



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	
Duty Days	189	151	151	151	151	151	204	220		220		220		220		220	
Years of Relevant Work Experience	Daily Rate	Annual Salary FT Day	Annual Salary Night - 100%	Annual Salary Night - 75%	Annual Salary Night - 50%	Annual Salary Night - 25%	Annual Salary	Daily Rate	Annual Salary	Daily Rate	Annual Salary	Daily Rate	Annual Salary	Daily Rate	Annual Salary	Daily Rate	Annual Salary
0	\$ 300	\$ 56,743	\$ 45,334	\$ 34,001	\$ 22,667	\$ 11,334	\$ 61,246	\$ 281	\$ 61,784	\$ 248	\$ 54,574	\$ 248	\$ 54,574	\$ 273	\$ 60,133	\$ 273	\$ 60,133
1	\$ 303	\$ 57,242	\$ 45,733	\$ 34,300	\$ 22,867	\$ 11,433	\$ 61,785	\$ 284	\$ 62,558	\$ 252	\$ 55,360	\$ 252	\$ 55,369	\$ 277	\$ 60,833	\$ 277	\$ 60,853
2	\$ 306	\$ 57,742	\$ 46,132	\$ 34,599	\$ 23,066	\$ 11,533	\$ 62,325	\$ 288	\$ 63,331	\$ 255	\$ 56,145	\$ 255	\$ 56,163	\$ 280	\$ 61,532	\$ 280	\$ 61,572
3	\$ 316	\$ 59,741	\$ 47,730	\$ 35,797	\$ 23,865	\$ 11,932	\$ 64,483	\$ 298	\$ 65,604	\$ 266	\$ 58,431	\$ 266	\$ 58,458	\$ 290	\$ 63,731	\$ 290	\$ 63,791
4	\$ 319	\$ 60,241	\$ 48,129	\$ 36,097	\$ 24,064	\$ 12,032	\$ 65,022	\$ 302	\$ 66,378	\$ 269	\$ 59,216	\$ 269	\$ 59,252	\$ 293	\$ 64,431	\$ 293	\$ 64,511
5	\$ 343	\$ 64,740	\$ 51,724	\$ 38,793	\$ 25,862	\$ 12,931	\$ 69,878	\$ 323	\$ 71,151	\$ 291	\$ 64,001	\$ 291	\$ 64,047	\$ 314	\$ 69,130	\$ 315	\$ 69,230
6	\$ 344	\$ 64,983	\$ 51,918	\$ 38,938	\$ 25,959	\$ 12,979	\$ 70,140	\$ 327	\$ 72,043	\$ 296	\$ 65,121	\$ 296	\$ 65,025	\$ 318	\$ 69,921	\$ 319	\$ 70,206
7	\$ 345	\$ 65,226	\$ 52,112	\$ 39,084	\$ 26,056	\$ 13,028	\$ 70,402	\$ 332	\$ 72,935	\$ 301	\$ 66,240	\$ 300	\$ 66,004	\$ 321	\$ 70,713	\$ 324	\$ 71,181
8	\$ 346	\$ 65,468	\$ 52,306	\$ 39,229	\$ 26,153	\$ 13,076	\$ 70,664	\$ 336	\$ 73,827	\$ 306	\$ 67,360	\$ 304	\$ 66,982	\$ 325	\$ 71,505	\$ 328	\$ 72,157
9	\$ 348	\$ 65,711	\$ 52,499	\$ 39,375	\$ 26,250	\$ 13,125	\$ 70,926	\$ 340	\$ 74,718	\$ 311	\$ 68,479	\$ 309	\$ 67,961	\$ 329	\$ 72,296	\$ 332	\$ 73,132
10	\$ 349	\$ 65,954	\$ 52,693	\$ 39,520	\$ 26,347	\$ 13,173	\$ 71,188	\$ 344	\$ 75,610	\$ 316	\$ 69,599	\$ 313	\$ 68,939	\$ 332	\$ 73,088	\$ 337	\$ 74,107
11	\$ 352	\$ 66,611	\$ 53,219	\$ 39,914	\$ 26,609	\$ 13,305	\$ 71,898	\$ 347	\$ 76,324	\$ 321	\$ 70,646	\$ 319	\$ 70,164	\$ 336	\$ 73,902	\$ 341	\$ 74,917
12	\$ 356	\$ 67,269	\$ 53,744	\$ 40,308	\$ 26,872	\$ 13,436	\$ 72,607	\$ 350	\$ 77,038	\$ 326	\$ 71,694	\$ 324	\$ 71,389	\$ 340	\$ 74,717	\$ 344	\$ 75,727
13	\$ 359	\$ 67,926	\$ 54,269	\$ 40,702	\$ 27,134	\$ 13,567	\$ 73,317	\$ 353	\$ 77,752	\$ 331	\$ 72,741	\$ 330	\$ 72,614	\$ 343	\$ 75,532	\$ 348	\$ 76,537
