

Region 4 Education Service Center  
2016 -17 Teacher Salary Survey

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**Introduction**

Public school districts utilize a variety of methods in determining teacher pay. Most districts continue to use a traditional schedule as the basis for paying all teachers in the district. Some districts post “new hire” schedules that determine the pay of teachers new to the district. This “new hire” scale establishes an entry salary only. These districts then use a “minimum/midpoint/maximum” guide to determine returning teacher salaries. Experienced teachers in the district usually receive pay equal to, or greater than, the “new hire” schedule. A few districts utilize a “minimum/midpoint/maximum” schedule, only, for both “new hires” and returning teachers. In districts utilizing a “min/mid/max” schedule, the midpoint tends to correspond best with year 10 of traditional schedules. One school district posts a “minimum” salary only and one district posts a “minimum/midpoint” only. All have been incorporated in the survey.

Bachelor and master degree schedules are included. Salary comparisons are at five-year intervals from 0 -20 years of experience with a final column in each set comparing maximum salaries paid by each district. The latter includes a column indicating the number of years required to reach that maximum. This column is as necessary as there is a significant variation among districts in the number of years required for reaching maximum salary.

Multiple tables are utilized in presenting the salary data. Tables on pages 3 and 27 provide comparisons of both bachelors’ and masters’ schedules with the state minimum salary schedule. The next two tables (pages 4-7) present salaries alpha by district. Another set of tables (pages 8-14) present an alpha by district comparison of each of the five year intervals. Finally there is a comparison for each of the five-year intervals ranking salaries from high to low (pages 15-26). Each table provides a summary illustrating the low, mean, median, and high salary for the experience level indicated.

Note: An asterisk (\*) by the name of a district indicates a “new hire” schedule; two asterisks (\*\*) represent a “minimum/midpoint/maximum” schedule; three asterisks (\*\*\*) represent a district posting a single entry level salary and/or entry/midpoint. No asterisk by a name indicates a traditional salary schedule.

**Bachelor’s Degree  
Summary Chart**

<b>Experience</b>	<b>0 Years</b>	<b>5 Years</b>	<b>10 Years</b>	<b>15 Years</b>	<b>20 Years</b>	<b>Max Years</b>	<b>Years to Reach Max</b>
State Base Salary	<b>28,080</b>	<b>32,440</b>	<b>38,080</b>	<b>42,310</b>	<b>45,510</b>	<b>45,510</b>	<b>20</b>
Low Salary	<b>41,400</b>	<b>43,650</b>	<b>45,275</b>	<b>47,984</b>	<b>49,284</b>	<b>52,200</b>	<b>20</b>
Average Salary	<b>50,101</b>	<b>51,623</b>	<b>53,888</b>	<b>55,664</b>	<b>58,406</b>	<b>63,639</b>	<b>30</b>
Median	<b>51,000</b>	<b>52,000</b>	<b>54,300</b>	<b>56,622</b>	<b>59,100</b>	<b>64,264</b>	<b>30</b>
High Salary	<b>53,500</b>	<b>58,681</b>	<b>64,116</b>	<b>66,016</b>	<b>67,766</b>	<b>80,661</b>	<b>52</b>

**Key**

**Experience** = Years of experience are shown at five-year intervals from 0 to 20 years followed by maximum salary with number of years required to reach maximum salary.

**State Base Salary** = Minimum salary required by state law for each year shown.

**Low Salary** = Lowest salary paid by any district in the Region 4 HRSA salary survey.

**Average Salary** = Average salary paid by the 51 public school districts included in the survey.

**Median** = One half of districts pay more than this salary and one half pay less than this salary.

**High Salary** = Highest salary paid by any district in the Region 4 HRSA salary survey.

**Experience** = Years of experience are shown at five-year intervals from 0 to 20 years followed by a maximum salary and the number of years required to reach maximum.

