



2023-2024

HAYS CISD COMPENSATION PLAN

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

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

Updated 7/24/2023

<u>2024</u> <u>Years Exp (Step)</u>	<u>2024</u>		<u>2024</u>		<u>2024</u>	
	<u>Salary Schedule</u> <u>Bachelor</u>	<u>Daily Rate</u> <u>187 Days</u>	<u>Salary Schedule</u> <u>Masters + \$2,000</u>	<u>Daily Rate</u> <u>187 Days</u>	<u>Salary Schedule</u> <u>Doctorate + \$4,500</u>	<u>Daily Rate</u> <u>187 Days</u>
0	\$53,000	\$283.4225	\$55,000	\$294.1176	\$57,500	\$307.4866
1	\$54,766	\$292.8663	\$56,766	\$303.5615	\$59,266	\$316.9305
2	\$56,516	\$302.2246	\$58,516	\$312.9198	\$61,016	\$326.2888
3	\$57,397	\$306.9358	\$59,397	\$317.6310	\$61,897	\$331.0000
4	\$58,730	\$314.0642	\$60,730	\$324.7594	\$63,230	\$338.1283
5	\$60,480	\$323.4225	\$62,480	\$334.1176	\$64,980	\$347.4866
6	\$60,980	\$326.0963	\$62,980	\$336.7914	\$65,480	\$350.1604
7	\$61,480	\$328.7701	\$63,480	\$339.4652	\$65,980	\$352.8342
8	\$61,980	\$331.4439	\$63,980	\$342.1390	\$66,480	\$355.5080
9	\$62,550	\$334.4920	\$64,550	\$345.1872	\$67,050	\$358.5561
10	\$63,530	\$339.7326	\$65,530	\$350.4278	\$68,030	\$363.7968
11	\$64,060	\$342.5668	\$66,060	\$353.2620	\$68,560	\$366.6310
12	\$64,590	\$345.4011	\$66,590	\$356.0963	\$69,090	\$369.4652
13	\$65,120	\$348.2353	\$67,120	\$358.9305	\$69,620	\$372.2995
14	\$65,650	\$351.0695	\$67,650	\$361.7647	\$70,150	\$375.1337
15	\$66,240	\$354.2246	\$68,240	\$364.9198	\$70,740	\$378.2888
16	\$66,780	\$357.1123	\$68,780	\$367.8075	\$71,280	\$381.1765
17	\$67,320	\$360.0000	\$69,320	\$370.6952	\$71,820	\$384.0642
18	\$67,860	\$362.8877	\$69,860	\$373.5829	\$72,360	\$386.9519
19	\$68,400	\$365.7754	\$70,400	\$376.4706	\$72,900	\$389.8396
20	\$68,990	\$368.9305	\$70,990	\$379.6257	\$73,490	\$392.9947
21	\$69,480	\$371.5508	\$71,480	\$382.2460	\$73,980	\$395.6150
22	\$69,970	\$374.1711	\$71,970	\$384.8663	\$74,470	\$398.2353
23	\$70,460	\$376.7914	\$72,460	\$387.4866	\$74,960	\$400.8556
24	\$70,950	\$379.4118	\$72,950	\$390.1070	\$75,450	\$403.4759
25	\$71,480	\$382.2460	\$73,480	\$392.9412	\$75,980	\$406.3102
26	\$71,960	\$384.8128	\$73,960	\$395.5080	\$76,460	\$408.8770
27	\$72,440	\$387.3797	\$74,440	\$398.0749	\$76,940	\$411.4439
28	\$72,920	\$389.9465	\$74,920	\$400.6417	\$77,420	\$414.0107
29	\$73,400	\$392.5134	\$75,400	\$403.2086	\$77,900	\$416.5775
30	\$73,905	\$395.2139	\$75,905	\$405.9091	\$78,405	\$419.2781

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 Counselor
Hiring Schedule for the Fiscal Year Ending June 30, 2024

