



# 2016-2017

# Salary Schedules

Available online at:

[www.hebisd.edu](http://www.hebisd.edu)

Click on: District Departments/Human Resources

## **Hurst-Euless-Bedford Independent School District**

### **THIS SALARY SCHEDULE BOOK IS FOR THE 2016-2017 SCHOOL YEAR ONLY.**

Neither past nor future salaries can be accurately calculated nor predicted from this booklet. Only the salaries for the 2016-2017 school year may be obtained from this information.

The local Board of Trustees adopts a new salary schedule each year. If a raise is given, it is based on a percent increase of the daily midpoint of each pay grade or a percent increase of the individual salaries. There are NO "step raises" given automatically. The "step raise" concept was eliminated from state funding of public education personnel in 1984. In its place is a state mandated minimum salary schedule. In 2016-2017 the state minimum salary schedule and other state mandated minimum salary calculations are applicable to classroom teachers, full-time speech pathologists, full-time librarians, full-time counselors and full-time registered nurses. A local district may pay any amount above the state minimum at its discretion. The local school board also has full discretion in determining salaries of those employees not specifically covered by the state minimum salary schedule and/or state minimum salary calculations.

Nothing in this booklet shall be understood, interpreted, or construed as being a promise or offer of continued or future employment. Nothing in this booklet creates or is intended to create, implies or is intended to imply that a contract exists between Hurst-Euless-Bedford ISD and any employee other than that provided in state law or local policy.

The District shall pay all salaried employees over 12 months in equal monthly or bimonthly installments, regardless of the number of months employed during the school year. Salaried employees hired during the school year shall be paid in accordance with administrative regulations.

Please contact the Human Resources Office at (817) 399-2016 for questions or clarifications.

**Hurst-Eules-Bedford Independent School District  
2016 - 2017  
TEACHER SALARY SCHEDULE**

<b>YRS EXP</b>	<b>BACHELOR'S 187 DAYS</b>	<b>MASTER'S 187 DAYS</b>	<b>DOCTORATE 187 DAYS</b>
0	\$54,500	\$56,500	\$58,500
1	\$55,105	\$57,165	\$59,225
2	\$55,963	\$58,224	\$60,010
3	\$55,971	\$58,330	\$60,647
4	\$55,982	\$58,440	\$61,303
5	\$55,993	\$58,551	\$61,962
6	\$56,004	\$58,892	\$62,530
7	\$56,020	\$59,006	\$62,679
8	\$56,032	\$59,077	\$62,733
9	\$56,056	\$59,162	\$62,888
10	\$57,367	\$59,285	\$63,036
11	\$57,401	\$59,651	\$63,411
12	\$57,675	\$60,844	\$64,679
13	\$58,012	\$61,240	\$65,433
14	\$58,198	\$61,429	\$66,741
15	\$58,992	\$61,736	\$66,965
16	\$59,118	\$61,900	\$67,195
17	\$59,144	\$62,374	\$67,245
18	\$59,632	\$62,861	\$67,491
19	\$60,484	\$63,714	\$67,729
20	\$61,249	\$63,978	\$68,004
21	\$61,297	\$64,233	\$68,267
22	\$61,330	\$64,559	\$68,604
23	\$62,274	\$65,504	\$69,820
24	\$63,510	\$66,740	\$71,217
25	\$66,203	\$67,783	\$71,532
26	\$66,343	\$69,077	\$72,763
27	\$67,008	\$70,267	\$73,994
28	\$68,336	\$71,604	\$76,150
29	\$68,688	\$71,990	\$77,673
30	\$70,580	\$72,671	\$78,116
31	\$70,788	\$73,514	\$78,386
32	\$71,418	\$74,807	\$78,949
33	\$72,666	\$76,057	\$80,673
34	\$73,042	\$76,469	\$82,287
35	\$73,392	\$76,879	\$82,823
36	\$74,318	\$77,717	\$82,951
37	\$74,918	\$78,681	\$83,472
38	\$75,855	\$79,628	\$84,031
39	\$76,428	\$80,273	\$84,459
40	\$76,962	\$81,008	\$85,188
41	\$77,408	\$82,046	\$86,229
42+	\$86,592	\$88,341	\$90,341

This schedule is applicable for the 2016-2017 school year only. Neither past nor future salaries can be accurately calculated or predicted from this schedule. The HEB ISD Board of Trustees approves a teacher salary schedule on an annual basis.

This salary schedule is based on 187 days. If the number of state contract days is reduced, this reduction in days may result in a reduction in pay.

