



2018-2019

Salary Schedules

Available online at:

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Hurst-Euless-Bedford Independent School District

THIS SALARY SCHEDULE BOOK IS FOR THE 2018-2019 SCHOOL YEAR ONLY.

Neither past nor future salaries can be accurately calculated nor predicted from this booklet. Only the salaries for the 2018-2019 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 2018-2019 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
2018 - 2019
TEACHER SALARY SCHEDULE**

YRS EXP	BACHELOR'S 187 DAYS	MASTER'S 187 DAYS	DOCTORATE 187 DAYS
0	\$55,500	\$57,500	\$59,500
1	\$56,375	\$58,425	\$60,475
2	\$56,980	\$59,071	\$61,162
3	\$57,614	\$59,767	\$61,921
4	\$58,511	\$60,874	\$62,742
5	\$58,519	\$60,985	\$63,407
6	\$58,530	\$61,100	\$64,094
7	\$58,541	\$61,217	\$64,783
8	\$58,554	\$61,572	\$65,376
9	\$58,570	\$61,692	\$65,532
10	\$59,682	\$61,766	\$65,588
11	\$59,838	\$61,855	\$65,750
12	\$59,978	\$61,983	\$65,905
13	\$60,014	\$62,367	\$66,297
14	\$60,300	\$63,613	\$67,623
15	\$61,163	\$64,027	\$68,411
16	\$61,202	\$64,225	\$69,778
17	\$61,677	\$64,546	\$70,013
18	\$61,809	\$64,717	\$70,253
19	\$61,836	\$65,213	\$70,305
20	\$63,046	\$65,722	\$70,563
21	\$63,749	\$66,614	\$70,812
22	\$64,036	\$66,890	\$71,100
23	\$64,087	\$67,156	\$71,374
24	\$64,121	\$67,498	\$71,727
25	\$67,308	\$68,486	\$72,998
26	\$68,400	\$69,777	\$74,459
27	\$69,217	\$70,868	\$74,788
28	\$69,362	\$72,221	\$76,075
29	\$70,058	\$73,465	\$77,361
30	\$71,946	\$74,863	\$79,615
31	\$72,890	\$75,266	\$81,208
32	\$73,792	\$75,979	\$81,671
33	\$74,010	\$76,860	\$81,953
34	\$74,669	\$78,212	\$82,542
35	\$75,973	\$79,519	\$84,345
36	\$76,366	\$79,949	\$86,032
37	\$76,732	\$80,378	\$86,592
38	\$77,701	\$81,254	\$86,727
39	\$78,328	\$82,262	\$87,271
40	\$79,308	\$83,252	\$87,855
41	\$79,906	\$83,926	\$88,303
42+	\$90,533	\$92,361	\$94,361

This schedule is applicable for the 2018-2019 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
2018 - 2019**

**ADMINISTRATIVE / PROFESSIONAL
Job Classification
Pay Schedule**

PAYGRADE 01

Lead Truancy Officer
Truancy Officer

Community Relations Liaison
Stadium Manager

Staff Accountant

		Minimum	Midpoint	Maximum
	DAILY	\$246.95	\$312.81	\$378.65
187	DAYS	\$46,180	\$58,495	\$70,808
200	DAYS	\$49,390	\$62,562	\$75,730
210	DAYS	\$51,860	\$65,690	\$79,517
230	DAYS	\$56,799	\$71,946	\$87,090
240	DAYS	\$59,268	\$75,074	\$90,876

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

		Minimum	Midpoint	Maximum
	DAILY	\$293.05	\$371.52	\$449.96
187	DAYS	\$54,800	\$69,474	\$84,143
220	DAYS	\$64,471	\$81,734	\$98,991
240	DAYS	\$70,332	\$89,165	\$107,990

PAYGRADE 03

Counselor
SLP Facilitator

Social Worker

Support Specialist

		Minimum	Midpoint	Maximum
	DAILY	\$307.28	\$382.44	\$457.64
200	DAYS	\$61,456	\$76,488	\$91,528
205	DAYS	\$62,992	\$78,400	\$93,816
210	DAYS	\$64,529	\$80,312	\$96,104
215	DAYS	\$66,065	\$82,225	\$98,393
220	DAYS	\$67,602	\$84,137	\$100,681
240	DAYS	\$73,747	\$91,786	\$109,834

