



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

