \$21.41 | \$24.75 |
| 15                                                                     | \$15.00 | \$20.00 | \$19.13 | \$19.20 | \$20.45 | \$21.68 | \$25.05 |
| 16                                                                     | \$15.00 | \$20.00 | \$19.36 | \$19.44 | \$20.71 | \$21.96 | \$25.35 |
| 17                                                                     | \$15.00 | \$20.00 | \$19.60 | \$19.68 | \$20.97 | \$22.24 | \$25.66 |
| 18                                                                     | \$15.00 | \$20.00 | \$19.84 | \$19.93 | \$21.24 | \$22.53 | \$25.97 |
| 19                                                                     | \$15.00 | \$20.00 | \$20.09 | \$20.18 | \$21.51 | \$22.82 | \$26.29 |
| 20                                                                     | \$15.00 | \$20.00 | \$20.34 | \$20.43 | \$21.78 | \$23.11 | \$26.61 |
| 21                                                                     | \$15.00 | \$20.00 | \$20.59 | \$20.69 | \$22.06 | \$23.41 | \$26.94 |
| 22                                                                     | \$15.00 | \$20.00 | \$20.85 | \$20.95 | \$22.34 | \$23.71 | \$27.27 |
| 23                                                                     | \$15.00 | \$20.00 | \$21.11 | \$21.22 | \$22.63 | \$24.02 | \$27.61 |
| 24                                                                     | \$15.00 | \$20.00 | \$21.37 | \$21.49 | \$22.92 | \$24.33 | \$27.95 |
| 25                                                                     | \$15.00 | \$20.00 | \$21.64 | \$21.76 | \$23.22 | \$24.65 | \$28.30 |
| 26                                                                     | \$15.00 | \$20.00 | \$21.91 | \$22.04 | \$23.52 | \$24.97 | \$28.65 |
| 27                                                                     | \$15.00 | \$20.00 | \$22.19 | \$22.32 | \$23.82 | \$25.30 | \$29.01 |
| 28                                                                     | \$15.00 | \$20.00 | \$22.47 | \$22.61 | \$24.13 | \$25.63 | \$29.37 |
| 29                                                                     | \$15.00 | \$20.00 | \$22.75 | \$22.90 | \$24.44 | \$25.97 | \$29.74 |
| 30+                                                                    | \$15.00 | \$20.00 | \$23.04 | \$23.19 | \$24.76 | \$26.31 | \$30.11 |
| 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-1012 | PG-1020 | PG-1030 | PG-1040 | PG-1050 | PG-1060 |
|------------------------------------------------------------------------|---------|---------|---------|---------|---------|---------|---------|
| 0                                                                      | \$15.00 | \$20.00 | \$16.00 | \$16.50 | \$17.50 | \$19.25 | \$21.28 |
| 1                                                                      | \$15.00 | \$20.00 | \$16.19 | \$16.70 | \$17.72 | \$19.49 | \$21.55 |
| 2                                                                      | \$15.00 | \$20.00 | \$16.38 | \$16.91 | \$17.94 | \$19.74 | \$21.83 |
| 3                                                                      | \$15.00 | \$20.00 | \$16.57 | \$17.12 | \$18.16 | \$19.99 | \$22.11 |
| 4                                                                      | \$15.00 | \$20.00 | \$16.77 | \$17.33 | \$18.39 | \$20.24 | \$22.40 |
| 5                                                                      | \$15.00 | \$20.00 | \$16.97 | \$17.54 | \$18.62 | \$20.50 | \$22.69 |
| 6                                                                      | \$15.00 | \$20.00 | \$17.17 | \$17.76 | \$18.85 | \$20.76 | \$22.99 |
| 7                                                                      | \$15.00 | \$20.00 | \$17.38 | \$17.98 | \$19.09 | \$21.03 | \$23.29 |
| 8                                                                      | \$15.00 | \$20.00 | \$17.59 | \$18.20 | \$19.33 | \$21.30 | \$23.59 |
| 9                                                                      | \$15.00 | \$20.00 | \$17.80 | \$18.43 | \$19.57 | \$21.57 | \$23.90 |
| 10                                                                     | \$15.00 | \$20.00 | \$18.01 | \$18.66 | \$19.82 | \$21.85 | \$24.21 |
