

Hays Consolidated Independent School District
Teacher, Librarian, and Nurse Hiring
Schedule for the Fiscal Year
Ending June 30, 2023

*Teacher, Librarian, Nurse, ARD Facilitator, Athletic Trainer, Instructional Coach, Digital Learning Coach, ESSER Blended Learning Coach,
ESSER Intervention Teacher, JROTC Instructor, Color Guard Teacher, RDSPD Parent Advisor, SE Transition Specialist, Translator*

Updated 7/5/22

2023			2023		2023	
<u>2023</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>Years Exp (Step)</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	\$ 51,750	\$ 276.7380	\$ 53,250	\$ 284.7594	\$ 55,750	\$298.1283
1	\$ 54,528	\$ 291.5936	\$ 56,028	\$ 299.6150	\$ 58,528	\$312.9840
2	\$ 55,409	\$ 296.3048	\$ 56,909	\$ 304.3262	\$ 59,409	\$317.6952
3	\$ 56,507	\$ 302.1765	\$ 58,007	\$ 310.1979	\$ 60,507	\$323.5668
4	\$ 58,492	\$ 312.7914	\$ 59,992	\$ 320.8128	\$ 62,492	\$334.1818
5	\$ 58,592	\$ 313.3262	\$ 60,092	\$ 321.3476	\$ 62,592	\$334.7166
6	\$ 59,072	\$ 315.8930	\$ 60,572	\$ 323.9144	\$ 63,072	\$337.2834
7	\$ 59,472	\$ 318.0321	\$ 60,972	\$ 326.0535	\$ 63,472	\$339.4225
8	\$ 60,562	\$ 323.8610	\$ 62,062	\$ 331.8824	\$ 64,562	\$345.2513
9	\$ 61,542	\$ 329.1016	\$ 63,042	\$ 337.1230	\$ 65,542	\$350.4920
10	\$ 62,072	\$ 331.9358	\$ 63,572	\$ 339.9572	\$ 66,072	\$353.3262
11	\$ 62,602	\$ 334.7701	\$ 64,102	\$ 342.7914	\$ 66,602	\$356.1604
12	\$ 63,132	\$ 337.6043	\$ 64,632	\$ 345.6257	\$ 67,132	\$358.9947
13	\$ 63,662	\$ 340.4385	\$ 65,162	\$ 348.4599	\$ 67,662	\$361.8289
14	\$ 64,252	\$ 343.5936	\$ 65,752	\$ 351.6150	\$ 68,252	\$364.9840
15	\$ 64,792	\$ 346.4813	\$ 66,292	\$ 354.5027	\$ 68,792	\$367.8717
16	\$ 65,332	\$ 349.3690	\$ 66,832	\$ 357.3904	\$ 69,332	\$370.7594
17	\$ 65,872	\$ 352.2567	\$ 67,372	\$ 360.2781	\$ 69,872	\$373.6471
18	\$ 66,412	\$ 355.1444	\$ 67,912	\$ 363.1658	\$ 70,412	\$376.5348
19	\$ 67,002	\$ 358.2995	\$ 68,502	\$ 366.3209	\$ 71,002	\$379.6898
20	\$ 67,492	\$ 360.9198	\$ 68,992	\$ 368.9412	\$ 71,492	\$382.3102
21	\$ 67,982	\$ 363.5401	\$ 69,482	\$ 371.5615	\$ 71,982	\$384.9305
22	\$ 68,472	\$ 366.1604	\$ 69,972	\$ 374.1818	\$ 72,472	\$387.5508
23	\$ 68,962	\$ 368.7807	\$ 70,462	\$ 376.8021	\$ 72,962	\$390.1711
24	\$ 69,492	\$ 371.6150	\$ 70,992	\$ 379.6364	\$ 73,492	\$393.0053
25	\$ 69,972	\$ 374.1818	\$ 71,472	\$ 382.2032	\$ 73,972	\$395.5722
26	\$ 70,452	\$ 376.7487	\$ 71,952	\$ 384.7701	\$ 74,452	\$398.1390
27	\$ 70,932	\$ 379.3155	\$ 72,432	\$ 387.3369	\$ 74,932	\$400.7059
28	\$ 71,412	\$ 381.8824	\$ 72,912	\$ 389.9037	\$ 75,412	\$403.2727
29	\$ 71,917	\$ 384.5829	\$ 73,417	\$ 392.6043	\$ 75,917	\$405.9733
30	\$ 72,397	\$ 387.1497	\$ 73,897	\$ 395.1711	\$ 76,397	\$408.5401

