

**Hays Consolidated Independent School District**  
**New Teacher Hiring Schedule Template for 2021-2022**  
**for the Budget Year Ending June 30, 2022**

<u>2022</u> Years Exp (Step)	<u>187 Days</u>		<u>187 Days</u>		<u>187 Days</u>				
	<u>Salary Schedule</u>	<u>Daily Rate</u>	<u>Salary Schedule</u>	<u>Daily Rate</u>	<u>Salary Schedule</u>	<u>Daily Rate</u>			
	<u>Bachelor</u>	<u>187 Days</u>	<u>Masters + \$1,500</u>	<u>187 Days</u>	<u>Doctorate + \$4,000</u>	<u>187 Days</u>			
0	\$	50,000	\$ 267.3797	\$	51,500	\$ 275.4011	\$	54,000	\$ 288.7701
1	\$	50,881	\$ 272.0909	\$	52,381	\$ 280.1123	\$	54,881	\$ 293.4813
2	\$	51,979	\$ 277.9626	\$	53,479	\$ 285.9840	\$	55,979	\$ 299.3529
3	\$	53,964	\$ 288.5775	\$	55,464	\$ 296.5989	\$	57,964	\$ 309.9679
4	\$	54,064	\$ 289.1123	\$	55,564	\$ 297.1337	\$	58,064	\$ 310.5027
5	\$	54,544	\$ 291.6791	\$	56,044	\$ 299.7005	\$	58,544	\$ 313.0695
6	\$	54,944	\$ 293.8182	\$	56,444	\$ 301.8396	\$	58,944	\$ 315.2086
7	\$	56,034	\$ 299.6471	\$	57,534	\$ 307.6684	\$	60,034	\$ 321.0374
8	\$	57,014	\$ 304.8877	\$	58,514	\$ 312.9091	\$	61,014	\$ 326.2781
9	\$	57,544	\$ 307.7219	\$	59,044	\$ 315.7433	\$	61,544	\$ 329.1123
10	\$	58,074	\$ 310.5561	\$	59,574	\$ 318.5775	\$	62,074	\$ 331.9465
11	\$	58,604	\$ 313.3904	\$	60,104	\$ 321.4118	\$	62,604	\$ 334.7807
12	\$	59,134	\$ 316.2246	\$	60,634	\$ 324.2460	\$	63,134	\$ 337.6150
13	\$	59,724	\$ 319.3797	\$	61,224	\$ 327.4011	\$	63,724	\$ 340.7701
14	\$	60,264	\$ 322.2674	\$	61,764	\$ 330.2888	\$	64,264	\$ 343.6578
15	\$	60,804	\$ 325.1551	\$	62,304	\$ 333.1765	\$	64,804	\$ 346.5455
16	\$	61,344	\$ 328.0428	\$	62,844	\$ 336.0642	\$	65,344	\$ 349.4332
17	\$	61,884	\$ 330.9305	\$	63,384	\$ 338.9519	\$	65,884	\$ 352.3209
18	\$	62,474	\$ 334.0856	\$	63,974	\$ 342.1070	\$	66,474	\$ 355.4759
19	\$	62,964	\$ 336.7059	\$	64,464	\$ 344.7273	\$	66,964	\$ 358.0963
20	\$	63,454	\$ 339.3262	\$	64,954	\$ 347.3476	\$	67,454	\$ 360.7166
21	\$	63,944	\$ 341.9465	\$	65,444	\$ 349.9679	\$	67,944	\$ 363.3369
22	\$	64,434	\$ 344.5668	\$	65,934	\$ 352.5882	\$	68,434	\$ 365.9572
23	\$	64,964	\$ 347.4011	\$	66,464	\$ 355.4225	\$	68,964	\$ 368.7914
24	\$	65,444	\$ 349.9679	\$	66,944	\$ 357.9893	\$	69,444	\$ 371.3583
25	\$	65,924	\$ 352.5348	\$	67,424	\$ 360.5561	\$	69,924	\$ 373.9251
26	\$	66,404	\$ 355.1016	\$	67,904	\$ 363.1230	\$	70,404	\$ 376.4920
27	\$	66,884	\$ 357.6684	\$	68,384	\$ 365.6898	\$	70,884	\$ 379.0588
28	\$	67,389	\$ 360.3690	\$	68,889	\$ 368.3904	\$	71,389	\$ 381.7594
29	\$	67,869	\$ 362.9358	\$	69,369	\$ 370.9572	\$	71,869	\$ 384.3262
30	\$	70,000	\$ 374.3316	\$	71,500	\$ 382.3529	\$	74,000	\$ 395.7219

*For any funds received by Hays CISD for a designated teacher under the Teacher Incentive Allotment (TIA), ( 90 ) percent will be paid to the designated teacher. The remaining ( 10 ) percent will be used for ( training and support of the system, expansion of the system, administrative expenses, 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, 2022**

