

THEGOODWILL
EXCEL
CENTER
 ADULT HIGH SCHOOL

Teacher / Counselor Pay Scale

Full-Time Team Members

**HB2 Increases are Included in Annual Salary Amounts*

Region / Campus	Austin						Coleman	Billy Moore	Diboll	Connally	Stiles
Years of Relevant Work Experience	Annual Salary FT Day	Annual Salary Night - 100%	Annual Salary Night - 75%	Annual Salary Night - 50%	Annual Salary Night - 25%	Annual Salary	Annual Salary	Annual Salary	Annual Salary	Annual Salary	Annual Salary
0	\$ 57,030	\$ 57,030	\$ 34,218	\$ 22,812	\$ 11,406	\$ 61,532	\$ 61,515	\$ 54,338	\$ 54,337	\$ 59,871	\$ 59,871
1	\$ 57,529	\$ 57,529	\$ 34,518	\$ 23,012	\$ 11,506	\$ 62,071	\$ 62,281	\$ 55,115	\$ 55,124	\$ 60,564	\$ 60,584
2	\$ 58,029	\$ 58,029	\$ 34,817	\$ 23,212	\$ 11,606	\$ 62,610	\$ 63,046	\$ 55,893	\$ 55,911	\$ 61,256	\$ 61,296
3	\$ 60,028	\$ 60,028	\$ 36,017	\$ 24,011	\$ 12,006	\$ 64,767	\$ 65,312	\$ 58,171	\$ 58,198	\$ 63,449	\$ 63,508
4	\$ 60,528	\$ 60,528	\$ 36,317	\$ 24,211	\$ 12,106	\$ 65,306	\$ 66,078	\$ 58,948	\$ 58,985	\$ 64,141	\$ 64,221
5	\$ 65,027	\$ 65,027	\$ 39,016	\$ 26,011	\$ 13,005	\$ 70,161	\$ 70,844	\$ 63,726	\$ 63,771	\$ 68,834	\$ 68,933
6	\$ 65,270	\$ 65,270	\$ 39,162	\$ 26,108	\$ 13,054	\$ 70,423	\$ 71,727	\$ 64,835	\$ 64,740	\$ 69,617	\$ 69,899
7	\$ 65,513	\$ 65,513	\$ 39,308	\$ 26,205	\$ 13,103	\$ 70,685	\$ 72,610	\$ 65,943	\$ 65,709	\$ 70,401	\$ 70,865
8	\$ 65,755	\$ 65,755	\$ 39,453	\$ 26,302	\$ 13,151	\$ 70,947	\$ 73,493	\$ 67,052	\$ 66,678	\$ 71,185	\$ 71,831
9	\$ 65,998	\$ 65,998	\$ 39,599	\$ 26,399	\$ 13,200	\$ 71,209	\$ 74,376	\$ 68,160	\$ 67,647	\$ 71,969	\$ 72,797
10	\$ 66,241	\$ 66,241	\$ 39,745	\$ 26,496	\$ 13,248	\$ 71,471	\$ 75,259	\$ 69,269	\$ 68,616	\$ 72,753	\$ 73,763
11	\$ 66,898	\$ 66,898	\$ 40,139	\$ 26,759	\$ 13,380	\$ 72,180	\$ 75,966	\$ 70,306	\$ 69,829	\$ 73,560	\$ 74,564
12	\$ 67,556	\$ 67,556	\$ 40,533	\$ 27,022	\$ 13,511	\$ 72,889	\$ 76,673	\$ 71,343	\$ 71,042	\$ 74,366	\$ 75,366
13	\$ 68,213	\$ 68,213	\$ 40,928	\$ 27,285	\$ 13,643	\$ 73,598	\$ 77,380	\$ 72,380	\$ 72,255	\$ 75,173	\$ 76,168