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, 2023

Counselor, ESSER Counselor, ESSER Mental Health Professional, ESSER Social Worker

Updated 7/5/22

<u>2023</u> <u>Years Exp (Step)</u>	<u>Daily Rate</u> <u>187 Days Salary</u>	<u>192 Day</u> <u>Schedule</u>	<u>204 Day</u> <u>Schedule</u>	<u>210 Day</u> <u>Schedule</u>	<u>215 Day</u> <u>Schedule</u>
0	\$ 286.8824	\$ 55,081	\$ 58,524	\$ 60,245	\$ 61,680
1	\$ 302.2834	\$ 58,038	\$ 61,666	\$ 63,480	\$ 64,991
2	\$ 310.7112	\$ 59,657	\$ 63,385	\$ 65,249	\$ 66,803
3	\$ 320.0909	\$ 61,457	\$ 65,299	\$ 67,219	\$ 68,820
4	\$ 330.7059	\$ 63,496	\$ 67,464	\$ 69,448	\$ 71,102
5	\$ 331.2406	\$ 63,598	\$ 67,573	\$ 69,561	\$ 71,217
6	\$ 333.8075	\$ 64,091	\$ 68,097	\$ 70,100	\$ 71,769
7	\$ 335.9465	\$ 64,502	\$ 68,533	\$ 70,549	\$ 72,228
8	\$ 341.7754	\$ 65,621	\$ 69,722	\$ 71,773	\$ 73,482
9	\$ 347.0160	\$ 66,627	\$ 70,791	\$ 72,873	\$ 74,608
10	\$ 349.8503	\$ 67,171	\$ 71,369	\$ 73,469	\$ 75,218
11	\$ 352.6845	\$ 67,715	\$ 71,948	\$ 74,064	\$ 75,827
12	\$ 355.5187	\$ 68,260	\$ 72,526	\$ 74,659	\$ 76,437
13	\$ 358.3529	\$ 68,804	\$ 73,104	\$ 75,254	\$ 77,046
14	\$ 361.5080	\$ 69,410	\$ 73,748	\$ 75,917	\$ 77,724
15	\$ 364.3957	\$ 69,964	\$ 74,337	\$ 76,523	\$ 78,345
16	\$ 367.2834	\$ 70,518	\$ 74,926	\$ 77,130	\$ 78,966
17	\$ 370.1711	\$ 71,073	\$ 75,515	\$ 77,736	\$ 79,587
18	\$ 373.0588	\$ 71,627	\$ 76,104	\$ 78,342	\$ 80,208
19	\$ 376.2139	\$ 72,233	\$ 76,748	\$ 79,005	\$ 80,886
20	\$ 378.8342	\$ 72,736	\$ 77,282	\$ 79,555	\$ 81,449
21	\$ 381.4545	\$ 73,239	\$ 77,817	\$ 80,105	\$ 82,013
22	\$ 384.0749	\$ 73,742	\$ 78,351	\$ 80,656	\$ 82,576
23	\$ 386.6952	\$ 74,245	\$ 78,886	\$ 81,206	\$ 83,139
24	\$ 389.5294	\$ 74,790	\$ 79,464	\$ 81,801	\$ 83,749
25	\$ 392.0963	\$ 75,282	\$ 79,988	\$ 82,340	\$ 84,301
26	\$ 394.6631	\$ 75,775	\$ 80,511	\$ 82,879	\$ 84,853
27	\$ 397.2299	\$ 76,268	\$ 81,035	\$ 83,418	\$ 85,404
28	\$ 399.7968	\$ 76,761	\$ 81,559	\$ 83,957	\$ 85,956
29	\$ 402.4973	\$ 77,279	\$ 82,109	\$ 84,524	\$ 86,537
30	\$ 405.0642	\$ 77,772	\$ 82,633	\$ 85,063	\$ 87,089

NOTE: Add \$4,000 for a Doctorate

Hays Consolidated Independent School District
Academic / Professional Compensation Plan
for the Fiscal Year ending June 30, 2023

Updated 7/27/22

Pay Grade 1					7.00%
Daily	Minimum	Midpoint	Maximum		MPI
	\$263.58	\$318.58	\$373.57		\$22.30
187	49,289	59,574	69,858		4,170
204	53,770	64,990	76,208		4,549
ESSER SEL Specialist (204) SE Certified Interpreter** (187) SE COTA (187)					
** 2 years experience granted for each approved interpreter certification level held by candidate. Maximum additional years = 6; Levels: Basic, Advanced and Master					

