



# 2023-2024 Salary Schedules

Available online at:

[www.hebisd.edu](http://www.hebisd.edu)

Click on: District Departments/Human Resources

## **Hurst-Eules-Bedford Independent School District**

### **THIS SALARY SCHEDULE IS FOR THE 2023-2024 SCHOOL YEAR ONLY.**

Neither past nor future salaries can be accurately calculated nor predicted from this salary schedule. Only the salaries for the 2023-2024 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 paygrade 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 2023-2024 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 salary schedule shall be understood, interpreted, or construed as being a promise or offer of continued or future employment. Nothing in this salary schedule 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 semi-monthly installments (24 payments), 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**  
**2023-2024**  
**TEACHER SALARY SCHEDULE**

<b>YRS EXP</b>	<b>BACHELOR'S 187 DAYS</b>	<b>MASTER'S 187 DAYS</b>	<b>DOCTORATE 187 DAYS</b>
0	\$61,500	\$63,500	\$65,500
1	\$61,800	\$63,860	\$65,920
2	\$62,063	\$64,185	\$66,307
3	\$62,439	\$64,603	\$66,768
4	\$62,608	\$64,804	\$67,001
5	\$63,095	\$65,368	\$67,642
6	\$64,090	\$66,420	\$68,750
7	\$64,777	\$67,154	\$69,532
8	\$65,498	\$67,944	\$70,392
9	\$66,517	\$69,204	\$71,420
10	\$66,847	\$69,665	\$72,432
11	\$66,861	\$69,795	\$73,216
12	\$66,872	\$69,929	\$74,003
13	\$66,889	\$70,334	\$74,681
14	\$67,400	\$70,472	\$74,859
15	\$68,177	\$70,558	\$74,923
16	\$68,354	\$70,658	\$75,107
17	\$68,515	\$70,805	\$75,285
18	\$68,556	\$71,243	\$75,732
19	\$69,683	\$72,667	\$77,246
20	\$69,868	\$73,140	\$78,148
21	\$69,913	\$73,364	\$79,709
22	\$71,438	\$73,731	\$79,978
23	\$71,580	\$73,928	\$80,252
24	\$71,912	\$74,494	\$80,311
25	\$72,019	\$75,075	\$80,605
26	\$72,821	\$76,095	\$80,889
27	\$73,149	\$76,623	\$81,219
28	\$74,832	\$76,996	\$81,531
29	\$74,970	\$77,224	\$81,936
30	\$76,889	\$79,102	\$83,387
31	\$78,135	\$80,355	\$85,056
32	\$79,067	\$81,292	\$85,431
33	\$79,289	\$82,498	\$87,662
34	\$81,226	\$83,922	\$89,154
35	\$82,184	\$85,517	\$90,945
36	\$83,264	\$85,979	\$92,765
37	\$84,294	\$86,793	\$93,295
38	\$84,543	\$87,799	\$93,780
39	\$85,295	\$89,344	\$94,458
40	\$86,785	\$90,835	\$96,349
41	\$87,234	\$91,326	\$98,277
42	\$87,652	\$91,817	\$98,916

This schedule is applicable for the 2023-2024 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**  
**2023 - 2024**

**ADMINISTRATIVE/PROFESSIONAL**  
**Job Classification**  
**Pay Schedule**

**PAYGRADE 01**

Community Relations Liaison  
Lead Truancy Officer

Stadium Manager  
Truancy Officer

Security Officer

			<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
	<b>DAILY</b>	<b>RATE</b>	<b>\$269.96</b>	<b>\$341.98</b>	<b>\$414.00</b>
	187	DAYS	\$50,483	\$63,950	\$77,418
	210	DAYS	\$56,692	\$71,816	\$86,940
	230	DAYS	\$62,091	\$78,655	\$95,220

**PAYGRADE 02**

Instructional Technology Specialist  
Insurance & Contract Specialist  
Student Information Support Specialist

Occupational Therapist  
Staff Accountant  
Executive Assistant (Board & Superintendent)

Public Relations & Marketing Specialist  
Technology Support Specialist (Instruction)

			<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
	<b>DAILY</b>	<b>RATE</b>	<b>\$320.36</b>	<b>\$406.16</b>	<b>\$491.96</b>
	187	DAYS	\$59,907	\$75,952	\$91,997
	210	DAYS	\$67,276	\$85,294	\$103,312
	220	DAYS	\$70,479	\$89,355	\$108,231
	240	DAYS	\$76,886	\$97,478	\$118,070

