



## IV. HISD Compensation Tables

### B-1 – Master Pay Scale Salary Table– 2018-2019

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: employees who work less than half time are not eligible to earn a creditable year of service and will not advance on the step scale. See HISD Compensation Manual for explanation of creditable year of service.

#### 12 Months Master Pay Scale Salary Table

<u>Grade</u>	<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>
37	\$114,885	\$152,223	\$189,561
36	\$104,441	\$138,385	\$172,328
35	\$94,947	\$125,804	\$156,662
34	\$86,315	\$114,367	\$142,420
33	\$78,468	\$103,970	\$129,473
32	\$71,335	\$94,519	\$117,702
31	\$64,850	\$85,926	\$107,002
30	\$58,954	\$78,115	\$97,275
29	\$53,595	\$71,013	\$88,432
28	\$48,723	\$64,557	\$80,392
27	\$46,030	\$58,689	\$71,347
26	\$41,846	\$53,353	\$64,861
25	\$38,042	\$48,503	\$58,964
24	\$34,583	\$44,094	\$53,604
23	\$31,439	\$40,085	\$48,731
22	\$28,581	\$36,441	\$44,301
21	\$25,983	\$33,128	\$40,273
20	\$24,960	\$30,117	\$36,612
19	\$24,960	\$27,379	\$33,284
18	\$24,960	\$24,960	\$30,258
17	\$24,960	\$24,960	\$27,507
16	\$24,960	\$24,960	\$25,007
15	\$24,960	\$24,960	\$24,960



## IV. HISD Compensation Tables

### B-2 – Master Pay Scale Salary Table –2018-2019

An employee who does not earn a credited year of service and/or who remains in the same pay range for any other reason (such as being at the maximum pay range) is not eligible for a pay increase beyond any increase made to the pay range to which the employee is assigned. Note: employees who work less than half time are not eligible to earn a creditable year of service and will not advance on the pay scale. See HISD Compensation Manual for explanation of creditable year of service.

#### 11.5 Months Master Pay Scale Salary Table

<u>Grade</u>	<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>
37	\$110,098	\$145,880	\$181,663
36	\$100,089	\$132,619	\$165,148
35	\$90,991	\$120,562	\$150,134
34	\$82,719	\$109,602	\$136,486
33	\$75,199	\$99,638	\$124,078
32	\$68,363	\$90,581	\$112,798
31	\$62,148	\$82,346	\$102,544
30	\$56,498	\$74,860	\$93,222
29	\$51,362	\$68,054	\$84,747
28	\$46,693	\$61,867	\$77,042
27	\$44,112	\$56,244	\$68,374
26	\$40,102	\$51,130	\$62,158
25	\$36,457	\$46,482	\$56,507
24	\$33,142	\$42,257	\$51,371
23	\$30,129	\$38,415	\$46,701
22	\$27,390	\$34,923	\$42,455
21	\$24,900	\$31,748	\$38,595
20	\$22,637	\$28,862	\$35,087
19	\$20,928	\$26,238	\$31,897
18	**	\$23,853	\$28,997
17	**	\$20,928	\$26,361
16	**	\$20,928	\$23,965
15	**	\$20,928	\$21,786

**\*\*The District pays a minimum of \$12.00/hour, therefore the minimum salary will be calculated by number of hours and days worked in a specific duty schedule.**



## IV. HISD Compensation Tables

### B-3 – Master Pay Scale Salary Table 2018-2019

An employee who does not earn a credited year of service and/or who remains in the same pay range for any other reason (such as being at the maximum pay range) is not eligible for a pay increase beyond any increase made to the pay range to which the employee is assigned. Note: employees who work less than half time are not eligible to earn a creditable year of service and will not advance on the pay scale. See HISD Compensation Manual for explanation of creditable year of service.

#### 11 Months Master Pay Scale Salary Table

<u>Grade</u>	<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>
37	\$105,311	\$139,538	\$173,764
36	\$95,738	\$126,853	\$157,967
35	\$87,035	\$115,320	\$143,607
34	\$79,122	\$104,836	\$130,552
33	\$71,929	\$95,306	\$118,684
32	\$65,390	\$86,642	\$107,894
31	\$59,446	\$78,766	\$98,085
30	\$54,041	\$71,605	\$89,169
29	\$49,129	\$65,095	\$81,063
28	\$44,663	\$59,177	\$73,693
27	\$42,194	\$53,798	\$65,401
26	\$38,359	\$48,907	\$59,456
25	\$34,872	\$44,461	\$54,050
24	\$31,701	\$40,420	\$49,137
23	\$28,819	\$36,745	\$44,670
22	\$26,199	\$33,404	\$40,609
21	\$23,818	\$30,367	\$36,917
20	\$21,653	\$27,607	\$33,561
19	\$19,968	\$25,097	\$30,510
18	**	\$22,816	\$27,737
17	**	\$20,741	\$25,215
16	**	\$20,640	\$22,923
15	**	\$20,640	\$20,839