14	\$ 363	\$ 68,583	\$ 54,794	\$ 41,095	\$ 27,397	\$ 13,698	\$ 74,026	\$ 357	\$ 78,466	\$ 335	\$ 73,788	\$ 336	\$ 73,839	\$ 347	\$ 76,347	\$ 352	\$ 77,347
15	\$ 366	\$ 69,240	\$ 55,319	\$ 41,489	\$ 27,660	\$ 13,830	\$ 74,736	\$ 360	\$ 79,180	\$ 340	\$ 74,836	\$ 341	\$ 75,064	\$ 351	\$ 77,161	\$ 355	\$ 78,157
16	\$ 369	\$ 69,897	\$ 55,844	\$ 41,883	\$ 27,923	\$ 13,961	\$ 75,446	\$ 364	\$ 79,890	\$ 344	\$ 75,586	\$ 345	\$ 75,756	\$ 353	\$ 77,756	\$ 358	\$ 78,717
17	\$ 371	\$ 70,131	\$ 56,030	\$ 42,023	\$ 28,015	\$ 14,008	\$ 75,697	\$ 365	\$ 80,235	\$ 345	\$ 75,935	\$ 347	\$ 76,448	\$ 356	\$ 78,350	\$ 360	\$ 79,278
18	\$ 373	\$ 70,576	\$ 56,386	\$ 42,289	\$ 28,193	\$ 14,096	\$ 76,177	\$ 367	\$ 80,762	\$ 348	\$ 76,485	\$ 351	\$ 77,140	\$ 359	\$ 78,944	\$ 363	\$ 79,839
19	\$ 376	\$ 71,021	\$ 56,741	\$ 42,556	\$ 28,371	\$ 14,185	\$ 76,657	\$ 369	\$ 81,290	\$ 350	\$ 77,034	\$ 354	\$ 77,832	\$ 362	\$ 79,539	\$ 365	\$ 80,400
20	\$ 378	\$ 71,466	\$ 57,097	\$ 42,823	\$ 28,549	\$ 14,274	\$ 77,138	\$ 372	\$ 81,817	\$ 353	\$ 77,584	\$ 357	\$ 78,524	\$ 364	\$ 80,133	\$ 368	\$ 80,961
21	\$ 380	\$ 71,911	\$ 57,453	\$ 43,090	\$ 28,726	\$ 14,363	\$ 77,618	\$ 374	\$ 82,345	\$ 355	\$ 78,134	\$ 360	\$ 79,216	\$ 367	\$ 80,727	\$ 371	\$ 81,521
22	\$ 383	\$ 72,356	\$ 57,808	\$ 43,356	\$ 28,904	\$ 14,452	\$ 78,099	\$ 377	\$ 82,872	\$ 358	\$ 78,683	\$ 363	\$ 79,908	\$ 370	\$ 81,322	\$ 373	\$ 82,082
23	\$ 385	\$ 72,801	\$ 58,164	\$ 43,623	\$ 29,082	\$ 14,541	\$ 78,579	\$ 379	\$ 83,399	\$ 360	\$ 79,233	\$ 366	\$ 80,600	\$ 372	\$ 81,916	\$ 376	\$ 82,643
24	\$ 388	\$ 73,246	\$ 58,520	\$ 43,890	\$ 29,260	\$ 14,630	\$ 79,059	\$ 381	\$ 83,927	\$ 363	\$ 79,783	\$ 370	\$ 81,292	\$ 375	\$ 82,510	\$ 378	\$ 83,204
25	\$ 390	\$ 73,691	\$ 58,875	\$ 44,156	\$ 29,438	\$ 14,719	\$ 79,540	\$ 384	\$ 84,454	\$ 365	\$ 80,333	\$ 373	\$ 81,984	\$ 378	\$ 83,105	\$ 381	\$ 83,765
26	\$ 392	\$ 74,136	\$ 59,231	\$ 44,423	\$ 29,615	\$ 14,808	\$ 80,020	\$ 386	\$ 84,981	\$ 368	\$ 80,882	\$ 376	\$ 82,676	\$ 380	\$ 83,699	\$ 383	\$ 84,326
27	\$ 395	\$ 74,582	\$ 59,586	\$ 44,690	\$ 29,793	\$ 14,897	\$ 80,501	\$ 389	\$ 85,509	\$ 370	\$ 81,432	\$ 379	\$ 83,368	\$ 383	\$ 84,293	\$ 386	\$ 84,886
28	\$ 397	\$ 75,027	\$ 59,942	\$ 44,956	\$ 29,971	\$ 14,985	\$ 80,981	\$ 391	\$ 86,036	\$ 373	\$ 81,982	\$ 382	\$ 84,060	\$ 386	\$ 84,887	\$ 388	\$ 85,447
29	\$ 399	\$ 75,472	\$ 60,298	\$ 45,223	\$ 30,149	\$ 15,074	\$ 81,462	\$ 393	\$ 86,564	\$ 375	\$ 82,531	\$ 385	\$ 84,752	\$ 389	\$ 85,482	\$ 391	\$ 86,008
30	\$ 402	\$ 75,917	\$ 60,653	\$ 45,490	\$ 30,327	\$ 15,163	\$ 81,942	\$ 396	\$ 87,091	\$ 378	\$ 83,081	\$ 388	\$ 85,444	\$ 391	\$ 86,076	\$ 393	\$ 86,569

