

HISD 



HISD



HOUSTON ISD _____
COMPENSATION PLAN
_____ **2025-2026**

HOUSTON ISD
COMPENSATION PLAN
2025–2026

This Compensation Plan serves as articulation of HISD’s values and commitment to our employees.

They are our most critical resource, driving the District’s transformation with their knowledge, skills, and dedication. By prioritizing strategic staffing, performance assessment, and competitive pay, this plan honors our employees’ contributions and helps them best serve our students and families and in return make Houston stronger.

*– F. Mike Miles
Superintendent of Schools*



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Houston ISD is an equal opportunity employer and does not discriminate based on race, color, religion, sex, national origin, age, disability, sexual orientation, gender identity, gender expression, genetic information, or any other basis prohibited by law. The District is required by Title VI and Title VII of the Civil Rights Act of 1964, Title IX of the Education Amendments of 1972, Section 504 of the Rehabilitation Act of 1973, The Americans with Disabilities Act, and the Age Discrimination Act of 1975, as amended, as well as board policy not to discriminate in such a manner (not all prohibited bases apply to all programs).



COMPENSATION MANAGEMENT PROCESS

*This Compensation Plan, effective *July 1, 2025, may be amended or updated as necessary to align with the mission of the District. The Superintendent of Schools of Houston Independent School District (HISD) may grant exceptions to any provisions of this Compensation Plan as deemed necessary to address the needs and best interests of the District. (*Annual salary adjustments correspond to individual work calendars.)*

Job Evaluation & Market Valuation

Job evaluation is a systematic process for determining the relative value of various jobs within the District. Once a position has been in use for a period of time, re-evaluation may become necessary if the scope of the job has changed substantially. Once a position's relative internal value has been established through the HISD job evaluation process, the Compensation Department determines its dollar value in the external marketplace. To accomplish this, the Compensation Department conducts internal/external surveys that allow comparisons with various types of positions.

Through combining the information obtained from both the job evaluation process and the market valuation process, jobs can be assigned to appropriate pay grades, which are tied to specific pay ranges.

Over time, any number of changes can be made to an employee's pay rate, from a general pay increase (GPI) to performance-based increases to promotions and demotions.

The Compensation Department also monitors and occasionally may recommend adjustments to employee pay and the supporting structures to achieve external competitiveness and internal equity. New policies may also be adopted from time to time, which are not retroactive unless expressly so provided.



Role Reclassifications

A reclassification may be required when there is a substantive change in the duties and responsibilities of a job that may occur due to changes in the organization, type of work, staffing requirements, technology or when the classification (title, job grade, or status) assigned to the job is incorrect based on the actual job duties. The primary goal of a reclassification is to ensure that the work being performed corresponds with the job description. As such, reclassification may or may not result in an increase or decrease in salary. An employee's pay after the reclassification must fall within the newly determined salary range. Any changes in pay will be considered in relation to internal equity and external market equity, the complexity and/or scope of duties and responsibility, and how critical the skills are to the completion of department or division goals.

EXTERNAL NEW HIRE PAY DETERMINATION

Recommending a Salary

This section applies to positions whose pay is not determined by a pay placement table, a fixed rate, or based on years of experience (for example, it does not apply to Teachers or Police Officers). Hiring managers have the discretion to offer a salary anywhere between the minimum and midpoint of a pay range. However, an external hire must have at least 3 years' experience in a comparable position (job responsibilities and level of authority) to be placed above the minimum of a pay range. For third-quartile salary recommendations, approval is needed from the Chief Human Resources Officer (CHRO) for Directors and above, or the Deputy CHRO for positions below Director level.



EXTERNAL NEW HIRE PAY DETERMINATION (continued)

Fourth-quartile salary recommendations require written Superintendent of Schools approval, which must be emailed to the CHRO. See the table below from the form for reference. Upon selecting a candidate for external hire, hiring managers must also complete a Salary Recommendation Form. See the *Promotions, Lateral Transfers, and Voluntary and Involuntary Demotions* sections for rules regarding internally reassigned staff. All salary recommendations require submission of a completed **Salary Recommendation Form** to **CompensationDept@HoustonISD.org** and recommendations above midpoint also require notification to Finance for budgetary purposes.

Salary Range	Minimum	Midpoint	3rd Quartile Above Mid	4th Quartile Above Mid
	At the discretion of the hiring manager.	At the discretion of the hiring manager.	Request Approval from CHRO (Director Level + Above) Deputy CHRO (Below Director level)	All Superintendent of Schools approvals of exceptions must be provided in writing to CHRO. Electronic Submissions are acceptable.

Evaluating Prior Work Experience

To maintain consistency and equity, HISD may consider past experience of its new employees in determining the initial pay rate assignment. Because of the importance of establishing the validity of credentials, HISD employs a formal process for granting advanced pay placement for prior work experience. Refer to www.HoustonISD.org/ServiceRecordsFAQs for answers to common related questions.

Creditable Years of Service

An important part of the HISD salary administration process is the determination of a creditable year of service. This measure determines whether an employee qualifies for base pay increases in association with overall pay structure enhancements which may be made.

- 90 days of full-time service or 180 days of half-time service earned during 12 months as defined by TRS Guidelines. Employees who work less than half-time are not eligible to earn a creditable year of service.
- 90 full-time equivalent days at HISD or another school district. Equivalent full-time days have been calculated by multiplying the total number of days worked by the percentage of time employed in the District.



Experience credit cannot be awarded for experience in current school year even if the 90 days of full-time service is met.

To receive service credit for prior work experience, new hires under a Teacher Placement Table must submit service records within 30 business days of start date to receive a retroactive starting pay adjustment. Otherwise, the effective date of change is the date upon which the Compensation Department receives the official service record. If no service record is provided at all, the employee's pay will be placed at the minimum of the designated range. It is the responsibility of the employee to provide all official documentation.



SALARY ADJUSTMENTS

Promotions

A promotion occurs when an employee moves to a position that offers a higher pay potential and entails greater responsibilities. This move acknowledges the employee's enhanced skills and responsibilities, ensuring their pay aligns with market standards and internal fairness. To qualify for a promotion, an employee must:

- Be a regular full-time or part-time employee (not temporary).
- Meet the minimum qualifications of the new position.

Promoted employees will receive a salary within the pay range of the new position, unless the new position's pay is determined by a pay placement table, a fixed rate, or based on years of experience. If applicable (refer to previous statement), managers have the discretion to recommend a salary between the minimum and midpoint of the range, provided the recommended salary is not lower than the employee's current pay. Recommendations for salaries above the midpoint of a pay range require approval from the CHRO for Director-level positions and above, or from the Deputy CHRO for positions below Director level. Recommendations for salaries in the fourth quartile of a pay range require written Superintendent of Schools approval, which must be in writing to the CHRO.

For employees funded from general funds, the process for salary increases begins with obtaining approval from the Chief, followed by securing approval from the Superintendent of Schools.

For employees funded by grants, the process mirrors that of general funds with an additional step to confirm compliance with grant requirements. After Chief approval, the Chief or designee verifies that the salary increase is allowable under the grant and does not require adjustments to the grant application. Once confirmed, Superintendent of Schools approval is obtained to finalize the increase.

Voluntary and Involuntary Demotions

A demotion is the reassignment of an employee to a position that offers lower pay potential and entails reduced responsibilities. A voluntary demotion occurs when the employee chooses to apply for and is reassigned to the lower position. In contrast, an involuntary demotion happens when the employee is reassigned to the lower position without their consent, often due to performance issues or organizational changes.

Demoted employees will receive a salary within the pay range of the new position, unless the new position's pay is determined by a pay placement table, a fixed rate, or based on years of experience. If applicable (refer to previous statement), managers have the discretion to recommend a salary between the minimum and midpoint of the range, provided the recommended salary is not higher than the employee's current pay. Recommendations for salaries above the midpoint of a pay range require approval from the CHRO for Director-level positions and above, or from the Deputy CHRO for positions below Director level. Recommendations for salaries in the fourth quartile of a pay range require written approval from the Superintendent of Schools, which must be emailed to the CHRO.

- Pay changes for voluntary demotions are effective the date of reassignment.
- Pay changes for performance-based involuntary demotions of non-Chapter 21 staff are effective the date of reassignment.
- Pay changes for performance-based involuntary demotions of Chapter 21 staff are effective at the start of the new fiscal year.
- Pay changes for non-performance-based involuntary demotions are effective at the start of the new fiscal year.



SALARY ADJUSTMENTS (continued)

Lateral Transfers

Not all job changes result in a salary increase. A lateral transfer occurs when an employee competitively moves to a vacant position within the same pay grade. Competitive lateral moves may consider a salary increase only if the new duties significantly differ. Exceptions require additional justification and approval by the Superintendent of Schools.

Equity Pay Adjustments

As part of the District's annual budgeting process, the Human Resources Department may audit pay rates within classifications to identify potential pay problems. It is also the responsibility of the Chiefs or Division Chiefs to bring to the attention of Human Resources any significant pay problems that may exist in their organization structure. A Chief or Division Chief may initiate a pay equity adjustment by contacting the Compensation Department whenever he or she determines that the present level of compensation of an employee or group of employees is at a level that:

1. it results in an unusual level of turnover of employees in the group; or,
2. it results in the affected department experiencing significant difficulty in recruiting candidates to fill vacant positions; or,
3. it results in a disparity in current paid rates for similarly classified employees in that unit; or,
4. the level of compensation is substantially below the comparable level of compensation for similar employment outside of HISD; and,
5. the present level of compensation has substantially reduced the District's ability to deliver services.

