

**Harris County Board of Education  
FY2025 Pay Scales**

<b>PARAPROFESSIONAL</b>						
<b>SPECIAL EDUCATION AND REGULAR EDUCATION</b>						
<b>Years of Experience</b>	<b>Special Ed Paraprofessional</b>			<b>Regular Ed Paraprofessional</b>		
	<b>Yearly</b>	<b>Monthly</b>	<b>Hourly</b>	<b>Yearly</b>	<b>Monthly</b>	<b>Hourly</b>
Year 0	\$21,451.02	\$1,787.59	\$14.11	\$19,885.42	\$1,657.12	\$13.08
Years 1 and 2	\$22,035.79	\$1,836.32	\$14.50	\$20,470.19	\$1,705.85	\$13.47
Years 3 and 4	\$22,620.56	\$1,885.05	\$14.88	\$21,054.96	\$1,754.58	\$13.85
Years 5 and 6	\$23,205.33	\$1,933.78	\$15.27	\$21,639.73	\$1,803.31	\$14.24
Years 7 and 8	\$23,790.10	\$1,982.51	\$15.65	\$22,224.50	\$1,852.04	\$14.62
Years 9 and 10	\$24,374.87	\$2,031.24	\$16.04	\$22,809.27	\$1,900.77	\$15.01
Years 11 and 12	\$24,959.63	\$2,079.97	\$16.42	\$23,394.03	\$1,949.50	\$15.39
Years 13 and 14	\$25,544.40	\$2,128.70	\$16.81	\$23,978.80	\$1,998.23	\$15.78
Year 15	\$26,129.17	\$2,177.43	\$17.19	\$24,563.57	\$2,046.96	\$16.16
Year 16	\$26,713.94	\$2,226.16	\$17.57	\$25,148.34	\$2,095.69	\$16.54
Year 17	\$27,298.71	\$2,274.89	\$17.96	\$25,733.11	\$2,144.43	\$16.93
Year 18	\$27,883.47	\$2,323.62	\$18.34	\$26,317.87	\$2,193.16	\$17.31
Year 19	\$28,468.24	\$2,372.35	\$18.73	\$26,902.64	\$2,241.89	\$17.70
Year 20	\$29,053.01	\$2,421.08	\$19.11	\$27,487.41	\$2,290.62	\$18.08
Year 21+	\$29,637.78	\$2,469.81	\$19.50	\$28,072.18	\$2,339.35	\$18.47
<b>FY24 + 3%</b>						

This salary schedule is based on 190 days of employment at 8 hours per day. If less than 190 days are worked, the salary will be adjusted to reflect actual days worked. Verifiable experience in related field will be granted.

<b>Category</b>	<b>Salary Class</b>
11	PARA
11	SPEDPP
81	SPEDPP