

F. Associate Teachers

| Term | Teaching Position | Rate |
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| Day-to-day AT6 H06254 | Non-Degreed Patron Associate Teacher Cannot be placed in a long-term position. | \$14.00 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. | \$14.00 per hour |
| Day-to-day AT2 H00254 | Degreed Associate Teacher Must hold a Bachelor's degree or higher | \$14.00 per hour |
| Day-to-day AT7 H07254 | Texas Certified Associate Teacher (Degreed) | \$14.00 per hour |
| Day-to-day AT4 H00256 | Nurse Associate Teacher (Degreed and RN) | \$14.24 per hour |
| Day-to-day AT8 H08254 | HISD Retired Associate Teacher (Degreed) | \$14.41 per hour |
| AT3 H00247 | Dedicated Associate Teacher (Degreed) | \$14.00 per hour |
| Long Term | Associate Teacher (Degreed) Certified, Retired, Nurse All must be Degreed | \$16.43 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.

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.

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| Part Time Degreed Teachers | \$37.56 - \$53.11 |
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Hourly Lecturer (should not be used for part-time certified teachers)

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| H00076 | Hourly Lecturers – Degreed | \$24.84 |
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| H00077 | Hourly Lecturers – Non-Degreed | \$16.54 |
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| H00075 | Hourly Lecturers – Non-Degreed Special Schools Critical Skills | \$24.84 |
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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 |
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| CF019H | Hourly Custodian | \$14.00/hr |
| TS002H | Hourly Transportation Attendant | \$14.00/hr |
| TS007H | Bus Driver | \$18.00/hr |
| PS001H | Crossing Guard | \$18.31/hr |
| PS002H | Crossing Guard Team Leader | \$23.87/hr |
| PS012H | Patrolman (Certified Police Officer – non-HISD) | \$31.13/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 – HIPPIY Program - Hourly | \$14.00/hr |
| HM0221 | Intern, LSSP – Annually | \$18,382 |
| AC1121 | Health & Wellness Trainer – Annually | \$49,680 |
| H00562 | Attendant, All Sports Hourly | \$14.00/hr |
| FS020H | Associate Nutrition Services Substitute, Hourly | \$14.00/hr |
| FS021H | Nutrition Services Attendant, Hourly | \$14.00/hr |