| 11                                                                     | \$15.00 | \$20.00 | \$18.23 | \$18.89 | \$20.07 | \$22.13 | \$24.53 |
| 12                                                                     | \$15.00 | \$20.00 | \$18.45 | \$19.13 | \$20.33 | \$22.42 | \$24.85 |
| 13                                                                     | \$15.00 | \$20.00 | \$18.67 | \$19.37 | \$20.59 | \$22.71 | \$25.18 |
| 14                                                                     | \$15.00 | \$20.00 | \$18.90 | \$19.62 | \$20.85 | \$23.01 | \$25.51 |
| 15                                                                     | \$15.00 | \$20.00 | \$19.13 | \$19.87 | \$21.12 | \$23.31 | \$25.85 |
| 16                                                                     | \$15.00 | \$20.00 | \$19.36 | \$20.12 | \$21.39 | \$23.61 | \$26.19 |
| 17                                                                     | \$15.00 | \$20.00 | \$19.60 | \$20.38 | \$21.67 | \$23.92 | \$26.54 |
| 18                                                                     | \$15.00 | \$20.00 | \$19.84 | \$20.64 | \$21.95 | \$24.23 | \$26.89 |
| 19                                                                     | \$15.00 | \$20.00 | \$20.09 | \$20.90 | \$22.23 | \$24.55 | \$27.25 |
| 20                                                                     | \$15.00 | \$20.00 | \$20.34 | \$21.17 | \$22.52 | \$24.87 | \$27.61 |
| 21                                                                     | \$15.00 | \$20.00 | \$20.59 | \$21.44 | \$22.81 | \$25.20 | \$27.98 |
| 22                                                                     | \$15.00 | \$20.00 | \$20.85 | \$21.72 | \$23.11 | \$25.53 | \$28.35 |
| 23                                                                     | \$15.00 | \$20.00 | \$21.11 | \$22.00 | \$23.41 | \$25.87 | \$28.73 |
| 24                                                                     | \$15.00 | \$20.00 | \$21.37 | \$22.29 | \$23.72 | \$26.21 | \$29.12 |
| 25                                                                     | \$15.00 | \$20.00 | \$21.64 | \$22.58 | \$24.03 | \$26.56 | \$29.51 |
| 26                                                                     | \$15.00 | \$20.00 | \$21.91 | \$22.87 | \$24.35 | \$26.91 | \$29.91 |
| 27                                                                     | \$15.00 | \$20.00 | \$22.19 | \$23.17 | \$24.67 | \$27.27 | \$30.31 |
| 28                                                                     | \$15.00 | \$20.00 | \$22.47 | \$23.47 | \$25.00 | \$27.63 | \$30.72 |
| 29                                                                     | \$15.00 | \$20.00 | \$22.75 | \$23.78 | \$25.33 | \$28.00 | \$31.14 |
| 30+                                                                    | \$15.00 | \$20.00 | \$23.04 | \$24.09 | \$25.66 | \$28.38 | \$31.56 |
| Associate degree: +\$0.35/hr   Bachelor's Degree or Higher: +\$1.00/hr |         |         |         |         |         |         |         |

**MIDLAND/ODESSA – Salary Table for Non-exempt Employees**

| STEP                                                                   | PG-1010 | PG-1012 | PG-1020 | PG-1030 | PG-1040 | PG-1050 | PG-1060 |
|------------------------------------------------------------------------|---------|---------|---------|---------|---------|---------|---------|
| 0                                                                      | \$15.00 | \$20.00 | \$16.00 | \$18.00 | \$19.25 | \$19.75 | \$21.28 |
| 1                                                                      | \$15.00 | \$20.00 | \$16.19 | \$18.23 | \$19.49 | \$20.00 | \$21.55 |
| 2                                                                      | \$15.00 | \$20.00 | \$16.38 | \$18.46 | \$19.74 | \$20.26 | \$21.83 |
| 3                                                                      | \$15.00 | \$20.00 | \$16.57 | \$18.69 | \$19.99 | \$20.52 | \$22.11 |
| 4                                                                      | \$15.00 | \$20.00 | \$16.77 | \$18.93 | \$20.24 | \$20.78 | \$22.40 |
| 5                                                                      | \$15.00 | \$20.00 | \$16.97 | \$19.17 | \$20.50 | \$21.05 | \$22.69 |
