



**IV. HISD Salary Schedules**

**A-1 - 2016-2017 Teacher Salary Schedule - All Months**

<b>2016-2017 TEACHER SALARY SCHEDULE</b>						
<b>All Months</b>						
Step/Level	YRS EXP	10M STEP RATE	10.5M STEP RATE	11M STEP RATE	11.5M STEP RATE	12M STEP RATE
1	0-3	\$51,500	\$54,075	\$56,650	\$59,225	\$61,800
2	4-5	\$52,000	\$54,600	\$57,200	\$59,800	\$62,400
3	6	\$53,000	\$55,650	\$58,300	\$60,950	\$63,600
4	7	\$53,250	\$55,913	\$58,575	\$61,238	\$63,900
5	8	\$53,500	\$56,175	\$58,850	\$61,525	\$64,200
6	9	\$53,750	\$56,438	\$59,125	\$61,813	\$64,500
7	10	\$54,000	\$56,700	\$59,400	\$62,100	\$64,800
8	11	\$54,250	\$56,963	\$59,675	\$62,388	\$65,100
9	12	\$54,500	\$57,225	\$59,950	\$62,675	\$65,400
10	13	\$54,750	\$57,488	\$60,225	\$62,963	\$65,700
11	14	\$55,000	\$57,750	\$60,500	\$63,250	\$66,000
12	15	\$55,250	\$58,013	\$60,775	\$63,538	\$66,300
13	16	\$55,500	\$58,275	\$61,050	\$63,825	\$66,600
14	17	\$56,000	\$58,800	\$61,600	\$64,400	\$67,200
15	18	\$56,500	\$59,325	\$62,150	\$64,975	\$67,800
16	19	\$57,250	\$60,113	\$62,975	\$65,838	\$68,700
17	20	\$57,650	\$60,533	\$63,415	\$66,298	\$69,180
18	21	\$59,775	\$62,764	\$65,753	\$68,741	\$71,730
19	22	\$59,900	\$62,895	\$65,890	\$68,885	\$71,880
20	23	\$60,300	\$63,315	\$66,330	\$69,345	\$72,360
21	24	\$61,100	\$64,155	\$67,210	\$70,265	\$73,320
22	25	\$61,600	\$64,680	\$67,760	\$70,840	\$73,920
23	26	\$62,500	\$65,625	\$68,750	\$71,875	\$75,000
24	27	\$63,350	\$66,518	\$69,685	\$72,853	\$76,020
25	28	\$63,600	\$66,780	\$69,960	\$73,140	\$76,320
26	29	\$64,200	\$67,410	\$70,620	\$73,830	\$77,040
27	30	\$65,100	\$68,355	\$71,610	\$74,865	\$78,120
28	31	\$65,500	\$68,775	\$72,050	\$75,325	\$78,600
29	32	\$66,100	\$69,405	\$72,710	\$76,015	\$79,320
30	33	\$66,900	\$70,245	\$73,590	\$76,935	\$80,280
31	34	\$67,750	\$71,138	\$74,525	\$77,913	\$81,300
32	35	\$69,500	\$72,975	\$76,450	\$79,925	\$83,400
33	36+	\$71,500	\$75,075	\$78,650	\$82,225	\$85,800



**IV. HISD Salary Schedules**

**A-2 - 2016-2017 Evaluation Specialist/LSSP Salary Schedule – All Months**

<b>2016-2017 EVALUATION SPECIALIST SCHEDULE</b>						
<b>All Months</b>						
Step/Level	YRS EXP	10M STEP RATE	10.5M STEP RATE	11M STEP RATE	11.5M STEP RATE	12M STEP RATE
1	0-3	\$54,500	\$57,075	\$59,650	\$62,225	\$64,800
2	4-5	\$55,000	\$57,600	\$60,200	\$62,800	\$65,400
3	6	\$56,000	\$58,650	\$61,300	\$63,950	\$66,600
4	7	\$56,250	\$58,913	\$61,575	\$64,238	\$66,900
5	8	\$56,500	\$59,175	\$61,850	\$64,525	\$67,200
6	9	\$56,750	\$59,438	\$62,125	\$64,813	\$67,500
7	10	\$57,000	\$59,700	\$62,400	\$65,100	\$67,800
8	11	\$57,250	\$59,963	\$62,675	\$65,388	\$68,100
9	12	\$57,500	\$60,225	\$62,950	\$65,675	\$68,400
10	13	\$57,750	\$60,488	\$63,225	\$65,963	\$68,700
11	14	\$58,000	\$60,750	\$63,500	\$66,250	\$69,000
12	15	\$58,250	\$61,013	\$63,775	\$66,538	\$69,300
13	16	\$58,500	\$61,275	\$64,050	\$66,825	\$69,600
14	17	\$59,000	\$61,800	\$64,600	\$67,400	\$70,200
15	18	\$59,500	\$62,325	\$65,150	\$67,975	\$70,800
16	19	\$60,250	\$63,113	\$65,975	\$68,838	\$71,700
17	20	\$60,650	\$63,533	\$66,415	\$69,298	\$72,180
18	21	\$62,775	\$65,764	\$68,753	\$71,741	\$74,730
19	22	\$62,900	\$65,895	\$68,890	\$71,885	\$74,880
20	23	\$63,300	\$66,315	\$69,330	\$72,345	\$75,360
21	24	\$64,100	\$67,155	\$70,210	\$73,265	\$76,320
22	25	\$64,600	\$67,680	\$70,760	\$73,840	\$76,920
23	26	\$65,500	\$68,625	\$71,750	\$74,875	\$78,000
24	27	\$66,350	\$69,518	\$72,685	\$75,853	\$79,020
25	28	\$66,600	\$69,780	\$72,960	\$76,140	\$79,320
26	29	\$67,200	\$70,410	\$73,620	\$76,830	\$80,040
27	30	\$68,100	\$71,355	\$74,610	\$77,865	\$81,120
28	31	\$68,500	\$71,775	\$75,050	\$78,325	\$81,600
29	32	\$69,100	\$72,405	\$75,710	\$79,015	\$82,320
30	33	\$69,900	\$73,245	\$76,590	\$79,935	\$83,280
31	34	\$70,750	\$74,138	\$77,525	\$80,913	\$84,300
32	35	\$72,500	\$75,975	\$79,450	\$82,925	\$86,400
33	36+	\$74,500	\$78,075	\$81,650	\$85,225	\$88,800

