



2021-2022

Salary Schedules

Available online at:

www.hebisd.edu

Click on: District Departments/Human Resources

Hurst-Eules-Bedford Independent School District

THIS SALARY SCHEDULE BOOK IS FOR THE 2021-2022 SCHOOL YEAR ONLY.

Neither past nor future salaries can be accurately calculated nor predicted from this booklet. Only the salaries for the 2021-2022 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 2021-2022 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-Eules-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.

**For any funds received by the Hurst-Eules-Bedford ISD for a designated teacher under the Teacher Incentive Allotment (TIA), ninety percent (90%) will be paid to the designated teacher. The remaining ten percent (10%) will be used for training and support of the system, expansion of the system, administrative expenses, and professional development. Should the District receive funding for a designated teacher who has resigned or retired, the District will forward payment to the resigned or retired teacher as soon as practicable.*

**Hurst-Euless-Bedford Independent School District
2021-2022
TEACHER SALARY SCHEDULE**

YRS EXP	BACHELOR'S 187 DAYS	MASTER'S 187 DAYS	DOCTORATE 187 DAYS
0	\$58,500	\$60,500	\$62,500
1	\$58,854	\$60,894	\$62,934
2	\$59,013	\$61,083	\$63,154
3	\$59,472	\$61,615	\$63,758
4	\$60,410	\$62,606	\$64,802
5	\$61,058	\$63,299	\$65,539
6	\$61,737	\$64,043	\$66,350
7	\$62,698	\$65,231	\$67,319
8	\$63,009	\$65,665	\$68,273
9	\$63,022	\$65,788	\$69,012
10	\$63,033	\$65,914	\$69,754
11	\$63,048	\$66,296	\$70,393
12	\$63,530	\$66,426	\$70,561
13	\$64,263	\$66,506	\$70,621
14	\$64,430	\$66,601	\$70,795
15	\$64,581	\$66,739	\$70,963
16	\$64,620	\$67,152	\$71,384
17	\$65,682	\$68,495	\$72,811
18	\$65,857	\$68,940	\$73,661
19	\$65,899	\$69,152	\$75,133
20	\$67,336	\$69,498	\$75,386
21	\$67,470	\$69,683	\$75,644
22	\$67,783	\$70,217	\$75,700
23	\$67,884	\$70,765	\$75,977
24	\$68,640	\$71,726	\$76,245
25	\$70,224	\$72,224	\$76,556
26	\$70,535	\$72,575	\$76,850
27	\$70,666	\$72,790	\$77,231
28	\$72,474	\$74,561	\$78,599
29	\$73,649	\$75,741	\$80,172
30	\$74,528	\$76,625	\$80,526
31	\$74,736	\$77,762	\$81,912
32	\$76,563	\$79,103	\$83,297
33	\$77,466	\$80,607	\$85,723
34	\$78,483	\$81,042	\$87,439
35	\$79,454	\$81,810	\$87,938
36	\$79,689	\$82,758	\$88,242
37	\$80,398	\$84,214	\$88,875
38	\$81,802	\$85,620	\$90,816
39	\$82,226	\$86,083	\$92,634
40	\$82,620	\$86,545	\$93,236
41	\$83,664	\$87,489	\$93,381
42	\$84,338	\$88,574	\$93,967

This schedule is applicable for the 2021-2022 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
2021 - 2022

ADMINISTRATIVE/PROFESSIONAL
Job Classification
Pay Schedule

PAYGRADE 01

Lead Truancy Officer
Truancy Officer

Community Relations Liaison

Stadium Manager

		Minimum	Midpoint	Maximum
DAILY	RATE	\$260.76	\$330.32	\$399.88
187	DAYS	\$48,762	\$61,770	\$74,778
200	DAYS	\$52,152	\$66,064	\$79,976
210	DAYS	\$54,760	\$69,367	\$83,975
230	DAYS	\$59,975	\$75,974	\$91,972

PAYGRADE 02

Instructional Technology Specialist
Insurance & Contract Specialist
Content & Marketing Specialist

Public Relations & Marketing Specialist
Executive Assistant (Board & Superintendent)
Technology Support Specialist (Instruction)

Physical Therapist
Occupational Therapist
Staff Accountant

		Minimum	Midpoint	Maximum
DAILY	RATE	\$309.44	\$392.31	\$475.18
187	DAYS	\$57,865	\$73,362	\$88,859
210	DAYS	\$64,982	\$82,385	\$99,788
220	DAYS	\$68,077	\$86,308	\$104,540
240	DAYS	\$74,266	\$94,154	\$114,043

