

Compensation Plan Change Key

Title Change
Reclassification/Change
New Position
Change in Workdays
Correction

**Hays Consolidated Independent School District
Academic / Professional Compensation Plan
for the Fiscal Year ending June 30, 2027**

Note: Cost-of-living increases are for returning employees only.

Updated 6/29/2026

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	
	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
192	56,671	69,110	81,554	
204	60,213	73,430	86,651	
210	61,984	75,590	89,200	
	MTSS Specialist (204)	Multilingual Translator (210)	Library Media Specialist (192)	

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	
197	62,808	76,586	90,362	
204	65,039	79,307	93,573	
210	66,952	81,640	96,325	
226	72,053	87,860	103,664	
	Asst. Principal, Elementary (204) SE Assistive Tech (187) SE Low Incidence Specialist (197) SE Speech Language Pathologist (187) SE Orientation & Mobility Specialist (187) Audiologist (187)	District Assessment Coordinator (226) SE Behavior Specialist (187) SE Licensed Physical Therapist (187) SE Therapist - Music (187) Elementary Sheltered Instr/ESL Spec. (226)	SE Diagnostician (187) School Psychologist (187) SE Therapist - Occupational (187) SLAR/Multilingual Specialist (226) New Teacher Specialist (210/226) Professional Development Specialist (210/226)	

Pay Grade 4				0.00%
Daily	Minimum	Midpoint	Maximum	MPI
	\$344.29	\$419.87	\$495.44	\$0.00
197	67,825	82,714	97,602	
210	72,301	88,173	104,042	
215	74,022	90,272	106,520	
226	77,810	94,891	111,969	
	Coordinator, CTE (226) Coordinator, Math Secondary (226) Coordinator, Secondary Science (226) Coordinator, SE Auditory Impairment (210) Coordinator, SE Instruction (210/215) Coord, SE Transition & Sec. Support (210) Academic Facilitator (197/210) Coordinator, Advanced Academics (226) Coordinator, Academic Intervention (226) Coordinator, Academic Support (226)	Assistant Principal, Impact/Live Oak (210) Coordinator, CTE Tech Support (226) Coordinator, ELAR Elementary (226) Coordinator, Social Studies (PK-12) (226) Coordinator, SE Behavior Services (210) Coordinator, SE Motor Team (210) Coordinator, SE Software & Medicaid (210) Coordinator, SE (210)	Assistant Principal, Middle School (210) Coordinator, CTE & CCMR (226) Coordinator, ELAR Secondary (226) Coordinator, Math Elementary (226) Coordinator, Pysch Services (210) Coordinator, STEM (226) Coordinator, SE Early Childhood (210) Coordinator, Emergent Bilingual Compliance (226) Coordinator, Math K-12 (226)	

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	
226	84,031	102,480	120,930	
	Academic Dean (226) Assistant Principal, High School (215)	Assistant Principal, Lead High School (226) Director, Band (Head-High School) (226)	Coordinator, Athletics (226)	

Hays Consolidated Independent School District
Business / Professional Compensation Plan
for the Fiscal Year ending June 30, 2027

Note: Cost-of-living increases are for returning employees only.

Updated 6/29/2026

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

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

Pay Grade 3					0.00%
	Minimum	Midpoint	Maximum	MPI	
Daily	\$251.10	\$306.20	\$361.34	\$0.00	
226	56,749	69,201	81,663		
230	57,753	70,426	83,108		
248	62,273	75,938	89,612		
	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) Supervisor, Accounts Payable (230) Coordinator, Custodial (248) Business Analyst, MIS (226/230) Bond Warranty Technician (248)	Transportation Tech Analyst (230) Technician III (248) Software Support Specialist (248) Coordinator, Grounds (248) Nutritionist (226) Coordinator, Child Nutrition (230)		

Pay Grade 4					0.00%
	Minimum	Midpoint	Maximum	MPI	
Daily	\$276.21	\$336.85	\$397.48	\$0.00	
197	54,413	66,359	78,304		
226	62,423	76,128	89,830		
230	63,528	77,476	91,420		
248	68,500	83,539	98,575		
	Accountant (226/230) Coordinator, HR (230) Security System Administrator (248) Bond Project Manager III (248) Bond Accountant (248)	Coordinator, Volunteer & Partnerships (230) Coordinator, Payroll (230) System Administrator (248) Coordinator, Purchasing (230) Coordinator, Technology Services (248)	Coordinator, Digital Materials/Textbooks (248) Coordinator, SIS (230) Data Programmer Analyst I (248) Coordinator, Security & Communications Office (226) Coordinator, Child Care (ELC) (197)		

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

**Hays Consolidated Independent School District
Paraprofessional Compensation Plan
for the Fiscal Year ending June 30, 2027**

Note: Cost-of-living increases are for returning employees only.

