



III. Pay Administration for Particular Jobs

Associate Teachers

Term	Teaching Position	Rate
Day-to-day AT6 H06254	Non-Degreed Patron Associate Teacher Cannot be placed in a long-term position.	\$60.36 Daily - \$7.79 per hour
Day-to-day AT1 H00253	Non-Degreed Associate Teacher Limited to 5 days in same position. Cannot be placed in a long-term position.	\$76.26 Daily - \$9.84 per hour
Day-to-day AT2 H00254	Degreed Associate Teacher	\$89.41 Daily - \$11.54 per hour
Day-to-day AT7 H07254	Texas Certified Associate Teacher (Degreed)	\$97.82 Daily - \$12.62 per hour
Day-to-day AT4 H00256	Nurse Associate Teacher (Degreed and RN)	\$102.49 Daily - \$13.23 per hour
Day-to-day AT8 H08254	HISD Retired Associate Teacher (Degreed)	\$103.81 Daily - \$13.39 per hour
AT3 H00247	Dedicated Associate Teacher (Degreed)	\$89.41 Daily - \$11.54 per hour
Long Term	Associate Teacher (Degreed) Certified, Retired, Nurse All must be Degreed	\$118.31 Daily - \$15.26 per hour

Long term is defined as an associate teacher with a four-year Bachelors degree, placed in the same position/classroom, in the same school, for over 10 days.

A dedicated associate teacher is eligible for five (5) state leave days. **Unused leave days are forfeited upon release or resignation from the assignment.** Dedicated associate teachers are eligible for health benefits and participate in the Teacher Retirement System of Texas (TRS).

Associate teachers holding Texas teacher certificates must show evidence of completion of the TECAT or TASP requirement in order to receive pay as Texas certified associate teachers.



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Other Jobs Requiring Special Rates

Substitutes and Hourly Personnel: Employees placed into hourly positions not listed below should be assigned the minimum pay rate for the position's salary grade.

Position	Pay Rate
CF019H Hourly Custodian	\$8.65/hr
TS002H Hourly Transportation Attendant	\$9.76/hr
TS007H Bus Driver	\$15.40/hr
PS001H Crossing Guard	\$17.00/hr
PS002H Crossing Guard Team Leader	\$20.33/hr
PS012H Patrolman (Certified Police Officer – non-HISD)	\$28.92/hr
SB009H Hourly Manager, Stadium and Equipment	\$29.12/hr
AC064A Associate Camp Leader – Annually	\$15,727
AC0236 Senior Academic Tutor Apollo HS – Annually	\$21,485
AC0237 Senior Academic Tutor Apollo MS – Annually	\$21,485
AC0238 Senior Academic Tutor Apollo ES – Annually	\$21,485
AC022H Senior Academic Tutor Apollo – Hourly	\$14.36/hr
AC0230 Senior Academic Tutor, Priority High School Degreed: Annually 60+ hours but non-degreed: Annually	\$21,485 \$20,031
AC0232 Senior Academic Tutor, Priority Middle School Degreed: Annually 60+ hours but non-degreed: Annually	\$21,485 \$20,031
AC024H Senior Academic Tutor, Priority School – Hourly Degreed: Hourly 60+ hours but non-degreed: Hourly	\$14.36/hr \$13.39/hr
Regular Summer School Teacher	\$30.00/hr
H31785 Hourly Principal – Leadership Development	\$50.00/hr
H31794 Substitute Principal	\$55.00/hr
H31795 Substitute Assistant Principal	\$40.00/hr