



2022-2023

Salary

Schedules

Amended 8/22/2022

version II

Available online at:

www.hebisd.edu

Click on: District Departments/Human Resources

Hurst-Euless-Bedford Independent School District

THIS SALARY SCHEDULE BOOK IS FOR THE 2022-2023 SCHOOL YEAR ONLY.

Neither past nor future salaries can be accurately calculated nor predicted from this booklet. Only the salaries for the 2022-2023 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 2022-2023 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-Euless-Bedford Independent School District
2022-2023
TEACHER SALARY SCHEDULE**

YRS EXP	BACHELOR'S 187 DAYS	MASTER'S 187 DAYS	DOCTORATE 187 DAYS
0	\$60,000	\$62,000	\$64,000
1	\$60,255	\$62,315	\$64,375
2	\$60,620	\$62,721	\$64,823
3	\$60,784	\$62,916	\$65,049
4	\$61,257	\$63,464	\$65,671
5	\$62,223	\$64,485	\$66,747
6	\$62,890	\$65,198	\$67,506
7	\$63,590	\$65,965	\$68,341
8	\$64,579	\$67,188	\$69,339
9	\$64,900	\$67,635	\$70,322
10	\$64,913	\$67,762	\$71,083
11	\$64,924	\$67,892	\$71,847
12	\$64,940	\$68,285	\$72,505
13	\$65,436	\$68,419	\$72,678
14	\$66,191	\$68,502	\$72,740
15	\$66,363	\$68,600	\$72,919
16	\$66,519	\$68,742	\$73,092
17	\$66,559	\$69,167	\$73,526
18	\$67,653	\$70,550	\$74,996
19	\$67,833	\$71,009	\$75,871
20	\$67,876	\$71,227	\$77,387
21	\$69,357	\$71,583	\$77,648
22	\$69,495	\$71,774	\$77,914
23	\$69,817	\$72,324	\$77,971
24	\$69,921	\$72,888	\$78,257
25	\$70,700	\$73,878	\$78,533
26	\$71,018	\$74,391	\$78,853
27	\$72,652	\$74,753	\$79,156
28	\$72,786	\$74,974	\$79,548
29	\$74,649	\$76,798	\$80,958
30	\$75,859	\$78,014	\$82,578
31	\$76,764	\$78,924	\$82,942
32	\$76,979	\$80,095	\$84,370
33	\$78,860	\$81,477	\$86,556
34	\$79,790	\$83,026	\$88,296
35	\$80,838	\$83,474	\$90,063
36	\$81,838	\$84,265	\$90,577
37	\$82,080	\$85,241	\$90,890
38	\$82,810	\$86,741	\$91,705
39	\$84,257	\$88,189	\$93,542
40	\$84,693	\$88,666	\$95,414
41	\$85,099	\$89,142	\$96,034
42	\$86,174	\$90,114	\$96,183

This schedule is applicable for the 2022-2023 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
2022 - 2023

ADMINISTRATIVE/PROFESSIONAL
Job Classification
Pay Schedule

PAYGRADE 01

Lead Truancy Officer
Truancy Officer

Community Relations Liaison

Stadium Manager

		Minimum	Midpoint	Maximum
DAILY	RATE	\$265.98	\$336.93	\$407.88
187	DAYS	\$49,738	\$63,006	\$76,274
210	DAYS	\$55,856	\$70,755	\$85,655
230	DAYS	\$61,175	\$77,494	\$93,812

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	\$315.63	\$400.16	\$484.69
187	DAYS	\$59,023	\$74,830	\$90,637
210	DAYS	\$66,282	\$84,034	\$101,785
220	DAYS	\$69,439	\$88,035	\$106,632
240	DAYS	\$75,751	\$96,038	\$116,326

PAYGRADE 03

Counselor
SLP Facilitator

Student Intervention Support Specialist, DAEP
Lead Counselor

Social Worker

		Minimum	Midpoint	Maximum
DAILY	RATE	\$330.92	\$411.92	\$492.92
187	DAYS	\$61,882	\$77,029	\$92,176
192	DAYS	\$63,537	\$79,089	\$94,641
200	DAYS	\$66,184	\$82,384	\$98,584
205	DAYS	\$67,839	\$84,444	\$101,049
215	DAYS	\$71,148	\$88,563	\$105,978
220	DAYS	\$72,802	\$90,622	\$108,442