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

- \$2,500 Certification in Relevant Content Area for Grades 9-12
- \$1,000 Fluent in a language of high need
- \$2,500 Specialty Area (Certified & Assigned Special Education/Section 504; ESL Teachers)
- \$1,000 Specialty Certification (General Ed Educators holding a Special Ed or ESL Certification)
- \$1,500 Masters Degree
- \$2,500 Doctorate
- \$3,500 Evaluating >5

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

- Spanish
- Arabic
- Pashto
- Farsi
- French



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 Daily Rate

\$4.18	Fluent in a lanugage of high need
\$1.57	Associates Degree
\$3.14	Bachelors
\$6.28	Masters

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

- Spanish
- Arabic
- Pashto
- Farsi
- French



Coach / Navigator Pay Scale
Full-Time Team Members

Coach / Navigator Pay Scale				
Full-Time Team Members				
Region / Campus	Austin			
Position		Student Success Coach College & Career Navigator	Admissions & Recruitment Coach	
Duty Days		204	218	
Years of Relevant Work Experience	Daily Rate	Annual Salary		Annual Salary
0	\$ 251	\$ 51,266	\$ 54,784	
1	\$ 254	\$ 51,805	\$ 55,360	
2	\$ 257	\$ 52,344	\$ 55,936	
3	\$ 259	\$ 52,883	\$ 56,512	
4	\$ 262	\$ 53,422	\$ 57,088	
5	\$ 265	\$ 53,961	\$ 57,664	
6	\$ 266	\$ 54,223	\$ 57,944	
7	\$ 267	\$ 54,485	\$ 58,224	
8	\$ 268	\$ 54,747	\$ 58,504	
9	\$ 270	\$ 55,009	\$ 58,784	
10	\$ 271	\$ 55,271	\$ 59,065	
11	\$ 274	\$ 55,981	\$ 59,823	
12	\$ 278	\$ 56,690	\$ 60,581	
13	\$ 281	\$ 57,400	\$ 61,339	
14	\$ 285	\$ 58,109	\$ 62,097	
15	\$ 288	\$ 58,819	\$ 62,855	
16	\$ 291	\$ 59,299	\$ 63,368	
17	\$ 293	\$ 59,779	\$ 63,882	
18	\$ 295	\$ 60,260	\$ 64,395	
19	\$ 298	\$ 60,740	\$ 64,909	
20	\$ 300	\$ 61,221	\$ 65,422	
21	\$ 302	\$ 61,701	\$ 65,935	
22	\$ 305	\$ 62,182	\$ 66,449	
23	\$ 307	\$ 62,662	\$ 66,962	
24	\$ 310	\$ 63,142	\$ 67,476	
25	\$ 312	\$ 63,623	\$ 67,989	
26	\$ 314	\$ 64,103	\$ 68,502	
27	\$ 317	\$ 64,584	\$ 69,016	
28	\$ 319	\$ 65,064	\$ 69,529	
29	\$ 321	\$ 65,544	\$ 70,043	
30	\$ 324	\$ 66,025	\$ 70,556	

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

\$2,500	Social Work, Counseling, or SBEC Certification
\$1,000	Fluent in lanugauge of high need
\$1,000	Bachelors Degree
\$1,500	Masters Degree
\$2,500	Doctorate
\$3,500	Lead
\$8,000	Coordinator
\$4,000	Evaluating >5