Individual equity increases shall be based on one or more of the following: Internal equity, external competitiveness, years of service, and quartile within the salary range. All equity pay adjustments are subject to review to ensure compliance with applicable policy and procedures, funding availability, and approval by the department or division Chief and the CHRO/DCHRO. Funds for any approved equity pay adjustment must come from the authorized budget of the affected department or division and needs review and approval from Finance's Budget department.

Hourly/Non-Exempt Work Schedule Changes

Due to business needs, employees may have their work schedules adjusted by their administration. An employee whose work schedule is changed but who continues to occupy the same job or position will be compensated at his or her current hourly rate of pay, adjusted for the new work schedule. See *Differential Compensation* on page 23.



Pay Above Maximum

If for any reason, an incumbent's base pay exceeds the maximum of the grade, the employee's pay will be "red circled." This means that all base pay rate increases will be withheld until the base pay rate falls within the range, at which time the incumbent will be eligible for future increases. Any exception to this policy requires prior approval by the Chief Financial Officer and Superintendent of Schools, to be coordinated by the CHRO.



SALARY ADJUSTMENTS (continued)

Schedule Teacher Adjustment

Employees who receive the teacher adjustment amount assigned to employees on the Teacher Initial Compensation Placement Table will retain this component as long as they are continuously in a position on any Teacher Initial Compensation Placement Table.

Employees who transfer to positions on the Master or Technology Pay Scales or leave the District will not recover the teacher adjustment amount if they move back to any Initial Compensation Placement Table through transfer or rehire. Their compensation would be based on experience.

Teacher Allotment

The former career ladder supplement now carried as teacher allotment will continue. No new teacher allotments will be added for new employees or rehires. Teacher allotment is not considered to be a component of an employee's base salary and is not used to calculate an employee's position in the salary range. Teacher allotment is deducted from an employee's salary when calculating promotional increases or other adjustment amounts.

Teachers who transfer to positions on the Master or Technology Pay Scales or leave the District will not recover the teacher allotment amount if they move back to the Per Unit Allocation (PUA) Teacher Salary Table through transfer or rehire. Their compensation would be based on experience.

Employees currently under the Teacher Adjustment or Teacher Allotment programs will retain their participation under existing terms. No new employees are eligible for these programs effective 24-25.

PAY PERIODS

All HISD employees are paid every two weeks.

▶ View HISD's Payroll Calendar at www.HoustonISD.org/PayrollCalendar.



WORK CALENDARS

Employees are required to work the number of days specified within their position's annual work calendar.

- Employees who work 227 days or more during a school year are considered 12-month employees.
- Employees who work between 198 to 226 days during a school year are considered 11-month employees.
- Employees who work 197 days or less during a school year are considered 10-month employees.

▶ Specific work calendars are published at www.HoustonISD.org/WorkCalendars.





2025-2026 SALARY TABLES

Master Salary Tables

MASTER HOURLY TABLE			
Grade	Minimum	Midpoint	Maximum
37	\$64.22	\$85.10	\$105.98
36	\$58.39	\$77.37	\$96.34
35	\$53.08	\$70.33	\$87.58
34	\$48.25	\$63.94	\$79.62
33	\$43.86	\$58.12	\$72.38
32	\$39.87	\$52.84	\$65.80
31	\$36.25	\$48.03	\$59.82
30	\$32.95	\$43.67	\$54.38
29	\$29.96	\$39.70	\$49.44
28	\$27.24	\$36.09	\$44.94
27	\$24.76	\$32.81	\$40.86
26	\$22.51	\$29.83	\$37.14
25	\$20.46	\$27.12	\$33.76
24	\$18.60	\$24.65	\$30.70
23	\$17.65	\$22.41	\$27.91
22	\$16.45	\$20.65	\$25.72
21	\$16.24	\$20.38	\$25.38
20	\$16.03	\$20.11	\$25.05
19	\$15.81	\$19.85	\$24.71
18	\$15.61	\$19.58	\$24.39
17	\$15.40	\$19.33	\$24.07
16	\$15.21	\$19.08	\$23.76
15	\$15.00	\$18.82	\$23.44

MASTER SALARY TABLE (12 MONTHS)			
Grade	Minimum	Midpoint	Maximum
37	\$133,577.60	\$177,008.00	\$220,438.40
36	\$121,451.20	\$160,929.60	\$200,387.20
35	\$110,406.40	\$146,286.40	\$182,166.40
34	\$100,360.00	\$132,995.20	\$165,609.60
33	\$91,228.80	\$120,889.60	\$150,550.40
32	\$82,929.60	\$109,907.20	\$136,864.00
31	\$75,400.00	\$99,902.40	\$124,425.60
30	\$68,536.00	\$90,833.60	\$113,110.40
29	\$62,316.80	\$82,576.00	\$102,835.20
28	\$56,659.20	\$75,067.20	\$93,475.20
27	\$51,500.80	\$68,244.80	\$84,988.80
26	\$46,820.80	\$62,046.40	\$77,251.20
25	\$42,556.80	\$56,409.60	\$70,220.80
24	\$38,688.00	\$51,272.00	\$63,856.00
23	\$36,712.00	\$46,612.80	\$58,052.80
22	\$34,216.00	\$42,952.00	\$53,497.60
21	\$33,779.20	\$42,390.40	\$52,790.40
20	\$33,342.40	\$41,828.80	\$52,104.00
19	\$32,884.80	\$41,288.00	\$51,396.80
18	\$32,468.80	\$40,726.40	\$50,731.20
17	\$32,032.00	\$40,206.40	\$50,065.60
16	\$31,636.80	\$39,686.40	\$49,420.80
15	\$31,200.00	\$39,145.60	\$48,755.20

MASTER SALARY TABLE (11 MONTHS)			
Grade	Minimum	Midpoint	Maximum
37	\$106,862.08	\$141,606.40	\$176,350.72
36	\$97,160.96	\$128,743.68	\$160,309.76
35	\$88,325.12	\$117,029.12	\$145,733.12
34	\$80,288.00	\$106,396.16	\$132,487.68
33	\$72,983.04	\$96,711.68	\$120,440.32
32	\$66,343.68	\$87,925.76	\$109,491.20
31	\$60,320.00	\$79,921.92	\$99,540.48
30	\$54,828.80	\$72,666.88	\$90,488.32
29	\$49,853.44	\$66,060.80	\$82,268.16
28	\$45,327.36	\$60,053.76	\$74,780.16
27	\$41,200.64	\$54,595.84	\$67,991.04
26	\$37,456.64	\$49,637.12	\$61,800.96
25	\$34,045.44	\$45,127.68	\$56,176.64
24	\$30,950.40	\$41,017.60	\$51,084.80
23	\$29,369.60	\$37,290.24	\$46,442.24
22	\$27,372.80	\$34,361.60	\$42,798.08
21	\$27,023.36	\$33,912.32	\$42,232.32
20	\$26,673.92	\$33,463.04	\$41,683.20
19	\$26,307.84	\$33,030.40	\$41,117.44
18	\$25,975.04	\$32,581.12	\$40,584.96
17	\$25,625.60	\$32,165.12	\$40,052.48
16	\$25,309.44	\$31,749.12	\$39,536.64
15	\$24,960.00	\$31,316.48	\$39,004.16

MASTER SALARY TABLE (10 MONTHS)			
Grade	Minimum	Midpoint	Maximum
37	\$99,669.44	\$132,075.20	\$164,480.96
36	\$90,621.28	\$120,078.24	\$149,519.68
35	\$82,380.16	\$109,152.16	\$135,924.16
34	\$74,884.00	\$99,234.88	\$123,570.24
33	\$68,070.72	\$90,202.24	\$112,333.76
32	\$61,878.24	\$82,007.68	\$102,121.60
31	\$56,260.00	\$74,542.56	\$92,840.64
30	\$51,138.40	\$67,775.84	\$84,397.76
29	\$46,497.92	\$61,614.40	\$76,730.88
28	\$42,276.48	\$56,011.68	\$69,746.88
27	\$38,427.52	\$50,921.12	\$63,414.72
26	\$34,935.52	\$46,296.16	\$57,641.28
25	\$31,753.92	\$42,090.24	\$52,395.52
24	\$28,867.20	\$38,256.80	\$47,646.40
23	\$27,392.80	\$34,780.32	\$43,316.32
22	\$25,530.40	\$32,048.80	\$39,917.44
21	\$25,204.48	\$31,629.76	\$39,389.76
20	\$24,878.56	\$31,210.72	\$38,877.60
19	\$24,537.12	\$30,807.20	\$38,349.92
18	\$24,226.72	\$30,388.16	\$37,853.28
17	\$23,900.80	\$30,000.16	\$37,356.64
16	\$23,605.92	\$29,612.16	\$36,875.52
15	\$23,280.00	\$29,208.64	\$36,378.88

Salary tables are determined for 2025-2026 and are subject to change annually upon board adoption of the employee compensation plan as part of the annual budget.



