

Cuba ISD 2023-24 Certified Salary Schedule
Teachers, Counselors, Librarians

LEVEL I						LEVEL II						LEVEL III			
EXP	BA or less	BA+15	BA+45/MA	MA+15	MA+45/PhD/EdD	EXP	BA or less	BA+15	BA+45/MA	MA+15	MA+45/PhD/EdD	EXP	MA	MA+15	MA+45-PhD-EdD
0	\$55,000	\$56,000	\$57,000	\$58,000	\$59,000	3	\$68,000	\$68,500	\$69,000	\$69,500	\$70,000	6	\$79,000	\$79,500	\$80,000
1	\$58,300	\$58,830	\$59,360	\$59,890	\$60,420	4	\$68,900	\$69,430	\$69,960	\$70,490	\$71,020	7	\$79,500	\$80,030	\$80,560
2	\$58,305	\$58,872	\$59,441	\$60,009	\$60,576	5	\$69,046	\$69,613	\$70,180	\$70,747	\$71,314	8	\$79,954	\$80,444	\$81,176
3	\$58,346	\$58,919	\$59,494	\$60,069	\$60,643	6	\$69,112	\$69,687	\$70,260	\$70,832	\$71,405	9	\$79,970	\$80,527	\$81,260
4	\$58,403	\$58,978	\$59,553	\$60,129	\$60,703	7	\$69,145	\$69,899	\$70,473	\$71,012	\$71,608	10	\$79,984	\$81,009	\$81,871
5	\$58,462	\$59,037	\$59,613	\$60,189	\$60,763	8	\$69,198	\$69,952	\$70,525	\$71,078	\$71,701	11	\$80,080	\$81,107	\$82,077
6	\$58,520	\$59,096	\$59,672	\$60,249	\$60,824	9	\$69,251	\$70,003	\$70,577	\$71,144	\$71,793	12	\$80,178	\$81,202	\$82,279
7	\$58,579	\$59,156	\$59,732	\$60,310	\$60,885	10	\$69,304	\$70,058	\$70,631	\$71,211	\$71,885	13	\$80,273	\$81,300	\$82,486
8	\$58,637	\$59,214	\$59,791	\$60,369	\$60,946	11	\$69,357	\$70,111	\$70,683	\$71,277	\$72,496	14	\$80,370	\$81,396	\$82,692
9	\$58,698	\$59,275	\$59,852	\$60,431	\$61,008	12	\$69,410	\$70,164	\$70,738	\$71,344	\$73,114	15	\$80,467	\$81,494	\$82,900
10	\$58,755	\$59,334	\$59,911	\$60,490	\$61,069	13	\$69,464	\$70,218	\$70,790	\$71,410	\$73,735	16	\$80,564	\$81,588	\$83,107
						14	\$69,517	\$70,324	\$70,842	\$71,477	\$74,360	17	\$80,660	\$81,686	\$83,314
						15	\$69,569	\$70,350	\$70,896	\$72,082	\$74,993	18	\$81,321	\$81,783	\$83,524
						16	\$69,623	\$70,376	\$70,948	\$72,695	\$75,630	19	\$81,903	\$82,354	\$83,732
						17	\$69,676	\$70,430	\$71,002	\$73,314	\$76,272	20	\$83,006	\$83,184	\$83,941
						18	\$70,585	\$70,621	\$72,280	\$73,936	\$76,922	21	\$83,059	\$83,512	\$84,151
						19	\$72,479	\$72,740	\$73,653	\$74,565	\$77,576	22	\$83,111	\$84,096	\$84,361
						20	\$73,376	\$73,526	\$74,362	\$75,199	\$78,235	23	\$83,584	\$84,149	\$84,572
						21	\$74,478	\$74,627	\$76,754	\$77,319	\$78,900	24	\$84,168	\$84,654	\$84,783
						22	\$75,595	\$75,748	\$76,790	\$77,356	\$79,571	25	\$84,654	\$85,160	\$85,808
						23	\$75,973	\$76,127	\$77,173	\$77,737	\$80,247	26	\$85,247	\$85,675	\$86,408
						24	\$77,112	\$77,269	\$78,061	\$78,499	\$80,929	27	\$85,771	\$86,188	\$87,012
						25	\$78,269	\$78,429	\$79,380	\$79,669	\$81,617	28	\$86,327	\$86,705	\$87,623
						26	\$78,465	\$79,605	\$80,743	\$81,447	\$82,310	29	\$86,932	\$87,224	\$88,235
						27	\$79,328	\$80,799	\$82,370	\$83,089	\$83,815	30	\$87,541	\$87,748	\$88,853
						28	\$80,201	\$81,151	\$83,376	\$84,103	\$84,838	31	\$88,155	\$88,274	\$89,475
						29	\$81,084	\$82,369	\$84,483	\$85,220	\$85,965	32	\$88,557	\$88,804	\$90,102
						30	\$81,976	\$83,119	\$84,718	\$85,457	\$86,205	33	\$89,115	\$89,559	\$90,733
						31	\$82,878	\$84,034	\$84,974	\$86,318	\$86,820	34	\$89,560	\$90,007	\$91,367
						32	\$83,788	\$84,957	\$85,320	\$87,404	\$88,121	35	\$90,010	\$90,458	\$92,007
						33	\$84,710	\$85,891	\$86,259	\$88,365	\$89,444	36	\$90,458	\$91,426	\$92,651
						34	\$85,642	\$86,834	\$87,209	\$89,337	\$90,787	37	\$91,342	\$92,654	\$95,033