**Bachelor's Degree**

District	0 - Years	5 - Years	10 - Years	15 - Years	20 - Years	Maximum	Years to Max
<b>Aldine***</b>	52,000						
<b>Alief*</b>	52,800	54,518	57,006	60,196	63,748	66,909	25
<b>Alvin</b>	51,650	54,340	55,742	57,593	60,751	73,079	40
<b>Anahuac*</b>	47,000	48,000	49,400	50,400	53,100	60,400	30
<b>Angleton</b>	51,000	52,180	53,941	55,342	58,020	63,912	31
<b>Barbers Hill</b>	52,525	58,681	64,116	66,016	67,766	80,661	41
<b>Brazosport*</b>	51,400	52,800	54,300	56,800	59,100	65,097	31
<b>Channelview*</b>	52,000	53,600	55,300	56,900	62,240	65,560	25
<b>Clear Creek</b>	51,500	54,106	56,758	59,410	62,063	74,951	52
<b>Cleveland*</b>	48,800	49,800	50,800	52,300	53,300	55,110	25
<b>Columbia-Brazoria**</b>	46,993		53,948			60,900	
<b>Conroe*</b>	51,500	53,170	54,895	57,395	59,995	62,295	25
<b>Crosby*</b>	52,750	54,000	55,275	57,025	59,250	69,500	31
<b>Cypress-Fairbanks*</b>	52,025	54,416	56,005	58,952	62,277	74,690	40
<b>Damon</b>	41,400	44,975	48,450	51,925	55,400	63,000	
<b>Danbury*</b>	49,750	50,800	51,935	53,675	56,455	58,775	31
<b>Dayton*</b>	48,900	49,400	50,400	51,400	52,200	52,200	20
<b>Deer Park**</b>	52,200		61,103			70,005	
<b>Dickinson</b>	51,000	51,725	52,805	55,100	58,240	69,410	40
<b>Fort Bend</b>	50,500	53,000	55,500	58,000	60,500	64,264	25
<b>Friendswood*</b>	50,250	52,000	54,000	56,622	59,261	61,901	25
<b>Galena Park</b>	52,500	53,800	54,800	56,400	59,400	75,250	46
<b>Galveston</b>	47,483	47,783	48,897	51,737	55,070	70,024	46
<b>Goose Creek*</b>	52,500	55,626	57,126	59,165	61,087	68,660	31
<b>Hardin*</b>	41,500	43,650	45,550	48,050	51,665	55,145	25
<b>Harris County DE*</b>	53,500	55,028	56,745	58,836	62,519	62,519	20
<b>Hempstead</b>	42,542	43,709	45,275	48,243	52,902	57,115	26
<b>Hitchcock</b>	46,148	47,254	48,784	52,864	56,944	58,984	30
<b>Houston</b>	51,500	52,000	54,000	55,250	57,650	71,500	36
<b>Huffman**</b>	50,000					65,000	

District	0 - Years	5 - Years	10 - Years	15 - Years	20 - Years	Maximum*	Years to Max
Humble*	52,300	54,400	55,600	56,700	58,449	63,234	26
Katy	50,500	52,015	54,995	56,815	60,200	73,330	40
Klein**	51,600		54,000			68,000	
La Porte***	52,600						
Lamar*	52,300	54,100	56,050	58,700	61,950	68,000	30
Liberty	44,000	45,225	46,884	47,984	49,284	53,194	25
Magnolia*	49,500	51,512	54,043	55,548	56,601	62,945	25
Needville	47,500	49,300	52,100	55,600	59,100	64,050	32
New Caney**	53,100		56,028			69,079	
Pasadena*	51,018	53,590	55,543	57,510	59,666	65,056	30
Pearland*	52,000	53,900	55,035	57,045	59,000	59,000	20
Royal	47,500	49,877	51,191	54,351	58,472	62,707	26
Santa Fe*	49,400	50,903	52,981	55,058	57,136	59,214	25
Sheldon*	50,000	51,250	53,075	55,575	58,575	62,050	30
Spring Branch*	50,000	50,750	52,250	55,000	58,000	72,000	39
Spring**	51,760		57,180				
Stafford	49,750	51,850	54,650	56,750	59,550	63,050	25
Sweeny**	50,187		58,487			66,787	
Texas City*	50,500	51,495	52,995	54,495	55,995	58,570	25
Tomball*	52,000	53,725	55,475	57,975	60,375	64,175	25
Waller	52,000	53,904	55,204	57,204	59,804	67,039	30
Low	<b>41,400</b>	<b>43,650</b>	<b>45,275</b>	<b>47,984</b>	<b>49,284</b>	<b>52,200</b>	<b>20</b>
Average (Mean)	<b>50,101</b>	<b>51,623</b>	<b>53,888</b>	<b>55,664</b>	<b>58,406</b>	<b>63,639</b>	<b>30</b>
Median	<b>51,000</b>	<b>52,000</b>	<b>54,300</b>	<b>56,622</b>	<b>59,100</b>	<b>64,264</b>	<b>30</b>
High	<b>53,500</b>	<b>58,681</b>	<b>64,116</b>	<b>66,016</b>	<b>67,766</b>	<b>80,661</b>	<b>52</b>