2025–2026 SALARY TABLES (continued)

**Central Office
Salary Table**

POSITION	Minimum	Midpoint	Maximum
Chief	\$215,000	\$235,000	\$255,000
Division Chief	\$215,000	\$235,000	\$255,000
Deputy Chief	\$200,000	\$217,500	\$235,000
Senior Executive Director	\$190,000	\$212,500	\$235,000
Executive Director	\$170,000	\$182,500	\$195,000
Director 2 of a Department	\$150,000	\$162,500	\$175,000
Director 1 of a Department	\$130,000	\$142,500	\$155,000
Cross-Functional Team Member (CTM)	\$110,000	\$122,500	\$135,000
Curriculum Designer 2	\$100,000	\$110,000	\$120,000
Curriculum Designer 1	\$90,000	\$100,000	\$110,000
Coordinator 2	\$85,000	\$95,000	\$105,000
Coordinator 1	\$75,000	\$85,000	\$95,000
Senior Manager	\$70,000	\$80,000	\$90,000
Senior Analyst	\$70,000	\$80,000	\$90,000
Project/Program Manager 2	\$65,000	\$75,000	\$85,000
Analyst 2	\$65,000	\$75,000	\$85,000
Executive Assistant (Chief/Division)	\$65,000	\$75,000	\$85,000
Executive Assistant (Unit)	\$60,000	\$70,000	\$80,000
Office Manager 3	\$60,000	\$70,000	\$80,000
Project/Program Manager 1	\$60,000	\$70,000	\$80,000
Analyst 1	\$60,000	\$70,000	\$80,000
Office Manager 2	\$55,000	\$65,000	\$75,000
Specialist 2	\$50,000	\$55,000	\$60,000
Office Manager 1	\$50,000	\$60,000	\$70,000
Specialist 1	\$45,000	\$50,000	\$55,000
Assistant Office Manager 3	\$40,000	\$47,500	\$55,000
Assistant Office Manager 2	\$35,000	\$42,500	\$50,000
Assistant Office Manager 1	\$30,000	\$37,500	\$45,000
Clerk 2	\$30,000	\$35,000	\$40,000
Clerk 1	\$30,000	\$32,500	\$35,000

Salary tables are determined for 2025-2026 and are subject to change annually upon board adoption of the employee compensation plan as part of the annual budget.



2025-2026 SALARY TABLES (continued)

Technology Salary Tables

Salary tables are determined for 2025-2026 and are subject to change annually upon board adoption of the employee compensation plan as part of the annual budget.

TECHNOLOGY HOURLY TABLE			
Grade	Minimum	Midpoint	Maximum
17	\$59.22	\$78.46	\$97.71
16	\$53.83	\$71.33	\$88.83
15	\$48.94	\$64.84	\$80.75
14	\$44.49	\$58.95	\$73.41
13	\$40.45	\$53.59	\$66.74
12	\$36.77	\$48.72	\$60.67
11	\$33.43	\$44.29	\$55.15
10	\$30.39	\$40.26	\$50.14
9	\$27.63	\$36.60	\$45.58
8	\$25.11	\$33.28	\$41.44
7	\$22.83	\$30.25	\$37.67
6	\$20.76	\$27.50	\$34.25
5	\$18.87	\$25.00	\$31.13

TECHNOLOGY SALARY TABLE (12 MONTHS)			
Grade	Minimum	Midpoint	Maximum
17	\$123,171	\$163,201	\$203,232
16	\$111,973	\$148,365	\$184,756
15	\$101,794	\$134,877	\$167,960
14	\$92,540	\$122,616	\$152,691
13	\$84,127	\$111,469	\$138,810
12	\$76,479	\$101,335	\$126,191
11	\$69,527	\$92,123	\$114,719
10	\$63,206	\$83,748	\$104,290
9	\$57,460	\$76,135	\$94,809
8	\$52,236	\$69,213	\$86,190
7	\$47,488	\$62,922	\$78,355
6	\$43,172	\$57,202	\$71,233
5	\$39,247	\$52,002	\$64,757

Facilities, Maintenance, & Operations (FMO) Salary Tables

Salary tables are determined for 2025-2026 and are subject to change annually upon board adoption of the employee compensation plan as part of the annual budget.

FMO HOURLY TABLE			
Grade	Minimum	Midpoint	Maximum
17	\$36.25	\$48.03	\$59.82
16	\$32.95	\$43.67	\$54.38
15	\$29.96	\$39.70	\$49.44
14	\$27.24	\$36.09	\$44.94
13	\$24.76	\$32.81	\$40.86
12	\$22.51	\$29.83	\$37.14
11	\$20.46	\$27.12	\$33.76
10	\$18.60	\$24.65	\$30.70
9	\$17.65	\$22.41	\$27.91
8	\$16.45	\$20.65	\$25.72
7	\$16.24	\$20.38	\$25.38
6	\$16.03	\$20.11	\$25.05
5	\$15.81	\$19.85	\$24.71
4	\$15.61	\$19.58	\$24.39
3	\$15.40	\$19.33	\$24.07
2	\$15.21	\$19.08	\$23.76
1	\$15.00	\$18.82	\$23.44

FMO SALARY TABLE (12 MONTHS)			
Grade	Minimum	Midpoint	Maximum
17	\$75,400.00	\$99,902.40	\$124,425.60
16	\$68,536.00	\$90,833.60	\$113,110.40
15	\$62,316.80	\$82,576.00	\$102,835.20
14	\$56,659.20	\$75,067.20	\$93,475.20
13	\$51,500.80	\$68,244.80	\$84,988.80
12	\$46,820.80	\$62,046.40	\$77,251.20
11	\$42,556.80	\$56,409.60	\$70,220.80
10	\$38,688.00	\$51,272.00	\$63,856.00
9	\$36,712.00	\$46,612.80	\$58,052.80
8	\$34,216.00	\$42,952.00	\$53,497.60
7	\$33,779.20	\$42,390.40	\$52,790.40
6	\$33,342.40	\$41,828.80	\$52,104.00
5	\$32,884.80	\$41,288.00	\$51,396.80
4	\$32,468.80	\$40,726.40	\$50,731.20
3	\$32,032.00	\$40,206.40	\$50,065.60
2	\$31,636.80	\$39,686.40	\$49,420.80
1	\$31,200.00	\$39,145.60	\$48,755.20

FMO FIXED HOURLY RATES	
Position	Pay Rate
Building Service Manager I	\$23.00
Building Service Manager II	\$25.00
Building Service Manager III	\$30.00
Tractor Worker	\$19.50
Custodian	\$15.00



2025-2026 SALARY TABLES (continued)

**Transportation
Fixed Hourly
Rates**

Fixed hourly rates are determined for 2025-2026 and are subject to change annually upon board adoption of the employee compensation plan as part of the annual budget.

TRANSPORTATION FIXED HOURLY RATES			
Position	Pay Rate	Position	Pay Rate
Morning or Afternoon Bus Drivers	\$30.00	Field Trip Drivers	\$30.00
Drivers Who Work Both Morning and Afternoon	\$35.00	Micro Bus Drivers	\$23.00
Bus Driver Trainee	\$15.00	All Attendants	\$20.00

- Drivers will be paid for completing pre-trip checks, driving their assigned routes, and completing specific tasks as assigned by terminal leadership.



**Nutrition
Services
Fixed Hourly
Rates**

Fixed hourly rates are determined for 2025-2026 and are subject to change annually upon board adoption of the employee compensation plan as part of the annual budget.

NUTRITION SERVICES FIXED HOURLY RATES			
Position	Pay Rate	Position	Pay Rate
Nutrition Services Attendant	\$15.00	Nutrition Services Team Lead	\$18.00





2025–2026 SALARY TABLES (continued)

New Education System (NES) Salary Tables - Elementary School

2025-2026 BASE SALARIES - ELEMENTARY SCHOOL NES			
POSITION	Salaries for Years of Experience Completed		
	0-2 years	3-4 years	5+ years
Pre-Kindergarten	\$70,000	\$74,000	\$76,000
Kindergarten	\$70,000	\$74,000	\$76,000
1st Grade	\$70,000	\$74,000	\$76,000
2nd Grade ELA	\$73,000	\$77,000	\$79,000
2nd Grade Science of Reading	\$73,000	\$77,000	\$79,000
2nd Grade Math	\$70,000	\$74,000	\$76,000
2nd Grade Science/Social Studies	\$70,000	\$74,000	\$76,000
2nd Grade Self Contained	\$73,000	\$77,000	\$79,000
3rd Grade ELA	\$83,000	\$87,000	\$89,000
3rd Grade Science of Reading/Social Studies	\$83,000	\$87,000	\$89,000
3rd Grade Math	\$75,000	\$79,000	\$81,000
3rd Grade Science	\$75,000	\$79,000	\$81,000
3rd Grade Art of Thinking	\$80,000	\$84,000	\$86,000
4th Grade ELA	\$80,000	\$84,000	\$86,000
4th Grade Science of Reading/Social Studies	\$80,000	\$84,000	\$86,000
4th Grade Math	\$75,000	\$79,000	\$81,000
4th Grade Science	\$75,000	\$79,000	\$81,000
4th Grade Art of Thinking	\$80,000	\$84,000	\$86,000
5th Grade ELA	\$80,000	\$84,000	\$86,000
5th Grade Science of Reading/Social Studies	\$80,000	\$84,000	\$86,000
5th Grade Math	\$75,000	\$79,000	\$81,000
5th Grade Science	\$75,000	\$79,000	\$81,000
5th Grade Art of Thinking	\$80,000	\$84,000	\$86,000
Elective teachers	\$64,000	\$68,000	\$70,000
ELD Interventionist	\$75,000	\$79,000	\$81,000
Learning Coach	\$53,000	\$56,000	\$58,000
Teacher Apprentice	\$68,000	N/A	N/A
Special Education	\$86,000	\$90,000	\$92,000
NES Special Education Teacher Apprentice	\$68,000	\$68,000	\$68,000
Special Education Paraprofessionals	\$35,000	\$39,000	\$41,000
PreK TA	\$35,000	\$39,000	\$41,000
Principal	See Principal Pay, pg. 19		
Asst. Principal	See Principal Pay, pg. 19		
Counselor	\$80,000	\$84,000	\$86,000
Nurse	\$70,000	\$74,000	\$76,000
Office Manager	\$55,000	\$59,000	\$61,000
Asst. Office Manager	\$45,000	\$49,000	\$51,000
Copy Clerk	\$35,000	\$39,000	\$41,000

