



IV. HISD Compensation Tables

**A-1 - 2018-2019 Initial Compensation Placement Table – Teacher Only
All Months**

18-19 PLACEMENT TABLE (TEACHER ONLY)						
All Months						
Step	YRS EXP	10M STEP RATE	10.5M STEP RATE	11M STEP RATE	11.5M STEP RATE	12M STEP RATE
1	0-3	\$52,530	\$55,157	\$57,783	\$60,410	\$63,036
2	4-5	\$53,040	\$55,692	\$58,344	\$60,996	\$63,648
3	6	\$54,590	\$57,320	\$60,049	\$62,779	\$65,508
4	7	\$54,848	\$57,590	\$60,333	\$63,075	\$65,818
5	8	\$55,105	\$57,860	\$60,616	\$63,371	\$66,126
6	9	\$55,363	\$58,131	\$60,899	\$63,667	\$66,436
7	10	\$55,620	\$58,401	\$61,182	\$63,963	\$66,744
8	11	\$56,149	\$58,956	\$61,764	\$64,571	\$67,379
9	12	\$56,408	\$59,228	\$62,049	\$64,869	\$67,690
10	13	\$56,666	\$59,499	\$62,333	\$65,166	\$67,999
11	14	\$56,925	\$59,771	\$62,618	\$65,464	\$68,310
12	15	\$57,184	\$60,043	\$62,902	\$65,762	\$68,621
13	16	\$57,720	\$60,606	\$63,492	\$66,378	\$69,264
14	17	\$58,240	\$61,152	\$64,064	\$66,976	\$69,888
15	18	\$58,760	\$61,698	\$64,636	\$67,574	\$70,512
16	19	\$59,540	\$62,517	\$65,494	\$68,471	\$71,448
17	20	\$59,956	\$62,954	\$65,952	\$68,949	\$71,947
18	21	\$62,166	\$65,274	\$68,383	\$71,491	\$74,599
19	22	\$62,296	\$65,411	\$68,526	\$71,640	\$74,755
20	23	\$62,712	\$65,848	\$68,983	\$72,119	\$75,254
21	24	\$63,544	\$66,721	\$69,898	\$73,076	\$76,253
22	25	\$64,064	\$67,267	\$70,470	\$73,674	\$76,877
23	26	\$65,000	\$68,250	\$71,500	\$74,750	\$78,000
24	27	\$65,884	\$69,178	\$72,472	\$75,767	\$79,061
25	28	\$66,144	\$69,451	\$72,758	\$76,066	\$79,373
26	29	\$66,768	\$70,106	\$73,445	\$76,783	\$80,122
27	30	\$67,704	\$71,089	\$74,474	\$77,860	\$81,245
28	31	\$68,120	\$71,526	\$74,932	\$78,338	\$81,744
29	32	\$68,744	\$72,181	\$75,618	\$79,056	\$82,493
30	33	\$69,576	\$73,055	\$76,534	\$80,012	\$83,491
31	34	\$70,460	\$73,983	\$77,506	\$81,029	\$84,552
32	35	\$72,280	\$75,894	\$79,508	\$83,122	\$86,736
33	36+	\$74,360	\$78,078	\$81,796	\$85,514	\$89,232

Initial Compensation Placement Tables change each year. Employees cannot estimate future salaries based on their current step or experience assignments from prior years.

Teacher allotment, hold harmless amounts, and other components of pay are not increased by annual pay adjustments.



