



2024-2025

HAYS CISD COMPENSATION PLAN

Compensation Plan Change Key

Title Change
Reclassification/Change
New Position
Change in Workdays
Correction

Hays Consolidated Independent School District
2024-2025 Teacher, Librarian, and Nurse Hiring Schedule
for the Fiscal Year Ending June 30, 2025

Teacher, Librarian, Nurse, ARD Facilitator, Athletic Trainer, Instructional Coach, Digital Learning Coach, Intervention Teacher, JROTC Instructor, Color Guard Teacher, RDSPD Parent Advisor, SE Transition Specialist, IB Coordinator, Testing Coordinator

1.00%

Updated 6/24/2024

<u>Years of Experience</u>	<u>Daily Rate</u>	<u>Annual Salary (187 days)</u>
0	\$53,265	\$284.8396
1	\$54,867	\$293.4064
2	\$56,633	\$302.8503
3	\$57,583	\$307.9305
4	\$58,864	\$314.7807
5	\$60,597	\$324.0481
6	\$61,147	\$326.9893
7	\$61,647	\$329.6631
8	\$62,147	\$332.3369
9	\$62,647	\$335.0107
10	\$63,767	\$341.0000
11	\$64,197	\$343.2995
12	\$64,727	\$346.1337
13	\$65,257	\$348.9679
14	\$65,787	\$351.8021
15	\$66,317	\$354.6364
16	\$66,907	\$357.7914
17	\$67,447	\$360.6791
18	\$67,987	\$363.5668
19	\$68,527	\$366.4545
20	\$69,067	\$369.3422
21	\$69,657	\$372.4973
22	\$70,147	\$375.1176
23	\$70,637	\$377.7380
24	\$71,127	\$380.3583
25	\$71,617	\$382.9786
26	\$72,147	\$385.8128
27	\$72,627	\$388.3797
28	\$73,107	\$390.9465
29	\$73,587	\$393.5134
30	\$74,067	\$396.0802

Stipends

\$2,000 Master's Degree
 \$4,500 Doctorate Degree

- *The stipends listed above apply to employees who are paid according to the Teacher, Librarian, and Nurse Hiring Schedule.*
- *These salary steps are for the current school year only and do not represent future salaries for returning Teachers in subsequent years. Salary advancement for current employees is based on the annual pay raise budget approved by the Board of Trustees.*
- *For any funds received by Hays CISD for a designated teacher under the Teacher Incentive Allotment (TIA), ninety percent, less the TRS deduction (both employee and district), and any other applicable payroll taxes or deductions, will be paid to the designated teacher. The remaining ten percent will be used for training, support, expansion of the system, and professional development. Should the district receive funding for a designated teacher who has resigned or retired, the district will forward payment to the resigned or retired teacher as soon as practicable.*

**Hays Consolidated Independent School District 2024-2025 Counselor
Hiring Schedule ~~for the Fiscal Year Ending June 30, 2025~~**

Counselor and Mental Health Professional

1.00%

Updated 6/24/2024

<u>Years of Experience</u>	<u>Daily Rate</u>	<u>192 Day</u>	<u>204 Day</u>	<u>210 Day</u>	<u>215 Day</u>
	<u>187 Days</u>	<u>Salary Schedule</u>	<u>Salary Schedule</u>	<u>Salary Schedule</u>	<u>Salary Schedule</u>
0	\$303.5615	\$58,284	\$61,927	\$63,748	\$65,266
1	\$312.1230	\$59,928	\$63,673	\$65,546	\$67,106
2	\$321.5668	\$61,741	\$65,600	\$67,529	\$69,137
3	\$326.6471	\$62,716	\$66,636	\$68,596	\$70,229
4	\$333.4973	\$64,031	\$68,033	\$70,034	\$71,702
5	\$342.7647	\$65,811	\$69,924	\$71,981	\$73,694
6	\$345.7059	\$66,376	\$70,524	\$72,598	\$74,327
7	\$348.3796	\$66,889	\$71,069	\$73,160	\$74,902
8	\$351.0535	\$67,402	\$71,615	\$73,721	\$75,477
9	\$353.7273	\$67,916	\$72,160	\$74,283	\$76,051
10	\$359.7166	\$69,066	\$73,382	\$75,540	\$77,339
11	\$362.0160	\$69,507	\$73,851	\$76,023	\$77,833
12	\$364.8503	\$70,051	\$74,429	\$76,619	\$78,443
13	\$367.6845	\$70,595	\$75,008	\$77,214	\$79,052
14	\$370.5188	\$71,140	\$75,586	\$77,809	\$79,662
15	\$373.3529	\$71,684	\$76,164	\$78,404	\$80,271
16	\$376.5081	\$72,290	\$76,808	\$79,067	\$80,949
17	\$379.3958	\$72,844	\$77,397	\$79,673	\$81,570
18	\$382.2835	\$73,398	\$77,986	\$80,280	\$82,191
19	\$385.1712	\$73,953	\$78,575	\$80,886	\$82,812
20	\$388.0589	\$74,507	\$79,164	\$81,492	\$83,433
21	\$391.2139	\$75,113	\$79,808	\$82,155	\$84,111
22	\$393.8343	\$75,616	\$80,342	\$82,705	\$84,674
23	\$396.4545	\$76,119	\$80,877	\$83,255	\$85,238
24	\$399.0749	\$76,622	\$81,411	\$83,806	\$85,801
25	\$401.6952	\$77,125	\$81,946	\$84,356	\$86,364
26	\$404.5294	\$77,670	\$82,524	\$84,951	\$86,974
27	\$407.0962	\$78,162	\$83,048	\$85,490	\$87,526
28	\$409.6631	\$78,655	\$83,571	\$86,029	\$88,078
29	\$412.2299	\$79,148	\$84,095	\$86,568	\$88,629
30	\$414.7968	\$79,641	\$84,619	\$87,107	\$89,181

Stipend

\$4,500 Doctorate Degree

The stipend listed above applies to employees who are paid according to the Counselor Hiring Schedule.

**Hays Consolidated Independent School District
Academic / Professional Compensation Plan
for the Fiscal Year ending June 30, 2025**

With the district's move to a new ERP system, the district took the opportunity to renumber pay grades, eliminating pay grades that were empty and no longer in use. Pay grades have new number assignments; however, the actual pay minimums, midpoints, and maximums remain the same.