2025-2026 BASE SALARIES - NES ES BILINGUAL			
POSITION	Salaries for Years of Experience Completed		
	0-2 years	3-4 years	5+ years
Pre-Kindergarten (BIL)	\$75,000	\$79,000	\$81,000
Kindergarten (BIL)	\$75,000	\$79,000	\$81,000
1st Grade (BIL)	\$75,000	\$79,000	\$81,000

Certified bilingual education teachers serving as teacher of record for bilingual students at NES campuses are also eligible for a \$5,000 stipend during the 2025–2026 school year.

- These salaries reflect starting salaries or salaries before the evaluation rating. NES teachers evaluated in the 2024–2025 school year will receive a stipend for their performance rating.
- Teacher salary correlates to the majority of sections taught. Teachers instructing multiple grade levels and/or contents will be paid according to the most frequently taught grade level/content. If even number of sections taught, then salary correlates to the role that is higher on the salary table.
- NES teachers may earn district-level stipends outlined in the 2025–2026 Compensation Plan.
- For campuses with combined elementary & middle school, or middle school & high school, the Principal, AP, Office Manager, and Assistant Office Manager salaries correspond to the higher grade level on salary table.
- Refer to www.HoustonISD.org/TeacherIncentives for NES teacher incentive pay plans.

- A Certification in Progress (“CIP”) Teacher is a candidate who is not yet certified upon hire. For non-certified teachers, the starting salary is \$2,500 lower than the rate listed on the NES Teacher Salary Table. This \$2,500 reduction in salary will be applied to each teaching assignment, experience, and corresponding salary for the role. However, once Human Resources verifies you have obtained the required SBEC certification, you may be eligible for a \$2,500 increase in your base salary, aligning it with the certified salary (on pay table above) – pending submission and verification of Service Records by Human Resources.
- The current teacher pay scales for both PUA and NES campuses will sunset at the end of the 2025–2026 school year. Beginning in the 2026–2027 school year, teachers eligible for Pay-for-Performance—based on their TES appraisal—will transition to the new compensation scales for PFP Main, NES 1, and NES 2.
- T-TESS evaluated staff during the 2024–2025 school year will be eligible to receive a supplemental base pay component, contingent upon their performance rating, as outlined in the pay increase rating table on page 16.



2025–2026 SALARY TABLES (continued)

NES Salary Tables - Middle School

2025-2026 BASE SALARIES - MIDDLE SCHOOL NES			
POSITION	Salaries for Years of Experience Completed		
	0-2 years	3-4 years	5+ years
6th Grade ELA	\$86,000	\$90,000	\$92,000
6th Grade Art of Thinking	\$83,000	\$87,000	\$89,000
6th Grade Math	\$81,000	\$85,000	\$87,000
6th Grade Science	\$81,000	\$85,000	\$87,000
6th Grade Social Studies	\$74,000	\$78,000	\$80,000
7th Grade ELA	\$84,000	\$88,000	\$90,000
7th Grade Art of Thinking	\$83,000	\$87,000	\$89,000
7th Grade Math	\$81,000	\$85,000	\$87,000
7th Grade Science	\$81,000	\$85,000	\$87,000
7th Grade Social Studies	\$74,000	\$78,000	\$80,000
8th Grade ELA	\$84,000	\$88,000	\$90,000
8th Grade Art of Thinking	\$83,000	\$87,000	\$89,000
8th Grade Math	\$81,000	\$85,000	\$87,000
8th Grade Science	\$81,000	\$85,000	\$87,000
8th Grade Social Studies	\$74,000	\$78,000	\$80,000
Elective teachers	\$65,000	\$69,000	\$71,000
ELD Interventionist	\$75,000	\$79,000	\$81,000
MS CTE teachers	\$65,000	\$69,000	\$71,000
LOTE unique position*	\$83,000	\$87,000	\$89,000
Learning Coach	\$55,000	\$58,000	\$60,000
Teacher Apprentice	\$68,000	N/A	N/A
Special Education	\$86,000	\$90,000	\$92,000
NES Special Education Teacher Apprentice	\$68,000	\$68,000	\$68,000
Special Education Paraprofessionals	\$35,000	\$39,000	\$41,000
Principal	See Principal Pay, pg.19		
Asst. Principal	See Principal Pay, pg.19		
Counselor	\$88,000	\$92,000	\$94,000
Nurse	\$70,000	\$74,000	\$76,000
Office Manager	\$60,000	\$64,000	\$66,000
Asst. Office Manager/SIR/Registrar	\$50,000	\$54,000	\$56,000
Copy Clerk	\$35,000	\$39,000	\$41,000

- These salaries reflect starting salaries or salaries before the evaluation rating. NES teachers evaluated in the 2024–2025 school year will receive a stipend for their performance rating.
- Teacher salary correlates to the majority of sections taught. Teachers instructing multiple grade levels and/or contents will be paid according to the most frequently taught grade level/content. If even number of sections taught, then salary correlates to the role that is higher on the salary table.
- NES teachers may earn district-level stipends outlined in the 2025–2026 Compensation Plan.
- For campuses with combined elementary & middle school, or middle school & high school, the Principal, AP, Office Manager, and Assistant Office Manager salaries correspond to the higher grade level on salary table.
- Refer to www.HoustonISD.org/TeacherIncentives for NES teacher incentive pay plans.

- A Certification in Progress (“CIP”) Teacher is a candidate who is not yet certified upon hire. For non-certified teachers, the starting salary is \$2,500 lower than the rate listed on the NES Teacher Salary Table. This \$2,500 reduction in salary will be applied to each teaching assignment, experience, and corresponding salary for the role. However, once Human Resources verifies you have obtained the required SBEC certification, you may be eligible for a \$2,500 increase in your base salary, aligning it with the certified salary (on pay table above) – pending submission and verification of Service Records by Human Resources.
- The current teacher pay scales for both PUA and NES campuses will sunset at the end of the 2025–2026 school year. Beginning in the 2026–2027 school year, teachers eligible for Pay-for-Performance—based on their TES appraisal—will transition to the new compensation scales for PFP Main, NES 1, and NES 2.
- T-TESS evaluated staff during the 2024–2025 school year will be eligible to receive a supplemental base pay component, contingent upon their performance rating, as outlined in the pay increase rating table on page 16.

*The Middle School LOTE position includes teaching both Spanish and Non-Spanish language other than English courses.



2025-2026 SALARY TABLES (continued)

