

# Hidalgo County Head Start Program

## Policy Council Regular Agenda

**DATE:** July 25, 2016

**SUBJECT:**

1. Discussion, consideration and action to submit an application for a Cost of Living Adjustment (COLA) that is provided in the 2016-2021 Notice of Award (NOA) issued by the Department of Health and Human Services to the Hidalgo County Head Start Program for the 07/01/16 - 12/31/16 period
2. Approval to implement the awarded COLA for the 07/01/16-12/31/16 period

**RATIONALE/NEED:** The Office of Head Start has announced availability of Cost of Living funds and an application for these funds is required.

**RECOMMENDATION:** Administration recommends approval.

**COST:** \$202,059 Federal Funds  
\$ 50,515 Local Match

**RELATED INFORMATION INCLUDES:** Cost of Living Adjustment Information

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**INITIATED BY:** Edmundo Garcia, Assistant Director for Program Operations

**REVIEWED BY:** Teresa Flores, Executive Director

**EXECUTIVE DIRECTOR'S APPROVAL:** *Teresa Flores*

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**LETTER FROM OFFICE OF HEAD START**

**RE: COLA FUNDS**



ADMINISTRATION FOR  
**CHILDREN & FAMILIES**

Office of Head Start | Region VI | 1301 Young Street, Room 937, Dallas, TX 75202 | [www.eclkc.ohs.acf.hhs.gov](http://www.eclkc.ohs.acf.hhs.gov)

July 18, 2016

Ramon Garcia, County Judge  
Hidalgo County Head Start Program  
P.O. Box 0117  
Edinburg, TX 78540

Re: Grant No. 06CH010420

Dear Mr. Garcia:

On December 18, 2015, President Obama signed Public Law 114-113, Consolidated Appropriations Act, 2016, which contains an increase of approximately \$570 million for programs under the Head Start Act for Fiscal Year (FY) 2016. A portion of the increase provides a cost-of-living adjustment (COLA) of 1.8 percent to assist grantees in increasing staff salaries and fringe benefits and offsetting higher operating costs.

Program Instruction ACF-PI-HS-16-03, dated April 27, 2016, informed Head Start and Early Head Start grantees and delegate agencies of the intended uses of these funds and announced the opportunity for grantees to apply for the funds. The following table reflects the amount of the COLA for the Head Start and/or Early Head Start programs for the initial budget period of the new grant awarded to your organization.

Common Accounting Number (CAN)	Program	COLA Amount
G064122	Head Start	\$202,059
G064125	Early Head Start	\$0
<b>TOTAL</b>		<b>\$202,059</b>

### Submission Requirements

The supplemental application is due July 31, 2016 and must be submitted in the Head Start Enterprise System (HSES) at <https://hses.ohs.acf.hhs.gov/hsprograms>. Please select the Financials tab, Application tab, Fiscal Year 2016 and the budget period to add the 'Supplement' amendment type. For technical assistance in preparing the application, please contact the HSES Help Desk at [help@hsesinfo.org](mailto:help@hsesinfo.org) or 1-866-771-4737.

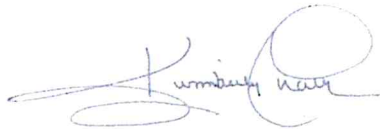
Please review the Program Instruction carefully to ensure your supplemental application meets the requirements for funding and contains all of the necessary information. Please ensure the program narrative, budget and detailed budget justification submitted in the application documents demonstrate:

- An increase of 1.8 percent in the hourly rate of pay for each Head Start/Early Head Start employee and the pay scale subject to the provisions of Sections 653 and 640(j) of the Head Start Act;
- The rationale if employees are receiving less than the 1.8 percent COLA or differential COLA increases;
- The provision of the 1.8 percent increase to all delegate agencies and partners or justification if the full percentage is not provided to delegate agencies and partners;
- The planned uses for the balance of the COLA funds to offset higher operating costs;
- Each source of non-federal match, including the estimated amount per source and the valuation methodology; and
- A detailed justification that conforms with the criteria under Section 640(b)(1)-(5) of the Head Start Act if the application proposes a waiver of any portion of the non-federal match requirement.

Signed statements by the Governing Body and Policy Council Chairs along with Governing Body and Policy Council minutes documenting each group's participation in the development and approval of the supplemental application must be provided. The application must be submitted on behalf of the Authorizing Official registered in the HSES. **Incomplete applications will not be processed.**

Please ensure the application contains all of the required information. If you have any questions or need assistance, please contact Heather Colwell, Contractor, Head Start Program Specialist, at (214) 767-8856 or Heather.colwell@acf.hhs.gov or Gerald Scroggins, Grants Management Specialist, at (214) 767-8703 or gerald.scroggins@acf.hhs.gov. Thank you for your cooperation and timely submission of the grant application.

Sincerely,



Kimberly Chalk  
Regional Program Manager  
Office of Head Start

cc: Teresa Flores, Executive Director & Head Start Director

**MEMORANDUM TO P.COUNCIL & C.COURT**

**RE: COLA FUNDS**



# Hidalgo County Head Start Program Memorandum

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Date : July 21, 2016  
To : Hidalgo County Head Start Policy Council  
: Hidalgo County Commissioners' Court  
From : Teresa Flores, Executive Director  
Subject : COLA Funding 2016

A handwritten signature in blue ink that reads "Teresa Flores".

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On June 30, 2016 the Department of Health and Human Services – Administration for Children and Families (ACF) issued a Notice of Award (NOA) for a new Five Year (2016-2021) project for Hidalgo County funded at \$26,971,694 per year and subject to regulations, terms and conditions under 45CFR Part 87, 45CFR Part 75, 45 CFR Sections 1301 through 1310. It is also subject to Section 640(b) of the Head Start Act and 45 CFR Section 1301.20 requiring a non-federal match of 20% of the total cost of the program (\$6,562,132) and limiting administrative cost to 15% (currently at 9%). Under the new grant the Program includes 766 employees and provides center based services from 7:45 am to 5:15 pm to 3,690 children and their families for 175 days. It must comply with all other conditions listed in the NOA. ACF must approve the Head Start Director and the Chief Financial Officer. This NOA also includes a notification of cost-of-living adjustment (COLA) increase of a minimum of 1.8% for all employees for the remainder of 2016 (July 1, 2016 to December 31, 2016). We were informed by our Program Specialist at the ACF office in Region VI that the COLA application deadline is July 31, 2016 and we were instructed to submit the same application approved from January 1, 2016 to June 30, 2016. (See attached Letter dated July 18, 2016, on COLA Application requirements.)

This COLA Application will allow the Program to increase all salaries for all employees by 2.4% from July to December 2016 and thus increase all salaries for the entire Program's fiscal year (January 1, 2016 – December 31, 2016)

We are also including the salary differential reflecting parity and equity to comparable positions with other Head Start Programs and County Departments. These positions include five (5) key administrative positions in our Program, the Executive Director, the two (2) Assistant Directors, the Chief Financial Officer and the Management Information Systems (MIS) Director.

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**COLA**  
**NARRATIVE**



# Hidalgo County Head Start Program

P. O. Box 0117                      1901 West Highway 107  
Edinburg, Texas 78540-0117      McAllen, Texas 78504  
Telephone 956-383-0706, Fax 956-380-2588  
Cost of Living (COLA) Funds July 1, 2016 to December 31, 2016

## **Narrative**

This COLA funding will provide a permanent increase in the salary scale for all full time positions in our Program. The COLA will improve our efforts in retaining qualified trained personnel at all levels of our Program in order to continue to provide the best quality services to the families of Hidalgo County.

Program staff works with the most challenging and youngest population in the county and it is critical for appropriately educated and/or experienced staff to be attracted, employed and retained. The strategies required to support successful recruitment efforts and to retain appropriately credentialed and degreed professional staff must reflect direct and permanent financial support. These strategies must also respond to an environment of increasing competition for degreed and credentialed staff, particularly from the School Districts (ISDs), who are charged with meeting the educational needs of the County's fast-growing school-aged population.

The funding for COLA will continue to be used to increase staff salaries and fringe benefits and to provide equity and parity within the organizational structure. It will directly contribute toward maximizing federal funds by streamlining positions and responsibilities to meet all Program requirements. After reviewing our ongoing efforts in streamlining systems and reinforcing organizational protocol, it is our assessment that we can increase our Program pay scale along with the corresponding fringe benefits by 2.4% for all full time employees and also incorporate parity and equity with comparable positions among Head Start Programs, County Departments and county public school districts. Children and families benefit significantly from a more experienced and a more educated staff. It will reduce the gap between the Program's hiring scale and the hiring scale of school districts in the area, thus making it less competitive and less difficult for the Program to find candidates with bachelor's degrees in early childhood education.

In summary, the COLA funds will:

- Contribute to providing the best quality services to the families of Hidalgo County.
- Increase the retention of qualified full time staff at all levels.
- Assist in the recruitment of staff at all levels.
- Reduce the gap between the Program's teacher salaries and the School Districts' teacher salaries.
- Incorporate a salary differential to create parity and equity with comparable positions among Head Start Programs, County Departments and county public school districts for the Executive Director, Assistant Program Director for Operations, Assistant Program Director for Programmatic Services, Chief Financial Officer and the Director for Management Information Systems.



# Hidalgo County Head Start Program

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## Budget Narrative-Federal Share

The Hidalgo County Head Start Program is submitting a Cost Of Living Adjustment (COLA) for the following proposed Federal program costs that are accompanied with an explanation and justification for the proposed expenditures. All personnel costs are reasonable and conform to 45 CFR Part 75.402.

### Personnel (Object class category 6.a)

Proposed salaries are appropriate and competitive in the region and county. The staff of the Hidalgo County Head Start Program will meet all Head Start requirements and regulations. Salaries are aligned with prevailing wages in the area as well with federally recommended levels.

The prorated COLA funding will increase salaries as follows:

Titles	No. of Positions	Salary Increase
Teachers	186	\$53,960
Assistant Teachers	186	\$28,795
Disability Aides	19	\$ 3,592
Center Managers	37	\$ 12,211
SS Facilitators	7	\$ 2,053
SS Assistants	72	\$14,333
Custodians	51	\$ 9,584
Maintenance/Bus Drivers/Bus Aides/Warehouse Staff	60	\$ 11,971
Central Office Admin/Clerks/Secretaries/ Others	55	\$23,464
<b>Total Salaries/Personnel</b>	<b>673</b>	<b>\$159,963</b>

### Fringe Benefits (object class category 6.b)

In addition to adequate salaries the Hidalgo County Head Start staff receives a fringe benefit plan that is reasonable and conforms to 45 CFR Part 75.404. Fringe benefits will reflect increases as a result of higher salaries as follows.

Fringe Benefits	Amount
Medicare	\$2,416
Unemployment	\$ 766
Workers Compensation	\$1,935
Health & Life Insurance*	0
Pension	\$11,665
Social Security	\$10,331
<b>Total Fringe Benefits</b>	<b>\$27,113</b>

### Supplies (Object Class Category 6.e)

Classroom supplies; crayons, paper, glue, markers, manipulatives	\$8,000
Janitorial supplies for all centers (disinfectant, towels, etc.)	\$6,983
<b>Total Supplies</b>	<b>\$14,983</b>



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<b>Total Federal Share</b>	<b>\$202,059</b>
<b>Budget Narrative-Non-Federal Share</b>	

The following are the proposed Non-Federal Resources to be provided by The Hidalgo County Head Start Program. The listed resources meet the requirements for In-Kind contribution as per 45 CFR Part 75.306(f). Our School Readiness Partnerships with local school districts continues to yield great benefits in curriculum and instructions and in In-Kind/Matching Funds contributions to the Program. We currently have 77 public school early childhood certified teachers in 136 Head Start classrooms, funded by the school districts that co-teach with our Head Start teachers in our classrooms.

**1. PERSONNEL (Object Class Category 6.A)**

Volunteer	Service Provided	Rate	Value
School teachers under the School Readiness Program	Classroom instructions to our children	1 teachers X \$338.77/day X 145 days	\$49,122

**3. Supplies (Object Class Category 6. e)**

Used	Donation	Rate	Value
Classroom	Consumable (paper, art supplies, books and	N/A	\$1,393

<b>Total In-Kind/Matching Funds</b>	<b>\$50,515</b>
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<b>Grand Total All Funds</b>	<b>\$252,574</b>
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**HIDALGO COUNTY H/S PROGRAM**

**EXHIBIT 1**

# Hidalgo County Head Start Program

2.4% Increase for all positions; last 5 positions include 50% of the 50% discussed at CC

Count	Position	2016 Hrly Rate		July - December	2.4% COLA		Adj Salary	Diff/Salary	Diff/Fica	Diff/UE	Diff/Pension	Diff/Medicare	Diff/WC	Totals
		Rate	New Hrly Rate		Rate	Rate								
1	Teacher (Waiver)	12.91	13.22	11,360.80	0.31	11,633.46	272.66	16.90	1.25	19.09	3.95	1.80	1.80	
2	Teacher (Waiver)	12.91	13.22	11,360.80	0.31	11,633.46	272.66	16.90	1.25	19.09	3.95	1.80	1.80	
3	Teacher (Waiver)	12.91	13.22	11,360.80	0.31	11,633.46	272.66	16.90	1.25	19.09	3.95	1.80	1.80	
4	Teacher (Waiver)	12.91	13.22	11,360.80	0.31	11,633.46	272.66	16.90	1.25	19.09	3.95	1.80	1.80	
5	Teacher (Waiver)	12.91	13.22	11,360.80	0.31	11,633.46	272.66	16.90	1.25	19.09	3.95	1.80	1.80	
6	Teacher (Waiver)	12.91	13.22	11,360.80	0.31	11,633.46	272.66	16.90	1.25	19.09	3.95	1.80	1.80	
7	Teacher (Waiver)	12.91	13.22	11,360.80	0.31	11,633.46	272.66	16.90	1.25	19.09	3.95	1.80	1.80	
8	Teacher (Waiver)	12.91	13.22	11,360.80	0.31	11,633.46	272.66	16.90	1.25	19.09	3.95	1.80	1.80	
9	Teacher (Waiver)	12.91	13.22	11,360.80	0.31	11,633.46	272.66	16.90	1.25	19.09	3.95	1.80	1.80	
10	Teacher	12.91	13.22	11,360.80	0.31	11,633.46	272.66	16.90	1.25	19.09	3.95	1.80	1.80	
11	Teacher	12.91	13.22	11,360.80	0.31	11,633.46	272.66	16.90	1.25	19.09	3.95	1.80	1.80	
12	Teacher	12.91	13.22	11,360.80	0.31	11,633.46	272.66	16.90	1.25	19.09	3.95	1.80	1.80	
13	Teacher	12.91	13.22	11,360.80	0.31	11,633.46	272.66	16.90	1.25	19.09	3.95	1.80	1.80	
14	Teacher	12.91	13.22	11,360.80	0.31	11,633.46	272.66	16.90	1.25	19.09	3.95	1.80	1.80	
15	Teacher	12.91	13.22	11,360.80	0.31	11,633.46	272.66	16.90	1.25	19.09	3.95	1.80	1.80	
16	Teacher	12.91	13.22	11,360.80	0.31	11,633.46	272.66	16.90	1.25	19.09	3.95	1.80	1.80	
17	Teacher	12.91	13.22	11,360.80	0.31	11,633.46	272.66	16.90	1.25	19.09	3.95	1.80	1.80	
18	Teacher	12.91	13.22	11,360.80	0.31	11,633.46	272.66	16.90	1.25	19.09	3.95	1.80	1.80	
19	Teacher	12.91	13.22	11,360.80	0.31	11,633.46	272.66	16.90	1.25	19.09	3.95	1.80	1.80	
20	Teacher	12.91	13.22	11,360.80	0.31	11,633.46	272.66	16.90	1.25	19.09	3.95	1.80	1.80	
21	Teacher	12.91	13.22	11,360.80	0.31	11,633.46	272.66	16.90	1.25	19.09	3.95	1.80	1.80	
22	Teacher	12.91	13.22	11,360.80	0.31	11,633.46	272.66	16.90	1.25	19.09	3.95	1.80	1.80	
23	Teacher	12.91	13.22	11,360.80	0.31	11,633.46	272.66	16.90	1.25	19.09	3.95	1.80	1.80	
24	Teacher	12.91	13.22	11,360.80	0.31	11,633.46	272.66	16.90	1.25	19.09	3.95	1.80	1.80	
25	Teacher	12.91	13.22	11,360.80	0.31	11,633.46	272.66	16.90	1.25	19.09	3.95	1.80	1.80	
26	Teacher	12.91	13.22	11,360.80	0.31	11,633.46	272.66	16.90	1.25	19.09	3.95	1.80	1.80	
27	Teacher	12.91	13.22	11,360.80	0.31	11,633.46	272.66	16.90	1.25	19.09	3.95	1.80	1.80	
28	Teacher	12.91	13.22	11,360.80	0.31	11,633.46	272.66	16.90	1.25	19.09	3.95	1.80	1.80	
29	Teacher	12.91	13.22	11,360.80	0.31	11,633.46	272.66	16.90	1.25	19.09	3.95	1.80	1.80	
30	Teacher	12.91	13.22	11,360.80	0.31	11,633.46	272.66	16.90	1.25	19.09	3.95	1.80	1.80	
31	Teacher	12.91	13.22	11,360.80	0.31	11,633.46	272.66	16.90	1.25	19.09	3.95	1.80	1.80	
32	Teacher	12.91	13.22	11,360.80	0.31	11,633.46	272.66	16.90	1.25	19.09	3.95	1.80	1.80	
33	Teacher	12.91	13.22	11,360.80	0.31	11,633.46	272.66	16.90	1.25	19.09	3.95	1.80	1.80	
34	Teacher	12.91	13.22	11,360.80	0.31	11,633.46	272.66	16.90	1.25	19.09	3.95	1.80	1.80	



## Hidalgo County Head Start Program

2.4% Increase for all positions; last 5 positions include 50% of the 50% discussed at CC