- 1) This schedule is a one-year document that reflects placement only. This schedule does not reflect future movement.
- 2) Based on 183 days for TEACHERS as per School Calendar at 7 hours per day. Counselors ADD 20 days (2 weeks before 1st day of school, 2 weeks after last day of school), Librarians ADD 10 days (1 week before 1st day of school, 1 week after last day of school).
- 3) The district accepts 22 years of experience.
- 4) Stipends: As per District Stipend Schedule
- 5) Official transcripts are to be on file by October 1 of the current school year for initial placement on the salary schedule and for movement across the salary schedule.
- 6) Approval must be obtained from the Superintendent/Designee for all undergraduate classes counted towards movement on the salary schedule.
- 7) Each employee is responsible for verification of previous experience. Official verification is due 30 days after the first day of employment.
- 8) Substitute teaching and/or student teaching is not recognized as teaching experience.
- 9) Advancement in years of experience is based on successful completion of the previous year.
- 10) Collective Bargaining Completed

CUBA INDEPENDENT SCHOOLS
2023-24 Stipends

POSITION	STIPEND	PAYMENT SCHEDULE
Athletic Concession Manager	\$4,500.00	Divided equally among pay periods during athletic season
Athletic Director	\$8,500.00	Divided equally among pay periods during athletic season
Bilingual Endorsed Teacher	\$3,000.00	Divided equally among pay periods as per the 9-month schedule
HS Head Coach	\$4,500.00	Divided equally among pay periods during athletic season
HS Assistant Coach	\$2,500.00	Divided equally among pay periods during athletic season
MS Head Coach	\$1,700.00	Divided equally among pay periods during athletic season
MS Assistant Coach	\$900.00	Divided equally among pay periods during athletic season
Elementary Coach	\$900.00	Divided equally among pay periods during athletic season
HS Class Sponsor (Freshman) (2)	\$400.00	Divided equally among pay periods as per the 9-month schedule
HS Class Sponsor (Sophomore) (2)	\$500.00	Divided equally among pay periods as per the 9-month schedule
HS Class Sponsor (Junior) (2)	\$600.00	Divided equally among pay periods as per the 9-month schedule
HS Class Sponsor (Senior) (2)	\$600.00	Divided equally among pay periods as per the 9-month schedule
HS Club Sponsor	\$1,500.00	Divided equally among pay periods as per the 9-month schedule
National Board Certified Teacher	1.5xUnit Value	One time lump sum paid after final unit value is set by PED
Pre-K Teacher*	\$8,500.00	Divided equally among pay periods as per the 9-month schedule
SpEd Teacher *	\$3,000.00	Divided equally among pay periods as per the 9-month schedule
SpEd EA (One-on-one)	\$1,500.00	Divided equally among pay periods as per the 9-month schedule
Test Coordinator (District Level)	\$5,000.00	Divided equally among pay periods as per the 9-month schedule
Test Coordinator (Site Level)	\$2,500.00	Divided equally among pay periods as per the 9-month schedule
TESOL Endorsed Teacher	\$1,000.00	Divided equally among pay periods as per the 9-month schedule
At-Risk/SEL Team (District)	\$2,500.00	Divided equally among pay periods as per the 9-month schedule
Curriculum & Instruction Team (District)	\$2,500.00	Divided equally among pay periods as per the 9-month schedule
Bilingual Coordinator (District) (2)	\$2,500.00	Divided equally among pay periods as per the 9-month schedule
Community Schools Oversight	\$5,000.00	Divided equally among pay periods as per the 9-month schedule
Capstone Lead	\$6,000.00	Divided equally among pay periods as per the 9-month schedule
Capstone Mentor	\$2,000.00	Divided equally among pay periods as per the 9-month schedule
CNM Dual Credit Facilitator	\$1,000.00	Divided equally among pay periods as per the 9-month schedule
Payroll Internship Support	\$5,000.00	Divided equally among pay periods as per the 9-month schedule
Indigenous Ed Fellows Lead	\$3,000.00	Divided equally among pay periods as per the 9-month schedule
Indigenous Ed Fellows Mentor	\$5,000.00	Divided equally among pay periods as per the 9-month schedule
Indigenous Ed Fellows EA Stipend	\$2,000.00	Divided equally among pay periods as per the 9-month schedule
Ed Fellows EA Stipend	\$2,000.00	Divided equally in two payments (December & June) as per grant
Parent University Stipend	\$2,000.00	Divided equally among pay periods as per the 9-month schedule
Level 3 Teacher Mentor	\$1,500.00	Divided equally among pay periods as per the 9-month schedule
Head Site Custodian	\$3,000.00	Divided equally among pay periods as per the 9-month schedule
Equity Council Lead	\$5,000.00	Divided equally among pay periods as per the 9-month schedule
Equity Council Member	\$3,000.00	Divided equally among pay periods as per the 9-month schedule
Equity Council Student	\$1,000.00	Divided equally among pay periods as per the 9-month schedule
Grant Stipends TBD	TBD	Divided equally among pay periods as per the 9-month schedule