Counselor and Mental Health Professional

Updated 6/26/2023

<u>2024</u>	<u>Daily Rate</u>	<u>192 Day</u>	<u>204 Day</u>	<u>210 Day</u>	<u>215 Day</u>
<u>Years Exp (Step)</u>	<u>187 Days</u>	<u>Salary Schedule</u>	<u>Salary Schedule</u>	<u>Salary Schedule</u>	<u>Salary Schedule</u>
0	\$291.1872	\$55,908	\$59,402	\$61,149	\$62,605
1	\$297.8021	\$57,178	\$60,752	\$62,538	\$64,027
2	\$313.2032	\$60,135	\$63,893	\$65,773	\$67,339
3	\$321.6310	\$61,753	\$65,613	\$67,543	\$69,151
4	\$331.0107	\$63,554	\$67,526	\$69,512	\$71,167
5	\$341.6257	\$65,592	\$69,692	\$71,741	\$73,450
6	\$342.1604	\$65,695	\$69,801	\$71,854	\$73,564
7	\$344.7273	\$66,188	\$70,324	\$72,393	\$74,116
8	\$346.8663	\$66,598	\$70,761	\$72,842	\$74,576
9	\$352.6952	\$67,717	\$71,950	\$74,066	\$75,829
10	\$357.9358	\$68,724	\$73,019	\$75,167	\$76,956
11	\$360.7701	\$69,268	\$73,597	\$75,762	\$77,566
12	\$363.6043	\$69,812	\$74,175	\$76,357	\$78,175
13	\$366.4385	\$70,356	\$74,753	\$76,952	\$78,784
14	\$369.2727	\$70,900	\$75,332	\$77,547	\$79,394
15	\$372.4278	\$71,506	\$75,975	\$78,210	\$80,072
16	\$375.3155	\$72,061	\$76,564	\$78,816	\$80,693
17	\$378.2032	\$72,615	\$77,153	\$79,423	\$81,314
18	\$381.0909	\$73,169	\$77,743	\$80,029	\$81,935
19	\$383.9786	\$73,724	\$78,332	\$80,636	\$82,555
20	\$387.1337	\$74,330	\$78,975	\$81,298	\$83,234
21	\$389.7540	\$74,833	\$79,510	\$81,848	\$83,797
22	\$392.3743	\$75,336	\$80,044	\$82,399	\$84,360
23	\$394.9947	\$75,839	\$80,579	\$82,949	\$84,924
24	\$397.6150	\$76,342	\$81,113	\$83,499	\$85,487
25	\$400.4492	\$76,886	\$81,692	\$84,094	\$86,097
26	\$403.0160	\$77,379	\$82,215	\$84,633	\$86,648
27	\$405.5829	\$77,872	\$82,739	\$85,172	\$87,200
28	\$408.1497	\$78,365	\$83,263	\$85,711	\$87,752
29	\$410.7166	\$78,858	\$83,786	\$86,250	\$88,304
30	\$413.4171	\$79,376	\$84,337	\$86,818	\$88,885

NOTE: Add \$4,500 for a Doctorate

**Hays Consolidated Independent School District
Academic / Professional Compensation Plan
for the Fiscal Year ending June 30, 2024**

Updated 7/24/2023

Pay Grade 1				2.00%
Daily	Minimum	Midpoint	Maximum	MPI
187	\$266.22	\$321.77	\$377.31	\$6.44
	49,783	60,171	70,557	1,203
SE Certified Interpreter** (187)		SE COTA (187)		
<i>** 2 years experience granted for each approved interpreter certification level held by candidate. Maximum additional years = 6; Levels: Basic, Advanced and Master</i>				

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

Pay Grade 3				2.00%
Daily	Minimum	Midpoint	Maximum	MPI
204	\$295.16	\$359.95	\$424.76	\$7.20
210	60,213	73,430	86,651	1,469
	61,984	75,590	89,200	1,512
MTSS Specialist (204)		Multilingual Translator (210)		