IV. HISD Compensation Tables

**A-2 - 2018-2019 Initial Compensation Placement Table – Other
All Months**

18-19 PLACEMENT TABLE (OTHER)*						
All Months						
Step	YRS EXP	10M STEP RATE	10.5M STEP RATE	11M STEP RATE	11.5M STEP RATE	12M STEP RATE
1	0-4	\$52,530	\$55,157	\$57,783	\$60,410	\$63,036
2	5-6	\$53,040	\$55,692	\$58,344	\$60,996	\$63,648
3	7	\$54,590	\$57,320	\$60,049	\$62,779	\$65,508
4	8	\$54,848	\$57,590	\$60,333	\$63,075	\$65,818
5	9	\$55,105	\$57,860	\$60,616	\$63,371	\$66,126
6	10	\$55,363	\$58,131	\$60,899	\$63,667	\$66,436
7	11	\$55,620	\$58,401	\$61,182	\$63,963	\$66,744
8	12	\$56,149	\$58,956	\$61,764	\$64,571	\$67,379
9	13	\$56,408	\$59,228	\$62,049	\$64,869	\$67,690
10	14	\$56,666	\$59,499	\$62,333	\$65,166	\$67,999
11	15	\$56,925	\$59,771	\$62,618	\$65,464	\$68,310
12	16	\$57,184	\$60,043	\$62,902	\$65,762	\$68,621
13	17	\$57,720	\$60,606	\$63,492	\$66,378	\$69,264
14	18	\$58,240	\$61,152	\$64,064	\$66,976	\$69,888
15	19	\$58,760	\$61,698	\$64,636	\$67,574	\$70,512
16	20	\$59,540	\$62,517	\$65,494	\$68,471	\$71,448
17	21	\$59,956	\$62,954	\$65,952	\$68,949	\$71,947
18	22	\$62,166	\$65,274	\$68,383	\$71,491	\$74,599
19	23	\$62,296	\$65,411	\$68,526	\$71,640	\$74,755
20	24	\$62,712	\$65,848	\$68,983	\$72,119	\$75,254
21	25	\$63,544	\$66,721	\$69,898	\$73,076	\$76,253
22	26	\$64,064	\$67,267	\$70,470	\$73,674	\$76,877
23	27	\$65,000	\$68,250	\$71,500	\$74,750	\$78,000
24	28	\$65,884	\$69,178	\$72,472	\$75,767	\$79,061
25	29	\$66,144	\$69,451	\$72,758	\$76,066	\$79,373
26	30	\$66,768	\$70,106	\$73,445	\$76,783	\$80,122
27	31	\$67,704	\$71,089	\$74,474	\$77,860	\$81,245
28	32	\$68,120	\$71,526	\$74,932	\$78,338	\$81,744
29	33	\$68,744	\$72,181	\$75,618	\$79,056	\$82,493
30	34	\$69,576	\$73,055	\$76,534	\$80,012	\$83,491
31	35	\$70,460	\$73,983	\$77,506	\$81,029	\$84,552
32	36	\$72,280	\$75,894	\$79,508	\$83,122	\$86,736
33	37+	\$74,360	\$78,078	\$81,796	\$85,514	\$89,232

*Other Includes: Chair-SPED, Literacy Coach, Coordinators, Dyslexia Interventionist, Librarian, Nurse, Registrar, Speech Therapist, Teacher Specialist
Initial Compensation Placement Tables change each year. Employees cannot estimate future salaries based on their current step or experience assignments from prior years.
Teacher allotment, hold harmless amounts, and other components of pay are not increased by annual pay adjustments.



IV. HISD Compensation Tables

A-3 - 2018-2019 Evaluation Specialist/LSSP Initial Compensation Placement Table – All Months

18-19 EVALUATION SPECIALIST PLACEMENT TABLES						
All Months						
Step	YRS EXP	10M STEP RATE	10.5M STEP RATE	11M STEP RATE	11.5M STEP RATE	12M STEP RATE
1	0-4	\$55,530	\$58,157	\$60,783	\$63,410	\$66,036
2	5-6	\$56,040	\$58,692	\$61,344	\$63,996	\$66,648
3	7	\$57,590	\$60,320	\$63,049	\$65,779	\$68,508
4	8	\$57,848	\$60,590	\$63,333	\$66,075	\$68,818
5	9	\$58,105	\$60,860	\$63,616	\$66,371	\$69,126
6	10	\$58,363	\$61,131	\$63,899	\$66,667	\$69,436
7	11	\$58,620	\$61,401	\$64,182	\$66,963	\$69,744
8	12	\$59,149	\$61,956	\$64,764	\$67,571	\$70,379
9	13	\$59,408	\$62,228	\$65,049	\$67,869	\$70,690
10	14	\$59,666	\$62,499	\$65,333	\$68,166	\$70,999
11	15	\$59,925	\$62,771	\$65,618	\$68,464	\$71,310
12	16	\$60,184	\$63,043	\$65,902	\$68,762	\$71,621
13	17	\$60,720	\$63,606	\$66,492	\$69,378	\$72,264
14	18	\$61,240	\$64,152	\$67,064	\$69,976	\$72,888
15	19	\$61,760	\$64,698	\$67,636	\$70,574	\$73,512
16	20	\$62,540	\$65,517	\$68,494	\$71,471	\$74,448
17	21	\$62,956	\$65,954	\$68,952	\$71,949	\$74,947
18	22	\$65,166	\$68,274	\$71,383	\$74,491	\$77,599
19	23	\$65,296	\$68,411	\$71,526	\$74,640	\$77,755
20	24	\$65,712	\$68,848	\$71,983	\$75,119	\$78,254
21	25	\$66,544	\$69,721	\$72,898	\$76,076	\$79,253
22	26	\$67,064	\$70,267	\$73,470	\$76,674	\$79,877
23	27	\$68,000	\$71,250	\$74,500	\$77,750	\$81,000
24	28	\$68,884	\$72,178	\$75,472	\$78,767	\$82,061
25	29	\$69,144	\$72,451	\$75,758	\$79,066	\$82,373
26	30	\$69,768	\$73,106	\$76,445	\$79,783	\$83,122
27	31	\$70,704	\$74,089	\$77,474	\$80,860	\$84,245
28	32	\$71,120	\$74,526	\$77,932	\$81,338	\$84,744
29	33	\$71,744	\$75,181	\$78,618	\$82,056	\$85,493
30	34	\$72,576	\$76,055	\$79,534	\$83,012	\$86,491
31	35	\$73,460	\$76,983	\$80,506	\$84,029	\$87,552
32	36	\$75,280	\$78,894	\$82,508	\$86,122	\$89,736
33	37+	\$77,360	\$81,078	\$84,796	\$88,514	\$92,232

Initial Compensation Placement Tables change each year. Employees cannot estimate future salaries based on their current step or experience assignments from prior years. Teacher allotment, hold harmless amounts, and other components of pay are not increased by annual pay adjustments.



