



IV. HISD Salary Schedules

A-1 – Teacher Salary Schedule - 2013-2014 Salary

An employee who does not earn a credited year of service and/or who remains on the same pay step for any other reason (such as being at the maximum pay step) is not eligible for a pay increase beyond any increase made to the pay step to which the employee is assigned. Note: teachers who work less than half time are not eligible to earn experience credit and will not advance on the step scale.

10 Month Teacher – 2013-2014 School Year

10-M Bachelors			10-M Masters			10-M Doctorate		
Step	Experience	Pay Rate	Step	Experience	Pay Rate	Step	Experience	Pay Rate
1	0-4	\$46,805	1	0-4	\$47,876	1	0-4	\$48,948
2	5	\$47,273	2	5	\$48,344	2	5	\$49,416
3	6	\$47,808	3	6	\$48,880	3	6	\$49,951
4	7	\$48,344	4	7	\$49,416	4	7	\$50,488
5	8	\$48,880	5	8	\$49,951	5	8	\$51,023
6	9-11	\$50,393	6	9-11	\$51,464	6	9-11	\$52,536
7	12-13	\$51,771	7	12-13	\$52,843	7	12-13	\$53,914
8	14	\$52,239	8	14	\$53,311	8	14	\$54,382
9	15	\$52,825	9	15	\$53,897	9	15	\$54,965
10	16-17	\$54,931	10	16	\$56,003	10	16	\$56,471
11	18-20	\$56,765	11	17	\$56,523	11	17	\$56,991
12	21-22	\$58,364	12	18-19	\$58,364	12	18-19	\$60,084
13	23-25	\$60,084	13	20-22	\$60,084	13	20	\$60,552
14	26-28	\$61,804	14	23-24	\$61,804	14	21-22	\$63,517
15	29-30	\$63,517	15	25-26	\$63,517	15	23-24	\$65,234
16	31-32	\$65,234	16	27-28	\$65,234	16	25-26	\$66,955
17	33+	\$68,856	17	29-30	\$66,955	17	27-28	\$68,672
			18	31	\$67,423	18	29	\$69,140
			19	32+	\$72,360	19	30+	\$75,866

Salary Schedules change each year.

Employees cannot estimate future salaries based on their current step for the 2013-14 school year or experience assignments from prior years. (10/2/2013)



IV. HISD Salary Schedules

A-2 – Teacher Salary Schedule - 2013-2014

An employee who does not earn a credited year of service and/or who remains on the same pay step for any other reason (such as being at the maximum pay step) is not eligible for a pay increase beyond any increase made to the pay step to which the employee is assigned. Note: teachers who work less than half time are not eligible to earn experience credit and will not advance on the step scale.

10.5 Month Teacher – 2013-2014 School Year

10.5-M Bachelors			10.5-M Masters			10.5-M Doctorate		
Step	Experience	Pay Rate	Step	Experience	Pay Rate	Step	Experience	Pay Rate
1	0-4	\$49,145	1	0-4	\$50,270	1	0-4	\$51,395
2	5	\$49,637	2	5	\$50,761	2	5	\$51,887
3	6	\$50,199	3	6	\$51,324	3	6	\$52,449
4	7	\$50,761	4	7	\$51,887	4	7	\$53,012
5	8	\$51,324	5	8	\$52,449	5	8	\$53,575
6	9-11	\$52,913	6	9-11	\$54,037	6	9-11	\$55,163
7	12-13	\$54,360	7	12-13	\$55,485	7	12-13	\$56,610
8	14	\$54,851	8	14	\$55,977	8	14	\$57,101
9	15	\$55,466	9	15	\$56,592	9	15	\$57,713
10	16-17	\$57,678	10	16	\$58,803	10	16	\$59,295
11	18-20	\$59,603	11	17	\$59,349	11	17	\$59,841
12	21-22	\$61,283	12	18-19	\$61,283	12	18-19	\$63,088
13	23-25	\$63,088	13	20-22	\$63,088	13	20	\$63,580
14	26-28	\$64,894	14	23-24	\$64,894	14	21-22	\$66,693
15	29-30	\$66,693	15	25-26	\$66,693	15	23-24	\$68,496
16	31-32	\$68,496	16	27-28	\$68,496	16	25-26	\$70,303
17	33+	\$72,299	17	29-30	\$70,303	17	27-28	\$72,105
			18	31	\$70,794	18	29	\$72,597
			19	32+	\$75,978	19	30+	\$79,659

Salary Schedules change each year.

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IV. HISD Salary Schedules

A-3 – Teacher Salary Schedule – 2013-2014

An employee who does not earn a credited year of service and/or who remains on the same pay step for any other reason (such as being at the maximum pay step) is not eligible for a pay increase beyond any increase made to the pay step to which the employee is assigned. Note: teachers who work less than half time are not eligible to earn experience credit and will not advance on the step scale.