Updated 6/24/2024

Pay Grade 1					0.00%
	Minimum	Midpoint	Maximum	MPI	
Daily	\$266.22	\$321.77	\$377.31	\$0.00	
187	49,783	60,171	70,557	0	
	SE Certified Interpreter** (187)		SE COTA (187)		SE Speech Language Pathologist Asst. (187)

** 2 years experience granted for each approved interpreter certification level held by candidate.
Maximum additional years = 6; Levels: Basic, Advanced and Master

~~Pay Grade 2 - No positions currently exist within this pay grade.~~

Pay Grade 3-2					0.00%
	Minimum	Midpoint	Maximum	MPI	
Daily	\$295.16	\$359.95	\$424.76	\$0.00	
204	60,213	73,430	86,651	0	
210	61,984	75,590	89,200	0	
	MTSS Specialist (204)		Multilingual Translator (210)		

Pay Grade 4-3					0.00%
	Minimum	Midpoint	Maximum	MPI	
Daily	\$318.82	\$388.76	\$458.69	\$0.00	
187	59,619	72,698	85,775	0	
197	62,808	76,586	90,362	0	
204	65,039	79,307	93,573	0	
210	66,952	81,640	96,325	0	
226	72,053	87,860	103,664	0	
	Asst. Principal, Elementary (204)	District Assessment Coordinator (226)	SE Diagnostician (187)		
	SE Assistive Tech (187)	SE Behavior Specialist (187)	SE Licensed Specialist School Psychology (187)		
	SE Low Incidence Specialist (197)	SE Licensed Physical Therapist (187)	SE Therapist - Occupational (187)		
	SE Speech Language Pathologist (187)	SE Therapist - Music (187)	Secondary Sheltered Instr/ESL Spec. (210/226)		
	SE Orientation & Mobility Specialist (187)	Elementary Sheltered Instr/ESL Spec. (226)	New Teacher Specialist (210/226)		
	Audiologist (187)	Literacy Specialist (226)	Campus Support Specialist (210)		

Pay Grade 5-4					0.00%
	Minimum	Midpoint	Maximum	MPI	
Daily	\$344.29	\$419.87	\$495.44	\$0.00	
210	72,301	88,173	104,042	0	
215	74,022	90,272	106,520	0	
226	77,810	94,891	111,969	0	
	Assistant Director of Human Resources (226)	Assistant Principal, Impact/Live Oak (210)	Assistant Principal, Middle School (210)		
	Coordinator, CTE (226)	Coordinator, CTE Tech Support (226)	Coordinator, CTE & CCMR (226)		
	Coordinator, Early Intervention (226)	Coordinator, ELAR Elementary (226)	Coordinator, ELAR Secondary (226)		
	Coordinator, GT (226)	Coordinator, LPAC & TELPAS (226)	Coordinator, Math Elementary (226)		
	Coordinator, Math Secondary (226)	Coordinator, PEP (226)	Coordinator, Pysch Services (210)		
	Coordinator, Secondary Science (226)	Coordinator, Social Studies (PK-12) (226)	Coordinator, STEM (226)		
	Coordinator, SE Auditory Impairment (210)	Coordinator, SE Behavior Services (210)	Coordinator, SE Early Childhood (210)		
	Coordinator, SE Instruction (210/215)	Coordinator, SE Motor Team (210)	Coordinator, SE Speech Services (210)		
	Coord, SE Transition & Sec. Support (210)	Coordinator, SE Software & Medicaid (210)	Academic Coordinator/Dean MS (210)		

Pay Grade 6-5					0.00%
	Minimum	Midpoint	Maximum	MPI	
Daily	\$371.82	\$453.45	\$535.09	\$0.00	
215	79,941	97,492	115,044	0	
226	84,031	102,480	120,930	0	
	Academic Dean (226)	Assistant Principal, Lead High School (226)	Coordinator, Athletics (226)		
	Assistant Principal, High School (215)	Director, Professional Development (226)			
	Director, Band (Head-High School) (226)	Assistant Director, Fine Arts (226)			

**Hays Consolidated Independent School District
Academic / Professional Compensation Plan
for the Fiscal Year ending June 30, 2025**

Pay Grade 7-6					0.00%
Daily	Minimum	Midpoint	Maximum	MPI	\$0.00
226	90,759	110,681	130,601	0	0
230	92,366	112,640	132,912	0	0
	Assistant Director, Athletics (226) Director, Assessment/Accountability (226) Director, Digital Learning (226) Director, Multilingual/LOTE (226) Principal, Elementary School (226)	Director, Career Technical Education (226) Director, Federal Programs (226) Director, SPED (226) Director of Human Resources (226) Director, Advanced Academics (226)	Director, CCR & Counseling (226) Director, Fine Arts (226) Director, Student Info Svcs (SIS) (230) Director, Professional Development (226)		

Pay Grade 8-7					0.00%
Daily	Minimum	Midpoint	Maximum	MPI	\$0.00
226	99,831	121,746	143,659	0	0
	Director, Student Services (226) Principal, IMPACT Center (226) Principal, Live Oak Academy (226)	Director, Academic Support (226) Executive Officer of C & I (226) Principal, Middle School (226)	Executive Officer of SPED (226)		

Pay Grade 9-8					0.00%
Daily	Minimum	Midpoint	Maximum	MPI	\$0.00
226	109,813	133,923	158,103	0	0
	Director, Athletics (226)	Principal, High School (226)			

Pay Grade 10-9					0.00%
Daily	Minimum	Midpoint	Maximum	MPI	\$0.00
226	136,601	160,709	184,814	0	0
	Deputy Academic Officer (226)	Deputy Human Resource Officer (226)			

Pay Grade 11-10					0.00%
Daily	Minimum	Midpoint	Maximum	MPI	\$0.00
226	163,120	191,903	220,687	0	0
	Chief Communication Officer (226) Chief Operations Officer (226)	Chief Financial Officer (226) Chief Technology Officer (226)	Chief Human Resource Officer (226) Chief Safety and Security (226)		

Pay Grade 12-11					0.00%
Daily	Minimum	Midpoint	Maximum	MPI	\$0.00
226	195,741	230,283	264,822	0	0
	Deputy Superintendent / Chief Academic Officer (226)				

Hays Consolidated Independent School District
Business / Professional Compensation Plan
for the Fiscal Year ending June 30, 2025

Updated 6/24/2024

Pay Grade 1					0.00%
Daily	Minimum	Midpoint	Maximum	MPI	\$0.00
230	\$198.50	\$242.06	\$285.64		
248	45,655	55,674	65,697		0
	49,228	60,031	70,839		0
	SIS Assistant (230)	Technician I (248)			
	Cablng Technician (248)	Inventory Specialist (248)			

Pay Grade 2					0.00%
Daily	Minimum	Midpoint	Maximum	MPI	\$0.00
210	\$218.34	\$266.26	\$314.19		
226	45,851	55,915	65,980		0
230	49,345	60,175	71,007		0
248	50,218	61,240	72,264		0
	54,148	66,032	77,919		0
	Attendance Intervention Specialist (210)	CN Registered Dietician (226)	Visual Media Specialist (226)		
	Purchasing Buyer (230)	Technician II / Help Desk (230/248)	Security Systems Technician (248)		