*The stipend for teachers holding a Bilingual Endorsement, TESOL Endorsement, Special Education Endorsement, and Early Childhood (Pre-K) Endorsement is payable to employees who teach at least one class with students each semester of the school year.

CUBA INDEPENDENT SCHOOLS
2023-24 Hourly and Activities

SUMMER SCHOOL/AFTER-SCHOOL/GRANTS	HOURLY RATE
CERTIFIED TEACHER	\$45.00
NON-CERTIFIED STAFF	\$20.00

STUDENT EMPLOYEES	HOURLY RATE
SCHOOL-TO-WORK/INTERNSHIPS	\$15.00

SUBSTITUTE TEACHERS	HOURLY RATE
NON DEGREED	\$15.00
DEGREED (BA+)	\$25.00
CERTIFIED TEACHER	AS PER CERTIFIED SALARY SCHEDULE
EA CLASSROOM COVERAGE	\$10.00

OTHER SUBSTITUTES	HOURLY RATE
SECRETARY	\$15.00
CUSTODIAN	\$15.00
EA/NURSE/BUS AIDE	\$15.00

K-12+	HOURLY RATE
CERTIFIED TEACHER	AS PER CERTIFIED SALARY SCHEDULE
NON-CERTIFIED STAFF	AS PER SALARY SCHEDULE FOR POSITION

POOL STAFF	HOURLY RATE
LIFEGUARDS	\$15.00

GAME DUTY	PER EVENT
TICKET TAKER	\$35.00
TICKET SELLER	\$35.00
GAME ANNOUNCER	\$35.00
GYM MASTER	\$35.00
CLOCK	\$35.00
BOOK	\$35.00

ALL DAY TOURN./MEET	PER DAY
GAME WORKER	\$100.00

BUS DRIVER	HOURLY
AFTER SCHOOL ACTIVITY BUS	\$29.68/HOUR
SPORTS/CLUBS/FIELD TRIPS	\$29.68/HOUR
INSPECTIONS/MAINTENANCE	\$29.68/HOUR
DOWN TIME (activities)	\$15/HOUR

CUBA INDEPENDENT SCHOOLS
2023-24 Salary Schedule

BUS DRIVER

\$29.68 per hour

1) This schedule is a one-year document that reflects placement only. This schedule does not reflect future movement.