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

Pay Grade 3					7.00%
Daily	Minimum	Midpoint	Maximum		MPI
	\$292.24	\$356.39	\$420.55		\$24.95
204	59,617	72,704	85,792		5,089
210	61,370	74,842	88,316		5,239
ESSER MTSS Specialist (204) ESSER Multilingual Specialist (210)					

Pay Grade 4					7.00%
Daily	Minimum	Midpoint	Maximum		MPI
	\$315.66	\$384.91	\$454.15		\$26.94
187	59,028	71,978	84,926		5,038
197	62,185	75,827	89,468		5,308
204	64,395	78,522	92,647		5,497
210	66,289	80,831	95,372		5,658
226	71,339	86,990	102,638		6,089
Asst. Principal, Elementary (204) Audiologist (187) Elementary Sheltered Instr/ESL Spec. (226) ESSER Math Specialist (210) District Assessment Coordinator (226) Literacy Specialist (226) SE Assistive Tech (187) ESSER Writing Specialist (210) SE Diagnostician (187) SE Low Incidence Specialist (197) SE Behavior Specialist (187) SE Licensed Specialist School Psychology (187) SE Speech Language Pathologist (187) SE Licensed Physical Therapist (187) SE Therapist - Occupational (187) SE Orientation & Mobility Specialist (187) SE Therapist - Music (187) Secondary Sheltered Instr/ESL Spec. (226)					

Pay Grade 5					7.00%
Daily	Minimum	Midpoint	Maximum		MPI
	\$340.88	\$415.71	\$490.53		\$29.10
210	71,585	87,299	103,011		6,111
215	73,289	89,378	105,464		6,256
226	77,039	93,950	110,860		6,577
Assistant Director, Talent Acquisition (226) Assistant Principal, Impact/Live Oak (210) Assistant Principal, Middle School (210) Coordinator, CTE (226) Coordinator, CTE Tech Support (226) Coordinator, CTE & CCMR (226) Coordinator, Early Intervention (226) Coordinator, ELAR Elementary (226) Coordinator, ELAR Secondary (226) Coordinator, GT (226) Coordinator, LPAC & TELPAS (226) Coordinator, Math Elementary (226) Coordinator, Math Secondary (226) Coordinator, PEP (226) Coordinator, Pysch Services (210) Coordinator, Secondary Science (226) Coordinator, Social Studies (PK-12) (226) Coordinator, STEM (226) Coordinator, SE Auditory Impairment (210) Coordinator, SE Behavior Services (210) Coordinator, SE Early Childhood (210) Coordinator, SE Instruction (210/215) Coordinator, SE Motor Team (210) Coordinator, SE Speech Services (210) Coord, SE Transition & Sec. Support (210) Coordinator, SE Software & Medicaid (210)					

Pay Grade 6					7.00%
Daily	Minimum	Midpoint	Maximum		MPI
	\$368.14	\$448.96	\$529.79		\$31.43
215	79,150	96,526	113,905		6,757
226	83,200	101,465	119,733		7,103
Academic Dean (226) Assistant Principal, Lead High School (226) Assistant Director, Fine Arts (226) Assistant Principal, High School (215) Director, Professional Development (226) Coordinator, Athletics (226) Director, Band (Head-High School) (226)					

Hays Consolidated Independent School District
Academic / Professional Compensation Plan
for the Fiscal Year ending June 30, 2023

Updated 7/27/22

Pay Grade 7				
Daily	Minimum	Midpoint	Maximum	7.00% MPI
	\$397.61	\$484.89	\$572.16	\$33.94
226	89,860	109,585	129,308	7,671
230	91,450	111,525	131,597	7,807
Assistant Director, Athletics (226) Director, Career Technical Education (226) Director, Advanced Academics (226) Director, Assessment/Accountability (226) Director, Federal Programs (226) Director, CCR & Counseling (226) Director, Digital Learning (226) Director, SPED (226) Director, Fine Arts (226) Director, Multilingual/LOTE (226) Director, Talent Acquisition (226) Director, Student Info Svcs (SIS) (230) Principal, Elementary School (226)				

Pay Grade 8				
Daily	Minimum	Midpoint	Maximum	7.00% MPI
	\$437.36	\$533.37	\$629.37	\$37.34
226	98,843	120,542	142,238	8,438
Director, Student Services (226) Director, Academic Support (226) Executive Officer of SPED (226) Principal, IMPACT Center (226) Executive Officer of C & I (226) Principal, Live Oak Academy (226) Principal, Middle School (226)				