**HURST - EULESS - BEDFORD ISD
2018 - 2019**

**ADMINISTRATIVE / PROFESSIONAL
Job Classification
Pay Schedule**

PAYGRADE 04

Assistant Principal, Elementary
Safety/Ath. Trainer, Stadium

Diagnostician

DAILY	RATE	Minimum	Midpoint	Maximum
		\$331.04	\$397.50	\$463.93
210	DAYS	\$69,518	\$83,475	\$97,425
220	DAYS	\$72,829	\$87,450	\$102,065
230	DAYS	\$76,139	\$91,425	\$106,704
240	DAYS	\$79,450	\$95,400	\$111,343

PAYGRADE 05

Assistant Principal, HS/JH
Assistant Principal, BCTEA

Coordinator, Athletics (Campus)
LSSP

DAILY	RATE	Minimum	Midpoint	Maximum
		\$355.48	\$417.05	\$478.58
200	DAYS	\$71,096	\$83,410	\$95,716
210	DAYS	\$74,651	\$87,581	\$100,502
220	DAYS	\$78,206	\$91,751	\$105,288
230	DAYS	\$81,760	\$95,922	\$110,073
240	DAYS	\$85,315	\$100,092	\$114,859

PAYGRADE 06

Director, Child Nutrition Services
Director, Transportation
Director, Purchasing
Coordinator, DAEP/Truancy
Chief Quality Improvement Officer

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

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

DAILY	RATE	Minimum	Midpoint	Maximum
		\$382.74	\$449.12	\$515.50
220	DAYS	\$84,203	\$98,806	\$113,410
230	DAYS	\$88,030	\$103,298	\$118,565
240	DAYS	\$91,858	\$107,789	\$123,720
248	DAYS	\$94,920	\$111,382	\$127,844

**HURST - EULESS - BEDFORD ISD
2018 - 2019**

**ADMINISTRATIVE / PROFESSIONAL
Job Classification
Pay Schedule**

PAYGRADE 07

Director, Information Services Director, PEIMS	Director, Maintenance	Director, Finance
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	DAILY	RATE	Minimum	Midpoint	Maximum
			\$409.07	\$480.09	\$551.09
	230	DAYS	\$94,086	\$110,421	\$126,751
	240	DAYS	\$98,177	\$115,222	\$132,262
	248	DAYS	\$101,449	\$119,062	\$136,670

PAYGRADE 08

Principal, Elementary Director, Career & Technology Chief Public Relations and Marketing Officer	Director, Visual & Performing Arts Director, Curriculum	Director, Athletics
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	DAILY	RATE	Minimum	Midpoint	Maximum
			\$479.02	\$528.58	\$577.99
	220	DAYS	\$105,384	\$116,288	\$127,158
	230	DAYS	\$110,175	\$121,573	\$132,938
	240	DAYS	\$114,965	\$126,859	\$138,718

PAYGRADE 09

Principal, Junior High	Principal, FEW Center	
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	DAILY	RATE	Minimum	Midpoint	Maximum
			\$508.34	\$561.00	\$613.51
	220	DAYS	\$111,835	\$123,420	\$134,972
	230	DAYS	\$116,918	\$129,030	\$141,107

PAYGRADE 10

Principal, High School	Director, Special Education	
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	DAILY	RATE	Minimum	Midpoint	Maximum
			\$533.38	\$588.70	\$643.79
	240	DAYS	\$128,011	\$141,288	\$154,510

**HURST - EULESS - BEDFORD ISD
2018 - 2019**

**ADMINISTRATIVE / PROFESSIONAL
Job Classification
Pay Schedule**

PAYGRADE 11

Assistant Superintendent

DAILY	RATE	Minimum	Midpoint	Maximum
240	DAYS	\$567.63 \$136,231	\$626.54 \$150,370	\$691.72 \$166,013

PAYGRADE Z

Deputy Superintendent

DAILY	RATE	Minimum	Midpoint	Maximum
240	DAYS	\$778.09 \$186,742	\$780.55 \$187,332	\$806.91 \$193,658