PAYGRADE 03

Counselor
SLP Facilitator

Student Intervention Support Specialist, DAEP
LCSW-Student Intervention

Social Worker

		Minimum	Midpoint	Maximum
DAILY	RATE	\$324.43	\$403.84	\$483.25
192	DAYS	\$62,291	\$77,537	\$92,784
200	DAYS	\$64,886	\$80,768	\$96,650
205	DAYS	\$66,508	\$82,787	\$99,066
215	DAYS	\$69,752	\$86,826	\$103,899

HURST - EULESS - BEDFORD ISD
2021 - 2022

ADMINISTRATIVE/PROFESSIONAL
Job Classification
Pay Schedule

PAYGRADE 04

Assistant Principal, Elementary

Diagnostician

DAILY	RATE	Minimum	Midpoint	Maximum
		\$349.55	\$419.74	\$489.93
210	DAYS	\$73,406	\$88,145	\$102,885

PAYGRADE 05

Assistant Principal, HS/JH

Coordinator, Athletics (Campus)

Coordinator, Maintenance

Assistant Principal, BCTEA

LSSP-Student Intervention

DAILY	RATE	Minimum	Midpoint	Maximum
		\$375.36	\$440.39	\$505.42
200	DAYS	\$75,072	\$88,078	\$101,084
210	DAYS	\$78,826	\$92,482	\$106,138
220	DAYS	\$82,579	\$96,886	\$111,192
230	DAYS	\$86,333	\$101,290	\$116,247
240	DAYS	\$90,086	\$105,694	\$121,301
248	DAYS	\$93,089	\$109,217	\$125,344

PAYGRADE 06

Director, Transportation

Coordinators, Human Resources

Benefits and Risk Manager

Director, Purchasing

Coordinator, Budget

Payroll Administrator

Coordinator, DAEP & Truancy (Elem, Sec)

Coordinator, Safety and Emergency Response

Head Football Coach, HS

Coordinator, Health Services

Coordinator, Extended Day

Head Band Director, HS

Coordinators, Educational Operations

DAILY	RATE	Minimum	Midpoint	Maximum
		\$404.15	\$474.25	\$544.35
220	DAYS	\$88,913	\$104,335	\$119,757
230	DAYS	\$92,955	\$109,078	\$125,201
240	DAYS	\$96,996	\$113,820	\$130,644
248	DAYS	\$100,229	\$117,614	\$134,999

HURST - EULESS - BEDFORD ISD
2021 - 2022

ADMINISTRATIVE/PROFESSIONAL
Job Classification
Pay Schedule

PAYGRADE 07

Director, PEIMS	Director, Child Nutrition Services	Director, Finance
	Minimum	Midpoint
	\$431.96	\$506.95
DAILY	RATE	Maximum
230	DAYS	\$581.94
		\$133,846
240	DAYS	\$139,666

PAYGRADE 08

Principal, Elementary Director, Career & Technical Education Director, Instructional Technology	Director, Visual & Performing Arts Director, Information Services	Director, Athletics Director, Technology
	Minimum	Midpoint
	\$503.19	\$558.15
DAILY	RATE	Maximum
220	DAYS	\$613.11
		\$134,884
230	DAYS	\$141,015
		\$147,146
240	DAYS	

PAYGRADE 09

Principal, Junior High Principal, FEW Center	Executive Director, Maintenance & Operations	
	Minimum	Midpoint
	\$536.79	\$592.40
DAILY	RATE	Maximum
220	DAYS	\$648.01
		\$142,562
248	DAYS	\$160,706

PAYGRADE 10

Principal, High School Executive Director, Special Education	Executive Director, Curriculum & Instruction Chief Public Relations & Marketing Officer	
	Minimum	Midpoint
	\$563.21	\$621.64
DAILY	RATE	Maximum
240	DAYS	\$680.07
		\$163,217

HURST - EULESS - BEDFORD ISD
2021 - 2022

ADMINISTRATIVE/PROFESSIONAL
Job Classification
Pay Schedule

PAYGRADE 11

Assistant Superintendent

DAILY	RATE	Minimum	Midpoint	Maximum
240	DAYS	\$599.38 \$143,851	\$661.59 \$158,782	\$723.80 \$173,712

PAYGRADE Z

Deputy Superintendent

DAILY	RATE	Minimum	Midpoint	Maximum
240	DAYS	\$777.37 \$186,569	\$824.22 \$197,813	\$871.07 \$209,057