14	\$ 68,870	\$ 68,870	\$ 41,322	\$ 27,548	\$ 13,774	\$ 74,307	\$ 78,087	\$ 73,417	\$ 73,468	\$ 75,980	\$ 76,970
15	\$ 69,527	\$ 69,527	\$ 41,716	\$ 27,811	\$ 13,905	\$ 75,016	\$ 78,794	\$ 74,455	\$ 74,681	\$ 76,787	\$ 77,772
16	\$ 69,972	\$ 69,972	\$ 41,983	\$ 27,989	\$ 13,994	\$ 75,497	\$ 79,317	\$ 74,999	\$ 75,366	\$ 77,375	\$ 78,327
17	\$ 70,418	\$ 70,418	\$ 42,251	\$ 28,167	\$ 14,084	\$ 75,977	\$ 79,839	\$ 75,543	\$ 76,052	\$ 77,964	\$ 78,883
18	\$ 70,863	\$ 70,863	\$ 42,518	\$ 28,345	\$ 14,173	\$ 76,457	\$ 80,361	\$ 76,087	\$ 76,737	\$ 78,552	\$ 79,438
19	\$ 71,308	\$ 71,308	\$ 42,785	\$ 28,523	\$ 14,262	\$ 76,937	\$ 80,883	\$ 76,632	\$ 77,422	\$ 79,141	\$ 79,993
20	\$ 71,753	\$ 71,753	\$ 43,052	\$ 28,701	\$ 14,351	\$ 77,418	\$ 81,405	\$ 77,176	\$ 78,107	\$ 79,729	\$ 80,549
21	\$ 72,198	\$ 72,198	\$ 43,319	\$ 28,879	\$ 14,440	\$ 77,898	\$ 81,928	\$ 77,720	\$ 78,792	\$ 80,318	\$ 81,104
22	\$ 72,643	\$ 72,643	\$ 43,586	\$ 29,057	\$ 14,529	\$ 78,378	\$ 82,450	\$ 78,265	\$ 79,478	\$ 80,906	\$ 81,659
23	\$ 73,088	\$ 73,088	\$ 43,853	\$ 29,235	\$ 14,618	\$ 78,858	\$ 82,972	\$ 78,809	\$ 80,163	\$ 81,495	\$ 82,215
24	\$ 73,533	\$ 73,533	\$ 44,120	\$ 29,413	\$ 14,707	\$ 79,339	\$ 83,494	\$ 79,353	\$ 80,848	\$ 82,083	\$ 82,770
25	\$ 73,978	\$ 73,978	\$ 44,387	\$ 29,591	\$ 14,796	\$ 79,819	\$ 84,017	\$ 79,898	\$ 81,533	\$ 82,672	\$ 83,325
26	\$ 74,423	\$ 74,423	\$ 44,654	\$ 29,769	\$ 14,885	\$ 80,299	\$ 84,539	\$ 80,442	\$ 82,218	\$ 83,260	\$ 83,881
27	\$ 74,869	\$ 74,869	\$ 44,921	\$ 29,947	\$ 14,974	\$ 80,779	\$ 85,061	\$ 80,986	\$ 82,904	\$ 83,849	\$ 84,436
28	\$ 75,314	\$ 75,314	\$ 45,188	\$ 30,125	\$ 15,063	\$ 81,259	\$ 85,583	\$ 81,531	\$ 83,589	\$ 84,437	\$ 84,991
29	\$ 75,759	\$ 75,759	\$ 45,455	\$ 30,304	\$ 15,152	\$ 81,740	\$ 86,106	\$ 82,075	\$ 84,274	\$ 85,026	\$ 85,547
30	\$ 76,204	\$ 76,204	\$ 45,722	\$ 30,482	\$ 15,241	\$ 82,220	\$ 86,628	\$ 82,619	\$ 84,959	\$ 85,614	\$ 86,102

Advanced Qualifications Compensation: The listed amount is added to the base salary

