

# HISD COMPENSATION TABLES



## CENTRAL OFFICE

**2023-2024  
12M MASTER PAY SCALE HOURLY TABLE**

Grade	Minimum	Midpoint	Maximum
37	\$63.28	\$83.85	\$104.42
36	\$57.53	\$76.23	\$94.92
35	\$52.30	\$69.30	\$86.29
34	\$47.54	\$63.00	\$78.45
33	\$43.22	\$57.27	\$71.32
32	\$39.29	\$52.06	\$64.83
31	\$35.72	\$47.33	\$58.94
30	\$32.47	\$43.03	\$53.58
29	\$29.52	\$39.12	\$48.71
28	\$26.84	\$35.56	\$44.28
27	\$24.40	\$32.33	\$40.26
26	\$22.18	\$29.39	\$36.60
25	\$20.16	\$26.72	\$33.27
24	\$18.33	\$24.29	\$30.25
23	\$16.66	\$22.08	\$27.50
22	\$15.36	\$20.35	\$25.34
21	\$15.16	\$20.08	\$25.01
20	\$14.96	\$19.82	\$24.68
19	\$14.76	\$19.56	\$24.35
18	\$14.57	\$19.30	\$24.03
17	\$14.37	\$19.05	\$23.72
16	\$14.19	\$18.80	\$23.41
15	\$14.00	\$18.55	\$23.10

Employees may exceed the maximum of the range due to board approved employee raises with the District.

**2023-2024  
12M MASTER PAY SCALE SALARY TABLE**

Grade	Minimum	Midpoint	Maximum
37	\$131,627	\$174,406	\$217,185
36	\$119,661	\$158,551	\$197,440
35	\$108,783	\$144,137	\$179,491
34	\$98,893	\$131,034	\$163,174
33	\$89,903	\$119,121	\$148,340
32	\$81,730	\$108,292	\$134,854
31	\$74,300	\$98,447	\$122,595
30	\$67,545	\$89,498	\$111,450
29	\$61,405	\$81,362	\$101,318
28	\$55,823	\$73,965	\$92,107
27	\$50,748	\$67,241	\$83,734
26	\$46,134	\$61,128	\$76,122
25	\$41,940	\$55,571	\$69,202
24	\$38,128	\$50,519	\$62,911
23	\$34,661	\$45,926	\$57,191
22	\$31,942	\$42,323	\$52,704
21	\$31,522	\$41,767	\$52,012
20	\$31,109	\$41,219	\$51,329
19	\$30,700	\$40,678	\$50,656
18	\$30,297	\$40,144	\$49,991
17	\$29,900	\$39,617	\$49,335
16	\$29,507	\$39,097	\$48,687
15	\$29,120	\$38,584	\$48,048

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# HISD COMPENSATION TABLES



## CENTRAL OFFICE (CONTINUED)

2023-2024   CENTRAL OFFICE 12M MASTER PAY SCALE SALARY TABLE			
POSITION	Minimum	Midpoint	Maximum
Chief of a Department	\$215,000	\$235,000	\$255,000
Division Superintendent	\$215,000	\$235,000	\$255,000
Deputy Chief	\$200,000	\$215,000	\$235,000
Senior Executive Director	\$190,000	\$215,000	\$235,000
Executive Director	\$170,000	\$182,500	\$195,000
Director 2	\$150,000	\$162,500	\$175,000
Director 1	\$130,000	\$142,500	\$155,000
Cross-functional Team Member (CTM)	\$110,000	\$122,500	\$135,000
Coordinator 2	\$85,000	\$95,000	\$105,000
Coordinator 1	\$75,000	\$85,000	\$95,000
Senior Manager	\$70,000	\$80,000	\$90,000
Senior Analyst	\$70,000	\$80,000	\$90,000
Project/Program Manager 2	\$65,000	\$75,000	\$85,000
Analyst 2	\$65,000	\$75,000	\$85,000
Executive Assistant (Chief/Division)	\$65,000	\$75,000	\$85,000
Executive Assistant (Unit)	\$60,000	\$70,000	\$80,000
Office Manager 3	\$60,000	\$70,000	\$80,000
Project/Program Manager 1	\$60,000	\$70,000	\$80,000
Analyst 1	\$60,000	\$70,000	\$80,000
Office Manager 2	\$55,000	\$65,000	\$75,000
Specialist 2	\$50,000	\$55,000	\$60,000
Office Manager 1	\$50,000	\$60,000	\$70,000
Specialist 1	\$45,000	\$50,000	\$55,000
Assistant Office Manager 3	\$40,000	\$47,500	\$55,000
Assistant Office Manager 2	\$35,000	\$42,500	\$50,000
Assistant Office Manager 1	\$30,000	\$37,500	\$45,000
Clerk 2	\$30,000	\$35,000	\$40,000
Clerk 1	\$30,000	\$32,500	\$35,000