Pay Grade 3					0.00%
Daily	Minimum	Midpoint	Maximum	MPI	\$0.00
226	\$251.10	\$306.20	\$361.34		
230	56,749	69,201	81,663		0
248	57,753	70,426	83,108		0
	62,273	75,938	89,612		0
	Coordinator, Fleet Services (248)	Assistant Tech Specialist (248)	MIS Assistant II (230)		
	Coordinator, Performing Arts Center (226)	Coordinator, SE Tech Services (248)	Transportation Tech Analyst (230)		
	Coordinator, Visual Media (226)	Manager, Print Shop (230)	Technician III (248)		
	Mobile Device Specialist (248)	Safety & Security Coordinator (230)	Software Support Specialist (248)		
	Coordinator, Transportation (230)	Supervisor, Accounts Payable (230)	Coordinator, Grounds (248)		
	Coordinator, MEP (248)	Coordinator, Custodial (248)	CN Registered Dietician (226)		

Pay Grade 4					0.00%
Daily	Minimum	Midpoint	Maximum	MPI	\$0.00
230	\$276.21	\$336.85	\$397.48		
248	63,528	77,476	91,420		0
	68,500	83,539	98,575		0
	Accountant II (230)	Coordinator, Volunteer & Partnerships (230)	Coordinator, Digital Materials/Textbooks (248)		
	Coordinator, HR (230)	Coordinator, Payroll (230)	Coordinator, SIS (230)		
	Security System Administrator (248)	System Administrator (248)	Data Programmer Analyst I (248)		
	Bond Project Manager II (248)	Senior Buyer (230)	Bond Accountant (248)		

Pay Grade 5					0.00%
Daily	Minimum	Midpoint	Maximum	MPI	\$0.00
230	\$303.83	\$370.53	\$437.22		
248	69,881	85,222	100,561		0
	75,350	91,891	108,431		0
	Compensation Administrator (230)	Cybersecurity Specialist (248)	Coordinator, PI/Webmaster (230)		
	Coordinator, Tech Workflow (230)	Systems Administrator - VOIP (248)	Network Engineer (248)		
	Coordinator, Mobile Device Mgmt. (248)	Systems Engineer (248)	Data Programmer Analyst II (248)		
	Bond Project Manager III (248)				

Pay Grade 6					0.00%
Daily	Minimum	Midpoint	Maximum	MPI	\$0.00
226	\$334.21	\$407.57	\$480.97		
248	75,531	92,111	108,699		0
	82,884	101,077	119,281		0
	Asst Director, Transportation (226)	Cybersecurity Engineer (248)	Senior Network Engineer (248)		
	Bond Project Manager II (248)	Director, Grounds/Utilities/IPM (248)	Senior Data Programmer (248)		
	Project Manager Coordinator (248)				

Hays Consolidated Independent School District
Business / Professional Compensation Plan
for the Fiscal Year ending June 30, 2025

Updated 6/24/2024

Pay Grade 7					0.00%
Daily	Minimum	Midpoint	Maximum	MPI	\$0.00
226	83,839	102,247	120,646	0	
230	85,323	104,057	122,781	0	
248	92,001	112,200	132,390	0	
	Director of Accounting (226) Director, MIS (230) Director, Software Services (248) Director of Benefits (226)	Director, Budget (226) Director, Purchasing (226) Director, Tech Admin Support (230) Director, Communications (226)	Director, Desktop Support (248) Director, Tech Security (248)		

Pay Grade 8					0.00%
Daily	Minimum	Midpoint	Maximum	MPI	\$0.00
226	98,093	119,626	141,160	0	
248	107,642	131,271	154,901	0	
	Deputy Technology Officer (248) Director, Transportation (226)	Director, Construction & Planning (248) Director, Mech., Electrical, Plumbing (248)	Director, Custodial & Maintenance (248) Director, Student Health Services (226)		

Pay Grade 9					0.00%
Daily	Minimum	Midpoint	Maximum	MPI	\$0.00
248	120,771	150,963	181,154	0	
	Executive Director of Facilities, Construction, and Bond Programs (248)				

**Hays Consolidated Independent School District
Paraprofessional Compensation Plan
for the Fiscal Year ending June 30, 2025**

With the district's move to a new ERP system, the district took the opportunity to renumber pay grades, eliminating pay grades that were empty and no longer in use. Pay grades have new number assignments; however, the actual pay minimums, midpoints, and maximums remain the same.

Updated 6/24/2024

~~Pay Grade 1—No positions currently exist in this pay grade.~~

~~Pay Grade 2—No positions currently exist in this pay grade.~~

~~Pay Grade 3—No positions currently exist in this pay grade.~~

Pay Grade 4-1		Minimum	Midpoint	Maximum	0.00% MPI
Daily	Hrs	\$16.00	\$19.00	\$22.42	\$0.00
187	8	23,936	28,424	33,540	0
192	8	24,576	29,184	34,437	0
197	8	25,216	29,944	35,334	0
204	8	26,112	31,008	36,589	0
230	8	29,440	34,960	41,253	0
Attendance Clerk (ES/MS/HS) (197)		Receptionist M&O (230)		Clerk MO (230)	
Child Care Provider (ELC) (187)		Campus Support (187)		Tardy Monitor (187)	
Clerk SE (187)		Clerk Counselor (204)		Receptionist - Admin (230)	
PEP Caregiver (187)		Clerk Tech (230)		Station Clerk (197)	
Receptionist (ES) (192)		Purchasing Assistant (230)		SE-ARD Facilitator Assistant (187)	
Receptionist - Freshman Center (192)		Receptionist (MS/HS) (197)			

Pay Grade 5-2		Minimum	Midpoint	Maximum	0.00% MPI
Daily	Hrs	\$16.29	\$19.87	\$23.45	\$0.00
197	8	25,673	31,315	36,957	0
204	8	26,585	32,428	38,270	0
210	8	27,367	33,382	39,396	0
230	8	29,974	36,561	43,148	0
Child Care Site Director (197)		Secretary, Attendance (197)		PEIMS Clerk (MS/HS) (210)	
PEIMS Clerk (ES) (204)		HR Specialist I (230)		PEIMS Rotation Clerk (210)	
PEP Center Director (197)					

Pay Grade 6-3		Minimum	Midpoint	Maximum	0.00% MPI
Daily	Hrs	\$17.92	\$21.86	\$25.80	\$0.00
197	8	28,242	34,451	40,661	0
204	8	29,245	35,676	42,106	0
210	8	30,106	36,725	43,344	0
230	8	32,973	40,222	47,472	0
Food Service Office Assistant (230)		PEIMS Clerk/Receptionist (LOA) (210) (230)		Print Shop Production Operator (204)-(230)	
Registrar (HS) (230)		Secretary, Assistant Principal (MS/HS) (197)		Secretary, Counselor (210)	
Secretary, PAC (230)		Secretary, SPED (230)		Shop Clerk (230)	
Transportation Clerk (230)		M&O Clerk/Receptionist (230)			