CUBA INDEPENDENT SCHOOLS
2023-24 Salary Schedule

BUS AIDE

\$19.52/hour

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CUBA INDEPENDENT SCHOOLS
2023-24 Salary Schedule

PAY BAND 35 CUSTODIAN

241-DAY-8HR

0	\$32,900.00
1	\$33,067.00
2	\$33,489.00
3	\$33,580.00
4	\$33,671.00
5	\$33,762.00
6	\$33,853.00
7	\$33,944.00
8	\$34,036.00
9	\$34,127.00
10	\$34,218.00
11	\$34,309.00
12	\$34,400.00
13	\$34,491.00
14	\$34,973.00
15	\$35,464.00
16	\$35,961.00
17	\$36,463.00
18	\$36,975.00
19	\$37,492.00
20	\$38,016.00
21	\$38,548.00
22	\$39,089.00
23	\$39,636.00
24	\$40,192.00
25	\$40,754.00
26	\$41,323.00
27	\$41,902.00
28	\$42,488.00
29	\$43,084.00
30	\$43,687.00

1) This schedule is a one-year document that reflects placement only. This schedule does not reflect future movement.

2) Based on 241 days as per 12-Month Employee Calendar at 8 hours per day.

CUBA INDEPENDENT SCHOOLS
2023-24 Salary Schedule

PAY BAND 40 MAINTENANCE & HEAD CUSTODIAN

241-DAY-8HR

0	\$33,200.00
1	\$33,275.00
2	\$33,350.00
3	\$33,425.00
4	\$33,500.00
5	\$33,574.00
6	\$33,649.00
7	\$33,724.00
8	\$33,799.00
9	\$33,874.00
10	\$34,149.00
11	\$34,837.00
12	\$34,937.00
13	\$35,820.00
14	\$36,310.00
15	\$36,825.00
16	\$37,343.00
17	\$37,856.00
18	\$38,394.00
19	\$38,934.00
20	\$39,471.00
21	\$40,034.00
22	\$40,595.00
23	\$41,157.00
24	\$41,742.00
25	\$42,327.00
26	\$42,912.00
27	\$43,521.00
28	\$43,802.00
29	\$44,411.00
30	\$45,044.00

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2) Based on 241 days as per 12-Month Employee Calendar, at 8 hours per day.

CUBA INDEPENDENT SCHOOLS
2023-24 Salary Schedule

PAY BAND 45 ADMIN ASSISTANT, REGISTRAR

	241-DAY-8HR	203-DAY-8HR
0	\$35,175.00	\$29,629.00
1	\$35,253.00	\$29,694.00
2	\$35,605.53	\$29,991.00
3	\$35,961.59	\$30,291.00
4	\$36,529.00	\$30,769.00
5	\$36,620.00	\$30,846.00
6	\$36,711.00	\$30,923.00
7	\$36,802.00	\$30,999.00
8	\$37,271.00	\$31,394.00
9	\$37,832.00	\$31,867.00
10	\$38,364.00	\$32,315.00
11	\$38,899.00	\$32,766.00
12	\$39,447.00	\$33,227.00
13	\$39,995.00	\$33,689.00
14	\$40,556.00	\$34,161.00
15	\$41,124.00	\$34,640.00
16	\$41,699.00	\$35,124.00
17	\$42,283.00	\$35,616.00
18	\$42,875.00	\$36,115.00
19	\$43,476.00	\$36,621.00
20	\$44,084.00	\$37,133.00
21	\$44,701.00	\$37,653.00
22	\$45,327.00	\$38,180.00
23	\$45,963.00	\$38,716.00
24	\$46,378.00	\$39,065.00
25	\$47,026.00	\$39,611.00
26	\$47,686.00	\$40,167.00
27	\$48,352.00	\$40,728.00
28	\$49,030.00	\$41,299.00
29	\$49,715.00	\$41,876.00
30	\$50,411.00	\$42,462.00
31	\$51,119.00	\$43,059.00
32	\$51,834.00	\$43,661.00
33	\$52,450.00	\$44,180.00
34	\$53,587.00	\$45,138.00

1. This schedule is a one-year document that reflects placement only. This schedule does not reflect future movement.

2. 241 day contract based on 12-Month Calendar, at 8 hours per day.

3. 203 day contract based on 9-Month Calendar, at 8 hours per day (2 weeks before school, 2 weeks after school).