72	Teacher	12.91	13.22	11,360.80	0.31	11,633.46	272.66	16.90	1.25	19.09	3.95	1.80
73	Teacher	12.91	13.22	11,360.80	0.31	11,633.46	272.66	16.90	1.25	19.09	3.95	1.80
74	Teacher	12.91	13.22	11,360.80	0.31	11,633.46	272.66	16.90	1.25	19.09	3.95	1.80
75	Teacher	12.91	13.22	11,360.80	0.31	11,633.46	272.66	16.90	1.25	19.09	3.95	1.80
76	Teacher	12.91	13.22	11,360.80	0.31	11,633.46	272.66	16.90	1.25	19.09	3.95	1.80
77	Teacher	12.91	13.22	11,360.80	0.31	11,633.46	272.66	16.90	1.25	19.09	3.95	1.80
78	Teacher	12.91	13.22	11,360.80	0.31	11,633.46	272.66	16.90	1.25	19.09	3.95	1.80
79	Teacher	12.91	13.22	11,360.80	0.31	11,633.46	272.66	16.90	1.25	19.09	3.95	1.80
80	Teacher	12.91	13.22	11,360.80	0.31	11,633.46	272.66	16.90	1.25	19.09	3.95	1.80
81	Teacher	12.91	13.22	11,360.80	0.31	11,633.46	272.66	16.90	1.25	19.09	3.95	1.80
82	Teacher	12.91	13.22	11,360.80	0.31	11,633.46	272.66	16.90	1.25	19.09	3.95	1.80
83	Teacher	12.91	13.22	11,360.80	0.31	11,633.46	272.66	16.90	1.25	19.09	3.95	1.80
84	Teacher	12.91	13.22	11,360.80	0.31	11,633.46	272.66	16.90	1.25	19.09	3.95	1.80
85	Teacher	12.91	13.22	11,360.80	0.31	11,633.46	272.66	16.90	1.25	19.09	3.95	1.80
86	Teacher	12.91	13.22	11,360.80	0.31	11,633.46	272.66	16.90	1.25	19.09	3.95	1.80
87	Teacher	12.91	13.22	11,360.80	0.31	11,633.46	272.66	16.90	1.25	19.09	3.95	1.80
88	Teacher	12.91	13.22	11,360.80	0.31	11,633.46	272.66	16.90	1.25	19.09	3.95	1.80
89	Teacher	12.91	13.22	11,360.80	0.31	11,633.46	272.66	16.90	1.25	19.09	3.95	1.80
90	Teacher	12.91	13.22	11,360.80	0.31	11,633.46	272.66	16.90	1.25	19.09	3.95	1.80
91	Teacher	12.91	13.22	11,360.80	0.31	11,633.46	272.66	16.90	1.25	19.09	3.95	1.80
92	Teacher	12.91	13.22	11,360.80	0.31	11,633.46	272.66	16.90	1.25	19.09	3.95	1.80
93	Teacher	12.91	13.22	11,360.80	0.31	11,633.46	272.66	16.90	1.25	19.09	3.95	1.80
94	Teacher	12.91	13.22	11,360.80	0.31	11,633.46	272.66	16.90	1.25	19.09	3.95	1.80
95	Teacher	12.91	13.22	11,360.80	0.31	11,633.46	272.66	16.90	1.25	19.09	3.95	1.80
96	Teacher	13.10	13.41	11,528.00	0.31	11,804.67	276.67	17.15	1.27	19.37	4.01	1.83
97	Teacher	13.10	13.41	11,528.00	0.31	11,804.67	276.67	17.15	1.27	19.37	4.01	1.83
98	Teacher	13.10	13.41	11,528.00	0.31	11,804.67	276.67	17.15	1.27	19.37	4.01	1.83
99	Teacher	13.39	13.71	11,783.20	0.32	12,066.00	282.80	17.53	1.30	19.80	4.10	1.87
100	Teacher	13.39	13.71	11,783.20	0.32	12,066.00	282.80	17.53	1.30	19.80	4.10	1.87
101	Teacher	13.39	13.71	11,783.20	0.32	12,066.00	282.80	17.53	1.30	19.80	4.10	1.87
102	Teacher	13.39	13.71	11,783.20	0.32	12,066.00	282.80	17.53	1.30	19.80	4.10	1.87
103	Teacher	13.39	13.71	11,783.20	0.32	12,066.00	282.80	17.53	1.30	19.80	4.10	1.87
104	Teacher	13.39	13.71	11,783.20	0.32	12,066.00	282.80	17.53	1.30	19.80	4.10	1.87
105	Teacher	13.39	13.71	11,783.20	0.32	12,066.00	282.80	17.53	1.30	19.80	4.10	1.87
106	Teacher	13.46	13.78	11,844.80	0.32	12,129.08	284.28	17.63	1.31	19.90	4.12	1.88
107	Teacher	13.94	14.27	12,267.20	0.33	12,561.61	294.41	18.25	1.35	20.61	4.27	1.94
108	Teacher	14.69	15.04	12,927.20	0.35	13,237.45	310.25	19.24	1.43	21.72	4.50	2.05





## Hidalgo County Head Start Program

2.4% Increase for all positions; last 5 positions include 50% of the 50% discussed at CC

183	Teacher	14.69	15.04	12,927.20	0.35	13,237.45	310.25	19.24	1.43	21.72	4.50	2.05
184	Teacher	14.69	15.04	12,927.20	0.35	13,237.45	310.25	19.24	1.43	21.72	4.50	2.05
185	Teacher	14.69	15.04	12,927.20	0.35	13,237.45	310.25	19.24	1.43	21.72	4.50	2.05
186	Teacher	14.69	15.04	12,927.20	0.35	13,237.45	310.25	19.24	1.43	21.72	4.50	2.05
187	Teacher	14.69	15.04	12,927.20	0.35	13,237.45	310.25	19.24	1.43	21.72	4.50	2.05
188	Teacher	14.69	15.04	12,927.20	0.35	13,237.45	310.25	19.24	1.43	21.72	4.50	2.05
189	Teacher	14.69	15.04	12,927.20	0.35	13,237.45	310.25	19.24	1.43	21.72	4.50	2.05
190	Teacher	14.69	15.04	12,927.20	0.35	13,237.45	310.25	19.24	1.43	21.72	4.50	2.05
191	Teacher	14.89	15.25	13,103.20	0.36	13,417.68	314.48	19.50	1.45	22.01	4.56	2.08
192	Teacher	14.89	15.25	13,103.20	0.36	13,417.68	314.48	19.50	1.45	22.01	4.56	2.08
193	Teacher	14.89	15.25	13,103.20	0.36	13,417.68	314.48	19.50	1.45	22.01	4.56	2.08
194	Teacher	14.89	15.25	13,103.20	0.36	13,417.68	314.48	19.50	1.45	22.01	4.56	2.08
195	Teacher	14.89	15.25	13,103.20	0.36	13,417.68	314.48	19.50	1.45	22.01	4.56	2.08
196	Teacher (Asst.)(Waiver)	8.93	9.14	7,858.40	0.21	8,047.00	188.60	11.69	0.87	13.20	2.73	1.24
197	Teacher (Asst.)(Waiver)	8.93	9.14	7,858.40	0.21	8,047.00	188.60	11.69	0.87	13.20	2.73	1.24
198	Teacher (Asst.)(Waiver)	8.93	9.14	7,858.40	0.21	8,047.00	188.60	11.69	0.87	13.20	2.73	1.24
199	Teacher (Asst.)(Waiver)	8.93	9.14	7,858.40	0.21	8,047.00	188.60	11.69	0.87	13.20	2.73	1.24
200	Teacher (Asst.)(Waiver)	8.93	9.14	7,858.40	0.21	8,047.00	188.60	11.69	0.87	13.20	2.73	1.24
201	Teacher (Asst.)(Waiver)	8.93	9.14	7,858.40	0.21	8,047.00	188.60	11.69	0.87	13.20	2.73	1.24
202	Teacher (Asst.)(Waiver)	8.93	9.14	7,858.40	0.21	8,047.00	188.60	11.69	0.87	13.20	2.73	1.24
203	Teacher (Asst.)(Waiver)	8.93	9.14	7,858.40	0.21	8,047.00	188.60	11.69	0.87	13.20	2.73	1.24
204	Teacher (Asst.)(Waiver)	8.93	9.14	7,858.40	0.21	8,047.00	188.60	11.69	0.87	13.20	2.73	1.24
205	Teacher (Asst.)	8.93	9.14	7,858.40	0.21	8,047.00	188.60	11.69	0.87	13.20	2.73	1.24
206	Teacher (Asst.)	8.93	9.14	7,858.40	0.21	8,047.00	188.60	11.69	0.87	13.20	2.73	1.24
207	Teacher (Asst.)	8.93	9.14	7,858.40	0.21	8,047.00	188.60	11.69	0.87	13.20	2.73	1.24
208	Teacher (Asst.)	8.93	9.14	7,858.40	0.21	8,047.00	188.60	11.69	0.87	13.20	2.73	1.24
209	Teacher (Asst.)	8.93	9.14	7,858.40	0.21	8,047.00	188.60	11.69	0.87	13.20	2.73	1.24
210	Teacher (Asst.)	8.93	9.14	7,858.40	0.21	8,047.00	188.60	11.69	0.87	13.20	2.73	1.24
211	Teacher (Asst.)	8.93	9.14	7,858.40	0.21	8,047.00	188.60	11.69	0.87	13.20	2.73	1.24
212	Teacher (Asst.)	8.93	9.14	7,858.40	0.21	8,047.00	188.60	11.69	0.87	13.20	2.73	1.24
213	Teacher (Asst.)	8.93	9.14	7,858.40	0.21	8,047.00	188.60	11.69	0.87	13.20	2.73	1.24
214	Teacher (Asst.)	8.93	9.14	7,858.40	0.21	8,047.00	188.60	11.69	0.87	13.20	2.73	1.24
215	Teacher (Asst.)	8.93	9.14	7,858.40	0.21	8,047.00	188.60	11.69	0.87	13.20	2.73	1.24
216	Teacher (Asst.)	8.93	9.14	7,858.40	0.21	8,047.00	188.60	11.69	0.87	13.20	2.73	1.24
217	Teacher (Asst.)	8.93	9.14	7,858.40	0.21	8,047.00	188.60	11.69	0.87	13.20	2.73	1.24
218	Teacher (Asst.)	8.93	9.14	7,858.40	0.21	8,047.00	188.60	11.69	0.87	13.20	2.73	1.24
219	Teacher (Asst.)	8.93	9.14	7,858.40	0.21	8,047.00	188.60	11.69	0.87	13.20	2.73	1.24







## Hidalgo County Head Start Program

2.4% Increase for all positions; last 5 positions include 50% of the 50% discussed at CC

331	Teacher (Asst.)	8.93	9.14	7,858.40	0.21	8,047.00	188.60	11.69	0.87	13.20	2.73	1.24
332	Teacher (Asst.)	8.93	9.14	7,858.40	0.21	8,047.00	188.60	11.69	0.87	13.20	2.73	1.24
333	Teacher (Asst.)	9.06	9.28	7,972.80	0.22	8,164.15	191.35	11.86	0.88	13.39	2.77	1.26
334	Teacher (Asst.)	9.06	9.28	7,972.80	0.22	8,164.15	191.35	11.86	0.88	13.39	2.77	1.26
335	Teacher (Asst.)	9.06	9.28	7,972.80	0.22	8,164.15	191.35	11.86	0.88	13.39	2.77	1.26
336	Teacher (Asst.)	9.06	9.28	7,972.80	0.22	8,164.15	191.35	11.86	0.88	13.39	2.77	1.26
337	Teacher (Asst.)	9.14	9.36	8,043.20	0.22	8,236.24	193.04	11.97	0.89	13.51	2.80	1.27
338	Teacher (Asst.)	9.20	9.42	8,096.00	0.22	8,290.30	194.30	12.05	0.89	13.60	2.82	1.28
339	Teacher (Asst.)	9.29	9.51	8,175.20	0.22	8,371.40	196.20	12.16	0.90	13.73	2.84	1.29
340	Teacher (Asst.)	9.29	9.51	8,175.20	0.22	8,371.40	196.20	12.16	0.90	13.73	2.84	1.29
341	Teacher (Asst.)	9.29	9.51	8,175.20	0.22	8,371.40	196.20	12.16	0.90	13.73	2.84	1.29
342	Teacher (Asst.)	9.29	9.51	8,175.20	0.22	8,371.40	196.20	12.16	0.90	13.73	2.84	1.29
343	Teacher (Asst.)	9.29	9.51	8,175.20	0.22	8,371.40	196.20	12.16	0.90	13.73	2.84	1.29
344	Teacher (Asst.)	9.29	9.51	8,175.20	0.22	8,371.40	196.20	12.16	0.90	13.73	2.84	1.29
345	Teacher (Asst.)	9.29	9.51	8,175.20	0.22	8,371.40	196.20	12.16	0.90	13.73	2.84	1.29
346	Teacher (Asst.)	9.29	9.51	8,175.20	0.22	8,371.40	196.20	12.16	0.90	13.73	2.84	1.29
347	Teacher (Asst.)	9.29	9.51	8,175.20	0.22	8,371.40	196.20	12.16	0.90	13.73	2.84	1.29
348	Teacher (Asst.)	9.29	9.51	8,175.20	0.22	8,371.40	196.20	12.16	0.90	13.73	2.84	1.29
349	Teacher (Asst.)	9.29	9.51	8,175.20	0.22	8,371.40	196.20	12.16	0.90	13.73	2.84	1.29
350	Teacher (Asst.)	9.29	9.51	8,175.20	0.22	8,371.40	196.20	12.16	0.90	13.73	2.84	1.29
351	Teacher (Asst.)	9.29	9.51	8,175.20	0.22	8,371.40	196.20	12.16	0.90	13.73	2.84	1.29
352	Teacher (Asst.)	9.29	9.51	8,175.20	0.22	8,371.40	196.20	12.16	0.90	13.73	2.84	1.29
353	Teacher (Asst.)	9.29	9.51	8,175.20	0.22	8,371.40	196.20	12.16	0.90	13.73	2.84	1.29
354	Teacher (Asst.)	9.29	9.51	8,175.20	0.22	8,371.40	196.20	12.16	0.90	13.73	2.84	1.29
355	Teacher (Asst.)	9.29	9.51	8,175.20	0.22	8,371.40	196.20	12.16	0.90	13.73	2.84	1.29
356	Teacher (Asst.)	9.29	9.51	8,175.20	0.22	8,371.40	196.20	12.16	0.90	13.73	2.84	1.29
357	Teacher (Asst.)	9.29	9.51	8,175.20	0.22	8,371.40	196.20	12.16	0.90	13.73	2.84	1.29
358	Teacher (Asst.)	9.29	9.51	8,175.20	0.22	8,371.40	196.20	12.16	0.90	13.73	2.84	1.29
359	Teacher (Asst.)	9.29	9.51	8,175.20	0.22	8,371.40	196.20	12.16	0.90	13.73	2.84	1.29
360	Teacher (Asst.)	9.29	9.51	8,175.20	0.22	8,371.40	196.20	12.16	0.90	13.73	2.84	1.29
361	Teacher (Asst.)	9.29	9.51	8,175.20	0.22	8,371.40	196.20	12.16	0.90	13.73	2.84	1.29
362	Teacher (Asst.)	9.29	9.51	8,175.20	0.22	8,371.40	196.20	12.16	0.90	13.73	2.84	1.29
363	Teacher (Asst.)	9.29	9.51	8,175.20	0.22	8,371.40	196.20	12.16	0.90	13.73	2.84	1.29
364	Teacher (Asst.)	9.29	9.51	8,175.20	0.22	8,371.40	196.20	12.16	0.90	13.73	2.84	1.29
365	Teacher (Asst.)	9.29	9.51	8,175.20	0.22	8,371.40	196.20	12.16	0.90	13.73	2.84	1.29
366	Teacher (Asst.)	9.29	9.51	8,175.20	0.22	8,371.40	196.20	12.16	0.90	13.73	2.84	1.29
367	Teacher (Asst.)	9.29	9.51	8,175.20	0.22	8,371.40	196.20	12.16	0.90	13.73	2.84	1.29

## Hidalgo County Head Start Program

2.4% Increase for all positions; last 5 positions include 50% of the 50% discussed at CC

368	Teacher (Asst.)	9.29	9.51	8,175.20	0.22	8,371.40	196.20	12.16	0.90	13.73	2.84	1.29
369	Teacher (Asst.)	9.29	9.51	8,175.20	0.22	8,371.40	196.20	12.16	0.90	13.73	2.84	1.29
370	Teacher (Asst.)	9.29	9.51	8,175.20	0.22	8,371.40	196.20	12.16	0.90	13.73	2.84	1.29
371	Teacher (Asst.)	9.29	9.51	8,175.20	0.22	8,371.40	196.20	12.16	0.90	13.73	2.84	1.29
372	Teacher (Asst.)	9.29	9.51	8,175.20	0.22	8,371.40	196.20	12.16	0.90	13.73	2.84	1.29
373	Teacher (Asst.)	9.29	9.51	8,175.20	0.22	8,371.40	196.20	12.16	0.90	13.73	2.84	1.29
374	Teacher (Asst.)	9.29	9.51	8,175.20	0.22	8,371.40	196.20	12.16	0.90	13.73	2.84	1.29
375	Teacher (Asst.)	9.29	9.51	8,175.20	0.22	8,371.40	196.20	12.16	0.90	13.73	2.84	1.29
376	Teacher (Asst.)	9.29	9.51	8,175.20	0.22	8,371.40	196.20	12.16	0.90	13.73	2.84	1.29
377	Teacher (Asst.)	9.29	9.51	8,175.20	0.22	8,371.40	196.20	12.16	0.90	13.73	2.84	1.29
378	Teacher (Asst.)	9.29	9.51	8,175.20	0.22	8,371.40	196.20	12.16	0.90	13.73	2.84	1.29
379	Teacher (Asst.)	9.29	9.51	8,175.20	0.22	8,371.40	196.20	12.16	0.90	13.73	2.84	1.29
380	Teacher (Asst.)	9.29	9.51	8,175.20	0.22	8,371.40	196.20	12.16	0.90	13.73	2.84	1.29
381	Teacher (Asst.)	9.29	9.51	8,175.20	0.22	8,371.40	196.20	12.16	0.90	13.73	2.84	1.29
382	Teacher (Asst.)	9.29	9.51	8,175.20	0.22	8,371.40	196.20	12.16	0.90	13.73	2.84	1.29
383	Teacher (Asst.)	9.29	9.51	8,175.20	0.22	8,371.40	196.20	12.16	0.90	13.73	2.84	1.29
384	Teacher (Asst.)	9.29	9.51	8,175.20	0.22	8,371.40	196.20	12.16	0.90	13.73	2.84	1.29
385	Teacher (Asst.)	9.29	9.51	8,175.20	0.22	8,371.40	196.20	12.16	0.90	13.73	2.84	1.29
386	Teacher (Asst.)	9.29	9.51	8,175.20	0.22	8,371.40	196.20	12.16	0.90	13.73	2.84	1.29
387	Teacher (Asst.)	9.29	9.51	8,175.20	0.22	8,371.40	196.20	12.16	0.90	13.73	2.84	1.29
388	Teacher (Asst.)	9.29	9.51	8,175.20	0.22	8,371.40	196.20	12.16	0.90	13.73	2.84	1.29
389	Teacher (Asst.)	9.29	9.51	8,175.20	0.22	8,371.40	196.20	12.16	0.90	13.73	2.84	1.29
390	Teacher (Asst.)	9.29	9.51	8,175.20	0.22	8,371.40	196.20	12.16	0.90	13.73	2.84	1.29
391	Dis Classrm Asst	8.93	9.14	7,858.40	0.21	8,047.00	188.60	11.69	0.87	13.20	2.73	1.24
392	Dis Classrm Asst	8.93	9.14	7,858.40	0.21	8,047.00	188.60	11.69	0.87	13.20	2.73	1.24
393	Dis Classrm Asst	8.93	9.14	7,858.40	0.21	8,047.00	188.60	11.69	0.87	13.20	2.73	1.24
394	Dis Classrm Asst	8.93	9.14	7,858.40	0.21	8,047.00	188.60	11.69	0.87	13.20	2.73	1.24
395	Dis Classrm Asst	8.93	9.14	7,858.40	0.21	8,047.00	188.60	11.69	0.87	13.20	2.73	1.24
396	Dis Classrm Asst	8.93	9.14	7,858.40	0.21	8,047.00	188.60	11.69	0.87	13.20	2.73	1.24
397	Dis Classrm Asst	8.93	9.14	7,858.40	0.21	8,047.00	188.60	11.69	0.87	13.20	2.73	1.24
398	Dis Classrm Asst	8.93	9.14	7,858.40	0.21	8,047.00	188.60	11.69	0.87	13.20	2.73	1.24
399	Dis Classrm Asst	8.93	9.14	7,858.40	0.21	8,047.00	188.60	11.69	0.87	13.20	2.73	1.24
400	Dis Classrm Asst	8.93	9.14	7,858.40	0.21	8,047.00	188.60	11.69	0.87	13.20	2.73	1.24
401	Dis Classrm Asst	8.93	9.14	7,858.40	0.21	8,047.00	188.60	11.69	0.87	13.20	2.73	1.24
402	Dis Classrm Asst	8.93	9.14	7,858.40	0.21	8,047.00	188.60	11.69	0.87	13.20	2.73	1.24
403	Dis Classrm Asst	8.93	9.14	7,858.40	0.21	8,047.00	188.60	11.69	0.87	13.20	2.73	1.24
404	Dis Classrm Asst	8.93	9.14	7,858.40	0.21	8,047.00	188.60	11.69	0.87	13.20	2.73	1.24