NES Salary Tables - High School

2025-2026 BASE SALARIES - HIGH SCHOOL NES				2025-2026 BASE SALARIES - HIGH SCHOOL NES			
POSITION	Salaries for Years of Experience Completed			POSITION	Salaries for Years of Experience Completed		
	0-2 years	3-4 years	5+ years		0-2 years	3-4 years	5+ years
AA Studies/AP Human Geography	\$76,000	\$80,000	\$82,000	LOTE	\$85,000	\$89,000	\$91,000
Algebra II/PreAP	\$83,000	\$87,000	\$89,000	LOTE (Computer Science)	\$85,000	\$89,000	\$91,000
Algebra/Strategic Math/PreAP	\$90,000	\$94,000	\$96,000	LOTE (Span 1)	\$76,000	\$80,000	\$82,000
Anatomy/Chemistry	\$83,000	\$87,000	\$89,000	LOTE (Span 1/2)	\$76,000	\$80,000	\$82,000
AP Bio/Anatomy	\$83,000	\$87,000	\$89,000	LOTE (Span 1/2/AP)	\$83,000	\$87,000	\$89,000
AP Bio/Forensic Science/AP Env Sys	\$83,000	\$87,000	\$89,000	LOTE (Span 2/Native Speakers)	\$83,000	\$87,000	\$89,000
AP US History/US History	\$83,000	\$87,000	\$89,000	Physics/PreAP	\$83,000	\$87,000	\$89,000
Art of Thinking	\$85,000	\$89,000	\$91,000	Physics/PreAP/Env Systems	\$83,000	\$87,000	\$89,000
Biology/PreAP Biology	\$83,000	\$87,000	\$89,000	Pre-Cal/Adv Math	\$83,000	\$87,000	\$89,000
Chemistry/PreAP/Env Systems	\$83,000	\$87,000	\$89,000	Pre-Cal/Adv Math/Algebraic Reasoning	\$83,000	\$87,000	\$89,000
CTE (Non-Foundational Programs of Study)*	\$76,000	\$80,000	\$82,000	Pre-Cal/PreAP/AP Calculus	\$83,000	\$87,000	\$89,000
CTE (Automotive - 11 mos.)	\$81,093	\$85,361	\$87,495	Psychology/Sociology/AA/MA	\$76,000	\$80,000	\$82,000
CTE (Ag Lead - 12 mos.) (1 per campus)**	\$88,928	\$93,608	\$95,948	Reconnect/Grad Lab	\$70,000	\$74,000	\$76,000
CTE Foundational Programs of Study (FPOS)*	\$81,000	\$85,000	\$87,000	World Geography/PAP W. Geo	\$76,000	\$80,000	\$82,000
ENG I and II ESOL	\$88,000	\$92,000	\$94,000	World History/AP	\$76,000	\$80,000	\$82,000
ENG III/AP	\$88,000	\$92,000	\$94,000	Learning Coach	\$55,000	\$58,000	\$60,000
ENG IV/AP	\$88,000	\$92,000	\$94,000	Teacher Apprentice	\$68,000	N/A	N/A
English I/PreAP/Reading I	\$90,000	\$94,000	\$96,000	Special Education	\$86,000	\$90,000	\$92,000
English II/PreAP/Reading II	\$90,000	\$94,000	\$96,000	Special Education Chair	\$86,000	\$90,000	\$92,000
English II/Reading II	\$90,000	\$94,000	\$96,000	NES Special Education Teacher Apprentice	\$68,000	\$68,000	\$68,000
English III ESL	\$88,000	\$92,000	\$94,000	Special Education Paraprofessionals	\$35,000	\$39,000	\$41,000
Env Systems/ AP Env Sys	\$83,000	\$87,000	\$89,000	Principal	See Principal Pay, pg. 19		
Environmental Science	\$83,000	\$87,000	\$89,000	Asst. Principal	See Principal Pay, pg. 19		
Environmental Science & Bio	\$83,000	\$87,000	\$89,000	Counselor	\$90,000	\$94,000	\$96,000
Environmental Systems	\$83,000	\$87,000	\$89,000	Lead Counselor	\$95,000	\$99,000	\$101,000
Environmental/BIO PreAP	\$83,000	\$87,000	\$89,000	Nurse	\$70,000	\$74,000	\$76,000
ESOL & Interventions	\$88,000	\$92,000	\$94,000	Office Manager	\$65,000	\$69,000	\$71,000
ESOL 1/LDA	\$88,000	\$92,000	\$94,000	Asst. Office Manager/Data Controller - PEIMS (SAR)	\$55,000	\$59,000	\$61,000
ESOL 2/LDA	\$88,000	\$92,000	\$94,000	Copy Clerk	\$35,000	\$39,000	\$41,000
Fine Arts, ROTC, Electives, Health	\$70,000	\$74,000	\$76,000	HS Registrar	\$70,000	\$74,000	\$76,000
Geometry	\$83,000	\$87,000	\$89,000	Testing Coordinator	\$64,000	\$68,000	\$70,000
Geometry ESL	\$83,000	\$87,000	\$89,000	Athletic Coordinator	\$64,000	\$68,000	\$70,000
Geometry/PreAP	\$83,000	\$87,000	\$89,000	Magnet Coordinator***	\$64,000	\$68,000	\$70,000
Geometry/PreAP/Algebraic Reasoning	\$83,000	\$87,000	\$89,000				
Geometry/Pre-Cal	\$83,000	\$87,000	\$89,000				
Government/Economics/AP	\$76,000	\$80,000	\$82,000				
IPC/BIO PreAP	\$83,000	\$87,000	\$89,000				

- These salaries reflect starting salaries or salaries before the evaluation rating. NES teachers evaluated in the 2024-2025 school year will receive a stipend for their performance rating.
- Teacher salary correlates to the majority of sections taught. Teachers instructing multiple grade levels and/or contents will be paid according to the most frequently taught grade level/content. If even number of sections taught, then salary correlates to the role that is higher on the salary table.
- NES teachers may earn district-level stipends outlined in the 2025-2026 Compensation Plan.
- Refer to www.HoustonISD.org/TeacherIncentives for NES teacher incentive pay plans.

Continued



2025–2026 SALARY TABLES (continued)

NES Salary Tables - High School (continued)

- For campuses with combined elementary and middle school, or middle school and high school, the Principal, AP, Office Manager, and Assistant Office Manager salaries correspond to the higher grade level on salary table.
- A Certification in Progress (“CIP”) Teacher is a candidate who is not yet certified upon hire. For non-certified teachers, the starting salary is \$2,500 lower than the rate listed on the NES Teacher Salary Table. This \$2,500 reduction in salary will be applied to each teaching assignment, experience, and corresponding salary for the role. However, once Human Resources verifies you have obtained the required SBEC certification, you may be eligible for a \$2,500 increase in your base salary, aligning it with the certified salary (on pay table above) – pending submission and verification of Service Records by Human Resources.
- The current teacher pay scales for both PUA and NES campuses will sunset at the end of the 2025–2026 school year. Beginning in the 2026–2027 school year, teachers eligible for Pay-for-Performance—based on their TES appraisal—will transition to the new compensation scales for PFP Main, NES 1, and NES 2.
- T-TESS evaluated staff during the 2024–2025 school year will be eligible to receive a supplemental base pay component, contingent upon their performance rating, as outlined in the pay increase rating table on page 16.

*Approved CTE foundational programs of study (FPOS) include Entrepreneurship, Health Informatics, Distribution and Logistics and Networking.

**All CTE Automotive teachers are 11 months. One CTE Ag Teacher per campus will be designated as the Lead and will be 12 months.

***Magnet Coordinator position only applies to those HS campuses with magnet programming.

SY 2025–2026 PAY INCREASE

Performance-based merit increases based on T-TESS evaluation rating for the 2024–2025 school year. By the first day of school, teachers will receive notification of their 2024–2025 T-TESS evaluation rating and their corresponding 2025–2026 performance-based merit increase.

PERFORMANCE-BASED MERIT INCREASE TABLE							
SY 25-26	Unsat.	Prog. I	Prog. II	Prof. I	Prof. II	Exemp. I	No Rating
PUA	\$0	\$500	\$1,000	\$1,500	\$2,000	\$2,500	\$0
NES	\$0	\$250	\$500	\$750	\$1,000	\$1,250	\$0





2025–2026 PAY PLACEMENT TABLES

PUA Teacher Pay Placement Table

Salary tables are determined for 2025-2026 and are subject to change annually upon board adoption of the employee compensation plan as part of the annual budget.

PUA Teacher Salary Tables may change each year. Employees cannot estimate future salaries based on their gaining a year of experience. Previously approved hold harmless amounts and other components of pay are not increased by annual pay adjustments.

*A Certification in Progress (“CIP”) Teacher is a candidate who is not yet certified upon hire, but may become eligible for an increase to base salary, which corresponds to their creditable years of experience listed on the PUA Teacher Pay Placement Table once Human Resources verifies they have obtained the required SBEC certification for their role — pending submission and verification of Service Records by Human Resources.

2025-2026 PUA TEACHER TABLE			
Yrs. Exp.	10 mos.	11 mos.	12 mos.
CIP*	\$63,000	\$67,222	\$73,717
0	\$64,000	\$70,845	\$77,690
1	\$64,250	\$71,122	\$77,993
2	\$65,000	\$71,952	\$78,904
3	\$65,500	\$72,505	\$79,511
4	\$65,750	\$72,782	\$79,814
5	\$66,000	\$73,059	\$80,118
6	\$67,000	\$74,166	\$81,332
7	\$67,500	\$74,719	\$81,939
8	\$68,000	\$75,273	\$82,545
9	\$68,500	\$75,826	\$83,152
10	\$69,000	\$76,380	\$83,759
11	\$70,000	\$77,487	\$84,973
12	\$70,500	\$78,040	\$85,580
13	\$71,000	\$78,594	\$86,187
14	\$71,500	\$79,147	\$86,794
15	\$72,000	\$79,701	\$87,401
16	\$72,500	\$80,254	\$88,008
17	\$73,000	\$80,807	\$88,615
18	\$73,500	\$81,361	\$89,222
19	\$74,000	\$81,914	\$89,829
20	\$74,500	\$82,468	\$90,436
21	\$75,500	\$83,575	\$91,650
22	\$76,000	\$84,128	\$92,257
23	\$76,500	\$84,682	\$92,864
24	\$77,000	\$85,235	\$93,471
25	\$77,500	\$85,789	\$94,078
26	\$80,000	\$88,556	\$97,112
27	\$80,500	\$89,110	\$97,719
28	\$81,000	\$89,663	\$98,326
29	\$81,500	\$90,217	\$98,933
30	\$82,000	\$90,770	\$99,540
31	\$82,500	\$91,324	\$100,147
32	\$83,000	\$91,877	\$100,754
33	\$83,500	\$92,430	\$101,361
34	\$84,000	\$92,984	\$101,968
35	\$84,500	\$93,537	\$102,575
36	\$87,500	\$96,858	\$106,217
37	\$88,000	\$97,412	\$106,824
38	\$88,500	\$97,965	\$107,430
39	\$89,000	\$98,519	\$108,037
40	\$89,500	\$99,072	\$108,644

2025-2026 PUA SPED TEACHER TABLE			
Yrs. Exp.	10 mos.	11 mos.	12 mos.
0	\$80,000	\$85,361	\$93,608
1	\$80,667	\$86,072	\$94,388
2	\$81,333	\$86,784	\$95,168
3	\$82,000	\$87,495	\$95,948
4	\$82,667	\$88,206	\$96,729
5	\$83,333	\$88,918	\$97,509
6	\$84,000	\$89,629	\$98,289
7	\$84,667	\$90,340	\$99,069
8	\$85,333	\$91,052	\$99,849
9	\$86,000	\$91,763	\$100,629
10	\$86,667	\$92,474	\$101,409
11	\$87,333	\$93,186	\$102,189
12	\$88,000	\$93,897	\$102,969
13	\$88,667	\$94,608	\$103,749
14	\$89,333	\$95,320	\$104,529
15+	\$90,000	\$96,031	\$105,309

▶ **Counselors** will receive a component of \$1,000 in addition to their salary calculated from their respective rate on the teacher table.