CUBA INDEPENDENT SCHOOLS
2023-24 Salary Schedule

PAY BAND 50 MECHANIC

241-DAY-8HR

0	\$37,120.00
1	\$37,268.00
2	\$37,417.00
3	\$37,567.00
4	\$37,717.00
5	\$37,868.00
6	\$38,019.00
7	\$38,171.00
8	\$38,371.00
9	\$38,908.00
10	\$39,449.00
11	\$40,011.00
12	\$40,572.00
13	\$41,134.00
14	\$41,719.00
15	\$42,304.00
16	\$42,889.00
17	\$43,498.00
18	\$44,107.00
19	\$44,716.00
20	\$45,347.00
21	\$45,981.00
22	\$46,611.00
23	\$47,266.00
24	\$48,884.00
25	\$49,561.00
26	\$50,263.00
27	\$50,968.00
28	\$51,670.00
29	\$52,395.00
30	\$53,119.00

1) This schedule is a one-year document that reflects placement only. This schedule does not reflect future movement.

4) Based on 241 days as per 12-Month Employee Calendar, at 8 hours per day.

CUBA INDEPENDENT SCHOOLS
2023-24 Salary Schedule

PAY BAND 55 EDUCATIONAL ASSISTANT & LIAISONS, NURSE AIDES, TECH ASSISTANT

183-DAY-7HR

0	\$25,300.00
1	\$25,604.00
2	\$25,911.00
3	\$26,222.00
4	\$26,537.00
5	\$26,855.00
6	\$27,177.00
7	\$27,503.00
8	\$27,833.00
9	\$28,167.00
10	\$28,505.00
11	\$28,847.00
12	\$29,193.00
13	\$29,543.00
14	\$29,898.00
15	\$30,257.00
16	\$30,620.00
17	\$30,987.00
18	\$31,359.00
19	\$31,735.00
20	\$32,116.00
21	\$32,501.00
22	\$32,891.00
23	\$33,286.00
24	\$33,685.00
25	\$34,089.00
26	\$34,498.00
27	\$34,912.00
28	\$35,331.00
29	\$35,755.00
30	\$36,184.00

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4) This schedule is based on 183 days as per 9-Month Calendar at 7 hours per day.

CUBA INDEPENDENT SCHOOLS
2023-24 Salary Schedule

PAY BAND 60 DATA MANAGER & MAINTENANCE SUPERVISOR & BUSINESS SPEC.

241-DAY-8HR

0	\$41,925.00
1	\$42,547.00
2	\$43,185.00
3	\$43,833.00
4	\$44,491.00
5	\$45,158.00
6	\$45,835.00
7	\$46,523.00
8	\$47,221.00
9	\$47,924.00
10	\$48,650.00
11	\$49,375.00
12	\$50,122.00
13	\$50,873.00
14	\$51,644.00
15	\$52,418.00
16	\$53,213.00
17	\$54,009.00
18	\$54,830.00
19	\$55,648.00
20	\$56,491.00
21	\$57,334.00
22	\$58,365.00
23	\$59,231.00
24	\$60,119.00
25	\$61,034.00
26	\$61,946.00
27	\$62,766.00
28	\$63,703.00
29	\$64,662.00
30	\$65,621.00

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2) Based on 241 days as per 12-Month Employee Calendar, at 8 hours per day.

CUBA INDEPENDENT SCHOOLS
2023-24 Salary Schedule

PAY BAND 65 PAYROLL & NETWORK TECH

241-DAY-8HR

0	\$49,175.00
1	\$49,661.00
2	\$50,654.00
3	\$51,667.00
4	\$52,701.00
5	\$53,755.00
6	\$54,830.00
7	\$55,926.00
8	\$57,045.00
9	\$58,070.00
10	\$59,229.00
11	\$59,821.00
12	\$60,708.00
13	\$61,622.00
14	\$62,535.00
15	\$63,474.00
16	\$64,438.00
17	\$65,402.00
18	\$66,393.00
19	\$67,381.00
20	\$68,397.00
21	\$69,412.00
22	\$70,452.00
23	\$71,517.00
24	\$72,582.00
25	\$73,673.00
26	\$74,787.00
27	\$75,907.00
28	\$77,048.00
29	\$78,213.00
30	\$79,380.00

1) This schedule is a one-year document that reflects placement only. This schedule does not reflect future movement.