| 6                                                                      | \$15.00 | \$20.00 | \$17.17 | \$19.41 | \$20.76 | \$21.32 | \$22.99 |
| 7                                                                      | \$15.00 | \$20.00 | \$17.38 | \$19.66 | \$21.03 | \$21.59 | \$23.29 |
| 8                                                                      | \$15.00 | \$20.00 | \$17.59 | \$19.91 | \$21.30 | \$21.87 | \$23.59 |
| 9                                                                      | \$15.00 | \$20.00 | \$17.80 | \$20.16 | \$21.57 | \$22.15 | \$23.90 |
| 10                                                                     | \$15.00 | \$20.00 | \$18.01 | \$20.42 | \$21.85 | \$22.44 | \$24.21 |
| 11                                                                     | \$15.00 | \$20.00 | \$18.23 | \$20.68 | \$22.13 | \$22.73 | \$24.53 |
| 12                                                                     | \$15.00 | \$20.00 | \$18.45 | \$20.95 | \$22.42 | \$23.03 | \$24.85 |
| 13                                                                     | \$15.00 | \$20.00 | \$18.67 | \$21.22 | \$22.71 | \$23.33 | \$25.18 |
| 14                                                                     | \$15.00 | \$20.00 | \$18.90 | \$21.49 | \$23.01 | \$23.63 | \$25.51 |
| 15                                                                     | \$15.00 | \$20.00 | \$19.13 | \$21.77 | \$23.31 | \$23.94 | \$25.85 |
| 16                                                                     | \$15.00 | \$20.00 | \$19.36 | \$22.05 | \$23.61 | \$24.25 | \$26.19 |
| 17                                                                     | \$15.00 | \$20.00 | \$19.60 | \$22.34 | \$23.92 | \$24.57 | \$26.54 |
| 18                                                                     | \$15.00 | \$20.00 | \$19.84 | \$22.63 | \$24.23 | \$24.89 | \$26.89 |
| 19                                                                     | \$15.00 | \$20.00 | \$20.09 | \$22.92 | \$24.55 | \$25.22 | \$27.25 |
| 20                                                                     | \$15.00 | \$20.00 | \$20.34 | \$23.22 | \$24.87 | \$25.55 | \$27.61 |
| 21                                                                     | \$15.00 | \$20.00 | \$20.59 | \$23.52 | \$25.20 | \$25.89 | \$27.98 |
| 22                                                                     | \$15.00 | \$20.00 | \$20.85 | \$23.83 | \$25.53 | \$26.23 | \$28.35 |
| 23                                                                     | \$15.00 | \$20.00 | \$21.11 | \$24.14 | \$25.87 | \$26.58 | \$28.73 |
| 24                                                                     | \$15.00 | \$20.00 | \$21.37 | \$24.46 | \$26.21 | \$26.93 | \$29.12 |
| 25                                                                     | \$15.00 | \$20.00 | \$21.64 | \$24.78 | \$26.56 | \$27.29 | \$29.51 |
| 26                                                                     | \$15.00 | \$20.00 | \$21.91 | \$25.11 | \$26.91 | \$27.65 | \$29.91 |
| 27                                                                     | \$15.00 | \$20.00 | \$22.19 | \$25.44 | \$27.27 | \$28.02 | \$30.31 |
| 28                                                                     | \$15.00 | \$20.00 | \$22.47 | \$25.78 | \$27.63 | \$28.40 | \$30.72 |
| 29                                                                     | \$15.00 | \$20.00 | \$22.75 | \$26.12 | \$28.00 | \$28.78 | \$31.14 |
| 30+                                                                    | \$15.00 | \$20.00 | \$23.04 | \$26.47 | \$28.38 | \$29.17 | \$31.56 |
| 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-1012 | PG-1020 | PG-1030 | PG-1040 | PG-1050 | PG-1060 |
|------------------------------------------------------------------------|---------|---------|---------|---------|---------|---------|---------|
| 0                                                                      | \$15.00 | \$20.00 | \$16.00 | \$18.00 | \$19.00 | \$20.00 | \$23.00 |
| 1                                                                      | \$15.00 | \$20.00 | \$16.19 | \$18.23 | \$19.24 | \$20.26 | \$23.30 |
| 2                                                                      | \$15.00 | \$20.00 | \$16.38 | \$18.46 | \$19.48 | \$20.52 | \$23.60 |
