### III. Pay Administration for Particular Jobs

#### F. Associate Teachers

<table>
<thead>
<tr>
<th>Term</th>
<th>Teaching Position</th>
<th>Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Day-to-day</td>
<td>Non-Degreed Patron Associate Teacher</td>
<td>$12.00 per hour</td>
</tr>
<tr>
<td>AT6 H06254</td>
<td>Cannot be placed in a long-term position.</td>
<td></td>
</tr>
<tr>
<td>Day-to-day</td>
<td>Non-Degreed Associate Teacher</td>
<td>$12.00 per hour</td>
</tr>
<tr>
<td>AT1 H00253</td>
<td>Limited to 5 days in same position.</td>
<td></td>
</tr>
<tr>
<td>Day-to-day</td>
<td>Degreed Associate Teacher</td>
<td>$12.01 per hour</td>
</tr>
<tr>
<td>AT2 H00254</td>
<td>Must hold a Bachelor’s degree or higher</td>
<td></td>
</tr>
<tr>
<td>Day-to-day</td>
<td>Texas Certified Associate Teacher (Degreed)</td>
<td>$13.13 per hour</td>
</tr>
<tr>
<td>AT7 H07254</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Day-to-day</td>
<td>Nurse Associate Teacher (Degreed and RN)</td>
<td>$13.76 per hour</td>
</tr>
<tr>
<td>AT4 H00256</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Day-to-day</td>
<td>HISD Retired Associate Teacher (Degreed)</td>
<td>$13.92 per hour</td>
</tr>
<tr>
<td>AT8 H08254</td>
<td></td>
<td></td>
</tr>
<tr>
<td>AT3 H00247</td>
<td>Dedicated Associate Teacher (Degreed)</td>
<td>$12.01 per hour</td>
</tr>
<tr>
<td>Long Term</td>
<td>Associate Teacher (Degreed) Certified, Retired, Nurse All must be Degreed</td>
<td>$15.87 per hour</td>
</tr>
</tbody>
</table>

Long term is defined as an associate teacher with a four-year Bachelor’s 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.
III. Pay Administration for Particular Jobs

G. Part Time Degreed Teachers and Hourly Lecturers

**Part Time Degreed Teachers**  
Part time degreed teachers holding a current certification and a Bachelor’s degree or higher are paid the hourly rate equivalent of the Teacher Initial Compensation Placement Tables. Service credit experience (Per TEA rules) determines placement on the schedule.

<table>
<thead>
<tr>
<th>Position</th>
<th>Description</th>
<th>Pay Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Part Time Degreed Teachers</td>
<td>$36.25 - $51.31</td>
</tr>
</tbody>
</table>

| Hourly Lecturer (should not be used for part-time certified teachers) |
|-----------------------------------|------------------|
| H00076 Hourly Lecturers – Degreed | $24.00 |
| H00077 Hourly Lecturers – Non-Degreed | $15.98 |
| H00075 Hourly Lecturers – Non-Degreed Special Schools Critical Skills | $24.00 |

K. 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.

<table>
<thead>
<tr>
<th>Position</th>
<th>Pay Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>CF019H Hourly Custodian</td>
<td>$12.00/hr</td>
</tr>
<tr>
<td>TS002H Hourly Transportation Attendant</td>
<td>$12.00/hr</td>
</tr>
<tr>
<td>TS007H Bus Driver</td>
<td>$16.64/hr</td>
</tr>
<tr>
<td>PS001H Crossing Guard</td>
<td>$17.69/hr</td>
</tr>
<tr>
<td>PS002H Crossing Guard Team Leader</td>
<td>$23.06/hr</td>
</tr>
<tr>
<td>PS012H Patrolman (Certified Police Officer – non-HISD)</td>
<td>$30.08/hr</td>
</tr>
<tr>
<td>Regular Summer School Teacher</td>
<td>$30.00/hr</td>
</tr>
<tr>
<td>H31785 Hourly Principal – Leadership Development</td>
<td>$50.00/hr</td>
</tr>
<tr>
<td>H31794 Substitute Principal</td>
<td>$55.00/hr</td>
</tr>
<tr>
<td>H31795 Substitute Assistant Principal</td>
<td>$40.00/hr</td>
</tr>
<tr>
<td>CM072H Parent Tutor – HIPPY Program - Hourly</td>
<td>$12.00/hr</td>
</tr>
<tr>
<td>HM0221 Intern, LSSP – Annually</td>
<td>$17,760</td>
</tr>
<tr>
<td>AC1121 Health &amp; Wellness Trainer – Annually</td>
<td>$48,000</td>
</tr>
<tr>
<td>H00562 Attendant, All Sports Hourly</td>
<td>$12.00/hr</td>
</tr>
<tr>
<td>FS020H Associate Nutrition Services Substitute, Hourly</td>
<td>$12.00/hr</td>
</tr>
<tr>
<td>FS021H Nutrition Services Attendant, Hourly</td>
<td>$12.00/hr</td>
</tr>
</tbody>
</table>