

HOUSTON COUNTY BOARD OF EDUCATION

CLASSIFIED HOURLY RATE OF PAY

2023-24

GRADE LEVEL	1	2	3	4	5	6	7	8	9	10	11	12	13
STEP													
0	9.63	9.76	9.91	10.05	10.21	10.37	10.50	10.68	10.85	11.00	11.15	11.35	11.52
1	9.84	9.96	10.14	10.29	10.43	10.59	10.75	10.93	11.08	11.23	11.41	11.59	11.76
2	10.03	10.20	10.36	10.49	10.67	10.83	10.99	11.14	11.33	11.50	11.65	11.83	12.02
3	10.27	10.42	10.58	10.74	10.90	11.07	11.21	11.40	11.58	11.73	11.92	12.10	12.28
4	10.48	10.66	10.82	10.98	11.13	11.31	11.48	11.64	11.82	12.00	12.18	12.36	12.56
5	10.73	10.89	11.06	11.20	11.39	11.57	11.72	11.91	12.09	12.27	12.45	12.64	12.82
6	10.96	11.11	11.30	11.44	11.62	11.80	11.96	12.16	12.34	12.54	12.73	12.88	13.10
7	11.16	11.36	11.54	11.68	11.88	12.04	12.23	12.39	12.60	12.79	12.98	13.16	13.37
8	11.41	11.59	11.76	11.93	12.13	12.30	12.49	12.67	12.85	13.05	13.25	13.44	13.64
9	11.65	11.83	12.01	12.19	12.36	12.56	12.76	12.93	13.13	13.34	13.53	13.74	13.95
10	11.90	12.09	12.26	12.43	12.63	12.82	13.02	13.22	13.40	13.60	13.82	14.01	14.23
11	12.15	12.31	12.52	12.68	12.87	13.08	13.27	13.48	13.68	13.87	14.08	14.30	14.51
12	12.37	12.57	12.76	12.94	13.14	13.34	13.54	13.76	13.96	14.14	14.37	14.58	14.80
13	12.63	12.81	13.02	13.22	13.40	13.60	13.81	14.01	14.23	14.44	14.67	14.91	15.09
14	12.87	13.08	13.27	13.48	13.66	13.87	14.08	14.30	14.51	14.73	14.96	15.19	15.41
15	13.13	13.34	13.53	13.76	13.95	14.14	14.36	14.58	14.79	15.02	15.25	15.48	15.71
16	13.40	13.60	13.81	14.01	14.23	14.44	14.67	14.85	15.08	15.33	15.55	15.78	16.02
17	13.66	13.87	14.08	14.30	14.51	14.72	14.96	15.16	15.41	15.62	15.86	16.13	16.33
18	13.95	14.14	14.36	14.58	14.79	15.02	15.24	15.48	15.71	15.95	16.19	16.43	16.67
19	14.23	14.44	14.65	14.85	15.08	15.32	15.55	15.78	16.02	16.25	16.51	16.75	16.99
20	14.65	14.85	15.08	15.32	15.55	15.78	16.02	16.25	16.51	16.75	16.99	17.25	17.50
21+	15.08	15.32	15.54	15.77	16.00	16.25	16.50	16.74	16.99	17.24	17.50	17.77	18.04



