



2024-2025 Salary Schedule for Admin/Professional

STEP	Band 0	Band 0.5	Band 1	Band 2	Band 3	Band 4	Band 5	Band 6	Band 7
0	\$130,000	\$102,000	\$90,000	\$79,000	\$75,000	\$63,000	\$53,000	\$46,000	\$38,000
1	\$132,600	\$104,000	\$91,740	\$80,520	\$76,440	\$64,200	\$54,000	\$46,860	\$38,760
2	\$135,200	\$106,000	\$93,480	\$82,040	\$77,880	\$65,400	\$55,000	\$47,720	\$39,520
3	\$137,800	\$108,000	\$95,220	\$83,560	\$79,320	\$66,600	\$56,000	\$48,580	\$40,280
4	\$140,400	\$110,000	\$96,960	\$85,080	\$80,760	\$67,800	\$57,000	\$49,440	\$41,040
5	\$143,000	\$112,000	\$98,700	\$86,600	\$82,200	\$69,000	\$58,000	\$50,300	\$41,800
6	\$145,600	\$114,000	\$100,440	\$88,120	\$83,640	\$70,200	\$59,000	\$51,160	\$42,560
7	\$148,200	\$116,000	\$102,180	\$89,640	\$85,080	\$71,400	\$60,000	\$52,020	\$43,320
8	\$150,800	\$118,000	\$103,920	\$91,160	\$86,520	\$72,600	\$61,000	\$52,880	\$44,080
9	\$153,400	\$120,000	\$105,660	\$92,680	\$87,960	\$73,800	\$62,000	\$53,740	\$44,840
10	\$156,000	\$122,000	\$107,400	\$94,200	\$89,400	\$75,000	\$63,000	\$54,600	\$45,600
11	\$158,600	\$124,000	\$109,140	\$95,720	\$90,840	\$76,200	\$64,000	\$55,460	\$46,360
12	\$161,200	\$126,000	\$110,880	\$97,240	\$92,280	\$77,400	\$65,000	\$56,320	\$47,120
13	\$163,800	\$128,000	\$112,620	\$98,760	\$93,720	\$78,600	\$66,000	\$57,180	\$47,880
14	\$166,400	\$130,000	\$114,360	\$100,280	\$95,160	\$79,800	\$67,000	\$58,040	\$48,640
15	\$169,000	\$132,000	\$116,100	\$101,800	\$96,600	\$81,000	\$68,000	\$58,900	\$49,400
16	\$171,600	\$134,000	\$117,840	\$103,320	\$98,040	\$82,200	\$69,000	\$59,760	\$50,160
17	\$174,200	\$136,000	\$119,580	\$104,840	\$99,480	\$83,400	\$70,000	\$60,620	\$50,920
18	\$176,800	\$138,000	\$121,320	\$106,360	\$100,920	\$84,600	\$71,000	\$61,480	\$51,680
19	\$179,400	\$140,000	\$123,060	\$107,880	\$102,360	\$85,800	\$72,000	\$62,340	\$52,440
20	\$182,000	\$142,000	\$124,800	\$109,400	\$103,800	\$87,000	\$73,000	\$63,200	\$53,200
21	\$184,600	\$144,000	\$126,540	\$110,920	\$105,240	\$88,200	\$74,000	\$64,060	\$53,960
22	\$187,200	\$146,000	\$128,280	\$112,440	\$106,680	\$89,400	\$75,000	\$64,920	\$54,720
23	\$189,800	\$148,000	\$130,020	\$113,960	\$108,120	\$90,600	\$76,000	\$65,780	\$55,480
24	\$192,400	\$150,000	\$131,760	\$115,480	\$109,560	\$91,800	\$77,000	\$66,640	\$56,240
25	\$195,000	\$152,000	\$133,500	\$117,000	\$111,000	\$93,000	\$78,000	\$67,500	\$57,000
26	\$197,600	\$154,000	\$135,240	\$118,520	\$112,440	\$94,200	\$79,000	\$68,360	\$57,760
27	\$200,200	\$156,000	\$136,980	\$120,040	\$113,880	\$95,400	\$80,000	\$69,220	\$58,520
28	\$202,800	\$158,000	\$138,720	\$121,560	\$115,320	\$96,600	\$81,000	\$70,080	\$59,280
29	\$205,400	\$160,000	\$140,460	\$123,080	\$116,760	\$97,800	\$82,000	\$70,940	\$60,040
30+	\$208,000	\$162,000	\$142,200	\$124,600	\$118,200	\$99,000	\$83,000	\$71,800	\$60,800

Additional Stipends

Field Admin/Critical Area Stipend	
Asst. Area Supt.	\$5,000
Principal	\$5,000 - \$11,060
Assistant Principal	\$4,000 - \$8,848
Case Manager - SPED	\$7,000
District SPED Coord.	\$6,000
Campus SPED Coord.	\$3,000
Counselor	\$3,000

Advanced Degree	
Master's Degree	2 Steps
Doctoral Degree	3 Steps

Experience Stipend		
Band	Step	Amount
0 - 4	6-10	\$1,000
	11-20	\$2,000
5 - 7	6-10	\$2,500
	11-20	\$3,500

Certifications		
Position/Role	Certification	Incentive
Band 0-2 positions	TX Superintendent	1 Step
Band 3-4 positions	TX Principal	
Counselors	TX School Counselor	
Campus Engagement Coord.		
Dean - College & Career (CC)		
District CC Dept. Staff		
IT Personnel	Level-1 IT Certificates	\$2,500
IT Personnel	Level-2 IT Certificates	\$5,000
Facilities Dept. Personnel	CFM Certification	\$500
Facilities Dept. Personnel	CCPI Certification	\$1,000

Harmony also offers supplemental duty stipends & performance bonuses!