IV. HISD Compensation Tables

A-4 - 2018-2019 Counselor Initial Compensation Placement Table – All Months

18-19 COUNSELOR PLACEMENT TABLES						
All Months						
Step	YRS EXP	10M STEP RATE	10.5M STEP RATE	11M STEP RATE	11.5M STEP RATE	12M STEP RATE
1	0-4	\$53,530	\$56,157	\$58,783	\$61,410	\$64,036
2	5-6	\$54,040	\$56,692	\$59,344	\$61,996	\$64,648
3	7	\$55,590	\$58,320	\$61,049	\$63,779	\$66,508
4	8	\$55,848	\$58,590	\$61,333	\$64,075	\$66,818
5	9	\$56,105	\$58,860	\$61,616	\$64,371	\$67,126
6	10	\$56,363	\$59,131	\$61,899	\$64,667	\$67,436
7	11	\$56,620	\$59,401	\$62,182	\$64,963	\$67,744
8	12	\$57,149	\$59,956	\$62,764	\$65,571	\$68,379
9	13	\$57,408	\$60,228	\$63,049	\$65,869	\$68,690
10	14	\$57,666	\$60,499	\$63,333	\$66,166	\$68,999
11	15	\$57,925	\$60,771	\$63,618	\$66,464	\$69,310
12	16	\$58,184	\$61,043	\$63,902	\$66,762	\$69,621
13	17	\$58,720	\$61,606	\$64,492	\$67,378	\$70,264
14	18	\$59,240	\$62,152	\$65,064	\$67,976	\$70,888
15	19	\$59,760	\$62,698	\$65,636	\$68,574	\$71,512
16	20	\$60,540	\$63,517	\$66,494	\$69,471	\$72,448
17	21	\$60,956	\$63,954	\$66,952	\$69,949	\$72,947
18	22	\$63,166	\$66,274	\$69,383	\$72,491	\$75,599
19	23	\$63,296	\$66,411	\$69,526	\$72,640	\$75,755
20	24	\$63,712	\$66,848	\$69,983	\$73,119	\$76,254
21	25	\$64,544	\$67,721	\$70,898	\$74,076	\$77,253
22	26	\$65,064	\$68,267	\$71,470	\$74,674	\$77,877
23	27	\$66,000	\$69,250	\$72,500	\$75,750	\$79,000
24	28	\$66,884	\$70,178	\$73,472	\$76,767	\$80,061
25	29	\$67,144	\$70,451	\$73,758	\$77,066	\$80,373
26	30	\$67,768	\$71,106	\$74,445	\$77,783	\$81,122
27	31	\$68,704	\$72,089	\$75,474	\$78,860	\$82,245
28	32	\$69,120	\$72,526	\$75,932	\$79,338	\$82,744
29	33	\$69,744	\$73,181	\$76,618	\$80,056	\$83,493
30	34	\$70,576	\$74,055	\$77,534	\$81,012	\$84,491
31	35	\$71,460	\$74,983	\$78,506	\$82,029	\$85,552
32	36	\$73,280	\$76,894	\$80,508	\$84,122	\$87,736
33	37+	\$75,360	\$79,078	\$82,796	\$86,514	\$90,232

Initial Compensation Placement Tables change each year. Employees cannot estimate future salaries based on their current step or experience assignments from prior years.

Teacher allotment, hold harmless amounts, and other components of pay are not increased by annual pay adjustments.



IV. HISD Compensation Tables

A - 2018-2019 Initial Compensation Placement Tables - All Months

An employee who does not earn a credited year of service and/or who remains on the same pay step for any other reason (such as being at the maximum pay step) is not eligible for a pay increase beyond any increase made to the pay step to which the employee is assigned. Note: teachers who work less than half time are not eligible to earn a creditable year of experience and will not advance on the step scale. See page 45 for explanation of creditable year of service.

Initial Compensation Placement Tables change each year. Employees cannot estimate future salaries based on their current step or experience assignments from prior years.

Teacher allotment, hold harmless amounts, and other components of pay are not increased by annual pay adjustments.

These policies apply to employees whose positions are paid on the Initial Compensation Placement Tables, A-1 through A-4.