

HISD PRESS RELEASE

HISD Releases 2024-2025 Compensation Plan

Reimagined plan increases teacher salaries district wide and incents excellence across all teams

March 5, 2024 - The Houston Independent School District (HISD) today released its [Compensation Plan](#) for the 2024-2025 school year. It outlines how HISD is raising teacher salaries district wide and incenting excellence across all teams. Teachers in HISD's New Education System (NES) schools will continue to earn some of the highest compensation in the nation. The updated salary table for teachers at non-NES schools—who already receive higher-than-average compensation—reflects a \$2,500 increase at each step. In addition, all hourly staff will now make no less than \$15 per hour.

For the first time in many years, the Compensation Plan demonstrates that HISD will allocate its valuable resources to its highest priorities—the most important of which is raising the quality of instruction. The plan clearly articulates HISD's commitment to investing in effective educators who will help ensure every student graduates prepared for the Year 2035 workplace and world. In addition, the plan allows employees to understand what they can expect from the District and what the District expects from its employees. That empowers each individual team member to make an informed decision about whether HISD's high-performance culture is the right fit for them.

“The plan released today comes after months of focused effort to create a modern employee value proposition and compensation packages that value and support our employees, so they can do their best work for students,” **Chief Human Resources Officer Jessica Neyman said.** “In our recent Intent to Return Survey, the overwhelming majority of respondents said they want to keep teaching in HISD. Our teachers see that HISD is a uniquely great place to work, where educators can make a real difference for kids and earn the professional compensation they deserve. This new plan outlines HISD's commitment to them—and to all HISD employees. It sets us up for a strong school year ahead.”

HISD has 27,000 team members. The Compensation Plan details employee salaries for the coming school year—many of which are significantly higher than those of surrounding districts. Non-NES HISD teachers, who are new to teaching, earn a starting salary of \$64,000. As a comparison, the average salary for a teacher in Texas is \$55,616.

In HISD's NES schools, employees earn even more. Average salaries for high school NES teachers, for example, start at \$82,816 and go up to \$88,816 for a teacher with five years of experience.

The plan includes all teacher pay tables for 2024-2025 along with updated rates and new salary schedules for a range of other employees. It also notes that revised 2024-2025 work calendars will be released by the end of this month. As HISD plans for the next school year, the District is seeking talented teachers and other team members. For information on upcoming hiring events, to learn about career opportunities with HISD, or to apply online, visit HoustonISD.org/Careers.

The Houston Independent School District is the largest school district in Texas and the eighth-largest in the United States, with 276 schools and nearly 190,000 students. The 333-square-mile district is one of the largest employers in the Houston metropolitan area, with more than 27,000 employees.

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4400 West 18th Street | Houston, Texas 77092-8501 • HoustonISD.org

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