

2023-2024 | BISD HIRING SCHEDULE

PARAPROFESSIONAL & NON-EXEMPT

ADOPTED

BUS DRIVERS	MINIMUM	MIDPOINT	MAXIMUM
Bus Driver (170)	\$18.00	\$20.00	\$22.00
SUBSTITUTES	HALF-DAY RATE		FULL-DAY RATE
Substitute Teacher/Aide(Non-Degreed)	\$50		\$80
Substitute Teacher (Degreed, Non-Certified)	\$50		\$90
Substitute Teacher (Certified Teacher)	\$50		\$100
Long-Term Substitute	-----		\$110
Substitute Administrator	TBD		\$195
PAY GRADE 1	MINIMUM	MIDPOINT	MAXIMUM
Bus Monitor (170) Food Service (176) Custodial (260)	\$13.00	\$15.00	\$17.00
PAY GRADE 2	MINIMUM	MIDPOINT	MAXIMUM
Grounds (260) Aide I: In-Class Support/Enrichment/ISS/ESL/Library Assistant (187)	\$14.00	\$16.00	\$18.00
PAY GRADE 3	MINIMUM	MIDPOINT	MAXIMUM
Aide II: Life Skills/Behavior Special Education Support (187) Enrichment/Fine Arts/RTI Instructor (187) Campus Receptionist (187) Non-CDL Driver (170)	\$15.00	\$17.00	\$19.00
PAY GRADE 4	MINIMUM	MIDPOINT	MAXIMUM
Cafeteria Manager PS/IS/ES/JH (178) PEIMS/Attendance-Campus (190) Counselor's Secretary (209) Primary/Intermediate/Elementary Campus Secretary (209) Child Nutrition-Assistant to the Director (226) Transportation Assistant to the Director (226)	\$16.00	\$18.50	\$21.00
PAY GRADE 5	MINIMUM	MIDPOINT	MAXIMUM
Cafeteria Manager HS (178) Maintenance (260) Shop Assistant (225)	\$17.00	\$19.50	\$22.00
PAY GRADE 6	MINIMUM	MIDPOINT	MAXIMUM
Secondary Campus/Principal's Secretary (209) Administrative Assistant-Special Education (226) Administrative Assistant-Central Administration (226) Accounts Payable (226)	\$19.00	\$21.00	\$25.00
PAY GRADE 7	MINIMUM	MIDPOINT	MAXIMUM
PEIMS Coordinator (226) Payroll & Benefits Coordinator (226) Executive Assistant-/Superintendent (226) Mechanic/Maintenance Certified (260)	\$21.00 TBD (Market Rate)	\$24.50 -----	\$28.00 -----

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LEARNERS TODAY. LEADERS TOMORROW

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PROFESSIONAL & ADMINISTRATIVE ADOPTED

PAY GRADE 1	MINIMUM ≈\$272/Daily Rate	MIDPOINT ≈\$305/Daily Rate	MAXIMUM ≈\$353/Daily Rate
Teacher (187)	\$51,000	\$57,000	\$66,000
Nurse (187)	\$51,000	\$57,000	\$66,000
Librarian (187)	\$51,000	\$57,000	\$66,000
Interventionist (187)	\$51,000	\$57,000	\$66,000
Instructional Coach (187)	\$51,000	\$57,000	\$66,000
ARD Facilitator (197)	\$53,727	\$60,048	\$69,529
Instructional Technologist (226)	\$61,636	\$68,887	\$79,764
PAY GRADE 2	MINIMUM \$280/Daily Rate	MIDPOINT \$308/Daily Rate	MAXIMUM \$337/Daily Rate
Child Nutrition Director (226)	\$63,280	\$69,608	\$76,162
Transportation Director (226)	\$63,280	\$69,608	\$76,162
Maintenance Director (260)	\$72,800	\$80,080	\$87,620
PAY GRADE 3	MINIMUM \$299/Daily Rate	MIDPOINT \$337/Daily Rate	MAXIMUM \$375/Daily Rate
Diagnostician (197)	\$58,903	\$66,389	\$73,875
Counselor (209)	\$62,491	\$70,433	\$78,375
Assistant Principal (PS/IS/Elem) (209)	\$62,491	\$70,433	\$78,375
Coordinator of Student Success & Community Outreach (209)	\$62,491	\$70,433	\$78,375
PAY GRADE 4	MINIMUM \$310/Daily Rate	MIDPOINT \$343/Daily Rate	MAXIMUM \$376/Daily Rate
Therapist (Specialist OT, PT, Speech) (187)	\$57,970	\$64,141	\$70,312
LSSP (197)	\$61,070	\$67,571	\$74,072
Assistant Principal (JH) (209)	\$64,790	\$71,687	\$78,584
Instructional Strategist (226)	\$70,060	\$77,518	\$84,976
Network Administrator (226)	\$70,060	\$77,518	\$84,976
PAY GRADE 5	MINIMUM \$325/Daily Rate	MIDPOINT \$358/Daily Rate	MAXIMUM \$391/Daily Rate
Assistant Principal (HS) (209)	\$67,925	\$74,822	\$81,719
Technology Director (226)	\$73,450	\$80,908	\$88,366
PAY GRADE 6	MINIMUM \$345/Daily Rate	MIDPOINT \$378/Daily Rate	MAXIMUM \$411/Daily Rate
Elementary/Intermediate Principal (226)	\$77,970	\$85,428	\$92,886
Technology Director (226)	\$77,970	\$85,428	\$92,886
Director of Accounting (226)	\$77,970	\$85,428	\$92,886
Director of Future Readiness (226)	\$77,970	\$85,428	\$92,886
PAY GRADE 7	MINIMUM \$360/Daily Rate	MIDPOINT \$393/Daily Rate	MAXIMUM \$426/Daily Rate
Principal (JH) (226)	\$81,360	\$88,818	\$96,276
Director of Inclusive Learning (226)	\$81,360	\$88,818	\$96,276
Chief Operations Officer (226)	\$81,360	\$88,818	\$96,276

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PAY GRADE 8	MINIMUM \$400/Daily Rate	MIDPOINT \$444/Daily Rate	MAXIMUM \$488/Daily Rate
Principal (HS) (226)	\$90,400	\$100,344	\$110,288
Athletic Director (226)	\$90,400	\$100,344	\$110,288
Chief Academic Officer (226)	\$90,400	\$100,344	\$110,288
PAY GRADE 9	MINIMUM \$465/Daily Rate	MIDPOINT \$509/Daily Rate	MAXIMUM \$553/Daily Rate
Assistant Superintendent of Finance & Operations (226)	\$105,090	\$115,034	\$124,978
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