**PAYGRADE 03**

Counselor  
Lead Counselor  
Student Intervention Support Specialist, DAEP

Special Education Counselor  
Speech Language Pathologist

Social Worker  
SLP Facilitator

			<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
	<b>DAILY</b>	<b>RATE</b>	<b>\$335.88</b>	<b>\$418.10</b>	<b>\$500.32</b>
	187	DAYS	\$62,810	\$78,185	\$93,560
	192	DAYS	\$64,489	\$80,275	\$96,061
	200	DAYS	\$67,176	\$83,620	\$100,064
	205	DAYS	\$68,855	\$85,711	\$102,566
	220	DAYS	\$73,894	\$91,982	\$110,070

**HURST EULESS BEDFORD ISD**  
**2023 - 2024**

**ADMINISTRATIVE/PROFESSIONAL**  
**Job Classification**  
**Pay Schedule**

**PAYGRADE 04**

Assistant Principal, Elementary		Diagnostician		
		<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
<b>DAILY</b>	<b>RATE</b>	<b>\$361.89</b>	<b>\$434.55</b>	<b>\$507.21</b>
210	DAYS	\$75,997	\$91,256	\$106,514

---

**PAYGRADE 05**

Assistant Principal, JH/HS		Coordinator, Athletics (Campus)		LSSP - Student Intervention
Assistant Principal, BCTEA		Content Marketing Specialist, Webmaster		Dean of Instruction
		<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
<b>DAILY</b>	<b>RATE</b>	<b>\$388.61</b>	<b>\$455.94</b>	<b>\$523.27</b>
210	DAYS	\$81,608	\$95,747	\$109,887
220	DAYS	\$85,494	\$100,307	\$115,119
240	DAYS	\$93,266	\$109,426	\$125,585

---

**PAYGRADE 06**

Benefits & Risk Manager		Coordinator, Extended Day/Family Engagement		Payroll Administrator
Coordinator, Budget		Coordinator, Guidance & Counseling		Director, Purchasing
Coordinator, Curriculum & Instruction		Coordinator, Health Services		Director, Transportation
Coordinator, Educational Operations		Coordinator, Human Resources		Head Band Director, HS
Coordinator, Elementary DAEP/Truancy		Coordinator, Threat Assessment & Security		Head Football Coach, HS
Coordinator, Assessment & Accountability		Coordinator, Special Education		
		<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
<b>DAILY</b>	<b>RATE</b>	<b>\$418.41</b>	<b>\$491.00</b>	<b>\$563.59</b>
220	DAYS	\$92,050	\$108,020	\$123,990
230	DAYS	\$96,234	\$112,930	\$129,626
240	DAYS	\$100,418	\$117,840	\$135,262
248	DAYS	\$103,766	\$121,768	\$139,770

---

**HURST EULESS BEDFORD ISD**  
**2023 - 2024**

**ADMINISTRATIVE/PROFESSIONAL**  
**Job Classification**  
**Pay Schedule**

**PAYGRADE 07**

Director, Child Nutrition Services  
Director, Safety & Security

Director, Maintenance & Operations

Director, PEIMS

DAILY	RATE	Minimum	Midpoint	Maximum
		<b>\$447.21</b>	<b>\$524.85</b>	<b>\$602.49</b>
240	DAYS	\$107,330	\$125,964	\$144,598
248	DAYS	\$110,908	\$130,163	\$149,418

---

**PAYGRADE 08**

Principal, BCTEA  
Principal, Elementary  
Principal, Secondary DAEP  
Principal, KEYS HS

Director, Visual & Performing Arts

Director, Athletics

Director, Human Resources

Director, Finance

Director, Information Services

Director, Technology

Director, Career & Technical Education/CCMR

DAILY	RATE	Minimum	Midpoint	Maximum
		<b>\$520.95</b>	<b>\$577.85</b>	<b>\$634.75</b>
220	DAYS	\$114,609	\$127,127	\$139,645
240	DAYS	\$125,028	\$138,684	\$152,340

---

**PAYGRADE 09**

Principal, Junior High

Executive Director, Facilities & Construction Services

DAILY	RATE	Minimum	Midpoint	Maximum
		<b>\$555.74</b>	<b>\$613.31</b>	<b>\$670.88</b>
220	DAYS	\$122,263	\$134,928	\$147,594
248	DAYS	\$137,824	\$152,101	\$166,378

---

**PAYGRADE 10**

Principal, High School  
Executive Director, Technology

Executive Director, Curriculum & Instruction

Executive Director, Special Education

DAILY	RATE	Minimum	Midpoint	Maximum
		<b>\$574.51</b>	<b>\$643.58</b>	<b>\$712.65</b>
240	DAYS	\$137,882	\$154,459	\$171,036

