



# **2024-2025**

## **HAYS CISD COMPENSATION PLAN**

**Hays Consolidated Independent School District**  
**2024-2025 Teacher, Librarian, and Nurse Hiring Schedule**

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

Updated 6/24/2024

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

**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**

*Counselor and Mental Health Professional*

Updated 6/24/2024

<u>Years of Experience</u>	<u>Daily Rate</u> <u>187 Days</u>	<u>192 Day</u> <u>Salary Schedule</u>	<u>204 Day</u> <u>Salary Schedule</u>	<u>210 Day</u> <u>Salary Schedule</u>	<u>215 Day</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%
Daily	Minimum	Midpoint	Maximum	MPI	
	\$266.22	\$321.77	\$377.31	\$0.00	
187	49,783	60,171	70,557	0	
SE Certified Interpreter** (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					0.00%
Daily	Minimum	Midpoint	Maximum	MPI	
	\$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 3					0.00%
Daily	Minimum	Midpoint	Maximum	MPI	
	\$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) Campus Support Specialist (210/226)					

Pay Grade 4					0.00%
Daily	Minimum	Midpoint	Maximum	MPI	
	\$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 (210)					
Coord, SE Transition & Sec. Support (210) Coordinator, SE Software & Medicaid (210) Academic Coordinator/Dean MS (210)					

Pay Grade 5					0.00%
Daily	Minimum	Midpoint	Maximum	MPI	
	\$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, 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 6				0.00%
Daily	Minimum	Midpoint	Maximum	MPI
226	\$401.59	\$489.74	\$577.88	\$0.00
230	90,759	110,681	130,601	0
	92,366	112,640	132,912	0
Assistant Director, Athletics (226) Director, Assessment/Accountability (226) Director, C&I (226) Director, Multilingual/LOTE (226) Principal, Elementary School (226)				Director, Career Technical Education (226) Director, Federal Programs (226) Director of Human Resources (226) Director, Advanced Academics (226) Director, CCR & Counseling (226)
				Director, Fine Arts (226) Director, SPED (226) Director, Student Info Svcs (SIS) (230) Director, Professional Development (226)

Pay Grade 7				0.00%
Daily	Minimum	Midpoint	Maximum	MPI
226	\$441.73	\$538.70	\$635.66	\$0.00
	99,831	121,746	143,659	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 8				0.00%
Daily	Minimum	Midpoint	Maximum	MPI
226	\$485.90	\$592.58	\$699.57	\$0.00
	109,813	133,923	158,103	0
Director, Athletics (226)				Principal, High School (226)

Pay Grade 9				0.00%
Daily	Minimum	Midpoint	Maximum	MPI
226	\$604.43	\$711.10	\$817.76	\$0.00
	136,601	160,709	184,814	0
Deputy Academic Officer (226)				Deputy Human Resource Officer (226)

Pay Grade 10				0.00%
Daily	Minimum	Midpoint	Maximum	MPI
226	\$721.77	\$849.13	\$976.49	\$0.00
	163,120	191,903	220,687	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 11				0.00%
Daily	Minimum	Midpoint	Maximum	MPI
226	\$866.11	\$1,018.95	\$1,171.78	\$0.00
	195,741	230,283	264,822	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
	\$198.50	\$242.06	\$285.64	\$0.00
230	45,655	55,674	65,697	0
248	49,228	60,031	70,839	0
SIS Assistant (230) Inventory Specialist (248)		Technician I (248)	Cabling Technician (248)	

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

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

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

Pay Grade 5				0.00%
Daily	Minimum	Midpoint	Maximum	MPI
	\$303.83	\$370.53	\$437.22	\$0.00
230	69,881	85,222	100,561	0
248	75,350	91,891	108,431	0
Compensation Administrator (230) Coordinator, Tech Workflow (230) Bond Project Manager III (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				0.00%
Daily	Minimum	Midpoint	Maximum	MPI
	\$334.21	\$407.57	\$480.97	\$0.00
226	75,531	92,111	108,699	0
248	82,884	101,077	119,281	0
Asst Director, Transportation (226) Project Manager Coordinator (248)		Cybersecurity Engineer (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, 2025**

Pay Grade 7				0.00%
	Minimum	Midpoint	Maximum	MPI
Daily	\$370.97	\$452.42	\$533.83	\$0.00
226	83,839	102,247	120,646	0
230	85,323	104,057	122,781	0
248	92,001	112,200	132,390	0
<div> <div>Director of Accounting (226)</div> <div>Director, MIS (230)</div> <div>Director, Software Services (248)</div> <div>Director, Communications (226)</div> </div> <div> <div>Director, Budget (226)</div> <div>Director, Purchasing (226)</div> <div>Director, Tech Admin Support (230)</div> <div>Director, Communications (226)</div> </div> <div> <div>Director, Desktop Support (248)</div> <div>Director, Tech Security (248)</div> <div>Director of Benefits (226)</div> </div>				