GRADE LEVEL	Food Asst- Certified, Food Asst Bus Monitor		Custodian GNETS Bus Monitor			Asst Lead Custodian							
	14	15	16	17	18	19	20	21	22	23	24	25	26
STEP													
0	11.66	11.86	12.03	12.20	12.38	12.58	12.77	12.97	13.14	13.35	13.54	13.77	13.96
1	11.93	12.12	12.29	12.49	12.66	12.84	13.05	13.25	13.44	13.63	13.84	14.05	14.26
2	12.19	12.37	12.57	12.76	12.93	13.13	13.34	13.53	13.76	13.95	14.14	14.36	14.58
3	12.47	12.65	12.83	13.04	13.23	13.41	13.62	13.83	14.04	14.25	14.46	14.69	14.92
4	12.75	12.92	13.12	13.33	13.52	13.73	13.92	14.13	14.35	14.56	14.78	15.01	15.23
5	13.02	13.22	13.40	13.60	13.82	14.02	14.24	14.45	14.67	14.91	15.09	15.33	15.56
6	13.29	13.50	13.71	13.89	14.10	14.32	14.53	14.75	14.98	15.20	15.43	15.65	15.89
7	13.56	13.78	13.98	14.20	14.39	14.62	14.82	15.05	15.29	15.52	15.75	15.98	16.22
8	13.85	14.06	14.28	14.48	14.71	14.94	15.15	15.39	15.59	15.83	16.08	16.31	16.56
9	14.14	14.36	14.57	14.79	15.02	15.24	15.47	15.70	15.94	16.18	16.42	16.67	16.92
10	14.45	14.67	14.91	15.09	15.33	15.56	15.78	16.03	16.26	16.52	16.76	17.00	17.27
11	14.73	14.97	15.19	15.41	15.64	15.88	16.13	16.33	16.61	16.83	17.11	17.36	17.60
12	15.03	15.25	15.48	15.71	15.95	16.19	16.43	16.68	16.93	17.18	17.44	17.70	17.96
13	15.33	15.55	15.78	16.02	16.26	16.51	16.75	17.00	17.25	17.51	17.78	18.06	18.34
14	15.64	15.88	16.13	16.33	16.61	16.83	17.10	17.36	17.60	17.87	18.14	18.41	18.68
15	15.95	16.19	16.43	16.68	16.93	17.18	17.44	17.70	17.96	18.22	18.49	18.77	19.07
16	16.26	16.51	16.75	17.00	17.25	17.51	17.78	18.06	18.34	18.61	18.88	19.16	19.44
17	16.61	16.83	17.10	17.36	17.60	17.87	18.14	18.41	18.68	18.97	19.27	19.55	19.84
18	16.93	17.18	17.44	17.70	17.95	18.22	18.49	18.77	19.06	19.34	19.63	19.92	20.24
19	17.25	17.51	17.78	18.06	18.33	18.61	18.88	19.16	19.44	19.76	20.04	20.33	20.63
20	17.78	18.04	18.33	18.60	18.88	19.16	19.44	19.73	20.03	20.32	20.63	20.94	21.26
21+	18.33	18.60	18.86	19.15	19.43	19.73	20.03	20.32	20.63	20.94	21.26	21.57	21.88