2) Based on 241 days as per 12-Month Employee Calendar at 8 hours per day.

CUBA INDEPENDENT SCHOOLS
2023-24 Salary Schedule

PAY BAND 70 NURSE & TECH INTEGRATION

	241-DAY-8HR	203-DAY-8HR	183-DAY-7HR	193-DAY-7HR
0	\$62,000.00	\$52,228.00	\$41,197.00	\$43,448.00
1	\$62,540.00	\$52,683.00	\$41,556.00	\$43,826.00
2	\$62,842.00	\$52,926.00	\$41,748.00	\$44,029.00
3	\$63,163.00	\$53,202.00	\$41,966.00	\$44,259.00
4	\$63,795.00	\$53,738.00	\$42,388.00	\$44,705.00
5	\$64,755.00	\$54,550.00	\$43,029.00	\$45,380.00
6	\$65,716.00	\$55,362.00	\$43,669.00	\$46,056.00
7	\$66,698.00	\$56,174.00	\$44,310.00	\$46,731.00
8	\$67,471.00	\$56,840.00	\$44,835.00	\$47,285.00
9	\$68,876.00	\$58,009.00	\$45,757.00	\$48,258.00
10	\$70,327.00	\$59,244.00	\$46,731.00	\$49,284.00
11	\$71,801.00	\$60,478.00	\$47,704.00	\$50,311.00
12	\$73,301.00	\$61,744.00	\$48,704.00	\$51,365.00
13	\$74,844.00	\$63,044.00	\$49,728.00	\$52,446.00
14	\$77,373.00	\$65,171.00	\$51,407.00	\$54,216.00
15	\$78,990.00	\$66,535.00	\$52,483.00	\$55,350.00
16	\$80,652.00	\$67,932.00	\$53,584.00	\$56,512.00
17	\$82,338.00	\$69,361.00	\$54,712.00	\$57,701.00
18	\$84,070.00	\$70,806.00	\$55,852.00	\$58,904.00
19	\$85,825.00	\$72,300.00	\$57,030.00	\$60,147.00
20	\$87,628.00	\$73,811.00	\$58,221.00	\$61,403.00
21	\$89,478.00	\$75,370.00	\$59,451.00	\$62,700.00
22	\$91,047.00	\$76,685.00	\$60,489.00	\$63,794.00
23	\$92,496.00	\$77,920.00	\$61,462.00	\$64,821.00
24	\$94,910.00	\$79,950.00	\$63,064.00	\$66,510.00
25	\$96,899.00	\$81,622.00	\$64,383.00	\$67,901.00
26	\$98,936.00	\$83,344.00	\$65,741.00	\$69,333.00
27	\$101,020.00	\$85,098.00	\$67,124.00	\$70,792.00
28	\$103,150.00	\$86,884.00	\$68,534.00	\$72,279.00
29	\$105,326.00	\$88,719.00	\$69,981.00	\$73,805.00
30	\$107,527.00	\$90,570.00	\$71,441.00	\$75,345.00

1) This schedule is a one-year document that reflects placement only. This schedule does not reflect future movement.

2) All positions on this pay band require degrees.

CUBA INDEPENDENT SCHOOLS
2023-24 Salary Schedule

PAY BAND 75 DIRECTORS

241-DAY-8HR	
0	\$81,000.00
1	\$81,885.00
2	\$83,250.00
3	\$84,158.00
4	\$85,000.00
5	\$86,000.00
6	\$88,826.00
7	\$91,489.00
8	\$93,000.00
9	\$96,000.00
10	\$98,837.00
11	\$102,971.00
12	\$104,232.00
13	\$105,589.00
14	\$106,959.00
15	\$108,349.00
16	\$109,758.00
17	\$111,186.00
18	\$113,177.00
19	\$114,096.00
20	\$115,578.00
21	\$117,080.00
22	\$118,295.00
23	\$118,474.00
24	\$118,650.00
25	\$118,828.00
26	\$119,005.00
27	\$119,185.00
28	\$119,363.00
29	\$119,543.00
30	\$119,722.00

1) This schedule is a one-year document that reflects placement only. This schedule does not reflect future movement.

2) Based on 241 days as per 12-Month Employee Calendar at 8 hours per day.

3) All positions on this pay band require degrees.