



2025-2026

HAYS CISD COMPENSATION PLAN

Hays Consolidated Independent School District
2025-2026 Teacher Hiring Schedule

Teacher, Intervention Teacher, JROTC Instructor, Color Guard Teacher

Updated 8/25/2025

<u>2024/2025</u> <u>Years of</u> <u>Experience</u>	<u>2024/2025</u> <u>Daily Rate</u>	<u>2024/2025</u> <u>Annual Salary</u> <u>(187 days)</u>	+	<u>Teacher</u> <u>Retention</u> <u>Allotment</u>	=	<u>2025/2026</u> <u>Years of</u> <u>Experience</u>	<u>2025/2026</u> <u>Daily Rate</u>	<u>2025/2026</u> <u>Annual Salary</u> <u>(187 days)</u>
0	\$284.8396	\$53,265	+	0.00	=	1	\$284.8396	\$53,265
1	\$293.4064	\$54,867	+	0.00	=	2	\$293.4064	\$54,867
2	\$302.8503	\$56,633	+	2,500.00	=	3	\$316.2193	\$59,133
3	\$307.9305	\$57,583	+	2,500.00	=	4	\$321.2995	\$60,083
4	\$314.7807	\$58,864	+	5,000.00	=	5	\$341.5187	\$63,864
5	\$324.0481	\$60,597	+	5,000.00	=	6	\$350.7861	\$65,597
6	\$326.9893	\$61,147	+	5,000.00	=	7	\$353.7273	\$66,147
7	\$329.6631	\$61,647	+	5,000.00	=	8	\$356.4011	\$66,647
8	\$332.3369	\$62,147	+	5,000.00	=	9	\$359.0749	\$67,147
9	\$335.0107	\$62,647	+	5,000.00	=	10	\$361.7487	\$67,647
10	\$341.0000	\$63,767	+	5,000.00	=	11	\$367.7380	\$68,767
11	\$343.2995	\$64,197	+	5,000.00	=	12	\$370.0375	\$69,197
12	\$346.1337	\$64,727	+	5,000.00	=	13	\$372.8717	\$69,727
13	\$348.9679	\$65,257	+	5,000.00	=	14	\$375.7059	\$70,257
14	\$351.8021	\$65,787	+	5,000.00	=	15	\$378.5401	\$70,787
15	\$354.6364	\$66,317	+	5,000.00	=	16	\$381.3744	\$71,317
16	\$357.7914	\$66,907	+	5,000.00	=	17	\$384.5294	\$71,907
17	\$360.6791	\$67,447	+	5,000.00	=	18	\$387.4171	\$72,447
18	\$363.5668	\$67,987	+	5,000.00	=	19	\$390.3048	\$72,987
19	\$366.4545	\$68,527	+	5,000.00	=	20	\$393.1925	\$73,527
20	\$369.3422	\$69,067	+	5,000.00	=	21	\$396.0802	\$74,067
21	\$372.4973	\$69,657	+	5,000.00	=	22	\$399.2353	\$74,657
22	\$375.1176	\$70,147	+	5,000.00	=	23	\$401.8556	\$75,147
23	\$377.7380	\$70,637	+	5,000.00	=	24	\$404.4760	\$75,637
24	\$380.3583	\$71,127	+	5,000.00	=	25	\$407.0963	\$76,127
25	\$382.9786	\$71,617	+	5,000.00	=	26	\$409.7166	\$76,617
26	\$385.8128	\$72,147	+	5,000.00	=	27	\$412.5508	\$77,147
27	\$388.3797	\$72,627	+	5,000.00	=	28	\$415.1177	\$77,627
28	\$390.9465	\$73,107	+	5,000.00	=	29	\$417.6845	\$78,107
29	\$393.5134	\$73,587	+	5,000.00	=	30+	\$420.2514	\$78,587
30 +	\$396.0802	\$74,067						

Stipends

\$2,000 Master's Degree

\$4,500 Doctorate Degree

- The stipends listed above apply to this 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
2025-2026 Education Professional Hiring Schedule

*Libraria Media Specialist, Nurse, ARD Facilitator, Athletic Trainer,
Instructional Coach, RDSPD Parent Advisor, SE Transition Specialist, IB Coordinator, Testing Coordinator
TSU Exchange Teacher*