\$2,500
 \$1,000
 \$2,500
 \$1,000
 \$1,500
 \$2,500
 \$3,500

Approved Languages of High Need *Additional Compensation Added to Base Upon Proficient Assessment Results

Spanish
 Arabic
 Pashto
 Farsi
 French

THEGOODWILL

 CENTER
 ADULT HIGH SCHOOL

Campus Coordinator Pay Scale						
Full-Time Team Members						
Region / Campus	Austin	Coleman	Billy Moore	Diboll	Connally	Stiles
Years of Relevant Work Experience	Annual Salary	Annual Salary	Annual Salary	Annual Salary	Annual Salary	Annual Salary
0	\$ 63,027	\$ 68,288	\$ 61,975	\$ 61,974	\$ 66,678	\$ 66,678
1	\$ 63,603	\$ 68,938	\$ 62,636	\$ 62,643	\$ 67,267	\$ 67,284
2	\$ 64,179	\$ 69,589	\$ 63,297	\$ 63,312	\$ 67,856	\$ 67,889
3	\$ 64,754	\$ 71,515	\$ 65,233	\$ 65,256	\$ 69,719	\$ 69,770
4	\$ 65,330	\$ 72,166	\$ 65,894	\$ 65,925	\$ 70,308	\$ 70,375
5	\$ 65,906	\$ 76,217	\$ 69,955	\$ 69,993	\$ 74,296	\$ 74,381
6	\$ 66,186	\$ 76,968	\$ 70,897	\$ 70,817	\$ 74,962	\$ 75,202
7	\$ 66,465	\$ 77,718	\$ 71,839	\$ 71,640	\$ 75,629	\$ 76,023
8	\$ 66,745	\$ 78,469	\$ 72,782	\$ 72,464	\$ 76,295	\$ 76,844
9	\$ 67,025	\$ 79,220	\$ 73,724	\$ 73,288	\$ 76,961	\$ 77,665
10	\$ 67,305	\$ 79,971	\$ 74,666	\$ 74,111	\$ 77,627	\$ 78,486
11	\$ 68,063	\$ 80,571	\$ 75,548	\$ 75,142	\$ 78,313	\$ 79,167
12	\$ 68,820	\$ 81,172	\$ 76,429	\$ 76,173	\$ 78,999	\$ 79,849
13	\$ 69,578	\$ 81,773	\$ 77,311	\$ 77,204	\$ 79,685	\$ 80,531
14	\$ 70,335	\$ 82,374	\$ 78,192	\$ 78,235	\$ 80,371	\$ 81,212
15	\$ 71,093	\$ 82,975	\$ 79,074	\$ 79,267	\$ 81,056	\$ 81,894
16	\$ 71,606	\$ 83,419	\$ 79,537	\$ 79,849	\$ 81,557	\$ 82,366
17	\$ 72,119	\$ 83,863	\$ 79,999	\$ 80,431	\$ 82,057	\$ 82,838
18	\$ 72,632	\$ 84,307	\$ 80,462	\$ 81,014	\$ 82,557	\$ 83,310
19	\$ 73,145	\$ 84,751	\$ 80,925	\$ 81,596	\$ 83,057	\$ 83,782
20	\$ 73,658	\$ 85,195	\$ 81,387	\$ 82,179	\$ 83,557	\$ 84,254
21	\$ 74,171	\$ 85,639	\$ 81,850	\$ 82,761	\$ 84,058	\$ 84,726
22	\$ 74,684	\$ 86,082	\$ 82,313	\$ 83,344	\$ 84,558	\$ 85,198
23	\$ 75,197	\$ 86,526	\$ 82,775	\$ 83,926	\$ 85,058	\$ 85,670
24	\$ 75,710	\$ 86,970	\$ 83,238	\$ 84,508	\$ 85,558	\$ 86,142
25	\$ 76,223	\$ 87,414	\$ 83,701	\$ 85,091	\$ 86,059	\$ 86,614
26	\$ 76,736	\$ 87,858	\$ 84,163	\$ 85,673	\$ 86,559	\$ 87,086
27	\$ 77,249	\$ 88,302	\$ 84,626	\$ 86,256	\$ 87,059	\$ 87,558
28	\$ 77,762	\$ 88,746	\$ 85,089	\$ 86,838	\$ 87,559	\$ 88,030
29	\$ 78,275	\$ 89,190	\$ 85,551	\$ 87,421	\$ 88,059	\$ 88,502
30	\$ 78,788	\$ 89,634	\$ 86,014	\$ 88,003	\$ 88,560	\$ 88,974

