Hays Consolidated Independent School District
Business / Professional Compensation Plan
for the Fiscal Year ending June 30, 2027

Pay Grade 7				0.00%
	Minimum	Midpoint	Maximum	MPI
Daily	$370.97	$452.42	$533.83	$0.00
226	83,839	102,247	120,646	
230	85,323	104,057	122,781	
248	92,001	112,200	132,390	
	Director, Accounting (226)	Director, Finance (226)	Director, Desktop Support (248)	
	Director, MIS (230)	Director, Purchasing (226)	Director, Tech Security (248)	
	Director, Software Services (248)	Director, Tech Admin Support (230)	Director of Benefits (226)	
	Director, Communications (226)	Director, Safety & Security (226)		

Pay Grade 8				0.00%
	Minimum	Midpoint	Maximum	MPI
Daily	$434.04	$529.32	$624.60	$0.00
226	98,093	119,626	141,160	
248	107,642	131,271	154,901	
	Deputy Technology Officer (248)	Director, Construction & Planning (248)	Director, Custodial & Maintenance (248)	
	Director, Transportation (226)	Director, Mech., Electrical, Plumbing (248)	Director, Student Health Services (226)	

Pay Grade 9				0.00%
	Minimum	Midpoint	Maximum	MPI
Daily	$486.98	$608.72	$730.46	$0.00
248	120,771	150,963	181,154	
	Executive Director of Facilities, Construction, and Bond Programs (248)			

Revised 10/26/2026