## Hidalgo County Head Start Program

2.4% Increase for all positions; last 5 positions include 50% of the 50% discussed at CC

405	Dis Classrm Asst	8.93	9.14	7,858.40	0.21	8,047.00	188.60	11.69	0.87	13.20	2.73	1.24
406	Dis Classrm Asst	8.93	9.14	7,858.40	0.21	8,047.00	188.60	11.69	0.87	13.20	2.73	1.24
407	Dis Classrm Asst	9.06	9.28	7,972.80	0.22	8,164.15	191.35	11.86	0.88	13.39	2.77	1.26
408	Dis Classrm Asst	9.06	9.28	7,972.80	0.22	8,164.15	191.35	11.86	0.88	13.39	2.77	1.26
409	Dis Classrm Asst	9.06	9.28	7,972.80	0.22	8,164.15	191.35	11.86	0.88	13.39	2.77	1.26
410	Center Manager	13.46	13.78	11,844.80	0.32	12,129.08	284.28	17.63	1.31	19.90	4.12	1.88
411	Center Manager	13.89	14.22	12,223.20	0.33	12,516.56	293.36	18.19	1.35	20.53	4.25	1.94
412	Center Manager	13.94	14.27	12,267.20	0.33	12,561.61	294.41	18.25	1.35	20.61	4.27	1.94
413	Center Manager	13.95	14.28	12,276.00	0.33	12,570.62	294.62	18.27	1.36	20.62	4.27	1.94
414	Center Manager	13.98	14.32	12,302.40	0.34	12,597.66	295.26	18.31	1.36	20.67	4.28	1.95
415	Center Manager	14.03	14.37	12,346.40	0.34	12,642.71	296.31	18.37	1.36	20.74	4.30	1.96
416	Center Manager	14.63	14.98	12,874.40	0.35	13,183.39	308.99	19.16	1.42	21.63	4.48	2.04
417	Center Manager	14.76	15.11	12,988.80	0.35	13,300.53	311.73	19.33	1.43	21.82	4.52	2.06
418	Center Manager	14.89	15.25	13,103.20	0.36	13,417.68	314.48	19.50	1.45	22.01	4.56	2.08
419	Center Manager	14.89	15.25	13,103.20	0.36	13,417.68	314.48	19.50	1.45	22.01	4.56	2.08
420	Center Manager	14.89	15.25	13,103.20	0.36	13,417.68	314.48	19.50	1.45	22.01	4.56	2.08
421	Center Manager	14.89	15.25	13,103.20	0.36	13,417.68	314.48	19.50	1.45	22.01	4.56	2.08
422	Center Manager	14.89	15.25	13,103.20	0.36	13,417.68	314.48	19.50	1.45	22.01	4.56	2.08
423	Center Manager	14.89	15.25	13,103.20	0.36	13,417.68	314.48	19.50	1.45	22.01	4.56	2.08
424	Center Manager	14.96	15.32	13,164.80	0.36	13,480.76	315.96	19.59	1.45	22.12	4.58	2.09
425	Center Manager	14.96	15.32	13,164.80	0.36	13,480.76	315.96	19.59	1.45	22.12	4.58	2.09
426	Center Manager	15.16	15.52	13,340.80	0.36	13,660.98	320.18	19.85	1.47	22.41	4.64	2.11
427	Center Manager	15.16	15.52	13,340.80	0.36	13,660.98	320.18	19.85	1.47	22.41	4.64	2.11
428	Center Manager	15.16	15.52	13,340.80	0.36	13,660.98	320.18	19.85	1.47	22.41	4.64	2.11
429	Center Manager	15.24	15.61	13,411.20	0.37	13,733.07	321.87	19.96	1.48	22.53	4.67	2.12
430	Center Manager	15.46	15.83	13,604.80	0.37	13,931.32	326.52	20.24	1.50	22.86	4.73	2.16
431	Center Manager	15.48	15.85	13,622.40	0.37	13,949.34	326.94	20.27	1.50	22.89	4.74	2.16
432	Center Manager	15.56	15.93	13,692.80	0.37	14,021.43	328.63	20.37	1.51	23.00	4.77	2.17
433	Center Manager	16.04	16.42	14,115.20	0.38	14,453.96	338.76	21.00	1.56	23.71	4.91	2.24
434	Center Manager	16.35	16.74	14,388.00	0.39	14,733.31	345.31	21.41	1.59	24.17	5.01	2.28
435	Center Manager	16.40	16.79	14,432.00	0.39	14,778.37	346.37	21.47	1.59	24.25	5.02	2.29
436	Center Manager	16.82	17.22	14,801.60	0.40	15,156.84	355.24	22.02	1.63	24.87	5.15	2.34
437	Center Manager	17.28	17.69	15,206.40	0.41	15,571.35	364.95	22.63	1.68	25.55	5.29	2.41
438	Center Manager	17.28	17.69	15,206.40	0.41	15,571.35	364.95	22.63	1.68	25.55	5.29	2.41
439	Center Manager	17.28	17.69	15,206.40	0.41	15,571.35	364.95	22.63	1.68	25.55	5.29	2.41
440	Center Manager	17.28	17.69	15,206.40	0.41	15,571.35	364.95	22.63	1.68	25.55	5.29	2.41
441	Center Manager	17.28	17.69	15,206.40	0.41	15,571.35	364.95	22.63	1.68	25.55	5.29	2.41

## Hidalgo County Head Start Program

2.4% Increase for all positions; last 5 positions include 50% of the 50% discussed at CC

442	Center Manager	17.28	17.69	15,206.40	0.41	15,571.35	364.95	22.63	1.68	25.55	5.29	2.41
443	Center Manager	17.28	17.69	15,206.40	0.41	15,571.35	364.95	22.63	1.68	25.55	5.29	2.41
444	Center Manager	17.39	17.81	15,303.20	0.42	15,670.48	367.28	22.77	1.69	25.71	5.33	2.42
445	Center Manager	17.83	18.26	15,690.40	0.43	16,066.97	376.57	23.35	1.73	26.36	5.46	2.49
446	Center Manager	17.28	17.69	15,206.40	0.41	15,571.35	364.95	22.63	1.68	25.55	5.29	2.41
447	SS Facilitator	12.50	12.80	11,000.00	0.30	11,264.00	264.00	16.37	1.21	18.48	3.83	1.74
448	SS Facilitator	12.69	12.99	11,167.20	0.30	11,435.21	268.01	16.62	1.23	18.76	3.89	1.77
449	SS Facilitator	14.69	15.04	12,927.20	0.35	13,237.45	310.25	19.24	1.43	21.72	4.50	2.05
450	SS Facilitator	14.73	15.08	12,962.40	0.35	13,273.50	311.10	19.29	1.43	21.78	4.51	2.05
451	SS Facilitator	14.84	15.20	13,059.20	0.36	13,372.62	313.42	19.43	1.44	21.94	4.54	2.07
452	SS Facilitator	15.25	15.62	13,420.00	0.37	13,742.08	322.08	19.97	1.48	22.55	4.67	2.13
453	SS Facilitator/Term	12.69	12.99	11,167.20	0.30	11,435.21	268.01	16.62	1.23	18.76	3.89	1.77
454	SS Assistant	9.40	9.63	8,272.00	0.23	8,470.53	198.53	12.31	0.91	13.90	2.88	1.31
455	SS Assistant	9.40	9.63	8,272.00	0.23	8,470.53	198.53	12.31	0.91	13.90	2.88	1.31
456	SS Assistant	9.40	9.63	8,272.00	0.23	8,470.53	198.53	12.31	0.91	13.90	2.88	1.31
457	SS Assistant	9.40	9.63	8,272.00	0.23	8,470.53	198.53	12.31	0.91	13.90	2.88	1.31
458	SS Assistant	9.40	9.63	8,272.00	0.23	8,470.53	198.53	12.31	0.91	13.90	2.88	1.31
459	SS Assistant	9.40	9.63	8,272.00	0.23	8,470.53	198.53	12.31	0.91	13.90	2.88	1.31
460	SS Assistant	9.40	9.63	8,272.00	0.23	8,470.53	198.53	12.31	0.91	13.90	2.88	1.31
461	SS Assistant	9.40	9.63	8,272.00	0.23	8,470.53	198.53	12.31	0.91	13.90	2.88	1.31
462	SS Assistant	9.40	9.63	8,272.00	0.23	8,470.53	198.53	12.31	0.91	13.90	2.88	1.31
463	SS Assistant	9.40	9.63	8,272.00	0.23	8,470.53	198.53	12.31	0.91	13.90	2.88	1.31
464	SS Assistant	9.40	9.63	8,272.00	0.23	8,470.53	198.53	12.31	0.91	13.90	2.88	1.31
465	SS Assistant	9.40	9.63	8,272.00	0.23	8,470.53	198.53	12.31	0.91	13.90	2.88	1.31
466	SS Assistant	9.40	9.63	8,272.00	0.23	8,470.53	198.53	12.31	0.91	13.90	2.88	1.31
467	SS Assistant	9.40	9.63	8,272.00	0.23	8,470.53	198.53	12.31	0.91	13.90	2.88	1.31
468	SS Assistant	9.40	9.63	8,272.00	0.23	8,470.53	198.53	12.31	0.91	13.90	2.88	1.31
469	SS Assistant	9.40	9.63	8,272.00	0.23	8,470.53	198.53	12.31	0.91	13.90	2.88	1.31
470	SS Assistant	9.40	9.63	8,272.00	0.23	8,470.53	198.53	12.31	0.91	13.90	2.88	1.31
471	SS Assistant	9.40	9.63	8,272.00	0.23	8,470.53	198.53	12.31	0.91	13.90	2.88	1.31
472	SS Assistant	9.40	9.63	8,272.00	0.23	8,470.53	198.53	12.31	0.91	13.90	2.88	1.31
473	SS Assistant	9.40	9.63	8,272.00	0.23	8,470.53	198.53	12.31	0.91	13.90	2.88	1.31
474	SS Assistant	9.40	9.63	8,272.00	0.23	8,470.53	198.53	12.31	0.91	13.90	2.88	1.31
475	SS Assistant	9.40	9.63	8,272.00	0.23	8,470.53	198.53	12.31	0.91	13.90	2.88	1.31
476	SS Assistant	9.40	9.63	8,272.00	0.23	8,470.53	198.53	12.31	0.91	13.90	2.88	1.31
477	SS Assistant	9.40	9.63	8,272.00	0.23	8,470.53	198.53	12.31	0.91	13.90	2.88	1.31
478	SS Assistant	9.40	9.63	8,272.00	0.23	8,470.53	198.53	12.31	0.91	13.90	2.88	1.31



## Hidalgo County Head Start Program

2.4% Increase for all positions; last 5 positions include 50% of the 50% discussed at CC

516	SS Assistant	9.40	9.63	8,272.00	0.23	8,470.53	198.53	12.31	0.91	13.90	2.88	1.31
517	SS Assistant	9.40	9.63	8,272.00	0.23	8,470.53	198.53	12.31	0.91	13.90	2.88	1.31
518	SS Assistant	9.40	9.63	8,272.00	0.23	8,470.53	198.53	12.31	0.91	13.90	2.88	1.31
519	SS Assistant	9.40	9.63	8,272.00	0.23	8,470.53	198.53	12.31	0.91	13.90	2.88	1.31
520	SS Assistant	9.40	9.63	8,272.00	0.23	8,470.53	198.53	12.31	0.91	13.90	2.88	1.31
521	SS Assistant	9.52	9.75	8,377.60	0.23	8,578.66	201.06	12.47	0.92	14.07	2.92	1.33
522	SS Assistant	9.52	9.75	8,377.60	0.23	8,578.66	201.06	12.47	0.92	14.07	2.92	1.33
523	SS Assistant	9.92	10.16	8,729.60	0.24	8,939.11	209.51	12.99	0.96	14.67	3.04	1.38
524	SS Assistant	10.39	10.64	9,143.20	0.25	9,362.64	219.44	13.61	1.01	15.36	3.18	1.45
525	SS Assistant	9.52	9.75	8,377.60	0.23	8,578.66	201.06	12.47	0.92	14.07	2.92	1.33
526	Custodian	8.82	9.03	7,761.60	0.21	7,947.88	186.28	11.55	0.86	13.04	2.70	7.13
527	Custodian	8.82	9.03	7,761.60	0.21	7,947.88	186.28	11.55	0.86	13.04	2.70	7.13
528	Custodian	8.82	9.03	7,761.60	0.21	7,947.88	186.28	11.55	0.86	13.04	2.70	7.13
529	Custodian	8.82	9.03	7,761.60	0.21	7,947.88	186.28	11.55	0.86	13.04	2.70	7.13
530	Custodian	8.82	9.03	7,761.60	0.21	7,947.88	186.28	11.55	0.86	13.04	2.70	7.13
531	Custodian	8.82	9.03	7,761.60	0.21	7,947.88	186.28	11.55	0.86	13.04	2.70	7.13
532	Custodian	8.82	9.03	7,761.60	0.21	7,947.88	186.28	11.55	0.86	13.04	2.70	7.13
533	Custodian	8.82	9.03	7,761.60	0.21	7,947.88	186.28	11.55	0.86	13.04	2.70	7.13
534	Custodian	8.82	9.03	7,761.60	0.21	7,947.88	186.28	11.55	0.86	13.04	2.70	7.13
535	Custodian	8.82	9.03	7,761.60	0.21	7,947.88	186.28	11.55	0.86	13.04	2.70	7.13
536	Custodian	8.82	9.03	7,761.60	0.21	7,947.88	186.28	11.55	0.86	13.04	2.70	7.13
537	Custodian	8.82	9.03	7,761.60	0.21	7,947.88	186.28	11.55	0.86	13.04	2.70	7.13
538	Custodian	8.82	9.03	7,761.60	0.21	7,947.88	186.28	11.55	0.86	13.04	2.70	7.13
539	Custodian	8.82	9.03	7,761.60	0.21	7,947.88	186.28	11.55	0.86	13.04	2.70	7.13
540	Custodian	8.82	9.03	7,761.60	0.21	7,947.88	186.28	11.55	0.86	13.04	2.70	7.13
541	Custodian	8.82	9.03	7,761.60	0.21	7,947.88	186.28	11.55	0.86	13.04	2.70	7.13
542	Custodian	8.82	9.03	7,761.60	0.21	7,947.88	186.28	11.55	0.86	13.04	2.70	7.13
543	Custodian	8.82	9.03	7,761.60	0.21	7,947.88	186.28	11.55	0.86	13.04	2.70	7.13
544	Custodian	8.82	9.03	7,761.60	0.21	7,947.88	186.28	11.55	0.86	13.04	2.70	7.13
545	Custodian	8.82	9.03	7,761.60	0.21	7,947.88	186.28	11.55	0.86	13.04	2.70	7.13
546	Custodian	8.82	9.03	7,761.60	0.21	7,947.88	186.28	11.55	0.86	13.04	2.70	7.13
547	Custodian	8.82	9.03	7,761.60	0.21	7,947.88	186.28	11.55	0.86	13.04	2.70	7.13
548	Custodian	8.94	9.15	7,867.20	0.21	8,056.01	188.81	11.71	0.87	13.22	2.74	7.23
549	Custodian	8.94	9.15	7,867.20	0.21	8,056.01	188.81	11.71	0.87	13.22	2.74	7.23
550	Custodian	8.94	9.15	7,867.20	0.21	8,056.01	188.81	11.71	0.87	13.22	2.74	7.23
551	Custodian	8.94	9.15	7,867.20	0.21	8,056.01	188.81	11.71	0.87	13.22	2.74	7.23
552	Custodian	8.94	9.15	7,867.20	0.21	8,056.01	188.81	11.71	0.87	13.22	2.74	7.23

## Hidalgo County Head Start Program

2.4% Increase for all positions; last 5 positions include 50% of the 50% discussed at CC

553	Custodian	8.94	9.15	7,867.20	0.21	8,056.01	188.81	11.71	0.87	13.22	2.74	7.23
554	Custodian	8.94	9.15	7,867.20	0.21	8,056.01	188.81	11.71	0.87	13.22	2.74	7.23
555	Custodian	8.94	9.15	7,867.20	0.21	8,056.01	188.81	11.71	0.87	13.22	2.74	7.23
556	Custodian	8.94	9.15	7,867.20	0.21	8,056.01	188.81	11.71	0.87	13.22	2.74	7.23
557	Custodian	8.94	9.15	7,867.20	0.21	8,056.01	188.81	11.71	0.87	13.22	2.74	7.23
558	Custodian	8.94	9.15	7,867.20	0.21	8,056.01	188.81	11.71	0.87	13.22	2.74	7.23
559	Custodian	8.94	9.15	7,867.20	0.21	8,056.01	188.81	11.71	0.87	13.22	2.74	7.23
560	Custodian	8.94	9.15	7,867.20	0.21	8,056.01	188.81	11.71	0.87	13.22	2.74	7.23
561	Custodian	8.94	9.15	7,867.20	0.21	8,056.01	188.81	11.71	0.87	13.22	2.74	7.23
562	Custodian	8.94	9.15	7,867.20	0.21	8,056.01	188.81	11.71	0.87	13.22	2.74	7.23
563	Custodian	8.94	9.15	7,867.20	0.21	8,056.01	188.81	11.71	0.87	13.22	2.74	7.23
564	Custodian	8.94	9.15	7,867.20	0.21	8,056.01	188.81	11.71	0.87	13.22	2.74	7.23
565	Custodian	8.94	9.15	7,867.20	0.21	8,056.01	188.81	11.71	0.87	13.22	2.74	7.23
566	Custodian	8.94	9.15	7,867.20	0.21	8,056.01	188.81	11.71	0.87	13.22	2.74	7.23
567	Custodian	8.94	9.15	7,867.20	0.21	8,056.01	188.81	11.71	0.87	13.22	2.74	7.23
568	Custodian	8.94	9.15	7,867.20	0.21	8,056.01	188.81	11.71	0.87	13.22	2.74	7.23
569	Custodian	8.94	9.15	7,867.20	0.21	8,056.01	188.81	11.71	0.87	13.22	2.74	7.23
570	Custodian	8.94	9.15	7,867.20	0.21	8,056.01	188.81	11.71	0.87	13.22	2.74	7.23
571	Custodian	8.94	9.15	7,867.20	0.21	8,056.01	188.81	11.71	0.87	13.22	2.74	7.23
572	Custodian	8.94	9.15	7,867.20	0.21	8,056.01	188.81	11.71	0.87	13.22	2.74	7.23
573	Custodian	8.94	9.15	7,867.20	0.21	8,056.01	188.81	11.71	0.87	13.22	2.74	7.23
574	Custodian	8.94	9.15	7,867.20	0.21	8,056.01	188.81	11.71	0.87	13.22	2.74	7.23
575	Custodian	9.11	9.33	8,016.80	0.22	8,209.20	192.40	11.93	0.89	13.47	2.79	7.37
576	Custodian	9.24	9.46	8,131.20	0.22	8,326.35	195.15	12.10	0.90	13.66	2.83	7.47
577	Bus Aide Substit.	8.93	9.14	7,858.40	0.21	8,047.00	188.60	11.69	0.87	13.20	2.73	1.24
578	Bus Aide Substit.	8.93	9.14	7,858.40	0.21	8,047.00	188.60	11.69	0.87	13.20	2.73	1.24
579	Bus Aide Substit.	8.93	9.14	7,858.40	0.21	8,047.00	188.60	11.69	0.87	13.20	2.73	1.24
580	Bus Aide Substit.	8.93	9.14	7,858.40	0.21	8,047.00	188.60	11.69	0.87	13.20	2.73	1.24
581	Bus Aide Substit.	8.93	9.14	7,858.40	0.21	8,047.00	188.60	11.69	0.87	13.20	2.73	1.24
582	Bus Aide Substit.	8.93	9.14	7,858.40	0.21	8,047.00	188.60	11.69	0.87	13.20	2.73	1.24
583	Bus Aide Substit.	8.93	9.14	7,858.40	0.21	8,047.00	188.60	11.69	0.87	13.20	2.73	1.24
584	Bus Aide Substit.	8.93	9.14	7,858.40	0.21	8,047.00	188.60	11.69	0.87	13.20	2.73	1.24
585	Bus Aide Substit.	8.93	9.14	7,858.40	0.21	8,047.00	188.60	11.69	0.87	13.20	2.73	1.24
586	Bus Aide Substit.	8.93	9.14	7,858.40	0.21	8,047.00	188.60	11.69	0.87	13.20	2.73	1.24
587	Bus Aide Substit.	8.93	9.14	7,858.40	0.21	8,047.00	188.60	11.69	0.87	13.20	2.73	1.24
588	Bus Aide Substit.	8.93	9.14	7,858.40	0.21	8,047.00	188.60	11.69	0.87	13.20	2.73	1.24
589	Bus Aide Substit.	8.93	9.14	7,858.40	0.21	8,047.00	188.60	11.69	0.87	13.20	2.73	1.24

