



**IV. HISD Compensation Tables**

**A-1 - 2017-2018 Teacher Initial Compensation Placement Table – All Months**

<b>17-18 TEACHER PLACEMENT TABLE</b>						
<b>All Months</b>						
Step	YRS EXP	10M STEP RATE	10.5M STEP RATE	11M STEP RATE	11.5M STEP RATE	12M STEP RATE
1	0-3	\$52,530	\$55,157	\$57,783	\$60,410	\$63,036
2	4-5	\$53,040	\$55,692	\$58,344	\$60,996	\$63,648
3	6	\$54,590	\$57,320	\$60,049	\$62,779	\$65,508
4	7	\$54,848	\$57,590	\$60,333	\$63,075	\$65,818
5	8	\$55,105	\$57,860	\$60,616	\$63,371	\$66,126
6	9	\$55,363	\$58,131	\$60,899	\$63,667	\$66,436
7	10	\$55,620	\$58,401	\$61,182	\$63,963	\$66,744
8	11	\$56,149	\$58,956	\$61,764	\$64,571	\$67,379
9	12	\$56,408	\$59,228	\$62,049	\$64,869	\$67,690
10	13	\$56,666	\$59,499	\$62,333	\$65,166	\$67,999
11	14	\$56,925	\$59,771	\$62,618	\$65,464	\$68,310
12	15	\$57,184	\$60,043	\$62,902	\$65,762	\$68,621
13	16	\$57,720	\$60,606	\$63,492	\$66,378	\$69,264
14	17	\$58,240	\$61,152	\$64,064	\$66,976	\$69,888
15	18	\$58,760	\$61,698	\$64,636	\$67,574	\$70,512
16	19	\$59,540	\$62,517	\$65,494	\$68,471	\$71,448
17	20	\$59,956	\$62,954	\$65,952	\$68,949	\$71,947
18	21	\$62,166	\$65,274	\$68,383	\$71,491	\$74,599
19	22	\$62,296	\$65,411	\$68,526	\$71,640	\$74,755
20	23	\$62,712	\$65,848	\$68,983	\$72,119	\$75,254
21	24	\$63,544	\$66,721	\$69,898	\$73,076	\$76,253
22	25	\$64,064	\$67,267	\$70,470	\$73,674	\$76,877
23	26	\$65,000	\$68,250	\$71,500	\$74,750	\$78,000
24	27	\$65,884	\$69,178	\$72,472	\$75,767	\$79,061
25	28	\$66,144	\$69,451	\$72,758	\$76,066	\$79,373
26	29	\$66,768	\$70,106	\$73,445	\$76,783	\$80,122
27	30	\$67,704	\$71,089	\$74,474	\$77,860	\$81,245
28	31	\$68,120	\$71,526	\$74,932	\$78,338	\$81,744
29	32	\$68,744	\$72,181	\$75,618	\$79,056	\$82,493
30	33	\$69,576	\$73,055	\$76,534	\$80,012	\$83,491
31	34	\$70,460	\$73,983	\$77,506	\$81,029	\$84,552
32	35	\$72,280	\$75,894	\$79,508	\$83,122	\$86,736
33	36+	\$74,360	\$78,078	\$81,796	\$85,514	\$89,232

\*Teacher allotment, hold harmless amounts, and other components of pay are not increased by annual pay adjustments.



**IV. HISD Compensation Tables**

**A-2 - 2017-2018 Evaluation Specialist/LSSP Initial Compensation Placement Table – All Months**

<b>17-18 EVALUATION SPECIALIST PLACEMENT TABLE</b>						
<b>All Months</b>						
Step	YRS EXP	10M STEP RATE	10.5M STEP RATE	11M STEP RATE	11.5M STEP RATE	12M STEP RATE
1	0-3	\$55,530	\$58,157	\$60,783	\$63,410	\$66,036
2	4-5	\$56,040	\$58,692	\$61,344	\$63,996	\$66,648
3	6	\$57,590	\$60,320	\$63,049	\$65,779	\$68,508
4	7	\$57,848	\$60,590	\$63,333	\$66,075	\$68,818
5	8	\$58,105	\$60,860	\$63,616	\$66,371	\$69,126
6	9	\$58,363	\$61,131	\$63,899	\$66,667	\$69,436
7	10	\$58,620	\$61,401	\$64,182	\$66,963	\$69,744
8	11	\$59,149	\$61,956	\$64,764	\$67,571	\$70,379
9	12	\$59,408	\$62,228	\$65,049	\$67,869	\$70,690
10	13	\$59,666	\$62,499	\$65,333	\$68,166	\$70,999
11	14	\$59,925	\$62,771	\$65,618	\$68,464	\$71,310
12	15	\$60,184	\$63,043	\$65,902	\$68,762	\$71,621
13	16	\$60,720	\$63,606	\$66,492	\$69,378	\$72,264
14	17	\$61,240	\$64,152	\$67,064	\$69,976	\$72,888
15	18	\$61,760	\$64,698	\$67,636	\$70,574	\$73,512
16	19	\$62,540	\$65,517	\$68,494	\$71,471	\$74,448
17	20	\$62,956	\$65,954	\$68,952	\$71,949	\$74,947
18	21	\$65,166	\$68,274	\$71,383	\$74,491	\$77,599
19	22	\$65,296	\$68,411	\$71,526	\$74,640	\$77,755
20	23	\$65,712	\$68,848	\$71,983	\$75,119	\$78,254
21	24	\$66,544	\$69,721	\$72,898	\$76,076	\$79,253
22	25	\$67,064	\$70,267	\$73,470	\$76,674	\$79,877
23	26	\$68,000	\$71,250	\$74,500	\$77,750	\$81,000
24	27	\$68,884	\$72,178	\$75,472	\$78,767	\$82,061
25	28	\$69,144	\$72,451	\$75,758	\$79,066	\$82,373
26	29	\$69,768	\$73,106	\$76,445	\$79,783	\$83,122
27	30	\$70,704	\$74,089	\$77,474	\$80,860	\$84,245
28	31	\$71,120	\$74,526	\$77,932	\$81,338	\$84,744
29	32	\$71,744	\$75,181	\$78,618	\$82,056	\$85,493
30	33	\$72,576	\$76,055	\$79,534	\$83,012	\$86,491
31	34	\$73,460	\$76,983	\$80,506	\$84,029	\$87,552
32	35	\$75,280	\$78,894	\$82,508	\$86,122	\$89,736
33	36+	\$77,360	\$81,078	\$84,796	\$88,514	\$92,232