Advanced Qualifications Compensation: The listed amount is added to the base salary

\$2,500
 \$1,000
 \$2,500
 \$1,000
 \$1,500
 \$2,500
 \$3,500

Approved Languages of High Need *Additional Compensation Added to Base Upon Proficient Assessment Results

Spanish
 Arabic
 Pashto
 Farsi
 French



Campus Director Pay Scale							
Full-Time Team Members							
Region / Campus	Austin		Coleman	Billy Moore	Diboll	Connally	Stiles
Enrollment	<i>Less than 300</i>	<i>300+</i>	<i>N/A</i>	<i>N/A</i>	<i>N/A</i>	<i>N/A</i>	<i>N/A</i>
	Annual Salary	Annual Salary	Annual Salary	Annual Salary	Annual Salary	Annual Salary	Annual Salary
Minimum	\$ 81,034	\$ 85,088	\$ 84,089	\$ 86,709	\$ 81,610	\$ 82,976	\$ 83,040
Midpoint	\$ 94,187	\$ 98,934	\$ 97,215	\$ 98,209	\$ 93,110	\$ 94,226	\$ 94,290
Maximum	\$ 107,341	\$ 112,780	\$ 110,341	\$ 109,709	\$ 104,610	\$ 105,476	\$ 105,540

Advanced Qualifications Compensation: The listed amount is added to the base salary

\$ 2,500.00
 \$ 1,000.00
 N/A
 \$ 2,500.00
 \$ 5,000.00
 \$ 3,000.00

Approved Languages of High Need *Additional Compensation Added to Base Upon Proficient Assessment Results

Spanish
 Arabic
 Pashto
 Farsi
 French



Coach / Navigator Pay Scale
Full-Time Team Members

Region / Campus		Austin			
Position		Student Success Coach College & Career Navigator		Admissions & Recruitment Coach	
		205		219	
Duty Days					
Years of Relevant Work Experience	Daily Rate	Annual Salary		Annual Salary	
0	\$ 251	\$	51,510	\$	55,027
1	\$ 254	\$	52,049	\$	55,603
2	\$ 257	\$	52,587	\$	56,179
3	\$ 259	\$	53,126	\$	56,754
4	\$ 262	\$	53,665	\$	57,330
5	\$ 264	\$	54,204	\$	57,906
6	\$ 266	\$	54,466	\$	58,186
7	\$ 267	\$	54,728	\$	58,465
8	\$ 268	\$	54,990	\$	58,745
9	\$ 270	\$	55,252	\$	59,025
10	\$ 271	\$	55,514	\$	59,305
11	\$ 274	\$	56,223	\$	60,063
12	\$ 278	\$	56,932	\$	60,820
13	\$ 281	\$	57,641	\$	61,578
14	\$ 285	\$	58,350	\$	62,335
15	\$ 288	\$	59,060	\$	63,093
16	\$ 290	\$	59,540	\$	63,606
17	\$ 293	\$	60,020	\$	64,119
18	\$ 295	\$	60,500	\$	64,632
19	\$ 297	\$	60,981	\$	65,145
20	\$ 300	\$	61,461	\$	65,658
21	\$ 302	\$	61,941	\$	66,171
22	\$ 304	\$	62,421	\$	66,684
23	\$ 307	\$	62,901	\$	67,197
24	\$ 309	\$	63,382	\$	67,710
25	\$ 312	\$	63,862	\$	68,223
26	\$ 314	\$	64,342	\$	68,736
27	\$ 316	\$	64,822	\$	69,249
28	\$ 319	\$	65,303	\$	69,762
29	\$ 321	\$	65,783	\$	70,275
30	\$ 323	\$	66,263	\$	70,788