---

**HURST EULESS BEDFORD ISD**  
**2023 - 2024**

**ADMINISTRATIVE/PROFESSIONAL**  
**Job Classification**  
**Pay Schedule**

**PAYGRADE 11**

Assistant Superintendent

Chief Public Relations & Marketing Officer

<b>DAILY</b>	<b>RATE</b>	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
240	DAYS	<b>\$620.54</b> \$148,930	<b>\$684.94</b> \$164,386	<b>\$749.34</b> \$179,842

---

**PAYGRADE Z**

Deputy Superintendent

<b>DAILY</b>	<b>RATE</b>	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
240	DAYS	<b>\$797.23</b> \$191,335	<b>\$853.31</b> \$204,794	<b>\$909.39</b> \$218,254

---

**HURST EULESS BEDFORD ISD**  
**2023 - 2024**

**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
		\$17.08	\$20.93	\$24.78

---

**PAYGRADE 02**

Help Desk Support Specialist

HOURLY	RATE	Minimum	Midpoint	Maximum
		\$22.19	\$26.69	\$31.19

---

**PAYGRADE 03**

Help Desk Technician

Hardware Repair Technician

HOURLY	RATE	Minimum	Midpoint	Maximum
		\$24.28	\$29.27	\$34.26

---

**PAYGRADE 04**

HOURLY	RATE	Minimum	Midpoint	Maximum
		\$27.04	\$32.70	\$38.36

---

**PAYGRADE 05**

Network Engineer

Telecommunications Engineer

Help Desk Manager

HOURLY	RATE	Minimum	Midpoint	Maximum
		\$33.60	\$40.89	\$48.09

---

**PAYGRADE 06**

Desktop Software Support

Technology Project Manager

HOURLY	RATE	Minimum	Midpoint	Maximum
		\$35.32	\$42.87	\$50.42

---



**HURST EULESS BEDFORD ISD**  
**2023 - 2024**

**TECHNICAL**  
**Job Classification**  
**Pay Schedule**

**PAYGRADE 07**

Programmer/Analyst

System Administrator

<b>HOURLY</b>	<b>RATE</b>	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
		<b>\$41.32</b>	<b>\$50.74</b>	<b>\$60.16</b>

---

---

**PAYGRADE 08**

Certified Network Engineer (CNE)

Cybersecurity Engineer

<b>HOURLY</b>	<b>RATE</b>	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
		<b>\$44.71</b>	<b>\$53.68</b>	<b>\$62.65</b>

---

---

**HURST EULESS BEDFORD ISD**  
**2023 - 2024**

**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  
In-School Suspension Assistant

Library Assistant

Behavior Assistant

HOURLY	RATE	Minimum	Midpoint	Maximum
		<b>\$16.82</b>	<b>\$20.61</b>	<b>\$24.40</b>

**PAYGRADE S1**

Secretary, Campus-General  
Secretary, Assistant Principal - High School  
Secretary, Counselor  
Secretary, Registrar

Secretary, Transition Center  
Secretary, Career & Technical Education  
Receptionist, Campus  
Secretary, Special Education

Secretary, Data Entry  
Secretary, Attendance  
Office Assistant, Campus

HOURLY	RATE	Minimum	Midpoint	Maximum
		<b>\$19.07</b>	<b>\$23.44</b>	<b>\$27.81</b>

**PAYGRADE S2**

Receptionist, Administration  
Secretary, Coordinator  
Secretary, Special Education  
Bookkeeper, Extended Day

PEIMS/Federal Programs Data Specialist  
PEIMS/Student Records Specialist  
Bookkeeper, Maintenance/Child Nutrition  
Accounting Assistant (Vendor Payables)

Secretary, Truancy  
Secretary, Assessment  
Parent Liaison

HOURLY	RATE	Minimum	Midpoint	Maximum
		<b>\$21.13</b>	<b>\$26.04</b>	<b>\$30.95</b>

**HURST EULESS BEDFORD ISD**  
**2023 - 2024**

**PARAPROFESSIONAL**  
**Job Classification**  
**Pay Schedule**

**PAYGRADE S3**

Secretary, Director	Bookkeeper, HS	Payroll Specialist		
Secretary, Human Resources	PEIMS Specialist	Benefits Specialist		
Secretary, Substitute Office	Licensed Vocational Nurse (LVN)			
Secretary, Superintendent's Office	Secretary, Principal - Elementary, Junior High, BCTEA, DAEP, KEYS			
Purchasing Assistant - Buyer	Accounting Assistant (Cash Receipts & Budget, Requisitions Accounting)			
	<b>Minimum</b>	<b>Midpoint</b>		<b>Maximum</b>
<b>HOURLY</b>	<b>RATE</b>			
	<b>\$24.51</b>	<b>\$29.47</b>		<b>\$34.43</b>