Pay Grade 4				2.00%
Daily	Minimum	Midpoint	Maximum	MPI
187	\$318.82	\$388.76	\$458.69	\$7.78
197	59,619	72,698	85,775	1,454
204	62,808	76,586	90,362	1,532
210	65,039	79,307	93,573	1,586
210	66,952	81,640	96,325	1,633
226	72,053	87,860	103,664	1,757
Asst. Principal, Elementary (204) SE Assistive Tech (187) SE Low Incidence Specialist (197) SE Speech Language Pathologist (187) SE Orientation & Mobility Specialist (187) Audiologist (187)		District Assessment Coordinator (226) SE Behavior Specialist (187) SE Licensed Physical Therapist (187) SE Therapist - Music (187) Elementary Sheltered Instr/ESL Spec. (226) Literacy Specialist (226)		SE Diagnostician (187) SE Licensed Specialist School Psychology (187) SE Therapist - Occupational (187) Secondary Sheltered Instr/ESL Spec. (210/226) New Teacher Specialist (210/226)

Pay Grade 5				2.00%
Daily	Minimum	Midpoint	Maximum	MPI
210	\$344.29	\$419.87	\$495.44	\$8.40
215	72,301	88,173	104,042	1,763
215	74,022	90,272	106,520	1,805
226	77,810	94,891	111,969	1,898
Assistant Director of Human Resources (226) Coordinator, CTE (226) Coordinator, Early Intervention (226) Coordinator, GT (226) Coordinator, Math Secondary (226) Coordinator, Secondary Science (226) Coordinator, SE Auditory Impairment (210) Coordinator, SE Instruction (210/215) Coord, SE Transition & Sec. Support (210)		Assistant Principal, Impact/Live Oak (210) Coordinator, CTE Tech Support (226) Coordinator, ELAR Elementary (226) Coordinator, LPAC & TELPAS (226) Coordinator, PEP (226) Coordinator, Social Studies (PK-12) (226) Coordinator, SE Behavior Services (210) Coordinator, SE Motor Team (210) Coordinator, SE Software & Medicaid (210)		Assistant Principal, Middle School (210) Coordinator, CTE & CCMR (226) Coordinator, ELAR Secondary (226) Coordinator, Math Elementary (226) Coordinator, Pysch Services (210) Coordinator, STEM (226) Coordinator, SE Early Childhood (210) Coordinator, SE Speech Services (210) Academic Coordinator/Dean MS (210)

Pay Grade 6				2.00%
Daily	Minimum	Midpoint	Maximum	MPI
215	\$371.82	\$453.45	\$535.09	\$9.07
226	79,941	97,492	115,044	1,950
	84,031	102,480	120,930	2,050
Academic Dean (226) Assistant Principal, High School (215) Director, Band (Head-High School) (226)		Assistant Principal, Lead High School (226) Director, Professional Development (226) Assistant Director, Fine Arts (226)		Coordinator, Athletics (226)

Hays Consolidated Independent School District
Academic / Professional Compensation Plan
for the Fiscal Year ending June 30, 2024

Updated 7/24/2023

Pay Grade 7				2.00%
Daily	Minimum	Midpoint	Maximum	MPI
	\$401.59	\$489.74	\$577.88	\$9.79
226	90,759	110,681	130,601	2,214
230	92,366	112,640	132,912	2,253
	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)	

Pay Grade 8				2.00%
Daily	Minimum	Midpoint	Maximum	MPI
	\$441.73	\$538.70	\$635.66	\$10.77
226	99,831	121,746	143,659	2,435
	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				2.00%
Daily	Minimum	Midpoint	Maximum	MPI
	\$485.90	\$592.58	\$699.57	\$11.85
226	109,813	133,923	158,103	2,678
	Director, Athletics (226)	Principal, High School (226)		

Pay Grade 10				2.00%
Daily	Minimum	Midpoint	Maximum	MPI
	\$604.43	\$711.10	\$817.76	\$14.22
226	136,601	160,709	184,814	3,214
	Deputy Academic Officer (226)	Deputy Human Resource Officer (226)		