Updated 8/25/2025

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

Stipends

\$2,000 Master's Degree

\$4,500 Doctorate Degree

- *The stipends listed above apply to this Hiring Schedule.*
- *These salary steps are for the current school year only and do not represent future salaries for returning employees in subsequent years. Salary advancement for current employees is based on the annual pay raise budget approved by the Board of Trustees.*

Hays Consolidated Independent School District
2025-2026 Counselor Hiring Schedule

Counselor, Mental Health Professional, Mental Health / Parent Engagement Specialist

Updated 8/25/2025

<u>Years of Experience</u>	<u>Daily Rate</u> <u>187 Days</u>	<u>192 Day</u> <u>Salary</u> <u>Schedule</u>	<u>204 Day</u> <u>Salary</u> <u>Schedule</u>	<u>210 Day</u> <u>Salary</u> <u>Schedule</u>	<u>215 Day</u> <u>Salary</u> <u>Schedule</u>
0	\$303.5615	\$58,284	\$61,927	\$63,748	\$65,266
1	\$303.5615	\$58,284	\$61,927	\$63,748	\$65,266
2	\$312.1230	\$59,928	\$63,673	\$65,546	\$67,106
3	\$321.5668	\$61,741	\$65,600	\$67,529	\$69,137
4	\$326.6471	\$62,716	\$66,636	\$68,596	\$70,229
5	\$333.4973	\$64,031	\$68,033	\$70,034	\$71,702
6	\$342.7647	\$65,811	\$69,924	\$71,981	\$73,694
7	\$345.7059	\$66,376	\$70,524	\$72,598	\$74,327
8	\$348.3796	\$66,889	\$71,069	\$73,160	\$74,902
9	\$351.0535	\$67,402	\$71,615	\$73,721	\$75,477
10	\$353.7273	\$67,916	\$72,160	\$74,283	\$76,051
11	\$359.7166	\$69,066	\$73,382	\$75,540	\$77,339
12	\$362.0160	\$69,507	\$73,851	\$76,023	\$77,833
13	\$364.8503	\$70,051	\$74,429	\$76,619	\$78,443
14	\$367.6845	\$70,595	\$75,008	\$77,214	\$79,052
15	\$370.5188	\$71,140	\$75,586	\$77,809	\$79,662
16	\$373.3529	\$71,684	\$76,164	\$78,404	\$80,271
17	\$376.5081	\$72,290	\$76,808	\$79,067	\$80,949
18	\$379.3958	\$72,844	\$77,397	\$79,673	\$81,570
19	\$382.2835	\$73,398	\$77,986	\$80,280	\$82,191
20	\$385.1712	\$73,953	\$78,575	\$80,886	\$82,812
21	\$388.0589	\$74,507	\$79,164	\$81,492	\$83,433
22	\$391.2139	\$75,113	\$79,808	\$82,155	\$84,111
23	\$393.8343	\$75,616	\$80,342	\$82,705	\$84,674
24	\$396.4545	\$76,119	\$80,877	\$83,255	\$85,238
25	\$399.0749	\$76,622	\$81,411	\$83,806	\$85,801
26	\$401.6952	\$77,125	\$81,946	\$84,356	\$86,364
27	\$404.5294	\$77,670	\$82,524	\$84,951	\$86,974
28	\$407.0962	\$78,162	\$83,048	\$85,490	\$87,526
29	\$409.6631	\$78,655	\$83,571	\$86,029	\$88,078
30	\$412.2299	\$79,148	\$84,095	\$86,568	\$88,629

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, 2026

Updated 8/25/2025

Pay Grade 1			
Daily	Minimum	Midpoint	Maximum
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			
Daily	Minimum	Midpoint	Maximum
204	60,213	73,430	86,651
210	61,984	75,590	89,200
MTSS Specialist (204) Multilingual Translator (210)			

Pay Grade 3			
Daily	Minimum	Midpoint	Maximum
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) 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) SLAR/Multilingual Specialist (226) SE Orientation & Mobility Specialist (187) Elementary Sheltered Instr/ESL Spec. (226) New Teacher Specialist (210/226) Audiologist (187) Campus Support Specialist (210/226) Academic Specialist (210)			