<u>2022</u>	<u>2022</u>					
	<u>Daily Rate</u>	<u>187 Day</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>	<u>Salary Schedule</u>
0	\$ 277.1818	\$ 51,833	\$ 53,219	\$ 56,545	\$ 58,208	\$ 59,594
1	\$ 285.6096	\$ 53,409	\$ 54,837	\$ 58,264	\$ 59,978	\$ 61,406
2	\$ 294.9893	\$ 55,163	\$ 56,638	\$ 60,178	\$ 61,948	\$ 63,423
3	\$ 305.6043	\$ 57,148	\$ 58,676	\$ 62,343	\$ 64,177	\$ 65,705
4	\$ 306.1390	\$ 57,248	\$ 58,779	\$ 62,452	\$ 64,289	\$ 65,820
5	\$ 308.7059	\$ 57,728	\$ 59,272	\$ 62,976	\$ 64,828	\$ 66,372
6	\$ 310.8449	\$ 58,128	\$ 59,682	\$ 63,412	\$ 65,277	\$ 66,832
7	\$ 316.6738	\$ 59,218	\$ 60,801	\$ 64,601	\$ 66,501	\$ 68,085
8	\$ 321.9144	\$ 60,198	\$ 61,808	\$ 65,671	\$ 67,602	\$ 69,212
9	\$ 324.7487	\$ 60,728	\$ 62,352	\$ 66,249	\$ 68,197	\$ 69,821
10	\$ 327.5829	\$ 61,258	\$ 62,896	\$ 66,827	\$ 68,792	\$ 70,430
11	\$ 330.4171	\$ 61,788	\$ 63,440	\$ 67,405	\$ 69,388	\$ 71,040
12	\$ 333.2513	\$ 62,318	\$ 63,984	\$ 67,983	\$ 69,983	\$ 71,649
13	\$ 336.4064	\$ 62,908	\$ 64,590	\$ 68,627	\$ 70,645	\$ 72,327
14	\$ 339.2941	\$ 63,448	\$ 65,144	\$ 69,216	\$ 71,252	\$ 72,948
15	\$ 342.1818	\$ 63,988	\$ 65,699	\$ 69,805	\$ 71,858	\$ 73,569
16	\$ 345.0695	\$ 64,528	\$ 66,253	\$ 70,394	\$ 72,465	\$ 74,190
17	\$ 347.9572	\$ 65,068	\$ 66,808	\$ 70,983	\$ 73,071	\$ 74,811
18	\$ 351.1123	\$ 65,658	\$ 67,414	\$ 71,627	\$ 73,734	\$ 75,489
19	\$ 353.7326	\$ 66,148	\$ 67,917	\$ 72,161	\$ 74,284	\$ 76,053
20	\$ 356.3529	\$ 66,638	\$ 68,420	\$ 72,696	\$ 74,834	\$ 76,616
21	\$ 358.9733	\$ 67,128	\$ 68,923	\$ 73,231	\$ 75,384	\$ 77,179
22	\$ 361.5936	\$ 67,618	\$ 69,426	\$ 73,765	\$ 75,935	\$ 77,743
23	\$ 364.4278	\$ 68,148	\$ 69,970	\$ 74,343	\$ 76,530	\$ 78,352
24	\$ 366.9947	\$ 68,628	\$ 70,463	\$ 74,867	\$ 77,069	\$ 78,904
25	\$ 369.5615	\$ 69,108	\$ 70,956	\$ 75,391	\$ 77,608	\$ 79,456
26	\$ 372.1283	\$ 69,588	\$ 71,449	\$ 75,914	\$ 78,147	\$ 80,008
27	\$ 374.6952	\$ 70,068	\$ 71,941	\$ 76,438	\$ 78,686	\$ 80,559
28	\$ 377.3957	\$ 70,573	\$ 72,460	\$ 76,989	\$ 79,253	\$ 81,140
29	\$ 379.9626	\$ 71,053	\$ 72,953	\$ 77,512	\$ 79,792	\$ 81,692
30	\$ 382.5294	\$ 71,533	\$ 73,446	\$ 78,036	\$ 80,331	\$ 82,244
31	\$ 385.0963	\$ 72,013	\$ 73,938	\$ 78,560	\$ 80,870	\$ 82,796
32	\$ 387.6631	\$ 72,493	\$ 74,431	\$ 79,083	\$ 81,409	\$ 83,348
33	\$ 390.8877	\$ 73,096	\$ 75,050	\$ 79,741	\$ 82,086	\$ 84,041
34	\$ 391.4599	\$ 73,203	\$ 75,160	\$ 79,858	\$ 82,207	\$ 84,164
35	\$ 394.6578	\$ 73,801	\$ 75,774	\$ 80,510	\$ 82,878	\$ 84,851
36	\$ 397.7433	\$ 74,378	\$ 76,367	\$ 81,140	\$ 83,526	\$ 85,515
37	\$ 400.3957	\$ 74,874	\$ 76,876	\$ 81,681	\$ 84,083	\$ 86,085
38	\$ 402.3797	\$ 75,245	\$ 77,257	\$ 82,085	\$ 84,500	\$ 86,512
39	\$ 404.0053	\$ 75,549	\$ 77,569	\$ 82,417	\$ 84,841	\$ 86,861
40	\$ 405.6310	\$ 75,853	\$ 77,881	\$ 82,749	\$ 85,183	\$ 87,211

**NOTE: Add \$4,000 for a Doctorate**

**Hays Consolidated Independent School District**  
**Academic / Professional Compensation Plan**  
**for the Fiscal Year ending June 30, 2022**

Updated 6/24/21

<b>Pay Grade 1</b>					<b>12.00%</b>
	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>	<b>MPI</b>	
<b>Daily</b>	<b>\$254.67</b>	<b>\$307.81</b>	<b>\$360.94</b>	<b>\$12.31</b>	
<b>187</b>	47,623	57,560	67,496	2,302	
<b>226</b>	57,555	69,565	81,572	2,782	
	JR ROTC (226)	SE COTA (187) Testing Specialist (226)	SE Certified Interpreter** (187)		

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

<b>Pay Grade 2</b>					<b>4.00%</b>
	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>	<b>MPI</b>	
<b>Daily</b>	<b>\$261.45</b>	<b>\$318.83</b>	<b>\$376.22</b>	<b>\$12.75</b>	
<i>Currently no positions in this pay grade</i>					

<b>Pay Grade 3</b>					<b>4.00%</b>
	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>	<b>MPI</b>	
<b>Daily</b>	<b>\$282.36</b>	<b>\$344.34</b>	<b>\$406.33</b>	<b>\$13.77</b>	
<b>187</b>	52,801	64,392	75,984	2,575	
<b>197</b>	55,625	67,835	80,047	2,713	
<b>215</b>	60,707	74,033	87,361	2,961	
	Math Specialist (215) SE Licensed Physical Therapist (187)	SE Behavior Specialist (187) SE Therapist - Music (187) SE Orientation & Mobility Specialist (187)	SE Low Incidence Specialist (197) SE Therapist - Occupational (187)		

<b>Pay Grade 4</b>					<b>4.00%</b>
	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>	<b>MPI</b>	
<b>Daily</b>	<b>\$304.99</b>	<b>\$371.89</b>	<b>\$438.79</b>	<b>\$14.88</b>	
<b>187</b>	57,033	69,543	82,054	2,783	
<b>204</b>	62,218	75,866	89,513	3,036	
<b>210</b>	64,048	78,097	92,146	3,125	
<b>215</b>	65,573	79,956	94,340	3,199	
<b>226</b>	68,928	84,047	99,167	3,363	
	Asst. Principal, Elementary (204) Coordinator, CTE & CCMR (226) Coordinator, ELAR Secondary (226) Coordinator, Math Elementary (226) Coordinator, PEP (226) Coordinator, Social Studies (PK-12) (226) Coordinator, SE Behavior Services (210) Coordinator, SE Motor Team (210) Elementary Sheltered Instr/ESL Spec. (226) SE Diagnostician (187) Secondary Sheltered Instr/ESL Spec. (226)	Audiologist (187) Coordinator, Early Intervention (226) Coordinator, GT (226) Coordinator, Math Secondary (226) Coordinator, Pysch Services (210) Coordinator, STEM (226) Coordinator, SE Early Childhood (210) Coordinator, SE Speech Services (210) Literacy Specialist (226) SE Licensed Specialist School Psychology (LSSP) (187)	Coordinator, CTE (226) Coordinator, ELAR Elementary (226) Coordinator, LPAC & TELPAS (226) Coordinator, PD (226) Coordinator, Secondary Science (226) Coordinator, SE Auditory Impairment (210) Coordinator, SE Instruction (210/215) Coord, SE Transition & Sec. Support (210) SE Assistive Tech (187) SE Speech Language Pathologist (SLP) (187) Coordinator, CTE Tech Support (204)		