Pay Grade 11				2.00%
Daily	Minimum	Midpoint	Maximum	MPI
	\$721.77	\$849.13	\$976.49	\$16.98
226	163,120	191,903	220,687	3,838
	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				2.00%
Daily	Minimum	Midpoint	Maximum	MPI
	\$866.11	\$1,018.95	\$1,171.78	\$20.38
226	195,741	230,283	264,822	4,606
	Deputy Superintendent / Chief Academic Officer (226)			

Hays Consolidated Independent School District
Business / Professional Compensation Plan
for the Fiscal Year ending June 30, 2024

Updated 9/26/2023

Pay Grade 1					2.00%
Daily	Minimum	Midpoint	Maximum	MPI	
	\$198.50	\$242.06	\$285.64		\$4.84
230	45,655	55,674	65,697		1,113
248	49,228	60,031	70,839		1,201
SIS Assistant (230) Cabling Technician (248)		Technician I (248) Inventory Specialist (248)			

Pay Grade 2					2.00%
Daily	Minimum	Midpoint	Maximum	MPI	
	\$218.34	\$266.26	\$314.19		\$5.33
210	45,851	55,915	65,980		1,118
226	49,345	60,175	71,007		1,203
230	50,218	61,240	72,264		1,225
248	54,148	66,032	77,919		1,321
Attendance Intervention Specialist (210) Purchasing Buyer (230)		CN Registered Dietician (226) Technician II / Help Desk (230/248)		Visual Media Specialist (226)	

Pay Grade 3					2.00%
Daily	Minimum	Midpoint	Maximum	MPI	
	\$251.10	\$306.20	\$361.34		\$6.12
226	56,749	69,201	81,663		1,384
230	57,753	70,426	83,108		1,409
248	62,273	75,938	89,612		1,519
Coordinator, Fleet Services (248) Coordinator, Performing Arts Center (226) Coordinator, Visual Media (226) Mobile Device Specialist (248) Software Support Specialist (248)		Assistant Tech Specialist (248) Coordinator, SE Tech Services (248) Manager, Print Shop (230) Safety & Security Coordinator (230) Coordinator, Transportation (230)		MIS Assistant II (230) Transportation Tech Analyst (230) Technician III (248)	

Pay Grade 4					2.00%
Daily	Minimum	Midpoint	Maximum	MPI	
	\$276.21	\$336.85	\$397.48		\$6.74
230	63,528	77,476	91,420		1,550
248	68,500	83,539	98,575		1,671
Accountant II (230) Coordinator, HR (230) Security System Administrator (248)		Coordinator, Volunteer & Partnerships (230) Coordinator, Payroll (230) System Administrator (248)		Coordinator, Digital Materials/Textbooks (248) Coordinator, SIS (230) Data Programmer Analyst I (248)	

Pay Grade 5					2.00%
Daily	Minimum	Midpoint	Maximum	MPI	
	\$303.83	\$370.53	\$437.22		\$7.41
230	69,881	85,222	100,561		1,704
248	75,350	91,891	108,431		1,838
Compensation Administrator (230) Coordinator, Tech Workflow (230) Coordinator, Mobile Device Mgmt. (248)		Cybersecurity Specialist (248) Systems Administrator - VOIP (248) Systems Engineer (248)		Coordinator, PI/Webmaster (230) Network Engineer (248) Data Programmer Analyst II (248)	

Pay Grade 6					2.00%
Daily	Minimum	Midpoint	Maximum	MPI	
	\$334.21	\$407.57	\$480.97		\$8.15
226	75,531	92,111	108,699		1,842
248	82,884	101,077	119,281		2,022
Asst Director, Transportation (226) Bond Project Manager II (248)		Cybersecurity Engineer (248) Director, Grounds/Utilities/IPM (248)		Senior Network Engineer (248) Senior Data Programmer (248)	