Updated 6/29/2026

Pay Grade 1					0.00%
Daily	Hrs	Minimum	Midpoint	Maximum	MPI
		\$16.00	\$19.00	\$22.42	\$0.00
175	8	22,400	26,600	31,388	
187	8	23,936	28,424	33,540	
192	8	24,576	29,184	34,437	
197	8	25,216	29,944	35,334	
204	8	26,112	31,008	36,589	
230	8	29,440	34,960	41,253	
		Attendance Clerk (ES/MS/HS) (175) Child Care Provider (ELC) (187) Clerk SE (187) Receptionist (ES) (192) Receptionist - Freshman Center (192)	Campus Support (187) Clerk Counselor (204) Clerk Tech (230) Purchasing Assistant (230) Receptionist (MS/HS) (197)	Clerk MO (230) Station Clerk (197) Safety and Security Clerk (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	
204	8	26,585	32,428	38,270	
210	8	27,367	33,382	39,396	
230	8	29,974	36,561	43,148	
		Child Care Site Director (197) Secretary, Attendance (197)	PEIMS Clerk (HS) (210) PEIMS Rotation Clerk (210)	SIS Clerk ES/MS (204/230)	

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	
204	8	29,245	35,676	42,106	
210	8	30,106	36,725	43,344	
226	8	32,399	39,523	46,646	
230	8	32,973	40,222	47,472	
		Food Service Office Assistant (230) Registrar (HS) (230) Secretary, PAC (230) Transportation Clerk (226/230)	PEIMS Clerk/Receptionist (LOA) (230) Secretary, Assistant Principal (MS/HS) (197) Secretary, SPED (230) M&O Clerk/Receptionist (230)	Print Shop Production Operator (204) Secretary, Counselor (210) Shop Clerk (230) Pre-K Clerk (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	
192	8	27,648	33,731	39,813	
		Inst Aide I (187) Inst Aide - CTE (187) Inst Aide - PreK (187) Library Tech (192) ISS Monitor (MS/HS) (187)	Inst Aide II (187) Inst Aide - ESL (187) Inst Aide - Title I (187) LPAC Clerk/Parent Liaison (187) Inst Aide III (187)	Inst Aide - PE (187) Inst Aide - Title III (187) Inst Aide IV (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	
197	8	31,520	38,439	45,357	
		SE Inst Aide III - Job Coach (187) SE Inst Aide III - Behavior (187) SE Inst Aide - FL-S (187) SE Inst Aide IV - IMPACT (187) SE Inst Aide IV - Brailist (187) SE Inst Aide IV (187)	SE Inst Aide - ECSE (187) SE Inst Aide III (187) SE Inst Aide - Found Learning (187) SE Inst Aide-Incl/Res (187) SE Inst Aide IV - Elem (187) SPED Transition Facilitator (197)	SE Inst Aide - STARS (187) SE Inst Aide - Specialized (187) SE Inst Aide III - Social Behavior (187) SE Inst Aide IV - Deaf Supp Spec (187)	

**Hays Consolidated Independent School District
Paraprofessional Compensation Plan
for the Fiscal Year ending June 30, 2027**

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	
197	8	32,466	39,621	46,744	
230	8	37,904	46,258	54,574	
		Bookkeeper (230)	IMPACT Electives Liaison (187)	Secretary, Fine Arts (230)	
		Finance Specialist (230)	Secretary, Athletics (230)	HR Assistant, Child Nutrition (230)	
		Secretary, Director (230)	Executive Customer Service Specialist (230)	Child Care Site Specialist (ELC) (197)	
		Secretary, Principal (230)	Finance Assistant (230)		
		Business Specialist (230)	Learning Materials Suppt Spec (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	
192	8	37,048	45,189	53,299	
226	8	43,609	53,191	62,738	
230	8	44,381	54,133	63,848	
		Accounting Specialist (230)	Finance Specialist II (226/230)	Screening & Student Health Lead (187)	
		Nurse LVN (192)	Payroll Assistant (230)		
		Print Shop Lead Operator (230)	Secretary II, Director (230)		

