



2026-2027 Salary Schedule for Admin/Professional Employees

STEP	Band 0	Band 0.5	Band 1	Band 2	Band 3	Band 4	Band 5	Band 6	Band 7
0	\$143,000	\$105,000	\$93,000	\$82,000	\$78,000	\$66,000	\$56,000	\$49,000	\$41,000
1	\$145,860	\$107,100	\$94,860	\$83,640	\$79,560	\$67,320	\$57,120	\$49,980	\$41,820
2	\$148,720	\$109,200	\$96,720	\$85,280	\$81,120	\$68,640	\$58,240	\$50,960	\$42,640
3	\$151,580	\$111,300	\$98,580	\$86,920	\$82,680	\$69,960	\$59,360	\$51,940	\$43,460
4	\$154,440	\$113,400	\$100,440	\$88,560	\$84,240	\$71,280	\$60,480	\$52,920	\$44,280
5	\$157,300	\$115,500	\$102,300	\$90,200	\$85,800	\$72,600	\$61,600	\$53,900	\$45,100
6	\$161,160	\$118,600	\$105,160	\$92,840	\$88,360	\$74,920	\$65,220	\$57,380	\$48,420
7	\$164,020	\$120,700	\$107,020	\$94,480	\$89,920	\$76,240	\$66,340	\$58,360	\$49,240
8	\$166,880	\$122,800	\$108,880	\$96,120	\$91,480	\$77,560	\$67,460	\$59,340	\$50,060
9	\$169,740	\$124,900	\$110,740	\$97,760	\$93,040	\$78,880	\$68,580	\$60,320	\$50,880
10	\$172,600	\$127,000	\$112,600	\$99,400	\$94,600	\$80,200	\$69,700	\$61,300	\$51,700
11	\$176,460	\$130,100	\$115,460	\$102,040	\$97,160	\$82,520	\$71,820	\$63,280	\$53,520
12	\$179,320	\$132,200	\$117,320	\$103,680	\$98,720	\$83,840	\$72,940	\$64,260	\$54,340
13	\$182,180	\$134,300	\$119,180	\$105,320	\$100,280	\$85,160	\$74,060	\$65,240	\$55,160
14	\$185,040	\$136,400	\$121,040	\$106,960	\$101,840	\$86,480	\$75,180	\$66,220	\$55,980
15	\$187,900	\$138,500	\$122,900	\$108,600	\$103,400	\$87,800	\$76,300	\$67,200	\$56,800
16	\$190,760	\$140,600	\$124,760	\$110,240	\$104,960	\$89,120	\$77,420	\$68,180	\$57,620
17	\$193,620	\$142,700	\$126,620	\$111,880	\$106,520	\$90,440	\$78,540	\$69,160	\$58,440
18	\$196,480	\$144,800	\$128,480	\$113,520	\$108,080	\$91,760	\$79,660	\$70,140	\$59,260
19	\$199,340	\$146,900	\$130,340	\$115,160	\$109,640	\$93,080	\$80,780	\$71,120	\$60,080
20	\$202,200	\$149,000	\$132,200	\$116,800	\$111,200	\$94,400	\$81,900	\$72,100	\$60,900
21	\$205,060	\$151,100	\$134,060	\$118,440	\$112,760	\$95,720	\$83,020	\$73,080	\$61,720
22	\$207,920	\$153,200	\$135,920	\$120,080	\$114,320	\$97,040	\$84,140	\$74,060	\$62,540
23	\$210,780	\$155,300	\$137,780	\$121,720	\$115,880	\$98,360	\$85,260	\$75,040	\$63,360
24	\$213,640	\$157,400	\$139,640	\$123,360	\$117,440	\$99,680	\$86,380	\$76,020	\$64,180
25	\$216,500	\$159,500	\$141,500	\$125,000	\$119,000	\$101,000	\$87,500	\$77,000	\$65,000
26	\$219,360	\$161,600	\$143,360	\$126,640	\$120,560	\$102,320	\$88,620	\$77,980	\$65,820
27	\$222,220	\$163,700	\$145,220	\$128,280	\$122,120	\$103,640	\$89,740	\$78,960	\$66,640
28	\$225,080	\$165,800	\$147,080	\$129,920	\$123,680	\$104,960	\$90,860	\$79,940	\$67,460
29	\$227,940	\$167,900	\$148,940	\$131,560	\$125,240	\$106,280	\$91,980	\$80,920	\$68,280
30+	\$230,800	\$170,000	\$150,800	\$133,200	\$126,800	\$107,600	\$93,100	\$81,900	\$69,100

Harmony also offers supplemental duty stipends & performance bonuses for select roles!

Additional Stipends

Field Admin/Critical Area Stipend	
Area Superintendent	\$5,000
Deputy Area Superintendent	\$10,000
Assistant Area Superintendent	\$5,000
Principal / Assistant Principal	\$3,871 - \$11,438
Case Manager - SPED	\$7,000
District SPED Coordinator	\$6,000
Counselor / Seminar Advisor	\$4,000

Advanced Degree

Master's Degree	2 Steps
Doctoral Degree	3 Steps

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 Coordinator		
Dean - College & Career (CC)		
District CC Dept. Staff		
District Student Culture Coord.		
IT Personnel	Select IT Certifications	\$5,000
Salesforce & Select Comms Teams	Salesforce Certification	\$5,000

Loyalty & Impact Stipend (CO & DO Only)

Amounts Vary By Years of Service at HPS or licensed schools

Band 0	\$4,906 - \$20,236
Band 0.5	\$3,849 - \$15,877
Band 1	\$3,396 - \$14,009
Band 2	\$2,981 - \$12,297
Band 3	\$2,830 - \$11,675
Band 4	\$2,377 - \$9,807
Band 5	\$2,000 - \$8,250
Band 6	\$1,736 - \$7,160
Band 7	\$1,434 - \$5,915