Pay Grade 4			
Daily	Minimum	Midpoint	Maximum
210	72,301	88,173	104,042
215	74,022	90,272	106,520
226	77,810	94,891	111,969
Coordinator, CTE (226) Assistant Principal, Impact/Live Oak (210) Assistant Principal, Middle School (210) Coordinator, GT (226) Coordinator, CTE Tech Support (226) Coordinator, CTE & CCMR (226) Coordinator, Math Secondary (226) Coordinator, ELAR Elementary (226) Coordinator, ELAR Secondary (226) Coordinator, Secondary Science (226) Coordinator, Social Studies (PK-12) (226) Coordinator, Math Elementary (226) Coordinator, SE Auditory Impairment (210) Coordinator, SE Behavior Services (210) Coordinator, Psych Services (210) Coordinator, SE Instruction (210/215) Coordinator, SE Motor Team (210) Coordinator, STEM (226) Coord, SE Transition & Sec. Support (210) Coordinator, SE Software & Medicaid (210) Coordinator, SE Early Childhood (210) Academic Facilitator (210) Coordinator, SE (210) Coordinator, Emergent Bilingual Compliance (226)			

Pay Grade 5			
Daily	Minimum	Midpoint	Maximum
215	79,941	97,492	115,044
226	84,031	102,480	120,930
Academic Dean (226) Assistant Principal, Lead High School (226) Coordinator, Athletics (226) Assistant Principal, High School (215) Director, Band (Head-High School) (226)			

Hays Consolidated Independent School District
Academic / Professional Compensation Plan
for the Fiscal Year ending June 30, 2026

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

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

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

Pay Grade 10			
Daily	Minimum	Midpoint	Maximum
226	\$721.77	\$849.13	\$976.49
226	163,120	191,903	220,687
Chief Communication Officer (226) Chief Technology Officer (226) Chief Safety and Security (226) Chief Operations Officer (226) Chief Human Resource Officer (226)			

Pay Grade 11			
Daily	Minimum	Midpoint	Maximum
226	\$866.11	\$1,018.95	\$1,171.78
226	195,741	230,283	264,822
Deputy Superintendent / Chief Academic Officer (226) Deputy Superintendent / Chief Financial Officer (226)			

Hays Consolidated Independent School District
Business / Professional Compensation Plan
for the Fiscal Year ending June 30, 2026

Updated 8/25/2025

Pay Grade 1			
Daily	Minimum	Midpoint	Maximum
	\$198.50	\$242.06	\$285.64
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			
Daily	Minimum	Midpoint	Maximum
	\$218.34	\$266.26	\$314.19
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) Purchasing Buyer (230)		Technician II / Help Desk (230/248) Visual Media Specialist (226)	Security Systems Technician (248)

Pay Grade 3			
Daily	Minimum	Midpoint	Maximum
	\$251.10	\$306.20	\$361.34
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) MIS Assistant II (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			
Daily	Minimum	Midpoint	Maximum
	\$276.21	\$336.85	\$397.48
230	63,528	77,476	91,420
248	68,500	83,539	98,575
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			
Daily	Minimum	Midpoint	Maximum
	\$303.83	\$370.53	\$437.22
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			
Daily	Minimum	Midpoint	Maximum
	\$334.21	\$407.57	\$480.97
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
Business / Professional Compensation Plan
for the Fiscal Year ending June 30, 2026

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

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

Pay Grade 9			
Daily	Minimum	Midpoint	Maximum
	\$486.98	\$608.72	\$730.46
248	120,771	150,963	181,154
Executive Director of Facilities, Construction, and Bond Programs (248)			

Hays Consolidated Independent School District
Paraprofessional Compensation Plan
for the Fiscal Year ending June 30, 2026

Updated 8/25/2025

Pay Grade 1				
Daily	Hrs	Minimum \$16.00	Midpoint \$19.00	Maximum \$22.42
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) (197) 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				
Daily	Hrs	Minimum \$16.29	Midpoint \$19.87	Maximum \$23.45
197	8	25,673	31,315	36,957
204	8	26,585	32,428	38,270
210	8	27,367	33,382	39,396
		Child Care Site Director (197) PEIMS Clerk (ES) (204)	Secretary, Attendance (197) PEIMS Clerk (MS/HS) (210)	PEIMS Rotation Clerk (210)