<b>Pay Grade 5</b>					<b>4.00%</b>
	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>	<b>MPI</b>	
<b>Daily</b>	<b>\$329.35</b>	<b>\$401.65</b>	<b>\$473.94</b>	<b>\$16.07</b>	
<b>210</b>	69,164	84,347	99,527	3,375	
	Assistant Principal, Impact/Live Oak (210)	Assistant Principal, Middle School (210)	Coordinator, SE Software & Medicaid (210)		

**Hays Consolidated Independent School District**  
**Academic / Professional Compensation Plan**  
**for the Fiscal Year ending June 30, 2022**

Updated 6/24/21

<b>Pay Grade 6</b>					<b>4.00%</b>
<b>Daily</b>	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>	<b>MPI</b>	
	<b>\$355.69</b>	<b>\$433.78</b>	<b>\$511.87</b>		<b>\$17.35</b>
<b>215</b>	76,473	93,263	110,052		3,730
<b>226</b>	80,386	98,034	115,683		3,921
<b>230</b>	81,809	99,769	117,730		3,991
	Academic Dean (226) Coordinator, Athletics (226)	Assistant Principal, High School (215) Director, Band (Head-High School) (226)	Assistant Principal, Lead High School (226) Director, Student Info Svcs (SIS) (230)		

<b>Pay Grade 7</b>					<b>4.00%</b>
<b>Daily</b>	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>	<b>MPI</b>	
	<b>\$384.16</b>	<b>\$468.49</b>	<b>\$552.81</b>		<b>\$18.74</b>
<b>226</b>	86,820	105,879	124,935		4,235
	Director, Academic Support Director, Career Technical Education Director, Federal Programs Director, SPED	Director, Advanced Academics Director, CCR & Counseling Director, Fine Arts Director, Support Staff Principal, Elementary School	Director, Assessment/Accountability Director, Digital Learning Director, Multilingual/LOTE Director, Student Services		

<b>Pay Grade 8</b>					<b>4.00%</b>
<b>Daily</b>	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>	<b>MPI</b>	
	<b>\$422.57</b>	<b>\$515.33</b>	<b>\$608.09</b>		<b>\$20.61</b>
<b>226</b>	95,501	116,465	137,428		4,658
	Director, C & I Principal, IMPACT Center	Director, Safety and Security Principal, Live Oak	Executive Officer of SPED Principal, Middle School		

<b>Pay Grade 9</b>					<b>4.00%</b>
<b>Daily</b>	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>	<b>MPI</b>	
	<b>\$464.82</b>	<b>\$566.87</b>	<b>\$669.22</b>		<b>\$22.67</b>
<b>226</b>	105,049	128,113	151,244		5,123
	Director, Athletics	Principal, High School			

<b>Pay Grade 10</b>					<b>4.00%</b>
<b>Daily</b>	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>	<b>MPI</b>	
	<b>\$578.21</b>	<b>\$680.25</b>	<b>\$782.28</b>		<b>\$27.21</b>
<b>226</b>	130,675	153,737	176,795		6,149
	Deputy Academic Officer	Deputy Human Resource Officer			

<b>Pay Grade 11</b>					<b>4.00%</b>
<b>Daily</b>	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>	<b>MPI</b>	
	<b>\$690.45</b>	<b>\$812.29</b>	<b>\$934.13</b>		<b>\$32.49</b>
<b>226</b>	156,042	183,578	211,113		7,343
	Chief Communication Officer Chief Operations Officer	Chief Financial Officer	Chief Human Resources Officer Chief Technology Officer		

<b>Pay Grade 12</b>					<b>4.00%</b>
<b>Daily</b>	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>	<b>MPI</b>	
	<b>\$828.53</b>	<b>\$974.74</b>	<b>\$1,120.95</b>		<b>\$38.99</b>
<b>226</b>	187,248	220,291	253,335		8,812
	Deputy Superintendent / Chief Academic Officer				

**Hays Consolidated Independent School District**  
**Business / Professional Compensation Plan**  
**for the Fiscal Year ending June 30, 2022**

Updated 6/29/21

<b>Pay Grade 1</b>					<b>4.00%</b>
	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>	<b>MPI</b>	
<b>Daily</b>	<b>\$189.88</b>	<b>\$231.56</b>	<b>\$273.25</b>	<b>\$9.26</b>	
<b>226</b>	42,913	52,333	61,755	2,093	
<b>230</b>	43,672	53,259	62,848	2,130	
<b>248</b>	47,090	57,427	67,766	2,296	
	SIS Assistant (230)		Technician I (248)		

<b>Pay Grade 2</b>					<b>4.00%</b>
	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>	<b>MPI</b>	
<b>Daily</b>	<b>\$208.87</b>	<b>\$254.71</b>	<b>\$300.56</b>	<b>\$10.19</b>	
<b>210</b>	43,863	53,489	63,118	2,140	
<b>226</b>	47,205	57,564	67,927	2,303	
<b>230</b>	48,040	58,583	69,129	2,344	
<b>248</b>	51,800	63,168	74,539	2,527	
	Attendance Intervention Specialist (210) Photo & Digital Correspondent (226)	CN Registered Dietician (226) Purchasing Buyer (230)	MIS Assistant I (230) Technician II / Help Desk (230/248)		

<b>Pay Grade 3</b>					<b>4.00%</b>
	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>	<b>MPI</b>	
<b>Daily</b>	<b>\$240.20</b>	<b>\$292.92</b>	<b>\$345.66</b>	<b>\$11.72</b>	
<b>226</b>	54,285	66,200	78,119	2,649	
<b>230</b>	55,246	67,372	79,502	2,696	
<b>248</b>	59,570	72,644	85,724	2,907	
	Accountant II (230) Coordinator, Instructional Materials (230) Coordinator, Performing Arts Center (226) Coordinator, Transportation (230) Mobile Device Specialist (248)	Assistant Tech Specialist (248) Coordinator, Fleet Services (248) Coordinator, SE Tech Services (248) Manager, Print Shop (230) Security System Administrator (248)	Communications Specialist (230) Coordinator, Payroll (230) Coordinator, Staffing & HR Systems (230) MIS Assistant II (230) Software Support Specialist (248)		

<b>Pay Grade 4</b>					<b>4.00%</b>
	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>	<b>MPI</b>	
<b>Daily</b>	<b>\$264.23</b>	<b>\$322.23</b>	<b>\$380.23</b>	<b>\$12.89</b>	
<b>230</b>	60,773	74,113	87,453	2,965	
<b>248</b>	65,529	79,913	94,297	3,197	
	Coordinator, SIS (230)	Coordinator, Supt. Admin Support (230)	Technician IV/Network Asst (248)		

