

HISD COMPENSATION TABLES



NES CAMPUSES

2023-2024 | ELEMENTARY SCHOOL SALARY AND STIPEND RATES - 10M

Position	Base Salary	Stipend
Kindergarten	\$66,000	\$10,000
1st Grade	\$66,000	\$10,000
2nd Grade ELA	\$73,000	\$10,000
2nd Grade Science of Reading	\$73,000	\$10,000
2nd Grade Math	\$68,000	\$10,000
2nd Grade Science	\$68,000	\$10,000
3rd Grade ELA	\$83,000	\$10,000
3rd Grade Science of Reading	\$83,000	\$10,000
3rd Grade Math	\$75,000	\$10,000
3rd Grade Science	\$75,000	\$10,000
3rd Grade Art of Thinking	\$83,000	\$10,000
3rd Grade Social Studies	\$73,000	\$10,000
4th Grade ELA	\$80,000	\$10,000
4th Grade Science of Reading	\$80,000	\$10,000
4th Grade Math	\$75,000	\$10,000
4th Grade Science	\$75,000	\$10,000
4th Grade Art of Thinking	\$80,000	\$10,000
4th Grade Social Studies	\$73,000	\$10,000
5th Grade ELA	\$80,000	\$10,000
5th Grade Science of Reading	\$80,000	\$10,000
5th Grade Math	\$75,000	\$10,000
5th Grade Science	\$75,000	\$10,000
5th Grade Art of Thinking	\$80,000	\$10,000
5th Grade Social Studies	\$73,000	\$10,000
Elective classes	\$63,000	\$10,000
Learning Coach	\$53,000	\$3,000
Teacher Apprentice	\$68,000	\$10,000
Special Education	\$85,000	\$10,000
Special Education support	\$55,000	\$10,000

Experience	Calculation
0	Base Salary
1 year	Min + \$1,000
2 years	Min + \$2,000
3 years	Min + \$5,000
4 years	Min + \$7,000



HISD COMPENSATION TABLES



NES CAMPUSES (CONTINUED)

2023-2024 | MIDDLE SCHOOL SALARY AND STIPEND RATES - 10M

Position	Base Salary	Stipend
6th Grade Art of Thinking	\$83,000	\$10,000
6th Grade ELA	\$86,000	\$10,000
6th Grade Math	\$81,000	\$10,000
6th Grade Science	\$81,000	\$10,000
6th Grade Science of Reading	\$86,000	\$10,000
6th Grade Social Studies	\$74,000	\$10,000
7th Grade Art of Thinking	\$83,000	\$10,000
7th Grade ELA	\$84,000	\$10,000
7th Grade Math	\$81,000	\$10,000
7th Grade Math Success	\$81,000	\$10,000
7th Grade Science	\$81,000	\$10,000
7th Grade Reading Success	\$84,000	\$10,000
7th Grade Social Studies	\$74,000	\$10,000
8th Grade Art of Thinking	\$83,000	\$10,000
8th Grade ELA	\$84,000	\$10,000
8th Grade Math	\$81,000	\$10,000
8th Grade Science	\$81,000	\$10,000
8th Grade Science of Reading	\$84,000	\$10,000
8th Grade Social Studies	\$74,000	\$10,000
Elective teachers	\$65,000	\$10,000
Reading Interventionist	\$85,000	\$10,000
ELD interventionist	\$85,000	\$10,000
Learning Coach	\$55,000	\$3,000
Teacher Apprentice	\$68,000	\$10,000
Special Education	\$85,000	\$10,000
Special Education support	\$55,000	\$10,000

Experience	Calculation
0	Base Salary
1 year	Min + \$1,000
2 years	Min + \$2,000
3 years	Min + \$5,000
4 years	Min + \$7,000



HISD COMPENSATION TABLES



NES CAMPUSES (CONTINUED)

2023-2024 | HIGH SCHOOL SALARY AND STIPEND RATES - 10M

Position	Base Salary	Stipend
AA Studies/AP Human Geography	\$76,000	\$10,000
African American	\$76,000	\$10,000
Algebra II/PreAP	\$83,000	\$10,000
Algebra/Strategic Math/PreAP	\$90,000	\$10,000
Anatomy/Chemistry	\$83,000	\$10,000
AP Bio/Anatomy	\$83,000	\$10,000
AP Bio/Forensic Science/AP Env Sys	\$83,000	\$10,000
AP US HIST/World Hist	\$83,000	\$10,000
Art of Thinking	\$85,000	\$10,000
BIO PreAP	\$83,000	\$10,000
Biology/PAP Bio	\$83,000	\$10,000
Chemistry/PreAP	\$83,000	\$10,000
Chemistry/PreAP/Env Systems	\$83,000	\$10,000
CTE	\$76,000	\$10,000
ENG I and II ESOL	\$88,000	\$10,000
ENG III/AP	\$88,000	\$10,000
ENG IV/AP	\$88,000	\$10,000
English I/PreAP/Reading I	\$90,000	\$10,000
English II/PreAP/Reading II	\$90,000	\$10,000
English II/Reading II	\$90,000	\$10,000
English III ESL	\$88,000	\$10,000
Env Systems/ AP Env Sys	\$83,000	\$10,000
Environmental Science	\$83,000	\$10,000
Environmental Science & Bio	\$83,000	\$10,000
Environmental Systems	\$83,000	\$10,000
Environmental/BIO PreAP	\$83,000	\$10,000
ESOL & Interventions	\$88,000	\$10,000
ESOL 1/LDA/SIFE	\$88,000	\$10,000
ESOL 2/LDA	\$88,000	\$10,000