Pay Grade 3				
Daily	Hrs	Minimum \$17.92	Midpoint \$21.86	Maximum \$25.80
197	8	28,242	34,451	40,661
204	8	29,245	35,676	42,106
210	8	30,106	36,725	43,344
230	8	32,973	40,222	47,472
		Food Service Office Assistant (230) Registrar (HS) (230) Secretary, PAC (230) Transportation Clerk (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				
Daily	Hrs	Minimum \$18.00	Midpoint \$21.96	Maximum \$25.92
187	8	26,928	32,852	38,776
192	8	27,648	33,731	39,813
		Inst Aide I (187) Inst Aide - CTE (187) Inst Aide - PreK (187) Library Tech (192) ISS Monitor (MS/HS) (187)	Inst Aide II (187) Inst Aide - ESL (187) Inst Aide - Title I (187) 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				
Daily	Hrs	Minimum \$20.00	Midpoint \$24.39	Maximum \$28.78
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, 2026

Pay Grade 6				
Daily	Hrs	Minimum	Midpoint	Maximum
		\$20.60	\$25.14	\$29.66
187	8	30,818	37,609	44,371
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) Secretary, Principal (230) Finance Assistant (230) Business Specialist (230) Learning Materials Suppt Spec (230)				

Pay Grade 7				
Daily	Hrs	Minimum	Midpoint	Maximum
		\$24.12	\$29.42	\$34.70
187	8	36,084	44,012	51,911
192	8	37,048	45,189	53,299
230	8	44,381	54,133	63,848
Accounting Specialist (230) Finance Specialist II (230) Screening & Student Health Lead (187) Nurse LVN (192) Payroll Assistant (230) Print Shop Lead Operator (230) Secretary II, Director (230)				

Pay Grade 8				
Daily	Hrs	Minimum	Midpoint	Maximum
		\$29.02	\$35.84	\$42.67
187	8	45,736	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				
Daily	Hrs	Minimum	Midpoint	Maximum
		\$32.47	\$40.59	\$48.69
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, 2026

Updated 8/25/2025

Pay Grade 1				
Daily	Hrs	Minimum	Midpoint	Maximum
		\$16.00	\$19.00	\$22.42
170	8	\$21,760	\$25,840	\$30,491
175	8	\$22,400	\$26,600	\$31,388
180	6	\$17,280	\$20,520	\$24,214
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) *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) Campus Monitor (187) <i>*\$0.50 Differential</i>				

Pay Grade 2				
Daily	Hrs	Minimum	Midpoint	Maximum
		\$16.73	\$20.41	\$24.08
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) 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				
Daily	Hrs	Minimum	Midpoint	Maximum
		\$18.40	\$22.45	\$26.49
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				
Daily	Hrs	Minimum	Midpoint	Maximum
		\$20.25	\$24.69	\$29.14
230	8	\$37,260	\$45,430	\$53,618
248	8	\$40,176	\$48,985	\$57,814
Athletic Groundskeeper (248) Upholstery Technician (248) Hazard Technician (230) Dispatcher (230) DDC Assistant (248) Shop Support (248) Technical Assistants for Performing Venues (248) Sign Technician (248) Fueler Tech (248) Carpenter (248) Wash Technician (248) Groundskeeper (248) Camera Technician (230)				

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

Hays Consolidated Independent School District
Auxiliary Compensation Plan
for the Fiscal Year ending June 30, 2026

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

Pay Grade 7				
Daily	Hrs	Minimum	Midpoint	Maximum
248	8	\$29.20	\$34.36	\$39.51
248	8	\$57,933	\$68,170	\$78,388
230	8	\$53,728	\$63,222	\$72,698
		Custodial/Warehouse Manager (248)	Shop Foreman (248)	Supervisor, General Maintenance (248)
		Supervisor, Electrical (248)	Supervisor, Energy Management (248)	Supervisor, Paint (248)
		Supervisor, HVAC (248)	Supervisor, IPM (248)	Supervisor, Utility/Grounds (248)
		Supervisor, Plumbing (248)	Supervisor, Safety/Compliance (248)	
		Transportation Operations Supervisor (230)	Supervisor, Athletic Fields (248)	

2025-2026 Bus Driver Placement Scale

Updated 8/25/2025

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

Raise: \$0.00

2025-2026 Hays Consolidated Independent School District
Lead Bus Driver Placement Scale (230 days)

Updated 8/25/2025

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

Raise: \$0.00

Hays Consolidated Independent School District
2025-2026 Education Foundation Compensation Plan

Updated 8/25/2025

Pay Grade EF (Exempt)				
Daily	Hours	Minimum	Midpoint	Maximum
226	8	\$247.79	\$309.73	\$530.97
Hays Education Foundation Executive Director (226)	Director of Development (226)	Education Foundation Office & Programs Manager (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, 2026