## Hidalgo County Head Start Program

2.4% Increase for all positions; last 5 positions include 50% of the 50% discussed at CC

590	Bus Aide Substit.	8.93	9.14	7,858.40	0.21	8,047.00	188.60	11.69	0.87	13.20	2.73	1.24
591	Bus Aide Substit.	9.29	9.51	8,175.20	0.22	8,371.40	196.20	12.16	0.90	13.73	2.84	1.29
592	Bus Driver/Maint.	9.27	9.49	8,157.60	0.22	8,353.38	195.78	12.14	0.90	13.70	2.84	11.61
593	Bus Driver/Maint.	9.27	9.49	8,157.60	0.22	8,353.38	195.78	12.14	0.90	13.70	2.84	11.61
594	Bus Driver/Maint.	9.27	9.49	8,157.60	0.22	8,353.38	195.78	12.14	0.90	13.70	2.84	11.61
595	Bus Driver/Maint.	9.27	9.49	8,157.60	0.22	8,353.38	195.78	12.14	0.90	13.70	2.84	11.61
596	Bus Driver/Maint.	9.27	9.49	8,157.60	0.22	8,353.38	195.78	12.14	0.90	13.70	2.84	11.61
597	Bus Driver/Maint.	9.27	9.49	8,157.60	0.22	8,353.38	195.78	12.14	0.90	13.70	2.84	11.61
598	Bus Driver/Maint.	9.27	9.49	8,157.60	0.22	8,353.38	195.78	12.14	0.90	13.70	2.84	11.61
599	Bus Driver/Maint.	9.27	9.49	8,157.60	0.22	8,353.38	195.78	12.14	0.90	13.70	2.84	11.61
600	Bus Driver/Maint.	9.27	9.49	8,157.60	0.22	8,353.38	195.78	12.14	0.90	13.70	2.84	11.61
601	Bus Driver/Maint.	9.27	9.49	8,157.60	0.22	8,353.38	195.78	12.14	0.90	13.70	2.84	11.61
602	Bus Driver/Maint.	9.27	9.49	8,157.60	0.22	8,353.38	195.78	12.14	0.90	13.70	2.84	11.61
603	Bus Driver/Maint.	9.27	9.49	8,157.60	0.22	8,353.38	195.78	12.14	0.90	13.70	2.84	11.61
604	Bus Driver/Maint.	9.27	9.49	8,157.60	0.22	8,353.38	195.78	12.14	0.90	13.70	2.84	11.61
605	Bus Driver/Maint.	9.27	9.49	8,157.60	0.22	8,353.38	195.78	12.14	0.90	13.70	2.84	11.61
606	Bus Driver/Maint.	9.27	9.49	8,157.60	0.22	8,353.38	195.78	12.14	0.90	13.70	2.84	11.61
607	Bus Driver/Maint.	9.27	9.49	8,157.60	0.22	8,353.38	195.78	12.14	0.90	13.70	2.84	11.61
608	Bus Driver/Maint.	9.42	9.65	8,289.60	0.23	8,488.55	198.95	12.33	0.92	13.93	2.88	11.80
609	Bus Driver/Maint.	9.42	9.65	8,289.60	0.23	8,488.55	198.95	12.33	0.92	13.93	2.88	11.80
610	Bus Driver/Maint.	9.42	9.65	8,289.60	0.23	8,488.55	198.95	12.33	0.92	13.93	2.88	11.80
611	Bus Driver/Maint.	10.02	10.26	8,817.60	0.24	9,029.22	211.62	13.12	0.97	14.81	3.07	12.55
612	Bus Driver/Maint.	10.02	10.26	8,817.60	0.24	9,029.22	211.62	13.12	0.97	14.81	3.07	12.55
613	Bus Driver/Maint.	10.02	10.26	8,817.60	0.24	9,029.22	211.62	13.12	0.97	14.81	3.07	12.55
614	Bus Driver/Maint.	9.42	9.65	8,289.60	0.23	8,488.55	198.95	12.33	0.92	13.93	2.88	11.80
615	Bus Driver/Maint.	9.42	9.65	8,289.60	0.23	8,488.55	198.95	12.33	0.92	13.93	2.88	11.80
616	Bus Driver/Maint.	9.42	9.65	8,289.60	0.23	8,488.55	198.95	12.33	0.92	13.93	2.88	11.80
617	Bus Driver/Maint.	9.42	9.65	8,289.60	0.23	8,488.55	198.95	12.33	0.92	13.93	2.88	11.80
618	Bus Driver/Maint.	9.42	9.65	8,289.60	0.23	8,488.55	198.95	12.33	0.92	13.93	2.88	11.80
619	Bus Driver/Maint.	9.42	9.65	8,289.60	0.23	8,488.55	198.95	12.33	0.92	13.93	2.88	11.80
620	Courier (Mail)	8.82	9.03	7,761.60	0.21	7,947.88	186.28	11.55	0.86	13.04	2.70	11.05
621	Courier (Whse)	8.82	9.03	7,761.60	0.21	7,947.88	186.28	11.55	0.86	13.04	2.70	11.05
622	Courier (Whse)	8.82	9.03	7,761.60	0.21	7,947.88	186.28	11.55	0.86	13.04	2.70	11.05
623	Courier (Whse)	8.82	9.03	7,761.60	0.21	7,947.88	186.28	11.55	0.86	13.04	2.70	11.05
624	Crew Leader	13.73	14.06	12,082.40	0.33	12,372.38	289.98	17.98	1.33	20.30	4.20	11.11
625	Crew Leader	13.73	14.06	12,082.40	0.33	12,372.38	289.98	17.98	1.33	20.30	4.20	11.11
626	Electrician Tech	14.69	15.04	12,927.20	0.35	13,237.45	310.25	19.24	1.43	21.72	4.50	12.75

## Hidalgo County Head Start Program

2.4% Increase for all positions; last 5 positions include 50% of the 50% discussed at CC

627	Maint. Worker	9.19	9.41	8,087.20	0.22	8,281.29	194.09	12.03	0.89	13.59	2.81	7.43
628	Maint. Worker	9.19	9.41	8,087.20	0.22	8,281.29	194.09	12.03	0.89	13.59	2.81	7.43
629	Maint. Worker	9.19	9.41	8,087.20	0.22	8,281.29	194.09	12.03	0.89	13.59	2.81	7.43
630	Maint. Worker	9.19	9.41	8,087.20	0.22	8,281.29	194.09	12.03	0.89	13.59	2.81	7.43
631	Maint. Worker	9.19	9.41	8,087.20	0.22	8,281.29	194.09	12.03	0.89	13.59	2.81	7.43
632	Maint. Worker	9.19	9.41	8,087.20	0.22	8,281.29	194.09	12.03	0.89	13.59	2.81	7.43
633	Maint. Worker	9.19	9.41	8,087.20	0.22	8,281.29	194.09	12.03	0.89	13.59	2.81	7.43
634	Maint. Worker	9.19	9.41	8,087.20	0.22	8,281.29	194.09	12.03	0.89	13.59	2.81	7.43
635	Maint. Worker	9.19	9.41	8,087.20	0.22	8,281.29	194.09	12.03	0.89	13.59	2.81	7.43
636	Maint. Worker	9.19	9.41	8,087.20	0.22	8,281.29	194.09	12.03	0.89	13.59	2.81	7.43
637	Clerk	8.82	9.03	7,761.60	0.21	7,947.88	186.28	11.55	0.86	13.04	2.70	0.39
638	Clerk	8.93	9.14	7,858.40	0.21	8,047.00	188.60	11.69	0.87	13.20	2.73	0.40
639	Clerk	8.82	9.03	7,761.60	0.21	7,947.88	186.28	11.55	0.86	13.04	2.70	0.39
640	A/P Bookkeeper	14.10	14.44	12,408.00	0.34	12,705.79	297.79	18.46	1.37	20.85	4.32	0.63
641	Admin for HR	32.65	33.43	28,732.00	0.78	29,421.57	689.57	42.75	3.17	48.27	10.00	6.00
642	Admin for Ed	32.65	33.43	28,732.00	0.78	29,421.57	689.57	42.75	3.17	48.27	10.00	6.00
643	Area Dir.	28.70	29.39	25,256.00	0.69	25,862.14	606.14	37.58	2.79	42.43	8.79	4.55
644	Area Dir.	28.70	29.39	25,256.00	0.69	25,862.14	606.14	37.58	2.79	42.43	8.79	4.00
645	Area Dir.	28.70	29.39	25,256.00	0.69	25,862.14	606.14	37.58	2.79	42.43	8.79	4.00
646	Area Dir.	28.70	29.39	25,256.00	0.69	25,862.14	606.14	37.58	2.79	42.43	8.79	4.00
647	Assist Bookkeeper	11.64	11.92	10,243.20	0.28	10,489.04	245.84	15.24	1.13	17.21	3.56	0.52
648	Assist Bookkeeper	11.64	11.92	10,243.20	0.28	10,489.04	245.84	15.24	1.13	17.21	3.56	0.52
649	Assist Bookkeeper	11.64	11.92	10,243.20	0.28	10,489.04	245.84	15.24	1.13	17.21	3.56	0.52
650	AsstAdmin for HR	21.94	22.47	19,307.20	0.53	19,770.57	463.37	28.73	2.13	32.44	6.72	0.97
651	Compliance Dir	28.70	29.39	25,256.00	0.69	25,862.14	606.14	37.58	2.79	42.43	8.79	4.00
652	Coordinator	15.81	16.19	13,912.80	0.38	14,246.71	333.91	20.70	1.54	23.37	4.84	0.70
653	Coordinator	18.63	19.08	16,394.40	0.45	16,787.87	393.47	24.39	1.81	27.54	5.71	0.83
654	Coordinator	18.63	19.08	16,394.40	0.45	16,787.87	393.47	24.39	1.81	27.54	5.71	0.83
655	Coordinator	18.63	19.08	16,394.40	0.45	16,787.87	393.47	24.39	1.81	27.54	5.71	0.83
656	Coordinator	18.63	19.08	16,394.40	0.45	16,787.87	393.47	24.39	1.81	27.54	5.71	0.83
657	Coordinator	19.35	19.81	17,028.00	0.46	17,436.67	408.67	25.34	1.88	28.61	5.93	0.86
658	Coordinator/LVN	17.02	17.43	14,977.60	0.41	15,337.06	359.46	22.29	1.65	25.16	5.21	3.38
659	Coordinator/LVN	17.02	17.43	14,977.60	0.41	15,337.06	359.46	22.29	1.65	25.16	5.21	3.38
660	Director	27.96	28.63	24,604.80	0.67	25,195.32	590.52	36.61	2.72	41.34	8.56	5.14
661	Director	27.96	28.63	24,604.80	0.67	25,195.32	590.52	36.61	2.72	41.34	8.56	5.14
662	Director	27.96	28.63	24,604.80	0.67	25,195.32	590.52	36.61	2.72	41.34	8.56	5.14
663	Director	27.96	28.63	24,604.80	0.67	25,195.32	590.52	36.61	2.72	41.34	8.56	5.14

## Hidalgo County Head Start Program

2.4% Increase for all positions; last 5 positions include 50% of the 50% discussed at CC

664	Director	28.45	29.13	25,036.00	0.68	25,636.86	600.86	37.25	2.76	42.06	8.71	5.23	
665	Director	27.96	28.63	24,604.80	0.67	25,195.32	590.52	36.61	2.72	41.34	8.56	5.14	
666	Director	27.96	28.63	24,604.80	0.67	25,195.32	590.52	36.61	2.72	41.34	8.56	5.14	
667	Exec. Secretary	17.53	17.95	15,426.40	0.42	15,796.63	370.23	22.95	1.70	25.92	5.37	0.78	
668	Exec. Secretary	18.55	19.00	16,324.00	0.45	16,715.78	391.78	24.29	1.80	27.42	5.68	0.82	
669	Facilitator	14.69	15.04	12,927.20	0.35	13,237.45	310.25	19.24	1.43	21.72	4.50	0.65	
670	Fam Records Spec	20.72	21.22	18,233.60	0.50	18,671.21	437.61	27.13	2.01	30.63	6.35	0.92	
671	HR Director	28.70	29.39	25,256.00	0.69	25,862.14	606.14	37.58	2.79	42.43	8.79	5.27	
672	MIS Facilit Tech 1	13.73	14.06	12,082.40	0.33	12,372.38	289.98	17.98	1.33	20.30	4.20	2.55	
673	MIS Facilit Tech 1	13.73	14.06	12,082.40	0.33	12,372.38	289.98	17.98	1.33	20.30	4.20	2.55	
674	MIS Facilit Tech 1	14.69	15.04	12,927.20	0.35	13,237.45	310.25	19.24	1.43	21.72	4.50	2.73	
675	Payroll Bookkeeper	14.10	14.44	12,408.00	0.34	12,705.79	297.79	18.46	1.37	20.85	4.32	0.63	
676	Receptionist	8.82	9.03	7,761.60	0.21	7,947.88	186.28	11.55	0.86	13.04	2.70	0.39	
677	Registered Nurse	18.63	19.08	16,394.40	0.45	16,787.87	393.47	24.39	1.81	27.54	5.71	3.70	
678	Secretary	9.92	10.16	8,729.60	0.24	8,939.11	209.51	12.99	0.96	14.67	3.04	0.44	
679	Secretary	9.92	10.16	8,729.60	0.24	8,939.11	209.51	12.99	0.96	14.67	3.04	0.44	
680	Secretary	9.92	10.16	8,729.60	0.24	8,939.11	209.51	12.99	0.96	14.67	3.04	0.44	
681	Secretary	9.92	10.16	8,729.60	0.24	8,939.11	209.51	12.99	0.96	14.67	3.04	0.44	
682	Secretary	9.92	10.16	8,729.60	0.24	8,939.11	209.51	12.99	0.96	14.67	3.04	0.44	
683	Secretary	9.92	10.16	8,729.60	0.24	8,939.11	209.51	12.99	0.96	14.67	3.04	0.44	
684	Secretary	10.85	11.11	9,548.00	0.26	9,777.15	229.15	14.21	1.05	16.04	3.32	0.48	
685	Special Ser Coord	18.63	19.08	16,394.40	0.45	16,787.87	393.47	24.39	1.81	27.54	5.71	2.60	
686	Special Ser Coord	18.63	19.08	16,394.40	0.45	16,787.87	393.47	24.39	1.81	27.54	5.71	2.60	
687	RM Specialist	20.00	20.48	17,600.00	0.48	18,022.40	422.40	26.19	1.94	29.57	6.12	3.67	
	Executive Director	46.56	50.44	96,844.80	3.88	104,915.20	2,017.60	125.09	9.28	141.23	29.26	17.55	
	MIS Director	26.44	28.36	54,995.20	1.92	58,988.80	998.40	61.90	4.59	69.89	14.48	8.69	
	Ass Program Dir	38.20	41.02	79,456.00	2.82	85,321.60	1,466.40	90.92	6.75	102.65	21.26	12.76	
	Ass Program Dir	39.04	41.44	81,203.20	2.40	86,195.20	1,248.00	77.38	5.74	87.36	18.10	10.86	
	CFO	31.78	33.70	66,102.40	1.92	70,096.00	998.40	61.90	4.59	69.89	14.48	8.69	
				<b>7,369,612.00</b>		<b>7,564,311.45</b>	<b>174,513.05</b>	<b>10,819.81</b>	<b>802.76</b>	<b>12,215.91</b>	<b>2,530.44</b>	<b>1,876.30</b>	<b>202,758.28</b>

2.4 % Increase for all positions except last 5 positions @ 50% of the 50% discussed at CC

## Hidalgo County Head Start Program

2.4% Increase for all positions; last 5 positions include 50% of the 50% discussed at CC