Degrees will be verified and only awarded from a regionally accredited college or university as per Board Policy DBA (Local).

**HURST - EULESS - BEDFORD ISD  
2016 - 2017**

**ADMINISTRATIVE / PROFESSIONAL  
Job Classification  
Pay Schedule**

**PAYGRADE 01**

Lead Truancy Officer  
Truancy Officer

Community Relations Liaison  
Stadium Manager

Staff Accountant

		<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
	<b>DAILY</b>	<b>\$236.21</b>	<b>\$299.20</b>	<b>\$362.17</b>
	<b>RATE</b>			
187	DAYS	\$44,171	\$55,950	\$67,726
200	DAYS	\$47,242	\$59,840	\$72,434
210	DAYS	\$49,604	\$62,832	\$76,056
230	DAYS	\$54,328	\$68,816	\$83,299
240	DAYS	\$56,690	\$71,808	\$86,921

**PAYGRADE 02**

Support Specialist  
Instructional Technology Specialist  
Insurance & Contract Specialist

Executive Assistant (Board & Superintendent)  
Public Relations & Marketing Specialist  
Content & Marketing Specialist

Physical Therapist  
Occupational Therapist  
Technology Specialist

		<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
	<b>DAILY</b>	<b>\$280.29</b>	<b>\$355.35</b>	<b>\$430.38</b>
	<b>RATE</b>			
187	DAYS	\$52,414	\$66,450	\$80,481
220	DAYS	\$61,664	\$78,177	\$94,684
240	DAYS	\$67,270	\$85,284	\$103,291

**PAYGRADE 03**

Counselor  
SLP Facilitator

Social Worker

Support Specialist

		<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
	<b>DAILY</b>	<b>\$293.91</b>	<b>\$365.79</b>	<b>\$437.73</b>
	<b>RATE</b>			
200	DAYS	\$58,782	\$73,158	\$87,546
205	DAYS	\$60,252	\$74,987	\$89,735
210	DAYS	\$61,721	\$76,816	\$91,923
215	DAYS	\$63,191	\$78,645	\$94,112
220	DAYS	\$64,660	\$80,474	\$96,301
240	DAYS	\$70,538	\$87,790	\$105,055

**HURST - EULESS - BEDFORD ISD  
2016 - 2017**

**ADMINISTRATIVE / PROFESSIONAL  
Job Classification  
Pay Schedule**

**PAYGRADE 04**

Assistant Principal, Elementary  
Assistant Principal, BCTEA

Transition Specialist/Diagnostician  
Safety/Ath. Trainer, Stadium

Diagnostician  
Coordinator, Extended Day

		<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
	<b>DAILY</b>	<b>\$316.64</b>	<b>\$380.20</b>	<b>\$443.74</b>
	<b>RATE</b>			
210	DAYS	\$66,494	\$79,842	\$93,185
220	DAYS	\$69,661	\$83,644	\$97,623
230	DAYS	\$72,827	\$87,446	\$102,060
240	DAYS	\$75,994	\$91,248	\$106,498

**PAYGRADE 05**

Assistant Principal, HS/JH  
Coordinator, Athletics (Campus)

LSSP

		<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
	<b>DAILY</b>	<b>\$340.01</b>	<b>\$398.90</b>	<b>\$457.75</b>
	<b>RATE</b>			
200	DAYS	\$68,002	\$79,780	\$91,550
210	DAYS	\$71,402	\$83,769	\$96,128
220	DAYS	\$74,802	\$87,758	\$100,705
230	DAYS	\$78,202	\$91,747	\$105,283
240	DAYS	\$81,602	\$95,736	\$109,860

**PAYGRADE 06**

Director, Child Nutrition Services  
Director, Transportation  
Director, Purchasing  
Coordinator, AEP/Truancy  
Quality Officer

Payroll Administrator  
Coordinators, Educational Operations  
Coordinators, Human Resources  
Benefits and Risk Manager

Coordinator, Budget  
Coordinator, Nurses  
Head Football Coach, HS  
Head Band Director, HS

		<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
	<b>DAILY</b>	<b>\$366.08</b>	<b>\$429.58</b>	<b>\$493.07</b>
	<b>RATE</b>			
220	DAYS	\$80,538	\$94,508	\$108,475
230	DAYS	\$84,198	\$98,803	\$113,406
240	DAYS	\$87,859	\$103,099	\$118,337
248	DAYS	\$90,788	\$106,536	\$122,281

