

HARRIS COUNTY BOARD OF EDUCATION

FY2024 CERTIFIED STATE PAY SCALE

Percentage of State Base for Local supplement: 0-4 years 6.50% & 5-9 years 7.00% & 10 years and over 7.50%
Based on 190 work days. Local Stipend was incorporated into this schedule for FY2023

| Yrs Exp. | Step | T1 | T2 | BT4 | T4 | BT5 | T5 | T6 | T7 | |
|----------|---------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------|
| 0, 1, 2 | E level | \$39,217.00 | \$40,154.00 | \$39,217.00 | \$41,092.00 | \$43,308.00 | \$46,206.00 | \$51,303.00 | \$56,176.00 | State |
| | | \$3,497.00 | \$3,585.00 | \$3,497.00 | \$3,673.00 | \$3,883.00 | \$4,156.00 | \$4,637.00 | \$5,097.00 | Local |
| | | \$42,714.00 | \$43,739.00 | \$42,714.00 | \$44,765.00 | \$47,191.00 | \$50,362.00 | \$55,940.00 | \$61,273.00 | TOTAL |
| 3 years | Step 1 | \$40,184.00 | \$41,149.00 | \$39,217.00 | \$42,115.00 | \$44,397.00 | \$47,382.00 | \$52,632.00 | \$57,651.00 | State |
| | | \$3,587.00 | \$3,678.00 | \$3,497.00 | \$3,770.00 | \$3,985.00 | \$4,267.00 | \$4,763.00 | \$5,237.00 | Local |
| | | \$43,771.00 | \$44,827.00 | \$42,714.00 | \$45,885.00 | \$48,382.00 | \$51,649.00 | \$57,395.00 | \$62,888.00 | TOTAL |
| 4 years | Step 2 | \$41,180.00 | \$42,173.00 | \$39,217.00 | \$43,168.00 | \$45,519.00 | \$48,593.00 | \$54,001.00 | \$59,171.00 | State |
| | | \$3,681.00 | \$3,776.00 | \$3,497.00 | \$3,869.00 | \$4,091.00 | \$4,381.00 | \$4,892.00 | \$5,380.00 | Local |
| | | \$44,861.00 | \$45,949.00 | \$42,714.00 | \$47,037.00 | \$49,610.00 | \$52,974.00 | \$58,893.00 | \$64,551.00 | TOTAL |
| 5 years | Step 3 | \$42,205.00 | \$43,228.00 | \$39,217.00 | \$44,253.00 | \$46,675.00 | \$49,841.00 | \$55,411.00 | \$60,736.00 | State |
| | | \$3,989.00 | \$4,091.00 | \$3,693.00 | \$4,193.00 | \$4,434.00 | \$4,748.00 | \$5,302.00 | \$5,831.00 | Local |
| | | \$46,194.00 | \$47,319.00 | \$42,910.00 | \$48,446.00 | \$51,109.00 | \$54,589.00 | \$60,713.00 | \$66,567.00 | TOTAL |
| 6 years | Step 4 | \$43,261.00 | \$44,315.00 | \$39,217.00 | \$45,743.00 | \$48,262.00 | \$51,555.00 | \$57,347.00 | \$62,885.00 | State |
| | | \$4,095.00 | \$4,200.00 | \$3,693.00 | \$4,342.00 | \$4,592.00 | \$4,918.00 | \$5,495.00 | \$6,045.00 | Local |
| | | \$47,356.00 | \$48,515.00 | \$42,910.00 | \$50,085.00 | \$52,854.00 | \$56,473.00 | \$62,842.00 | \$68,930.00 | TOTAL |
| 7 years | Step 5 | \$44,349.00 | \$45,434.00 | \$39,217.00 | \$46,905.00 | \$49,500.00 | \$52,892.00 | \$58,857.00 | \$64,562.00 | State |
| | | \$4,203.00 | \$4,310.00 | \$3,693.00 | \$4,457.00 | \$4,715.00 | \$5,052.00 | \$5,644.00 | \$6,212.00 | Local |
| | | \$48,552.00 | \$49,744.00 | \$42,910.00 | \$51,362.00 | \$54,215.00 | \$57,944.00 | \$64,501.00 | \$70,774.00 | TOTAL |
| 8 years | Step 6 | \$45,469.00 | \$46,587.00 | \$39,217.00 | \$48,701.00 | \$51,413.00 | \$54,957.00 | \$61,191.00 | \$67,152.00 | State |
| | | \$4,313.00 | \$4,425.00 | \$3,693.00 | \$4,636.00 | \$4,904.00 | \$5,257.00 | \$5,877.00 | \$6,469.00 | Local |
| | | \$49,782.00 | \$51,012.00 | \$42,910.00 | \$53,337.00 | \$56,317.00 | \$60,214.00 | \$67,068.00 | \$73,621.00 | TOTAL |