\*Teacher allotment, hold harmless amounts, and other components of pay are not increased by annual pay adjustments.

The Evaluation Specialist/LSSP Salary Table consists of the teacher step/level amounts plus \$3,000 evaluation specialist amount.



**IV. HISD Compensation Tables**

**A-3 - 2017-2018 Counselor Initial Compensation Placement Table – All Months**

<b>17-18 COUNSELOR PLACEMENT TABLE</b>						
<b>All Months</b>						
Step	YRS EXP	10M STEP RATE	10.5M STEP RATE	11M STEP RATE	11.5M STEP RATE	12M STEP RATE
1	0-3	\$53,530	\$56,157	\$58,783	\$61,410	\$64,036
2	4-5	\$54,040	\$56,692	\$59,344	\$61,996	\$64,648
3	6	\$55,590	\$58,320	\$61,049	\$63,779	\$66,508
4	7	\$55,848	\$58,590	\$61,333	\$64,075	\$66,818
5	8	\$56,105	\$58,860	\$61,616	\$64,371	\$67,126
6	9	\$56,363	\$59,131	\$61,899	\$64,667	\$67,436
7	10	\$56,620	\$59,401	\$62,182	\$64,963	\$67,744
8	11	\$57,149	\$59,956	\$62,764	\$65,571	\$68,379
9	12	\$57,408	\$60,228	\$63,049	\$65,869	\$68,690
10	13	\$57,666	\$60,499	\$63,333	\$66,166	\$68,999
11	14	\$57,925	\$60,771	\$63,618	\$66,464	\$69,310
12	15	\$58,184	\$61,043	\$63,902	\$66,762	\$69,621
13	16	\$58,720	\$61,606	\$64,492	\$67,378	\$70,264
14	17	\$59,240	\$62,152	\$65,064	\$67,976	\$70,888
15	18	\$59,760	\$62,698	\$65,636	\$68,574	\$71,512
16	19	\$60,540	\$63,517	\$66,494	\$69,471	\$72,448
17	20	\$60,956	\$63,954	\$66,952	\$69,949	\$72,947
18	21	\$63,166	\$66,274	\$69,383	\$72,491	\$75,599
19	22	\$63,296	\$66,411	\$69,526	\$72,640	\$75,755
20	23	\$63,712	\$66,848	\$69,983	\$73,119	\$76,254
21	24	\$64,544	\$67,721	\$70,898	\$74,076	\$77,253
22	25	\$65,064	\$68,267	\$71,470	\$74,674	\$77,877
23	26	\$66,000	\$69,250	\$72,500	\$75,750	\$79,000
24	27	\$66,884	\$70,178	\$73,472	\$76,767	\$80,061
25	28	\$67,144	\$70,451	\$73,758	\$77,066	\$80,373
26	29	\$67,768	\$71,106	\$74,445	\$77,783	\$81,122
27	30	\$68,704	\$72,089	\$75,474	\$78,860	\$82,245
28	31	\$69,120	\$72,526	\$75,932	\$79,338	\$82,744
29	32	\$69,744	\$73,181	\$76,618	\$80,056	\$83,493
30	33	\$70,576	\$74,055	\$77,534	\$81,012	\$84,491
31	34	\$71,460	\$74,983	\$78,506	\$82,029	\$85,552
32	35	\$73,280	\$76,894	\$80,508	\$84,122	\$87,736
33	36+	\$75,360	\$79,078	\$82,796	\$86,514	\$90,232

\*Teacher allotment, hold harmless amounts, and other components of pay are not increased by annual pay adjustments.

The Counselor Salary Table consists of the teacher step/level amounts plus \$1,000 counselor pay amount.



## IV. HISD Compensation Tables

### **A - 2017-2018 Teacher Initial Compensation Placement Tables - All Months**

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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. See page 45 for explanation of creditable year of service.

Teacher allotment, hold harmless amounts, and other components of pay are not increased by annual pay adjustments.

Salary Tables change each year. Employees cannot estimate future salaries based on their current step or experience assignments from prior years.

These policies apply to employees whose positions are paid on the Teacher Initial Compensation Placement Tables, including among others Counselors and Evaluation Specialists/LSSPs.