HURST - EULESS - BEDFORD ISD
2022 - 2023

ADMINISTRATIVE/PROFESSIONAL
Job Classification
Pay Schedule

PAYGRADE 04

Assistant Principal, Elementary	Diagnostician		
		Minimum	Midpoint
DAILY	RATE	\$356.54	\$428.13
210	DAYS	\$74,873	\$89,907
			Maximum
			\$499.72
			\$104,941

PAYGRADE 05

Assistant Principal, HS/JH Assistant Principal, BCTEA	Coordinator, Athletics (Campus) LSSP-Student Intervention		Safety Officer
		Minimum	Midpoint
DAILY	RATE	\$382.87	\$449.20
200	DAYS	\$76,574	\$89,840
210	DAYS	\$80,403	\$94,332
220	DAYS	\$84,231	\$98,824
240	DAYS	\$91,889	\$107,808
			Maximum
			\$515.53
			\$103,106
			\$108,261
			\$113,417
			\$123,727

PAYGRADE 06

Director, Transportation Director, Purchasing Coordinator, DAEP & Truancy (Elem, Sec) Coordinator, Health Services Coordinators, Educational Operations	Coordinators, Human Resources Coordinator, Budget Coordinator, Extended Day Coordinators, Special Education		Benefits and Risk Manager Payroll Administrator Head Football Coach, HS Head Band Director, HS
		Minimum	Midpoint
DAILY	RATE	\$412.23	\$483.74
220	DAYS	\$90,691	\$106,423
230	DAYS	\$94,813	\$111,260
240	DAYS	\$98,935	\$116,098
			Maximum
			\$555.25
			\$122,155
			\$127,708
			\$133,260

HURST - EULESS - BEDFORD ISD
2022 - 2023

ADMINISTRATIVE/PROFESSIONAL
Job Classification
Pay Schedule

PAYGRADE 07

Director, PEIMS	Director, Child Nutrition Services	Director, Finance
Director, Maintenance & Operations		

			Minimum	Midpoint	Maximum
DAILY	RATE		\$440.60	\$517.09	\$593.58
240	DAYS		\$105,744	\$124,102	\$142,459
248	DAYS		\$109,269	\$128,238	\$147,208

PAYGRADE 08

Principal, Elementary	Director, Career & Technical Education/CCMR	Director, Athletics
Principal, BCTEA	Director, Information Services	Director, Technology
Director, Visual & Performing Arts	Director, Instructional Technology	

			Minimum	Midpoint	Maximum
DAILY	RATE		\$513.25	\$569.31	\$625.37
220	DAYS		\$112,915	\$125,248	\$137,581
240	DAYS		\$123,180	\$136,634	\$150,089

PAYGRADE 09

Principal, Junior High	Executive Director, Maintenance & Operations	
Principal, KEYS HS		

			Minimum	Midpoint	Maximum
DAILY	RATE		\$547.53	\$604.25	\$660.97
220	DAYS		\$120,457	\$132,935	\$145,413
248	DAYS		\$135,787	\$149,854	\$163,921

PAYGRADE 10

Principal, High School	Executive Director, Curriculum & Instruction	
Executive Director, Special Education	Chief Public Relations & Marketing Officer	

			Minimum	Midpoint	Maximum
DAILY	RATE		\$574.47	\$634.07	\$693.67
240	DAYS		\$137,873	\$152,177	\$166,481

HURST - EULESS - BEDFORD ISD
2022 - 2023

ADMINISTRATIVE/PROFESSIONAL
Job Classification
Pay Schedule

PAYGRADE 11

Assistant Superintendent

DAILY	RATE	Minimum	Midpoint	Maximum
240	DAYS	\$611.37 \$146,729	\$674.82 \$161,957	\$738.27 \$177,185