---

**PAYGRADE AA**

Accounting Manager	Administrative Assistant, Assistant Superintendent/Deputy Superintendent			
Certification Specialist	Administrative Assistant, Chief Public Relations & Marketing Officer			
Payroll Manager	Administrative Assistant, Principal - High School			
	<b>Minimum</b>	<b>Midpoint</b>		<b>Maximum</b>
<b>HOURLY</b>	<b>RATE</b>			
	<b>\$28.85</b>	<b>\$34.80</b>		<b>\$40.75</b>

---

**HURST EULESS BEDFORD ISD**  
**2023 - 2024**

**AUXILIARY**  
**Job Classification**  
**Pay Schedule**

***Child Nutrition Services, Maintenance & Operations, Transportation***

*Daily rates listed below based on an 8 hour workday and maximum 40 hour work week.*

**PAYGRADE 01**

Custodian	Campus Facility Monitor	Cafeteria Specialist	
	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
<b>HOURLY</b>	<b>RATE</b>	<b>\$15.73</b>	<b>\$20.37</b>
		<b>\$20.37</b>	<b>\$25.01</b>

---

**PAYGRADE 02**

Head Custodian - Elementary, Junior High	Grounds	Bus Monitor	
Assistant Head Custodian - High School	Bus Driver in Training (Non-CDL)		
	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
<b>HOURLY</b>	<b>RATE</b>	<b>\$17.34</b>	<b>\$21.79</b>
		<b>\$21.79</b>	<b>\$26.24</b>

---

**PAYGRADE 03**

Bus Driver in Training (CDL)	Non-CDL Driver	Cafeteria Assistant Manager	
	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
<b>HOURLY</b>	<b>RATE</b>	<b>\$19.05</b>	<b>\$24.06</b>
		<b>\$24.06</b>	<b>\$29.07</b>

---

**PAYGRADE 04**

Head Custodian - HS, Central Administration	Irrigation Specialist	Warehouse Delivery- Purchasing	
Maintenance Helper	Lead Grounds	Cafeteria Manager- Elementary, JH, FEW	
	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
<b>HOURLY</b>	<b>RATE</b>	<b>\$20.86</b>	<b>\$26.44</b>
		<b>\$26.44</b>	<b>\$32.02</b>

---

**PAYGRADE 05**

Maintenance Dispatcher	HVAC Technician I	Child Nutrition Services Project Manager	
Maintenance I	Bus Driver	Cafeteria Manager- High School, BCTEA	
Energy Specialist	Child Nutrition Services Warehouse Delivery/Maintenance Technician		
	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
<b>HOURLY</b>	<b>RATE</b>	<b>\$24.09</b>	<b>\$29.11</b>
		<b>\$29.11</b>	<b>\$34.13</b>

---

**HURST EULESS BEDFORD ISD**  
**2023 - 2024**

**AUXILIARY**  
**Job Classification**  
**Pay Schedule**

**PAYGRADE 05A**

	Lead Bus Driver	Transportation Dispatcher		
		<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
<b>HOURLY</b>	<b>RATE</b>	<b>\$25.00</b>	<b>\$30.00</b>	<b>\$35.00</b>

---

**PAYGRADE 06**

	Maintenance II HVAC Technician II	Energy Auditor Instructional Materials Coordinator	Irrigator Child Nutrition Services Catering/Event Planner	
		<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
<b>HOURLY</b>	<b>RATE</b>	<b>\$27.76</b>	<b>\$32.13</b>	<b>\$36.50</b>

---

**PAYGRADE 07**

	Maintenance III Transportation Lead Trainer	Security & Fire Technician Fleet Mechanic	HVAC Technician III	
		<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
<b>HOURLY</b>	<b>RATE</b>	<b>\$31.49</b>	<b>\$36.42</b>	<b>\$41.35</b>

---

**PAYGRADE 08**

	Assistant Supervisor- Maintenance Assistant Supervisor- Operations	Transportation Coordinator (General Education & Field Trips, Special Education, Routing) Fleet Maintenance Shop Foreman		
		<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
<b>HOURLY</b>	<b>RATE</b>	<b>\$35.60</b>	<b>\$41.33</b>	<b>\$47.06</b>

---

**PAYGRADE 09**

	Supervisor- Maintenance Supervisor- Operations	Supervisor- Child Nutrition Services Child Nutrition Services Chef Supervisor II- Child Nutrition Services (Dietician License)	Transportation Operations Manager Fleet Maintenance Manager	
		<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
<b>HOURLY</b>	<b>RATE</b>	<b>\$40.37</b>	<b>\$46.99</b>	<b>\$53.61</b>

---