GRADE LEVEL	Braille Clerk, Buyer, Secretary, Bookkeeper		Journeyman III		Collaborative Bookkeeper		Associate, Dispatcher, SNP Mgr-ES						
	40	41	42	43	44	45	46	47	48	49	50	51	52
STEP													
0	17.20	17.45	17.72	17.97	18.24	18.54	18.80	19.07	19.37	19.66	19.94	20.25	20.57
1	17.57	17.84	18.11	18.38	18.65	18.94	19.21	19.50	19.80	20.09	20.39	20.68	21.01
2	17.95	18.22	18.49	18.75	19.06	19.34	19.63	19.91	20.24	20.54	20.85	21.15	21.48
3	18.36	18.63	18.92	19.19	19.47	19.79	20.08	20.37	20.67	21.00	21.30	21.61	21.94
4	18.74	19.04	19.32	19.61	19.90	20.20	20.51	20.81	21.13	21.46	21.78	22.09	22.43
5	19.17	19.45	19.77	20.05	20.35	20.65	20.98	21.27	21.59	21.91	22.24	22.57	22.94
6	19.58	19.86	20.16	20.48	20.77	21.08	21.40	21.73	22.05	22.37	22.71	23.05	23.43
7	20.00	20.29	20.59	20.89	21.22	21.52	21.84	22.18	22.51	22.86	23.19	23.54	23.89
8	20.40	20.70	21.02	21.33	21.65	21.98	22.31	22.64	22.99	23.32	23.69	24.05	24.39
9	20.82	21.14	21.47	21.79	22.10	22.45	22.77	23.12	23.48	23.80	24.18	24.53	24.91
10	21.27	21.58	21.89	22.24	22.57	22.93	23.26	23.59	23.96	24.31	24.69	25.03	25.43
11	21.72	22.02	22.35	22.69	23.02	23.36	23.72	24.09	24.43	24.80	25.18	25.54	25.94
12	22.12	22.47	22.79	23.13	23.49	23.82	24.20	24.55	24.93	25.31	25.67	26.08	26.46
13	22.57	22.93	23.26	23.59	23.94	24.30	24.69	25.04	25.43	25.83	26.18	26.60	26.99
14	23.02	23.36	23.72	24.09	24.43	24.80	25.18	25.54	25.94	26.32	26.70	27.13	27.52
15	23.49	23.82	24.19	24.55	24.92	25.31	25.67	26.06	26.46	26.85	27.26	27.67	28.08
16	23.94	24.30	24.68	25.02	25.43	25.81	26.18	26.58	26.99	27.38	27.80	28.23	28.63
17	24.43	24.78	25.17	25.54	25.94	26.32	26.70	27.11	27.52	27.92	28.35	28.78	29.22
18	24.92	25.30	25.67	26.07	26.46	26.85	27.26	27.67	28.07	28.50	28.93	29.35	29.80
19	25.42	25.81	26.17	26.59	26.97	27.38	27.80	28.22	28.63	29.06	29.51	29.94	30.41
20	26.17	26.59	26.97	27.37	27.80	28.21	28.62	29.05	29.50	29.94	30.39	30.84	31.30
21+	26.96	27.37	27.79	28.21	28.62	29.04	29.50	29.92	30.39	30.83	31.30	31.76	32.24

	Bus Driver, Journeyman IV		Bus Driver/Trainer, GNETS Bus Driver, Mechanic, Leader, Translator, SNP Mgr-MS		Nurse - LPN		Certified Mechanic, SFS Mgr-HS		Nurse - RN, Admin Asst, Technician		Master Certified Mechanic		
GRADE LEVEL	53	54	55	56	57	58	59	60	61	62	63	64	65
STEP													
0	20.87	21.17	21.50	21.82	22.13	22.48	22.80	23.16	23.51	23.85	24.21	24.60	24.94
1	21.32	21.64	21.96	22.31	22.64	22.98	23.31	23.68	24.04	24.38	24.74	25.12	25.49
2	21.80	22.11	22.46	22.78	23.13	23.49	23.81	24.19	24.54	24.92	25.30	25.67	26.07
3	22.28	22.59	22.96	23.29	23.65	24.00	24.34	24.72	25.10	25.46	25.86	26.22	26.63
4	22.75	23.10	23.47	23.79	24.17	24.52	24.90	25.27	25.63	26.03	26.43	26.82	27.21
5	23.26	23.61	23.96	24.31	24.70	25.04	25.44	25.84	26.19	26.61	27.00	27.40	27.82
6	23.75	24.13	24.47	24.85	25.22	25.58	25.97	26.36	26.73	27.16	27.57	27.97	28.40
7	24.25	24.63	24.97	25.36	25.74	26.12	26.54	26.91	27.32	27.75	28.13	28.56	29.00
8	24.75	25.13	25.50	25.89	26.27	26.67	27.09	27.48	27.88	28.32	28.73	29.15	29.60
9	25.28	25.66	26.06	26.44	26.83	27.24	27.66	28.06	28.48	28.91	29.34	29.78	30.23
10	25.83	26.18	26.60	26.99	27.39	27.81	28.24	28.64	29.07	29.52	29.95	30.42	30.85
11	26.34	26.71	27.13	27.53	27.93	28.36	28.78	29.23	29.66	30.10	30.55	31.01	31.47
12	26.85	27.27	27.68	28.08	28.51	28.94	29.36	29.80	30.25	30.71	31.16	31.65	32.12
13	27.39	27.81	28.23	28.63	29.07	29.51	29.95	30.41	30.85	31.32	31.77	32.26	32.76
14	27.93	28.36	28.78	29.23	29.66	30.10	30.54	31.00	31.47	31.95	32.42	32.91	33.41
15	28.51	28.93	29.35	29.80	30.25	30.71	31.16	31.64	32.12	32.60	33.06	33.57	34.08
16	29.07	29.51	29.95	30.41	30.85	31.32	31.77	32.25	32.76	33.24	33.72	34.22	34.77
17	29.66	30.10	30.54	31.00	31.47	31.95	32.41	32.91	33.40	33.91	34.42	34.92	35.43
18	30.25	30.70	31.15	31.64	32.11	32.59	33.06	33.57	34.07	34.59	35.10	35.64	36.16
19	30.84	31.32	31.77	32.25	32.74	33.24	33.72	34.22	34.75	35.27	35.80	36.34	36.88
20	31.76	32.25	32.74	33.22	33.71	34.21	34.75	35.27	35.79	36.34	36.88	37.42	38.00
21+	32.72	33.22	33.71	34.21	34.72	35.26	35.79	36.33	36.87	37.42	37.99	38.54	39.14