| 3                                                                      | \$15.00 | \$20.00 | \$16.57 | \$18.69 | \$19.73 | \$20.78 | \$23.91 |
| 4                                                                      | \$15.00 | \$20.00 | \$16.77 | \$18.93 | \$19.98 | \$21.05 | \$24.22 |
| 5                                                                      | \$15.00 | \$20.00 | \$16.97 | \$19.17 | \$20.23 | \$21.32 | \$24.54 |
| 6                                                                      | \$15.00 | \$20.00 | \$17.17 | \$19.41 | \$20.49 | \$21.59 | \$24.86 |
| 7                                                                      | \$15.00 | \$20.00 | \$17.38 | \$19.66 | \$20.75 | \$21.87 | \$25.19 |
| 8                                                                      | \$15.00 | \$20.00 | \$17.59 | \$19.91 | \$21.02 | \$22.15 | \$25.52 |
| 9                                                                      | \$15.00 | \$20.00 | \$17.80 | \$20.16 | \$21.29 | \$22.44 | \$25.86 |
| 10                                                                     | \$15.00 | \$20.00 | \$18.01 | \$20.42 | \$21.56 | \$22.73 | \$26.20 |
| 11                                                                     | \$15.00 | \$20.00 | \$18.23 | \$20.68 | \$21.84 | \$23.03 | \$26.55 |
| 12                                                                     | \$15.00 | \$20.00 | \$18.45 | \$20.95 | \$22.12 | \$23.33 | \$26.90 |
| 13                                                                     | \$15.00 | \$20.00 | \$18.67 | \$21.22 | \$22.41 | \$23.63 | \$27.26 |
| 14                                                                     | \$15.00 | \$20.00 | \$18.90 | \$21.49 | \$22.70 | \$23.94 | \$27.62 |
| 15                                                                     | \$15.00 | \$20.00 | \$19.13 | \$21.77 | \$23.00 | \$24.25 | \$27.99 |
| 16                                                                     | \$15.00 | \$20.00 | \$19.36 | \$22.05 | \$23.30 | \$24.57 | \$28.36 |
| 17                                                                     | \$15.00 | \$20.00 | \$19.60 | \$22.34 | \$23.60 | \$24.89 | \$28.74 |
| 18                                                                     | \$15.00 | \$20.00 | \$19.84 | \$22.63 | \$23.91 | \$25.22 | \$29.13 |
| 19                                                                     | \$15.00 | \$20.00 | \$20.09 | \$22.92 | \$24.22 | \$25.55 | \$29.52 |
| 20                                                                     | \$15.00 | \$20.00 | \$20.34 | \$23.22 | \$24.54 | \$25.89 | \$29.92 |
| 21                                                                     | \$15.00 | \$20.00 | \$20.59 | \$23.52 | \$24.86 | \$26.23 | \$30.32 |
| 22                                                                     | \$15.00 | \$20.00 | \$20.85 | \$23.83 | \$25.19 | \$26.58 | \$30.73 |
| 23                                                                     | \$15.00 | \$20.00 | \$21.11 | \$24.14 | \$25.52 | \$26.93 | \$31.15 |
| 24                                                                     | \$15.00 | \$20.00 | \$21.37 | \$24.46 | \$25.86 | \$27.29 | \$31.57 |
| 25                                                                     | \$15.00 | \$20.00 | \$21.64 | \$24.78 | \$26.20 | \$27.65 | \$32.00 |
| 26                                                                     | \$15.00 | \$20.00 | \$21.91 | \$25.11 | \$26.55 | \$28.02 | \$32.44 |
| 27                                                                     | \$15.00 | \$20.00 | \$22.19 | \$25.44 | \$26.90 | \$28.40 | \$32.88 |
| 28                                                                     | \$15.00 | \$20.00 | \$22.47 | \$25.78 | \$27.26 | \$28.78 | \$33.33 |
| 29                                                                     | \$15.00 | \$20.00 | \$22.75 | \$26.12 | \$27.62 | \$29.17 | \$33.78 |
| 30+                                                                    | \$15.00 | \$20.00 | \$23.04 | \$26.47 | \$27.99 | \$29.56 | \$34.24 |
| 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-1012 | PG-1020 | PG-1030 | PG-1040 | PG-1050 | PG-1060 |