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

- Spanish
- Arabic
- Pashto
- Farsi
- French



Campus Coordinator Pay Scale
Full-Time Team Members

Region / Campus	Austin		Coleman		Billy Moore		Diboll		Connally		Stiles	
Duty Days	218		225		225		225		225		225	
Years of Relevant Work Experience	Daily Rate	Annual Salary	Daily Rate	Annual Salary	Daily Rate	Annual Salary	Daily Rate	Annual Salary	Daily Rate	Annual Salary	Daily Rate	Annual Salary
0	\$ 288	\$ 62,784	\$ 310	\$ 69,710	\$ 282	\$ 63,444	\$ 282	\$ 63,443	\$ 303	\$ 68,276	\$ 303	\$ 68,276
1	\$ 291	\$ 63,360	\$ 313	\$ 70,382	\$ 285	\$ 64,126	\$ 285	\$ 64,134	\$ 306	\$ 68,884	\$ 306	\$ 68,901
2	\$ 293	\$ 63,936	\$ 316	\$ 71,055	\$ 288	\$ 64,809	\$ 288	\$ 64,825	\$ 309	\$ 69,492	\$ 309	\$ 69,527
3	\$ 296	\$ 64,512	\$ 325	\$ 73,031	\$ 297	\$ 66,796	\$ 297	\$ 66,819	\$ 317	\$ 71,404	\$ 318	\$ 71,456
4	\$ 299	\$ 65,088	\$ 328	\$ 73,703	\$ 300	\$ 67,478	\$ 300	\$ 67,510	\$ 320	\$ 72,012	\$ 320	\$ 72,081
5	\$ 301	\$ 65,664	\$ 346	\$ 77,853	\$ 318	\$ 71,638	\$ 319	\$ 71,678	\$ 338	\$ 76,097	\$ 339	\$ 76,184
6	\$ 302	\$ 65,944	\$ 349	\$ 78,628	\$ 323	\$ 72,612	\$ 322	\$ 72,529	\$ 341	\$ 76,785	\$ 342	\$ 77,032
7	\$ 304	\$ 66,224	\$ 353	\$ 79,403	\$ 327	\$ 73,585	\$ 326	\$ 73,379	\$ 344	\$ 77,473	\$ 346	\$ 77,880
8	\$ 305	\$ 66,504	\$ 356	\$ 80,179	\$ 331	\$ 74,558	\$ 330	\$ 74,230	\$ 347	\$ 78,161	\$ 350	\$ 78,728
9	\$ 306	\$ 66,784	\$ 360	\$ 80,954	\$ 336	\$ 75,531	\$ 334	\$ 75,081	\$ 350	\$ 78,849	\$ 354	\$ 79,576
10	\$ 308	\$ 67,065	\$ 363	\$ 81,729	\$ 340	\$ 76,504	\$ 337	\$ 75,931	\$ 353	\$ 79,537	\$ 357	\$ 80,424
11	\$ 311	\$ 67,823	\$ 366	\$ 82,350	\$ 344	\$ 77,415	\$ 342	\$ 76,996	\$ 357	\$ 80,246	\$ 361	\$ 81,128
12	\$ 315	\$ 68,581	\$ 369	\$ 82,971	\$ 348	\$ 78,325	\$ 347	\$ 78,061	\$ 360	\$ 80,954	\$ 364	\$ 81,832