GRADE LEVEL	Admin Asst to Deputy Supt, Supervisor, Specialist, Analyst						Fleet Mgr			Admin Asst to Supt, PT-OT Assistant, SNP Area Mgr			
	66	67	68	69	70	71	72	73	74	75	76	77	78
STEP													
0	25.33	25.69	26.09	26.48	26.87	27.28	27.69	28.10	28.53	28.96	29.38	29.82	30.27
1	25.88	26.25	26.66	27.07	27.46	27.87	28.31	28.72	29.14	29.59	30.03	30.49	30.95
2	26.45	26.84	27.26	27.67	28.07	28.50	28.93	29.35	29.79	30.24	30.70	31.15	31.64
3	27.04	27.42	27.84	28.27	28.67	29.11	29.55	30.00	30.45	30.91	31.39	31.81	32.30
4	27.62	28.05	28.47	28.89	29.31	29.76	30.22	30.65	31.11	31.59	32.05	32.54	33.00
5	28.24	28.65	29.08	29.51	29.96	30.42	30.87	31.35	31.79	32.27	32.77	33.26	33.74
6	28.83	29.26	29.71	30.14	30.58	31.05	31.52	32.00	32.46	32.95	33.45	33.96	34.47
7	29.44	29.86	30.31	30.79	31.23	31.71	32.19	32.67	33.16	33.65	34.14	34.66	35.19
8	30.05	30.50	30.96	31.42	31.90	32.37	32.87	33.36	33.86	34.36	34.86	35.38	35.91
9	30.69	31.14	31.63	32.09	32.57	33.04	33.53	34.06	34.57	35.09	35.61	36.11	36.65
10	31.33	31.78	32.26	32.76	33.25	33.73	34.23	34.78	35.30	35.81	36.36	36.90	37.45
11	31.95	32.42	32.91	33.40	33.92	34.44	34.92	35.44	36.00	36.53	37.07	37.64	38.21
12	32.60	33.06	33.57	34.07	34.59	35.11	35.65	36.17	36.69	37.25	37.80	38.38	38.95
13	33.25	33.73	34.23	34.76	35.28	35.81	36.35	36.89	37.45	38.01	38.57	39.16	39.73
14	33.91	34.42	34.92	35.43	35.99	36.53	37.07	37.64	38.20	38.78	39.35	39.94	40.52
15	34.59	35.11	35.64	36.16	36.68	37.25	37.80	38.38	38.95	39.54	40.14	40.74	41.36
16	35.28	35.80	36.35	36.89	37.44	38.01	38.57	39.15	39.73	40.34	40.93	41.56	42.17
17	35.99	36.52	37.06	37.62	38.20	38.77	39.35	39.94	40.52	41.14	41.74	42.38	43.02
18	36.68	37.24	37.79	38.37	38.95	39.54	40.14	40.73	41.35	41.96	42.59	43.25	43.88
19	37.44	38.00	38.55	39.14	39.72	40.32	40.92	41.56	42.16	42.80	43.43	44.10	44.76
20	38.55	39.14	39.72	40.32	40.92	41.55	42.15	42.79	43.42	44.09	44.75	45.41	46.09
21+	39.71	40.31	40.91	41.53	42.15	42.79	43.40	44.08	44.74	45.41	46.09	46.78	47.49