Pay Grade PP6I-4		Minimum	Midpoint	Maximum	0.00% MPI
Daily	Hrs	\$18.00	\$21.96	\$25.92	\$0.00
187	8	26,928	32,852	38,776	0
192	8	27,648	33,731	39,813	0
Inst Aide I (187)		Inst Aide II (187)		Inst Aide III (187)	
Inst Aide - CTE (187)		Inst Aide - ESL (187)		Inst Aide - PE (187)	
Inst Aide - PreK (187)		Inst Aide - Title I (187)		Inst Aide - Title III (187)	
Library Tech (192)		Tardy Monitor (187)		Inst Aide IV (187)	
ISS Monitor (MS/HS) (187)		LPAC Clerk/Parent Liaison (187)			

Pay Grade PP6S 5		Minimum	Midpoint	Maximum	0.00% MPI
Daily	Hrs	\$20.00	\$24.39	\$28.78	\$0.00
187	8	29,920	36,487	43,055	0
204	8	32,640	39,804	46,969	0
197	8	31,520	38,439	45,357	0
SE Inst Aide III - Job Coach (187)		SE Inst Aide - ECSE (187)		SE Inst Aide - STARS (187)	
SE Inst Aide III - Behavior (187)		SE Inst Aide III (187)		SE Inst Aide - Specialized (187)	
SE Inst Aide - FL-S (187)		SE Inst Aide - Found Learning (187)		SE Inst Aide III - Social Behavior (187)	
SE Inst Aide IV - IMPACT (187)		SE Inst Aide-Incl/Res (187)		SE Inst Aide IV - Deaf Supp Spec (187)	
SE Inst Aide IV - Brailist (187)		SE Inst Aide IV - Elem (187)			
SE Inst Aide IV (187)		SPED Transition Facilitator (204)-197			

**Hays Consolidated Independent School District
Paraprofessional Compensation Plan
for the Fiscal Year ending June 30, 2025**

Pay Grade 7 6		Minimum	Midpoint	Maximum	0.00% MPI
Daily	Hrs				\$0.00
187	8	\$20.60	\$25.14	\$29.66	0
187	8	30,818	37,609	44,371	0
230	8	37,904	46,258	54,574	0
		Bookkeeper (230)	Business Specialist (230)	Finance Assistant (230)	
		Finance Specialist (230)	IMPACT Electives Liaison (187)	Learning Materials Suppt Spec (230)	
		Print Shop Operator (230)	Secretary, Athletics (230)	Secretary, Band (230)	
		Secretary, Director (230)	Secretary, PLO (230)	Secretary, Principal (230)	
			Executive Customer Service Specialist (230)		

Pay Grade 8 7		Minimum	Midpoint	Maximum	0.00% MPI
Daily	Hrs				\$0.00
187	8	\$24.12	\$29.42	\$34.70	0
187	8	36,084	44,012	51,911	0
192	8	37,048	45,189	53,299	0
230	8	44,381	54,133	63,848	0
		Accounting Specialist (230)	Payroll Assistant (230)	Screening & Student Health Lead (187)	
		Nurse LVN (192)	Secretary II, Director (230)		
		Finance Specialist II (230)	HR Specialist II (230)		

Pay Grade 9 8		Minimum	Midpoint	Maximum	0.00% MPI
Daily	Hrs				\$0.00
187	8	\$29.02	\$35.84	\$42.67	0
187	8	45,736	53,617	63,834	0
226	8	52,468	64,799	77,147	0
230	8	53,397	65,946	78,513	0
		Business Specialist III (230)	Finance Specialist III (230)	Secretary, Chief Officer (230)	
		Payroll Lead (230)	Operations Specialist III (230)	Secretary, Superintendent (230)	
		Security & Communications Office Manager (230)	HR Specialist (230)	COTA (187)	

Pay Grade 10 9		Minimum	Midpoint	Maximum	0.00% MPI
Daily	Hrs				\$0.00
230	8	\$32.47	\$40.59	\$48.69	0
230	8	59,745	74,686	89,590	0
		Executive Assistant to the Superintendent (230)			

**Hays Consolidated Independent School District
Auxiliary Compensation Plan
for the Fiscal Year ending June 30, 2025**

With the district's move to a new ERP system, the district took the opportunity to renumber pay grades, eliminating pay grades that were empty and no longer in use. Pay grades have new number assignments; however, the actual pay minimums, midpoints, and maximums remain the same.

Updated 6/24/2024

~~Pay Grade 1, 2 and 3 – Currently no positions exist within these pay grades.~~

Pay Grade 4-1		Minimum	Midpoint	Maximum	0.00% MPI
Daily	Hrs	\$16.00	\$19.00	\$22.42	\$0.00
170	8	\$21,760	\$25,840	\$30,491	0
175	8	\$22,400	\$26,600	\$31,388	0
180	6	\$17,280	\$20,520	\$24,214	0
187	8	\$23,936	\$28,424	\$33,540	0
248	8	\$31,744	\$37,696	\$44,481	0
260	8	\$33,280	\$39,520	\$46,634	0
		*CN Manager in Training (175) *Custodian, Lead (248) *CN Warehouse Specialist (175) *Production Spec/Cashier (Cook) (175) Production Specialist (Cook)(175)	*Warehouse Specialist (248) Bus Monitor (180) Custodian (248) Parts Runner (248) CN Maintenance (175)	Crossing Guard (170) Lunchroom Monitor (170) Monitor II (Lunchroom/CG) (170) *Security Monitor District (260) Security Monitor Campus (187)	
*\$0.50 Differential					

Pay Grade 5-2		Minimum	Midpoint	Maximum	0.00% MPI
Daily	Hrs	\$16.73	\$20.41	\$24.08	\$0.00
175	8	\$23,422	\$28,574	\$33,712	0
230	8	\$30,783	\$37,554	\$44,307	0
248	8	\$33,192	\$40,493	\$47,775	0
		Assistant Cafeteria Manager, HS (175) Custodian, Head (248) HVAC Coil Cleaning Technician (248) Utility Worker (248)	Child Nutrition Catering Manager (230) Custodial Trainer (248) HVAC Tech I (248) Warehouse Assistant (248)	Child Nutrition Manager (175) General Maintenance Worker (248) Key and Lock Technician (248) Courier (230)	

Pay Grade 6-3		Minimum	Midpoint	Maximum	0.00% MPI
Daily	Hrs	\$18.40	\$22.45	\$26.49	\$0.00
175	8	\$25,760	\$31,430	\$37,086	0
248	8	\$36,506	\$44,541	\$52,556	0
		Child Nutrition Manager HS (175) Painter (248)	Child Nutrition Support Manager (175)		

