

# HISD COMPENSATION TABLES



## NON-NES/NES-ALIGNED CAMPUSES

### PRINCIPAL Payscale SALARY TABLES

#### 2023-2024 | PRINCIPAL SALARY RATES - 12M

Level/Description	Amount
<b>High School Principals</b>	
Specialty High Schools	\$124,000*
Comprehensive High Schools	\$139,000*
<b>Middle School Principals</b>	\$114,000*
<b>Elementary School Principals</b>	\$108,500

\*\$7,500 Performance Contract Pay is included in the salary amounts.

**Principals** will receive an additional component of pay based on their years of principal experience.

YEARS OF EXPERIENCE	
Experience	Amount
0-1 years	\$0
2-4 Years	\$1,000
5-7 Years	\$2,000
8-11 Years	\$3,000
12-16 Years	\$4,000
17+ Years	\$5,000



**Principals** will receive an additional component of pay based on their school's complexity factors.

COMPLEXITY FACTORS		
From	To	Amount
0.5	2.0	\$0
0.25	0.49	\$1,000
0.0	0.24	\$2,000
-0.25	-0.01	\$3,000
-0.50	-0.26	\$4,000
-0.75	-0.51	\$5,000
-1.0	-0.76	\$6,000
-2.0	-1.01	\$7,000

► **Additional Components:** \$1,000 is paid for a Doctorate.