Experience	Calculation
0	Base Salary
1 year	Min + \$1,000
2 years	Min + \$2,000
3 years	Min + \$5,000
4 years	Min + \$7,000



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HISD COMPENSATION TABLES



NES CAMPUSES (CONTINUED)

2023-2024 | HIGH SCHOOL SALARY AND STIPEND RATES (continued)

Position	Base Salary	Stipend
Fine Arts, ROTC, Electives, Health	\$70,000	\$10,000
Geometry	\$83,000	\$10,000
Geometry ESL	\$83,000	\$10,000
Geometry/PreAP	\$83,000	\$10,000
Geometry/PreAP/Algebraic Reasoning	\$83,000	\$10,000
Geometry/Pre-Cal	\$83,000	\$10,000
Government/Economics/AP	\$76,000	\$10,000
IPC/BIO PreAP	\$83,000	\$10,000
Learning Coach HS	\$55,000	\$3,000
LOTE	\$85,000	\$10,000
LOTE (Computer Science)	\$85,000	\$10,000
LOTE (Span 1)	\$76,000	\$10,000
LOTE (Span 1/2)	\$76,000	\$10,000
LOTE (Span 1/2/AP)	\$85,000	\$10,000
LOTE (Span 2/ Native Speakers)	\$85,000	\$10,000
Physics/PreAP	\$83,000	\$10,000
Physics/PreAP/Env Systems	\$83,000	\$10,000
Pre-Cal/Adv Math	\$83,000	\$10,000
Pre-Cal/Adv Math/Algebraic Reasoning	\$83,000	\$10,000
Pre-Cal/PreAP/AP Calculus	\$83,000	\$10,000
Psychology/Sociology/AA/MA	\$76,000	\$10,000
Reconnect/Grad Lab	\$70,000	\$10,000
SPED (all)	\$85,000	\$10,000
SPED Education Coordinator (Chair)	\$85,000	\$10,000
SPED Specialized	\$85,000	\$10,000
Teacher Apprentice	\$68,000	\$10,000
World Geography/PAP W. Geo	\$76,000	\$10,000
World History/AP	\$76,000	\$10,000

Experience	Calculation
0	Base Salary
1 year	Min + \$1,000
2 years	Min + \$2,000
3 years	Min + \$5,000
4 years	Min + \$7,000



HISD COMPENSATION TABLES



NES CAMPUSES (CONTINUED)

2023-2024 | ADMINISTRATION SALARIES & STIPENDS - ELEMENTARY

Position	Base Salary	Stipend
Principal - 12M	\$140,000	\$10,000
Asst. Principal - 12M	\$90,000	\$10,000
Counselor - 10M	\$80,000	\$10,000
Dean of Students - 12M	\$70,000	\$10,000
Nurse - 10M	\$65,000	\$3,000
Office Manager - 12M	\$55,000	\$3,000
Asst. Office Manager - 12M	\$45,000	\$3,000
Copy clerk - 10M	\$35,000	\$3,000
Pre-K Teaching Assistant 12M	\$35,000	\$3,000

2023-2024 | ADMINISTRATION SALARIES & STIPENDS - MIDDLE SCHOOL

Position	Base Salary	Stipend
Principal - 12M	\$150,000	\$10,000
Asst. Principal - 12M	\$95,000	\$10,000
Counselor - 10M	\$85,000	\$10,000
Counselor Lead - 11M	\$90,000	\$10,000
Dean of Students - 12M	\$75,000	\$10,000
Nurse - 10M	\$65,000	\$3,000
Office Manager - 12M	\$60,000	\$3,000
Asst. Office Manager - 12M	\$50,000	\$3,000
Copy clerk - 10M	\$35,000	\$3,000
SIR (registrar) - 10M	\$45,000	\$3,000

2023-2024 | NES ADMINISTRATION SALARIES & STIPENDS - HIGH SCHOOL

Position	Base Salary	Stipend
Principal - 12M	\$160,000	\$10,000
Asst. Principal - 12M	\$95,000	\$10,000
Dean of Students - 12M	\$75,000	\$10,000
Counselor - 11M	\$90,000	\$10,000
Counselor Lead - 12M	\$95,000	\$10,000
Nurse - 10M	\$65,000	\$3,000
Office Manager - 12M	\$65,000	\$3,000
Asst. Office Manager - 12M	\$55,000	\$3,000
Copy clerk - 10M	\$35,000	\$3,000

2023-2024 | NON-NES ADMINISTRATIVE SALARIES & STIPENDS - HIGH SCHOOL

Position	Base Salary	Stipend
Data Controller - PEIMS (SAR) Clerk - 10M	\$22,672	\$3,000
SPED Paraprofessionals 10M	\$ 22,081	\$3,000
Registrar - 10M	\$61,500	\$3,000
Testing Coordinator (teacher) - 10M	\$61,500	\$3,000