Pay Grade 8					0.00%
Daily	Hrs	Minimum	Midpoint	Maximum	MPI
		\$29.02	\$35.84	\$42.67	\$0.00
187	8	43,414	53,617	63,834	
230	8	53,397	65,946	78,513	
		Business Specialist III (230)	Finance Specialist III (230)	Secretary, Chief Officer (230)	
		Payroll Lead (230)	Operations Specialist III (230)	Secretary, Superintendent (230)	
		Security & Communications Office Manager (230)	HR Specialist (230)	COTA (187)	

Pay Grade 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	
		Executive Assistant to the Superintendent (230)			

Hays Consolidated Independent School District
Auxiliary Compensation Plan
for the Fiscal Year ending June 30, 2027

Note: Cost-of-living increases are for returning employees only.

Updated 6/29/2026

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	
175	8	\$22,400	\$26,600	\$31,388	
180	8	\$23,040	\$27,360	\$32,285	
187	8	\$23,936	\$28,424	\$33,540	
248	8	\$31,744	\$37,696	\$44,481	
260	8	\$33,280	\$39,520	\$46,634	
		*CN Manager in Training (175) *Custodian, Lead (248) *CN Warehouse Specialist (175) *Production Spec/Cashier (Cook) (175) Production Specialist (Cook)(175) <i>*\$0.50 Differential</i>	*Warehouse Specialist (248) Bus Monitor (180) Custodian (248) Parts Runner (248) CN Maintenance (175)	Crossing Guard (170) Lunchroom Monitor (170) Monitor II (Lunchroom/CG) (170) *Security Monitor District (260) Campus Monitor (187)	

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	
230	8	\$30,783	\$37,554	\$44,307	
248	8	\$33,192	\$40,493	\$47,775	
		Assistant Cafeteria Manager, HS (175) Custodian, Head (248) HVAC Coil Cleaning Technician (248) Child Nutrition Catering Manager (230)	Custodial Trainer (248) HVAC Tech I (248) Warehouse Assistant (248) Child Nutrition Manager (175)	General Maintenance Worker (248) Key and Lock Technician (248) Courier (230)	

Pay Grade 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	
248	8	\$36,506	\$44,541	\$52,556	
		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
226	8	\$36,612	\$44,640	\$52,685	
230	8	\$37,260	\$45,430	\$53,618	
248	8	\$40,176	\$48,985	\$57,814	
		Athletic Groundskeeper (248) Dispatcher (226/230) Technical Assistants for Performing Venues (248) Carpenter (248) Groundskeeper (248)	Upholstery Technician (248) DDC Assistant (248) Sign Technician (248) Wash Technician (248) Camera Technician (230)	Hazard Technician (230) Shop Support (248) Fueler Tech (248)	

Pay Grade 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	
		HVAC Technician II (248)	Locksmith (248)		

2026-2027 Hays Consolidated Independent School
District Bus Driver Placement Scale

Non-CDL drivers will be compensated at a rate that is \$2.00 per hour less than the corresponding CDL driver pay rate for each year of verified experience.

Updated 6/29/2026

<u>Range</u>	<u>Local Experience</u>	<u>Hourly Rate</u>
Minimum	0	\$20.40
	1	\$20.40
	2	\$20.82
	3	\$21.18
	4	\$21.54
	5	\$21.79
	6	\$22.16
	7	\$22.70
	8	\$23.53
	9	\$23.83
	10	\$24.10
	11	\$24.36
	12	\$24.64
	13	\$24.92
	14	\$25.21
	15	\$25.50
	16	\$25.79
	17	\$26.09
	18	\$26.40
	19	\$26.71
	20	\$27.02
	Midpoint	21
22		\$27.67
23		\$28.00
24		\$28.34
25		\$28.68
26		\$29.03
27		\$29.38
28		\$29.74
29		\$30.11
30		\$30.48
31		\$30.86
32		\$31.24
33		\$31.63
34		\$32.03
35		\$32.44
36		\$32.85
37		\$33.27
38		\$33.69
39		\$34.12
40		\$34.57