| 9 years | Step 7 | \$46,623.00 | \$47,775.00 | \$39,217.00 | \$49,952.00 | \$52,745.00 | \$56,396.00 | \$62,817.00 | \$68,957.00 | State |
| | | \$4,428.00 | \$4,543.00 | \$3,693.00 | \$4,759.00 | \$5,037.00 | \$5,400.00 | \$6,039.00 | \$6,648.00 | Local |
| | | \$51,051.00 | \$52,318.00 | \$42,910.00 | \$54,711.00 | \$57,782.00 | \$61,796.00 | \$68,856.00 | \$75,605.00 | TOTAL |
| 10 years | Step 7 | \$46,623.00 | \$47,775.00 | \$39,217.00 | \$49,952.00 | \$52,745.00 | \$56,396.00 | \$62,817.00 | \$68,957.00 | State |
| | | \$4,661.00 | \$4,782.00 | \$3,889.00 | \$5,009.00 | \$5,300.00 | \$5,682.00 | \$6,353.00 | \$6,993.00 | Local |
| | | \$51,284.00 | \$52,557.00 | \$43,106.00 | \$54,961.00 | \$58,045.00 | \$62,078.00 | \$69,170.00 | \$75,950.00 | TOTAL |
| 11 & 12 | Step L1 | \$47,812.00 | \$48,998.00 | \$39,217.00 | \$51,241.00 | \$54,117.00 | \$57,878.00 | \$64,492.00 | \$70,816.00 | State |
| | | \$4,785.00 | \$4,909.00 | \$3,889.00 | \$5,144.00 | \$5,444.00 | \$5,836.00 | \$6,527.00 | \$7,188.00 | Local |
| | | \$52,597.00 | \$53,907.00 | \$43,106.00 | \$56,385.00 | \$59,561.00 | \$63,714.00 | \$71,019.00 | \$78,004.00 | TOTAL |
| 13 & 14 | Step L2 | \$49,036.00 | \$50,258.00 | \$39,217.00 | \$52,568.00 | \$55,531.00 | \$59,404.00 | \$66,217.00 | \$72,730.00 | State |
| | | \$4,913.00 | \$5,041.00 | \$3,889.00 | \$5,282.00 | \$5,591.00 | \$5,996.00 | \$6,708.00 | \$7,387.00 | Local |
| | | \$53,949.00 | \$55,299.00 | \$43,106.00 | \$57,850.00 | \$61,122.00 | \$65,400.00 | \$72,925.00 | \$80,117.00 | TOTAL |
| 15 & 16 | Step L3 | \$50,297.00 | \$51,556.00 | \$39,217.00 | \$53,935.00 | \$56,987.00 | \$60,976.00 | \$67,994.00 | \$74,702.00 | State |
| | | \$5,045.00 | \$5,176.00 | \$3,889.00 | \$5,426.00 | \$5,744.00 | \$6,161.00 | \$6,893.00 | \$7,593.00 | Local |
| | | \$55,342.00 | \$56,732.00 | \$43,106.00 | \$59,361.00 | \$62,731.00 | \$67,137.00 | \$74,887.00 | \$82,295.00 | TOTAL |
| 17 & 18 | Step L4 | \$51,596.00 | \$52,893.00 | \$39,217.00 | \$55,343.00 | \$58,487.00 | \$62,595.00 | \$69,824.00 | \$76,733.00 | State |
| | | \$5,181.00 | \$5,316.00 | \$3,889.00 | \$5,572.00 | \$5,900.00 | \$6,329.00 | \$7,084.00 | \$7,805.00 | Local |
| | | \$56,777.00 | \$58,209.00 | \$43,106.00 | \$60,915.00 | \$64,387.00 | \$68,924.00 | \$76,908.00 | \$84,538.00 | TOTAL |
| 19 & 20 | Step L5 | \$52,934.00 | \$54,270.00 | \$39,217.00 | \$56,793.00 | \$60,032.00 | \$64,263.00 | \$71,709.00 | \$78,825.00 | State |
| | | \$5,321.00 | \$5,460.00 | \$3,889.00 | \$5,724.00 | \$6,062.00 | \$6,503.00 | \$7,281.00 | \$8,024.00 | Local |
| | | \$58,255.00 | \$59,730.00 | \$43,106.00 | \$62,517.00 | \$66,094.00 | \$70,766.00 | \$78,990.00 | \$86,849.00 | TOTAL |
| 21+ | Step L6 | \$54,312.00 | \$55,688.00 | \$39,217.00 | \$58,287.00 | \$61,623.00 | \$65,981.00 | \$73,650.00 | \$80,980.00 | State |
| | | \$5,465.00 | \$5,608.00 | \$3,889.00 | \$5,880.00 | \$6,228.00 | \$6,683.00 | \$7,483.00 | \$8,249.00 | Local |
| | | \$59,777.00 | \$61,296.00 | \$43,106.00 | \$64,167.00 | \$67,851.00 | \$72,664.00 | \$81,133.00 | \$89,229.00 | TOTAL |