



2024-2025 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 2024-2025 and are subject to change annually upon board adoption of the employee compensation plan as part of the annual budget.



2024-2025 SALARY TABLES (continued)

**Central Office
Salary Table**

POSITION	Minimum	Midpoint	Maximum
Chief of a Division	\$215,000	\$235,000	\$255,000
Division Superintendent	\$215,000	\$235,000	\$255,000
Deputy Chief	\$200,000	\$215,000	\$235,000
Senior Executive Director	\$190,000	\$215,000	\$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 2024-2025 and are subject to change annually upon board adoption of the employee compensation plan as part of the annual budget.



PAY STRUCTURE

2024-2025 SALARY TABLES (continued)

Technology Salary Tables

Salary tables are determined for 2024-2025 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 2024-2025 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
Custodian	\$15.00



PAY STRUCTURE

2024-2025 SALARY TABLES (continued)

Transportation Salary Tables

Salary tables are determined for 2024-2025 and are subject to change annually upon board adoption of the employee compensation plan as part of the annual budget.

TRANSPORTATION HOURLY TABLE			
Grade	Minimum	Midpoint	Maximum
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

TRANSPORTATION SALARY TABLE (12 MONTHS)			
Grade	Minimum	Midpoint	Maximum
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

TRANSPORTATION FIXED HOURLY RATES	
Position	Pay Rate
Bus Driver Trainee	\$15.00
Transportation Attendant	\$15.00
Bus Driver (0-1 year)	\$20.00
Bus Driver (2-5 years)	\$25.00
Bus Driver (6+ years)	\$30.00

Nutrition Services Salary Tables

Salary tables are determined for 2024-2025 and are subject to change annually upon board adoption of the employee compensation plan as part of the annual budget.

NUTRITION SERVICES HOURLY TABLE			
Grade	Minimum	Midpoint	Maximum
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

NUTRITION SERVICES SALARY TABLE (12 MONTHS)			
Grade	Minimum	Midpoint	Maximum
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

NUTRITION FIXED HOURLY RATE	
Position	Pay Rate
Nutrition Services Attendant	\$15.00



PAY STRUCTURE

2024-2025 SALARY TABLES (continued)

NES Salary Tables - Elementary School

2024-2025 BASE SALARIES - ELEMENTARY SCHOOL NES			
POSITION	Salaries for Years of Experience Completed		
	0-2 years	3-4 years	5+ years
PreKindergarten	\$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
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
Learning Coach	\$53,000	\$56,000	\$58,000
Teacher Apprentice	\$68,000	NA	NA
Special Education	\$86,000	\$90,000	\$92,000
Special Education Support	\$65,000	\$69,000	\$71,000
Special Education Paraprofessionals	\$35,000	\$39,000	\$41,000
PreK TA	\$35,000	\$39,000	\$41,000
Principal	See pg. 18	See pg. 18	See pg. 18
Asst. Principal	See pg. 18	See pg. 18	See pg. 18
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

AVERAGE SALARIES		
0-2 years	3-4 years	5+ years
\$75,478	\$79,478	\$81,478

2024-2025 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

Bilingual Education teachers working at NES campuses are also eligible for a \$5,000 stipend during the 2024-2025 school year.

- The salaries above reflect starting salaries or salaries before the evaluation rating. NES teachers evaluated in the 2023-2024 school year will receive a stipend for their performance rating. A person's base salary may increase every two years by the average of the two stipends. (See incentive pay plan.)
- The formally "NES aligned" schools will now be NES schools and therefore will be placed on the salary plan outlined above.
- The retention incentive for working in an NES school for the 2024-2025 school year is \$4,000 and only applies to the returning Chapter 21 instructional employees of the original 28 NES schools. Principals, APs, Teachers, and Counselors are eligible for the \$4,000 retention incentive if returning to their original NES campus. Nurses are eligible for \$1,000 retention incentive if returning to their original NES campus.
- NES teachers may earn district-level stipends outlined in the 2024-2025 Compensation Plan.