<b>Pay Grade 5</b>					<b>4.00%</b>
	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>	<b>MPI</b>	
<b>Daily</b>	<b>\$290.65</b>	<b>\$354.45</b>	<b>\$418.25</b>	<b>\$14.18</b>	
<b>230</b>	66,850	81,524	96,198	3,261	
<b>248</b>	72,081	87,904	103,726	3,517	
	Coordinator, Mobile Device Mgmt (248) Data Programmer (248) Director, Grounds/Utilities/IPM (248) Systems Administrator - VOIP (248)	Coordinator, PI/Webmaster (230) Director, Custodial Services (248) Network Engineer (248)	Coordinator, Tech Workflow (230) Director, Energy Mngmt (248) Senior Program Analyst (248) Systems Engineer (248)		

**Hays Consolidated Independent School District**  
**Business / Professional Compensation Plan**  
**for the Fiscal Year ending June 30, 2022**

Updated 6/29/21

<b>Pay Grade 6</b>					<b>4.00%</b>
<b>Daily</b>	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>	<b>MPI</b>	
	<b>\$319.71</b>	<b>\$389.88</b>	<b>\$460.11</b>	<b>\$15.60</b>	
<b>226</b>	72,254	88,113	103,985	3,526	
<b>248</b>	79,288	96,690	114,107	3,869	
	Asst Director, Employee Services (226) Director, Desktop Support (248)	Asst Director, Transportation (226) Director, Maintenance & Operations (248) Director, Software Services (248)	Cybersecurity Engineer (248) Director, Security Systems (248)		

<b>Pay Grade 7</b>					<b>4.00%</b>
<b>Daily</b>	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>	<b>MPI</b>	
	<b>\$354.88</b>	<b>\$432.79</b>	<b>\$510.67</b>	<b>\$17.31</b>	
<b>226</b>	80,203	97,811	115,411	3,912	
<b>230</b>	81,622	99,542	117,454	3,981	
<b>248</b>	88,010	107,332	126,646	4,293	
	Director, Budget (226) Director, MIS (230)	Director, Community Partnerships (226) Director, Purchasing (226)	Director, Construction & Planning (248) Director, Tech Admin Support (230)		

<b>Pay Grade 8</b>					<b>4.00%</b>
<b>Daily</b>	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>	<b>MPI</b>	
	<b>\$415.21</b>	<b>\$506.36</b>	<b>\$597.51</b>	<b>\$20.25</b>	
<b>226</b>	93,837	114,437	135,037	4,577	
<b>248</b>	102,972	125,577	148,182	5,022	
	Deputy Technology Officer (248)	Director, Finance (226) Director, Transportation (226)	Director, Student Health Services (226)		

<b>Pay Grade 9</b>					<b>4.00%</b>
<b>Daily</b>	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>	<b>MPI</b>	
	<b>\$419.24</b>	<b>\$511.28</b>	<b>\$603.31</b>	<b>\$20.45</b>	
<i>Currently no positions in this pay grade</i>					

<b>Pay Grade 10</b>					<b>4.00%</b>
<b>Daily</b>	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>	<b>MPI</b>	
	<b>\$482.12</b>	<b>\$587.96</b>	<b>\$693.61</b>	<b>\$23.52</b>	
<i>Currently no positions in this pay grade</i>					

**Hays Consolidated Independent School District**  
**ParaProfessional Compensation Plan**  
**for the Fiscal Year ending June 30, 2022**

Updated 6/29/21

Pay Grade 1					4.00%
Daily	Hrs	Minimum	Midpoint	Maximum	MPI
		\$10.35	\$12.63	\$14.91	\$0.51
<i>Currently no positions in this pay grade</i>					

Pay Grade 2					4.00%
Daily	Hrs	Minimum	Midpoint	Maximum	MPI
187	8	\$11.60	\$14.14	\$16.69	\$0.57
		\$17,354	\$21,153	\$24,968	\$853
Child Care Provider (ELC)					

Pay Grade 3					4.00%
Daily	Hrs	Minimum	Midpoint	Maximum	MPI
		\$12.75	\$15.57	\$18.37	\$0.62
<i>Currently no positions in this pay grade</i>					

Pay Grade 4					4.00%
Daily	Hrs	Minimum	Midpoint	Maximum	MPI
187	8	\$14.03	\$17.12	\$20.20	\$0.68
187	8	\$20,989	\$25,612	\$30,219	\$1,017
192	8	\$21,550	\$26,296	\$31,027	\$1,044
197	8	\$22,111	\$26,981	\$31,835	\$1,072
230	8	\$25,815	\$31,501	\$37,168	\$1,251
		Attendance Clerk (ES/MS/HS) (197)	Campus Support (187)	Child Care Site Director (197)	
		Clerk Counselor (204)	Clerk MO (230)	Clerk SE (187)	
		Clerk Tech (230)	Color Guard Asst. (187)	Inst Aide I (187)	
		Inst Aide II (187)	Inst Aide III (187)	Inst Aide - ESL	
		Inst Aide - Title I (187)	Inst Aide - Title III (187)	ISS Monitor (MS/HS) (187)	
		Library Tech (192)	LPAC Clerk/Parent Liaison	PEP Caregiver (187)	
		Purchasing Assistant (230)	Receptionist - Admin (230)	Receptionist (ES) (192)	
		Receptionist - Freshman Center (192)	Receptionist - Food Service (187)	Receptionist (MS/HS) (197)	
		Receptionist Transportation (230)	Routing Clerk (230)	SE ARD Facilitator Assistant (187)	
		SE Inst Aide III (187)	SE Inst Aide III - Behavior (187)	SE Inst Aide - ECSE (187)	
		SE Inst Aide - Found Learning (187)	SE Inst Aide - FL-S (187)	SE Inst Aide-Incl/Res (187)	
		SE Inst Aide III - Job Coach (187)	SE Inst Aide III - Social Behavior (187)	SE Inst Aide - STARS (187)	
		Station Clerk (197)		Tardy Monitor (187)	

**Hays Consolidated Independent School District**  
**ParaProfessional Compensation Plan**  
**for the Fiscal Year ending June 30, 2022**

Updated 6/29/21

<b>Pay Grade 5</b>		<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>	<b>4.00% MPI</b>
<b>Daily</b>	<b>Hrs</b>	<b>\$15.43</b>	<b>\$18.82</b>	<b>\$22.21</b>	<b>\$0.75</b>
187	8	\$23,083	\$28,155	\$33,226	\$1,122
197	8	\$24,318	\$29,660	\$35,003	\$1,182
204	8	\$25,182	\$30,714	\$36,247	\$1,224
210	8	\$25,922	\$31,618	\$37,313	\$1,260
230	8	\$28,391	\$34,629	\$40,866	\$1,380
		HR Specialist I (230) PEIMS Clerk (MS/HS) (210) SE Inst Aide IV (187) SE Inst Aide IV - Elem (187)	Inst Aide IV (187) PEIMS Rotation Clerk (210) SE Inst Aide IV - Deaf Supp Spec (187) SE Inst Aide IV - Behavior Ranch (187)	PEIMS Clerk (ES) (204) Secretary, Attendance (197) SE Inst Aide IV - Brailist (187) Education Foundation Specialist (197)	

