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

Pay Grade 6				0.00%
	Minimum	Midpoint	Maximum	MPI
Daily	$401.59	$489.74	$577.88	$0.00
226	90,759	110,681	130,601	
230	92,366	112,640	132,912	
	Assistant Director, Athletics (226)	Director, Career Technical Education (226)	Director, Student Info Svcs (SIS) (230)	
	Director, Assessment/Accountability (226)	Director, Federal Programs (226)	Director, Professional Development (226)	
	Director, C&I (226)	Director of Human Resources (226)	Director, Special Services (226)	
	Director, Multilingual/LOTE (226)	Director, CCR & Counseling (226)		
	Principal, Elementary School (226)	Director, Fine Arts (226)		

Pay Grade 7				0.00%
	Minimum	Midpoint	Maximum	MPI
Daily	$441.73	$538.70	$635.66	$0.00
226	99,831	121,746	143,659	
	Director, Student Services (226)	Principal, Live Oak Academy (226)	Principal, Middle School (226)	
	Principal, IMPACT Center (226)	Executive Officer of C & I (226)	Executive Officer of SPED (226)	

Pay Grade 8				0.00%
	Minimum	Midpoint	Maximum	MPI
Daily	$485.90	$592.58	$699.57	$0.00
226	109,813	133,923	158,103	
	Director, Athletics (226)	Principal, High School (226)	Executive Officer, Schools (226)	

Pay Grade 9				0.00%
	Minimum	Midpoint	Maximum	MPI
Daily	$604.43	$711.10	$817.76	$0.00
226	136,601	160,709	184,814	
		Deputy Human Resource Officer (226)		

Pay Grade 10				0.00%
	Minimum	Midpoint	Maximum	MPI
Daily	$721.77	$849.13	$976.49	$0.00
226	163,120	191,903	220,687	
	Chief Communication Officer (226)	Chief Technology Officer (226)	Chief Safety and Security (226)	
	Chief Operations Officer (226)	Chief Human Resource Officer (226)	Chief Academic Officer (226)	

Pay Grade 11				0.00%
	Minimum	Midpoint	Maximum	MPI
Daily	$866.11	$1,018.95	$1,171.78	$0.00
226	195,741	230,283	264,822	
	~~Deputy Superintendent / Chief Academic Officer (226)~~		Deputy Superintendent / Chief Financial Officer (226)	

Revised 11/16/2026