Pay Grade 8				0.00%
	Minimum	Midpoint	Maximum	MPI
Daily	\$434.04	\$529.32	\$624.60	\$0.00
226	98,093	119,626	141,160	0
248	107,642	131,271	154,901	0
<div> <div>Deputy Technology Officer (248)</div> <div>Director, Transportation (226)</div> </div> <div> <div>Director, Construction &amp; Planning (248)</div> <div>Director, Mech., Electrical, Plumbing (248)</div> </div> <div> <div>Director, Custodial &amp; Maintenance (248)</div> <div>Director, Student Health Services (226)</div> </div>				

Pay Grade 9				0.00%
	Minimum	Midpoint	Maximum	MPI
Daily	\$486.98	\$608.72	\$730.46	\$0.00
248	120,771	150,963	181,154	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 12/5/2024

Pay Grade 1					0.00%
Daily	Hrs	Minimum	Midpoint	Maximum	MPI
		\$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 - Freshman Center (192)      Receptionist (MS/HS) (197) Child Care Provider (ELC) (187)      Campus Support (187)      Clerk MO (230) Clerk SE (187)      Clerk Counselor (204)      Station Clerk (197) PEP Caregiver (187)      Clerk Tech (230) Receptionist (ES) (192)      Purchasing Assistant (230)					

Pay Grade 2					0.00%
Daily	Hrs	Minimum	Midpoint	Maximum	MPI
		\$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
Child Care Site Director (197)      PEP Center Director (197)      PEIMS Clerk (MS/HS) (210) PEIMS Clerk (ES) (204)      Secretary, Attendance (197)      PEIMS Rotation Clerk (210)					

Pay Grade 3					0.00%
Daily	Hrs	Minimum	Midpoint	Maximum	MPI
		\$17.92	\$21.86	\$25.80	\$0.00
197	8	28,242	34,451	40,661	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) (230)      Print Shop Production Operator (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 4					0.00%
Daily	Hrs	Minimum	Midpoint	Maximum	MPI
		\$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 - PE (187) Inst Aide - CTE (187)      Inst Aide - ESL (187)      Inst Aide - Title III (187) Inst Aide - PreK (187)      Inst Aide - Title I (187)      Inst Aide IV (187) Library Tech (192)      LPAC Clerk/Parent Liaison (187) ISS Monitor (MS/HS) (187)      Inst Aide III (187)					

Pay Grade 5					0.00%
Daily	Hrs	Minimum	Midpoint	Maximum	MPI
		\$20.00	\$24.39	\$28.78	\$0.00
187	8	29,920	36,487	43,055	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 (197)					



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

Pay Grade 6					0.00%
Daily	Hrs	Minimum	Midpoint	Maximum	MPI
		\$20.60	\$25.14	\$29.66	\$0.00
187	8	30,818	37,609	44,371	0
230	8	37,904	46,258	54,574	0
		Bookkeeper (230) Finance Specialist (230) Print Shop Operator (230) Secretary, Director (230)	Secretary, Principal (230) Business Specialist (230) IMPACT Electives Liaison (187) Secretary, Athletics (230)	Executive Customer Service Specialist (230) Finance Assistant (230) Learning Materials Suppt Spec (230) Secretary, Fine Arts (230)	
Pay Grade 7					0.00%
Daily	Hrs	Minimum	Midpoint	Maximum	MPI
		\$24.12	\$29.42	\$34.70	\$0.00
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) Nurse LVN (192)	Finance Specialist II (230) Payroll Assistant (230)	Secretary II, Director (230) Screening & Student Health Lead (187)	
Pay Grade 8					0.00%
Daily	Hrs	Minimum	Midpoint	Maximum	MPI
		\$29.02	\$35.84	\$42.67	\$0.00
187	8	45,736	53,617	63,834	0
230	8	53,397	65,946	78,513	0
		Business Specialist III (230) Payroll Lead (230) Security & Communications Office Manager (230)	Finance Specialist III (230) Operations Specialist III (230) HR Specialist (230)	Secretary, Chief Officer (230) Secretary, Superintendent (230) COTA (187)	
Pay Grade 9					0.00%
Daily	Hrs	Minimum	Midpoint	Maximum	MPI
		\$32.47	\$40.59	\$48.69	\$0.00
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					0.00%
Daily	Hrs	Minimum	Midpoint	Maximum	MPI
		\$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)      *Warehouse Specialist (248)      Crossing Guard (170) *Custodian, Lead (248)      Bus Monitor (180)      Lunchroom Monitor (170) *CN Warehouse Specialist (175)      Custodian (248)      Monitor II (Lunchroom/CG) (170) *Production Spec/Cashier (Cook) (175)      Parts Runner (248)      *Security Monitor District (260) Production Specialist (Cook)(175)      CN Maintenance (175)      Security Monitor Campus (187) *\$0.50 Differential					

