



**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.

**2018-2019 Experience Component Elementary Principals**

Step	Years of Credited Experience	ES*
0	0-4	\$75,813
1	5	\$76,063
2	6	\$76,313
3	7	\$76,563
4	8	\$76,813
5	9	\$77,063
6	10	\$78,043
7	11	\$79,158
8	12	\$81,332
9	13	\$83,506
10	14	\$85,681
11	15	\$88,218
12	16	\$90,755
13	17	\$93,290
14	18	\$95,101
15	19	\$96,913
16	20	\$98,725
17	21	\$99,450
18	22+	\$100,174

**The experience component is capped at step 18**

\*\$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.