Updated 8/25/2025

Category	Assignment	Level	Stipend
Academics			
UIL	UIL Coord MS*	MS	\$1,000
	UIL Art	MS	\$400
	UIL Coach	MS	\$375
HIGH SCHOOL	UIL Coord *	HS	\$4,140
	UIL Art	HS	\$400
	UIL Accounting	HS	\$700
	UIL Calculator	HS	\$700
	UIL Computer Applications	HS	\$700
	UIL Computer Science	HS	\$700
	UIL Copy Editing	HS	\$700
	UIL Curriculum Evaluation	HS	\$700
	UIL Current Issues and Events	HS	\$700
	UIL Debate*	HS	\$3,000
	UIL Film	HS	\$700
	UIL Informational Speaking	HS	\$700
	UIL Journalism*	HS	\$1,750
	UIL Literary Criticism	HS	\$700
	UIL Math	HS	\$700
	UIL Number Sense	HS	\$700
	UIL One Act Play*	HS	\$2,500
	UIL Personal Speaking	HS	\$700
	UIL Persuasive Speaking	HS	\$700
	UIL Poetry	HS	\$700
	UIL Prose	HS	\$700
	UIL Ready Writing	HS	\$700
	UIL Robotics	HS	\$700
	UIL Science	HS	\$700
	UIL Social Studies	HS	\$700
	UIL Spelling	HS	\$700
	UIL Student Congress	HS	\$700

Payment for coaching UIL events is submitted and paid at the completion of the UIL competition season. Payment is a lump sum.

*UIL stipends are annualized.

Hays Consolidated Independent School District Stipend Pay Schedule
for the Fiscal Year ending June 30, 2026

Updated 8/25/2025

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

Hays Consolidated Independent School District Stipend Pay Schedule
for the Fiscal Year ending June 30, 2026

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
	District Honor Choir	All	\$500
	Mariachi MS	MS	\$5,000
	Orchestra MS	MS	\$5,000
	Theatre Director MS	MS	\$3,000
	Theatre Asst. Director MS	MS	\$2,500
HIGH SCHOOL	Band Asst Director HS	HS	\$8,000
	Choir Director HS	HS	\$5,000
	Choir Asst Director HS	HS	\$3,500
	Mariachi HS	HS	\$7,000
	Mariachi Asst HS	HS	\$5,500
	Orchestra HS	HS	\$6,000
	Theatre Director HS	HS	\$4,000
	Theatre Asst HS	HS	\$2,500
	Color & Winter Guard	HS	\$5,000
Job-Related			
	Asbestos Abatement License	All	\$2,000
	Asbestos Designated Person	All	\$2,000
	Customer Service Inspector	All	\$1,500
	Ground Water Operator	All	\$2,000
	IAQ Mold Inspection	All	\$2,000
	Indoor Air Quality	All	\$2,000
	Irrigation Technician	All	\$2,000
	Journeyman Electrician/Fire Tech	All	\$2,000
	Journeyman Plumber	All	\$2,000

Hays Consolidated Independent School District Stipend Pay Schedule
for the Fiscal Year ending June 30, 2026

Category	Assignment	Level	Stipend
Job-Related			
	Locksmith	All	\$2,000
	Locksmith Technician	All	\$1,000
	Master Electrician	All	\$3,000
	Master Plumber	All	\$3,000
	Non Commercial Applicator License	All	\$2,000
	Environmental AC Class A or B	All	\$3,000
	Commercial Refrigeration Class A or B	All	\$3,000
	RFCI Asbestos Tile Removal	All	\$2,000
	Sheetmetal Certification	All	\$2,000
	Tradesman Plumber	All	\$1,500
	Wastewater Treatment - Grease Traps	All	\$500
Special Areas			
	CTE Agriculture	HS	\$7,000
	CTE Cosmetology	HS	\$5,000
	CTE Culinary Arts	HS	\$5,500
	Department Chair HS	HS	\$2,000
	Department Chair MS	MS	\$1,250
	*Elementary Lead ES	ES	\$750
	***Dual Credit	HS	\$1,500
	JROTC	HS	\$3,000
	JROTC Lead	HS	\$4,000
	JROTC Secondary Officer	HS	\$2,000
	Lead Counselor	HS	\$3,300
	National Honor Society	HS	\$1,000
	National Junior Honor Society	MS	\$600
	Newspaper HS	HS	\$1,600
	Student Council HS	HS	\$1,700
	Student Council MS	MS	\$750
	Stadium Manager	All	\$12,500
	Yearbook HS	HS	\$1,800
	Yearbook MS	MS	\$500
Special Populations			
	**Bilingual	All	\$7,100
	Bilingual Deaf (English / American)	All	\$7,100
	Dual Language ESL	All	\$2,500
	ESL Secondary	All	\$1,500
	GT Liaison	All	\$1,200
	National Board Certified Teacher	All	\$2,000
	Out-of-Country Mentor Teacher	All	\$500
	Out-of-Country Support Teacher	All	\$3,000
	Special Ed BCBA	All	\$3,000
	Special Ed LSSP (Licensed)	All	\$1,000
	Special Ed SLP (Licensed)	All	\$1,000