Pay Grade 9				
Daily	Minimum	Midpoint	Maximum	7.00% MPI
	\$481.09	\$586.71	\$692.64	\$41.07
226	108,726	132,596	156,537	9,282
Director, Athletics (226) Principal, High School (226)				

Pay Grade 10				
Daily	Minimum	Midpoint	Maximum	7.00% MPI
	\$598.45	\$704.06	\$809.66	\$49.28
226	135,250	159,118	182,983	11,138
Deputy Academic Officer (226) Deputy Human Resource Officer (226)				

Pay Grade 11				
Daily	Minimum	Midpoint	Maximum	7.00% MPI
	\$714.62	\$840.72	\$966.82	\$58.85
226	161,504	190,003	218,501	13,300
Chief Communication Officer (226) Chief Financial Officer (226) Chief Human Resource Officer (226) Chief Operations Officer (226) Chief Technology Officer (226) Chief Safety and Security (226)				

Pay Grade 12				
Daily	Minimum	Midpoint	Maximum	7.00% MPI
	\$857.53	\$1,008.86	\$1,160.18	\$70.62
226	193,802	228,002	262,201	15,960
Deputy Superintendent / Chief Academic Officer (226)				

Hays Consolidated Independent School District
Business / Professional Compensation Plan
for the Fiscal Year ending June 30, 2023

Updated 3/27/2023

Pay Grade 1				7.00%
Daily	Minimum	Midpoint	Maximum	MPI
230	\$196.53	\$239.66	\$282.81	\$16.78
248	45,202	55,122	65,046	3,859
	48,739	59,436	70,137	4,160
SIS Assistant (230)		Technician I (248)		

Pay Grade 2				7.00%
Daily	Minimum	Midpoint	Maximum	MPI
	\$216.18	\$263.62	\$311.08	\$18.45
210	45,398	55,360	65,327	3,875
226	48,857	59,578	70,304	4,170
230	49,721	60,633	71,548	4,244
248	53,613	65,378	77,148	4,576
Attendance Intervention Specialist (210)		CN Registered Dietician (226)	Visual Media Specialist (226)	
Purchasing Buyer (230)		Technician II / Help Desk (230/248)		

Pay Grade 3				7.00%
Daily	Minimum	Midpoint	Maximum	MPI
226	\$248.61	\$303.17	\$357.76	\$21.22
230	56,186	68,516	80,854	4,796
248	57,180	69,729	82,285	4,881
	61,655	75,186	88,724	5,263
Coordinator, Fleet Services (248)		Assistant Tech Specialist (248)	Coordinator, Transportation (230)	
Coordinator, Performing Arts Center (226)		Coordinator, SE Tech Services (248)	MIS Assistant II (230)	
Coordinator, Visual Media (226)		Manager, Print Shop (230)	Transportation Tech Analyst (230)	
Mobile Device Specialist (248)		Safety & Security Coordinator (230)	Technician III (248)	
Software Support Specialist (248)				

Pay Grade 4				7.00%
Daily	Minimum	Midpoint	Maximum	MPI
230	\$273.48	\$333.51	\$393.54	\$23.35
248	62,900	76,707	90,514	5,370
	67,823	82,710	97,598	5,790
Accountant II (230)		Coordinator, Volunteer & Partnerships (230)	Coordinator, Digital Materials/Textbooks (230)	
Coordinator, HR (230)		Coordinator, Payroll (230)	Coordinator, SIS (230)	
Security System Administrator (248)		System Administrator (248)		

Pay Grade 5				7.00%
Daily	Minimum	Midpoint	Maximum	MPI
230	\$300.82	\$366.86	\$432.89	\$25.68
248	69,189	84,378	99,565	5,906
	74,603	90,981	107,357	6,369
Compensation Administrator (230)		Coordinator, Mobile Device Mgmt (248)	Coordinator, PI/Webmaster (230)	
Coordinator, Tech Workflow (230)		Cybersecurity Specialist (248)	Data Programmer (248)	
Senior Program Analyst (248)		Systems Administrator - VOIP (248)	Network Engineer (248)	
			Systems Engineer (248)	

Pay Grade 6				7.00%
Daily	Minimum	Midpoint	Maximum	MPI
226	\$330.90	\$403.53	\$476.21	\$28.25
248	74,783	91,198	107,623	6,384
	82,063	100,075	118,100	7,005
Asst Director, Transportation (226)		Cybersecurity Engineer (248)	Senior Network Engineer (248)	
Bond Project Manager II (248)		Director, Grounds/Utilities/IPM (248)		