**HURST - EULESS - BEDFORD ISD  
2016 - 2017**

**ADMINISTRATIVE / PROFESSIONAL  
Job Classification  
Pay Schedule**

**PAYGRADE 07**

Director, Information Services	Director, Maintenance	Director, Finance
Director, PEIMS	Director, Human Resources	

	<b>DAILY</b>	<b>RATE</b>	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
			<b>\$391.26</b>	<b>\$459.20</b>	<b>\$527.11</b>
	230	DAYS	\$89,990	\$105,616	\$121,235
	240	DAYS	\$93,902	\$110,208	\$126,506
	248	DAYS	\$97,032	\$113,882	\$130,723

---

**PAYGRADE 08**

Principal, Elementary	Director, Visual & Performing Arts	Director, Athletics
Public Relations and Marketing Officer	Director, Career & Technology	Director, Curriculum

	<b>DAILY</b>	<b>RATE</b>	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
			<b>\$458.18</b>	<b>\$505.58</b>	<b>\$552.83</b>
	220	DAYS	\$100,800	\$111,228	\$121,623
	230	DAYS	\$105,381	\$116,283	\$127,151
	240	DAYS	\$109,963	\$121,339	\$132,679

---

**PAYGRADE 09**

Principal, Junior High	Principal, FEW Center	
------------------------	-----------------------	--

	<b>DAILY</b>	<b>RATE</b>	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
			<b>\$486.22</b>	<b>\$536.59</b>	<b>\$586.81</b>
	220	DAYS	\$106,968	\$118,050	\$129,098
	230	DAYS	\$111,831	\$123,416	\$134,966

---

**PAYGRADE 10**

Principal, High School	Director, Special Education	
------------------------	-----------------------------	--

	<b>DAILY</b>	<b>RATE</b>	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
			<b>\$510.17</b>	<b>\$563.08</b>	<b>\$615.77</b>
	240	DAYS	\$122,441	\$135,139	\$147,785

---

**HURST - EULESS - BEDFORD ISD  
2016 - 2017**

**ADMINISTRATIVE / PROFESSIONAL  
Job Classification  
Pay Schedule**

**PAYGRADE 11**

Assistant Superintendent

<b>DAILY</b>	<b>RATE</b>	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
240	DAYS	\$542.93 \$130,303	\$599.27 \$143,825	\$661.62 \$158,789

---

---

**PAYGRADE Z**

Deputy Superintendent

<b>DAILY</b>	<b>RATE</b>	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
240	DAYS	\$744.23 \$178,615	\$746.58 \$179,179	\$771.79 \$185,230

---

---

**HURST - EULESS - BEDFORD ISD  
2016 - 2017**

**TECHNICAL  
Job Classification  
Pay Schedule**

*Daily rates determined on 7.75 hour work day for non-exempt and full time employees.*

**PAYGRADE 01**

Campus Technology Assistants

HOURLY	RATE	Minimum	Midpoint	Maximum
		\$15.04	\$18.40	\$21.77

---

**PAYGRADE 02**

Technology Support Specialist (Network, Cognos)

HOURLY	RATE	Minimum	Midpoint	Maximum
		\$19.50	\$23.46	\$27.42

---

**PAYGRADE 03**

Help Desk Technician

Hardware Repair Technician

HOURLY	RATE	Minimum	Midpoint	Maximum
		\$21.37	\$25.74	\$30.12

---

**PAYGRADE 04**

Help Desk Manager

HOURLY	RATE	Minimum	Midpoint	Maximum
		\$23.80	\$28.76	\$33.71

---

**PAYGRADE 05**

Network Engineer

Telecommunications Engineer

Cable Tech Engineer

HOURLY	RATE	Minimum	Midpoint	Maximum
		\$29.63	\$35.96	\$42.26

---

**PAYGRADE 06**

Desktop Software Support

PEIMS Specialist

HOURLY	RATE	Minimum	Midpoint	Maximum
		\$31.07	\$37.69	\$44.33

---



**HURST - EULESS - BEDFORD ISD  
2016 - 2017**

**TECHNICAL  
Job Classification  
Pay Schedule**

**PAYGRADE 07**

Computer Programmer/Analyst

<b>HOURLY</b>	<b>RATE</b>	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
		\$37.66	\$44.60	\$51.52

---

---

**PAYGRADE 08**

Certified Network Engineer (CNE)

<b>HOURLY</b>	<b>RATE</b>	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
		\$39.35	\$47.19	\$55.06

---

---

**PAYGRADE 10**

Director, Technical Services

<b>HOURLY</b>	<b>RATE</b>	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
		\$45.55	\$53.40	\$61.27