	School Psy Intern	Network Engineer, Software App Developer		Educational Interpreter	Coordinator, Internal Auditor					Manager			
GRADE LEVEL	79	80	81	82	83	84	85	86	87	88	89	90	91
STEP													
0	30.73	31.19	31.67	32.14	32.62	33.09	33.60	34.10	34.62	35.14	35.67	36.20	36.75
1	31.41	31.85	32.35	32.85	33.35	33.84	34.32	34.85	35.37	35.90	36.45	37.00	37.56
2	32.11	32.59	33.05	33.56	34.07	34.58	35.09	35.64	36.16	36.68	37.24	37.79	38.37
3	32.81	33.32	33.80	34.29	34.82	35.34	35.85	36.40	36.96	37.52	38.06	38.63	39.22
4	33.50	34.03	34.55	35.07	35.59	36.09	36.63	37.21	37.76	38.32	38.91	39.48	40.08
5	34.25	34.78	35.30	35.82	36.37	36.92	37.45	38.03	38.59	39.17	39.75	40.36	40.96
6	34.98	35.48	36.03	36.57	37.12	37.69	38.24	38.82	39.41	40.00	40.60	41.20	41.83
7	35.72	36.26	36.80	37.34	37.90	38.48	39.04	39.65	40.23	40.85	41.44	42.07	42.70
8	36.48	37.02	37.58	38.14	38.70	39.28	39.87	40.47	41.08	41.69	42.32	42.94	43.59
9	37.23	37.78	38.34	38.93	39.51	40.12	40.70	41.33	41.95	42.57	43.21	43.85	44.51
10	38.02	38.58	39.16	39.74	40.35	40.94	41.56	42.18	42.83	43.47	44.11	44.78	45.45
11	38.78	39.37	39.95	40.53	41.15	41.76	42.38	43.03	43.69	44.34	45.00	45.68	46.36
12	39.55	40.14	40.74	41.36	41.97	42.60	43.25	43.89	44.54	45.22	45.91	46.58	47.28
13	40.34	40.93	41.57	42.17	42.81	43.45	44.10	44.77	45.44	46.12	46.81	47.52	48.21
14	41.15	41.74	42.39	43.02	43.66	44.33	44.99	45.67	46.36	47.04	47.76	48.46	49.19
15	41.97	42.60	43.25	43.89	44.54	45.22	45.89	46.57	47.27	47.98	48.71	49.44	50.17
16	42.81	43.45	44.10	44.76	45.44	46.12	46.80	47.51	48.21	48.95	49.67	50.41	51.18
17	43.66	44.33	44.99	45.67	46.34	47.02	47.73	48.46	49.19	49.92	50.67	51.45	52.19
18	44.53	45.20	45.89	46.56	47.27	47.97	48.69	49.43	50.17	50.92	51.66	52.47	53.25
19	45.43	46.11	46.80	47.51	48.20	48.94	49.66	50.41	51.18	51.95	52.73	53.52	54.31
20	46.79	47.50	48.19	48.94	49.66	50.40	51.16	51.94	52.72	53.51	54.30	55.12	55.94
21+	48.18	48.93	49.65	50.39	51.14	51.92	52.70	53.50	54.29	55.10	55.93	56.77	57.62



