



**IV. HISD Salary Schedules**

**F – Principal Pay**

**1. High School Principals**

Specialty High Schools	\$115,000
High Schools with Attendance Boundaries	\$130,000
High Schools Identified as hard to staff by the Superintendent of Schools	\$20,000 Hard to Staff Stipend

\*\$7,500 Performance Contract Pay is included in the salary schedule.

**2. Middle School Principals**

Specialty Middle Schools	\$95,000
K-8 Schools	\$95,000
Comprehensive Middle Schools	\$105,000
Middle Schools Identified as hard to staff by the Superintendent of Schools	\$10,000 Hard to Staff Stipend

\*\$7,500 Performance Contract Pay is included in the salary schedule.

**3. Elementary School Principals**

Salary is based on a combination of the following pay variables: principal experience and school type, size, and complexity.

Experience Component

Step	Years of Credited Experience	ES
0	0-6	\$74,326
1	7	\$75,421
2	8	\$76,513
3	9	\$77,606
4	10	\$79,737
5	11	\$81,869
6	12	\$84,001
7	13	\$86,488
8	14	\$88,975
9	15	\$91,461
10	16	\$93,236
11	17	\$95,013
12	18	\$96,789
13	19	\$97,500
14	20	\$98,210
15	21+	\$98,921

\*\$7,500 Performance Contract Pay is included in the salary schedule.

Employees cannot estimate future salaries based on their current step or experience assignments from prior years.