**Master's Degree**

District	0 - Years	5 - Years	10 - Years	15 - Years	20 - Years	Maximum*	Years to Max
Aldine**	52,000					77,778	
Alief*	53,300	55,018	57,506	60,696	64,248	67,409	25
Alvin	52,650	55,340	56,742	58,593	61,751	74,079	40
Anahuac	47,000	48,000	49,400	50,400	53,100	60,400	30
Angleton	51,000	52,180	53,941	55,342	58,020	63,912	31
Barbers Hill*	53,725	59,881	65,316	67,216	68,996	81,861	41
Brazosport*	52,400	53,800	55,300	57,800	60,100	66,097	31
Channelview*	53,500	55,100	56,800	58,400	63,740	67,060	25
Clear Creek	52,500	55,106	57,758	60,410	63,063	74,951	52
Cleveland*	48,800	49,800	50,800	52,300	53,300	55,110	25
Columbia-Brazoria**	46,993		53,948			60,900	
Conroe*	53,300	54,970	56,695	59,195	61,795	64,095	25
Crosby*	54,250	55,500	56,775	58,525	60,750	71,000	31
Cypress-Fairbanks*	54,025	56,416	58,005	60,952	64,277	76,690	40
Damon	42,500	45,975	49,450	52,925	56,400	64,900	30
Danbury*	50,250	51,300	52,435	54,175	56,955	59,275	31
Dayton*	49,900	50,400	51,400	52,400	53,200	53,200	20
Deer Park**	52,200		61,103			70,005	
Dickinson	52,000	52,725	53,805	56,100	59,240	70,410	40
Fort Bend	51,600	54,100	56,600	59,100	61,600	65,364	25
Friendswood*	51,250	53,000	55,000	57,622	60,261	62,901	25
Galena Park	54,500	55,800	56,800	58,400	61,400	77,250	46
Galveston	48,408	48,408	49,990	52,830	56,163	71,116	46
Goose Creek	53,500	56,626	58,126	60,165	62,087	69,660	31
Hardin	42,500	44,650	46,550	49,050	52,665	56,145	25
Harris County DE	53,500	55,028	56,745	58,836	62,519	62,519	20
Hempstead	42,542	43,709	45,275	48,243	52,902	57,115	26
Hitchcock	47,498	48,004	49,534	53,614	57,694	59,734	30
Houston	51,500	52,000	54,000	55,250	57,650	71,500	36
Huffman**	51,000					66,000	

