



## IV. HISD Compensation Tables

### F – Principal Pay Scale Salary Tables

#### 1. High School Principals

Specialty High Schools	\$117,300
High Schools with Attendance Boundaries	\$132,600
High Schools Identified as hard to staff by the Superintendent of Schools	\$20,000 Hard to Staff Stipend

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

#### 2. Middle School Principals

Specialty Middle Schools	\$96,900
K-8 Schools	\$96,900
Comprehensive Middle Schools	\$107,100
Middle Schools Identified as hard to staff by the Superintendent of Schools	\$10,000 Hard to Staff Stipend

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

#### 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	0-3	\$75,813
1	4	\$76,063
2	5	\$76,313
3	6	\$76,563
4	7	\$76,813
5	8	\$77,063
6	9	\$78,043
7	10	\$79,158
8	11	\$81,332
9	12	\$83,506
10	13	\$85,681
11	14	\$88,218
12	15	\$90,755
13	16	\$93,290
14	17	\$95,101
15	18	\$96,913
16	19	\$98,725
17	20	\$99,450
18	21+	\$100,174
<b>The experience component is capped at step 18</b>		

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

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