Count	Position	2016	New	2.4%		Diff/Salary	Diff/Fica	Diff/UE	Diff/Pension	Diff/Medicare	Diff/WC	Totals
		Hrly Rate	Hrly Rate	July - December	COLA							
1	Teacher (Waiver)	12.91	13.22	11,360.80	0.31	272.66	16.90	1.25	19.09	3.95	1.80	1.80
2	Teacher (Waiver)	12.91	13.22	11,360.80	0.31	272.66	16.90	1.25	19.09	3.95	1.80	1.80
3	Teacher (Waiver)	12.91	13.22	11,360.80	0.31	272.66	16.90	1.25	19.09	3.95	1.80	1.80
4	Teacher (Waiver)	12.91	13.22	11,360.80	0.31	272.66	16.90	1.25	19.09	3.95	1.80	1.80
5	Teacher (Waiver)	12.91	13.22	11,360.80	0.31	272.66	16.90	1.25	19.09	3.95	1.80	1.80
6	Teacher (Waiver)	12.91	13.22	11,360.80	0.31	272.66	16.90	1.25	19.09	3.95	1.80	1.80
7	Teacher (Waiver)	12.91	13.22	11,360.80	0.31	272.66	16.90	1.25	19.09	3.95	1.80	1.80
8	Teacher (Waiver)	12.91	13.22	11,360.80	0.31	272.66	16.90	1.25	19.09	3.95	1.80	1.80
9	Teacher (Waiver)	12.91	13.22	11,360.80	0.31	272.66	16.90	1.25	19.09	3.95	1.80	1.80
10	Teacher	12.91	13.22	11,360.80	0.31	272.66	16.90	1.25	19.09	3.95	1.80	1.80
11	Teacher	12.91	13.22	11,360.80	0.31	272.66	16.90	1.25	19.09	3.95	1.80	1.80
12	Teacher	12.91	13.22	11,360.80	0.31	272.66	16.90	1.25	19.09	3.95	1.80	1.80
13	Teacher	12.91	13.22	11,360.80	0.31	272.66	16.90	1.25	19.09	3.95	1.80	1.80
14	Teacher	12.91	13.22	11,360.80	0.31	272.66	16.90	1.25	19.09	3.95	1.80	1.80
15	Teacher	12.91	13.22	11,360.80	0.31	272.66	16.90	1.25	19.09	3.95	1.80	1.80
16	Teacher	12.91	13.22	11,360.80	0.31	272.66	16.90	1.25	19.09	3.95	1.80	1.80
17	Teacher	12.91	13.22	11,360.80	0.31	272.66	16.90	1.25	19.09	3.95	1.80	1.80
18	Teacher	12.91	13.22	11,360.80	0.31	272.66	16.90	1.25	19.09	3.95	1.80	1.80
19	Teacher	12.91	13.22	11,360.80	0.31	272.66	16.90	1.25	19.09	3.95	1.80	1.80
20	Teacher	12.91	13.22	11,360.80	0.31	272.66	16.90	1.25	19.09	3.95	1.80	1.80
21	Teacher	12.91	13.22	11,360.80	0.31	272.66	16.90	1.25	19.09	3.95	1.80	1.80
22	Teacher	12.91	13.22	11,360.80	0.31	272.66	16.90	1.25	19.09	3.95	1.80	1.80
23	Teacher	12.91	13.22	11,360.80	0.31	272.66	16.90	1.25	19.09	3.95	1.80	1.80
24	Teacher	12.91	13.22	11,360.80	0.31	272.66	16.90	1.25	19.09	3.95	1.80	1.80
25	Teacher	12.91	13.22	11,360.80	0.31	272.66	16.90	1.25	19.09	3.95	1.80	1.80
26	Teacher	12.91	13.22	11,360.80	0.31	272.66	16.90	1.25	19.09	3.95	1.80	1.80
27	Teacher	12.91	13.22	11,360.80	0.31	272.66	16.90	1.25	19.09	3.95	1.80	1.80
28	Teacher	12.91	13.22	11,360.80	0.31	272.66	16.90	1.25	19.09	3.95	1.80	1.80
29	Teacher	12.91	13.22	11,360.80	0.31	272.66	16.90	1.25	19.09	3.95	1.80	1.80
30	Teacher	12.91	13.22	11,360.80	0.31	272.66	16.90	1.25	19.09	3.95	1.80	1.80
31	Teacher	12.91	13.22	11,360.80	0.31	272.66	16.90	1.25	19.09	3.95	1.80	1.80
32	Teacher	12.91	13.22	11,360.80	0.31	272.66	16.90	1.25	19.09	3.95	1.80	1.80
33	Teacher	12.91	13.22	11,360.80	0.31	272.66	16.90	1.25	19.09	3.95	1.80	1.80
34	Teacher	12.91	13.22	11,360.80	0.31	272.66	16.90	1.25	19.09	3.95	1.80	1.80



## Hidalgo County Head Start Program

2.4% Increase for all positions; last 5 positions include 50% of the 50% discussed at CC

72	Teacher	12.91	13.22	11,360.80	0.31	11,633.46	272.66	16.90	1.25	19.09	3.95	1.80
73	Teacher	12.91	13.22	11,360.80	0.31	11,633.46	272.66	16.90	1.25	19.09	3.95	1.80
74	Teacher	12.91	13.22	11,360.80	0.31	11,633.46	272.66	16.90	1.25	19.09	3.95	1.80
75	Teacher	12.91	13.22	11,360.80	0.31	11,633.46	272.66	16.90	1.25	19.09	3.95	1.80
76	Teacher	12.91	13.22	11,360.80	0.31	11,633.46	272.66	16.90	1.25	19.09	3.95	1.80
77	Teacher	12.91	13.22	11,360.80	0.31	11,633.46	272.66	16.90	1.25	19.09	3.95	1.80
78	Teacher	12.91	13.22	11,360.80	0.31	11,633.46	272.66	16.90	1.25	19.09	3.95	1.80
79	Teacher	12.91	13.22	11,360.80	0.31	11,633.46	272.66	16.90	1.25	19.09	3.95	1.80
80	Teacher	12.91	13.22	11,360.80	0.31	11,633.46	272.66	16.90	1.25	19.09	3.95	1.80
81	Teacher	12.91	13.22	11,360.80	0.31	11,633.46	272.66	16.90	1.25	19.09	3.95	1.80
82	Teacher	12.91	13.22	11,360.80	0.31	11,633.46	272.66	16.90	1.25	19.09	3.95	1.80
83	Teacher	12.91	13.22	11,360.80	0.31	11,633.46	272.66	16.90	1.25	19.09	3.95	1.80
84	Teacher	12.91	13.22	11,360.80	0.31	11,633.46	272.66	16.90	1.25	19.09	3.95	1.80
85	Teacher	12.91	13.22	11,360.80	0.31	11,633.46	272.66	16.90	1.25	19.09	3.95	1.80
86	Teacher	12.91	13.22	11,360.80	0.31	11,633.46	272.66	16.90	1.25	19.09	3.95	1.80
87	Teacher	12.91	13.22	11,360.80	0.31	11,633.46	272.66	16.90	1.25	19.09	3.95	1.80
88	Teacher	12.91	13.22	11,360.80	0.31	11,633.46	272.66	16.90	1.25	19.09	3.95	1.80
89	Teacher	12.91	13.22	11,360.80	0.31	11,633.46	272.66	16.90	1.25	19.09	3.95	1.80
90	Teacher	12.91	13.22	11,360.80	0.31	11,633.46	272.66	16.90	1.25	19.09	3.95	1.80
91	Teacher	12.91	13.22	11,360.80	0.31	11,633.46	272.66	16.90	1.25	19.09	3.95	1.80
92	Teacher	12.91	13.22	11,360.80	0.31	11,633.46	272.66	16.90	1.25	19.09	3.95	1.80
93	Teacher	12.91	13.22	11,360.80	0.31	11,633.46	272.66	16.90	1.25	19.09	3.95	1.80
94	Teacher	12.91	13.22	11,360.80	0.31	11,633.46	272.66	16.90	1.25	19.09	3.95	1.80
95	Teacher	12.91	13.22	11,360.80	0.31	11,633.46	272.66	16.90	1.25	19.09	3.95	1.80
96	Teacher	13.10	13.41	11,528.00	0.31	11,804.67	276.67	17.15	1.27	19.37	4.01	1.83
97	Teacher	13.10	13.41	11,528.00	0.31	11,804.67	276.67	17.15	1.27	19.37	4.01	1.83
98	Teacher	13.10	13.41	11,528.00	0.31	11,804.67	276.67	17.15	1.27	19.37	4.01	1.83
99	Teacher	13.39	13.71	11,783.20	0.32	12,066.00	282.80	17.53	1.30	19.80	4.10	1.87
100	Teacher	13.39	13.71	11,783.20	0.32	12,066.00	282.80	17.53	1.30	19.80	4.10	1.87
101	Teacher	13.39	13.71	11,783.20	0.32	12,066.00	282.80	17.53	1.30	19.80	4.10	1.87
102	Teacher	13.39	13.71	11,783.20	0.32	12,066.00	282.80	17.53	1.30	19.80	4.10	1.87
103	Teacher	13.39	13.71	11,783.20	0.32	12,066.00	282.80	17.53	1.30	19.80	4.10	1.87
104	Teacher	13.39	13.71	11,783.20	0.32	12,066.00	282.80	17.53	1.30	19.80	4.10	1.87
105	Teacher	13.39	13.71	11,783.20	0.32	12,066.00	282.80	17.53	1.30	19.80	4.10	1.87
106	Teacher	13.46	13.78	11,844.80	0.32	12,129.08	284.28	17.63	1.31	19.90	4.12	1.88
107	Teacher	13.94	14.27	12,267.20	0.33	12,561.61	294.41	18.25	1.35	20.61	4.27	1.94
108	Teacher	14.69	15.04	12,927.20	0.35	13,237.45	310.25	19.24	1.43	21.72	4.50	2.05





## Hidalgo County Head Start Program

2.4% Increase for all positions; last 5 positions include 50% of the 50% discussed at CC

183	Teacher	14.69	15.04	12,927.20	0.35	13,237.45	310.25	19.24	1.43	21.72	4.50	2.05
184	Teacher	14.69	15.04	12,927.20	0.35	13,237.45	310.25	19.24	1.43	21.72	4.50	2.05
185	Teacher	14.69	15.04	12,927.20	0.35	13,237.45	310.25	19.24	1.43	21.72	4.50	2.05
186	Teacher	14.69	15.04	12,927.20	0.35	13,237.45	310.25	19.24	1.43	21.72	4.50	2.05
187	Teacher	14.69	15.04	12,927.20	0.35	13,237.45	310.25	19.24	1.43	21.72	4.50	2.05
188	Teacher	14.69	15.04	12,927.20	0.35	13,237.45	310.25	19.24	1.43	21.72	4.50	2.05
189	Teacher	14.69	15.04	12,927.20	0.35	13,237.45	310.25	19.24	1.43	21.72	4.50	2.05
190	Teacher	14.69	15.04	12,927.20	0.35	13,237.45	310.25	19.24	1.43	21.72	4.50	2.05
191	Teacher	14.89	15.25	13,103.20	0.36	13,417.68	314.48	19.50	1.45	22.01	4.56	2.08
192	Teacher	14.89	15.25	13,103.20	0.36	13,417.68	314.48	19.50	1.45	22.01	4.56	2.08
193	Teacher	14.89	15.25	13,103.20	0.36	13,417.68	314.48	19.50	1.45	22.01	4.56	2.08
194	Teacher	14.89	15.25	13,103.20	0.36	13,417.68	314.48	19.50	1.45	22.01	4.56	2.08
195	Teacher	14.89	15.25	13,103.20	0.36	13,417.68	314.48	19.50	1.45	22.01	4.56	2.08
196	Teacher (Asst.)(Waiver)	8.93	9.14	7,858.40	0.21	8,047.00	188.60	11.69	0.87	13.20	2.73	1.24
197	Teacher (Asst.)(Waiver)	8.93	9.14	7,858.40	0.21	8,047.00	188.60	11.69	0.87	13.20	2.73	1.24
198	Teacher (Asst.)(Waiver)	8.93	9.14	7,858.40	0.21	8,047.00	188.60	11.69	0.87	13.20	2.73	1.24
199	Teacher (Asst.)(Waiver)	8.93	9.14	7,858.40	0.21	8,047.00	188.60	11.69	0.87	13.20	2.73	1.24
200	Teacher (Asst.)(Waiver)	8.93	9.14	7,858.40	0.21	8,047.00	188.60	11.69	0.87	13.20	2.73	1.24
201	Teacher (Asst.)(Waiver)	8.93	9.14	7,858.40	0.21	8,047.00	188.60	11.69	0.87	13.20	2.73	1.24
202	Teacher (Asst.)(Waiver)	8.93	9.14	7,858.40	0.21	8,047.00	188.60	11.69	0.87	13.20	2.73	1.24
203	Teacher (Asst.)(Waiver)	8.93	9.14	7,858.40	0.21	8,047.00	188.60	11.69	0.87	13.20	2.73	1.24
204	Teacher (Asst.)(Waiver)	8.93	9.14	7,858.40	0.21	8,047.00	188.60	11.69	0.87	13.20	2.73	1.24
205	Teacher (Asst.)	8.93	9.14	7,858.40	0.21	8,047.00	188.60	11.69	0.87	13.20	2.73	1.24
206	Teacher (Asst.)	8.93	9.14	7,858.40	0.21	8,047.00	188.60	11.69	0.87	13.20	2.73	1.24
207	Teacher (Asst.)	8.93	9.14	7,858.40	0.21	8,047.00	188.60	11.69	0.87	13.20	2.73	1.24
208	Teacher (Asst.)	8.93	9.14	7,858.40	0.21	8,047.00	188.60	11.69	0.87	13.20	2.73	1.24
209	Teacher (Asst.)	8.93	9.14	7,858.40	0.21	8,047.00	188.60	11.69	0.87	13.20	2.73	1.24
210	Teacher (Asst.)	8.93	9.14	7,858.40	0.21	8,047.00	188.60	11.69	0.87	13.20	2.73	1.24
211	Teacher (Asst.)	8.93	9.14	7,858.40	0.21	8,047.00	188.60	11.69	0.87	13.20	2.73	1.24
212	Teacher (Asst.)	8.93	9.14	7,858.40	0.21	8,047.00	188.60	11.69	0.87	13.20	2.73	1.24
213	Teacher (Asst.)	8.93	9.14	7,858.40	0.21	8,047.00	188.60	11.69	0.87	13.20	2.73	1.24
214	Teacher (Asst.)	8.93	9.14	7,858.40	0.21	8,047.00	188.60	11.69	0.87	13.20	2.73	1.24
215	Teacher (Asst.)	8.93	9.14	7,858.40	0.21	8,047.00	188.60	11.69	0.87	13.20	2.73	1.24
216	Teacher (Asst.)	8.93	9.14	7,858.40	0.21	8,047.00	188.60	11.69	0.87	13.20	2.73	1.24
217	Teacher (Asst.)	8.93	9.14	7,858.40	0.21	8,047.00	188.60	11.69	0.87	13.20	2.73	1.24
218	Teacher (Asst.)	8.93	9.14	7,858.40	0.21	8,047.00	188.60	11.69	0.87	13.20	2.73	1.24
219	Teacher (Asst.)	8.93	9.14	7,858.40	0.21	8,047.00	188.60	11.69	0.87	13.20	2.73	1.24







## Hidalgo County Head Start Program

2.4% Increase for all positions; last 5 positions include 50% of the 50% discussed at CC

331	Teacher (Asst.)	8.93	9.14	7,858.40	0.21	8,047.00	188.60	11.69	0.87	13.20	2.73	1.24
332	Teacher (Asst.)	8.93	9.14	7,858.40	0.21	8,047.00	188.60	11.69	0.87	13.20	2.73	1.24
333	Teacher (Asst.)	9.06	9.28	7,972.80	0.22	8,164.15	191.35	11.86	0.88	13.39	2.77	1.26
334	Teacher (Asst.)	9.06	9.28	7,972.80	0.22	8,164.15	191.35	11.86	0.88	13.39	2.77	1.26
335	Teacher (Asst.)	9.06	9.28	7,972.80	0.22	8,164.15	191.35	11.86	0.88	13.39	2.77	1.26
336	Teacher (Asst.)	9.06	9.28	7,972.80	0.22	8,164.15	191.35	11.86	0.88	13.39	2.77	1.26
337	Teacher (Asst.)	9.14	9.36	8,043.20	0.22	8,236.24	193.04	11.97	0.89	13.51	2.80	1.27
338	Teacher (Asst.)	9.20	9.42	8,096.00	0.22	8,290.30	194.30	12.05	0.89	13.60	2.82	1.28
339	Teacher (Asst.)	9.29	9.51	8,175.20	0.22	8,371.40	196.20	12.16	0.90	13.73	2.84	1.29
340	Teacher (Asst.)	9.29	9.51	8,175.20	0.22	8,371.40	196.20	12.16	0.90	13.73	2.84	1.29
341	Teacher (Asst.)	9.29	9.51	8,175.20	0.22	8,371.40	196.20	12.16	0.90	13.73	2.84	1.29
342	Teacher (Asst.)	9.29	9.51	8,175.20	0.22	8,371.40	196.20	12.16	0.90	13.73	2.84	1.29
343	Teacher (Asst.)	9.29	9.51	8,175.20	0.22	8,371.40	196.20	12.16	0.90	13.73	2.84	1.29
344	Teacher (Asst.)	9.29	9.51	8,175.20	0.22	8,371.40	196.20	12.16	0.90	13.73	2.84	1.29
345	Teacher (Asst.)	9.29	9.51	8,175.20	0.22	8,371.40	196.20	12.16	0.90	13.73	2.84	1.29
346	Teacher (Asst.)	9.29	9.51	8,175.20	0.22	8,371.40	196.20	12.16	0.90	13.73	2.84	1.29
347	Teacher (Asst.)	9.29	9.51	8,175.20	0.22	8,371.40	196.20	12.16	0.90	13.73	2.84	1.29
348	Teacher (Asst.)	9.29	9.51	8,175.20	0.22	8,371.40	196.20	12.16	0.90	13.73	2.84	1.29
349	Teacher (Asst.)	9.29	9.51	8,175.20	0.22	8,371.40	196.20	12.16	0.90	13.73	2.84	1.29
350	Teacher (Asst.)	9.29	9.51	8,175.20	0.22	8,371.40	196.20	12.16	0.90	13.73	2.84	1.29
351	Teacher (Asst.)	9.29	9.51	8,175.20	0.22	8,371.40	196.20	12.16	0.90	13.73	2.84	1.29
352	Teacher (Asst.)	9.29	9.51	8,175.20	0.22	8,371.40	196.20	12.16	0.90	13.73	2.84	1.29
353	Teacher (Asst.)	9.29	9.51	8,175.20	0.22	8,371.40	196.20	12.16	0.90	13.73	2.84	1.29
354	Teacher (Asst.)	9.29	9.51	8,175.20	0.22	8,371.40	196.20	12.16	0.90	13.73	2.84	1.29
355	Teacher (Asst.)	9.29	9.51	8,175.20	0.22	8,371.40	196.20	12.16	0.90	13.73	2.84	1.29
356	Teacher (Asst.)	9.29	9.51	8,175.20	0.22	8,371.40	196.20	12.16	0.90	13.73	2.84	1.29
357	Teacher (Asst.)	9.29	9.51	8,175.20	0.22	8,371.40	196.20	12.16	0.90	13.73	2.84	1.29
358	Teacher (Asst.)	9.29	9.51	8,175.20	0.22	8,371.40	196.20	12.16	0.90	13.73	2.84	1.29
359	Teacher (Asst.)	9.29	9.51	8,175.20	0.22	8,371.40	196.20	12.16	0.90	13.73	2.84	1.29
360	Teacher (Asst.)	9.29	9.51	8,175.20	0.22	8,371.40	196.20	12.16	0.90	13.73	2.84	1.29
361	Teacher (Asst.)	9.29	9.51	8,175.20	0.22	8,371.40	196.20	12.16	0.90	13.73	2.84	1.29
362	Teacher (Asst.)	9.29	9.51	8,175.20	0.22	8,371.40	196.20	12.16	0.90	13.73	2.84	1.29
363	Teacher (Asst.)	9.29	9.51	8,175.20	0.22	8,371.40	196.20	12.16	0.90	13.73	2.84	1.29
364	Teacher (Asst.)	9.29	9.51	8,175.20	0.22	8,371.40	196.20	12.16	0.90	13.73	2.84	1.29
365	Teacher (Asst.)	9.29	9.51	8,175.20	0.22	8,371.40	196.20	12.16	0.90	13.73	2.84	1.29
366	Teacher (Asst.)	9.29	9.51	8,175.20	0.22	8,371.40	196.20	12.16	0.90	13.73	2.84	1.29
367	Teacher (Asst.)	9.29	9.51	8,175.20	0.22	8,371.40	196.20	12.16	0.90	13.73	2.84	1.29

## Hidalgo County Head Start Program

2.4% Increase for all positions; last 5 positions include 50% of the 50% discussed at CC

