

HISD PRESS RELEASE

High-Paying HISD will Hold Saturday Event to Recruit High-Performing Teachers

District offers some of the highest teacher compensation in the nation

February 23, 2024 - As a school system with some of the highest teacher compensation in the nation, Houston Independent School District (HISD) will host a Campus Hiring Kickoff this Saturday, February 24, from 9 a.m. to 1 p.m. The event at Sharpstown High School, located at 7504 Bissonnet Street, will recruit teachers for current openings with HISD as well as positions for the upcoming academic year. The event will provide opportunities to learn about working in HISD's New Education System (NES) and non-NES schools.

HISD is currently surveying teachers about their intent to return to the District next school year, and thousands of teachers have already committed to return. The deadline to submit the survey is March 1. Of the more than 55 percent of teachers who have responded so far, 97 percent plan to return to HISD. In addition, 14 percent of those who teach at a non-NES school said they want to transfer to an NES-campus in the fall.

Compensation is just one piece of the unique [Employee Value Proposition](#) HISD offers its educators. HISD teachers choose to be part of the District's high-performance culture that expects excellence from its employees and commits to support and value them in return.




"HISD is building an elite team to serve our students—so if you're an effective teacher or one who is ready to grow as an educator, we want you to join us," said **Chief Human Resources Officer Jessica Neyman**. "In turn, we pledge to support you. At HISD, we provide higher-than-average compensation for teachers at our schools across the board—and in our NES schools, we offer some of the highest teacher compensation packages in the U.S. This makes a significant difference in a teacher's paycheck today and in their retirement payout in the future. On Saturday, we hope educators from across the area will come hear what it's like to be a part of Team HISD."

At the Hiring Kickoff, educators can speak with campus representatives, attend a panel discussion and Q&A with school and District leaders, and hear from Superintendent Mike Miles about the transformational work underway in HISD. Teachers who are interested in working at an NES campus, in particular, can see live instructional demonstrations from NES teacher-leaders. Educators will teach lessons in English language arts, math, and Art of Thinking, which is a class focused on teaching critical-thinking and problem-solving skills and how to assess, evaluate, and effectively use information.

NES schools pay teachers and staff higher salaries and differentiate compensation based on the subject and grade level taught as well as rigorous teacher and leader evaluation systems. Salaries for high school NES teachers, for example, start at \$82,816, and go up to \$88,816 for a teacher with five or more years of experience.

Campuses in the NES receive extra resources and are built around a staffing structure that supports better work-life harmony and allows teachers to focus on their core work. In addition, schools use a specific instructional model to help ensure all students get the targeted support they need.

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](https://www.houstonisd.org)

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