HURST - EULESS - BEDFORD ISD
2021 - 2022

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 Assistant

HOURLY	RATE	Minimum	Midpoint	Maximum
		\$16.50	\$20.22	\$23.93

PAYGRADE 02

Help Desk Support Specialist

HOURLY	RATE	Minimum	Midpoint	Maximum
		\$21.43	\$25.78	\$30.12

PAYGRADE 03

Help Desk Technician

Hardware Repair Technician

HOURLY	RATE	Minimum	Midpoint	Maximum
		\$23.46	\$28.27	\$33.09

PAYGRADE 05

Network Engineer

Telecommunications Engineer

Cable Tech Engineer

Help Desk Manager

HOURLY	RATE	Minimum	Midpoint	Maximum
		\$32.55	\$39.50	\$46.46

PAYGRADE 06

Desktop Software Support

HOURLY	RATE	Minimum	Midpoint	Maximum
		\$34.13	\$41.41	\$48.69

**HURST - EULESS - BEDFORD ISD
2021 - 2022**

**TECHNICAL
Job Classification
Pay Schedule**

PAYGRADE 07

Computer Programmer/Analyst

System Administrator

HOURLY	RATE	Minimum	Midpoint	Maximum
		\$41.29	\$49.01	\$56.73

PAYGRADE 08

Certified Network Engineer (CNE)

HOURLY	RATE	Minimum	Midpoint	Maximum
		\$43.20	\$51.85	\$60.50

HURST - EULESS - BEDFORD ISD
2021 - 2022

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 professionals 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	Library Assistant	Behavior Assistant
	Minimum	Midpoint
HOURLY RATE	\$16.25	\$19.91
		Maximum
		\$23.57

PAYGRADE S1

Secretary, Campus-General	Secretary, Transition Center	Secretary, Data Entry
Secretary, Asst. Principal-HS	Secretary, Career & Technology	Secretary, Attendance
Secretary, Counselor	Receptionist, Campus	Office Assistant, Campus
Secretary, Registrar	Secretary, Special Education	
	Minimum	Midpoint
HOURLY RATE	\$18.43	\$22.64
		Maximum
		\$26.86

PAYGRADE S2

Receptionist, Administration	PEIMS/Federal Programs Data Specialist	Secretary, Truancy
Secretary, Coordinator	PEIMS/Student Records Specialist	Secretary, Assessment
Secretary, Special Education	Bookkeeper, Maintenance/Child Nutrition	Secretary, Substitute
Bookkeeper, Extended Day	Accounting Assistant (Vendor Payables)	Parent Liaison
	Minimum	Midpoint
HOURLY RATE	\$20.43	\$25.16
		Maximum
		\$29.90

**HURST - EULESS - BEDFORD ISD
2021 - 2022**

**PARAPROFESSIONAL
Job Classification
Pay Schedule**

PAYGRADE S3

Secretary, Director	Certification Specialist	Payroll Specialist
Secretary, Human Resources	Secretary, Coordinator-AEP/Truancy	Bookkeeper, HS
Secretary, Principal-FEW/JH/EL	Licensed Vocational Nurse (LVN)	PEIMS Specialist
Secretary, Superintendent's Office	Accounting Assistant (Cash Receipts & Budget, Requisitions Accounting)	
Buyer		

HOURLY	RATE	Minimum	Midpoint	Maximum
		\$23.67	\$28.46	\$33.24

PAYGRADE AA

Administrative Assistant, Deputy Supt.	Payroll Manager
Administrative Assistant, Assistant Supt.	Accounting Manager
Administrative Assistant, Principal-HS	

HOURLY	RATE	Minimum	Midpoint	Maximum
		\$27.87	\$33.62	\$39.37

HURST - EULESS - BEDFORD ISD
2021 - 2022

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		\$13.25	\$17.36	\$21.47

PAYGRADE 02

	Head Custodian, Elem/JH Asst Head Custodian, HS		Grounds		
			Minimum	Midpoint	Maximum
HOURLY	RATE		\$14.62	\$18.91	\$23.21

PAYGRADE 03

	Grounds Equipment Operator				
			Minimum	Midpoint	Maximum
HOURLY	RATE		\$16.27	\$21.10	\$25.94

PAYGRADE 04

	Head Custodian, HS/ADM Maintenance Helper		Playground Specialist Irrigation Specialist		Lead Grounds Warehouse Delivery
			Minimum	Midpoint	Maximum
HOURLY	RATE		\$18.01	\$23.40	\$28.78

PAYGRADE 05

	Printer Maintenance Dispatcher		Maintenance I HVAC Technician I		Energy Specialist District Facility Monitor
			Minimum	Midpoint	Maximum
HOURLY	RATE		\$21.13	\$25.98	\$30.82