▶ PUA Teacher Table includes **Dyslexia Interventionist, Librarian, LSSP Intern, Media Specialist, Nurse, Social Worker, Speech Language Pathology Assistant, and Teacher Specialist.**

▶ PUA Special Education Teacher Table includes **Chair-Special Education, Diagnostician, LSSP, Speech Therapist, and Special Education Teacher.**

■ The current teacher pay scales for both PUA and NES campuses will sunset at the end of the 2025–2026 school year. Beginning in the 2026–2027 school year, teachers eligible for Pay-for-Performance—based on their TES appraisal—will transition to the new compensation scales for PFP Main, NES 1, and NES 2.

PUA Foundational Program of Study Teachers

▶ **PUA Foundational Program of Study Teachers** will receive an additional \$5,000. Approved programs of study include Entrepreneurship, Health Information, Distribution & Logistics and Networking.

2025–2026 PAY PLACEMENT TABLES (continued)

Police Officer Pay Placement Table

Salary tables are determined for 2025-2026 and are subject to change annually upon board adoption of the employee compensation plan as part of the annual budget.

SY 2025-2026 POLICE OFFICER PLACEMENT TABLE				
Yrs. Exp.	11 month	12 month	Sergeant	Captain
0	\$54,000	\$63,818	\$90,000	\$110,000
1	\$55,000	\$65,000	\$91,000	\$111,000
2	\$56,000	\$66,182	\$92,000	\$112,000
3	\$57,000	\$67,364	\$93,000	\$113,000
4	\$58,000	\$68,545	\$94,000	\$114,000
5	\$59,000	\$69,727	\$95,000	\$115,000
6	\$61,000	\$72,091	\$96,000	\$116,000
7	\$62,000	\$73,273	\$97,000	\$117,000
8	\$63,000	\$74,455	\$98,000	\$118,000
9	\$64,000	\$75,636	\$99,000	\$119,000
10	\$65,000	\$76,818	\$100,000	\$120,000
11	\$66,000	\$78,000	\$101,000	\$121,000
12	\$67,000	\$79,182	\$102,000	\$122,000
13	\$68,000	\$80,364	\$103,000	\$123,000
14	\$69,000	\$81,545	\$104,000	\$124,000
15	\$70,000	\$82,727	\$105,000	\$125,000
16+	\$71,000	\$83,909	\$106,000	\$126,000

- ▶ **Training Officers Pay:** Police officers will receive an additional 25% of their hourly rate for training new officers. This special rate of pay only applies for the specific hours that they spend performing this job duty.
- ▶ **TCOLE:** Special salary increases will be provided to Sergeants, Police Officers, and Police Dispatchers as they achieve higher levels of TCOLE certification, with \$1,100 increments added to their base salary at each level beyond Basic (required), including Intermediate (+\$1,100), Advanced (+\$1,100), and Masters (+\$1,100).

2025–2026 FIXED HOURLY RATES

Employees placed into hourly positions not listed here should be assigned the minimum pay rate for the position's salary grade.

FIXED HOURLY RATES	
Position	Pay Rate
Crossing Guard	\$18.31
Patrol Officer (Certified Police Officer: non HISD)	\$31.13
Parent Tutor - HIPPPY Program	\$16.84

2025–2026 FIXED ANNUAL RATES

TEACHER RESIDENT	
Days per Week	Annual Pay
5	\$50,000
4	\$40,000
3	\$35,700



2025–2026 PRINCIPAL PAY

The pay rates below apply to NES and PUA Principals and Assistant Principals. New outside of district principal hires will start as “Novice” for the purposes of LEAD and compensation, with the following exception: If a principal has been serving the principal role for 3 or more years, they will start as “Progressing II.”

A Principal or Assistant Principal’s effectiveness level which determines the base salary will be an average of the last two LEAD evaluation ratings (e.g., 2023-2024 and 2024-2025), unless a leader has only completed one year at HISD (e.g., does not have a 2023-2024 LEAD evaluation).

If a Principal or Assistant Principal is promoted or demoted to a new position, they do not keep their LEAD evaluation rating. For example, if an AP who was rated Proficient II is promoted to a Principal, they will start at “Novice” salary unless they have previously served as a Principal for 3 or more years, then they will start as “Progressing II,” as with outside hires.

If the position change occurs during the middle of the year, the principal/assistant principal is held harmless for the remainder of the school year if there is a decrease in the employee’s existing salary as a result of the new role. The change of salary would be initiated the following fiscal year work calendar. If the change of position results in an increase in salary, the salary would be initiated upon commencement of the position change.



PRINCIPAL BASE COMPENSATION

	Prog. I	Prog. II	Prof. I	Prof. II	Exemp. I	Exemp. II		Novice
Elementary	\$110,000	\$120,000	\$130,000	\$140,000	\$150,000	\$160,000	Elementary	\$115,000
Middle	\$120,000	\$130,000	\$140,000	\$150,000	\$160,000	\$170,000	Middle	\$125,000
High School	\$130,000	\$140,000	\$150,000	\$160,000	\$170,000	\$180,000	High School	\$135,000

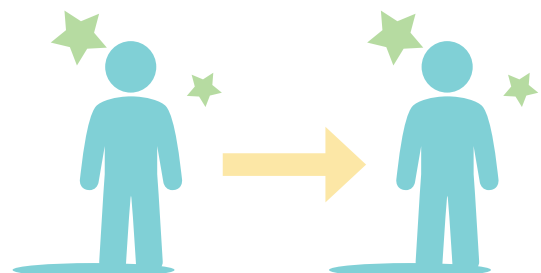
ASSISTANT PRINCIPAL BASE COMPENSATION

	Prog. I	Prog. II	Prof. I	Prof. II	Exemp. I	Exemp. II		Novice
Elementary	\$80,000	\$90,000	\$100,000	\$110,000	\$120,000	\$130,000	Elementary	\$85,000
Middle	\$85,000	\$95,000	\$105,000	\$115,000	\$125,000	\$135,000	Middle	\$90,000
High School	\$90,000	\$100,000	\$110,000	\$120,000	\$130,000	\$140,000	High School	\$95,000

Principal & AP base pay from 24-25 will be “held harmless” for 25-26 if performance data warrants a lower salary.

PRINCIPAL APPRENTICE BASE COMPENSATION

Elementary	\$100,000
Middle	\$100,000
High School	\$100,000





2025–2026 SUBSTITUTE TEACHER & ADMINISTRATOR EARNINGS

2025-2026 SUBSTITUTE TEACHER & ADMINISTRATOR EARNINGS	
Position	Rate
Non-Degreed Substitute Teacher. Limited to 5 days in the same position. Cannot be placed in a long-term position.	\$19.00 per hour
Degreed Substitute Teacher Must hold a bachelor's degree or higher.	\$20.00 per hour
Texas Certified Substitute Teacher (Degreed)	\$20.00 per hour
HISD Retired Certified Substitute Teacher (Degreed)	\$20.00 per hour
Substitute Principal	\$60.00 per hour
Substitute Assistant Principal	\$40.00 per hour

Long-term is only available to the degreed, Texas certified, and retired Texas certified teacher. Long-term is any assignment that is over 10 consecutive workdays in the same assignment. During the first 10 workdays, employees are paid at their regular rate of pay. Starting on the 11th consecutive workday, they are compensated at the long-term hourly rate of \$21.00 per hour.

2025–2026 HOURLY LECTURER EARNINGS

2025-2026 HOURLY LECTURERS (should not be used for part-time certified teachers)		
Code	Position	Rate
H00076	Hourly Lecturers – Degreed	\$24.84 per hour
H00077	Hourly Lecturers – Non-Degreed	\$16.54 per hour
H00075	Hourly Lecturers – Non-Degreed Special Schools Critical Skills	\$24.84 per hour

- Hourly Lecturer:** Under direct supervision, provides one-on-one blended learning instruction in any subject areas to help students prepare for standardized or achievement tests, master assignments, and to reinforce learning concepts presented by classroom teachers. Discusses assigned duties with classroom teachers and develops web-based lessons to provide targeted tutorial support.