---

---

**HURST - EULESS - BEDFORD ISD  
2016 - 2017**

**PARAPROFESSIONAL  
Job Classification  
Pay Schedule**

*Full time campus paraprofessionals are paid on a 7.5 hour workday and a maximum 37.5 hour work week. 50% part time paraprofessionals are paid for a maximum 18.75 hour work week. The campuses are generally open from 8:00 am to 4:00 pm each day. The campus administrator may vary the start and end time for employees to ensure efficient operations of the campus.*

*Full time Central Administrative Complex paraprofessionals are paid on a 7.75 hour workday and a maximum 38.75 hour work week. 50% part time paraprofessionals are paid for a maximum 19.375 hour work week. The office hours are generally 8:00 am to 4:30 pm.*

**PAYGRADE TA**

Teacher Assistant

Media Aide

HOURLY	RATE	Minimum	Midpoint	Maximum
		<b>\$14.81</b>	<b>\$18.09</b>	<b>\$21.42</b>

**PAYGRADE S1**

Secretary, Campus-General  
Secretary, Asst. Principal-HS  
Secretary, Counselor  
Secretary, Registrar

Secretary, Transition Center  
Secretary, Career & Technology  
Receptionist, Campus  
Secretary, Special Education

Secretary, Data Entry  
Secretary, Attendance  
Office Assistant, Campus

HOURLY	RATE	Minimum	Midpoint	Maximum
		<b>\$16.79</b>	<b>\$20.57</b>	<b>\$24.40</b>

**PAYGRADE S2**

Receptionist, Administration  
Secretary, Coordinator  
Secretary, Assessment  
Secretary, Substitute System  
Secretary, Superintendent

Secretary, Special Education  
PEIMS/Federal Programs Data Specialist  
Bookkeeper, Maintenance/Child Nutrition  
Bookkeeper, Extended Day  
Licensed Vocational Nurse (LVN)

Accounting Assistant  
Secretary, Purchasing  
Secretary, Truancy  
Parent Liaison

HOURLY	RATE	Minimum	Midpoint	Maximum
		<b>\$18.58</b>	<b>\$22.87</b>	<b>\$27.13</b>

**PAYGRADE S3**

Secretary, Director  
Secretary, Human Resources  
Secretary, Principal-FEW/JH/EL

Certification Specialist  
Secretary, Coordinator-AEP/Truancy

Payroll Specialist  
Bookkeeper, HS

HOURLY	RATE	Minimum	Midpoint	Maximum
		<b>\$21.51</b>	<b>\$25.86</b>	<b>\$30.21</b>

**HURST - EULESS - BEDFORD ISD  
2016 - 2017**

**PARAPROFESSIONAL  
Job Classification  
Pay Schedule**

**PAYGRADE AA**

Administrative Assistant, Superintendent  
Administrative Assistant, Deputy Supt.  
Administrative Assistant, Assistant Supt.

Administrative Assistant, Principal-HS  
Payroll Manager

<b>HOURLY</b>	<b>RATE</b>	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
		<b>\$25.32</b>	<b>\$30.55</b>	<b>\$35.76</b>

---

---

HURST - EULESS - BEDFORD ISD  
2016 - 2017

AUXILIARY  
Job Classification  
Pay Schedule

Daily rates listed below based on an 8 hour workday and maximum 40 hour work week.

**PAYGRADE 01**

Custodian		Campus Facility Monitor		
		<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
<b>HOURLY</b>	<b>RATE</b>	<b>\$12.07</b>	<b>\$15.57</b>	<b>\$19.07</b>

---

---

**PAYGRADE 02**

Head Custodian, Elem/JH Asst Head Custodian, HS		Grounds		
		<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
<b>HOURLY</b>	<b>RATE</b>	<b>\$13.12</b>	<b>\$16.96</b>	<b>\$20.81</b>

---

---

**PAYGRADE 04**

Head Custodian, HS/ADM Maintenance Helper		Playground Specialist Irrigation Specialist		Lead Grounds Warehouse Delivery
		<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
<b>HOURLY</b>	<b>RATE</b>	<b>\$16.15</b>	<b>\$20.99</b>	<b>\$25.82</b>

---

---

**PAYGRADE 05**

Printer Maintenance Dispatcher Energy Specialist		Maintenance I HVAC Technician I		Irrigator District Facility Monitor
		<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
<b>HOURLY</b>	<b>RATE</b>	<b>\$18.98</b>	<b>\$23.30</b>	<b>\$27.64</b>