Hays Consolidated Independent School District
Business / Professional Compensation Plan
for the Fiscal Year ending June 30, 2023

Pay Grade 7				
Daily	Minimum	Midpoint	Maximum	7.00% MPI
	\$367.30	\$447.94	\$528.54	\$31.36
226	83,010	101,234	119,450	7,086
230	84,479	103,026	121,564	7,212
248	91,090	111,089	131,078	7,776
<div> <div>Director of Accounting (226)</div> <div>Director, MIS (230)</div> <div>Director, Software Services (248)</div> </div> <div> <div>Director, Budget (226)</div> <div>Director, Purchasing (226)</div> <div>Director, Tech Admin Support (230)</div> </div> <div> <div>Director, Communications (226)</div> <div>Director, Desktop Support (248)</div> <div>Director, Tech Security (248)</div> </div>				

Pay Grade 8				
Daily	Minimum	Midpoint	Maximum	7.00% MPI
	\$429.74	\$524.08	\$618.42	\$36.69
226	97,121	118,442	139,763	8,291
248	106,576	129,972	153,368	9,098
<div> <div>Deputy Technology Officer (248)</div> <div>Director, Transportation (226)</div> </div> <div> <div>Director, Construction & Planning (248)</div> <div>Director, Mech., Electrical, Plumbing (248)</div> </div> <div> <div>Director, Custodial & Maintenance (248)</div> <div>Director, Student Health Services (226)</div> </div>				

Hays Consolidated Independent School District Paraprofessional Compensation Plan
for the Fiscal Year ending June 30, 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		Hrs.	Minimum	Midpoint	Maximum	7.00% MPI
Daily			\$14.52	\$17.72	\$20.91	\$1.24
187	8		\$21,722	\$26,509	\$31,281	\$1,856
192	8		\$22,303	\$27,218	\$32,118	\$1,905
197	8		\$22,884	\$27,927	\$32,954	\$1,955
204	8		\$23,697	\$28,919	\$34,125	\$2,024
230	8		\$26,717	\$32,605	\$38,474	\$2,282
<div> Attendance Clerk (ES/MS/HS) (197) Child Care Provider (ELC) (187) Clerk SE (187) Inst Aide I (187) Inst Aide - CTE (187) Inst Aide - PreK (187) ISS Monitor (MS/HS) (187) ESSER Clerk (204) PEP Caregiver (187) Receptionist (ES) (192) Receptionist M&O (230) SE Inst Aide III - Job Coach (187) SE Inst Aide III - Behavior (187) SE Inst Aide - FL-S (187) </div> <div> Campus Support (187) Clerk Counselor (204) Clerk Tech (230) Inst Aide II (187) Inst Aide - ESL (187) Inst Aide - Title I (187) ESSER Aide (187) Library Tech (192) Purchasing Assistant (230) Receptionist - Freshman Center (192) Receptionist (MS/HS) (197) SE ARD Facilitator Assistant (187) SE Inst Aide - ECSE (187) Tardy Monitor (187) </div> <div> Clerk MO (230) Inst Aide III (187) Inst Aide - PE (187) Inst Aide - Title III (187) ESSER Behavior Aide (187) LPAC Clerk/Parent Liaison Receptionist - Admin (230) SE Inst Aide III (187) SE Inst Aide - Found Learning (187) SE Inst Aide-Incl/Res (187) SE Inst Aide - STARS (187) SE Inst Aide - Specialized (187) SE Inst Aide III - Social Behavior (187) Station Clerk (197) </div>						

Pay Grade 5		Hrs.	Minimum	Midpoint	Maximum	7.00% MPI
Daily			\$15.97	\$19.48	\$22.99	\$1.36
187	8		\$23,891	\$29,142	\$34,393	\$2,040
197	8		\$25,169	\$30,700	\$36,232	\$2,149
204	8		\$26,063	\$31,791	\$37,520	\$2,225
210	8		\$26,830	\$32,726	\$38,623	\$2,291
230	8		\$29,385	\$35,843	\$42,302	\$2,509
<div> Child Care Site Director (197) PEIMS Clerk (ES) (204) Secretary, Attendance (197) SE Inst Aide IV - Brailist (187) </div> <div> HR Specialist I (230) PEIMS Clerk (MS/HS) (210) SE Inst Aide IV (187) SE Inst Aide IV - Elem (187) Education Foundation Specialist (197) </div> <div> Inst Aide IV (187) PEIMS Rotation Clerk (210) SE Inst Aide IV - Deaf Supp Spec (187) SE Inst Aide IV - IMPACT (187) </div>						