Advanced Qualifications Compensation: The listed amount is added to the base salary

\$2,500	Social Work, Counseling, or SBEC Certification
\$1,000	Fluent in language of high need
\$1,000	Bachelors Degree
\$1,500	Masters Degree
\$2,500	Doctorate
\$3,500	Lead
\$8,000	Coordinator
\$3,500	Evaluating >5

Approved Languages of High Need *Additional Compensation Added to Base Upon Proficient Assessment Results

Spanish
Arabic
Pashto
Farsi
French

THEGOODWILL
EXCEL
CENTER
ADULT HIGH SCHOOL

Exploration Center Pay Scale

Position	Assistant Child Development Specialist		Child Development / Administrative Specialist		Early Childhood Teacher		Center Coordinator	
Duty Days	240		240		235		240	
Years of Relevant Work Experience	Hourly Rate		Hourly Rate		Daily Rate	Annual Salary	Daily Rate	Annual Salary
0	\$	20.38	\$	22.38	\$ 223	\$ 52,376	\$ 256	\$ 61,490
1	\$	20.43	\$	22.43	\$ 221	\$ 51,913	\$ 254	\$ 61,018
2	\$	20.48	\$	22.49	\$ 223	\$ 52,450	\$ 257	\$ 61,566
3	\$	20.53	\$	22.54	\$ 225	\$ 52,988	\$ 259	\$ 62,115
4	\$	20.58	\$	22.60	\$ 228	\$ 53,525	\$ 261	\$ 62,664
5	\$	20.63	\$	22.66	\$ 230	\$ 54,063	\$ 263	\$ 63,213
6	\$	20.68	\$	22.71	\$ 231	\$ 54,324	\$ 264	\$ 63,480
7	\$	20.73	\$	22.77	\$ 232	\$ 54,585	\$ 266	\$ 63,747
8	\$	20.79	\$	22.83	\$ 233	\$ 54,846	\$ 267	\$ 64,013
9	\$	20.84	\$	22.88	\$ 235	\$ 55,108	\$ 268	\$ 64,280
10	\$	20.89	\$	22.94	\$ 236	\$ 55,369	\$ 269	\$ 64,547
11	\$	20.94	\$	23.00	\$ 239	\$ 56,076	\$ 272	\$ 65,269
12	\$	20.99	\$	23.06	\$ 242	\$ 56,783	\$ 275	\$ 65,992
13	\$	21.05	\$	23.11	\$ 245	\$ 57,491	\$ 278	\$ 66,714
14	\$	21.10	\$	23.17	\$ 248	\$ 58,198	\$ 281	\$ 67,436
15	\$	21.15	\$	23.23	\$ 251	\$ 58,905	\$ 284	\$ 68,158
16	\$	21.21	\$	23.29	\$ 253	\$ 59,384	\$ 286	\$ 68,648
17	\$	21.26	\$	23.35	\$ 255	\$ 59,863	\$ 288	\$ 69,137
18	\$	21.31	\$	23.40	\$ 257	\$ 60,342	\$ 290	\$ 69,626
19	\$	21.36	\$	23.46	\$ 259	\$ 60,821	\$ 292	\$ 70,115
20	\$	21.42	\$	23.52	\$ 261	\$ 61,300	\$ 294	\$ 70,604
21	\$	21.47	\$	23.58	\$ 263	\$ 61,779	\$ 296	\$ 71,093
22	\$	21.53	\$	23.64	\$ 265	\$ 62,258	\$ 298	\$ 71,582
23	\$	21.58	\$	23.70	\$ 267	\$ 62,737	\$ 300	\$ 72,072
24	\$	21.63	\$	23.76	\$ 269	\$ 63,216	\$ 302	\$ 72,561
25	\$	21.69	\$	23.82	\$ 271	\$ 63,695	\$ 304	\$ 73,050
26	\$	21.74	\$	23.88	\$ 273	\$ 64,174	\$ 306	\$ 73,539
27	\$	21.80	\$	23.94	\$ 275	\$ 64,653	\$ 308	\$ 74,028
28	\$	21.85	\$	24.00	\$ 277	\$ 65,131	\$ 310	\$ 74,517
29	\$	21.91	\$	24.06	\$ 279	\$ 65,610	\$ 313	\$ 75,006
30	\$	21.96	\$	24.12	\$ 281	\$ 66,089	\$ 315	\$ 75,496

