



III. Pay Administration for Particular Jobs

F. Associate Teachers

Term	Teaching Position	Rate
Day-to-day AT6 H06254	Non-Degreed Patron Associate Teacher Cannot be placed in a long-term position.	\$12.00 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.	\$12.00 per hour
Day-to-day AT2 H00254	Degreed Associate Teacher Must hold a Bachelor's degree or higher	\$12.01 per hour
Day-to-day AT7 H07254	Texas Certified Associate Teacher (Degreed)	\$13.13 per hour
Day-to-day AT4 H00256	Nurse Associate Teacher (Degreed and RN)	\$13.76 per hour
Day-to-day AT8 H08254	HISD Retired Associate Teacher (Degreed)	\$13.92 per hour
AT3 H00247	Dedicated Associate Teacher (Degreed)	\$12.01 per hour
Long Term	Associate Teacher (Degreed) Certified, Retired, Nurse All must be Degreed	\$15.87 per hour

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.

Part Time Degreed Teachers		\$36.25 - \$51.31
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.

Position	Pay Rate
CF019H Hourly Custodian	\$12.00/hr
TS002H Hourly Transportation Attendant	\$12.00/hr
TS007H Bus Driver	\$16.64/hr
PS001H Crossing Guard	\$17.69/hr
PS002H Crossing Guard Team Leader	\$23.06/hr
PS012H Patrolman (Certified Police Officer – non-HISD)	\$30.08/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
CM072H Parent Tutor – HIPPPY Program - Hourly	\$12.00/hr
HM0221 Intern, LSSP – Annually	\$17,760
AC1121 Health & Wellness Trainer – Annually	\$48,000
H00562 Attendant, All Sports Hourly	\$12.00/hr
FS020H Associate Nutrition Services Substitute, Hourly	\$12.00/hr
FS021H Nutrition Services Attendant, Hourly	\$12.00/hr