	0 - Years	5 - Years	10 - Years	15 - Years	20 - Years	Maximum*	Years to Max
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District							
<b>Humble*</b>	53,300	55,400	56,600	57,700	59,449	64,234	26
<b>Katy</b>	51,500	54,100	57,015	59,110	62,580	75,655	40
<b>Klein**</b>	52,600		55,000			68,000	
<b>La Porte***</b>	53,600						
<b>Lamar*</b>	53,300	55,100	57,050	59,700	62,950	69,000	30
<b>Liberty</b>	45,000	46,225	47,884	48,984	50,284	54,194	25
<b>Magnolia*</b>	51,000	52,012	54,543	56,048	57,101	62,314	25
<b>Needville</b>	48,500	50,300	53,100	56,600	60,100	65,050	32
<b>New Caney**</b>	54,100		56,028			69,079	
<b>Pasadena*</b>	52,018	54,590	56,543	58,510	60,666	66,056	30
<b>Pearland*</b>	53,200	55,100	56,235	58,245	60,200	60,200	20
<b>Royal</b>	47,500	49,887	51,191	54,351	58,472	62,707	26
<b>Santa Fe*</b>	50,482	51,985	53,731	56,140	58,218	60,296	25
<b>Sheldon*</b>	51,500	52,750	54,575	57,075	60,075	63,550	30
<b>Spring Branch*</b>	51,000	51,750	53,250	56,000	59,000	73,000	39
<b>Spring**</b>	52,760		58,180				
<b>Stafford</b>	50,750	52,850	55,650	57,750	60,550	64,050	25
<b>Sweeny**</b>	50,187		58,487			66,787	
<b>Texas City*</b>	51,700	52,695	54,195	55,695	57,195	59,770	25
<b>Tomball*</b>	53,000	54,725	56,475	58,975	61,375	65,175	25
<b>Waller</b>	53,000	54,904	55,904	58,204	60,804	68,039	30
<b>Low</b>	<b>42,500</b>	<b>43,709</b>	<b>45,275</b>	<b>48,243</b>	<b>50,284</b>	<b>53,200</b>	<b>20</b>
<b>Average (Mean)</b>	<b>50,953</b>	<b>52,517</b>	<b>54,707</b>	<b>56,574</b>	<b>59,319</b>	<b>66,002</b>	<b>30</b>
<b>Median</b>	<b>51,700</b>	<b>53,000</b>	<b>55,650</b>	<b>57,700</b>	<b>60,100</b>	<b>65,364</b>	<b>30</b>
<b>High</b>	<b>54,500</b>	<b>59,881</b>	<b>63,316</b>	<b>67,216</b>	<b>68,996</b>	<b>81,861</b>	<b>52</b>

**Bachelor’s and Master’s Degree – 0 Years**

District	0 – BA/BS	0-MA/MS	District	0-BA/BS	0-MA/MS	District	0-BA/BS	0-MA/MS
Aldine***	52,000	52,000	Galena Park	52,500	54,500	Santa Fe*	49,400	50,482
Alief*	52,800	53,300	Galveston	47,483	48,408	Sheldon*	50,000	51,500
Alvin	51,650	52,650	Goose Creek*	52,500	53,500	Spring Branch*	50,000	51,000
Anahuac*	47,000	47,000	Hardin*	41,500	42,500	Spring**	51,760	52,760
Angleton	51,000	51,000	Harris County DE*	53,500	53,500	Stafford	49,750	50,750
Barbers Hill	52,525	53,725	Hempstead	42,542	42,542	Sweeny**	50,187	50,187
Brazosport*	51,400	52,400	Hitchcock	46,148	47,498	Texas City*	50,500	51,700
Channelview*	52,000	53,500	Houston	51,500	51,500	Tomball*	52,000	53,000
Clear Creek	51,500	52,500	Huffman**	50,000	51,000	Waller	52,000	53,000
Cleveland*	48,800	48,800	Humble*	52,300	53,300			
Columbia-Brazoria**	46,993	46,993	Katy	50,500	51,500			
Conroe*	51,500	53,300	Klein**	51,600	52,600			
Crosby*	52,750	54,250	La Porte***	52,600	53,600			
Cypress-Fairbanks*	52,025	54,025	Lamar*	52,300	53,300			
Damon	41,400	42,500	Liberty	44,000	45,000			
Danbury*	49,750	50,250	Magnolia*	49,500	51,000			
Dayton*	48,900	49,900	Needville	47,500	48,500			
Deer Park**	52,200	52,200	New Caney**	53,100	54,100	Low	<b>41,400</b>	<b>42,500</b>
Dickinson	51,000	52,000	Pasadena*	51,018	52,018	Average (Mean)	<b>50,101</b>	<b>50,953</b>
Fort Bend	50,500	51,600	Pearland*	52,000	53,200	Median	<b>51,000</b>	<b>51,700</b>
Friendswood*	50,250	51,250	Royal	47,500	47,500	High	<b>53,500</b>	<b>54,500</b>