PAYGRADE Z

Deputy Superintendent

DAILY	RATE	Minimum	Midpoint	Maximum
240	DAYS	\$792.92 \$190,301	\$840.70 \$201,768	\$888.48 \$213,235

HURST - EULESS - BEDFORD ISD
2022 - 2023

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
		\$16.83	\$20.62	\$24.41

PAYGRADE 02

Help Desk Support Specialist

HOURLY	RATE	Minimum	Midpoint	Maximum
		\$21.87	\$26.30	\$30.73

PAYGRADE 03

Help Desk Technician

Hardware Repair Technician

HOURLY	RATE	Minimum	Midpoint	Maximum
		\$23.93	\$28.84	\$33.75

PAYGRADE 05

Network Engineer

Telecommunications Engineer

Cable Tech Engineer

Help Desk Manager

HOURLY	RATE	Minimum	Midpoint	Maximum
		\$33.20	\$40.29	\$47.38

PAYGRADE 06

Desktop Software Support

HOURLY	RATE	Minimum	Midpoint	Maximum
		\$34.81	\$42.24	\$49.67

HURST - EULESS - BEDFORD ISD
2022 - 2023

TECHNICAL
Job Classification
Pay Schedule

PAYGRADE 07

Computer Programmer/Analyst

System Administrator

HOURLY	RATE	Minimum	Midpoint	Maximum
		\$41.57	\$49.99	\$58.41

PAYGRADE 08

Certified Network Engineer (CNE)

HOURLY	RATE	Minimum	Midpoint	Maximum
		\$44.06	\$52.89	\$61.72

HURST - EULESS - BEDFORD ISD
2022 - 2023

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	\$16.58	\$20.31
		Maximum
		\$24.04

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	\$18.79	\$23.09
		Maximum
		\$27.39

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	Parent Liaison
Bookkeeper, Extended Day	Accounting Assistant (Vendor Payables)	
	Minimum	Midpoint
HOURLY RATE	\$20.83	\$25.66
		Maximum
		\$30.49

**HURST - EULESS - BEDFORD ISD
2022 - 2023**

**PARAPROFESSIONAL
Job Classification
Pay Schedule**

PAYGRADE S3

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

	Minimum	Midpoint	Maximum
HOURLY RATE	\$24.15	\$29.03	\$33.91

PAYGRADE AA

Administrative Assistant, Deputy Supt.	Administrative Assistant, Chief PR & Marketing Officer
Administrative Assistant, Assistant Supt.	Accounting Manager
Administrative Assistant, Principal-HS	Payroll Manager

	Minimum	Midpoint	Maximum
HOURLY RATE	\$28.43	\$34.29	\$40.15

HURST - EULESS - BEDFORD ISD
2022 - 2023

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
			\$15.50	\$19.89
HOURLY	RATE			Maximum
				\$24.28

PAYGRADE 02

	Head Custodian, Elem/JH Asst Head Custodian, HS		Grounds	
			Minimum	Midpoint
			\$17.09	\$21.47
HOURLY	RATE			Maximum
				\$25.85

PAYGRADE 03

	Grounds Equipment Operator			
			Minimum	Midpoint
			\$18.77	\$23.70
HOURLY	RATE			Maximum
				\$28.63

PAYGRADE 04

	Head Custodian, HS/ADM Maintenance Helper		Playground Specialist Irrigation Specialist	
			Minimum	Midpoint
			\$20.55	\$26.05
HOURLY	RATE			Maximum
				\$31.55

PAYGRADE 05

	District Facility Monitor Maintenance Dispatcher		Maintenance I HVAC Technician I	
			Minimum	Midpoint
			\$23.73	\$28.68
HOURLY	RATE			Maximum
				\$33.63