13	\$ 318	\$ 69,339	\$ 372	\$ 83,591	\$ 352	\$ 79,236	\$ 352	\$ 79,126	\$ 363	\$ 81,662	\$ 367	\$ 82,536
14	\$ 322	\$ 70,097	\$ 374	\$ 84,212	\$ 356	\$ 80,147	\$ 356	\$ 80,191	\$ 366	\$ 82,371	\$ 370	\$ 83,240
15	\$ 325	\$ 70,855	\$ 377	\$ 84,833	\$ 360	\$ 81,057	\$ 361	\$ 81,256	\$ 369	\$ 83,079	\$ 373	\$ 83,944
16	\$ 327	\$ 71,368	\$ 379	\$ 85,291	\$ 362	\$ 81,535	\$ 364	\$ 81,857	\$ 372	\$ 83,595	\$ 375	\$ 84,431
17	\$ 330	\$ 71,882	\$ 381	\$ 85,750	\$ 365	\$ 82,013	\$ 366	\$ 82,459	\$ 374	\$ 84,112	\$ 377	\$ 84,919
18	\$ 332	\$ 72,395	\$ 383	\$ 86,208	\$ 367	\$ 82,491	\$ 369	\$ 83,061	\$ 376	\$ 84,629	\$ 380	\$ 85,406
19	\$ 334	\$ 72,909	\$ 385	\$ 86,667	\$ 369	\$ 82,968	\$ 372	\$ 83,662	\$ 378	\$ 85,145	\$ 382	\$ 85,894
20	\$ 337	\$ 73,422	\$ 387	\$ 87,125	\$ 371	\$ 83,446	\$ 375	\$ 84,264	\$ 381	\$ 85,662	\$ 384	\$ 86,382
21	\$ 339	\$ 73,935	\$ 389	\$ 87,584	\$ 373	\$ 83,924	\$ 377	\$ 84,865	\$ 383	\$ 86,179	\$ 386	\$ 86,869
22	\$ 342	\$ 74,449	\$ 391	\$ 88,042	\$ 375	\$ 84,402	\$ 380	\$ 85,467	\$ 385	\$ 86,695	\$ 388	\$ 87,357
23	\$ 344	\$ 74,962	\$ 393	\$ 88,501	\$ 377	\$ 84,880	\$ 383	\$ 86,068	\$ 388	\$ 87,212	\$ 390	\$ 87,844
24	\$ 346	\$ 75,476	\$ 395	\$ 88,959	\$ 379	\$ 85,358	\$ 385	\$ 86,670	\$ 390	\$ 87,729	\$ 393	\$ 88,332
25	\$ 349	\$ 75,989	\$ 397	\$ 89,417	\$ 381	\$ 85,836	\$ 388	\$ 87,271	\$ 392	\$ 88,245	\$ 395	\$ 88,819
26	\$ 351	\$ 76,502	\$ 399	\$ 89,876	\$ 384	\$ 86,313	\$ 391	\$ 87,873	\$ 394	\$ 88,762	\$ 397	\$ 89,307
27	\$ 353	\$ 77,016	\$ 401	\$ 90,334	\$ 386	\$ 86,791	\$ 393	\$ 88,475	\$ 397	\$ 89,279	\$ 399	\$ 89,794
28	\$ 356	\$ 77,529	\$ 404	\$ 90,793	\$ 388	\$ 87,269	\$ 396	\$ 89,076	\$ 399	\$ 89,795	\$ 401	\$ 90,282
29	\$ 358	\$ 78,043	\$ 406	\$ 91,251	\$ 390	\$ 87,747	\$ 399	\$ 89,678	\$ 401	\$ 90,312	\$ 403	\$ 90,769
30	\$ 360	\$ 78,556	\$ 408	\$ 91,710	\$ 392	\$ 88,225	\$ 401	\$ 90,279	\$ 404	\$ 90,829	\$ 406	\$ 91,257