Pay Grade 6		Hrs.	Minimum	Midpoint	Maximum	7.00% MPI
Daily			\$17.57	\$21.43	\$25.29	\$1.50
197	8		\$27,690	\$33,774	\$39,857	\$2,364
204	8		\$28,674	\$34,974	\$41,273	\$2,448
210	8		\$29,518	\$36,002	\$42,487	\$2,520
230	8		\$32,329	\$39,431	\$46,534	\$2,760
<div> Food Service Office Assistant (230) Registrar (HS) (230) Secretary, PAC (230) Shop Clerk (230) </div> <div> PEIMS Clerk/Receptionist (LOA) (210) Secretary, Assistant Principal (197) Secretary, SPED (230) Transportation Clerk (230) </div> <div> Print Shop Production Operator (204) Secretary, Counselor (210) SPED Transition Facilitator (204) </div>						

Pay Grade 7		Hrs.	Minimum	Midpoint	Maximum	7.00% MPI
Daily			\$20.20	\$24.65	\$29.08	\$1.73
187	8		\$30,219	\$36,876	\$43,504	\$2,581
230	8		\$37,168	\$45,356	\$53,507	\$3,175
<div> Bookkeeper (230) Finance Specialist (230) Print Shop Operator (230) Secretary, Director (230) </div> <div> Business Specialist (230) IMPACT Electives Liaison (187) Secretary, Athletics (230) Secretary, PIO (230) </div> <div> Finance Assistant (230) Learning Materials Suppt Spec (230) Secretary, Band (230) Secretary, Principal (230) </div>						

Hays Consolidated Independent School District Paraprofessional Compensation Plan
for the Fiscal Year ending June 30, 2023

Pay Grade 8					7.00%
Daily	Hrs.	Minimum	Midpoint	Maximum	MPI
		\$23.65	\$28.84	\$34.02	\$2.02
187	8	\$35,380	\$43,145	\$50,894	\$3,020
192	8	\$36,326	\$44,298	\$52,255	\$3,101
230	8	\$43,516	\$53,066	\$62,597	\$3,715
<div>Accounting Specialist (230)</div> <div>Nurse LVN (192)</div> <div>Finance Specialist II (230)</div> <div>Payroll Assistant (230)</div> <div>Secretary II, Director (230)</div> <div>HR Specialist II (230)</div> <div>Screening & Student Health Lead (187)</div>					

Pay Grade 9					7.00%
Daily	Hrs.	Minimum	Midpoint	Maximum	MPI
		\$28.45	\$35.14	\$41.83	\$2.46
230	8	\$52,348	\$64,658	\$76,967	\$4,526
<div>Business Specialist III (230)</div> <div>Payroll Lead (230)</div> <div>Finance Specialist III (230)</div> <div>Operations Specialist III (230)</div> <div>Secretary, Superintendent (230)</div> <div>HR Specialist III (230)</div> <div>Secretary, Chief Officer (230)</div>					

Pay Grade 10					7.00%
Daily Hrs.		Minimum	Midpoint	Maximum	MPI
		\$31.83	\$39.79	\$47.74	\$2.79
230	8	\$58,567	\$73,214	\$87,842	\$4,526
Executive Assistant to the Superintendent (230)					

Hays Consolidated Independent School District
Auxiliary Compensation Plan
for the Fiscal Year ending June 30, 2023

Updated 7/5/22

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

Pay Grade 3					7.00%
Daily	Hrs.	Minimum	Midpoint	Maximum	MPI
		\$14.52	\$17.72	\$20.91	\$1.24
175	8	\$18,200	\$24,808	\$29,274	\$1,737
180	6	\$15,682	\$19,138	\$22,583	\$1,340
187	8	\$21,722	\$26,509	\$31,281	\$1,856
248	8	\$28,808	\$35,156	\$41,485	\$2,461
		Bus Monitor (180) Custodian (248) Parts Runner (248)	CN Maintenance (175) Lunchroom Monitor (175) Production Specialist (Cook) (175) Textbk Spec/Food Svc Asst (248)	Crossing Guard (175) Monitor II (Lunchroom/CG) (175) Security Monitor Campus (187)	