2024-2025 SALARY TABLES (continued)

NES Salary Tables - Middle School

2024-2025 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	\$85,000	\$89,000	\$91,000
Learning Coach	\$55,000	\$58,000	\$60,000
Teacher Apprentice	\$68,000	NA	NA
Special Education	\$86,000	\$90,000	\$92,000
Special Education Support	\$65,000	\$69,000	\$71,000
Special Education Paraprofessionals	\$35,000	\$39,000	\$41,000
Principal	See pg. 18	See pg. 18	See pg. 18
Asst. Principal	See pg. 18	See pg. 18	See pg. 18
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

AVERAGE SALARIES		
0-2 years	3-4 years	5+ years
\$80,059	\$84,059	\$86,059

- The salaries above reflect starting salaries or salaries before the evaluation rating. NES teachers evaluated in the 2023-2024 school year will receive a stipend for their performance rating. A person’s base salary may increase every two years by the average of the two stipends. (See incentive pay plan.)
- The formally “NES aligned” schools will now be NES schools and therefore will be placed on the salary plan outlined above.
- The retention incentive for working in an NES school for the 2024-2025 school year is \$4,000 and only applies to the returning Chapter 21 instructional employees of the original 28 NES schools. Principals, APs, Teachers, and Counselors are eligible for the \$4,000 retention incentive if returning to their original NES campus. Nurses are eligible for \$1,000 retention incentive if returning to their original NES campus.
- NES teachers may earn district-level stipends outlined in the 2024-2025 Compensation Plan.



2024-2025 SALARY TABLES (continued)

NES Salary Tables - High School

2024-2025 BASE SALARIES - HIGH SCHOOL NES			
POSITION	Salaries for Years of Experience Completed		
	0-2 years	3-4 years	5+ years
AA Studies/AP Human Geography	\$76,000	\$80,000	\$82,000
Algebra II/PreAP	\$83,000	\$87,000	\$89,000
Algebra/Strategic Math/PreAP	\$90,000	\$94,000	\$96,000
Anatomy/Chemistry	\$83,000	\$87,000	\$89,000
AP Bio/Anatomy	\$83,000	\$87,000	\$89,000
AP Bio/Forensic Science/AP Env Sys	\$83,000	\$87,000	\$89,000
AP US HIST/World Hist	\$83,000	\$87,000	\$89,000
Art of Thinking	\$85,000	\$89,000	\$91,000
Biology/ PreAP Biology	\$83,000	\$87,000	\$89,000
Chemistry/PreAP/Env Systems	\$83,000	\$87,000	\$89,000
CTE (Non-Foundational Programs of Study)	\$76,000	\$80,000	\$82,000
CTE (Foundational Programs of Study)*	\$81,000	\$85,000	\$87,000
ENG I and II ESOL	\$88,000	\$92,000	\$94,000
ENG III/AP	\$88,000	\$92,000	\$94,000
ENG IV/AP	\$88,000	\$92,000	\$94,000
English I/PreAP/Reading I	\$90,000	\$94,000	\$96,000
English II/PreAP/Reading II	\$90,000	\$94,000	\$96,000
English II/Reading II	\$90,000	\$94,000	\$96,000
English III ESL	\$88,000	\$92,000	\$94,000
Env Systems/ AP Env Sys	\$83,000	\$87,000	\$89,000
Environmental Science	\$83,000	\$87,000	\$89,000
Environmental Science & Bio	\$83,000	\$87,000	\$89,000
Environmental Systems	\$83,000	\$87,000	\$89,000
Environmental/BIO PreAP	\$83,000	\$87,000	\$89,000
ESOL & Interventions	\$88,000	\$92,000	\$94,000
ESOL 1/LDA	\$88,000	\$92,000	\$94,000
ESOL 2/LDA	\$88,000	\$92,000	\$94,000
Fine Arts, ROTC, Electives, Health	\$70,000	\$74,000	\$76,000
Geometry	\$83,000	\$87,000	\$89,000
Geometry ESL	\$83,000	\$87,000	\$89,000
Geometry/PreAP	\$83,000	\$87,000	\$89,000
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
LOTE	\$85,000	\$89,000	\$91,000
LOTE (Computer Science)	\$85,000	\$89,000	\$91,000
LOTE (Span 1)	\$76,000	\$80,000	\$82,000
LOTE (Span 1/2)	\$76,000	\$80,000	\$82,000
LOTE (Span 1/2/AP)	\$85,000	\$89,000	\$91,000
LOTE (Span 2/ Native Speakers)	\$85,000	\$89,000	\$91,000
Physics/PreAP	\$83,000	\$87,000	\$89,000
Physics/PreAP/Env Systems	\$83,000	\$87,000	\$89,000
Pre-Cal/Adv Math	\$83,000	\$87,000	\$89,000
Pre-Cal/Adv Math/Algebraic Reasoning	\$83,000	\$87,000	\$89,000
Pre-Cal/PreAP/AP Calculus	\$83,000	\$87,000	\$89,000
Psychology/Sociology/AA/MA	\$76,000	\$80,000	\$82,000
Reconnect/Grad Lab	\$70,000	\$74,000	\$76,000
World Geography/PAP W. Geo	\$76,000	\$80,000	\$82,000
World History/AP	\$76,000	\$80,000	\$82,000
Learning Coach	\$55,000	\$58,000	\$60,000
Teacher Apprentice	\$68,000	NA	NA