Pay Grade 2					0.00%
Daily	Hrs	Minimum	Midpoint	Maximum	MPI
		\$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)      Custodial Trainer (248)      General Maintenance Worker (248) Custodian, Head (248)      HVAC Tech I (248)      Key and Lock Technician (248) HVAC Coil Cleaning Technician (248)      Warehouse Assistant (248)      Courier (230) Child Nutrition Catering Manager (230)      Child Nutrition Manager (175)					

Pay Grade 3					0.00%
Daily	Hrs	Minimum	Midpoint	Maximum	MPI
		\$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)      Child Nutrition Support Manager (175)      Painter (248)					

Pay Grade 4					0.00%
Daily	Hrs	Minimum	Midpoint	Maximum	MPI
		\$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)      Upholstery Technician (248)      Camera Technician (230) Dispatcher (230)      DDC Assistant (248)      Hazard Technician (230) Tech Assist PAC (248)      Sign Technician (248)      Shop Support (248) Carpenter (248)      Wash Technician (248)      Fueler Tech (248) Groundskeeper (248)					

Pay Grade 5					0.00%
Daily	Hrs	Minimum	Midpoint	Maximum	MPI
		\$23.09	\$27.15	\$31.24	\$0.00
248	8	\$45,811	\$53,866	\$61,980	0
HVAC Technician II (248)      Locksmith (248)					

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

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

Pay Grade 7					0.00%
Daily	Hrs	Minimum	Midpoint	Maximum	MPI
248	8	\$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) Supervisor, Electrical (248) Supervisor, HVAC (248) Supervisor, Plumbing (248) Transportation Operations Supervisor (230)	Shop Foreman (248) Supervisor, Energy Management (248) Supervisor, IPM (248) Supervisor, Safety/Compliance (248)	Supervisor, Athletic Fields (248) Supervisor, General Maintenance (248) Supervisor, Paint (248) Supervisor, Utility/Grounds (248)	

### 2024-2025 Bus Driver Placement Scale

Updated 6/24/2024

<u>Range</u> <u>Position</u>	<u>Local Experience</u>	<u>Hourly Rate</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	\$35.05

Raise: \$0.00

**2024-2025 Hays Consolidated Independent School District**  
**Lead Bus Driver Placement Scale (230 days)**

Updated 6/24/2024

<u>Range</u> <u>Position</u>	<u>Local Experience</u>	<u>Hourly Rate</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
Midpoint	20	\$28.25
	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	\$36.05

**Raise: \$0.00**

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

Updated 6/24/2024

Paraprofessional (Non-Exempt) Pay Grade EFP1					
Days	Hours	Minimum	Midpoint	Maximum	*Pay Increase
226	8	\$22,123.9	\$29,037.6	\$33,185.8	\$0.00
Hays Education Foundation Specialist (226)					

Business Professional (Exempt) Pay Grade EFB1				*Pay Increase
Daily	Minimum	Midpoint	Maximum	\$0.00
226	\$398.23	\$464.60	\$530.97	
	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, 2025**

Updated 7/24/2023

Category	Assignment	Level	Stipend
<b>Academics</b>			
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 10/28/2024

Category	Assignment	Level	Stipend
<b>Athletics</b>			
<b>MIDDLE SCHOOL</b>	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
<b>HIGH SCHOOL</b>	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
<b>Athletics</b>			
	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
<b>District</b>			
	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
<b>Fine Arts</b>			
<b>MIDDLE SCHOOL</b>	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
<b>HIGH SCHOOL</b>	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
<b>Job-Related</b>			
	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
<b>Job-Related</b>			
	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
<b>Special Areas</b>			
	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
<b>Special Populations</b>			
	**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
<b>Special Populations</b>			
	Special Ed Teacher	All	\$1,750
	***Special Ed Teacher Stipend Adjustment (classroom teachers only)	All	\$375
	Special Ed Assignment Specialized	All	\$2,500
	****Special Ed Assignment Specialized Stipend Adjustment (classroom teachers only)	All	\$1,250
	Special Olympics Head	All	\$6,000
	Special Olympics Asst	All	\$4,000
	Teacher (IMPACT)	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.**