Pay Grade 7-4		Minimum	Midpoint	Maximum	0.00% MPI
Daily	Hrs	\$20.25	\$24.69	\$29.14	\$0.00
230	8	\$37,260	\$45,430	\$53,618	0
248	8	\$40,176	\$48,985	\$57,814	0
		Athletic Grounds (248) Dispatcher (230) Tech Assist PAC (248) Carpenter (248) Groundskeeper (248)	Upholstery Technician (248) DDC Assistant (248) Sign Technician (248) Wash Technician (248)	Camera Technician (230) Hazard Technician (230) Shop Support (248) Fueler Tech (248)	

Pay Grade 8-5		Minimum	Midpoint	Maximum	0.00% MPI
Daily	Hrs	\$23.09	\$27.15	\$31.24	\$0.00
230	8	\$42,486	\$49,956	\$57,482	0
248	8	\$45,811	\$53,866	\$61,980	0
		HVAC Technician II (248)	Locksmith (248)	Trans Operations Specialist (230)	

Hays Consolidated Independent School District
Auxiliary Compensation Plan
for the Fiscal Year ending June 30, 2025

Pay Grade 9-6		Minimum	Midpoint	Maximum	0.00% MPI
Daily	Hrs	\$25.40	\$29.89	\$34.36	\$0.00
248	8	\$50,394	\$59,302	\$68,170	0
		Assistant Supervisor, Grounds (248)	Assistant Supervisor, Maintenance (248)	Assistant Supervisor, Utilities (248)	
		DDC Controls Technician (248)	Electrician (248)	Electronics Technician (248)	
		Equipment Mechanic (248)	HVAC Technician III (248)	Integrated Pest Control Technician (248)	
		Irrigation Technician (248)	Kitchen Equip Repair Technician (248)	Plumber (248)	
		Project Manager (248)	Trans Mechanic II (248)	Water Service Technician (248)	
		Bond Project Manager I (248)			

Pay Grade 10-7		Minimum	Midpoint	Maximum	0.00% MPI
Daily	Hrs	\$29.20	\$34.36	\$39.51	\$0.00
248	8	\$57,933	\$68,170	\$78,388	0
230	8	\$53,728	\$63,222	\$72,698	0
		Custodial/Warehouse Manager (248)	Shop Foreman (248)	Supervisor, Athletic Fields (248)	
		Supervisor, Electrical (248)	Supervisor, Energy Management (248)	Supervisor, General Maintenance (248)	
		Supervisor, HVAC (248)	Supervisor, IPM (248)	Supervisor, Paint (248)	
		Supervisor, Plumbing (248)	Supervisor, Safety/Compliance (248)	Supervisor, Utility/Grounds (248)	
		Transportation Operations Supervisor (230)			

2024-2025 Bus Driver Placement Scale
for the Fiscal Year Ending June 30, 2025

Updated 6/24/2024

<u>Range</u> <u>Position</u>	<u>2025</u> <u>Local Experience</u>	<u>2025</u> <u>Pay Grades</u>
Minimum	0	\$ 20.40
	1	\$ 20.40
	2	\$ 21.12
	3	\$ 21.37
	4	\$ 21.74
	5	\$ 22.28
	6	\$ 23.11
	7	\$ 23.41
	8	\$ 23.68
	9	\$ 23.94
	10	\$ 24.22
	11	\$ 24.50
	12	\$ 24.79
	13	\$ 25.08
	14	\$ 25.37
	15	\$ 25.67
	16	\$ 25.98
	17	\$ 26.29
	18	\$ 26.60
	19	\$ 26.92
	20	\$ 27.25
Midpoint	21	\$ 27.58
	22	\$ 27.92
	23	\$ 28.26
	24	\$ 28.61
	25	\$ 28.96
	26	\$ 29.32
	27	\$ 29.69
	28	\$ 30.06
	29	\$ 30.44
	30	\$ 30.82
	31	\$ 31.21
	32	\$ 31.61
	33	\$ 32.02
	34	\$ 32.43
	35	\$ 32.85
	36	\$ 33.27
	37	\$ 33.70
	38	\$ 34.15
	39	\$ 34.59
		40

Raise: \$1.12

2024-2025 Hays Consolidated Independent School District
Lead Bus Driver Placement Scale-230 day for
the Fiscal Year Ending June 30, 2025

Updated 6/24/2024

<u>Range</u>	<u>2025</u>	<u>2025</u>
<u>Position</u>	<u>Local Experience</u>	<u>Pay Grades</u>
Minimum	0	\$21.40
	1	\$21.40
	2	\$22.12
	3	\$22.37
	4	\$22.74
	5	\$23.28
	6	\$24.11
	7	\$24.41
	8	\$24.68
	9	\$24.94
	10	\$25.22
	11	\$25.50
	12	\$25.79
	13	\$26.08
	14	\$26.37
	15	\$26.67
	16	\$26.98
	17	\$27.29
	18	\$27.60
	19	\$27.92
	20	\$28.25
Midpoint	21	\$28.58
	22	\$28.92
	23	\$29.26
	24	\$29.61
	25	\$29.96
	26	\$30.32
	27	\$30.69
	28	\$31.06
	29	\$31.44
	30	\$31.82
	31	\$32.21
	32	\$32.61
	33	\$33.02
	34	\$33.43
	35	\$33.85
	36	\$34.27
	37	\$34.70
	38	\$35.15
	39	\$35.59
		40

Raise: \$1.12

Hays Consolidated Independent School District
2024-2025 Education Foundation Compensation Plan

Updated 6/24/2024

Paraprofessional (Non-Exempt)				Addition	
Pay Grade EFP1				*Pay Increase	
Days	Hours	Minimum	Midpoint	Maximum	*Pay Increase
226	8	\$22,1239	\$29,0376	\$33,1858	\$0.00
Hays Education Foundation Specialist (226)					

Business Professional (Exempt)				Addition	
Pay Grade EFB1				*Pay Increase	
Daily	Minimum	Midpoint	Maximum	*Pay Increase	
226	\$398.23	\$464.60	\$530.97	Hays Education Foundation Executive Director (226)	
	90,000	105,000	120,000		

*This compensation plan is not subject to HCISD Board approved increases provided to other Hays CISD employees.

Hays Consolidated Independent School District Stipend Pay Schedule
for the Fiscal Year ending June 30, 2025

Updated 7/24/2023

Category	Assignment	Level	Stipend
Academics			
UIL	UIL Coord MS*	MS	\$1,000
	UIL Art	MS	\$400
	UIL Coach	MS	\$375
HIGH SCHOOL	UIL Coord *	HS	\$4,140
	UIL Art	HS	\$400
	UIL Accounting	HS	\$700
	UIL Calculator	HS	\$700
	UIL Computer Applications	HS	\$700
	UIL Computer Science	HS	\$700
	UIL Copy Editing	HS	\$700
	UIL Curriculum Evaluation	HS	\$700
	UIL Current Issues and Events	HS	\$700
	UIL Debate*	HS	\$3,000
	UIL Film	HS	\$700
	UIL Informational Speaking	HS	\$700
	UIL Journalism*	HS	\$1,750
	UIL Literary Criticism	HS	\$700
	UIL Math	HS	\$700
	UIL Number Sense	HS	\$700
	UIL One Act Play*	HS	\$2,500
	UIL Personal Speaking	HS	\$700
	UIL Persuasive Speaking	HS	\$700
	UIL Poetry	HS	\$700
	UIL Prose	HS	\$700
	UIL Ready Writing	HS	\$700
	UIL Robotics	HS	\$700
	UIL Science	HS	\$700
	UIL Social Studies	HS	\$700
	UIL Spelling	HS	\$700
	UIL Student Congress	HS	\$700

Payment for coaching UIL events is submitted and paid at the completion of the UIL competition season. Payment is a lump sum.

