



## 2023-2024 Salary Schedule for Certified\* Teachers

STEP	Austin Lubbock	San Antonio Laredo Brownsville	El Paso	Dallas/Ft Worth Waco Odessa	Houston Beaumont Bryan
0	\$54,000	\$55,000	\$55,500	\$56,500	\$57,000
1	\$54,250	\$55,250	\$55,750	\$56,750	\$57,250
2	\$54,500	\$55,500	\$56,000	\$57,000	\$57,500
3	\$54,750	\$55,750	\$56,250	\$57,250	\$57,750
4	\$55,000	\$56,000	\$56,500	\$57,500	\$58,000
5	\$55,250	\$56,250	\$56,750	\$57,750	\$58,250
6	\$55,500	\$56,500	\$57,000	\$58,000	\$58,500
7	\$55,750	\$56,750	\$57,250	\$58,250	\$58,750
8	\$56,000	\$57,000	\$57,500	\$58,500	\$59,000
9	\$56,250	\$57,250	\$57,750	\$58,750	\$59,250
10	\$56,500	\$57,500	\$58,000	\$59,000	\$59,500
11	\$56,750	\$57,750	\$58,250	\$59,250	\$59,750
12	\$57,000	\$58,000	\$58,500	\$59,500	\$60,000
13	\$57,250	\$58,250	\$58,750	\$59,750	\$60,250
14	\$57,500	\$58,500	\$59,000	\$60,000	\$60,500
15	\$57,750	\$58,750	\$59,250	\$60,250	\$60,750
16	\$58,000	\$59,000	\$59,500	\$60,500	\$61,000
17	\$58,250	\$59,250	\$59,750	\$60,750	\$61,250
18	\$58,500	\$59,500	\$60,000	\$61,000	\$61,500
19	\$58,750	\$59,750	\$60,250	\$61,250	\$61,750
20	\$59,000	\$60,000	\$60,500	\$61,500	\$62,000
21	\$59,250	\$60,250	\$60,750	\$61,750	\$62,250
22	\$59,500	\$60,500	\$61,000	\$62,000	\$62,500
23	\$59,750	\$60,750	\$61,250	\$62,250	\$62,750
24	\$60,000	\$61,000	\$61,500	\$62,500	\$63,000
25	\$60,250	\$61,250	\$61,750	\$62,750	\$63,250
26	\$60,500	\$61,500	\$62,000	\$63,000	\$63,500
27	\$60,750	\$61,750	\$62,250	\$63,250	\$63,750
28	\$61,000	\$62,000	\$62,500	\$63,500	\$64,000
29	\$61,250	\$62,250	\$62,750	\$63,750	\$64,250
30+	\$61,500	\$62,500	\$63,000	\$64,000	\$64,500

Plus \$1,000 exp. stipend

Plus \$2,000 experience stipend

\*For non-certified teachers, above amounts will be \$2,500 less in Houston, Beaumont, Bryan, El Paso, and DFW locations and they will be \$2,000 less in all other locations.

### Additional Stipends

Acceleration Stipend	
All Salaried Employees	\$2,000

Hard-to-Staff	
Mathematics	\$3,000
Science	\$3,000
Bilingual, ESL	\$3,000
SPED, Dyslexia	\$3,000
Computer	\$2,000
GT	\$2,000
ELA - Reading	\$1,000
Social Studies	\$1,000
Generalist	\$1,000
Campus Inst. Coach	\$5,000

Advanced Degree	
Master's Degree	\$1,000
Doctoral Degree	\$2,500

Additional Certifications	
TX ESL certification - for Math, Science, SS, SPED teachers and Math Coaches	\$500
TX ESL certification - for ELAR and Generalist teachers and ELAR/PK-2 Coaches	\$2,000
TX SPED certification - for Math, Science, ELA, SS, Generalist, ESL teachers and Campus Coaches	\$500

Further, Harmony offers supplemental duty stipends and performance bonuses to its employees.