|------------------------------------------------------------------------|---------|---------|---------|---------|---------|---------|---------|
| 0                                                                      | \$15.00 | \$20.00 | \$16.00 | \$16.00 | \$16.50 | \$18.00 | \$19.00 |
| 1                                                                      | \$15.00 | \$20.00 | \$16.19 | \$16.20 | \$16.70 | \$18.22 | \$19.24 |
| 2                                                                      | \$15.00 | \$20.00 | \$16.38 | \$16.40 | \$16.91 | \$18.44 | \$19.48 |
| 3                                                                      | \$15.00 | \$20.00 | \$16.57 | \$16.60 | \$17.12 | \$18.66 | \$19.73 |
| 4                                                                      | \$15.00 | \$20.00 | \$16.77 | \$16.80 | \$17.33 | \$18.89 | \$19.98 |
| 5                                                                      | \$15.00 | \$20.00 | \$16.97 | \$17.01 | \$17.54 | \$19.12 | \$20.23 |
| 6                                                                      | \$15.00 | \$20.00 | \$17.17 | \$17.22 | \$17.76 | \$19.35 | \$20.49 |
| 7                                                                      | \$15.00 | \$20.00 | \$17.38 | \$17.43 | \$17.98 | \$19.59 | \$20.75 |
| 8                                                                      | \$15.00 | \$20.00 | \$17.59 | \$17.65 | \$18.20 | \$19.83 | \$21.02 |
| 9                                                                      | \$15.00 | \$20.00 | \$17.80 | \$17.87 | \$18.43 | \$20.07 | \$21.29 |
| 10                                                                     | \$15.00 | \$20.00 | \$18.01 | \$18.09 | \$18.66 | \$20.32 | \$21.56 |
| 11                                                                     | \$15.00 | \$20.00 | \$18.23 | \$18.32 | \$18.89 | \$20.57 | \$21.84 |
| 12                                                                     | \$15.00 | \$20.00 | \$18.45 | \$18.55 | \$19.13 | \$20.83 | \$22.12 |
| 13                                                                     | \$15.00 | \$20.00 | \$18.67 | \$18.78 | \$19.37 | \$21.09 | \$22.41 |
| 14                                                                     | \$15.00 | \$20.00 | \$18.90 | \$19.02 | \$19.62 | \$21.35 | \$22.70 |
| 15                                                                     | \$15.00 | \$20.00 | \$19.13 | \$19.26 | \$19.87 | \$21.62 | \$23.00 |
| 16                                                                     | \$15.00 | \$20.00 | \$19.36 | \$19.50 | \$20.12 | \$21.89 | \$23.30 |
| 17                                                                     | \$15.00 | \$20.00 | \$19.60 | \$19.75 | \$20.38 | \$22.17 | \$23.60 |
| 18                                                                     | \$15.00 | \$20.00 | \$19.84 | \$20.00 | \$20.64 | \$22.45 | \$23.91 |
| 19                                                                     | \$15.00 | \$20.00 | \$20.09 | \$20.26 | \$20.90 | \$22.73 | \$24.22 |
| 20                                                                     | \$15.00 | \$20.00 | \$20.34 | \$20.52 | \$21.17 | \$23.02 | \$24.54 |
| 21                                                                     | \$15.00 | \$20.00 | \$20.59 | \$20.78 | \$21.44 | \$23.31 | \$24.86 |
| 22                                                                     | \$15.00 | \$20.00 | \$20.85 | \$21.05 | \$21.72 | \$23.61 | \$25.19 |
| 23                                                                     | \$15.00 | \$20.00 | \$21.11 | \$21.32 | \$22.00 | \$23.91 | \$25.52 |
| 24                                                                     | \$15.00 | \$20.00 | \$21.37 | \$21.59 | \$22.29 | \$24.22 | \$25.86 |
| 25                                                                     | \$15.00 | \$20.00 | \$21.64 | \$21.87 | \$22.58 | \$24.53 | \$26.20 |
| 26                                                                     | \$15.00 | \$20.00 | \$21.91 | \$22.15 | \$22.87 | \$24.85 | \$26.55 |
| 27                                                                     | \$15.00 | \$20.00 | \$22.19 | \$22.44 | \$23.17 | \$25.17 | \$26.90 |