**HURST - EULESS - BEDFORD ISD
2018 - 2019**

**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
		\$15.58	\$19.05	\$22.54

PAYGRADE 02

Technology Support Specialist (Network, Cognos)

HOURLY	RATE	Minimum	Midpoint	Maximum
		\$20.19	\$24.29	\$28.39

PAYGRADE 03

Help Desk Technician

Hardware Repair Technician

HOURLY	RATE	Minimum	Midpoint	Maximum
		\$22.12	\$26.65	\$31.18

PAYGRADE 04

Help Desk Manager

HOURLY	RATE	Minimum	Midpoint	Maximum
		\$24.64	\$29.77	\$34.90

PAYGRADE 05

Network Engineer

Telecommunications Engineer

Cable Tech Engineer

HOURLY	RATE	Minimum	Midpoint	Maximum
		\$30.67	\$37.23	\$43.75

PAYGRADE 06

Desktop Software Support

HOURLY	RATE	Minimum	Midpoint	Maximum
		\$32.17	\$39.03	\$45.89

**HURST - EULESS - BEDFORD ISD
2018 - 2019**

**TECHNICAL
Job Classification
Pay Schedule**

PAYGRADE 07

Computer Programmer/Analyst

HOURLY	RATE	Minimum	Midpoint	Maximum
		\$38.98	\$46.18	\$53.34

PAYGRADE 08

Certified Network Engineer (CNE)

HOURLY	RATE	Minimum	Midpoint	Maximum
		\$40.74	\$48.86	\$57.01

PAYGRADE 10

Director, Technical Services

HOURLY	RATE	Minimum	Midpoint	Maximum
		\$47.15	\$55.28	\$63.43

**HURST - EULESS - BEDFORD ISD
2018 - 2019**

**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

		Minimum	Midpoint	Maximum
HOURLY	RATE	\$15.50	\$18.93	\$22.42

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

		Minimum	Midpoint	Maximum
HOURLY	RATE	\$17.57	\$21.53	\$25.53

PAYGRADE S2

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

Secretary, Special Education
PEIMS/Federal Programs Data Specialist
PEIMS/Student Records Specialist
Bookkeeper, Maintenance/Child Nutrition
Bookkeeper, Extended Day

Accounting Assistant
Secretary, Purchasing
Secretary, Truancy
Parent Liaison

		Minimum	Midpoint	Maximum
HOURLY	RATE	\$19.44	\$23.93	\$28.39

PAYGRADE S3

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

Certification Specialist
Secretary, Coordinator-AEP/Truancy
Licensed Vocational Nurse (LVN)

Payroll Specialist
Bookkeeper, HS
PEIMS Specialist

		Minimum	Midpoint	Maximum
HOURLY	RATE	\$22.52	\$27.06	\$31.61

**HURST - EULESS - BEDFORD ISD
2018 - 2019**

**PARAPROFESSIONAL
Job Classification
Pay Schedule**

PAYGRADE AA

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

Administrative Assistant, Principal-HS
Payroll Manager

HOURLY	RATE	Minimum	Midpoint	Maximum
		\$26.50	\$31.97	\$37.42

**HURST - EULESS - BEDFORD ISD
2018 - 2019**

**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		
			Minimum	Midpoint	Maximum
	HOURLY	RATE	\$12.57	\$16.20	\$19.84

PAYGRADE 02

Head Custodian, Elem/JH Asst Head Custodian, HS			Grounds		
			Minimum	Midpoint	Maximum
	HOURLY	RATE	\$13.65	\$17.65	\$21.64

PAYGRADE 04

Head Custodian, HS/ADM Maintenance Helper			Playground Specialist Irrigation Specialist		Lead Grounds Warehouse Delivery
			Minimum	Midpoint	Maximum
	HOURLY	RATE	\$16.81	\$21.84	\$26.87

PAYGRADE 05

Printer Maintenance Dispatcher			Maintenance I HVAC Technician I		Energy Specialist District Facility Monitor
			Minimum	Midpoint	Maximum
	HOURLY	RATE	\$19.75	\$24.24	\$28.76