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

- \$2,500 Certification in Relevant Content Area for Grades 9-12
- \$1,000 Fluent in a language of high need
- \$2,500 Specialty Area (Certified & Assigned Special Education/Section 504; ESL Teachers)
- \$1,000 Specialty Certification (General Ed Educators holding a Special Ed or ESL Certification)
- \$1,500 Masters Degree
- \$2,500 Doctorate
- \$3,500 Evaluating >5

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	
Duty Days	218				225		225		225		225		225	
Enrollment	Less than 300		300+		N/A		N/A		N/A		N/A		N/A	
	Daily Rate	Annual Salary	Daily Rate	Annual Salary	Daily Rate	Annual Salary	Daily Rate	Annual Salary	Daily Rate	Annual Salary	Daily Rate	Annual Salary	Daily Rate	Annual Salary
Minimum	\$ 364	\$ 81,113	\$ 382	\$ 85,172	\$ 374	\$ 84,089	\$ 385	\$ 86,709	\$ 363	\$ 81,610	\$ 369	\$ 82,976	\$ 369	\$ 83,040
Midpoint	\$ 423	\$ 94,227	\$ 444	\$ 98,976	\$ 432	\$ 97,215	\$ 436	\$ 98,209	\$ 414	\$ 93,110	\$ 419	\$ 94,226	\$ 419	\$ 94,290
Maximum	\$ 481	\$ 107,341	\$ 506	\$ 112,780	\$ 490	\$ 110,341	\$ 488	\$ 109,709	\$ 465	\$ 104,610	\$ 469	\$ 105,476	\$ 469	\$ 105,540

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

- \$ 2,500.00 Certification
- \$ 1,000.00 Fluent in lanugauge of high need
- N/A Masters - Required in JD
- \$ 2,500.00 Doctorate
- \$ 5,000.00 Regional Director Modifier
- \$ 3,000.00 Additional Regional Campus