Hays Consolidated Independent School District Stipend Pay Schedule
for the Fiscal Year ending June 30, 2026

Category	Assignment	Level	Stipend
Special Populations			
	Special Ed Teacher	All	\$2,500
	Special Ed Teacher Assignment Specialized	All	\$5,000
	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, TGES, or RES.**

*****Per Course**

Hays Consolidated Independent School District
Substitute and Extra Duty Pay
for the Fiscal Year ending June 30, 2026

Updated 8/25/2025

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)	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	Temporarily Suspended	-
University Resident Host Teacher	*\$1,000.00	Per Year

*Payment of \$250 is paid after each grading period in which a teacher hosted a University Resident.

Hays Consolidated Independent School District
Substitute and Extra Duty Pay
for the Fiscal Year ending June 30, 2026

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
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.

EVENT WORKERS		
Special Assignment Pay	Rate	Per
Weekend Custodial Rate (Minimum 1 hour)	\$40	hour
<i>No Blended Rates - Occasional & Sporadic - Flat Rate</i>		

ATHLETIC EVENT WORKERS		
High School & Middle School Special Assignment Pay	Rate	Per
Event Worker (ticket taker, clock operator, score book, libero/pitch counter, field chains)	\$16	hour
Announcer	\$16	hour
Security Worker	\$20	hour
Athletic Event Coordinator (ticketing supervisor, press box host, assist workers, coaches, playoff event documentation)	\$25	hour
Game Administrator On Duty	\$30	hour
Weekend Custodial Rate (minimum 1 hour)	\$40	hour
Varsity Football/Shelton Stadium Special Assignment Pay		
Student A/V Broadcast Video Board Operation	\$16	hour
Varsity Football Game Announcer/Spotter	\$30	hour
Shelton Stadium Media/Video Board (for all athletic events at Shelton)	\$30	hour

Hays Consolidated Independent School District
2024 Summer School Pay
for the Fiscal Year ending June 30, 2025

Updated 8/25/2025

2024 SUMMER SCHOOL	
Summer School – High	Amount
Summer School Coordinator	\$5,000
Testing Coordinator/Technologist	\$4,000
Campus Site Administrator	\$1,800
Counselor	\$40 hrly. rate
Teacher	\$40 hrly. rate
Librarian	\$40 hrly. rate
Nurse	\$40 hrly. rate
Registrar	\$20 hrly. rate
Receptionist	\$20 hrly. rate
Security Monitor	\$20 hrly. rate
Classroom Paraprofessional	\$20 hrly. rate
Summer School - Elementary	Amount
Principal	\$6,000
Teacher	\$40 hrly. rate
Nurse	\$40 hrly. rate
Librarian	\$40 hrly. rate
Counselor	\$40 hrly. rate
Receptionist/PEIMS Clerk	\$20 hrly. rate
Cafeteria Monitor	\$20 hrly. rate
Classroom Paraprofessional	\$20 hrly. rate
Summer School – Bilingual	Amount
Teacher BIL ES	\$45 hrly. rate
Librarian BIL ES	\$45 hrly. rate
Counselor BIL ES	\$45 hrly. rate

* Number of summer school hours vary based on the summer school requirements.

Hays Consolidated Independent School District
Incentive/Supplemental Pay Programs Approved
for the Fiscal Year ending June 30, 2026

Updated 8/25/2025

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, TGES, or RES.

**Special Education Classroom Teacher Incentive is paid in three \$500 increments.

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

***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 2025/2026 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, 2026, and for the spring semester, it will be paid on July 15, 2026.

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, 2026.