*UIL stipends are annualized.

Hays Consolidated Independent School District Stipend Pay Schedule
for the Fiscal Year ending June 30, 2025

Updated 7/23/2023

Category	Assignment	Level	Stipend
Athletics			
MIDDLE SCHOOL	Athletic Coord MS	MS	\$2,000
	Basketball C-team	MS	\$900
	Basketball MS	MS	\$2,000
	Cheer MS	MS	\$2,500
	Cross Country MS	MS	\$2,000
	Dance MS	MS	\$2,500
	Football MS	MS	\$5,000
	Soccer MS	MS	\$2,000
	Tennis MS	MS	\$2,000
	Track MS	MS	\$2,000
	Volleyball C-team	MS	\$900
	Volleyball MS	MS	\$2,000
HIGH SCHOOL	Athletic Asst - Girls Coordinator	HS	\$3,000
	Athletic Trainer HS	HS	\$9,000
	Baseball Head HS	HS	\$7,250
	Baseball Asst HS	HS	\$4,000
	Basketball Head HS	HS	\$7,250
	Basketball Asst HS	HS	\$4,000
	Cheer Head HS	HS	\$6,000
	Cheer Asst HS	HS	\$4,000
	Cross Country Head HS	HS	\$5,000
	Cross Country Asst HS	HS	\$4,000
	Drill Team Head HS	HS	\$6,500
	Drill Team Asst HS	HS	\$4,500
	Football Coord HS	HS	\$8,000
	Football Asst HS	HS	\$7,000
	Football Equipment Coordinator HS	HS	\$500
	Golf Head HS	HS	\$6,000
	Golf Asst HS	HS	\$4,000
	Off-Season Conditioning	HS	\$5,000
	Powerlift HS	HS	\$4,000
	Soccer Head HS	HS	\$6,000
	Soccer Asst HS	HS	\$4,000
	Softball Head HS	HS	\$7,250
	Softball Asst HS	HS	\$4,000
	Swim Head HS	HS	\$6,300
	Swim Asst HS	HS	\$4,000
	Tennis Head HS	HS	\$6,300
	Tennis Asst HS	HS	\$5,000
	Track Head HS	HS	\$6,000
	Track Asst HS	HS	\$4,000

Hays Consolidated Independent School District Stipend Pay Schedule
for the Fiscal Year ending June 30, 2025

Category	Assignment	Level	Stipend
Athletics			
	Volleyball Head HS	HS	\$7,500
	Volleyball Asst HS	HS	\$5,000
	Water Polo Head HS	HS	\$6,000
	Water Polo Asst. HS	HS	\$4,000
	Webmaster - Athletics	HS	\$1,000
	Wrestling Head HS	HS	\$6,000
	Wrestling Asst. HS	HS	\$4,000
District			
	Campus Webmaster	All	\$1,000
	District Content Lead	All	\$2,000
	District Lead Librarian	All	\$3,500
	New Administrator Mentor	All	\$600
	New Teacher Advisor	All	\$400
	New Teacher Mentors	All	\$400
	MTSS	ES/MS	\$1,000
	Reading Academy Facilitator	All	\$3,000
	Reading Academy Instructor	All	\$2,000
	Spelling Bee Sponsor	All	\$700
Fine Arts			
MIDDLE SCHOOL			
	Band Director MS	MS	\$7,500
	Band Asst Director MS	MS	\$5,500
	Choir Director MS	MS	\$3,000
	Choir Asst Director MS	MS	\$2,000
	District Honor Choir	All	\$500
	Mariachi MS	MS	\$5,000
	Orchestra MS	MS	\$5,000
	Theatre Director MS	MS	\$3,000
	Theatre Asst. Director MS	MS	\$2,500
HIGH SCHOOL			
	Band Asst Director HS	HS	\$8,000
	Choir Director HS	HS	\$5,000
	Choir Asst Director HS	HS	\$3,500
	Mariachi HS	HS	\$7,000
	Mariachi Asst HS	HS	\$5,500
	Orchestra HS	HS	\$6,000
	Theatre Director HS	HS	\$4,000
	Theatre Asst HS	HS	\$2,500
	Color & Winter Guard	HS	\$5,000
Job-Related			
	Asbestos Abatement License	All	\$2,000
	Asbestos Designated Person	All	\$2,000
	Customer Service Inspector	All	\$1,500
	Ground Water Operator	All	\$2,000
	IAQ Mold Inspection	All	\$2,000
	Indoor Air Quality	All	\$2,000
	Irrigation Technician	All	\$2,000
	Journeyman Electrician/Fire Tech	All	\$2,000
	Journeyman Plumber	All	\$2,000

Hays Consolidated Independent School District Stipend Pay Schedule
for the Fiscal Year ending June 30, 2025

Category	Assignment	Level	Stipend
Job-Related			
	Locksmith	All	\$2,000
	Locksmith Technician	All	\$1,000
	Master Electrician	All	\$3,000
	Master Plumber	All	\$3,000
	Non Commercial Applicator License	All	\$2,000
	Environmental AC Class A or B	All	\$3,000
	Commercial Refrigeration Class A or B	All	\$3,000
	RFCI Asbestos Tile Removal	All	\$2,000
	Sheetmetal Certification	All	\$2,000
	Tradesman Plumber	All	\$1,500
	Wastewater Treatment - Grease Traps	All	\$500
Special Areas			
	CTE Agriculture	HS	\$7,000
	CTE Cosmetology	HS	\$5,000
	CTE Culinary Arts	HS	\$5,500
	Department Chair HS	HS	\$2,000
	Department Chair MS	MS	\$1,250
	Elementary Lead ES*	ES	\$750
	Dual Credit	HS	\$1,500
	JROTC	HS	\$3,000
	JROTC Lead	HS	\$4,000
	JROTC Secondary Officer	HS	\$2,000
	Lead Counselor	HS	\$3,300
	National Honor Society	HS	\$1,000
	National Junior Honor Society	MS	\$600
	Newspaper HS	HS	\$1,600
	Student Council HS	HS	\$1,700
	Student Council MS	MS	\$750
	Stadium Manager	All	\$12,500
	Yearbook HS	HS	\$1,800
	Yearbook MS	MS	\$500
Special Populations			
	**Bilingual	All	\$7,100
	Bilingual Deaf (English / American)	All	\$7,100
	Dual Language ESL	All	\$2,500
	ESL Secondary	All	\$1,500
	GT Liaison	All	\$1,200
	National Board Certified Teacher	All	\$2,000
	Out-of-Country Mentor Teacher	All	\$500
	Out-of-Country Support Teacher	All	\$3,000
	Special Ed BCBA	All	\$3,000
	Special Ed LSSP (Licensed)	All	\$1,000
	Special Ed SLP (Licensed)	All	\$1,000