<b>Pay Grade 6</b>		<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>	<b>4.00% MPI</b>
<b>Daily</b>	<b>Hrs</b>	<b>\$16.98</b>	<b>\$20.71</b>	<b>\$24.43</b>	<b>\$0.83</b>
197	8	\$26,760	\$32,639	\$38,502	\$1,308
204	8	\$27,711	\$33,799	\$39,870	\$1,355
210	8	\$28,526	\$34,793	\$41,042	\$1,394
230	8	\$31,243	\$38,106	\$44,951	\$1,527
		Food Service Office Assistant (230) Registrar (HS) (230) Secretary, PAC (230) Shop Clerk (230)	PEIMS Clerk/Receptionist (LOA) (210) Secretary, Assistant Principal (197) Secretary, SPED (230) Trans Clerk (230)	Print Shop Production Operator (204) Secretary, Counselor (210) SPED Transition Facilitator (204) Trip Clerk (230)	

<b>Pay Grade 7</b>		<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>	<b>4.00% MPI</b>
<b>Daily</b>	<b>Hrs</b>	<b>\$19.52</b>	<b>\$23.82</b>	<b>\$28.10</b>	<b>\$0.95</b>
187	8	\$29,202	\$35,635	\$42,038	\$1,421
230	8	\$35,917	\$43,829	\$51,704	\$1,748
		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)	

<b>Pay Grade 8</b>		<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>	<b>4.00% MPI</b>
<b>Daily</b>	<b>Hrs</b>	<b>\$22.85</b>	<b>\$27.86</b>	<b>\$32.87</b>	<b>\$1.11</b>
187	8	\$34,184	\$41,679	\$49,174	\$1,661
230	8	\$42,044	\$51,262	\$60,481	\$2,042
		Accounting Specialist (230) Nurse LVN (192) Secretary, Chief Officer (230)	Finance Specialist II (230) Payroll Assistant (230) Secretary II, Director (230)	HR Specialist II (230) Screening & Student Health Lead (187) Time and Attendance Specialist (230)	

<b>Pay Grade 9</b>		<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>	<b>4.00% MPI</b>
<b>Daily</b>	<b>Hrs</b>	<b>\$27.49</b>	<b>\$33.95</b>	<b>\$40.42</b>	<b>\$1.36</b>
230	8	\$50,582	\$62,468	\$74,373	\$2,502
		Business Specialist III (230)	Finance Specialist III (230)	HR Specialist III (230)	



**Hays Consolidated Independent School District**  
**Auxiliary Compensation Plan**  
**for the Fiscal Year ending June 30, 2022**

Updated 6/29/21

Pay Grade 1		Minimum	Midpoint	Maximum	4.00% MPI
Daily	Hrs	\$10.35	\$12.63	\$14.91	\$0.51
175	8	\$14,490	\$17,682	\$20,874	\$707
		Crossing Guard	Monitor I (Lunchroom)	Monitor II (Lunchroom/Cross. Grd)	

Pay Grade 2		Minimum	Midpoint	Maximum	4.00% MPI
Daily	Hrs	\$11.19	\$13.65	\$16.10	\$0.55
<i>Currently no positions in this pay grade.</i>					

Pay Grade 3		Minimum	Midpoint	Maximum	4.00% MPI
Daily	Hrs	\$14.03	\$17.12	\$20.20	\$0.68
175	8	\$18,200	\$23,968	\$28,280	\$770
180	8	\$20,203	\$24,653	\$29,088	\$979
187	8	\$20,989	\$25,612	\$30,219	\$1,017
248	8	\$27,836	\$33,966	\$40,077	\$1,349
		Bus Monitor (180) Parts Runner (248) Security Monitor District (248)	CN Maintenance (175) Production Specialist (Cook)(175)	Custodian (248) Security Monitor Campus (187) Textbk Spec/Food Svc Asst (248)	

Pay Grade 4		Minimum	Midpoint	Maximum	4.00% MPI
Daily	Hrs	\$14.41	\$17.56	\$20.73	\$0.70
175	8	\$20,174	\$24,584	\$29,022	\$980
230	8	\$26,514	\$32,310	\$38,143	\$1,288
248	8	\$28,589	\$34,839	\$41,128	\$1,389
		CN Manager in Training (175) \$15.00 Production Spec/Cashier (Cook) (175)	CN Warehouse Specialist (175) Custodian, Lead (248)	Courier (230) Warehouse Specialist (248)	

Pay Grade 5		Minimum	Midpoint	Maximum	4.00% MPI
Daily	Hrs	\$15.85	\$19.33	\$22.81	\$0.77
175	8	\$22,190	\$27,062	\$31,934	\$1,078
230	8	\$29,164	\$35,567	\$41,970	\$1,417
248	8	\$31,446	\$38,351	\$45,255	\$1,528
		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)	Child Nutrition Manager (175) General Maintenance Worker (248) Key and Lock Technician (248) Warehouse Assistant (248)	

**Hays Consolidated Independent School District**  
**Auxiliary Compensation Plan**  
**for the Fiscal Year ending June 30, 2022**

Updated 6/29/21

<b>Pay Grade 6</b>		<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>	<b>4.00% MPI</b>
<b>Daily</b>	<b>Hrs</b>	<b>\$17.43</b>	<b>\$21.27</b>	<b>\$25.09</b>	<b>\$0.85</b>
<b>175</b>	<b>8</b>	<b>\$24,402</b>	<b>\$29,778</b>	<b>\$35,126</b>	<b>\$1,190</b>
<b>230</b>	<b>8</b>	<b>\$32,071</b>	<b>\$39,137</b>	<b>\$46,166</b>	<b>\$1,564</b>
<b>248</b>	<b>8</b>	<b>\$34,581</b>	<b>\$42,200</b>	<b>\$49,779</b>	<b>\$1,686</b>
		Camera Technician (230) Hazard Technician (230)	Child Nutrition Manager HS (175) Painter (248)	Child Nutrition Support Manager (175) Shop Support (248)	

<b>Pay Grade 7</b>		<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>	<b>4.00% MPI</b>
<b>Daily</b>	<b>Hrs</b>	<b>\$19.18</b>	<b>\$23.39</b>	<b>\$27.60</b>	<b>\$0.94</b>
<b>230</b>	<b>8</b>	<b>\$35,291</b>	<b>\$43,038</b>	<b>\$50,784</b>	<b>\$1,730</b>
<b>248</b>	<b>8</b>	<b>\$38,053</b>	<b>\$46,406</b>	<b>\$54,758</b>	<b>\$1,865</b>
		Athletic Grounds (248) Dispatcher (230) Tech Assist PAC (248)	Carpenter (248) Lead Trainer (230) Upholstery Technician (248)	DDC Assistant (248) Sign Technician (248) Wash Technician (248)	