**Hays Consolidated Independent School District
Business / Professional Compensation Plan
for the Fiscal Year ending June 30, 2024**

Updated 9/26/2023

Pay Grade 7				2.00%
Daily	Minimum	Midpoint	Maximum	MPI
	\$370.97	\$452.42	\$533.83	\$9.05
226	83,839	102,247	120,646	2,045
230	85,323	104,057	122,781	2,081
248	92,001	112,200	132,390	2,244
	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				2.00%
Daily	Minimum	Midpoint	Maximum	MPI
	\$434.04	\$529.32	\$624.60	\$10.59
226	98,093	119,626	141,160	2,393
248	107,642	131,271	154,901	2,625
	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				N/A
Daily	Minimum	Midpoint	Maximum	MPI
	\$486.98	\$608.72	\$730.46	
248	120,771	150,963	181,154	
	Executive Director of Facilities, Construction, and Bond Programs (248)			

**Hays Consolidated Independent School District
Paraprofessional Compensation Plan
for the Fiscal Year ending June 30, 2024**

Updated 7/24/2023

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		Minimum	Midpoint	Maximum	4.00% MPI
Daily	Hrs	\$16.00	\$19.00	\$22.42	\$0.76
187	8	\$23,936	\$28,424	\$33,540	\$1,137
192	8	\$24,576	\$29,184	\$34,437	\$1,167
197	8	\$25,216	\$29,944	\$35,334	\$1,198
204	8	\$26,112	\$31,008	\$36,589	\$1,240
230	8	\$29,440	\$34,960	\$41,253	\$1,398
		Attendance Clerk (ES/MS/HS) (197) Child Care Provider (ELC) (187) Clerk SE (187) PEP Caregiver (187) Receptionist (ES) (192) Receptionist - Freshman Center (192)	Receptionist M&O (230) Campus Support (187) Clerk Counselor (204) Clerk Tech (230) Purchasing Assistant (230) Receptionist (MS/HS) (197)	Clerk MO (230) Tardy Monitor (187) Receptionist - Admin (230) Station Clerk (197) SE ARD Facilitator Assistant (187)	

Pay Grade 5		Minimum	Midpoint	Maximum	4.00% MPI
Daily	Hrs	\$16.29	\$19.87	\$23.45	\$0.79
197	8	\$25,673	\$31,315	\$36,957	\$1,253
204	8	\$26,585	\$32,428	\$38,270	\$1,297
210	8	\$27,367	\$33,382	\$39,396	\$1,335
230	8	\$29,974	\$36,561	\$43,148	\$1,462
		Child Care Site Director (197) PEIMS Clerk (ES) (204)	Secretary, Attendance (197) HR Specialist I (230)	PEIMS Clerk (MS/HS) (210) PEIMS Rotation Clerk (210)	

Pay Grade 6		Minimum	Midpoint	Maximum	4.00% MPI
Daily	Hrs	\$17.92	\$21.86	\$25.80	\$0.87
197	8	\$28,242	\$34,451	\$40,661	\$1,378
204	8	\$29,245	\$35,676	\$42,106	\$1,427
210	8	\$30,106	\$36,725	\$43,344	\$1,469
230	8	\$32,973	\$40,222	\$47,472	\$1,609
		Food Service Office Assistant (230) Registrar (HS) (230) Secretary, PAC (230) Shop Clerk (230)	PEIMS Clerk/Receptionist (LOA) (210) Secretary, Assistant Principal (MS/HS) (197) Secretary, SPED (230) Transportation Clerk (230)	Print Shop Production Operator (204) Secretary, Counselor (210)	

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

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

**Hays Consolidated Independent School District
Paraprofessional Compensation Plan
for the Fiscal Year ending June 30, 2024**