**Hays Consolidated Independent School District Stipend Pay Schedule
for the Fiscal Year ending June 30, 2025**

Category	Assignment	Level	Stipend
Special Populations			
	Special Ed Teacher	All	\$1,750
	Special Ed Assignment Specialized	All	\$2,500
	Special Olympics Head	All	\$6,000
	Special Olympics Asst Teacher (IMPACT)	All	\$4,000
		All	\$1,000

***Pre K Grade Level Lead Stipend will be paid to a campus with 3 or more PreK Teachers.**

****Administrators/counselors must serve at UES, HES, SHES, CRES, BVES or TGES.**

Hays Consolidated Independent School District
Substitute and Extra Duty Pay
for the Fiscal Year ending June 30, 2025

Updated 6/24/2024

SUBSTITUTES		
Assignment	Rate	Per
Guest Teacher	\$125	Day
Guest Teacher - Monday/Friday Differential (subbing for Classroom Teachers - full day)	Additional \$15	Full Day (Monday/ Friday only)
Guest Teacher - Monday/Friday Differential (subbing for Classroom Teachers - half day)	Additional \$7.50	Half Day (Monday/ Friday only)
Guest Teacher - Long-term w/ no Certification	\$130	Day
Guest Teacher - Long-term w/ Certification	\$145	Day
Guest Teacher - Long-term w/ matching Certification	\$155	Day
Paraprofessional	\$115	Day
Paraprofessional - Long-term	\$120	Day
Early Release Day (Teacher)	\$93.75	Day
Early Release Day - (Paraprofessional)	\$86.25	Day
Nurse - RN	\$250	Day
Nurse - LVN	\$150	Day
Nurse - Screener	\$115	Day
Sub Assistant Principal	\$300	Day
Sub Principal	\$400	Day
Sub Counselor	\$250	Day
Custodian Substitute " NSHE "*	\$16 NSHE Rate	Hour
Child Nutrition Substitute " NSHE "*	\$16 NSHE Rate	Hour
ELC Childcare Provider Substitute " NSHE "*	\$16 NSHE Rate	Hour
NSHE Tutors - Certified	\$21	Hour
NSHE Tutors - Degreed (Bachelor's)/Non-certified	\$18.50	Hour
NSHE Tutors - Non degreed	\$16	Hour
Daily Intervention Tutoring Rate - Certified**	\$168	Full Day
Daily Intervention Tutoring Rate - Degreed (Bachelor's)**	\$148	Full Day
Daily Intervention Tutoring Rate - Nondegreed**	\$128	Full Day

***All NSHE employees will be paid at the minimum rate for the position in which they are serving.**

EXTRA DUTY PAY		
Special Assignment	Rate	Per
Assessment Test Vetting	\$25	Hour
Club Sponsor - ES	\$30	Hour
Curriculum Writer	\$25	Hour
Gifted Talented Testing Coordinator	\$25	Hour
Gifted Talented Testing Facilitator	\$25	Hour
Native Speaker Fluency Assessment	\$25	Hour
Professional Support (Includes Homebound Services)	\$30	Hour
Paraprofessional Support	Current hourly rate	
Professional Development -		
Presenter (Non-Contract Period) District Staff	\$50	Hour (Max 6 hrs.)
K-4 Capacity Supplemental Pay	*\$3,000.00	Per Year
*Up to \$3,000.00 per student with a maximum up to three students per class. Eligibility is based on criteria outlined in administrative procedures. Payment is paid after each grading period.		

Hays Consolidated Independent School District
Substitute and Extra Duty Pay
for the Fiscal Year ending June 30, 2025

Special Assignment continued	Rate	Per
Professional Development - Presenter (Contract Period) District Staff <i>Non-contract day preparation</i>	\$25	Hour (Max 7 hrs.)
Professional Development - Attendee (Non-Contract Period) District Staff	\$100	Full Day
Textbook Warehouse Assistance	Current hourly rate	
Full-Time Teacher Tutoring Rate	\$30	Hour
Interim Duty Pay - Exempt Employee	\$50	Per Day
Interim Duty Pay - Nonexempt Employee	\$6.25	Hour
UIL Judging	\$50.00	Per Day
NSHE Tutors - Certified	\$21	Hour
NSHE Tutors - Degreed (Bachelor's)/Non-certified	\$18.50	Hour
NSHE Tutors - Non-degreed	\$16	Hour
Daily Intervention Tutoring Rate - Certified**	\$168	Full Day
Daily Intervention Tutoring Rate - Degreed (Bachelor's)**	\$148	Full Day
Daily Intervention Tutoring Rate - Non Degreed**	\$128	Full Day
Custodian NSHE*	NSHE Rate	Hour
Child Nutrition Substitute NSHE*	NSHE Rate	Hour
ELC Childcare Provider Substitute NSHE*	NSHE Rate	Hour
Custodial - Summer (for current employees working outside of their work calendar)	\$16.00	Hour
*All NSHE employees will be paid at the minimum rate for the position in which they are serving.		
**For grant funded positions, Daily Intervention Tutoring Rates do not apply.		

EVENT WORKERS		
Special Assignment Pay	Rate	Per
Gate Ticket Workers	\$16	hour
Security Worker	\$20	hour
Announcer	\$30	hour
Athletic Ticketing Coordinator	\$25	hour
Weekend Custodial Rate (Minimum 1 hour)	\$40	hour
<i>No Blended Rates - Occasional & Sporadic - Flat Rate</i>		

Hays Consolidated Independent School District
2024 Summer School Pay
for the Fiscal Year ending June 30, 2024

Updated 6/24/2024

2024 SUMMER SCHOOL	
Summer School – High	
	Amount
Summer School Coordinator	\$5,000
Testing Coordinator/Technologist	\$4,000
Campus Site Administrator	\$1,800
Counselor	\$40 hrly. rate
Teacher	\$40 hrly. rate
Librarian	\$40 hrly. rate
Nurse	\$40 hrly. rate
Registrar	\$20 hrly. rate
Receptionist	\$20 hrly. rate
Security Monitor	\$20 hrly. rate
Classroom Paraprofessional	\$20 hrly. rate
Summer School - Elementary	
	Amount
Principal	\$6,000
Teacher	\$40 hrly. rate
Nurse	\$40 hrly. rate
Librarian	\$40 hrly. rate
Counselor	\$40 hrly. rate
Receptionist/PEIMS Clerk	\$20 hrly. rate
Cafeteria Monitor	\$20 hrly. rate
Classroom Paraprofessional	\$20 hrly. rate
Summer School – Bilingual	
	Amount
Teacher BIL ES	\$45 hrly. rate
Librarian BIL ES	\$45 hrly. rate
Counselor BIL ES	\$45 hrly. rate

* Number of summer school hours vary based on the summer school requirements.