<b>Pay Grade 8</b>		<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>	<b>4.00% MPI</b>
<b>Daily</b>	<b>Hrs</b>	<b>\$21.87</b>	<b>\$25.72</b>	<b>\$29.59</b>	<b>\$1.03</b>
<b>230</b>	<b>8</b>	<b>\$40,241</b>	<b>\$47,325</b>	<b>\$54,446</b>	<b>\$1,895</b>
<b>248</b>	<b>8</b>	<b>\$43,390</b>	<b>\$51,028</b>	<b>\$58,707</b>	<b>\$2,044</b>
		HVAC Technician II (248)	Kitchen Equip Repair Technician (248) Trans Operations Specialist (230)	Locksmith (248)	

<b>Pay Grade 9</b>		<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>	<b>4.00% MPI</b>
<b>Daily</b>	<b>Hrs</b>	<b>\$24.06</b>	<b>\$28.31</b>	<b>\$32.55</b>	<b>\$1.13</b>
<b>248</b>	<b>8</b>	<b>\$47,735</b>	<b>\$56,167</b>	<b>\$64,579</b>	<b>\$2,242</b>
		Assistant Supervisor, Grounds DDC Controls Technician Equipment Mechanic Irrigation Technician Trans Mechanic II	Assistant Supervisor, Maintenance Electrician HVAC Technician III Plumber	Assistant Supervisor, Utilities Electronics Technician Integrated Pest Control Technician Project Manager Water Service Technician	

<b>Pay Grade 10</b>		<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>	<b>4.00% MPI</b>
<b>Daily</b>	<b>Hrs</b>	<b>\$27.66</b>	<b>\$32.55</b>	<b>\$37.43</b>	<b>\$1.30</b>
<b>248</b>	<b>8</b>	<b>\$54,877</b>	<b>\$64,579</b>	<b>\$74,261</b>	<b>\$2,579</b>
		Custodial/Warehouse Manager Supervisor, Electrical Supervisor, HVAC Supervisor, Plumbing	Shop Foreman Supervisor, Energy Management Supervisor, IPM Supervisor, Safety/Compliance	Supervisor, Athletic Fields Supervisor, General Maintenance Supervisor, Paint Supervisor, Utility/Grounds	

**Hays Consolidated Independent School District**  
**Bus Driver Placement Scale**  
**for the Fiscal Year Ending June 30, 2022**

<u>Range</u> <u>Position</u>	<u>2022</u> <u>Local Experience</u>	<u>2022</u> <u>Paygrades</u>	
Minimum	0	\$	17.35
	1	\$	17.96
	2	\$	19.25
	3	\$	20.08
	4	\$	20.38
	5	\$	20.65
	6	\$	20.91
	7	\$	21.19
	8	\$	21.47
	9	\$	21.76
	10	\$	22.05
	11	\$	22.34
	12	\$	22.64
	13	\$	22.95
	14	\$	23.26
Midpoint	15	\$	23.57
	16	\$	23.89
	17	\$	24.22
	18	\$	24.55
	19	\$	24.89
	20	\$	25.23
	21	\$	25.58
	22	\$	25.93
	23	\$	26.29
	24	\$	26.66
	25	\$	27.03
	26	\$	27.41
	27	\$	27.79
	28	\$	28.18
	29	\$	28.58
Maximum	30	\$	28.99
	31	\$	29.40
	32	\$	29.82
	33	\$	30.24
	34	\$	30.67
	35	\$	31.12
	36	\$	31.56
	37	\$	32.02
	38	\$	32.49
	39	\$	32.96
	40	\$	33.44

**Hays Consolidated Independent School District**  
**Stipend Pay Schedule**  
**for the Fiscal Year ending June 30, 2022**

Updated 6/29/21

Category	Assignment	Level	Proposed Stipend
<b>Academics</b>			
UIL	UIL Coach MS	MS	\$ 375.0
	UIL Coord MS	MS	\$ 1,000.0
	UIL Art	MS	\$ 400.0
HIGH SCHOOL	UIL Coord	HS	\$ 4,140.0
	UIL Art	HS	\$ 400.0
	UIL Accounting	HS	\$ 700.0
	UIL Calculator	HS	\$ 700.0
	UIL Computer Applications	HS	\$ 700.0
	UIL Computer Science	HS	\$ 700.0
	UIL Copy Editing	HS	\$ 700.0
	UIL Curriculum Evaluation	HS	\$ 700.0
	UIL Current Issues and Events	HS	\$ 700.0
	UIL Debate	HS	\$ 3,000.0
	UIL Film	HS	\$ 700.0
	UIL Informational Speaking	HS	\$ 700.0
	UIL Journalism	HS	\$ 1,750.0
	UIL Literary Criticism	HS	\$ 700.0
	UIL Math	HS	\$ 700.0
	UIL Number Sense	HS	\$ 700.0
	UIL One Act Play	HS	\$ 2,500.0
	UIL Personal Speaking	HS	\$ 700.0
	UIL Persuasive Speaking	HS	\$ 700.0
	UIL Poetry	HS	\$ 700.0
	UIL Prose	HS	\$ 700.0
	UIL Ready Writing	HS	\$ 700.0
	UIL Robotics	HS	\$ 700.0
	UIL Science	HS	\$ 700.0
	UIL Social Studies	HS	\$ 700.0
	UIL Spelling	HS	\$ 700.0
UIL Student Congress	HS	\$ 700.0	
<b>Athletics</b>			
	Athletic Coord MS	MS	\$ 2,000.0
	Basketball C-team	MS	\$ 900.0
	Basketball MS	MS	\$ 2,000.0
	Cheer MS	MS	\$ 2,500.0
	Cross Country MS	MS	\$ 2,000.0
	Dance MS	MS	\$ 2,500.0
	Football MS	MS	\$ 3,000.0
	Soccer MS	MS	\$ 2,000.0
	Tennis MS	MS	\$ 2,000.0
	Track MS	MS	\$ 2,000.0