Pay Grade 7		Minimum	Midpoint	Maximum	4.00% MPI
Daily	Hrs	\$20.60	\$25.14	\$29.66	\$1.01
187	8	\$30,818	\$37,609	\$44,371	\$1,504
230	8	\$37,904	\$46,258	\$54,574	\$1,850
		Bookkeeper (230) Finance Specialist (230) Print Shop Operator (230) Secretary, Director (230)	Business Specialist (230) IMPACT Electives Liaison (187) Secretary, Athletics (230) Secretary, PIO (230)	Finance Assistant (230) Learning Materials Suppt Spec (230) Secretary, Band (230) Secretary, Principal (230)	

Pay Grade 8		Minimum	Midpoint	Maximum	4.00% MPI
Daily	Hrs	\$24.12	\$29.42	\$34.70	\$1.18
187	8	\$36,084	\$44,012	\$51,911	\$1,760
192	8	\$37,048	\$45,189	\$53,299	\$1,808
230	8	\$44,381	\$54,133	\$63,848	\$2,165
		Accounting Specialist (230) Nurse LVN (192) Finance Specialist II (230)	Payroll Assistant (230) Secretary II, Director (230) HR Specialist II (230)	Screening & Student Health Lead (187)	

Pay Grade 9		Minimum	Midpoint	Maximum	4.00% MPI
Daily	Hrs	\$29.02	\$35.84	\$42.67	\$1.43
226	8	\$52,468	\$64,799	\$77,147	\$2,638
230	8	\$53,397	\$65,946	\$78,513	\$2,638
		Business Specialist III (230) Payroll Lead (230) Security & Communications Office Manager (230)	Finance Specialist III (230) Operations Specialist III (230) HR Specialist III (230)	Secretary, Chief Officer (230) Secretary, Superintendent (230)	

Pay Grade 10		Minimum	Midpoint	Maximum	4.00% MPI
Daily	Hrs	\$32.47	\$40.59	\$48.69	\$1.62
230	8	\$59,745	\$74,686	\$89,590	\$2,638
		Executive Assistant to the Superintendent (230)			

* Each increase varies related to the new placement scale.

Hays Consolidated Independent School District
Auxiliary Compensation Plan
for the Fiscal Year ending June 30, 2024

Updated 8/3/2023

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

Pay Grade 4		Minimum	Midpoint	Maximum	4.00% MPI
Daily	Hrs	\$16.00	\$19.00	\$22.42	\$0.76
170	8	\$21,760	\$25,840	\$30,491	\$1,034
175	8	\$22,400	\$26,600	\$31,388	\$1,064
180	6	\$17,280	\$20,520	\$24,214	\$821
187	8	\$23,936	\$28,424	\$33,540	\$1,137
248	8	\$31,744	\$37,696	\$44,481	\$1,508
260	8	\$33,280	\$39,520	\$46,634	\$1,581
		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)	

Pay Grade 5		Minimum	Midpoint	Maximum	4.00% MPI
Daily	Hrs	\$16.73	\$20.41	\$24.08	\$0.82
175	8	\$23,422	\$28,574	\$33,712	\$1,143
230	8	\$30,783	\$37,554	\$44,307	\$1,502
248	8	\$33,192	\$40,493	\$47,775	\$1,620
		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		Minimum	Midpoint	Maximum	4.00% MPI
Daily	Hrs	\$18.40	\$22.45	\$26.49	\$0.90
175	8	\$25,760	\$31,430	\$37,086	\$1,257
248	8	\$36,506	\$44,541	\$52,556	\$1,782
		Child Nutrition Manager HS (175) Painter (248)	Child Nutrition Support Manager (175)		

Pay Grade 7		Minimum	Midpoint	Maximum	4.00% MPI
Daily	Hrs	\$20.25	\$24.69	\$29.14	\$0.99
230	8	\$37,260	\$45,430	\$53,618	\$1,817
248	8	\$40,176	\$48,985	\$57,814	\$1,959
		Athletic Grounds (248) Dispatcher (230) Tech Assist PAC (248) Carpenter (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		Minimum	Midpoint	Maximum	4.00% MPI
Daily	Hrs	\$23.09	\$27.15	\$31.24	\$1.09
230	8	\$42,486	\$49,956	\$57,482	\$1,998
248	8	\$45,811	\$53,866	\$61,980	\$2,155
		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, 2024

