



IV. HISD Compensation Tables

E-1 – 11 Month Assistant Principals and Deans Pay Scale Salary Table

An employee who does not earn a creditable 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: assistant principals or deans who work less than half time are not eligible to earn a creditable year of experience and will not advance on the step scale.

Salary for 11-Month Assistant Principal/Dean

| Step | Yrs of Credited Experience | ES* | MS* | HS* |
|--|----------------------------|----------|----------|----------|
| 0 | 0-4 | \$62,425 | \$63,651 | \$68,734 |
| 1 | 5 | \$62,625 | \$63,851 | \$68,934 |
| 2 | 6 | \$62,825 | \$64,051 | \$69,134 |
| 3 | 7 | \$63,025 | \$64,251 | \$69,334 |
| 4 | 8 | \$63,225 | \$64,451 | \$69,534 |
| 5 | 9 | \$63,654 | \$64,905 | \$70,624 |
| 6 | 10 | \$64,881 | \$66,132 | \$72,243 |
| 7 | 11 | \$66,111 | \$67,362 | \$73,861 |
| 8 | 12 | \$67,338 | \$68,590 | \$75,480 |
| 9 | 13 | \$68,568 | \$69,819 | \$77,100 |
| 10 | 14 | \$69,797 | \$71,048 | \$78,717 |
| 11 | 15 | \$71,025 | \$72,275 | \$80,336 |
| 12 | 16 | \$72,254 | \$73,505 | \$81,956 |
| 13 | 17 | \$73,483 | \$74,733 | \$83,595 |
| 14 | 18 | \$74,711 | \$75,962 | \$85,245 |
| 15 | 19 | \$75,940 | \$77,191 | \$86,897 |
| 16 | 20 | \$77,167 | \$78,419 | \$88,547 |
| 17 | 21 | \$78,396 | \$79,648 | \$90,199 |
| 18 | 22+ | \$79,625 | \$80,877 | \$91,851 |
| The experience component is capped at step 18 | | | | |

*\$5,000 Performance Contract Pay is included in the salary table.

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



IV. HISD Compensation Tables

E-2 – 11.5 Month Assistant Principals and Deans Pay Scale Salary Table

An employee who does not earn a creditable 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: assistant principals or deans who work less than half time are not eligible to earn a creditable year of experience and will not advance on the step scale.

Salary for 11.5-Month Assistant Principal/Dean

| Step | Yrs of Credited Experience | ES* | MS* | HS* |
|--|----------------------------|----------|----------|----------|
| 0 | 0-4 | \$65,263 | \$66,544 | \$71,858 |
| 1 | 5 | \$65,472 | \$66,753 | \$72,067 |
| 2 | 6 | \$65,681 | \$66,962 | \$72,276 |
| 3 | 7 | \$65,890 | \$67,172 | \$72,486 |
| 4 | 8 | \$66,099 | \$67,381 | \$72,695 |
| 5 | 9 | \$66,547 | \$67,855 | \$73,834 |
| 6 | 10 | \$67,830 | \$69,138 | \$75,527 |
| 7 | 11 | \$69,116 | \$70,424 | \$77,218 |
| 8 | 12 | \$70,399 | \$71,708 | \$78,911 |
| 9 | 13 | \$71,685 | \$72,993 | \$80,605 |
| 10 | 14 | \$72,970 | \$74,277 | \$82,295 |
| 11 | 15 | \$74,253 | \$75,560 | \$83,988 |
| 12 | 16 | \$75,538 | \$76,846 | \$85,681 |
| 13 | 17 | \$76,823 | \$78,130 | \$87,395 |
| 14 | 18 | \$78,107 | \$79,415 | \$89,120 |
| 15 | 19 | \$79,392 | \$80,700 | \$90,847 |
| 16 | 20 | \$80,675 | \$81,984 | \$92,572 |
| 17 | 21 | \$81,959 | \$83,268 | \$94,299 |
| 18 | 22+ | \$83,244 | \$84,553 | \$96,026 |
| The experience component is capped at step 18 | | | | |

*\$5,000 Performance Contract Pay is included in the salary table.

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



IV. HISD Compensation Tables

E-3 – 12 Month Assistant Principals and Deans Pay Scale Salary Table

An employee who does not earn a creditable 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: assistant principals or deans who work less than half time are not eligible to earn a creditable year of experience and will not advance on the step scale.

Salary for 12-Month Assistant Principal/Dean

| Step | Yrs of Credited Experience | ES* | MS* | HS* |
|--|----------------------------|----------|----------|-----------|
| 0 | 0-4 | \$68,100 | \$69,437 | \$74,983 |
| 1 | 5 | \$68,318 | \$69,656 | \$75,201 |
| 2 | 6 | \$68,536 | \$69,874 | \$75,419 |
| 3 | 7 | \$68,755 | \$70,092 | \$75,637 |
| 4 | 8 | \$68,973 | \$70,310 | \$75,855 |
| 5 | 9 | \$69,441 | \$70,805 | \$77,044 |
| 6 | 10 | \$70,779 | \$72,144 | \$78,811 |
| 7 | 11 | \$72,121 | \$73,486 | \$80,576 |
| 8 | 12 | \$73,460 | \$74,825 | \$82,342 |
| 9 | 13 | \$74,801 | \$76,166 | \$84,109 |
| 10 | 14 | \$76,142 | \$77,507 | \$85,873 |
| 11 | 15 | \$77,482 | \$78,845 | \$87,639 |
| 12 | 16 | \$78,823 | \$80,187 | \$89,407 |
| 13 | 17 | \$80,163 | \$81,527 | \$91,195 |
| 14 | 18 | \$81,503 | \$82,868 | \$92,995 |
| 15 | 19 | \$82,844 | \$84,208 | \$94,797 |
| 16 | 20 | \$84,182 | \$85,548 | \$96,597 |
| 17 | 21 | \$85,523 | \$86,889 | \$98,399 |
| 18 | 22+ | \$86,864 | \$88,229 | \$100,201 |
| The experience component is capped at step 18 | | | | |

*\$5,000 Performance Contract Pay is included in the salary table.

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