368	Teacher (Asst.)	9.29	9.51	8,175.20	0.22	8,371.40	196.20	12.16	0.90	13.73	2.84	1.29
369	Teacher (Asst.)	9.29	9.51	8,175.20	0.22	8,371.40	196.20	12.16	0.90	13.73	2.84	1.29
370	Teacher (Asst.)	9.29	9.51	8,175.20	0.22	8,371.40	196.20	12.16	0.90	13.73	2.84	1.29
371	Teacher (Asst.)	9.29	9.51	8,175.20	0.22	8,371.40	196.20	12.16	0.90	13.73	2.84	1.29
372	Teacher (Asst.)	9.29	9.51	8,175.20	0.22	8,371.40	196.20	12.16	0.90	13.73	2.84	1.29
373	Teacher (Asst.)	9.29	9.51	8,175.20	0.22	8,371.40	196.20	12.16	0.90	13.73	2.84	1.29
374	Teacher (Asst.)	9.29	9.51	8,175.20	0.22	8,371.40	196.20	12.16	0.90	13.73	2.84	1.29
375	Teacher (Asst.)	9.29	9.51	8,175.20	0.22	8,371.40	196.20	12.16	0.90	13.73	2.84	1.29
376	Teacher (Asst.)	9.29	9.51	8,175.20	0.22	8,371.40	196.20	12.16	0.90	13.73	2.84	1.29
377	Teacher (Asst.)	9.29	9.51	8,175.20	0.22	8,371.40	196.20	12.16	0.90	13.73	2.84	1.29
378	Teacher (Asst.)	9.29	9.51	8,175.20	0.22	8,371.40	196.20	12.16	0.90	13.73	2.84	1.29
379	Teacher (Asst.)	9.29	9.51	8,175.20	0.22	8,371.40	196.20	12.16	0.90	13.73	2.84	1.29
380	Teacher (Asst.)	9.29	9.51	8,175.20	0.22	8,371.40	196.20	12.16	0.90	13.73	2.84	1.29
381	Teacher (Asst.)	9.29	9.51	8,175.20	0.22	8,371.40	196.20	12.16	0.90	13.73	2.84	1.29
382	Teacher (Asst.)	9.29	9.51	8,175.20	0.22	8,371.40	196.20	12.16	0.90	13.73	2.84	1.29
383	Teacher (Asst.)	9.29	9.51	8,175.20	0.22	8,371.40	196.20	12.16	0.90	13.73	2.84	1.29
384	Teacher (Asst.)	9.29	9.51	8,175.20	0.22	8,371.40	196.20	12.16	0.90	13.73	2.84	1.29
385	Teacher (Asst.)	9.29	9.51	8,175.20	0.22	8,371.40	196.20	12.16	0.90	13.73	2.84	1.29
386	Teacher (Asst.)	9.29	9.51	8,175.20	0.22	8,371.40	196.20	12.16	0.90	13.73	2.84	1.29
387	Teacher (Asst.)	9.29	9.51	8,175.20	0.22	8,371.40	196.20	12.16	0.90	13.73	2.84	1.29
388	Teacher (Asst.)	9.29	9.51	8,175.20	0.22	8,371.40	196.20	12.16	0.90	13.73	2.84	1.29
389	Teacher (Asst.)	9.29	9.51	8,175.20	0.22	8,371.40	196.20	12.16	0.90	13.73	2.84	1.29
390	Teacher (Asst.)	9.29	9.51	8,175.20	0.22	8,371.40	196.20	12.16	0.90	13.73	2.84	1.29
391	Dis Classrm Asst	8.93	9.14	7,858.40	0.21	8,047.00	188.60	11.69	0.87	13.20	2.73	1.24
392	Dis Classrm Asst	8.93	9.14	7,858.40	0.21	8,047.00	188.60	11.69	0.87	13.20	2.73	1.24
393	Dis Classrm Asst	8.93	9.14	7,858.40	0.21	8,047.00	188.60	11.69	0.87	13.20	2.73	1.24
394	Dis Classrm Asst	8.93	9.14	7,858.40	0.21	8,047.00	188.60	11.69	0.87	13.20	2.73	1.24
395	Dis Classrm Asst	8.93	9.14	7,858.40	0.21	8,047.00	188.60	11.69	0.87	13.20	2.73	1.24
396	Dis Classrm Asst	8.93	9.14	7,858.40	0.21	8,047.00	188.60	11.69	0.87	13.20	2.73	1.24
397	Dis Classrm Asst	8.93	9.14	7,858.40	0.21	8,047.00	188.60	11.69	0.87	13.20	2.73	1.24
398	Dis Classrm Asst	8.93	9.14	7,858.40	0.21	8,047.00	188.60	11.69	0.87	13.20	2.73	1.24
399	Dis Classrm Asst	8.93	9.14	7,858.40	0.21	8,047.00	188.60	11.69	0.87	13.20	2.73	1.24
400	Dis Classrm Asst	8.93	9.14	7,858.40	0.21	8,047.00	188.60	11.69	0.87	13.20	2.73	1.24
401	Dis Classrm Asst	8.93	9.14	7,858.40	0.21	8,047.00	188.60	11.69	0.87	13.20	2.73	1.24
402	Dis Classrm Asst	8.93	9.14	7,858.40	0.21	8,047.00	188.60	11.69	0.87	13.20	2.73	1.24
403	Dis Classrm Asst	8.93	9.14	7,858.40	0.21	8,047.00	188.60	11.69	0.87	13.20	2.73	1.24
404	Dis Classrm Asst	8.93	9.14	7,858.40	0.21	8,047.00	188.60	11.69	0.87	13.20	2.73	1.24

## Hidalgo County Head Start Program

2.4% Increase for all positions; last 5 positions include 50% of the 50% discussed at CC

405	Dis Classrm Asst	8.93	9.14	7,858.40	0.21	8,047.00	188.60	11.69	0.87	13.20	2.73	1.24
406	Dis Classrm Asst	8.93	9.14	7,858.40	0.21	8,047.00	188.60	11.69	0.87	13.20	2.73	1.24
407	Dis Classrm Asst	9.06	9.28	7,972.80	0.22	8,164.15	191.35	11.86	0.88	13.39	2.77	1.26
408	Dis Classrm Asst	9.06	9.28	7,972.80	0.22	8,164.15	191.35	11.86	0.88	13.39	2.77	1.26
409	Dis Classrm Asst	9.06	9.28	7,972.80	0.22	8,164.15	191.35	11.86	0.88	13.39	2.77	1.26
410	Center Manager	13.46	13.78	11,844.80	0.32	12,129.08	284.28	17.63	1.31	19.90	4.12	1.88
411	Center Manager	13.89	14.22	12,223.20	0.33	12,516.56	293.36	18.19	1.35	20.53	4.25	1.94
412	Center Manager	13.94	14.27	12,267.20	0.33	12,561.61	294.41	18.25	1.35	20.61	4.27	1.94
413	Center Manager	13.95	14.28	12,276.00	0.33	12,570.62	294.62	18.27	1.36	20.62	4.27	1.94
414	Center Manager	13.98	14.32	12,302.40	0.34	12,597.66	295.26	18.31	1.36	20.67	4.28	1.95
415	Center Manager	14.03	14.37	12,346.40	0.34	12,642.71	296.31	18.37	1.36	20.74	4.30	1.96
416	Center Manager	14.63	14.98	12,874.40	0.35	13,183.39	308.99	19.16	1.42	21.63	4.48	2.04
417	Center Manager	14.76	15.11	12,988.80	0.35	13,300.53	311.73	19.33	1.43	21.82	4.52	2.06
418	Center Manager	14.89	15.25	13,103.20	0.36	13,417.68	314.48	19.50	1.45	22.01	4.56	2.08
419	Center Manager	14.89	15.25	13,103.20	0.36	13,417.68	314.48	19.50	1.45	22.01	4.56	2.08
420	Center Manager	14.89	15.25	13,103.20	0.36	13,417.68	314.48	19.50	1.45	22.01	4.56	2.08
421	Center Manager	14.89	15.25	13,103.20	0.36	13,417.68	314.48	19.50	1.45	22.01	4.56	2.08
422	Center Manager	14.89	15.25	13,103.20	0.36	13,417.68	314.48	19.50	1.45	22.01	4.56	2.08
423	Center Manager	14.89	15.25	13,103.20	0.36	13,417.68	314.48	19.50	1.45	22.01	4.56	2.08
424	Center Manager	14.96	15.32	13,164.80	0.36	13,480.76	315.96	19.59	1.45	22.12	4.58	2.09
425	Center Manager	14.96	15.32	13,164.80	0.36	13,480.76	315.96	19.59	1.45	22.12	4.58	2.09
426	Center Manager	15.16	15.52	13,340.80	0.36	13,660.98	320.18	19.85	1.47	22.41	4.64	2.11
427	Center Manager	15.16	15.52	13,340.80	0.36	13,660.98	320.18	19.85	1.47	22.41	4.64	2.11
428	Center Manager	15.16	15.52	13,340.80	0.36	13,660.98	320.18	19.85	1.47	22.41	4.64	2.11
429	Center Manager	15.24	15.61	13,411.20	0.37	13,733.07	321.87	19.96	1.48	22.53	4.67	2.12
430	Center Manager	15.46	15.83	13,604.80	0.37	13,931.32	326.52	20.24	1.50	22.86	4.73	2.16
431	Center Manager	15.48	15.85	13,622.40	0.37	13,949.34	326.94	20.27	1.50	22.89	4.74	2.16
432	Center Manager	15.56	15.93	13,692.80	0.37	14,021.43	328.63	20.37	1.51	23.00	4.77	2.17
433	Center Manager	16.04	16.42	14,115.20	0.38	14,453.96	338.76	21.00	1.56	23.71	4.91	2.24
434	Center Manager	16.35	16.74	14,388.00	0.39	14,733.31	345.31	21.41	1.59	24.17	5.01	2.28
435	Center Manager	16.40	16.79	14,432.00	0.39	14,778.37	346.37	21.47	1.59	24.25	5.02	2.29
436	Center Manager	16.82	17.22	14,801.60	0.40	15,156.84	355.24	22.02	1.63	24.87	5.15	2.34
437	Center Manager	17.28	17.69	15,206.40	0.41	15,571.35	364.95	22.63	1.68	25.55	5.29	2.41
438	Center Manager	17.28	17.69	15,206.40	0.41	15,571.35	364.95	22.63	1.68	25.55	5.29	2.41
439	Center Manager	17.28	17.69	15,206.40	0.41	15,571.35	364.95	22.63	1.68	25.55	5.29	2.41
440	Center Manager	17.28	17.69	15,206.40	0.41	15,571.35	364.95	22.63	1.68	25.55	5.29	2.41
441	Center Manager	17.28	17.69	15,206.40	0.41	15,571.35	364.95	22.63	1.68	25.55	5.29	2.41

## Hidalgo County Head Start Program

2.4% Increase for all positions; last 5 positions include 50% of the 50% discussed at CC

442	Center Manager	17.28	17.69	15,206.40	0.41	15,571.35	364.95	22.63	1.68	25.55	5.29	2.41
443	Center Manager	17.28	17.69	15,206.40	0.41	15,571.35	364.95	22.63	1.68	25.55	5.29	2.41
444	Center Manager	17.39	17.81	15,303.20	0.42	15,670.48	367.28	22.77	1.69	25.71	5.33	2.42
445	Center Manager	17.83	18.26	15,690.40	0.43	16,066.97	376.57	23.35	1.73	26.36	5.46	2.49
446	Center Manager	17.28	17.69	15,206.40	0.41	15,571.35	364.95	22.63	1.68	25.55	5.29	2.41
447	SS Facilitator	12.50	12.80	11,000.00	0.30	11,264.00	264.00	16.37	1.21	18.48	3.83	1.74
448	SS Facilitator	12.69	12.99	11,167.20	0.30	11,435.21	268.01	16.62	1.23	18.76	3.89	1.77
449	SS Facilitator	14.69	15.04	12,927.20	0.35	13,237.45	310.25	19.24	1.43	21.72	4.50	2.05
450	SS Facilitator	14.73	15.08	12,962.40	0.35	13,273.50	311.10	19.29	1.43	21.78	4.51	2.05
451	SS Facilitator	14.84	15.20	13,059.20	0.36	13,372.62	313.42	19.43	1.44	21.94	4.54	2.07
452	SS Facilitator	15.25	15.62	13,420.00	0.37	13,742.08	322.08	19.97	1.48	22.55	4.67	2.13
453	SS Facilitator/Term	12.69	12.99	11,167.20	0.30	11,435.21	268.01	16.62	1.23	18.76	3.89	1.77
454	SS Assistant	9.40	9.63	8,272.00	0.23	8,470.53	198.53	12.31	0.91	13.90	2.88	1.31
455	SS Assistant	9.40	9.63	8,272.00	0.23	8,470.53	198.53	12.31	0.91	13.90	2.88	1.31
456	SS Assistant	9.40	9.63	8,272.00	0.23	8,470.53	198.53	12.31	0.91	13.90	2.88	1.31
457	SS Assistant	9.40	9.63	8,272.00	0.23	8,470.53	198.53	12.31	0.91	13.90	2.88	1.31
458	SS Assistant	9.40	9.63	8,272.00	0.23	8,470.53	198.53	12.31	0.91	13.90	2.88	1.31
459	SS Assistant	9.40	9.63	8,272.00	0.23	8,470.53	198.53	12.31	0.91	13.90	2.88	1.31
460	SS Assistant	9.40	9.63	8,272.00	0.23	8,470.53	198.53	12.31	0.91	13.90	2.88	1.31
461	SS Assistant	9.40	9.63	8,272.00	0.23	8,470.53	198.53	12.31	0.91	13.90	2.88	1.31
462	SS Assistant	9.40	9.63	8,272.00	0.23	8,470.53	198.53	12.31	0.91	13.90	2.88	1.31
463	SS Assistant	9.40	9.63	8,272.00	0.23	8,470.53	198.53	12.31	0.91	13.90	2.88	1.31
464	SS Assistant	9.40	9.63	8,272.00	0.23	8,470.53	198.53	12.31	0.91	13.90	2.88	1.31
465	SS Assistant	9.40	9.63	8,272.00	0.23	8,470.53	198.53	12.31	0.91	13.90	2.88	1.31
466	SS Assistant	9.40	9.63	8,272.00	0.23	8,470.53	198.53	12.31	0.91	13.90	2.88	1.31
467	SS Assistant	9.40	9.63	8,272.00	0.23	8,470.53	198.53	12.31	0.91	13.90	2.88	1.31
468	SS Assistant	9.40	9.63	8,272.00	0.23	8,470.53	198.53	12.31	0.91	13.90	2.88	1.31
469	SS Assistant	9.40	9.63	8,272.00	0.23	8,470.53	198.53	12.31	0.91	13.90	2.88	1.31
470	SS Assistant	9.40	9.63	8,272.00	0.23	8,470.53	198.53	12.31	0.91	13.90	2.88	1.31
471	SS Assistant	9.40	9.63	8,272.00	0.23	8,470.53	198.53	12.31	0.91	13.90	2.88	1.31
472	SS Assistant	9.40	9.63	8,272.00	0.23	8,470.53	198.53	12.31	0.91	13.90	2.88	1.31
473	SS Assistant	9.40	9.63	8,272.00	0.23	8,470.53	198.53	12.31	0.91	13.90	2.88	1.31
474	SS Assistant	9.40	9.63	8,272.00	0.23	8,470.53	198.53	12.31	0.91	13.90	2.88	1.31
475	SS Assistant	9.40	9.63	8,272.00	0.23	8,470.53	198.53	12.31	0.91	13.90	2.88	1.31
476	SS Assistant	9.40	9.63	8,272.00	0.23	8,470.53	198.53	12.31	0.91	13.90	2.88	1.31
477	SS Assistant	9.40	9.63	8,272.00	0.23	8,470.53	198.53	12.31	0.91	13.90	2.88	1.31
478	SS Assistant	9.40	9.63	8,272.00	0.23	8,470.53	198.53	12.31	0.91	13.90	2.88	1.31



## Hidalgo County Head Start Program

2.4% Increase for all positions; last 5 positions include 50% of the 50% discussed at CC

516	SS Assistant	9.40	9.63	8,272.00	0.23	8,470.53	198.53	12.31	0.91	13.90	2.88	1.31
517	SS Assistant	9.40	9.63	8,272.00	0.23	8,470.53	198.53	12.31	0.91	13.90	2.88	1.31
518	SS Assistant	9.40	9.63	8,272.00	0.23	8,470.53	198.53	12.31	0.91	13.90	2.88	1.31
519	SS Assistant	9.40	9.63	8,272.00	0.23	8,470.53	198.53	12.31	0.91	13.90	2.88	1.31
520	SS Assistant	9.40	9.63	8,272.00	0.23	8,470.53	198.53	12.31	0.91	13.90	2.88	1.31
521	SS Assistant	9.52	9.75	8,377.60	0.23	8,578.66	201.06	12.47	0.92	14.07	2.92	1.33
522	SS Assistant	9.52	9.75	8,377.60	0.23	8,578.66	201.06	12.47	0.92	14.07	2.92	1.33
523	SS Assistant	9.92	10.16	8,729.60	0.24	8,939.11	209.51	12.99	0.96	14.67	3.04	1.38
524	SS Assistant	10.39	10.64	9,143.20	0.25	9,362.64	219.44	13.61	1.01	15.36	3.18	1.45
525	SS Assistant	9.52	9.75	8,377.60	0.23	8,578.66	201.06	12.47	0.92	14.07	2.92	1.33
526	Custodian	8.82	9.03	7,761.60	0.21	7,947.88	186.28	11.55	0.86	13.04	2.70	7.13
527	Custodian	8.82	9.03	7,761.60	0.21	7,947.88	186.28	11.55	0.86	13.04	2.70	7.13
528	Custodian	8.82	9.03	7,761.60	0.21	7,947.88	186.28	11.55	0.86	13.04	2.70	7.13
529	Custodian	8.82	9.03	7,761.60	0.21	7,947.88	186.28	11.55	0.86	13.04	2.70	7.13
530	Custodian	8.82	9.03	7,761.60	0.21	7,947.88	186.28	11.55	0.86	13.04	2.70	7.13
531	Custodian	8.82	9.03	7,761.60	0.21	7,947.88	186.28	11.55	0.86	13.04	2.70	7.13
532	Custodian	8.82	9.03	7,761.60	0.21	7,947.88	186.28	11.55	0.86	13.04	2.70	7.13
533	Custodian	8.82	9.03	7,761.60	0.21	7,947.88	186.28	11.55	0.86	13.04	2.70	7.13
534	Custodian	8.82	9.03	7,761.60	0.21	7,947.88	186.28	11.55	0.86	13.04	2.70	7.13
535	Custodian	8.82	9.03	7,761.60	0.21	7,947.88	186.28	11.55	0.86	13.04	2.70	7.13
536	Custodian	8.82	9.03	7,761.60	0.21	7,947.88	186.28	11.55	0.86	13.04	2.70	7.13
537	Custodian	8.82	9.03	7,761.60	0.21	7,947.88	186.28	11.55	0.86	13.04	2.70	7.13
538	Custodian	8.82	9.03	7,761.60	0.21	7,947.88	186.28	11.55	0.86	13.04	2.70	7.13
539	Custodian	8.82	9.03	7,761.60	0.21	7,947.88	186.28	11.55	0.86	13.04	2.70	7.13
540	Custodian	8.82	9.03	7,761.60	0.21	7,947.88	186.28	11.55	0.86	13.04	2.70	7.13
541	Custodian	8.82	9.03	7,761.60	0.21	7,947.88	186.28	11.55	0.86	13.04	2.70	7.13
542	Custodian	8.82	9.03	7,761.60	0.21	7,947.88	186.28	11.55	0.86	13.04	2.70	7.13
543	Custodian	8.82	9.03	7,761.60	0.21	7,947.88	186.28	11.55	0.86	13.04	2.70	7.13
544	Custodian	8.82	9.03	7,761.60	0.21	7,947.88	186.28	11.55	0.86	13.04	2.70	7.13
545	Custodian	8.82	9.03	7,761.60	0.21	7,947.88	186.28	11.55	0.86	13.04	2.70	7.13
546	Custodian	8.82	9.03	7,761.60	0.21	7,947.88	186.28	11.55	0.86	13.04	2.70	7.13
547	Custodian	8.82	9.03	7,761.60	0.21	7,947.88	186.28	11.55	0.86	13.04	2.70	7.13
548	Custodian	8.94	9.15	7,867.20	0.21	8,056.01	188.81	11.71	0.87	13.22	2.74	7.23
549	Custodian	8.94	9.15	7,867.20	0.21	8,056.01	188.81	11.71	0.87	13.22	2.74	7.23
550	Custodian	8.94	9.15	7,867.20	0.21	8,056.01	188.81	11.71	0.87	13.22	2.74	7.23
551	Custodian	8.94	9.15	7,867.20	0.21	8,056.01	188.81	11.71	0.87	13.22	2.74	7.23
552	Custodian	8.94	9.15	7,867.20	0.21	8,056.01	188.81	11.71	0.87	13.22	2.74	7.23