Pay Grade 9					4.00%
Daily	Hrs	Minimum	Midpoint	Maximum	MPI
248	8	\$25.40	\$29.89	\$34.36	\$1.20
		\$50,394	\$59,302	\$68,170	\$2,372
		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)	

Pay Grade 10					4.00%
Daily	Hrs	Minimum	Midpoint	Maximum	MPI
248	8	\$29.20	\$34.36	\$39.51	\$1.37
		\$57,933	\$68,170	\$78,388	\$2,727
		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)	

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

Updated 6/26/2023

<u>Range</u> <u>Position</u>	<u>2024</u> <u>Local Experience</u>	<u>2024</u> <u>Paygrades</u>
Minimum	0	\$20.40
	1	\$21.12
	2	\$21.37
	3	\$21.74
	4	\$22.28
	5	\$23.11
	6	\$23.41
	7	\$23.68
	8	\$23.94
	9	\$24.22
	10	\$24.50
	11	\$24.79
	12	\$25.08
	13	\$25.37
	14	\$25.67
	15	\$25.98
	16	\$26.29
	17	\$26.60
	18	\$26.92
	19	\$27.25
	20	\$27.58
Midpoint	21	\$27.92
	22	\$28.26
	23	\$28.61
	24	\$28.96
	25	\$29.32
	26	\$29.69
	27	\$30.06
	28	\$30.44
	29	\$30.82
	30	\$31.21
	31	\$31.61
	32	\$32.02
	33	\$32.43
	34	\$32.85
	35	\$33.27
	36	\$33.70
	37	\$34.15
	38	\$34.59
	39	\$35.05
		40

Raise: \$1.12

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

Updated 6/26/2023

<u>Range</u> <u>Position</u>	<u>2024</u> <u>Local Experience</u>	<u>2024</u> <u>Paygrades</u>
Minimum	0	\$21.40
	1	\$22.12
	2	\$22.37
	3	\$22.74
	4	\$23.28
	5	\$24.11
	6	\$24.41
	7	\$24.68
	8	\$24.94
	9	\$25.22
	10	\$25.50
	11	\$25.79
	12	\$26.08
	13	\$26.37
	14	\$26.67
	15	\$26.98
	16	\$27.29
	17	\$27.60
	18	\$27.92
	19	\$28.25
	20	\$28.58
Midpoint	21	\$28.92
	22	\$29.26
	23	\$29.61
	24	\$29.96
	25	\$30.32
	26	\$30.69
	27	\$31.06
	28	\$31.44
	29	\$31.82
	30	\$32.21
	31	\$32.61
	32	\$33.02
	33	\$33.43
	34	\$33.85
	35	\$34.27
	36	\$34.70
	37	\$35.15
	38	\$35.59
	39	\$36.05
	40	\$36.52

Raise: \$1.12

**Hays Consolidated Independent School District
2023-2024 Education Foundation Compensation Plan**

Updated 6/26/2023

Paraprofessional (Non-Exempt) Pay Grade EFP1		Minimum	Midpoint	Maximum
Days	Hours	\$22.1239	\$29.0376	\$33.1858
226	8	40,000	52,500	60,000
Hays Education Foundation Specialist (226)				

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

*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, 2024

Updated 9/26/2023

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, 2024

Updated 7/24/2023

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
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, 2024

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, 2024

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 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, 2024

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

***PreK 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, 2024

Updated 9/7/2023

SUBSTITUTES		
Assignment	Rate	Per
Guest Teacher	\$125	Day
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"	NSHE Rate	Hour
Child Nutrition Substitute "NSHE"	NSHE Rate	Hour
ELC Childcare Provider Substitute "NSHE"	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, 2024

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

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
2023 Summer School Pay
for the Fiscal Year ending June 30, 2024

Updated 6/26/2023

2022-23 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, 2024

Updated 7/24/2023

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 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.