Raise: \$0.00

Hays Consolidated Independent School District Stipend Pay Schedule
for the Fiscal Year ending June 30, 2027

Updated 6/29/2026

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

Hays Consolidated Independent School District Stipend Pay Schedule
for the Fiscal Year ending June 30, 2027

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			
	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	All	\$1,000
	Reading Academy Facilitator	All	\$3,000
	Reading Academy Instructor	All	\$2,000
	Spelling Bee Sponsor	All	\$700
Fine Arts			
MIDDLE SCHOOL			
	Band Director MS	MS	\$7,500
	Band Asst Director MS	MS	\$5,500
	Choir Director MS	MS	\$3,000
	Choir Asst Director MS	MS	\$2,000
	Dance MS	MS	\$2,500
	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
	Drill Team (dance) Head HS	HS	\$6,500
	Drill Team (dance) Asst HS	HS	\$4,500
	Mariachi HS	HS	\$7,000
	Mariachi Asst HS	HS	\$5,500
	Orchestra HS	HS	\$6,000
	Theatre Director HS	HS	\$4,000
	Theatre Asst HS	HS	\$2,500
	Color & Winter Guard	HS	\$5,000
Job-Related			
	Asbestos Abatement License	All	\$2,000
	Asbestos Designated Person	All	\$2,000
	Customer Service Inspector	All	\$1,500
	Ground Water Operator	All	\$2,000
	IAQ Mold Inspection	All	\$2,000
	Indoor Air Quality	All	\$2,000
	Irrigation Technician	All	\$2,000
	Journeyman Electrician/Fire Tech	All	\$2,000
	Journeyman Plumber	All	\$2,000

Hays Consolidated Independent School District Stipend Pay Schedule
for the Fiscal Year ending June 30, 2027

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
	Yearbook HS	HS	\$1,800
	Yearbook MS	MS	\$500
Special Populations			
	**Bilingual	All	\$7,100
	Bilingual Deaf (English / American)	All	\$7,100
	Dual Language ESL	All	\$2,500
	ESL Secondary	All	\$1,500
	GT Liaison	All	\$1,200
	National Board Certified Teacher	All	\$2,000
	Out-of-Country Mentor Teacher	All	\$500
	Out-of-Country Support Teacher	All	\$3,000
	Special Ed BCBA	All	\$3,000
	Special Ed LSSP (Licensed)	All	\$1,000
	Special Ed SLP (Licensed)	All	\$1,000

Hays Consolidated Independent School District
Substitute and Extra Duty Pay
for the Fiscal Year ending June 30, 2027

Updated 6/29/2026

SUBSTITUTES		
Assignment	Rate	Per
Guest Teacher/Special Education Inclusion Resource Teacher	\$125	Day
Guest Teacher Special Education*	\$170	Day
Guest Teacher/Guest Teacher Special Education* - Monday/Friday Differential (subbing for Classroom Teachers - full day)		
Guest Teacher Special Education* - Monday/Friday Differential (subbing for SPED 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)		
Guest Teacher Special Education* - Monday/Friday Differential (subbing for SPED 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/Classroom Aide	\$115	Day
Paraprofessional Special Education/Classroom Aide Special Education*	\$125	Day
Paraprofessional/Classroom Aide - Long-term	\$120	Day
Paraprofessional Special Education/Classroom Aide Special Education - Long-term*	\$130	Day
Early Release Day (Teacher)	\$93.75	Day
Early Release Day (Special Education Teacher)	\$127.50	Day
Early Release Day - (Paraprofessional/Classroom Aide)	\$86.25	Day
Early Release Day - (Special Education Paraprofessional/Classroom Aide)	\$93.75	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	Temporarily Suspended	-
University Resident Host Teacher (this applies to teachers who host a paid resident teacher)	*\$2,000	Per Year
*Payment of \$500 is paid after each grading period in which a teacher hosted a University Resident.		