## Hidalgo County Head Start Program

2.4% Increase for all positions; last 5 positions include 50% of the 50% discussed at CC

553	Custodian	8.94	9.15	7,867.20	0.21	8,056.01	188.81	11.71	0.87	13.22	2.74	7.23
554	Custodian	8.94	9.15	7,867.20	0.21	8,056.01	188.81	11.71	0.87	13.22	2.74	7.23
555	Custodian	8.94	9.15	7,867.20	0.21	8,056.01	188.81	11.71	0.87	13.22	2.74	7.23
556	Custodian	8.94	9.15	7,867.20	0.21	8,056.01	188.81	11.71	0.87	13.22	2.74	7.23
557	Custodian	8.94	9.15	7,867.20	0.21	8,056.01	188.81	11.71	0.87	13.22	2.74	7.23
558	Custodian	8.94	9.15	7,867.20	0.21	8,056.01	188.81	11.71	0.87	13.22	2.74	7.23
559	Custodian	8.94	9.15	7,867.20	0.21	8,056.01	188.81	11.71	0.87	13.22	2.74	7.23
560	Custodian	8.94	9.15	7,867.20	0.21	8,056.01	188.81	11.71	0.87	13.22	2.74	7.23
561	Custodian	8.94	9.15	7,867.20	0.21	8,056.01	188.81	11.71	0.87	13.22	2.74	7.23
562	Custodian	8.94	9.15	7,867.20	0.21	8,056.01	188.81	11.71	0.87	13.22	2.74	7.23
563	Custodian	8.94	9.15	7,867.20	0.21	8,056.01	188.81	11.71	0.87	13.22	2.74	7.23
564	Custodian	8.94	9.15	7,867.20	0.21	8,056.01	188.81	11.71	0.87	13.22	2.74	7.23
565	Custodian	8.94	9.15	7,867.20	0.21	8,056.01	188.81	11.71	0.87	13.22	2.74	7.23
566	Custodian	8.94	9.15	7,867.20	0.21	8,056.01	188.81	11.71	0.87	13.22	2.74	7.23
567	Custodian	8.94	9.15	7,867.20	0.21	8,056.01	188.81	11.71	0.87	13.22	2.74	7.23
568	Custodian	8.94	9.15	7,867.20	0.21	8,056.01	188.81	11.71	0.87	13.22	2.74	7.23
569	Custodian	8.94	9.15	7,867.20	0.21	8,056.01	188.81	11.71	0.87	13.22	2.74	7.23
570	Custodian	8.94	9.15	7,867.20	0.21	8,056.01	188.81	11.71	0.87	13.22	2.74	7.23
571	Custodian	8.94	9.15	7,867.20	0.21	8,056.01	188.81	11.71	0.87	13.22	2.74	7.23
572	Custodian	8.94	9.15	7,867.20	0.21	8,056.01	188.81	11.71	0.87	13.22	2.74	7.23
573	Custodian	8.94	9.15	7,867.20	0.21	8,056.01	188.81	11.71	0.87	13.22	2.74	7.23
574	Custodian	8.94	9.15	7,867.20	0.21	8,056.01	188.81	11.71	0.87	13.22	2.74	7.23
575	Custodian	9.11	9.33	8,016.80	0.22	8,209.20	192.40	11.93	0.89	13.47	2.79	7.37
576	Custodian	9.24	9.46	8,131.20	0.22	8,326.35	195.15	12.10	0.90	13.66	2.83	7.47
577	Bus Aide Substit.	8.93	9.14	7,858.40	0.21	8,047.00	188.60	11.69	0.87	13.20	2.73	7.23
578	Bus Aide Substit.	8.93	9.14	7,858.40	0.21	8,047.00	188.60	11.69	0.87	13.20	2.73	7.23
579	Bus Aide Substit.	8.93	9.14	7,858.40	0.21	8,047.00	188.60	11.69	0.87	13.20	2.73	7.23
580	Bus Aide Substit.	8.93	9.14	7,858.40	0.21	8,047.00	188.60	11.69	0.87	13.20	2.73	7.23
581	Bus Aide Substit.	8.93	9.14	7,858.40	0.21	8,047.00	188.60	11.69	0.87	13.20	2.73	7.23
582	Bus Aide Substit.	8.93	9.14	7,858.40	0.21	8,047.00	188.60	11.69	0.87	13.20	2.73	7.23
583	Bus Aide Substit.	8.93	9.14	7,858.40	0.21	8,047.00	188.60	11.69	0.87	13.20	2.73	7.23
584	Bus Aide Substit.	8.93	9.14	7,858.40	0.21	8,047.00	188.60	11.69	0.87	13.20	2.73	7.23
585	Bus Aide Substit.	8.93	9.14	7,858.40	0.21	8,047.00	188.60	11.69	0.87	13.20	2.73	7.23
586	Bus Aide Substit.	8.93	9.14	7,858.40	0.21	8,047.00	188.60	11.69	0.87	13.20	2.73	7.23
587	Bus Aide Substit.	8.93	9.14	7,858.40	0.21	8,047.00	188.60	11.69	0.87	13.20	2.73	7.23
588	Bus Aide Substit.	8.93	9.14	7,858.40	0.21	8,047.00	188.60	11.69	0.87	13.20	2.73	7.23
589	Bus Aide Substit.	8.93	9.14	7,858.40	0.21	8,047.00	188.60	11.69	0.87	13.20	2.73	7.23

## Hidalgo County Head Start Program

2.4% Increase for all positions; last 5 positions include 50% of the 50% discussed at CC

590	Bus Aide Substit.	8.93	9.14	7,858.40	0.21	8,047.00	188.60	11.69	0.87	13.20	2.73	1.24
591	Bus Aide Substit.	9.29	9.51	8,175.20	0.22	8,371.40	196.20	12.16	0.90	13.73	2.84	1.29
592	Bus Driver/Maint.	9.27	9.49	8,157.60	0.22	8,353.38	195.78	12.14	0.90	13.70	2.84	11.61
593	Bus Driver/Maint.	9.27	9.49	8,157.60	0.22	8,353.38	195.78	12.14	0.90	13.70	2.84	11.61
594	Bus Driver/Maint.	9.27	9.49	8,157.60	0.22	8,353.38	195.78	12.14	0.90	13.70	2.84	11.61
595	Bus Driver/Maint.	9.27	9.49	8,157.60	0.22	8,353.38	195.78	12.14	0.90	13.70	2.84	11.61
596	Bus Driver/Maint.	9.27	9.49	8,157.60	0.22	8,353.38	195.78	12.14	0.90	13.70	2.84	11.61
597	Bus Driver/Maint.	9.27	9.49	8,157.60	0.22	8,353.38	195.78	12.14	0.90	13.70	2.84	11.61
598	Bus Driver/Maint.	9.27	9.49	8,157.60	0.22	8,353.38	195.78	12.14	0.90	13.70	2.84	11.61
599	Bus Driver/Maint.	9.27	9.49	8,157.60	0.22	8,353.38	195.78	12.14	0.90	13.70	2.84	11.61
600	Bus Driver/Maint.	9.27	9.49	8,157.60	0.22	8,353.38	195.78	12.14	0.90	13.70	2.84	11.61
601	Bus Driver/Maint.	9.27	9.49	8,157.60	0.22	8,353.38	195.78	12.14	0.90	13.70	2.84	11.61
602	Bus Driver/Maint.	9.27	9.49	8,157.60	0.22	8,353.38	195.78	12.14	0.90	13.70	2.84	11.61
603	Bus Driver/Maint.	9.27	9.49	8,157.60	0.22	8,353.38	195.78	12.14	0.90	13.70	2.84	11.61
604	Bus Driver/Maint.	9.27	9.49	8,157.60	0.22	8,353.38	195.78	12.14	0.90	13.70	2.84	11.61
605	Bus Driver/Maint.	9.27	9.49	8,157.60	0.22	8,353.38	195.78	12.14	0.90	13.70	2.84	11.61
606	Bus Driver/Maint.	9.27	9.49	8,157.60	0.22	8,353.38	195.78	12.14	0.90	13.70	2.84	11.61
607	Bus Driver/Maint.	9.27	9.49	8,157.60	0.22	8,353.38	195.78	12.14	0.90	13.70	2.84	11.61
608	Bus Driver/Maint.	9.42	9.65	8,289.60	0.23	8,488.55	198.95	12.33	0.92	13.93	2.88	11.80
609	Bus Driver/Maint.	9.42	9.65	8,289.60	0.23	8,488.55	198.95	12.33	0.92	13.93	2.88	11.80
610	Bus Driver/Maint.	9.42	9.65	8,289.60	0.23	8,488.55	198.95	12.33	0.92	13.93	2.88	11.80
611	Bus Driver/Maint.	10.02	10.26	8,817.60	0.24	9,029.22	211.62	13.12	0.97	14.81	3.07	12.55
612	Bus Driver/Maint.	10.02	10.26	8,817.60	0.24	9,029.22	211.62	13.12	0.97	14.81	3.07	12.55
613	Bus Driver/Maint.	10.02	10.26	8,817.60	0.24	9,029.22	211.62	13.12	0.97	14.81	3.07	12.55
614	Bus Driver/Maint.	9.42	9.65	8,289.60	0.23	8,488.55	198.95	12.33	0.92	13.93	2.88	11.80
615	Bus Driver/Maint.	9.42	9.65	8,289.60	0.23	8,488.55	198.95	12.33	0.92	13.93	2.88	11.80
616	Bus Driver/Maint.	9.42	9.65	8,289.60	0.23	8,488.55	198.95	12.33	0.92	13.93	2.88	11.80
617	Bus Driver/Maint.	9.42	9.65	8,289.60	0.23	8,488.55	198.95	12.33	0.92	13.93	2.88	11.80
618	Bus Driver/Maint.	9.42	9.65	8,289.60	0.23	8,488.55	198.95	12.33	0.92	13.93	2.88	11.80
619	Bus Driver/Maint.	9.42	9.65	8,289.60	0.23	8,488.55	198.95	12.33	0.92	13.93	2.88	11.80
620	Courier (Mail)	8.82	9.03	7,761.60	0.21	7,947.88	186.28	11.55	0.86	13.04	2.70	11.05
621	Courier (Whse)	8.82	9.03	7,761.60	0.21	7,947.88	186.28	11.55	0.86	13.04	2.70	11.05
622	Courier (Whse)	8.82	9.03	7,761.60	0.21	7,947.88	186.28	11.55	0.86	13.04	2.70	11.05
623	Courier (Whse)	8.82	9.03	7,761.60	0.21	7,947.88	186.28	11.55	0.86	13.04	2.70	11.05
624	Crew Leader	13.73	14.06	12,082.40	0.33	12,372.38	289.98	17.98	1.33	20.30	4.20	11.11
625	Crew Leader	13.73	14.06	12,082.40	0.33	12,372.38	289.98	17.98	1.33	20.30	4.20	11.11
626	Electrician Tech	14.69	15.04	12,927.20	0.35	13,237.45	310.25	19.24	1.43	21.72	4.50	12.75

## Hidalgo County Head Start Program

2.4% Increase for all positions; last 5 positions include 50% of the 50% discussed at CC

627	Maint. Worker	9.19	9.41	8,087.20	0.22	8,281.29	194.09	12.03	0.89	13.59	2.81	7.43
628	Maint. Worker	9.19	9.41	8,087.20	0.22	8,281.29	194.09	12.03	0.89	13.59	2.81	7.43
629	Maint. Worker	9.19	9.41	8,087.20	0.22	8,281.29	194.09	12.03	0.89	13.59	2.81	7.43
630	Maint. Worker	9.19	9.41	8,087.20	0.22	8,281.29	194.09	12.03	0.89	13.59	2.81	7.43
631	Maint. Worker	9.19	9.41	8,087.20	0.22	8,281.29	194.09	12.03	0.89	13.59	2.81	7.43
632	Maint. Worker	9.19	9.41	8,087.20	0.22	8,281.29	194.09	12.03	0.89	13.59	2.81	7.43
633	Maint. Worker	9.19	9.41	8,087.20	0.22	8,281.29	194.09	12.03	0.89	13.59	2.81	7.43
634	Maint. Worker	9.19	9.41	8,087.20	0.22	8,281.29	194.09	12.03	0.89	13.59	2.81	7.43
635	Maint. Worker	9.19	9.41	8,087.20	0.22	8,281.29	194.09	12.03	0.89	13.59	2.81	7.43
636	Maint. Worker	9.19	9.41	8,087.20	0.22	8,281.29	194.09	12.03	0.89	13.59	2.81	7.43
637	Clerk	8.82	9.03	7,761.60	0.21	7,947.88	186.28	11.55	0.86	13.04	2.70	0.39
638	Clerk	8.93	9.14	7,858.40	0.21	8,047.00	188.60	11.69	0.87	13.20	2.73	0.40
639	Clerk	8.82	9.03	7,761.60	0.21	7,947.88	186.28	11.55	0.86	13.04	2.70	0.39
640	A/P Bookkeeper	14.10	14.44	12,408.00	0.34	12,705.79	297.79	18.46	1.37	20.85	4.32	0.63
641	Admin for HR	32.65	33.43	28,732.00	0.78	29,421.57	689.57	42.75	3.17	48.27	10.00	6.00
642	Admin for Ed	32.65	33.43	28,732.00	0.78	29,421.57	689.57	42.75	3.17	48.27	10.00	4.55
643	Area Dir.	28.70	29.39	25,256.00	0.69	25,862.14	606.14	37.58	2.79	42.43	8.79	4.00
644	Area Dir.	28.70	29.39	25,256.00	0.69	25,862.14	606.14	37.58	2.79	42.43	8.79	4.00
645	Area Dir.	28.70	29.39	25,256.00	0.69	25,862.14	606.14	37.58	2.79	42.43	8.79	4.00
646	Area Dir.	28.70	29.39	25,256.00	0.69	25,862.14	606.14	37.58	2.79	42.43	8.79	4.00
647	Assist Bookkeeper	11.64	11.92	10,243.20	0.28	10,489.04	245.84	15.24	1.13	17.21	3.56	0.52
648	Assist Bookkeeper	11.64	11.92	10,243.20	0.28	10,489.04	245.84	15.24	1.13	17.21	3.56	0.52
649	Assist Bookkeeper	11.64	11.92	10,243.20	0.28	10,489.04	245.84	15.24	1.13	17.21	3.56	0.52
650	AsstAdmin for HR	21.94	22.47	19,307.20	0.53	19,770.57	463.37	28.73	2.13	32.44	6.72	0.97
651	Compliance Dir	28.70	29.39	25,256.00	0.69	25,862.14	606.14	37.58	2.79	42.43	8.79	4.00
652	Coordinator	15.81	16.19	13,912.80	0.38	14,246.71	333.91	20.70	1.54	23.37	4.84	0.70
653	Coordinator	18.63	19.08	16,394.40	0.45	16,787.87	393.47	24.39	1.81	27.54	5.71	0.83
654	Coordinator	18.63	19.08	16,394.40	0.45	16,787.87	393.47	24.39	1.81	27.54	5.71	0.83
655	Coordinator	18.63	19.08	16,394.40	0.45	16,787.87	393.47	24.39	1.81	27.54	5.71	2.60
656	Coordinator	18.63	19.08	16,394.40	0.45	16,787.87	393.47	24.39	1.81	27.54	5.71	0.83
657	Coordinator	19.35	19.81	17,028.00	0.46	17,436.67	408.67	25.34	1.88	28.61	5.93	0.86
658	Coordinator/LVN	17.02	17.43	14,977.60	0.41	15,337.06	359.46	22.29	1.65	25.16	5.21	3.38
659	Coordinator/LVN	17.02	17.43	14,977.60	0.41	15,337.06	359.46	22.29	1.65	25.16	5.21	3.38
660	Director	27.96	28.63	24,604.80	0.67	25,195.32	590.52	36.61	2.72	41.34	8.56	5.14
661	Director	27.96	28.63	24,604.80	0.67	25,195.32	590.52	36.61	2.72	41.34	8.56	5.14
662	Director	27.96	28.63	24,604.80	0.67	25,195.32	590.52	36.61	2.72	41.34	8.56	5.14
663	Director	27.96	28.63	24,604.80	0.67	25,195.32	590.52	36.61	2.72	41.34	8.56	5.14

## Hidalgo County Head Start Program

**Exhibit 1**

2.4% Increase for all positions; last 5 positions include 50% of the 50% discussed at CC