Pay Grade 4					7.00%
Daily	Hrs.	Minimum	Midpoint	Maximum	MPI
		\$14.91	\$18.17	\$21.46	\$1.27
175	8	\$20,874	\$25,438	\$30,044	\$1,781
230	8	\$27,434	\$33,433	\$39,486	\$2,340
248	8	\$29,581	\$36,049	\$42,577	\$2,523
		CN Manager in Training (175) Custodian, Lead (248)	CN Warehouse Specialist (175) Production Spec/Cashier (Cook) (175) Warehouse Specialist (248)	Courier (230) Security Monitor District (248)	

Pay Grade 5					7.00%
Daily	Hrs.	Minimum	Midpoint	Maximum	MPI
		\$16.40	\$20.01	\$23.61	\$1.40
175	8	\$22,960	\$28,014	\$33,054	\$1,961
230	8	\$30,176	\$36,818	\$43,442	\$2,577
248	8	\$32,538	\$39,700	\$46,842	\$2,779
		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)	

Pay Grade 6					7.00%
Daily	Hrs.	Minimum	Midpoint	Maximum	MPI
		\$18.04	\$22.01	\$25.97	\$1.54
175	8	\$25,256	\$30,814	\$36,358	\$2,157
230	8	\$33,194	\$40,498	\$47,785	\$2,835
248	8	\$35,791	\$43,668	\$51,524	\$3,057
		Camera Technician (230) Hazard Technician (230)	Child Nutrition Manager HS (175) Painter (248)	Child Nutrition Support Manager (175) Shop Support (248)	

Pay Grade 7					7.00%
Daily	Hrs.	Minimum	Midpoint	Maximum	MPI
		\$19.85	\$24.21	\$28.57	\$1.69
230	8	\$36,524	\$44,546	\$52,569	\$3,118
248	8	\$39,382	\$48,033	\$56,683	\$3,362
		Athletic Grounds (248) Dispatcher (230) Tech Assist PAC (248)	Carpenter (248) Upholstery Technician (248)	DDC Assistant (248) Sign Technician (248) Wash Technician (248)	

Pay Grade 8					7.00%
Daily	Hrs.	Minimum	Midpoint	Maximum	MPI
		\$22.64	\$26.62	\$30.63	\$1.86
230	8	\$41,658	\$48,981	\$56,359	\$3,429
248	8	\$44,918	\$52,814	\$60,770	\$3,697
		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, 2023

Pay Grade 9					7.00%
Daily	Hrs.	Minimum	Midpoint	Maximum	MPI
248	8	\$24.90	\$29.30	\$33.69	\$2.05
		\$49,402	\$58,131	\$66,841	\$4,069
Assistant Supervisor, Grounds (248)					
DDC Controls Technician (248)					
Equipment Mechanic (248)					
Irrigation Technician (248)					
Project Manager (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 10					7.00%
Daily	Hrs.	Minimum	Midpoint	Maximum	MPI
248	8	\$28.63	\$33.69	\$38.74	\$2.36
		\$56,802	\$66,841	\$76,860	\$4,679
Custodial/Warehouse Manager (248)					
Supervisor, Electrical (248)					
Supervisor, HVAC (248)					
Supervisor, Plumbing (248)					
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)					

Hays Consolidated Independent School District
Bus Driver Placement Scale
for the Fiscal Year Ending June 30, 2023

<u>Range</u> <u>Position</u>	<u>2023</u> <u>Local Experience</u>	<u>2023</u> <u>Paygrades</u>
Minimum	0	\$ 20.00
	1	\$ 20.25
	2	\$ 20.62
	3	\$ 21.16
	4	\$ 21.99
	5	\$ 22.29
	6	\$ 22.56
	7	\$ 22.82
	8	\$ 23.10
	9	\$ 23.38
	10	\$ 23.67
	11	\$ 23.96
	12	\$ 24.25
	13	\$ 24.55
	14	\$ 24.86
	15	\$ 25.17
	16	\$ 25.48
	17	\$ 25.80
	18	\$ 26.13
	19	\$ 26.46
	20	\$ 26.80
Midpoint	21	\$ 27.14
	22	\$ 27.49
	23	\$ 27.84
	24	\$ 28.20
	25	\$ 28.57
	26	\$ 28.94
	27	\$ 29.32
	28	\$ 29.70
	29	\$ 30.09
	30	\$ 30.49
	31	\$ 30.90
	32	\$ 31.31
	33	\$ 31.73
	34	\$ 32.15
	35	\$ 32.58
	36	\$ 33.03
	37	\$ 33.47
	38	\$ 33.93
	39	\$ 34.40
	40	\$ 34.87
Minimum	Midpoint	Maximum
\$ 20.00	\$27.34	\$38.59
Raise	\$ 1.91	

