

IV. HISD Compensation Tables

2019-2020 Teacher Initial Compensation Placement Table – All Months

19-20 Teacher Placement Table All Months					
YRS EXP \ STEP	10M SALARY	10.5M SALARY	11M SALARY	11.5M SALARY	12M SALARY
0-3	\$54,369	\$57,087	\$59,805	\$62,524	\$65,242
4	\$54,631	\$57,363	\$60,094	\$62,826	\$65,557
5	\$55,162	\$57,920	\$60,678	\$63,436	\$66,194
6	\$55,692	\$58,477	\$61,261	\$64,046	\$66,830
7	\$57,320	\$60,185	\$63,051	\$65,917	\$68,783
8	\$57,590	\$60,470	\$63,349	\$66,229	\$69,108
9	\$57,860	\$60,753	\$63,646	\$66,539	\$69,432
10	\$58,685	\$61,619	\$64,553	\$67,487	\$70,422
11	\$58,957	\$61,905	\$64,853	\$67,801	\$70,749
12	\$59,518	\$62,494	\$65,470	\$68,446	\$71,422
13	\$59,792	\$62,782	\$65,772	\$68,761	\$71,751
14	\$60,066	\$63,069	\$66,073	\$69,076	\$72,079
15	\$60,341	\$63,358	\$66,375	\$69,392	\$72,409
16	\$60,615	\$63,646	\$66,677	\$69,707	\$72,738
17	\$61,183	\$64,242	\$67,302	\$70,361	\$73,420
18	\$61,734	\$64,821	\$67,908	\$70,995	\$74,081
19	\$62,286	\$65,400	\$68,514	\$71,628	\$74,743
20	\$63,708	\$66,893	\$70,079	\$73,264	\$76,449
21	\$64,153	\$67,361	\$70,568	\$73,776	\$76,984
22	\$66,518	\$69,844	\$73,169	\$76,495	\$79,821
23	\$66,657	\$69,990	\$73,322	\$76,655	\$79,988
24	\$67,102	\$70,457	\$73,812	\$77,167	\$80,522
25	\$68,628	\$72,059	\$75,490	\$78,922	\$82,353
26	\$69,189	\$72,649	\$76,108	\$79,567	\$83,027
27	\$70,200	\$73,710	\$77,220	\$80,730	\$84,240
28	\$71,155	\$74,712	\$78,270	\$81,828	\$85,386
29	\$71,436	\$75,007	\$78,579	\$82,151	\$85,723
30	\$72,109	\$75,715	\$79,320	\$82,926	\$86,531
31	\$73,120	\$76,776	\$80,432	\$84,088	\$87,744
32	\$73,570	\$77,248	\$80,927	\$84,605	\$88,284
33	\$74,244	\$77,956	\$81,668	\$85,380	\$89,092
34	\$75,142	\$78,899	\$82,656	\$86,413	\$90,170
35	\$76,097	\$79,902	\$83,706	\$87,511	\$91,316
36	\$78,062	\$81,966	\$85,869	\$89,772	\$93,675
37+	\$80,309	\$84,324	\$88,340	\$92,355	\$96,371

**Initial Compensation Placement Tables change each year. Employees cannot estimate future salaries based on their gaining a year of experience. Previously approved hold harmless amounts and other components of pay are not increased by annual pay adjustments.
Table includes: Teachers, Chair-SPED, Literacy Coach, Coordinators, Librarian, Nurse, Dyslexia Interventionist, Registrar, Speech Therapist, Teacher Specialist.**