<b>Athletics Continued</b>			
	Volleyball C-team	MS	\$ 900.0
	Volleyball MS	MS	\$ 2,000.0
<b>HIGH SCHOOL</b>	Athletic Asst - Girls Coordinator	HS	\$ 3,000.0
	Athletic Trainer HS	HS	\$ 9,000.0
	Baseball Head HS	HS	\$ 7,250.0
	Baseball Asst HS	HS	\$ 4,000.0
	Basketball Head HS	HS	\$ 7,250.0
	Basketball Asst HS	HS	\$ 4,000.0
	Cheer Head HS	HS	\$ 5,500.0
	Cheer Asst HS	HS	\$ 3,500.0
	Cross Country Head HS	HS	\$ 5,000.0
	Cross Country Asst HS	HS	\$ 4,000.0
	Drill Team Head HS	HS	\$ 6,500.0
	Drill Team Asst HS	HS	\$ 4,500.0
	Football Coord HS	HS	\$ 8,000.0
	Football Asst HS	HS	\$ 7,000.0
	Golf Head HS	HS	\$ 6,000.0
	Golf Asst HS	HS	\$ 4,000.0
	Off-Season Conditioning	HS	\$ 5,000.0
	Powerlift HS	HS	\$ 4,000.0
	Soccer Head HS	HS	\$ 6,000.0
	Soccer Asst HS	HS	\$ 4,000.0
	Softball Head HS	HS	\$ 7,250.0
	Softball Asst HS	HS	\$ 4,000.0
	Swim Head HS	HS	\$ 6,300.0
	Swim Asst HS	HS	\$ 4,000.0
	Tennis Head HS	HS	\$ 6,300.0
	Tennis Asst HS	HS	\$ 5,000.0
	Track Head HS	HS	\$ 6,000.0
	Track Asst HS	HS	\$ 4,000.0
	Volleyball Head HS	HS	\$ 7,500.0
	Volleyball Asst HS	HS	\$ 5,000.0
	Water Polo Head HS	HS	\$ 6,000.0
	Water Polo Asst. HS	HS	\$ 4,000.0
	Webmaster-Athletics	HS	\$ 1,000.0
	Wrestling Head HS	HS	\$ 6,000.0
	Wrestling Asst. HS	HS	\$ 4,000.0
<b>District</b>	Campus Webmaster	All	\$ 1,000.0
	District Content Lead	All	\$ 2,000.0
	District Lead Librarian	All	\$ 3,500.0
	Events Coverage	All	\$ 6,000.0
	New Administrator Mentor	All	\$ 600.0
	New Teacher Advisor	All	\$ 400.0
	New Teacher Mentors	All	\$ 400.0
	Reading Academy Facilitator	All	\$ 3,000.0
	Reading Academy Teacher	All	\$ 300.0

<b>Fine Arts</b>			
	Band Director MS	MS	\$ 7,500.0
	Band Asst Director MS	MS	\$ 5,500.0
	Choir Director MS	MS	\$ 3,000.0
	Choir Asst Director MS	MS	\$ 2,000.0
	District Honor Choir	All	\$ 500.0
	Mariachi MS	MS	\$ 5,000.0
	Orchestra MS	MS	\$ 5,000.0
	Theatre Director MS	MS	\$ 3,000.0
	Theatre Asst. Director MS	MS	\$ 2,500.0
<b>HIGH SCHOOL</b>			
	Band Asst Director HS	HS	\$ 8,000.0
	Choir Director HS	HS	\$ 5,000.0
	Choir Asst Director HS	HS	\$ 3,500.0
	Mariachi HS	HS	\$ 7,000.0
	Theatre Director HS	HS	\$ 4,000.0
	Theatre Asst HS	HS	\$ 2,500.0
	Winter Guard	HS	\$ 2,500.0
<b>Job-Related</b>			
	Asbestos Abatement License	All	\$ 2,000.0
	Asbestos Designated Person	All	\$ 2,000.0
	Customer Service Inspector	All	\$ 1,500.0
	Ground Water Operator	All	\$ 2,000.0
	IAQ Mold Inspection	All	\$ 2,000.0
	Indoor Air Quality	All	\$ 2,000.0
	Irrigation Technician	All	\$ 2,000.0
	Journeyman Electrician/Fire Tech	All	\$ 2,000.0
	Journeyman Plumber	All	\$ 2,000.0
	Lead Custodian	All	\$ 1,000.0
	Locksmith	All	\$ 2,000.0
	Locksmith Technician	All	\$ 1,000.0
	Master Electrician	All	\$ 3,000.0
	Master Plumber	All	\$ 3,000.0
	Non Commercial Applicator License	All	\$ 2,000.0
	Environmental AC Class A or B	All	\$ 3,000.0
	Commercial Refrigeration Class A or B	All	\$ 3,000.0
	RFCI Asbestos Tile Removal	All	\$ 2,000.0
	Sheetmetal Certification	All	\$ 2,000.0
	Tradesman Plumber	All	\$ 1,500.0
	Wastewater Treatment - Grease Traps	All	\$ 500.0
<b>Special Areas</b>			
	CTE Agriculture	HS	\$ 7,000.0
	CTE Cosmetology	HS	\$ 5,000.0
	CTE Culinary Arts	HS	\$ 5,500.0
	Department Chair HS	HS	\$ 2,000.0
	Department Chair MS	MS	\$ 1,000.0
	Department Chair ES	ES	\$ 750.0
	Dual Credit	HS	\$ 1,500.0
	JROTC	HS	\$ 3,000.0
	JROTC Lead	HS	\$ 4,000.0

<b>Special Areas Continued</b>			
	JROTC Secondary Officer	HS	\$ 2,000.0
	Lead Counselor	HS	\$ 3,300.0
	National Honor Society	HS	\$ 1,000.0
	National Junior Honor Society	MS	\$ 600.0
	Newspaper HS	HS	\$ 1,600.0
	Student Council HS	HS	\$ 1,700.0
	Student Council MS	MS	\$ 750.0
	Stadium Manager	All	\$ 12,500.0
	TX Assoc Future Educators HS	HS	\$ 600.0
	Yearbook HS	HS	\$ 1,800.0
	Yearbook MS	MS	\$ 500.0

<b>Category</b>	<b>Assignment</b>	<b>Level</b>	<b>Proposed Stipend</b>
<b>Special Populations</b>			
	*Bilingual	All	\$ 5,000.0
	21/22 Bilingual Teacher Incentive	All	\$ 1,500.0
	Bilingual Deaf	All	\$ 5,000.0
	Dual Language ESL	All	\$ 2,500.0
	ESL Secondary	All	\$ 1,500.0
	GT Lead	All	\$ 1,200.0
	Special Ed BCBA	All	\$ 3,000.0
	Special Ed LSSP (Licensed)	All	\$ 1,000.0
	Special Ed SLP (Licensed)	All	\$ 1,000.0
	Special Ed Teacher	All	\$ 1,350.0
	Special Ed Assignment Specialized	All	\$ 2,500.0
	Special Olympics Head	All	\$ 6,000.0
	Special Olympics Asst	All	\$ 4,000.0
	Teacher (IMPACT)	All	\$ 1,000.0

**\*Bilingual stipend amounts are determined by internal service years as shown below.**

<b>Years of service with Hays CISD</b>	<b>Amount</b>
BILINGUAL STIPEND <5 YEARS	5,000.00
BILINGUAL STIPEND 6 - 10 YEARS	5,250.00
BILINGUAL STIPEND 11 - 15 YEARS	5,500.00
BILINGUAL STIPEND 16 - 20YEARS	5,750.00
BILINGUAL STIPEND >20YEARS	6,000.00

