



IV. HISD Salary Schedules

E. Principal Pay

1. High School Principals

Specialty High Schools	\$115,000
High Schools with Attendance Boundaries	\$130,000
High Schools Identified as hard to staff by the Superintendent of Schools	\$130,000 & \$20,000 Hard to Staff Stipend

***\$7,500 Performance Contract Pay is included in the salary schedule.**

2. Middle School Principals

Specialty Middle Schools	\$95,000
K-8 Schools	\$95,000
Comprehensive Middle Schools	\$105,000
Middle Schools Identified as hard to staff by the Superintendent of Schools	\$105,000 and \$10,000 Hard to Staff Stipend

***\$7,500 Performance Contract Pay is included in the salary schedule.**

3. Elementary School Principals

Salary is based on a combination of the following pay variables: principal experience and school type, size, and complexity.

Experience Component

Step	Years of Credited Experience	ES*
0	0-5	\$74,326
1	6	\$75,421
2	7	\$76,513
3	8	\$77,606
4	9	\$79,737
5	10	\$81,869
6	11	\$84,001
7	12	\$86,488
8	13	\$88,975
9	14	\$91,461
10	15	\$93,236
11	16	\$95,013
12	17	\$96,789
13	18	\$97,500
14	19	\$98,210
15	20+	\$98,921
The experience component is capped at step 15		

***\$7,500 Performance Contract Pay is included in the salary schedule.**

Employees cannot estimate future salaries based on their current step or experience assignments from prior years.