**Bachelor’s and Master’s Degree – 5 Years**

District	5 - BA/BS	5 - MA/MS	District	5 - BA/BS	5 - MA/MS	District	5 - BA/BS	5 - MA/MS
Aldine***			Galena Park	53,800	55,800	Santa Fe*	50,903	51,985
Alief*	54,518	55,018	Galveston	47,783	48,408	Sheldon*	51,250	52,750
Alvin	54,340	55,340	Goose Creek*	55,626	56,626	Spring Branch*	50,750	51,750
Anahuac*	48,000	48,000	Hardin*	43,650	44,650	Spring**		
Angleton	52,180	52,180	Harris County DE*	55,028	55,028	Stafford	51,850	52,850
Barbers Hill	58,681	59,881	Hempstead	43,709	43,709	Sweeny**		
Brazosport*	52,800	53,800	Hitchcock	47,254	48,004	Texas City*	51,495	52,695
Channelview*	53,600	55,100	Houston	52,000	52,000	Tomball*	53,725	54,725
Clear Creek	54,106	55,106	Huffman**			Waller	53,904	54,904
Cleveland*	49,800	49,800	Humble*	54,400	55,400			
Columbia-Brazoria**			Katy	52,015	54,100			
Conroe*	53,170	54,970	Klein**					
Crosby*	54,000	55,500	La Porte***					
Cypress-Fairbanks*	54,416	56,416	Lamar*	54,100	55,100			
Damon	44,975	45,975	Liberty	45,225	46,225			
Danbury*	50,800	51,300	Magnolia*	51,512	52,012			
Dayton*	49,400	50,400	Needville	49,300	50,300			
Deer Park**			New Caney**			Low	<b>43,650</b>	<b>43,709</b>
Dickinson	51,725	52,725	Pasadena*	53,590	54,590	Average (Mean)	<b>51,623</b>	<b>52,517</b>
Fort Bend	53,000	54,100	Pearland*	53,900	55,100	Median	<b>52,000</b>	<b>53,000</b>
Friendswood*	52,000	53,000	Royal	49,877	49,887	High	<b>58,681</b>	<b>59,881</b>

**Bachelor’s and Master’s Degree – 10 Years**

District	10 - BA/BS	10 - MA/MS		District	10 - BA/BS	10 - MA/MS		District	10 - BA/BS	10 - MA/MS
Aldine***				Galena Park	54,800	56,800		Santa Fe*	52,981	53,731
Alief*	57,006	57,506		Galveston	48,897	49,990		Sheldon*	53,075	54,575
Alvin	55,742	56,742		Goose Creek*	57,126	58,126		Spring Branch*	52,250	53,250
Anahuac*	49,400	49,400		Hardin*	45,550	46,550		Spring**	57,180	58,180
Angleton	53,941	53,941		Harris County DE*	56,745	56,745		Stafford	54,650	55,650
Barbers Hill	64,116	65,316		Hempstead	45,275	45,275		Sweeny**	58,487	58,487
Brazosport*	54,300	55,300		Hitchcock	48,784	49,534		Texas City*	52,995	54,195
Channelview*	55,300	56,800		Houston	54,000	54,000		Tomball*	55,475	56,475
Clear Creek	56,758	57,758		Huffman**				Waller	55,204	55,904
Cleveland*	50,800	50,800		Humble*	55,600	56,600				
Columbia-Brazoria**	53,948	53,948		Katy	54,995	57,015				
Conroe*	54,895	56,695		Klein**	54,000	55,000				
Crosby*	55,275	56,775		La Porte***						
Cypress-Fairbanks*	56,005	58,005		Lamar*	56,050	57,050				
Damon	48,450	49,450		Liberty	46,884	47,884				
Danbury*	51,935	52,435		Magnolia*	54,043	54,543				
Dayton*	50,400	51,400		Needville	52,100	53,100				
Deer Park**	61,103	61,103		New Caney**	56,028	56,028		Low	<b>45,275</b>	<b>45,275</b>
Dickinson	52,805	53,805		Pasadena*	55,543	56,543		Average (Mean)	<b>53,888</b>	<b>54,707</b>
Fort Bend	55,500	56,600		Pearland*	55,035	56,235		Median	<b>54,300</b>	<b>55,650</b>
Friendswood*	54,000	55,000		Royal	51,191	51,191		High	<b>64,116</b>	<b>63,316</b>