**\*\*\* On October 28, 2024, the Board approved an increase of \$375 to the previous Special Ed Teacher stipend amount of \$1,750 for general SPED classroom teachers only to address the shortage, totaling \$2,125 for the 24-25 school year. The stipend increase will take effect in January 2025. The \$375 stipend adjustment will be paid in the January 24, 2025, paycheck. The intent of the Board is to move to a full-year stipend of \$2,500 for general SPED classroom teachers in 2025-2026.**

**\*\*\*\*On October 28, 2024, the Board approved an increase of \$1,250 to the previous Special ED Teacher stipend amount of \$2,500 for specialized SPED classroom teachers only to address the shortage, totaling \$3,750 for the 24-25 school year. The stipend increase will take effect in January 2025. The \$1,250 stipend adjustment will be paid in the January 24, 2025, paycheck. The intent of the Board is to move to a full-year stipend of \$5,000 for specialized SPED classroom teachers in 2025-2026.**

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

Updated 10/28/2024

SUBSTITUTES		
Assignment	Rate	Per
Guest Teacher	\$125	Day
Guest Teacher Special Education*	\$170	Day
Guest Teacher/Guest Teacher Special Education* - Monday/Friday		
Differential (subbing for Classroom Teachers - full day)	Additional \$15	Full Day (Monday/ Friday only)
Guest Teacher/Guest Teacher Special Education* - 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 Special Education - Long-term w/ no Certification*	\$175	Day
Guest Teacher - Long-term w/ Certification	\$155	Day
Guest Teacher Special Education - Long-term w/ Certification*	\$200	Day
Paraprofessional	\$115	Day
Paraprofessional Special Education*	\$125	Day
Paraprofessional - Long-term	\$120	Day
Paraprofessional Special Education - Long-term*	\$130	Day
Early Release Day (Teacher)	\$93.75	Day
Early Release Day - (Paraprofessional)	\$86.25	Day
Nurse - RN	\$250	Day
Nurse - Screener	\$115	Day
Sub Assistant Principal	\$300	Day
Sub Principal	\$400	Day
Sub Counselor	\$250	Day
Child Nutrition Substitute	\$16	Hour
ELC Childcare Provider Substitute	\$16	Hour

**\*To be eligible for the differentiated increased substitute rates for SPED classrooms, individuals must complete Special Education Substitute Training to be adequately prepared to serve students with special needs.**

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
Texas State Resident Host Teacher	**\$1,000.00	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.  
\*\*Payment of \$250 is paid after each grading period in which a teacher hosted a Texas State Resident.

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

<b>Special Assignment continued</b>	<b>Rate</b>	<b>Per</b>
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.

<b>EVENT WORKERS</b>		
<b>Special Assignment Pay</b>	<b>Rate</b>	<b>Per</b>
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 &amp; 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

<b>2024 SUMMER SCHOOL</b>	
<b>Summer School – High</b>	<b>Amount</b>
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
<b>Summer School - Elementary</b>	<b>Amount</b>
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
<b>Summer School – Bilingual</b>	<b>Amount</b>
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 10/28/2024

Incentive Pay		
Special Assignment Pay	Rate	Per
*Bilingual Teacher/Admin/Counselor Incentive	\$1,500	Year
**Special Education Classroom Teacher Recruitment/Retention 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

\*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.

\*\*The Special Education Classroom Teacher Incentive will pay current SPED classroom teachers a retention incentive of \$1,500 per year. This year, the one-time retention incentive will be paid on January 24, 2025. Future newly hired SPED classroom teachers will be paid a recruitment incentive of \$1,500 in their first paycheck. Next year, the SPED Classroom Teacher Incentive for retention will be paid in three \$500 increments in September 2025, December 2025, and June 2026. Newly hired teachers receiving \$1,500 as a recruitment incentive would not receive a retention incentive within the same school year.

\*\*\*Sub Shortage employee compensation will be paid at the hourly sub rate for the position. Only certified classroom teachers covering for a classroom without sub coverage are eligible for pay when covering during their conference period. This is on a voluntary basis only and the teacher can refuse to work during their conference period at any time when they need that time for planning for their own classes. Sub shortage compensation should only be utilized when there are no available guest teachers on campus or other staff available to cover during the class period. The amount shall not exceed the daily sub rate for the absent or vacant position.

\*\*\*\*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.

Salary Percentages by Compensation Plan Group