Hourly Lecturer is an allowable Title I position for PUA campuses only. This position may be funded from Title I, Part A - Schoolwide to support the academic achievements of students attending a Title I Schoolwide campus.



2025–2026 INCENTIVES

Nutrition Services Merit Certification Incentive Program

The objective of this program is to provide motivation to employees to obtain certification in organizations associated with Nutrition Services and Leadership Development. This merit program ensures employees are supported, developed, and challenged to grow.

The Merit Certification Incentive Program achievements will be paid out to employees who personally reach specific levels within organizations associated with school nutrition and leadership development. Only the highest earned certification level as of March 15, 2026, will be paid in May 2026. The maximum payout amount to an employee who achieves the highest certification levels is \$2,500 annually. To receive a merit certification incentive, employees must complete a minimum of 15 CEUs (training hours) if hourly or a minimum of 30 CEUs if exempt by March 31, 2026 (exception: Food Service Attendants must complete a minimum of 6 CEUs by March 31, 2026).

Organization	Certification	Payout to Employees
TASN or SNA*	Level 1	\$200
TASN or SNA*	Level 2	\$400
TASN or SNA*	Level 3	\$600
TASN or SNA*	Level 4	\$800
TASN	Level 5	\$1,000
TASBO	CTSBS/CTSBO	\$1,000
Society for Human Resource Management	PMQ	\$1,000
TASBO	RTSBO/RTSBA**	\$1,500
SNA	SNS Credential**	\$1,500

- *Employees are only eligible to receive a merit certification incentive payout from TASN or SNA, not both.
- **Employees are only eligible to receive a merit certification incentive payout totaling \$1,500 for TASBO RTSBO/RTSBA or SNA SNS Credential, not both.
- All other merit certification incentive combinations cannot exceed \$2,500 annually.

Nutrition Services Efficiency Incentive

Provide financial efficiency incentive based on annual operational performance compared to budget as earned by all the Nutrition Services employees without causing hardship to the Good Food mission as approved by Texas Department of Agriculture. The efficiency incentive payout amount shall be paid to all Nutrition Services personnel employed as of January 31, 2026, as a one-time payment calculated by the excess surplus on June 30, 2026, divided by the total employees. The payout date will be August 2026, to all Nutrition Services personnel still employed on this said date.

Nutrition Services Team Leads who train LEAD (Leadership Education and Development) program participants will receive an additional \$1,500 for the fall semester and an additional \$1,500 for the spring semester, and nutrition services personnel who complete the LEAD program will receive a payout of \$200. Nutrition services personnel covering for team leads in their absence at a campus receive an additional \$1 per hour and travel pay calculated by their hourly rate for 1 additional hour per day.



2025–2026 INCENTIVES (continued)

Teacher Incentive Allotment

The Teacher Incentive Allotment (TIA) was created by the Texas Legislature as part of House Bill 3 to provide a realistic pathway for top teachers to earn higher salaries and to help attract and retain highly effective teachers at traditionally hard-to-staff schools. Refer to www.HoustonISD.org/TIA to learn more about this program.

2025–2026 STIPENDS & EXTRA DUTY

Stipends and extra duty are used to compensate for duties performed that are not related to an employee's primary job, such as time spent before and after school and for days worked outside of their normal duty schedule.

▶ For a list of approved stipends and extra duty at HISD visit www.HoustonISD.org/StipendsAndExtraDuty (includes 2024-2025 NES Performance Incentive payment dates).

Extra duty pay assignments require documented pre-approval by the Principal or supervisor in advance of the work being performed.

2025–2026 ALLOWANCES

Organization	Rate	Description
Travel Allowance	Pay period allowance, as defined in the Eligibility Criteria to the right in the Description section	<p>Eligibility Criteria:</p> <ul style="list-style-type: none"> Chiefs, Division Chiefs, Deputy Chiefs, Schools Office Senior ED's, and Division Senior ED's are eligible to receive \$7,200 annually (\$276.92 per pay period). ED's of Instruction and ED's of Support are eligible to receive \$4,800 annually (\$184.62 per pay period) for monthly travel required within and outside of feeder pattern. Additional Chief-determined division roles that require travel are discretionary. Other Chief-determined roles that require travel within the Division daily and only occasionally outside of the Division are eligible to receive \$2,400 annually (\$92.31 per pay period). Other Chief-determined roles that require travel within the District occasionally are eligible to receive \$2,400 annually (\$92.31 per pay period). FMO roles reporting to Chief FMO will be discretionary. <p>(Employees who require a district-issue vehicle to perform their job duties are not also eligible for a Travel Allowance.)</p>
Relocation Allowance	Superintendent of Schools' discretion	The Superintendent of Schools may authorize the payment of relocation expenses for employees hired into principal positions and positions on the Master Salary Schedule and Technology Salary Schedule. If an employee leaves before the completion of one year of service, 50% of this amount must be repaid.
Cell Allowance	\$75 per month	<p>With pre-approval from the Chief and based on job type, certain HISD staff needing to use cell phones for district business may be provided with a cell allowance. Employees receiving the cell allowance are not eligible for other district-funded cell phones. The cell allowance assignment must receive approval from the Chief and be funded by the department.</p> <p>Eligibility Criteria:</p> <ul style="list-style-type: none"> Cabinet members may receive the cell allowance or elect to receive a district-issued cell phone. Principals (not Assistant Principals) and Division ED's and above also receive the cell allowance (not eligible for district-issued cell phone). Chief-discretion based on job duties for non-Division roles are also eligible for the cell allowance.
Mileage Reimbursement	Refer to DEE (Regulation)	<p>If you receive a car allowance, you are not eligible to receive mileage reimbursement for in-district travel; however, you are eligible to receive it for approved travel outside of the District.</p> <p>Procedures for obtaining professional trip authorization and reimbursement limits are outlined in the Finance Procedures Manual.</p>



2025–2026 DIFFERENTIAL COMPENSATION

Differential compensation will be paid to an employee who works in the following assignments: non-exempt crafts/trades, non-instructional or administrative support employees who are regularly assigned to a mid-day, evening, or overnight shift, if the employee works a minimum of six (6) consecutive hours per shift. Exempt employees are not eligible for differential compensation.

- Differential pay will be paid when an employee performs evening or graveyard shifts (which may include lock-up responsibilities), or cover for a lead position.
- Differential compensation will be prorated based on the time served in the function or position. When employees transfer out of temporary assignments, differential pay associated with the former position will be discontinued. Employees are not eligible for shift pay differential during vacations or other absences.

Shift differential hourly pay rates:

Shift	Shift Duration	Shift Differential
Evening	3 p.m. to midnight (or 2 p.m. to 10 p.m. for police officers)	\$0.50 per hour
Overnight	Midnight to 6 a.m. (or 10 p.m. to 6 a.m. for police officers)	\$0.75 per hour

2025–2026 SUMMER SCHOOL

Refer to www.HoustonISD.org/SummerSchoolPay for this school year’s summer positions and pay rates approved by the Superintendent of Schools. Any changes to special summer school pay rates must also be approved by the Superintendent of Schools.

HAZARDOUS DUTY DIFFERENTIAL

Employees involved with hazardous material removal of asbestos abatement as well as wrecker services will receive a \$1.00 per hour Hazardous Duty Differential over their base hourly rate of pay for actual hours worked. This work is performed in hazardous, uncomfortable, and dangerous conditions. This differential will be administered through the payroll system as a separate pay item. Hazardous Duty Differential is a work-based decision and must have management authorization.





ACTING PAY

A regular employee assigned to perform duties of a higher-level position on a temporary basis will receive temporary additional pay which is equal to the incremental dollar value of the promotional adjustment. This temporary additional pay is payable each pay period for the length of time assigned.

- Employees serving in an acting role for more than 30 calendar days will receive retroactive pay back to the beginning of taking on the role.
- Non-exempt employees cannot be assigned to perform duties of an exempt role and receive acting pay.
- Nonexempt employees can receive acting pay for another higher-level nonexempt position. The overtime rate for non-exempt employees is calculated according to applicable Fair Labor Standards Act (FLSA) laws.
- For positions requiring certifications, the employee must meet the requirements of the certified position.
- The acting pay amount will be the difference between the current salary and the minimum of the higher-level position, unless their current salary is higher, in which case acting pay will not be applied.
- If an annual pay increase occurs during the acting period, the employee holding the acting position will receive the increase applied to their current salary in the acting position and the acting pay will be adjusted accordingly.
- When the acting period is complete, the employee's acting pay is ended.
- Once the acting role concludes, it is essential to notify the Compensation Department to prevent any potential overpayments and future recoupments from employees.
- The Superintendent of Schools must approve acting pay for any assignment exceeding one year.

INTERIM PAY

Interim pay is a temporary salary adjustment granted to employees who take on the responsibilities of a higher-paying role for a limited period or filling a critical vacancy. Unlike acting pay, which is supplemental and provided when an employee performs both their current role and the acting position's duties, interim pay applies when the employee solely performs the duties of the interim role. The interim pay rate is set at the minimum of the salary range for the interim role (or its fixed hourly rate, if applicable) and takes effect immediately when the employee assumes the role. The FLSA exemption adjusts to the classification of the interim role, and all relevant labor laws are followed. At the end of the interim period, the employee returns to their original position, pay, and FLSA classification. If an annual pay increase occurs during the interim period, it will be applied to the employee's interim salary and also to their original salary upon reverting to their regular role. It is essential to promptly notify the Compensation Department when the interim assignment ends to discontinue the temporary pay adjustment and prevent overpayments that may require recoupment.

