

HISD COMPENSATION TABLES



NON-NES/NES-ALIGNED CAMPUSES

INITIAL COMPENSATION PLACEMENT TABLE

2023-2024 | TEACHER PLACEMENT TABLE - PART 1 OF 2

Years Experience	10M (187 days)	10.5M (197 days)	11M (207 days)	11.5M (217days)	12M (227 days)
0	\$61,500	\$64,789	\$68,078	\$71,366	\$74,655
1	\$62,500	\$65,842	\$69,184	\$72,527	\$75,869
2	\$63,000	\$66,369	\$69,738	\$73,107	\$76,476
3	\$63,250	\$66,632	\$70,015	\$73,397	\$76,779
4	\$63,500	\$66,896	\$70,291	\$73,687	\$77,083
5	\$64,500	\$67,949	\$71,398	\$74,848	\$78,297
6	\$65,000	\$68,476	\$71,952	\$75,428	\$78,904
7	\$65,500	\$69,003	\$72,505	\$76,008	\$79,511
8	\$66,000	\$69,529	\$73,059	\$76,588	\$80,118
9	\$66,500	\$70,056	\$73,612	\$77,168	\$80,725
10	\$67,500	\$71,110	\$74,719	\$78,329	\$81,939
11	\$68,000	\$71,636	\$75,273	\$78,909	\$82,545
12	\$68,500	\$72,163	\$75,826	\$79,489	\$83,152
13	\$69,000	\$72,690	\$76,380	\$80,070	\$83,759
14	\$69,500	\$73,217	\$76,933	\$80,650	\$84,366
15	\$70,000	\$73,743	\$77,487	\$81,230	\$84,973
16	\$70,500	\$74,270	\$78,040	\$81,810	\$85,580
17	\$71,000	\$74,797	\$78,594	\$82,390	\$86,187
18	\$71,500	\$75,324	\$79,147	\$82,971	\$86,794
19	\$72,000	\$75,850	\$79,701	\$83,551	\$87,401
20	\$73,000	\$76,904	\$80,807	\$84,711	\$88,615
21	\$73,500	\$77,430	\$81,361	\$85,291	\$89,222
22	\$74,000	\$77,957	\$81,914	\$85,872	\$89,829
23	\$74,500	\$78,484	\$82,468	\$86,452	\$90,436

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.

Continued

HISD COMPENSATION TABLES



NON-NES/NES-ALIGNED CAMPUSES (CONTINUED)

2023-2024 | TEACHER PLACEMENT TABLE - PART 2 OF 2

Years Experience	10M (187 days)	10.5M (197 days)	11M (207 days)	11.5M (217days)	12M (227 days)
24	\$75,000	\$79,011	\$83,021	\$87,032	\$91,043
25	\$77,500	\$81,644	\$85,789	\$89,933	\$94,078
26	\$78,000	\$82,171	\$86,342	\$90,513	\$94,684
27	\$78,500	\$82,698	\$86,896	\$91,094	\$95,291
28	\$79,000	\$83,225	\$87,449	\$91,674	\$95,898
29	\$79,500	\$83,751	\$88,003	\$92,254	\$96,505
30	\$80,000	\$84,278	\$88,556	\$92,834	\$97,112
31	\$80,500	\$84,805	\$89,110	\$93,414	\$97,719
32	\$81,000	\$85,332	\$89,663	\$93,995	\$98,326
33	\$81,500	\$85,858	\$90,217	\$94,575	\$98,933
34	\$82,000	\$86,385	\$90,770	\$95,155	\$99,540
35	\$85,000	\$89,545	\$94,091	\$98,636	\$103,182
36	\$85,500	\$90,072	\$94,644	\$99,217	\$103,789
37	\$86,000	\$90,599	\$95,198	\$99,797	\$104,396
38	\$86,500	\$91,126	\$95,751	\$100,377	\$105,003
39	\$87,000	\$91,652	\$96,305	\$100,957	\$105,610
40	\$87,500	\$92,179	\$96,858	\$101,537	\$106,21

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- ▶ **Counselors** will receive a component of **\$1,000** in addition to their salary calculated from their respective rate on the teacher table.
- ▶ **Evaluation Specialists** and **LSSPs** will receive a component of **\$3,000** in addition to their salary calculated from their respective rate on the teacher table.