Advanced Qualifications Compensation: The listed amount is added to the Hourly Rate

\$4.17	Fluent in a lanugage of high need
\$1.56	Associates Degree
\$3.13	Bachelors
\$6.25	Masters

Advanced Qualifications Compensation: The listed amount is added to the base salary

\$1,000	Fluent in lanugauge of high need
\$1,500	Masters Degree

Approved Languages of High Need *Additional Compensation Added to Base Upon Proficient Assessment Results

Spanish
Arabic
Pashto
Farsi
French

THEGOODWILL
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Paraprofessional & Administrative Assistant Pay Scale

Duty Days	Varies Based on Assignment	
Years of Relevant Work Experience	Hourly Rate	
0	\$	20.38
1	\$	20.43
2	\$	20.48
3	\$	20.53
4	\$	20.58
5	\$	20.63
6	\$	20.68
7	\$	20.73
8	\$	20.79
9	\$	20.84
10	\$	20.89
11	\$	20.94
12	\$	20.99
13	\$	21.05
14	\$	21.10
15	\$	21.15
16	\$	21.21
17	\$	21.26
18	\$	21.31
19	\$	21.36
20	\$	21.42
21	\$	21.47
22	\$	21.53
23	\$	21.58
24	\$	21.63
25	\$	21.69
26	\$	21.74
27	\$	21.80
28	\$	21.85
29	\$	21.91
30	\$	21.96

Advanced Qualifications Compensation: The listed amount is added to the Hourly Rate

\$4.17	Fluent in a language of high need
\$1.56	Associates Degree
\$3.13	Bachelors
\$6.25	Masters

Approved Languages of High Need *Additional Compensation Added to Base Upon Proficient Assessment Results

Spanish
 Arabic
 Pashto
 Farsi
 French



Administrative Roles Pay Scale

Full-Time Team Members

	Minimum	Midpoint	Maximum
Level 1 - Hourly Rate	\$ 20.38	\$ 20.94	\$ 21.42
Level 2	\$ 51,258	\$ 56,133	\$ 61,008
Level 3	\$ 62,508	\$ 68,508	\$ 74,508
Level 4	\$ 74,508	\$ 81,708	\$ 88,908
Level 5	\$ 91,008	\$ 99,858	\$ 108,708
Level 6	\$ 103,008	\$ 113,058	\$ 123,108

Advanced Qualifications Compensation: The listed amount is added to the base salary / If not Required by Job Description

\$2,500	Certification
\$1,000	Fluent in lanugauge of high need
\$1,000	Bachelors Degree
\$1,500	Masters Degree
\$2,500	Doctorate
\$3,500	Lead

Advanced Qualifications Compensation: The listed amount is added to the Hourly Rate

\$4	Fluent in a lanugage of high need
\$2	Associates Degree
\$3	Bachelors
\$6	Masters

Approved Languages of High Need - Direct Service Positions Only *Additional Compensation Added to Base Upon Proficient Assessment Results

Spanish
Arabic
Pashto
Farsi
French