664	Director	28.45	29.13	25,036.00	0.68	25,636.86	600.86	37.25	2.76	42.06	8.71	5.23	
665	Director	27.96	28.63	24,604.80	0.67	25,195.32	590.52	36.61	2.72	41.34	8.56	5.14	
666	Director	27.96	28.63	24,604.80	0.67	25,195.32	590.52	36.61	2.72	41.34	8.56	5.14	
667	Exec. Secretary	17.53	17.95	15,426.40	0.42	15,796.63	370.23	22.95	1.70	25.92	5.37	0.78	
668	Exec. Secretary	18.55	19.00	16,324.00	0.45	16,715.78	391.78	24.29	1.80	27.42	5.68	0.82	
669	Facilitator	14.69	15.04	12,927.20	0.35	13,237.45	310.25	19.24	1.43	21.72	4.50	0.65	
670	Fam Records Spec	20.72	21.22	18,233.60	0.50	18,671.21	437.61	27.13	2.01	30.63	6.35	0.92	
671	HR Director	28.70	29.39	25,256.00	0.69	25,862.14	606.14	37.58	2.79	42.43	8.79	5.27	
672	MIS Facilit Tech 1	13.73	14.06	12,082.40	0.33	12,372.38	289.98	17.98	1.33	20.30	4.20	2.55	
673	MIS Facilit Tech 1	13.73	14.06	12,082.40	0.33	12,372.38	289.98	17.98	1.33	20.30	4.20	2.55	
674	MIS Facilit Tech 1	14.69	15.04	12,927.20	0.35	13,237.45	310.25	19.24	1.43	21.72	4.50	2.73	
675	Payroll Bookkeeper	14.10	14.44	12,408.00	0.34	12,705.79	297.79	18.46	1.37	20.85	4.32	0.63	
676	Receptionist	8.82	9.03	7,761.60	0.21	7,947.88	186.28	11.55	0.86	13.04	2.70	0.39	
677	Registered Nurse	18.63	19.08	16,394.40	0.45	16,787.87	393.47	24.39	1.81	27.54	5.71	3.70	
678	Secretary	9.92	10.16	8,729.60	0.24	8,939.11	209.51	12.99	0.96	14.67	3.04	0.44	
679	Secretary	9.92	10.16	8,729.60	0.24	8,939.11	209.51	12.99	0.96	14.67	3.04	0.44	
680	Secretary	9.92	10.16	8,729.60	0.24	8,939.11	209.51	12.99	0.96	14.67	3.04	0.44	
681	Secretary	9.92	10.16	8,729.60	0.24	8,939.11	209.51	12.99	0.96	14.67	3.04	0.44	
682	Secretary	9.92	10.16	8,729.60	0.24	8,939.11	209.51	12.99	0.96	14.67	3.04	0.44	
683	Secretary	9.92	10.16	8,729.60	0.24	8,939.11	209.51	12.99	0.96	14.67	3.04	0.44	
684	Secretary	10.85	11.11	9,548.00	0.26	9,777.15	229.15	14.21	1.05	16.04	3.32	0.48	
685	Special Ser Coord	18.63	19.08	16,394.40	0.45	16,787.87	393.47	24.39	1.81	27.54	5.71	2.60	
686	Special Ser Coord	18.63	19.08	16,394.40	0.45	16,787.87	393.47	24.39	1.81	27.54	5.71	2.60	
687	RM Specialist	20.00	20.48	17,600.00	0.48	18,022.40	422.40	26.19	1.94	29.57	6.12	3.67	
	Executive Director	46.56	50.44	96,844.80	3.88	104,915.20	2,017.60	125.09	9.28	141.23	29.26	17.55	
	MIS Director	26.44	28.36	54,995.20	1.92	58,988.80	998.40	61.90	4.59	69.89	14.48	8.69	
	Ass Program Dir	38.20	41.02	79,456.00	2.82	85,321.60	1,466.40	90.92	6.75	102.65	21.26	12.76	
	Ass Program Dir	39.04	41.44	81,203.20	2.40	86,195.20	1,248.00	77.38	5.74	87.36	18.10	10.86	
	CFO	31.78	33.70	66,102.40	1.92	70,096.00	998.40	61.90	4.59	69.89	14.48	8.69	
				<b>7,369,612.00</b>		<b>7,564,311.45</b>	<b>174,513.05</b>	<b>10,819.81</b>	<b>802.76</b>	<b>12,215.91</b>	<b>2,530.44</b>	<b>1,876.30</b>	<b>202,758.28</b>

2.4 % Increase for all positions except last 5 positions @ 50% of the 50% discussed at CC

**HIDALGO COUNTY**  
**ADMINISTRATIVE SALARY SCALE**

**2016**  
**Hidalgo County**  
**Administrative Salary Scale**

	<b>SALARY</b>
COUNTY AUDITOR	\$ 121,411
CHIEF ADMIN OFFICER-HEALTH ADMIN	\$ 114,954
DIRECTOR – URBAN COUNTY	\$ 112,984
PURCHASE AGENT	\$ 111,710
DIRECTOR – WIC	\$ 104,265
COUNTY TREASURER	\$ 100,425
H.R. DIRECTOR/CIVIL SERV. SECRETARY	\$ 99,198
CHIEF INFORMATION OFFICER	\$ 98,040
BUDGET OFFICER	\$ 95,481
FIRST ASSISTANT AUDITOR	\$ 95,008
DIRECTOR OF PLANNING	\$ 92,700
SAFETY DIRECTOR	\$ 91,492
CHIEF ADMINISTRATOR PCT 1	\$ 90,176
CHIEF ADMINISTRATOR PCT 3	\$ 89,495
OPERATIONS ADMINISTRATOR –EXC. OFFICE	\$ 89,495
OPERATIONS ADMINISTRATOR –EXC. OFFICE	\$ 89,495
EXECUTIVE ASSISTANT IV-PCT 4	\$ 81,642
COORD – ENVIROMENTAL COMPLIANCE	\$ 80,980
DIRECTOR OF HUMAN SERVICES	\$ 79,280
CHIEF DEPUTY II – TREASURER	\$ 78,699
DIRECTOR OF AUDIT DIVISION	\$ 77,971
DIRECTOR OF ACCOUNTING DIVISION	\$ 77,971
IT Director	\$98,040

**HIDALGO COUNTY H/S PROGRAM  
WAGE COMPARABILITY**

2016 HIDALGO COUNTY HEAD START PROGRAM WAGE COMPARABILITY (Children Enrolled - Personnel)	(Superintendents) Executive Director Yearly Salary	Assistant Directors Yearly Salary	Administrator for Human Resources	Administrator for Education	Administrative Assistant Yearly Salary	Department Directors Yearly Salary	Chief Financial Officer Yearly Salary	Fiscal Officer Yearly Salary	Center/Managers Yearly Salary	Coordinators Family Services, Special Services, Education, Nutrition, Public Information, Transportation Yearly Salary	Specialist Family Records, Risk Management Yearly Salary	Teacher (Associates) Yearly Salary	Teacher (Bachelors) Yearly Salary	Aide (Teacher Assistant, Disability Service & Bus Aide) Yearly Salary	Education Area Directors Yearly Salary	Special Services Director Yearly Salary	Assistant Administrator for Human Resources
Hidalgo County Head Start Program (3,690- 795)	\$96,845	\$79,456.00 - \$81,203.20	\$67,912	\$67,912	na	\$54,995.20 - \$58,156.80	\$66,102	na	\$30,971.20 - \$37,086.40	\$32,884.80 - \$38,750.40	\$41,600	\$26,853	\$30,555	\$18,574	\$54,995.20 - \$58,156.80	\$54,995.20 - \$58,156.80	\$45,635
2015-2016 Texas Head Start Salary Survey	\$ 86,563.00 \$110,088.00	n/a	n/a	n/a	n/a	\$58,704.00 \$66,000.00	\$66,551.00 \$71,705.00	n/a	\$ 33,408.00 \$41,749.00	\$35,401.00 \$46,225.00	n/a	\$21,614.00 \$22,326.00	\$27,740.00 \$26,377.00	\$14,500.00 \$17,409.00	\$58,704.00 \$66,000.00	\$58,704.00 \$66,000.00	n/a
Community Action Inc of Central Texas	\$68,640.00 \$79,040.00	n/a	\$54,080.00 \$62,400.00	\$60,320.00 \$68,640.00	n/a	\$54,080.00 \$68,640.00	\$64,480.00 \$74,880.00	n/a	\$41,600.00 \$45,760.00	\$45,760.00 \$54,080.00	n/a	\$27,040.00 \$29,120.00	\$29,120.00 \$35,360.00	\$20,800.00 \$22,880.00	\$54,080.00 \$68,640.00	\$54,080.00 \$68,640.00	\$24,960.00 \$31,200.00
ESC Region 19 Head Start (4,375 - 1,017 )	\$74,481.00 \$111,724.00	\$68,963.00 \$103,447.00	\$65,062.00 \$97,591.00	\$68,963.00 \$103,447.00	n/a	\$44,387.00 \$66,579.00	\$85,655.00 \$128,482.00 (Not Head Start Funded)	n/a	\$29,022.00 \$43,534.00	n/a	\$31,390.00 \$47,076.00	\$27,740.00 \$41,602.00	\$25,000.00 \$40,000.00	\$15,830.00 \$23,712.00	\$44,387.00 \$66,579.00	\$44,387.00 \$66,579.00	n/a
Swisher County Head Start ( 54 - 21)	n/a	n/a	n/a	n/a	n/a	\$40,000.00 \$47,000.00	n/a	n/a	n/a	\$25,000 \$33,000.00	\$25,000.00 \$33,000.00	\$23,545	n/a	n/a	n/a	n/a	n/a
Webb County Head Start (1,200 - 316)	\$111,834	n/a	n/a	\$56,897	n/a	n/a	n/a	n/a	\$25,032.00 \$25,401.00	\$53,647	n/a	\$20,800	n/a	\$15,278.00 \$18,094.00	n/a	n/a	n/a
Alabama Coushetta Head Start	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	\$28,080	n/a	n/a	\$20,800	\$24,960.00 \$30,326.00	\$15,080	n/a	n/a	n/a
Alabama Coushetta Head Start	\$91,467 - \$137,201	n/a	\$39,536- \$59,316	n/a	n/a	\$52,291 - \$103,713	\$69,141	n/a	n/a	\$34,380 - \$59,316	n/a	\$29,640	\$41,662	\$19,011	n/a	n/a	\$34,380 - \$51,570
AVANCE-San Antonio 2015 (1,629 -422)	\$150,000.00 - \$179,500.00	\$62,350.00 - \$102,625.00	n/a	n/a	n/a	n/a	n/a	n/a	\$32,208.00 - 63,250.00	n/a	n/a	n/a	n/a	n/a	n/a	n/a	\$42,260.00 - \$66,593.00
Child Care Associates (2,632 - 860))	\$87,396	\$63,144.00 - \$88,584.00	n/a	n/a	\$51,276.00 - \$27,432.00	\$46,140	\$64,476	\$32,748.00 - \$39,384.00	\$32,136	n/a	\$33,204.00 - \$38,544.00	n/a	\$28,656	\$19,068	\$42,096.00 - \$61,440.00	n/a	n/a
Community Action, Inc of Hays, Caldwell & Blanco Counties	n/a	n/a	n/a	n/a	\$27,869	\$64,300	\$64,300	n/a	\$37,159.46 - \$48,517.59	\$42,981	\$40,800	\$24,152	\$34,856	\$18,075	\$64,300	\$64,300	\$42,981
Head Start of Greater Dallas (4,000)	\$78,908	n/a	n/a	n/a	n/a	n/a	\$66,997	n/a	\$33,758	n/a	n/a	\$26,458	\$27,717	\$19,035	\$32,718	n/a	n/a
Nueces County CAA	\$43,200	n/a	n/a	n/a	\$23,984	n/a	\$68,749	n/a	n/a	\$29,494	n/a	\$21,736	\$22,339	\$17,389.00 - \$19,802.00	n/a	n/a	n/a
Hill County Community Action Co.	\$92,373	\$49,857.60 - \$69,659.20	n/a	n/a	\$28,766	n/a	\$104,686	\$35,818	\$30,201.60 - \$34,174.40	\$26,873.60 - \$38,584.00	\$32,240	\$21,528	\$30,659	\$17,410	\$41,600	n/a	\$51,626
South Plains Community Action Assoc., Inc. (1,487 /410)	\$125,000	\$85,000	n/a	n/a	n/a	n/a	\$95,000	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Community Action Corporation (1,500 - 330)	\$125,000	\$85,000	n/a	n/a	n/a	n/a	\$95,000	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a

2016 HIDALGO COUNTY HEAD START PROGRAM WAGE COMPARABILITY (Children Enrolled - Personnel)	LVN Yearly Salary	RN Yearly Salary	(Social Worker) Support Service Facilitator Yearly Salary	MIS Facilitator Technician Yearly Salary	Electrician Tech Crew Leader	Clerks, Maintenance Worker, Warehouse Counter Yearly Salary	Secretary Yearly Salary	Head Cook Yearly Salary	Custodians Yearly Salary	Kitchen Helper, Assistant Cooks, Food Transport Drivers	Assistant Bookkeeper Yearly Salary	Bookkeeper Finance, Nutrition Yearly Salary	Executive Secretary Yearly Salary	Bus Drivers Yearly Salary
Hidalgo County Head Start Program (3,690- 795)	\$35,402	\$46,987	\$26,000.00 - \$35,318.40	\$54,995	\$30,555	\$18,346	\$20,634	\$27,019	\$18,346	\$18,346	\$24,211	\$24,211	\$36,462	\$19,282
2015-2016 Texas Head Start Salary Survey	\$30,557.00 \$35,207.00	\$45,000.00 \$50,909.00	\$23,642.00 \$27,551.00	\$43,551.00 \$48,275.00	n/a	\$20,000.00 \$25,327.00	n/a	n/a	n/a	n/a	n/a	\$29,328.00 \$34,589.00	\$30,000.00 \$34,847.00	n/a
Community Action Inc of Central Texas	n/a	n/a	n/a	n/a	n/a	\$16,640.00 \$24,960.00	n/a	\$16,640.00 \$22,880.00	n/a	\$16,640.00 \$20,800.00	\$27,040.00 \$37,440.00	n/a	\$18,720.00 \$27,040.00	\$24,960.00 \$35,360.00
ESC Region 19 Head Start (4,375 - 1,017 )	n/a	\$49,712.00 \$74,571.00	\$29,681.00 \$44,410.00	n/a	\$27,090.00 \$38,992.00	\$19,814.00 \$28,518.00	\$22,790.00 \$32,800.00	\$16,522.00 \$23,788.00	\$15,830.00 \$22,814.00	\$15,504.00 \$22,344.00	n/a	\$35,156.00 \$52,734.00	\$26,918.00 \$40,368.00	\$18,360.00 \$26,431.00
Swisher County Head Start (.54 - 21)	n/a	n/a	\$30,000.00 \$33,000.00	n/a	n/a	n/a	n/a	\$15,000.00 \$15,700.00	n/a	n/a	n/a	n/a	n/a	n/a
Webb County Head Start (1,200 - 316)	\$42,127	n/a	n/a	n/a	n/a	\$17,772.00 \$23,948.00	\$38,434	\$27,760	n/a	\$15,783.00 \$18,107.00	n/a	n/a	n/a	\$18,107
Alabama Coushetta Head Start	n/a	n/a	\$20,800.00 \$27,830.40	n/a	n/a	n/a	n/a	\$16,640.00 \$21,070.40	n/a	\$15,080.00 \$16,640.00	n/a	n/a	n/a	n/a
AVANCE-San Antonio 2015 (1,629 - 422)	n/a	\$39,536 - \$59,316	\$29,902 - \$44,863	n/a	n/a	\$17,084 - \$39,006	\$34,536 \$51,570	\$20,779	\$17,084 - \$25,636	\$17,084 - \$25,636	\$29,902 - \$44,863	\$34,380 - \$51,570	\$39,536 - \$59,316	\$17,084 - \$29,477
Child Care Associates (2,632 - 860))	n/a	\$42,260.00 - \$66,593.00	\$25,500.00 - \$40,102.00	\$32,208.00 - \$48,72.00	n/a	n/a	n/a	n/a	n/a	n/a	n/a	\$40,250.00 - \$63,250.00	n/a	n/a
Community Action, Inc of Hays, Caldwell & Blanco Counties	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Head Start of Greater Dallas (4,000)	n/a	\$47,519	n/a	n/a	n/a	\$23,851.89 - 27,869.32	n/a	\$22,569	\$21,006	\$17,607	n/a	n/a	n/a	\$25,609
Nueces County CAA	n/a	n/a	\$18,013	n/a	\$27,867	n/a	n/a	\$16,702	n/a	n/a	n/a	n/a	n/a	n/a
Hill County Community Action Co.	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
South Plains Community Action Assoc., Inc. (1,487 /410)	\$50,877	n/a	n/a	n/a	n/a	\$21,819	\$27,560	\$21,819	\$19,760	\$19,074	n/a	n/a	n/a	\$22,693
Community Action Corporation (1,500 - 330)	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a

**HIDALGO COUNTY H/S PROGRAM  
SALARY SCALE (COLA 2.4%)**

**Head Start Program Staff - Salary Scale for 2016-2017 (COLA 2.4%)**

#	POSITION - TITLE	Current Annual	2.4% COLA
1	Administrator for Education - Masters	67,912.00	69,541.89
2	Administrator for Human Resources - Masters	67,912.00	69,541.89
3	Assistant Administrator for Human Resources	45,635.20	46,730.44
4	Assistant Bookkeeper - Procurement	24,211.20	24,792.27
5	Assistant Bookkeeper- Finance	24,211.20	24,792.27
6	Assistant Cook	18,844.80	19,297.08
7	*Assistant Director for Operations	79,456.00	85,321.60
8	*Assistant Director for Programmatic Services- Masters	81,203.20	86,195.20
9	Assistant Teacher	18,574.40	19,020.19
10	Bookkeeper - Finance	29,328.00	30,031.87
11	Bookkeeper - TDA	28,641.60	29,329.00
12	Bus Aide/Substitute	18,574.40	19,020.19
13	Bus Driver/Maintenance	19,281.60	19,744.36
14	Bus/Classroom Aide (Part Time-20 Hours Weekly)	8,164.00	8,359.94
15	Center Manager (Associates)	30,971.20	31,714.51
16	Center Manager (Masters)	37,086.40	37,976.47
17	Center Manager (Bachelors)	35,942.40	36,805.02
18	*Chief Financial Officer - Bachelors	66,102.40	70,096.00
19	Clerk/Receptionist - Administration	18,345.60	18,785.89
20	Coordinator - Associates	35,401.60	36,251.24
21	Coordinator - Bachelors	38,750.40	39,680.41
22	Coordinator - Non Degree	32,884.80	33,674.04
23	Crew Leader- Non Degree	28,558.40	29,243.80
24	Custodian - Administration & Center	18,345.60	18,785.89
25	*Department Director - MIS	54,995.00	58,988.80
26	Director - Associates	56,576.00	57,933.82
27	Director - Bachelor	58,156.80	59,552.56
28	Director - Masters	59,696.00	61,128.70
29	Director - Non Degree	54,995.00	56,314.88
30	Disability Classroom Assistant	18,574.40	19,020.19
31	Electrician Technician	30,555.20	31,288.52
32	*Executive Director - Masters	96,844.80	104,915.20
33	Executive Secretary	36,462.40	37,337.50
34	Facilitator - Associates	30,555.20	31,288.52
35	Facilitator - Non Degree	28,558.40	29,243.80
36	Food Driver	18,574.40	19,020.19
37	Head Cook	27,019.20	27,667.66
38	Kitchen Helper	18,345.60	18,785.89
39	Mail Courier	18,345.60	18,785.89
40	Maintenance Worker	19,115.20	19,573.96
41	Nurse (RN) - Bachelors	46,987.20	48,114.89
42	Secretary	20,633.60	21,128.81
43	Specialist - Bachelors	41,600.00	42,598.40
44	Support Service Facilitator (Center) - A.A.	30,555.20	31,288.52
45	Support Service Facilitator (Center) - B.A.	35,318.40	36,166.04
46	Support Service Facilitator (Center) - Non Degree	26,000.00	26,624.00
47	Support Service Assistants	19,552.00	20,021.25
48	Teacher (Associates)	26,852.80	27,497.27
49	Teacher (Bachelors)	30,555.20	31,288.52
50	**Interim Teacher (temporary)	20,675.20	21,171.40
51	Warehouse Courier	18,345.60	18,785.89
\$1,500.00 Stipend for Masters Degree \$2,000.00 Stipend for Additional Department Responsibilities \$500.00 Stipend for Center Manager Assigned Two Centers \$200.00 Stipend for Center Manager per Classroom for more than Five Classrooms \$1,000.00 Stipend for Center Manager in Public School Site			