**19-20 Evaluation Specialist/LSSP Placement Tables
All Months**

YRS EXP / STEP	10M SALARY	10.5M SALARY	11M SALARY	11.5M SALARY	12M SALARY
0-3	\$57,369	\$60,087	\$62,805	\$65,524	\$68,242
4	\$57,631	\$60,363	\$63,094	\$65,826	\$68,557
5	\$58,162	\$60,920	\$63,678	\$66,436	\$69,194
6	\$58,692	\$61,477	\$64,261	\$67,046	\$69,830
7	\$60,320	\$63,185	\$66,051	\$68,917	\$71,783
8	\$60,590	\$63,470	\$66,349	\$69,229	\$72,108
9	\$60,860	\$63,753	\$66,646	\$69,539	\$72,432
10	\$61,685	\$64,619	\$67,553	\$70,487	\$73,422
11	\$61,957	\$64,905	\$67,853	\$70,801	\$73,749
12	\$62,518	\$65,494	\$68,470	\$71,446	\$74,422
13	\$62,792	\$65,782	\$68,772	\$71,761	\$74,751
14	\$63,066	\$66,069	\$69,073	\$72,076	\$75,079
15	\$63,341	\$66,358	\$69,375	\$72,392	\$75,409
16	\$63,615	\$66,646	\$69,677	\$72,707	\$75,738
17	\$64,183	\$67,242	\$70,302	\$73,361	\$76,420
18	\$64,734	\$67,821	\$70,908	\$73,995	\$77,081
19	\$65,286	\$68,400	\$71,514	\$74,628	\$77,743
20	\$66,708	\$69,893	\$73,079	\$76,264	\$79,449
21	\$67,153	\$70,361	\$73,568	\$76,776	\$79,984
22	\$69,518	\$72,844	\$76,169	\$79,495	\$82,821
23	\$69,657	\$72,990	\$76,322	\$79,655	\$82,988
24	\$70,102	\$73,457	\$76,812	\$80,167	\$83,522
25	\$71,628	\$75,059	\$78,490	\$81,922	\$85,353
26	\$72,189	\$75,649	\$79,108	\$82,567	\$86,027
27	\$73,200	\$76,710	\$80,220	\$83,730	\$87,240
28	\$74,155	\$77,712	\$81,270	\$84,828	\$88,386
29	\$74,436	\$78,007	\$81,579	\$85,151	\$88,723
30	\$75,109	\$78,715	\$82,320	\$85,926	\$89,531
31	\$76,120	\$79,776	\$83,432	\$87,088	\$90,744
32	\$76,570	\$80,248	\$83,927	\$87,605	\$91,284
33	\$77,244	\$80,956	\$84,668	\$88,380	\$92,092
34	\$78,142	\$81,899	\$85,656	\$89,413	\$93,170
35	\$79,097	\$82,902	\$86,706	\$90,511	\$94,316
36	\$81,062	\$84,966	\$88,869	\$92,772	\$96,675
37+	\$83,309	\$87,324	\$91,340	\$95,355	\$99,371

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**19-20 Counselor Placement Tables
All Months**

YRS EXP / STEP	10M SALARY	10.5M SALARY	11M SALARY	11.5M SALARY	12M SALARY
0-3	\$55,369	\$58,087	\$60,805	\$63,524	\$66,242
4	\$55,631	\$58,363	\$61,094	\$63,826	\$66,557
5	\$56,162	\$58,920	\$61,678	\$64,436	\$67,194
6	\$56,692	\$59,477	\$62,261	\$65,046	\$67,830
7	\$58,320	\$61,185	\$64,051	\$66,917	\$69,783
8	\$58,590	\$61,470	\$64,349	\$67,229	\$70,108
9	\$58,860	\$61,753	\$64,646	\$67,539	\$70,432
10	\$59,685	\$62,619	\$65,553	\$68,487	\$71,422
11	\$59,957	\$62,905	\$65,853	\$68,801	\$71,749
12	\$60,518	\$63,494	\$66,470	\$69,446	\$72,422
13	\$60,792	\$63,782	\$66,772	\$69,761	\$72,751
14	\$61,066	\$64,069	\$67,073	\$70,076	\$73,079
15	\$61,341	\$64,358	\$67,375	\$70,392	\$73,409
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18	\$62,734	\$65,821	\$68,908	\$71,995	\$75,081
19	\$63,286	\$66,400	\$69,514	\$72,628	\$75,743
20	\$64,708	\$67,893	\$71,079	\$74,264	\$77,449
21	\$65,153	\$68,361	\$71,568	\$74,776	\$77,984
22	\$67,518	\$70,844	\$74,169	\$77,495	\$80,821
23	\$67,657	\$70,990	\$74,322	\$77,655	\$80,988
24	\$68,102	\$71,457	\$74,812	\$78,167	\$81,522
25	\$69,628	\$73,059	\$76,490	\$79,922	\$83,353
26	\$70,189	\$73,649	\$77,108	\$80,567	\$84,027
27	\$71,200	\$74,710	\$78,220	\$81,730	\$85,240
28	\$72,155	\$75,712	\$79,270	\$82,828	\$86,386
29	\$72,436	\$76,007	\$79,579	\$83,151	\$86,723
30	\$73,109	\$76,715	\$80,320	\$83,926	\$87,531
31	\$74,120	\$77,776	\$81,432	\$85,088	\$88,744
32	\$74,570	\$78,248	\$81,927	\$85,605	\$89,284
33	\$75,244	\$78,956	\$82,668	\$86,380	\$90,092
34	\$76,142	\$79,899	\$83,656	\$87,413	\$91,170
35	\$77,097	\$80,902	\$84,706	\$88,511	\$92,316
36	\$79,062	\$82,966	\$86,869	\$90,772	\$94,675
37+	\$81,309	\$85,324	\$89,340	\$93,355	\$97,371

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