**\*\*The District pays a minimum of \$12.00/hour, therefore the minimum salary will be calculated by number of hours and days worked in a specific duty schedule.**



**IV. HISD Compensation Tables**

**B-4 – Master Pay Scale Salary Table 2018-2019**

An employee who does not earn a credited year of service and/or who remains in the same pay range for any other reason (such as being at the maximum pay range) is not eligible for a pay increase beyond any increase made to the pay range to which the employee is assigned. Note: employees who work less than half time are not eligible to earn a creditable year of service and will not advance on the pay scale. See HISD Compensation Manual for explanation of creditable year of service.

**10.5 Months Master Pay Scale Salary Table**

<u>Grade</u>	<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>
37	\$100,524	\$133,195	\$165,866
36	\$91,386	\$121,087	\$150,787
35	\$83,079	\$110,079	\$137,079
34	\$75,526	\$100,071	\$124,618
33	\$68,660	\$90,974	\$113,289
32	\$62,418	\$82,704	\$102,989
31	\$56,744	\$75,185	\$93,627
30	\$51,585	\$68,351	\$85,116
29	\$46,896	\$62,136	\$77,378
28	\$42,633	\$56,487	\$70,343
27	\$40,276	\$51,353	\$62,429
26	\$36,615	\$46,684	\$56,753
25	\$33,287	\$42,440	\$51,594
24	\$30,260	\$38,582	\$46,904
23	\$27,509	\$35,074	\$42,640
22	\$25,008	\$31,886	\$38,763
21	\$22,735	\$28,987	\$35,239
20	\$20,668	\$26,352	\$32,036
19	\$18,912	\$23,957	\$29,124
18	**	\$21,779	\$26,476
17	**	\$19,799	\$24,069
16	**	\$18,912	\$21,881
15	**	\$18,912	\$19,891

\*\*The District pays a minimum of \$12.00/hour, therefore the minimum salary will be calculated by number of hours and days worked in a specific duty schedule.



**IV. HISD Compensation Tables**

**B-5 – Master Pay Scale Salary Table 2018-2019**

An employee who does not earn a credited year of service and/or who remains in the same pay range for any other reason (such as being at the maximum pay range) is not eligible for a pay increase beyond any increase made to the pay range to which the employee is assigned. Note: employees who work less than half time are not eligible to earn a creditable year of service and will not advance on the pay scale. See HISD Compensation Manual for explanation of creditable year of service.

**10 Months Master Pay Scale Salary Table**

<u>Grade</u>	<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>
37	\$95,738	\$126,853	\$157,968
36	\$87,034	\$115,321	\$143,607
35	\$79,123	\$104,837	\$130,552
34	\$71,929	\$95,306	\$118,683
33	\$65,390	\$86,642	\$107,894
32	\$59,446	\$78,766	\$98,085
31	\$54,042	\$71,605	\$89,168
30	\$49,128	\$65,096	\$81,063
29	\$44,663	\$59,178	\$73,693
28	\$40,603	\$53,798	\$66,993
27	\$38,358	\$48,908	\$59,456
26	\$34,872	\$44,461	\$54,051
25	\$31,702	\$40,419	\$49,137
24	\$28,819	\$36,745	\$44,670
23	\$26,199	\$33,404	\$40,609
22	\$23,818	\$30,368	\$36,918
21	\$21,653	\$27,607	\$33,561
20	\$19,684	\$25,098	\$30,510
19	\$17,894	\$22,816	\$27,737
18	**	\$20,742	\$25,215
17	**	\$18,856	\$22,923
16	**	\$17,760	\$20,839
15	**	\$17,760	\$18,944

**9 Months Master Pay Scale Salary Table**

24	\$22,738	\$28,991	\$35,244
18	**	\$15,874	\$19,298
17	**	\$15,552	\$18,085

**\*\*The District pays a minimum of \$12.00/hour, therefore the minimum salary will be calculated by number of hours and days worked in a specific duty schedule.**