The Evaluation Specialist/LSSP Salary Schedule consists of the teacher step/level amounts plus \$3,000 evaluation specialist amount.



**IV. HISD Salary Schedules**

**A-3 - 2016-2017 Counselor Salary Schedule – All Months**

<b>2016-2017 COUNSELOR SCHEDULE</b>						
<b>All Months</b>						
Step/Level	YRS EXP	10M STEP RATE	10.5M STEP RATE	11M STEP RATE	11.5M STEP RATE	12M STEP RATE
1	0-3	\$52,500	\$55,075	\$57,650	\$60,225	\$62,800
2	4-5	\$53,000	\$55,600	\$58,200	\$60,800	\$63,400
3	6	\$54,000	\$56,650	\$59,300	\$61,950	\$64,600
4	7	\$54,250	\$56,913	\$59,575	\$62,238	\$64,900
5	8	\$54,500	\$57,175	\$59,850	\$62,525	\$65,200
6	9	\$54,750	\$57,438	\$60,125	\$62,813	\$65,500
7	10	\$55,000	\$57,700	\$60,400	\$63,100	\$65,800
8	11	\$55,250	\$57,963	\$60,675	\$63,388	\$66,100
9	12	\$55,500	\$58,225	\$60,950	\$63,675	\$66,400
10	13	\$55,750	\$58,488	\$61,225	\$63,963	\$66,700
11	14	\$56,000	\$58,750	\$61,500	\$64,250	\$67,000
12	15	\$56,250	\$59,013	\$61,775	\$64,538	\$67,300
13	16	\$56,500	\$59,275	\$62,050	\$64,825	\$67,600
14	17	\$57,000	\$59,800	\$62,600	\$65,400	\$68,200
15	18	\$57,500	\$60,325	\$63,150	\$65,975	\$68,800
16	19	\$58,250	\$61,113	\$63,975	\$66,838	\$69,700
17	20	\$58,650	\$61,533	\$64,415	\$67,298	\$70,180
18	21	\$60,775	\$63,764	\$66,753	\$69,741	\$72,730
19	22	\$60,900	\$63,895	\$66,890	\$69,885	\$72,880
20	23	\$61,300	\$64,315	\$67,330	\$70,345	\$73,360
21	24	\$62,100	\$65,155	\$68,210	\$71,265	\$74,320
22	25	\$62,600	\$65,680	\$68,760	\$71,840	\$74,920
23	26	\$63,500	\$66,625	\$69,750	\$72,875	\$76,000
24	27	\$64,350	\$67,518	\$70,685	\$73,853	\$77,020
25	28	\$64,600	\$67,780	\$70,960	\$74,140	\$77,320
26	29	\$65,200	\$68,410	\$71,620	\$74,830	\$78,040
27	30	\$66,100	\$69,355	\$72,610	\$75,865	\$79,120
28	31	\$66,500	\$69,775	\$73,050	\$76,325	\$79,600
29	32	\$67,100	\$70,405	\$73,710	\$77,015	\$80,320
30	33	\$67,900	\$71,245	\$74,590	\$77,935	\$81,280
31	34	\$68,750	\$72,138	\$75,525	\$78,913	\$82,300
32	35	\$70,500	\$73,975	\$77,450	\$80,925	\$84,400
33	36+	\$72,500	\$76,075	\$79,650	\$83,225	\$86,800

The Counselor Salary Schedule consists of the teacher step/level amounts plus \$1,000 counselor pay amount.



## **IV. HISD Salary Schedules**

### **A - 2016-2017 Teacher Salary Schedule - All Months**

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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 experience credit and will not advance on the step scale.

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

Salary Schedules change each year. Employees cannot estimate future salaries based on their current step or experience assignments from prior years.

These policies apply to employees whose positions are paid on the Teacher Salary Schedules, including among others Counselors and Evaluation Specialists/LSSPs.