**Bachelor’s and Master’s Degree – 15 Years**

District	15 - BA/BS	15 - MA/MS	District	15 - BA/BS	15 - MA/MS	District	15 - BA/BS	15 - MA/MS
Aldine**			Galena Park	56,400	58,400	Santa Fe*	55,058	56,140
Alief*	60,196	60,696	Galveston	51,737	52,830	Sheldon*	55,575	57,075
Alvin	57,593	58,593	Goose Creek	59,165	60,165	Spring Branch*	55,000	56,000
Anahuac	50,400	50,400	Hardin	48,050	49,050	Spring**		
Angleton	55,342	55,342	Harris County DE	58,836	58,836	Stafford	56,750	57,750
Barbers Hill*	66,016	67,216	Hempstead	48,243	48,243	Sweeny**		
Brazosport*	56,800	57,800	Hitchcock	52,864	53,614	Texas City*	54,495	55,695
Channelview*	56,900	58,400	Houston	55,250	55,250	Tomball*	57,975	58,975
Clear Creek	59,410	60,410	Huffman**			Waller	57,204	58,204
Cleveland*	52,300	52,300	Humble*	56,700	57,700			
Columbia-Brazoria**			Katy	56,815	59,110			
Conroe*	57,395	59,195	Klein**					
Crosby*	57,025	58,525	La Porte***					
Cypress-Fairbanks*	58,952	60,952	Lamar*	58,700	59,700			
Damon	51,925	52,925	Liberty	47,984	48,984			
Danbury*	53,675	54,175	Magnolia*	55,548	56,048			
Dayton*	51,400	52,400	Needville	55,600	56,600			
Deer Park**			New Caney**			Low	<b>48,243</b>	<b>48,243</b>
Dickinson	55,100	56,100	Pasadena*	57,510	58,510	Average (Mean)	<b>55,664</b>	<b>56,574</b>
Fort Bend	58,000	59,100	Pearland*	57,045	58,245	Median	<b>57,622</b>	<b>57,700</b>
Friendswood*	56,622	57,622	Royal	54,351	54,351	High	<b>67,216</b>	<b>67,216</b>