**Hays Consolidated Independent School District**  
**Substitute and Extra Duty Pay**  
**for the Fiscal Year ending June 30, 2022**

Updated 6/29/21

<b>SUBSTITUTES</b>		
<b>Assignment</b>	<b>Rate</b>	<b>Per</b>
Guest Teacher	\$ 110.00	Day
Guest Teacher - Longterm w/ no Certification	\$ 130.00	Day
Guest Teacher - Longterm w/ Certification	\$ 140.00	Day
Guest Teacher - Longterm w/matching Certification	\$ 150.00	Day
Paraprofessional	\$ 95.00	Day
Paraprofessional - High Needs Classroom	\$ 105.00	Day
Paraprofessional Long term	\$ 105.00	Day
Early Release Day (Teacher)	\$ 80.00	Day
Early Release Day - (Paraprofessional)	\$ 60.00	Day
Nurse - RN	\$ 210.00	Day
Nurse - LVN	\$ 110.00	Day
Nurse - Screener	\$ 110.00	Day
Sub Assistant Principal	\$ 300.00	Day
Sub Principal	\$ 400.00	Day
Sub Counselor	\$ 250.00	Day
Custodian Substitute	\$ 14.03	Hour
Child Nutrition Substitute	\$ 14.03	Hour
NSHE Tutors - Certified	\$ 20.00	Hour
NSHE Tutors - Degreed/Non-certified	\$ 17.50	Hour
NSHE Tutors - Non-degreed	\$ 15.00	Hour
Daily Intervention Tutoring Rate - Certified	\$160.00	Full Day
Daily Intervention Tutoring Rate - Degreed	\$140.00	Full Day
Daily Intervention Tutoring Rate - NonDegreed	\$120.00	Full Day

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

<b>EXTRA DUTY PAY</b>		
<b>Special Assignment</b>	<b>Rate</b>	<b>Per</b>
Assessment Test Vetting	\$ 25.00	Hour
Club Sponsor - ES	\$ 30.00	Hour
Curriculum Writer	\$ 25.00	Hour
Gifted Talented Testing Coordinator	\$ 25.00	Hour
Gifted Talented Testing Facilitator	\$ 25.00	Hour
Native Speaker Fluency Assessment	\$ 25.00	Hour
Professional Support	\$ 25.00	Hour
Paraprofessional Support	Current hourly rate	
Professional Development - Presenter (Non-Contract Period) District Staff	\$ 50.00	Hour (Max 6 hrs.)
Professional Development - Presenter (Contract Period) District Staff		
<i>Non-contract day preparation</i>	\$ 25.00	Hour (Max 7 hrs.)



<b>Special Assignment continued</b>	<b>Rate</b>	<b>Per</b>
Professional Development - Attendee (Non-Contract Period) District Staff	\$ 100.00	Full Day
Textbook Warehouse Assistance	Current hourly rate	
Full-Time Teacher Tutoring Rate	\$ 30.00	Hour
Interim Duty Pay	\$ 50.00	Per Day
<b>Incentive Pay</b>		
<b>Special Assignment Pay</b>	<b>Rate</b>	<b>Per</b>
Employee Referral Incentive Program	\$50	Referral
Bilingual Teacher Referral Incentive Program	\$250	Referral
Employee Referral Incentive Program - 6 month stay	\$50	Referral
Elementary Teacher Coverage - No Split (2 Full Classes)	\$50	Half Day
Elementary Teacher Coverage - 2 Teacher Split	\$30	Half Day
Elementary Teacher Coverage - 3 Teacher Split	\$20	Half Day
Secondary Teacher Coverage - 45 minute Class period	\$20	Per Class Period
Secondary Teacher Coverage - 90 minute Class period	\$30	Per Class Period
Paraprofessional Coverage - No Split (2 Full Classes)	\$100	Full Day
Paraprofessional Coverage - 2 Teacher/Para Split	\$30	Half Day
Paraprofessional Coverage - 3 Teacher/Para Split	\$20	Half Day
<b>EVENT WORKERS</b>		
<b>Special Assignment Pay</b>	<b>Rate</b>	<b>Per</b>
Gate Ticket Workers	\$15	hour
Security Worker	\$20	hour
Announcer	\$30	hour
Athletic Ticketing Coordinator	\$25	hour
<i>No Blended Rates - Occasional &amp; Sporadic - Flat Rate</i>		

**Hays Consolidated Independent School District**  
**2021 Summer School Pay**  
**for the Fiscal Year ending June 30, 2022**

Updated 6/24/21

<b>SUMMER SCHOOL</b>		
<b>Summer School – High</b>	<b>Daily Rate</b>	<b>Amount</b>
Principal HS		\$6,500.00
Assistant Principal HS		\$4,800.00
Counselor HS		\$4,200.00
Technologist HS	\$255	\$4,335.00
Teacher (PreAP, Credit Recovery, Language, Acceleration)	\$255	\$4,590.00
Teacher (STAAR EOC, Credit Recovery)	\$255	\$4,080.00
Teacher (ESY - 5.5 hours)	\$165	\$2,970.00
Librarian	\$255	\$1,275.00
Nurse	\$255	\$4,335.00
Registrar HS		\$20.00 hrly. rate
Receptionist HS		\$14.00 hrly. rate
<b>Summer School – Middle</b>	<b>Daily Rate</b>	<b>Amount</b>
Principal MS		\$5,500.00
Technologist MS (split with ES)	\$225	\$1,687.50
Teacher MS	\$225	\$3,600.00
Librarian MS	\$225	\$1,800.00
Nurse	\$225	\$3,375.00
Receptionist MS		\$14.00 hrly. rate
<b>Summer School - Elementary</b>	<b>Daily Rate</b>	<b>Amount</b>
Principal ES		\$5,500.00
Assistant Principal ES		\$4,800.00
Technologist ES (split with MS)	\$225	\$1,687.50
Teacher ES	\$248	\$3,960.00
Nurse ES	\$248	\$4,207.50
Receptionist ES		\$14.00 hrly. rate
Library Tech		\$14.00 hrly. rate
Cafeteria Monitor		\$10.15 hrly. rate

<b>Summer School – Bilingual</b>	<b>Daily Rate</b>	<b>Amount</b>
Assistant Principal – BIL ES		\$4,800.00
Teacher BIL ES	\$289	\$5,197.50
Librarian BIL ES	\$289	\$4,908.75
Paraprofessional - BIL ES		\$14.00 hrly. rate

\* The rate for teachers, nurses, librarians and technologists is \$30.00/hour.

\* The rate for Bilingual teachers is \$35.00/hour.

\* The rate for paraprofessionals, except Registrar, is \$14.00/hour

\* **Number of summer school hours vary based on the summer school requirements and/or virtual learning.**