---

---

**PAYGRADE 06**

Maintenance II HVAC Technician II		Energy Auditor		
		<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
<b>HOURLY</b>	<b>RATE</b>	<b>\$22.26</b>	<b>\$25.92</b>	<b>\$29.57</b>

---

---

**HURST - EULESS - BEDFORD ISD  
2016 - 2017**

**AUXILIARY  
Job Classification  
Pay Schedule**

**PAYGRADE 07**

Maintenance III  
HVAC Technician III

Security & Fire Technician

HOURLY	RATE	Minimum	Midpoint	Maximum
		\$25.38	\$29.63	\$33.90

---

---

**PAYGRADE 08**

Assistant Supervisor

HOURLY	RATE	Minimum	Midpoint	Maximum
		\$28.94	\$33.90	\$38.80

---

---

**PAYGRADE 09**

Supervisor

HOURLY	RATE	Minimum	Midpoint	Maximum
		\$33.13	\$38.80	\$44.53

---

---

**HURST - EULESS - BEDFORD ISD  
2016-2017**

**TRANSPORTATION  
Job Classification  
Pay Schedule**

**BUS DRIVERS**

	<b>DAILY RATE</b>
Regular Routes - Double	\$96.67
Regular Double with Noon Route	\$126.27
Regular Routes - Triple	\$122.04
Regular Triple with Noon Routes	\$151.65
Tech Center Routes	\$137.61
Noon Route	\$29.60
Summer School (non Special Education)	\$60.90

**BUS MONITORS**

	<b>DAILY RATE</b>
Regular Routes - Double	\$50.15
Regular Routes with Noon Route	\$69.95
Regular Route - Triple	\$64.52
Regular Route - with Noon Route	\$84.32
Noon Route	\$19.79

**PAY FOR EXTRA-CURRICULAR TRAVEL**

Bus Drivers will be paid at the rate of \$17.20 per hour with a minimum of 2.5 hours each for field trips scheduled after 4:30 PM on school days, on weekends, and holidays. See Transportation Handbook for details.

**PAY FOR LENGTH OF SERVICE**

**Child Nutrition Managers, Assistant Managers, and Bus Drivers will receive pay for length of service in HEB ISD as follows:**

<b>YEARS</b>	<b>RECOGNITION</b>
4	\$150
9	\$300
14	\$450
19	\$600

HURST - EULESS - BEDFORD ISD  
2016 - 2017

TRANSPORTATION  
Job Classification  
Pay Schedule

**PAYGRADE 05**

Fleet Mechanic

HOURLY	RATE	Minimum	Midpoint	Maximum
		\$18.98	\$23.30	\$27.64

---

---

**PAYGRADE 07**

Supervisor - Operations

Supervisor - Special Routes/Trips

Supervisor - Regular Routes/Trips

HOURLY	RATE	Minimum	Midpoint	Maximum
		\$25.38	\$29.63	\$33.90

---

---

**PAYGRADE 09**

Supervisor - Mechanic Shop/Fleet Repair

HOURLY	RATE	Minimum	Midpoint	Maximum
		\$33.13	\$38.80	\$44.53

---

---

**HURST - EULESS - BEDFORD ISD  
2016-2017**

**CHILD NUTRITION SERVICES  
Job Classification  
Pay Schedule**

**PARAPROFESSIONAL SCHEDULE**

**PAYGRADE S2**

Bookkeeper

HOURLY	RATE	Minimum	Midpoint	Maximum
		\$18.58	\$22.87	\$27.13

---

**PAYGRADE S3**

Secretary, Director

HOURLY	RATE	Minimum	Midpoint	Maximum
		\$21.51	\$25.86	\$30.21

---

**CHILD NUTRITION SCHEDULE**

**PAYGRADE 01**

Cafeteria Specialist

HOURLY	RATE	Minimum	Midpoint	Maximum
		\$12.56	\$16.07	\$19.52

---

**PAYGRADE 03**

Cafeteria Assistant Manager

HOURLY	RATE	Minimum	Midpoint	Maximum
		\$15.06	\$19.38	\$23.68

---

**PAYGRADE 04**

Cafeteria Manager, Elem/JH/FEW

HOURLY	RATE	Minimum	Midpoint	Maximum
		\$16.61	\$21.43	\$26.26

---

**PAYGRADE 05**

Cafeteria Manager, HS/CTEA

Project Manager

HOURLY	RATE	Minimum	Midpoint	Maximum
		\$19.43	\$23.75	\$28.07

---

**PAYGRADE 09**

Supervisor

Supervisor II (Dietician License)

HOURLY	RATE	Minimum	Midpoint	Maximum
		\$33.53	\$39.16	\$44.86