| 28                                                                     | \$15.00 | \$20.00 | \$22.47 | \$22.73 | \$23.47 | \$25.50 | \$27.26 |
| 29                                                                     | \$15.00 | \$20.00 | \$22.75 | \$23.03 | \$23.78 | \$25.83 | \$27.62 |
| 30+                                                                    | \$15.00 | \$20.00 | \$23.04 | \$23.33 | \$24.09 | \$26.16 | \$27.99 |
| 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 |
|------------------------------------------------------------------------|---------|---------|---------|---------|
| 0                                                                      | \$15.50 | \$18.00 | \$23.00 | \$25.00 |
| 1                                                                      | \$15.50 | \$18.23 | \$23.30 | \$25.32 |
| 2                                                                      | \$15.50 | \$18.46 | \$23.60 | \$25.64 |
| 3                                                                      | \$15.50 | \$18.69 | \$23.91 | \$25.96 |
| 4                                                                      | \$15.50 | \$18.93 | \$24.22 | \$26.29 |
| 5                                                                      | \$15.50 | \$19.17 | \$24.54 | \$26.62 |
| 6                                                                      | \$15.50 | \$19.41 | \$24.86 | \$26.96 |
| 7                                                                      | \$15.50 | \$19.66 | \$25.19 | \$27.30 |
| 8                                                                      | \$15.50 | \$19.91 | \$25.52 | \$27.65 |
| 9                                                                      | \$15.50 | \$20.16 | \$25.86 | \$28.00 |
| 10                                                                     | \$15.50 | \$20.42 | \$26.20 | \$28.36 |
| 11                                                                     | \$15.50 | \$20.68 | \$26.55 | \$28.73 |
| 12                                                                     | \$15.50 | \$20.95 | \$26.90 | \$29.10 |
| 13                                                                     | \$15.50 | \$21.22 | \$27.26 | \$29.48 |
| 14                                                                     | \$15.50 | \$21.49 | \$27.62 | \$29.86 |
| 15                                                                     | \$15.50 | \$21.77 | \$27.99 | \$30.25 |
| 16                                                                     | \$15.50 | \$22.05 | \$28.36 | \$30.64 |
| 17                                                                     | \$15.50 | \$22.34 | \$28.74 | \$31.04 |
| 18                                                                     | \$15.50 | \$22.63 | \$29.13 | \$31.45 |
| 19                                                                     | \$15.50 | \$22.92 | \$29.52 | \$31.86 |
| 20                                                                     | \$15.50 | \$23.22 | \$29.92 | \$32.28 |
| 21                                                                     | \$15.50 | \$23.52 | \$30.32 | \$32.70 |
| 22                                                                     | \$15.50 | \$23.83 | \$30.73 | \$33.13 |
| 23                                                                     | \$15.50 | \$24.14 | \$31.15 | \$33.57 |
| 24                                                                     | \$15.50 | \$24.46 | \$31.57 | \$34.01 |
| 25                                                                     | \$15.50 | \$24.78 | \$32.00 | \$34.46 |
| 26                                                                     | \$15.50 | \$25.11 | \$32.44 | \$34.92 |
| 27                                                                     | \$15.50 | \$25.44 | \$32.88 | \$35.38 |
| 28                                                                     | \$15.50 | \$25.78 | \$33.33 | \$35.85 |
| 29                                                                     | \$15.50 | \$26.12 | \$33.78 | \$36.33 |
| 30+                                                                    | \$15.50 | \$26.47 | \$34.24 | \$36.81 |
| Associate degree: +\$0.35/hr   Bachelor's Degree or Higher: +\$1.00/hr |         |         |         |         |