11 Month Teacher – 2013-2014 School Year

11-M Bachelors			11-M Masters			11-M Doctorate		
Step	Experience	Pay Rate	Step	Experience	Pay Rate	Step	Experience	Pay Rate
1	0-4	\$51,485	1	0-4	\$52,663	1	0-4	\$53,843
2	5	\$52,000	2	5	\$53,178	2	5	\$54,358
3	6	\$52,589	3	6	\$53,768	3	6	\$54,947
4	7	\$53,178	4	7	\$54,358	4	7	\$55,537
5	8	\$53,768	5	8	\$54,947	5	8	\$56,126
6	9-11	\$55,432	6	9-11	\$56,611	6	9-11	\$57,790
7	12-13	\$56,948	7	12-13	\$58,127	7	12-13	\$59,306
8	14	\$57,463	8	14	\$58,642	8	14	\$59,821
9	15	\$58,107	9	15	\$59,286	9	15	\$60,461
10	16-17	\$60,424	10	16	\$61,603	10	16	\$62,118
11	18-20	\$62,442	11	17	\$62,176	11	17	\$62,691
12	21-22	\$64,201	12	18-19	\$64,201	12	18-19	\$66,093
13	23-25	\$66,093	13	20-22	\$66,093	13	20	\$66,608
14	26-28	\$67,984	14	23-24	\$67,984	14	21-22	\$69,869
15	29-30	\$69,869	15	25-26	\$69,869	15	23-24	\$71,758
16	31-32	\$71,758	16	27-28	\$71,758	16	25-26	\$73,650
17	33+	\$75,742	17	29-30	\$73,650	17	27-28	\$75,539
			18	31	\$74,165	18	29	\$76,054
			19	32+	\$79,596	19	30+	\$83,452

Salary Schedules change each year.

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IV. HISD Salary Schedules

A-4 – Teacher Salary Schedule – 2013-2014

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11.5 Month Teacher – 2013-2014 School Year

11.5-M Bachelors			11.5-M Masters			11.5-M Doctorate		
Step	Experience	Pay Rate	Step	Experience	Pay Rate	Step	Experience	Pay Rate
1	0-4	\$53,825	1	0-4	\$55,057	1	0-4	\$56,290
2	5	\$54,364	2	5	\$55,596	2	5	\$56,828
3	6	\$54,980	3	6	\$56,213	3	6	\$57,444
4	7	\$55,596	4	7	\$56,828	4	7	\$58,061
5	8	\$56,213	5	8	\$57,444	5	8	\$58,677
6	9-11	\$57,952	6	9-11	\$59,184	6	9-11	\$60,417
7	12-13	\$59,537	7	12-13	\$60,770	7	12-13	\$62,001
8	14	\$60,075	8	14	\$61,308	8	14	\$62,540
9	15	\$60,748	9	15	\$61,981	9	15	\$63,209
10	16-17	\$63,171	10	16	\$64,404	10	16	\$64,942
11	18-20	\$65,280	11	17	\$65,002	11	17	\$65,540
12	21-22	\$67,119	12	18-19	\$67,119	12	18-19	\$69,097
13	23-25	\$69,097	13	20-22	\$69,097	13	20	\$69,635
14	26-28	\$71,074	14	23-24	\$71,074	14	21-22	\$73,045
15	29-30	\$73,045	15	25-26	\$73,045	15	23-24	\$75,019
16	31-32	\$75,019	16	27-28	\$75,019	16	25-26	\$76,998
17	33+	\$79,185	17	29-30	\$76,998	17	27-28	\$78,972
			18	31	\$77,536	18	29	\$79,511
			19	32+	\$83,214	19	30+	\$87,245

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IV. HISD Salary Schedules

A-5 – Teacher Salary Schedule – 2013-2014

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12 Month Teacher – 2013-2014 School Year

12-M Bachelors			12-M Masters			12-M Doctorate		
Step	Experience	Pay Rate	Step	Experience	Pay Rate	Step	Experience	Pay Rate
1	0-4	\$56,166	1	0-4	\$57,451	1	0-4	\$58,737
2	5	\$56,728	2	5	\$58,013	2	5	\$59,299
3	6	\$57,370	3	6	\$58,657	3	6	\$59,942
4	7	\$58,013	4	7	\$59,299	4	7	\$60,586
5	8	\$58,657	5	8	\$59,942	5	8	\$61,228
6	9-11	\$60,472	6	9-11	\$61,757	6	9-11	\$63,043
7	12-13	\$62,125	7	12-13	\$63,412	7	12-13	\$64,697
8	14	\$62,687	8	14	\$63,974	8	14	\$65,259
9	15	\$63,390	9	15	\$64,676	9	15	\$65,958
10	16-17	\$65,917	10	16	\$67,204	10	16	\$67,766
11	18-20	\$68,118	11	17	\$67,828	11	17	\$68,390
12	21-22	\$70,037	12	18-19	\$70,037	12	18-19	\$72,101
13	23-25	\$72,101	13	20-22	\$72,101	13	20	\$72,663
14	26-28	\$74,165	14	23-24	\$74,165	14	21-22	\$76,221
15	29-30	\$76,221	15	25-26	\$76,221	15	23-24	\$78,281
16	31-32	\$78,281	16	27-28	\$78,281	16	25-26	\$80,346
17	33+	\$82,627	17	29-30	\$80,346	17	27-28	\$82,406
			18	31	\$80,908	18	29	\$82,968
			19	32+	\$86,832	19	30+	\$91,039

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