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

- Spanish
- Arabic
- Pashto
- Farsi
- French



Exploration Center Pay Scale

Position	Assistant Child Development Specialist	Child Development / Administrative Specialist	Early Childhood Teacher		Center Coordinator	
	Duty Days	Duty Days	Duty Days		Duty Days	
Years of Relevant Work Experience	Hourly Rate	Hourly Rate	Daily Rate	Annual Salary	Daily Rate	Annual Salary
0	\$ 20.38	\$ 22.38	\$ 223	\$ 52,163	\$ 256	\$ 61,278
1	\$ 20.43	\$ 22.43	\$ 221	\$ 51,701	\$ 254	\$ 60,806
2	\$ 20.48	\$ 22.49	\$ 223	\$ 52,239	\$ 257	\$ 61,355
3	\$ 20.53	\$ 22.54	\$ 226	\$ 52,777	\$ 259	\$ 61,905
4	\$ 20.58	\$ 22.60	\$ 228	\$ 53,315	\$ 261	\$ 62,454
5	\$ 20.63	\$ 22.66	\$ 230	\$ 53,853	\$ 264	\$ 63,004
6	\$ 20.68	\$ 22.71	\$ 231	\$ 54,115	\$ 265	\$ 63,271
7	\$ 20.73	\$ 22.77	\$ 232	\$ 54,376	\$ 266	\$ 63,538
8	\$ 20.79	\$ 22.83	\$ 233	\$ 54,638	\$ 267	\$ 63,805
9	\$ 20.84	\$ 22.88	\$ 235	\$ 54,899	\$ 268	\$ 64,072
10	\$ 20.89	\$ 22.94	\$ 236	\$ 55,161	\$ 269	\$ 64,339
11	\$ 20.94	\$ 23.00	\$ 239	\$ 55,869	\$ 272	\$ 65,062
12	\$ 20.99	\$ 23.06	\$ 242	\$ 56,577	\$ 275	\$ 65,786
13	\$ 21.05	\$ 23.11	\$ 245	\$ 57,285	\$ 278	\$ 66,509
14	\$ 21.10	\$ 23.17	\$ 248	\$ 57,993	\$ 281	\$ 67,232
15	\$ 21.15	\$ 23.23	\$ 251	\$ 58,701	\$ 284	\$ 67,955
16	\$ 21.21	\$ 23.29	\$ 253	\$ 59,180	\$ 286	\$ 68,444
17	\$ 21.26	\$ 23.35	\$ 255	\$ 59,659	\$ 288	\$ 68,934
18	\$ 21.31	\$ 23.40	\$ 257	\$ 60,139	\$ 290	\$ 69,424
19	\$ 21.36	\$ 23.46	\$ 259	\$ 60,618	\$ 293	\$ 69,914
20	\$ 21.42	\$ 23.52	\$ 261	\$ 61,098	\$ 295	\$ 70,403
21	\$ 21.47	\$ 23.58	\$ 263	\$ 61,577	\$ 297	\$ 70,893
22	\$ 21.53	\$ 23.64	\$ 265	\$ 62,057	\$ 299	\$ 71,383
23	\$ 21.58	\$ 23.70	\$ 267	\$ 62,536	\$ 301	\$ 71,872
24	\$ 21.63	\$ 23.76	\$ 269	\$ 63,015	\$ 303	\$ 72,362
25	\$ 21.69	\$ 23.82	\$ 271	\$ 63,495	\$ 305	\$ 72,852
26	\$ 21.74	\$ 23.88	\$ 273	\$ 63,974	\$ 307	\$ 73,341
27	\$ 21.80	\$ 23.94	\$ 275	\$ 64,454	\$ 309	\$ 73,831
28	\$ 21.85	\$ 24.00	\$ 277	\$ 64,933	\$ 311	\$ 74,321
29	\$ 21.91	\$ 24.06	\$ 280	\$ 65,413	\$ 313	\$ 74,810
30	\$ 21.96	\$ 24.12	\$ 282	\$ 65,892	\$ 315	\$ 75,300

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

- \$4.18 Fluent in a language of high need
- \$1.57 Associates Degree
- \$3.14 Bachelors
- \$6.28 Masters

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

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

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

- Spanish
- Arabic
- Pashto
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- French



Sub Rates

FD	160
HD	75
LT	170

Compensation:

Substitutes are compensated under the following rates:

Full Day - \$160 (4 or more hours)

Half Day - \$75 (less than 4 hours)

Long Term - \$170*

Excess Hours - \$30/hour**

*Long-term assignments include any full-day position lasting 15 consecutive days or longer for the same teacher.

**Excess hours shall mean the time worked more than 40 hours during the pay period of Monday through Friday by a substitute teacher at the same campus.