Hays Consolidated Independent School District
Incentive/Supplemental Pay Programs Approved
for the Fiscal Year ending June 30, 2025

Updated 6/24/2024

Incentive Pay		
Special Assignment Pay	Rate	Per
Bilingual Teacher/Admin/Counselor Incentive	\$1,500	Year
Employee Referral Incentive Program	\$50	Referral
Bilingual Teacher Referral Incentive Program	\$250	Referral
Employee Referral Incentive Program - 6 month stay	\$50	Referral
Employee Sub Coverage	Sub Rate for Position	Per Class Covered
60hr. Reading Academy (K-3 Required / PK, 4, 5 Optional)	\$300	Year
30hr. Reading Academy (K-3 Required / PK, 4, 5 Optional)	\$240	Year
***Guest Teacher Incentive Pay (90 days or more)	\$5	Half Day

Sub Shortage employee compensation will be paid at the daily sub rate for the position. The amount shall not exceed the daily sub rate for the absent or vacant position. Employees shall not earn compensation during the absent employee's conference or lunch period. If coverage forces two or more employees to share/split responsibilities, the sub rate will also be shared/split among the employees that are doing more than their regular duty.

*The Bilingual Incentive is paid in three \$500 increments.

The first payment is in September, the second in December, and the final payment is in June.

Administrators/counselors must serve at UES, HES, SHES, CRES, BVES or TGES.

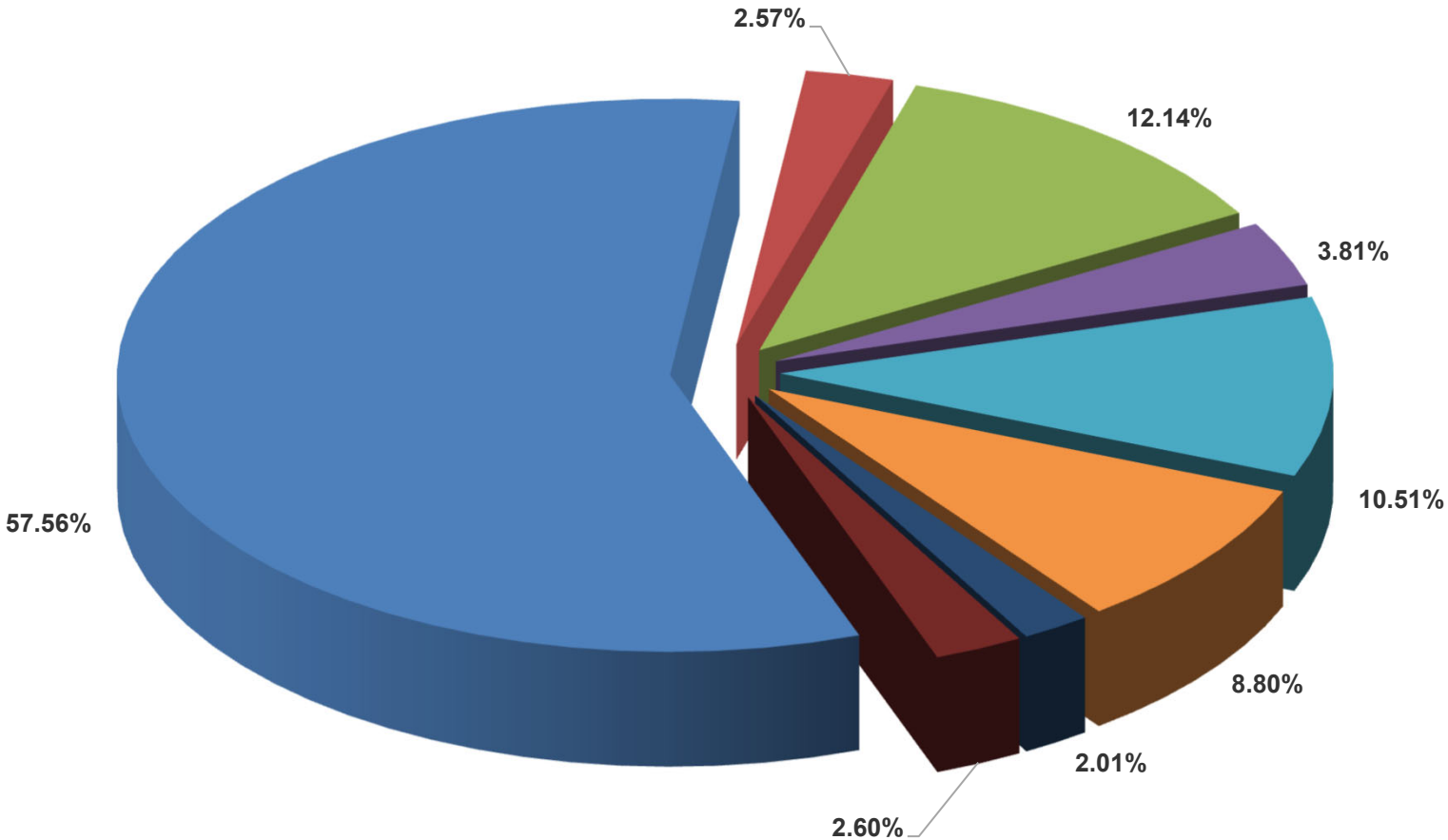
A longevity incentive will be offered to any Guest Teacher who works as a classroom teacher and/or classroom paraprofessional for at least 45 calendar days by the end of each semester during the 2024-2025 school year.

The incentive is \$5.00 per half day worked, paid as a lump sum. For the first semester, the lump sum will be paid on January 15, 2025, and for the spring semester, it will be paid on July 15, 2025.

If a Guest Teacher does not qualify for the semester-based incentive but works a total of 90 or more calendar days throughout the entire school year, they will receive the incentive as a lump sum on July 15, 2025.

~~***A longevity incentive will be paid to any Guest Teacher who accepts and works as a classroom teacher and/or paraprofessional for 90 days or more during the 23/24 school year. The incentive will pay \$5.00 per half day worked. The incentive will be paid as a lump sum on 7/15/2024.~~

Salary Percentages by Compensation Plan Group



■ Teacher ■ Counselor ■ Academic / Professional ■ Business / Professional ■ Para Professional ■ Auxiliary ■ Bus Driver ■ Stipends