CRAFTS & TRADES PAY

For employees that have a certification or license that the District is using, the employee will receive \$2,500 per year (\$208.33 per month). This request must be signed by the Chief of Facilities, Maintenance, and Operations Officer. These positions include, but are not limited to, Engineers, HVAC Master, Environmental/Asbestos Manager, IPM designee, Electrician Master, Roofing Master, Plumbing Master, and Alarm Communications Master.

Skilled craftsmen may be hired temporarily to supplement the normal workforce. These employees can be paid a competitive rate for their respective craft and such authorizations and approved rates may be made only by the Chief of Facilities, Maintenance, and Operations Officer. Skilled craftsmen include: Engineers, electricians, painters, general maintenance workers, roofers, HVAC technicians, sheet metal workers, and plumbers.



COMPENSATORY TIME

Compensatory Time must be **PRE-APPROVED** by an employee's direct supervisor. Non-exempt staff must be notified in advance of working the overtime that they will receive compensatory time at a rate of time-and-a-half instead of overtime pay. If you manage non-exempt staff, refer to www.HoustonISD.org/OTMitigationToolkit for guidance and resources on managing your team's compensatory time and overtime effectively.

Non-Exempt and Hourly Staff

- Non-exempt and hourly employees are eligible to earn compensatory time at time-and-a-half for time worked over forty hours. *Compensatory time should be used within two months of earning the compensatory time or prior to the end of the fiscal year in which it is earned, whichever is less.*
- Unused compensatory time earned will be paid out on the last paycheck of the fiscal year.

Exempt Staff

- Exempt employees are eligible to use up to five (5) compensatory days up to a maximum of 40 hours each year for work SIGNIFICANTLY BEYOND THE SCOPE of the employee's normal duties. The administration of compensatory time is at the discretion of the Chief or Division Chief. Compensatory time must be used by the end of the fiscal year in which it was earned. Unused compensatory time may not be carried over to successive fiscal years.
- In emergencies of the District, the Superintendent of Schools may grant up to three (3) additional days of compensatory time each year to designated groups for work significantly beyond the scope of an employee's normal duties. These three (3) days are in addition to the up to five (5) compensatory days referenced above.
- By the nature of their positions, exempt employees are often required to work beyond a "typical" forty-hour workweek. Compensatory time is not intended to be used to compensate for each incremental hour worked beyond forty hours per week; rather, compensatory time is intended for use in recognizing work significantly beyond the normal scope of duties required by the position.
- Exempt employees are not eligible for overtime pay.



DISCRETIONARY GRANT-FUNDED POSITIONS

- A Discretionary Grant is a type of funding awarded by a government agency, nonprofit organization or other grant-making entity to eligible recipients based on a competitive selection process as opposed to formula grants (i.e., Title I) that are distributed automatically based on a predetermined calculation.
- New grant-funded roles must go through the normal job evaluation process.
- Salary amounts budgeted for in the grant application are only approximations until approved by the Compensation Department.
- Salaries for grant-funded positions will be determined in the same manner as other HISD positions, unless specifically stated otherwise by the grant funding agency.
- Employment in positions supported by grant funds will end upon the conclusion of the grant period.



OVERTIME PAY

Exemption status is a legal determination based on a comparison of job duties to a series of Fair Labor Standards Act (FLSA) tests and the applicable case law. An “exempt” or “non-exempt” designation is then assigned to the job and applies to all employees who perform that job. The Legal department has the final determination of a job’s FLSA status. FLSA status is a legal compliance decision, not a measure of job worth.

In addition to these federal and local laws, HISD has district and department requirements for advanced approval of overtime hours; regardless of approvals, if a job has been determined to be non-exempt and an employee in that job works overtime, the employee must be compensated or receive compensatory time.

While paying for overtime is a legal requirement, scheduling overtime is not an entitlement. Employees should not view overtime as a permanent part of base pay and should understand that these earnings are flexible.

When an employee moves from a non-exempt to an exempt position, through a reclassification of a job, Compensation staff will analyze possible pay loss because of the change and determine if any action is necessary. The general rule under the Fair Labor Standards Act is that all covered employees must be paid at least 1.5 times their regular rate of pay, which may be a blended rate, for all hours physically worked over forty in a workweek. A non-exempt employee must receive an overtime premium of one-half their regular rate of pay for all overtime hours worked.

Paid time off (sick, personal leave, paid holiday, and vacation) does not count towards the 40-hour calculation. The HISD workweek begins on Monday at 12:01 a.m. and ends on Sunday, at midnight. Non-exempt employees and hourly non-exempt employees may be given 1.5 hours of paid compensatory time off for each hour of overtime worked rather than paying a premium rate for the overtime.

Managers are responsible for documenting both overtime approval and the total hours worked by each employee. Overtime should not exceed 5% of an employee’s total annual pay by fiscal year. Supervisors are responsible for ensuring that overtime pay is fairly and accurately managed for all hourly employees, ensuring no one exceeds the allowed overtime limit. Non-General Fund overtime, overtime related to property rentals, overtime for disaster recovery through the Insurance Recovery Fund, and overtime for HISD Police are not subject to this limit. Note: The 5% overtime rule does not apply for employees who are receiving overtime from discretionary grants (i.e. Title I, Part A, discretionary grants, etc.) whose work aligns with the purpose and intent of the grant funds the employee is receiving overtime.

Overtime may be authorized if paid by grants, external organizations, Nutrition Services, MAC/SHARS (Medicaid Finance), or other enterprise funds. For full details on what a booster club can and cannot pay for under District regulations, please visit the website for HISD Ethics & Compliance. Overtime paid from the general fund is restricted to specifics: natural disasters and/or after-hours safety and security-related emergencies (Chief-level pre-approval required). If overtime is accrued for other reasons, then it must still be paid according to law, followed by consideration of disciplinary action for manager and/or employee who engaged in or allowed unauthorized accrual without Chief approval of an exception.

Earning of either compensatory time or overtime must be approved in advance by the supervisor or designee. All the above compensatory time must be properly reported per procedures in the Finance Procedures Manual. Non-exempt employees are compensated for all hours worked.





OVERTIME PAY (continued)

Exempt employees are not eligible for overtime pay. Administrators and exempt administrative support employees are often expected to work more than a “typical” forty (40) hour workweek. Exempt employees are compensated with a salary, versus an hourly wage. For exempt staff, completion of work assignment is a primary emphasis. Since there is no overtime pay for exempt staff, the number of hours is of secondary importance.

Overtime will be monitored centrally through monthly reporting reviews by Finance’s Payroll Department. If you manage non-exempt staff, refer to www.HoustonISD.org/OTMitigationToolkit for guidance and resources on managing your team’s compensatory time and overtime effectively.

INTERNS

The pay of employees hired on a temporary basis as “Interns” or “Student Workers” is \$15.00 per hour.

Interns are typically assigned specific tasks or projects relevant to the organization’s needs. This allows them to contribute to real work and see the impact of their efforts. Through these diverse internships, participants not only gain hands-on experience but also contribute their skills and fresh perspectives to the school district’s operations. The program serves as a valuable training ground, preparing interns for future careers in their respective fields while providing the District with enthusiastic talent and additional resources. Overall, the internship experience fosters a collaborative and dynamic environment that benefits both the interns and the school district.

NO TIME OFF BEYOND AVAILABLE FOR EMPLOYEES

The District does not allow approved “docked days” for employees who have exhausted advanced and/or accrued paid leave and are absent, except if they have applied for and been approved by Human Resources for a protected leave (e.g., FML, Temporary Disability, etc.) in accordance with district policies and regulations. See DEC8(REGULATION). Employees absent beyond their allocated number of days will be subject to disciplinary action up to and including termination of employment.

SY 2026–2027 PAY-FOR-PERFORMANCE

Teachers in Houston ISD will be evaluated using the Teacher Excellence System (TES) starting in the 2025-2026 school year. For the 2025-2026 school year, PUA teachers will continue to be compensated on the traditional salary schedule, and NES teachers will continue to be compensated on the “Hospital Model” pay plan. Starting with the 2026-2027 school year, teachers will be placed on the HISD Pay-for-Performance (PFP) Compensation Plan. In this plan, the base salary is tied directly to the teacher’s effectiveness level.

For more information on Pay-for-Performance, the “Related Links” are provided on Human Resources Compensation website: www.HoustonISD.org/Compensation.





SUPPORT LINES

Function	Support Type	Contact Information
Payroll	Paycheck, deductions, withholdings, tax forms (W-2's), time & attendance, and related matters	Payroll@HoustonISD.org
Compensation	Compensation plan, job evaluations, pay grades and ranges, salaries, incentives, and related matters	CompensationDept@HoustonISD.org
Stipends & Extra Duty	Stipends, extra duty, and related matters	Stipends@HoustonISD.org
Service Records	Incoming service records	ServiceRecords@HoustonISD.org
Employee Services	General HR support	EmployeeServices@HoustonISD.org





HISD  —



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