Director,
OT, PT

GRADE LEVEL	92	93	94	95	96	97	98	99	100	101	102	103	104
STEP													
0	37.28	37.84	38.42	38.99	39.58	40.17	40.79	41.39	42.01	42.62	43.29	43.92	44.57
1	38.13	38.68	39.27	39.86	40.45	41.05	41.67	42.30	42.92	43.57	44.22	44.88	45.57
2	38.94	39.52	40.13	40.73	41.35	41.96	42.59	43.25	43.88	44.52	45.20	45.89	46.56
3	39.79	40.42	41.01	41.63	42.25	42.88	43.54	44.16	44.84	45.51	46.20	46.89	47.59
4	40.68	41.29	41.92	42.55	43.18	43.83	44.49	45.15	45.81	46.50	47.22	47.92	48.65
5	41.58	42.19	42.84	43.49	44.12	44.79	45.47	46.14	46.84	47.52	48.24	48.97	49.70
6	42.45	43.10	43.74	44.39	45.05	45.73	46.42	47.13	47.82	48.51	49.27	49.99	50.77
7	43.34	43.99	44.64	45.32	46.00	46.70	47.40	48.11	48.82	49.56	50.30	51.05	51.83
8	44.25	44.93	45.59	46.27	46.96	47.66	48.40	49.11	49.85	50.59	51.36	52.12	52.91
9	45.17	45.87	46.54	47.25	47.95	48.68	49.39	50.15	50.89	51.63	52.45	53.23	54.01
10	46.13	46.82	47.52	48.23	48.96	49.68	50.43	51.21	51.98	52.74	53.53	54.34	55.16
11	47.04	47.76	48.47	49.20	49.93	50.69	51.46	52.22	53.02	53.80	54.61	55.43	56.26
12	47.98	48.71	49.44	50.18	50.93	51.69	52.48	53.27	54.06	54.87	55.70	56.52	57.38
13	48.96	49.68	50.42	51.20	51.97	52.74	53.53	54.34	55.15	55.95	56.82	57.66	58.51
14	49.93	50.68	51.45	52.22	53.01	53.80	54.60	55.42	56.24	57.08	57.94	58.83	59.69
15	50.92	51.68	52.47	53.26	54.04	54.88	55.68	56.52	57.37	58.24	59.10	60.01	60.88
16	51.95	52.73	53.52	54.32	55.15	55.95	56.81	57.65	58.51	59.40	60.29	61.20	62.10
17	52.99	53.78	54.60	55.42	56.24	57.09	57.93	58.82	59.68	60.58	61.49	62.42	63.37
18	54.04	54.86	55.68	56.50	57.35	58.23	59.08	60.00	60.88	61.79	62.71	63.67	64.62
19	55.14	55.95	56.81	57.64	58.49	59.40	60.28	61.20	62.09	63.02	63.97	64.94	65.91
20	56.79	57.63	58.48	59.39	60.27	61.19	62.07	63.02	63.96	64.92	65.88	66.88	67.90
21+	58.47	59.38	60.26	61.18	62.06	63.01	63.95	64.91	65.87	66.86	67.88	68.89	69.93



GRADE LEVEL	105	106	107	108
-------------	-----	-----	-----	-----

STEP

0	45.25	45.94	46.61	47.32
1	46.23	46.94	47.64	48.38
2	47.26	47.97	48.70	49.43
3	48.30	49.04	49.76	50.52
4	49.35	50.12	50.86	51.61
5	50.43	51.22	51.99	52.76
6	51.51	52.28	53.07	53.87
7	52.60	53.37	54.18	55.01
8	53.69	54.50	55.32	56.15
9	54.81	55.65	56.48	57.33
10	55.97	56.84	57.66	58.52
11	57.09	57.94	58.83	59.70
12	58.24	59.11	60.01	60.89
13	59.40	60.29	61.21	62.10
14	60.59	61.50	62.43	63.38
15	61.80	62.73	63.68	64.63
16	63.03	63.98	64.95	65.92
17	64.30	65.25	66.26	67.25
18	65.56	66.58	67.56	68.59
19	66.89	67.91	68.91	69.96
20	68.89	69.95	71.00	72.07
21+	70.97	72.04	73.11	74.22