PAYGRADE 06

Maintenance II HVAC Technician II			Energy Auditor		Irrigator
			Minimum	Midpoint	Maximum
	HOURLY	RATE	\$23.16	\$26.97	\$30.76

**HURST - EULESS - BEDFORD ISD
2018 - 2019**

**AUXILIARY
Job Classification
Pay Schedule**

PAYGRADE 07

Maintenance III
HVAC Technician III

Security & Fire Technician

HOURLY	RATE	Minimum	Midpoint	Maximum
		\$26.41	\$30.83	\$35.26

PAYGRADE 08

Assistant Supervisor

HOURLY	RATE	Minimum	Midpoint	Maximum
		\$30.10	\$35.26	\$40.36

PAYGRADE 09

Supervisor

HOURLY	RATE	Minimum	Midpoint	Maximum
		\$34.47	\$40.36	\$46.33

**HURST - EULESS - BEDFORD ISD
2018 - 2019**

**TRANSPORTATION
Job Classification
Pay Schedule**

BUS DRIVERS

	DAILY RATE
Regular Routes - Double	\$101.07
Regular Double with Noon Route	\$132.02
Regular Routes - Triple	\$127.59
Regular Triple with Noon Routes	\$158.55
Tech Center Routes	\$140.36
Noon Route	\$30.95
Summer School (non Special Education)	\$63.67

BUS MONITORS

	DAILY RATE
Regular Routes - Double	\$52.43
Regular Routes with Noon Route	\$73.13
Regular Route - Triple	\$67.46
Regular Route - with Noon Route	\$88.15
Noon Route	\$20.70

PAY FOR EXTRA-CURRICULAR TRAVEL

Bus Drivers will be paid at the rate of \$17.98 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:

YEARS	RECOGNITION
4	\$150
9	\$300
14	\$450
19	\$600

HURST - EULESS - BEDFORD ISD
2018 - 2019

TRANSPORTATION
Job Classification
Pay Schedule

PAYGRADE 05

Fleet Mechanic

Dispatcher

HOURLY	RATE	Minimum	Midpoint	Maximum
		\$19.75	\$24.24	\$28.76

PAYGRADE 07

Supervisor - Operations

Coordinator - Regular Routing

Coordinator - Special Routing

Coordinator - Training

Fleet Maintenance Shop Foreman

Coordinator - Safety Training

HOURLY	RATE	Minimum	Midpoint	Maximum
		\$26.41	\$30.83	\$35.26

PAYGRADE 09

Fleet Maintenance Manager

HOURLY	RATE	Minimum	Midpoint	Maximum
		\$34.47	\$40.36	\$46.33

HURST - EULESS - BEDFORD ISD
2018 - 2019

CHILD NUTRITION SERVICES
Job Classification
Pay Schedule

PARAPROFESSIONAL SCHEDULE

PAYGRADE S2

Bookkeeper

HOURLY	RATE	Minimum	Midpoint	Maximum
		\$19.44	\$23.93	\$28.39

PAYGRADE S3

Secretary, Director

HOURLY	RATE	Minimum	Midpoint	Maximum
		\$22.52	\$27.06	\$31.61

CHILD NUTRITION SCHEDULE

PAYGRADE 01

Cafeteria Specialist

HOURLY	RATE	Minimum	Midpoint	Maximum
		\$13.07	\$16.72	\$20.31

PAYGRADE 03

Cafeteria Assistant Manager

HOURLY	RATE	Minimum	Midpoint	Maximum
		\$15.67	\$20.16	\$24.64

PAYGRADE 04

Cafeteria Manager, Elem/JH/FEW

HOURLY	RATE	Minimum	Midpoint	Maximum
		\$17.28	\$22.29	\$27.32

PAYGRADE 05

Cafeteria Manager, HS/CTEA

Project Manager

HOURLY	RATE	Minimum	Midpoint	Maximum
		\$20.21	\$24.71	\$29.20

PAYGRADE 09

Supervisor

Supervisor II (Dietician License)

HOURLY	RATE	Minimum	Midpoint	Maximum
		\$34.89	\$40.74	\$46.67