Hays Consolidated Independent School District
Lead Bus Driver Placement Scale-230 day for the Fiscal Year Ending
June 30, 2023

<u>Range</u> <u>Position</u>	<u>2023</u> <u>Local Experience</u>	<u>2023</u> <u>Paygrades</u>
Minimum	0	\$ 21.00
	1	\$ 21.25
	2	\$ 21.62
	3	\$ 22.16
	4	\$ 22.99
	5	\$ 23.29
	6	\$ 23.56
	7	\$ 23.82
	8	\$ 24.10
	9	\$ 24.38
	10	\$ 24.67
	11	\$ 24.96
	12	\$ 25.25
	13	\$ 25.55
	14	\$ 25.86
	15	\$ 26.17
	16	\$ 26.48
	17	\$ 26.80
	18	\$ 27.13
	19	\$ 27.46
	20	\$ 27.80
Midpoint	21	\$ 28.14
	22	\$ 28.49
	23	\$ 28.84
	24	\$ 29.20
	25	\$ 29.57
	26	\$ 29.94
	27	\$ 30.32
	28	\$ 30.70
	29	\$ 31.09
	30	\$ 31.49
	31	\$ 31.90
	32	\$ 32.31
	33	\$ 32.73
	34	\$ 33.15
	35	\$ 33.58
	36	\$ 34.03
	37	\$ 34.47
	38	\$ 34.93
	39	\$ 35.40
	40	\$ 35.87
Minimum	Midpoint	Maximum
\$ 21.00	\$28.34	\$39.59
Raise	\$ 1.91	

Hays Consolidated Independent School District Stipend Pay Schedule
for the Fiscal Year ending June 30, 2023

Updated 7/5/22

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.

Hays Consolidated Independent School District Stipend Pay Schedule
for the Fiscal Year ending June 30, 2023

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

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
	Reading Academy Facilitator	All	\$3,000
	Reading Academy Teacher	All	\$300
	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
	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

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
	TX Assoc Future Educators HS	HS	\$600
	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

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	All	\$4,000
	Teacher (IMPACT)	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, 2023

Updated 7/5/22

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	\$14.52	Hour
Child Nutrition Substitute	\$14.52	Hour
ELC Childcare Provider Substitute	\$14.52	Hour
NSHE Tutors - Certified	\$20	Hour
NSHE Tutors - Degreed/Non-certified	\$17.50	Hour
NSHE Tutors - Non-degreed	\$15	Hour
Daily Intervention Tutoring Rate - Certified	\$160	Full Day
Daily Intervention Tutoring Rate - Degreed	\$140	Full Day
Daily Intervention Tutoring Rate – Non-Degreed	\$120	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.)

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	\$15	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, 2023

Updated 2/13/23

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
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
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, 2023

Updated 7/5/22

Incentive Pay		
Special Assignment Pay	Rate	Per
*22/23 Bilingual Teacher/Admin/Counselor Incentive	\$1,500	Year
**22/23 FOCUS Campus Recruiting/Retention Incentive	\$1,500	Year
***22/23 ESSER Simon MS Math Recruiting/Retention Incentive	\$5,000	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)	\$480	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.

**CRES, UES, HES - All Teachers

SMS - Core Content Area Teachers (Rdg., Math, Soc. Studies, Science) LHS - EOC, Social Studies, and Dual-Certified Special Education Teachers The \$1500 incentive is paid in three \$500 increments.

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

***The 22/23 ESSER Simon MS Math Recruiting and Retention Incentive will be paid to all Math Teachers at Simon MS for the 22/23 school year.

****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 22/23 school year. The incentive will pay \$5.00 per half day worked. The incentive will be paid as a lump sum on 7/15/2023.

Hays Consolidated Independent School District
2022-2023 Education Foundation Compensation Plan

Updated 3/27/2023

Non-Exempt Pay Grade EF1		Minimum	Midpoint	Maximum
Days	Hours	\$22,1239	\$29,0376	\$33,1858
226	8	40,000	52,500	60,000
Education Foundation Specialist (226)				

Exempt Pay Grade EF1		Minimum	Midpoint	Maximum
Daily		\$398.23	\$464.60	\$530.97
226		90,000	105,000	120,000
Education Foundation Executive Director (226)				

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