AVERAGE SALARIES		
0-2 years	3-4 years	5+ years
\$82,780	\$86,780	\$88,780

Continued



2024-2025 SALARY TABLES (continued)

NES Salary Tables - High School (continued)

2024-2025 BASE SALARIES - HIGH SCHOOL NES (continued)			
POSITION	Salaries for Years of Experience Completed		
	0-2 years	3-4 years	5+ years
Special Education	\$86,000	\$90,000	\$92,000
Special Education Chair	\$86,000	\$90,000	\$92,000
Special Education Support	\$65,000	\$69,000	\$71,000
Special Education Paraprofessionals	\$35,000	\$39,000	\$41,000
Principal	See pg. 18	See pg. 18	See pg. 18
Asst. Principal	See pg. 18	See pg. 18	See pg. 18
Counselor	\$90,000	\$94,000	\$96,000
Lead Counselor	\$95,000	\$99,000	\$101,000
Nurse	\$70,000	\$74,000	\$76,000
Office Manager	\$65,000	\$69,000	\$71,000
Asst. Office Manager/Data Controller - PEIMS (SAR)	\$55,000	\$59,000	\$61,000
Copy Clerk	\$35,000	\$39,000	\$41,000
HS Registrar	\$70,000	\$74,000	\$76,000
Testing Coordinator	\$64,000	\$68,000	\$70,000
Athletic Coordinator	\$64,000	\$68,000	\$70,000
Magnet Coordinator*	\$64,000	\$68,000	\$70,000

- The salaries above reflect starting salaries or salaries before the evaluation rating. NES teachers evaluated in the 2023-2024 school year will receive a stipend for their performance rating. A person’s base salary may increase every two years by the average of the two stipends. (See *incentive pay plan*.)
- The formally “NES aligned” schools will now be NES schools and therefore will be placed on the salary plan outlined above.
- The retention incentive for working in an NES school for the 2024-2025 school year is \$4,000 and only applies to the returning Chapter 21 instructional employees of the original 28 NES schools. *Principals, APs, Teachers, and Counselors are eligible for the \$4,000 retention incentive if returning to their original NES campus. Nurses are eligible for \$1,000 retention incentive if returning to their original NES campus.*
- NES teachers may earn district-level stipends outlined in the 2024-2025 Compensation Plan.

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

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





2024-2025 PAY PLACEMENT TABLES

Non-NES
Teacher Pay
Placement
Table

Salary tables are determined for 2024-2025 and are subject to change annually upon board adoption of the employee compensation plan as part of the annual budget.

Non-NES 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.

2024-2025 NON-NES TEACHER TABLE

Yrs. Exp.	10 mo.	11 mo.	12 mo.
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

2024-2025 NON-NES SPED TEACHER TABLE

Yrs. Exp.	10 mo.	11 mo.	12 mo.
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.
- ▶ **Hourly Teachers** will be placed on a step based on their experience at the time of their hire and will receive Board approved increases thereafter. Their hourly rate will not be reduced due to changes in the number of years included in the steps.
- ▶ Non-NES Teacher Table includes **Dyslexia Interventionist, Librarian, LSSP Intern, Media Specialist, Nurse, Social Worker, Speech Therapist Assistant, Teacher, and Teacher Specialist.**
- ▶ Non-NES SPED Teacher Table includes **Chair-SPED, Diagnostician, LSSP, Speech Therapist, and SPED Teacher.**

Non-NES
Foundational
Program of
Study Teachers

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



PAY STRUCTURE

2024-2025 PAY PLACEMENT TABLES (continued)

Police Officer Pay Placement Table

Salary tables are determined for 2024-2025 and are subject to change annually upon board adoption of the employee compensation plan as part of the annual budget.

SY 2024-2025 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.

2024-2025 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
Hourly Principal - Leadership Development	\$55.00
Parent Tutor - HIPPPY Program	\$16.00

2024-2025 PRINCIPAL PAY

The pay rates below apply to NES and Non-NES 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."

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 & A.P. pay from 23-24 will be "held harmless" for 24-25 if performance data warrants a lower salary.