HURST - EULESS - BEDFORD ISD
2022 - 2023

AUXILIARY
Job Classification
Pay Schedule

PAYGRADE 06

Maintenance II
HVAC Technician II

Energy Auditor
Instructional Materials Coordinator

Irrigator

HOURLY	RATE	Minimum	Midpoint	Maximum
		\$27.36	\$31.66	\$35.96

PAYGRADE 07

Maintenance III
HVAC Technician III

Security & Fire Technician

HOURLY	RATE	Minimum	Midpoint	Maximum
		\$31.02	\$35.88	\$40.74

PAYGRADE 08

Assistant Supervisor

HOURLY	RATE	Minimum	Midpoint	Maximum
		\$35.08	\$40.72	\$46.36

PAYGRADE 09

Supervisor

HOURLY	RATE	Minimum	Midpoint	Maximum
		\$39.78	\$46.30	\$52.82

**HURST - EULESS - BEDFORD ISD
2022 - 2023**

**TRANSPORTATION
Job Classification
Pay Schedule**

BUS DRIVERS

	DAILY RATE
Regular Routes - Double	\$112.63
Regular Double with Noon Route	\$147.13
Regular Routes - Triple	\$142.20
Regular Triple with Noon Route	\$176.70
Tech Center Routes	\$164.32
Noon Route	\$34.50

BUS MONITORS

	DAILY RATE
Regular Routes - Double	\$58.47
Regular Double with Noon Route	\$81.49
Regular Routes - Triple	\$75.20
Regular Triple with Noon Route	\$98.22
Noon Route	\$23.02

PAY FOR EXTRA-CURRICULAR TRAVEL AND NON CDL DRIVERS

Bus Drivers will be paid at the rate of \$20.03 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 \$19.75 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
2022 - 2032

TRANSPORTATION
Job Classification
Pay Schedule

PAYGRADE 05

Fleet Mechanic

Dispatcher

HOURLY	RATE	Minimum	Midpoint	Maximum
		\$21.55	\$26.50	\$31.45

PAYGRADE 06

Lead Trainer

HOURLY	RATE	Minimum	Midpoint	Maximum
		\$25.18	\$29.48	\$33.78

PAYGRADE 07

Coordinator

Fleet Maintenance Shop Foreman

HOURLY	RATE	Minimum	Midpoint	Maximum
		\$28.84	\$33.70	\$38.56

PAYGRADE 09

Fleet Maintenance Manager

Operations Manager

HOURLY	RATE	Minimum	Midpoint	Maximum
		\$37.60	\$44.12	\$50.64

**HURST - EULESS - BEDFORD ISD
2022 - 2023**

**CHILD NUTRITION SERVICES
Job Classification
Pay Schedule**

PAYGRADE S2

Bookkeeper

HOURLY	RATE	Minimum	Midpoint	Maximum
		\$20.83	\$25.66	\$30.49

PAYGRADE S3

Secretary, Director

HOURLY	RATE	Minimum	Midpoint	Maximum
		\$24.15	\$29.03	\$33.91

CHILD NUTRITION SCHEDULE

PAYGRADE 01

Cafeteria Specialist

HOURLY	RATE	Minimum	Midpoint	Maximum
		\$15.50	\$19.46	\$23.35

PAYGRADE 03

Cafeteria Assistant Manager

HOURLY	RATE	Minimum	Midpoint	Maximum
		\$18.32	\$23.20	\$28.04

PAYGRADE 04

Cafeteria Manager, Elem/JH/FEW

HOURLY	RATE	Minimum	Midpoint	Maximum
		\$20.07	\$25.50	\$30.96

PAYGRADE 05

Cafeteria Manager, HS/CTEA

Project Manager

Warehouse Delivery/Maintenance Technician

HOURLY	RATE	Minimum	Midpoint	Maximum
		\$23.25	\$28.13	\$33.00

**HURST - EULESS - BEDFORD ISD
2022 - 2023**

**CHILD NUTRITION SERVICES
Job Classification
Pay Schedule**

PAYGRADE 06

Catering/Event Planner

		Minimum	Midpoint	Maximum
HOURLY	RATE	\$26.94	\$31.04	\$38.28

PAYGRADE 09

Supervisor

Supervisor II (Dietician License)

CNS Chef

		Minimum	Midpoint	Maximum
HOURLY	RATE	\$39.17	\$45.52	\$51.94