HURST - EULESS - BEDFORD ISD
2021 - 2022

AUXILIARY
Job Classification
Pay Schedule

PAYGRADE 06

Maintenance II
HVAC Technician II

Energy Auditor
Instructional Materials Coordinator

Irrigator

HOURLY	RATE	Minimum	Midpoint	Maximum
		\$24.82	\$28.90	\$32.98

PAYGRADE 07

Maintenance III
HVAC Technician III

Security & Fire Technician

HOURLY	RATE	Minimum	Midpoint	Maximum
		\$28.27	\$33.04	\$37.80

PAYGRADE 08

Assistant Supervisor

HOURLY	RATE	Minimum	Midpoint	Maximum
		\$32.25	\$37.78	\$43.31

PAYGRADE 09

Supervisor

HOURLY	RATE	Minimum	Midpoint	Maximum
		\$36.85	\$43.25	\$49.64

**HURST - EULESS - BEDFORD ISD
2021 - 2022**

**TRANSPORTATION
Job Classification
Pay Schedule**

BUS DRIVERS

	DAILY RATE
Regular Routes - Double	\$109.34
Regular Double with Noon Route	\$142.84
Regular Routes - Triple	\$138.04
Regular Triple with Noon Route	\$171.53
Tech Center Routes	\$159.55
Noon Route	\$33.50

BUS MONITORS

	DAILY RATE
Regular Routes - Double	\$56.72
Regular Double with Noon Route	\$79.12
Regular Routes - Triple	\$72.99
Regular Triple with Noon Route	\$95.37
Noon Route	\$22.38

PAY FOR EXTRA-CURRICULAR TRAVEL AND NON CDL DRIVERS

Bus Drivers will be paid at the rate of \$19.45 per hour for summer school and with a minimum of 2.5 hours for field trips scheduled after 4:30 PM on school days, on weekends, and holidays. See Transportation Handbook for details.
Drivers not required to obtain Commercial Drivers License for 14 Passenger Buses will be paid \$19.17 per hour.

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
2021 - 2022

TRANSPORTATION
Job Classification
Pay Schedule

PAYGRADE 05

Fleet Mechanic

Dispatcher

HOURLY	RATE	Minimum	Midpoint	Maximum
		\$21.13	\$25.98	\$30.82

PAYGRADE 06

Lead Trainer

HOURLY	RATE	Minimum	Midpoint	Maximum
		\$24.82	\$28.90	\$32.98

PAYGRADE 07

Coordinator

Fleet Maintenance Shop Foreman

HOURLY	RATE	Minimum	Midpoint	Maximum
		\$28.27	\$33.04	\$37.80

PAYGRADE 09

Fleet Maintenance Manager

Operations Manager

HOURLY	RATE	Minimum	Midpoint	Maximum
		\$36.85	\$43.25	\$49.64

HURST - EULESS - BEDFORD ISD
2021 - 2022

CHILD NUTRITION SERVICES
Job Classification
Pay Schedule

PAYGRADE S2

Bookkeeper

HOURLY	RATE	Minimum	Midpoint	Maximum
		\$20.43	\$25.16	\$29.90

PAYGRADE S3

Secretary, Director

HOURLY	RATE	Minimum	Midpoint	Maximum
		\$23.67	\$28.46	\$33.24

CHILD NUTRITION SCHEDULE

PAYGRADE 01

Cafeteria Specialist

HOURLY	RATE	Minimum	Midpoint	Maximum
		\$13.89	\$17.77	\$21.59

PAYGRADE 03

Cafeteria Assistant Manager

HOURLY	RATE	Minimum	Midpoint	Maximum
		\$16.66	\$21.44	\$26.19

PAYGRADE 04

Cafeteria Manager, Elem/JH/FEW

HOURLY	RATE	Minimum	Midpoint	Maximum
		\$18.37	\$23.70	\$29.05

PAYGRADE 05

Cafeteria Manager, HS/CTEA

Project Manager

Warehouse Delivery/Maintenance Technician

HOURLY	RATE	Minimum	Midpoint	Maximum
		\$21.49	\$26.27	\$31.05

**HURST - EULESS - BEDFORD ISD
2021 - 2022**

**CHILD NUTRITION SERVICES
Job Classification
Pay Schedule**

PAYGRADE 06

Catering/Event Planner

		Minimum	Midpoint	Maximum
HOURLY	RATE	\$25.11	\$29.13	\$36.23

PAYGRADE 09

Supervisor

Supervisor II (Dietician License)

CNS Chef

		Minimum	Midpoint	Maximum
HOURLY	RATE	\$37.10	\$43.32	\$49.62