**Bachelor’s and Master’s Degree – 20 Years**

District	20 - BA/BS	20 - MA/MS		District	20 - BA/BS	20 - MA/MS		District	20 - BA/BS	20 - MA/MS
<b>Aldine***</b>				<b>Galena Park</b>	59,400	61,400		<b>Santa Fe*</b>	57,136	58,218
<b>Alief*</b>	63,748	64,248		<b>Galveston</b>	55,070	56,163		<b>Sheldon*</b>	58,575	60,075
<b>Alvin</b>	60,751	61,751		<b>Goose Creek*</b>	61,087	62,087		<b>Spring Branch*</b>	58,000	59,000
<b>Anahuac*</b>	53,100	53,100		<b>Hardin*</b>	51,665	52,665		<b>Spring**</b>		
<b>Angleton</b>	58,020	58,020		<b>Harris County DE*</b>	62,519	62,519		<b>Stafford</b>	59,550	60,550
<b>Barbers Hill</b>	67,766	68,996		<b>Hempstead</b>	52,902	52,902		<b>Sweeny**</b>		
<b>Brazosport*</b>	59,100	60,100		<b>Hitchcock</b>	56,944	57,694		<b>Texas City*</b>	55,995	57,195
<b>Channelview*</b>	62,240	63,740		<b>Houston</b>	57,650	57,650		<b>Tomball*</b>	60,375	61,375
<b>Clear Creek</b>	62,063	63,063		<b>Huffman**</b>				<b>Waller</b>	59,804	60,804
<b>Cleveland*</b>	53,300	53,300		<b>Humble*</b>	58,449	59,449				
<b>Columbia-Brazoria**</b>				<b>Katy</b>	60,200	62,580				
<b>Conroe*</b>	59,995	61,795		<b>Klein**</b>						
<b>Crosby*</b>	59,250	60,750		<b>La Porte***</b>						
<b>Cypress-Fairbanks*</b>	62,277	64,277		<b>Lamar*</b>	61,950	62,950				
<b>Damon</b>	55,400	56,400		<b>Liberty</b>	49,284	50,284				
<b>Danbury*</b>	56,455	56,955		<b>Magnolia*</b>	56,601	57,101				
<b>Dayton*</b>	52,200	53,200		<b>Needville</b>	59,100	60,100				
<b>Deer Park**</b>				<b>New Caney**</b>				Low	<b>49,284</b>	<b>50,284</b>
<b>Dickinson</b>	58,240	59,240		<b>Pasadena*</b>	59,666	60,666		Average (Mean)	<b>58,406</b>	<b>59,319</b>
<b>Fort Bend</b>	60,500	61,600		<b>Pearland*</b>	59,000	60,200		Median	<b>59,100</b>	<b>60,100</b>
<b>Friendswood*</b>	59,261	60,261		<b>Royal</b>	58,472	58,472		High	<b>67,766</b>	<b>68,996</b>

**Bachelor’s and Master’s Degree – Max**

District	Max - BA/BS	Max - MA/MS	District	Max - BA/BS	Max - MA/MS	District	Max - BA/BS	Max - MA/MS
Aldine***		77,778	Galena Park	75,250	77,250	Santa Fe*	59,214	60,296
Alief*	66,909	67,409	Galveston	70,024	71,116	Sheldon*	62,050	63,550
Alvin	73,079	74,079	Goose Creek*	68,660	69,660	Spring Branch*	72,000	73,000
Anahuac*	60,400	60,400	Hardin*	55,145	56,145	Spring**		
Angleton	63,912	63,912	Harris County DE*	62,519	62,519	Stafford	63,050	64,050
Barbers Hill	80,661	81,861	Hempstead	57,115	57,115	Sweeny**	66,787	66,787
Brazosport*	65,097	66,097	Hitchcock	58,984	59,734	Texas City*	58,570	59,770
Channelview*	65,560	67,060	Houston	71,500	71,500	Tomball*	64,175	65,175
Clear Creek	74,951	74,951	Huffman**	65,000	66,000	Waller	67,039	68,039
Cleveland*	55,110	55,110	Humble*	63,234	64,234			
Columbia-Brazoria**	60,900	60,900	Katy	73,330	75,655			
Conroe*	62,295	64,095	Klein**	68,000	68,000			
Crosby*	69,500	71,000	La Porte***					
Cypress-Fairbanks*	74,690	76,690	Lamar*	68,000	69,000			
Damon	63,000	64,900	Liberty	53,194	54,194			
Danbury*	58,775	59,275	Magnolia*	62,945	62,314			
Dayton*	52,200	53,200	Needville	64,050	65,050			
Deer Park**	70,005	70,005	New Caney**	69,079	69,079	Low	<b>52,200</b>	<b>53,200</b>
Dickinson	69,410	70,410	Pasadena*	65,056	66,056	Average (Mean)	<b>63,639</b>	<b>66,002</b>
Fort Bend	64,264	65,364	Pearland*	59,000	60,200	Median	<b>64,264</b>	<b>65,364</b>
Friendswood*	61,901	62,901	Royal	62,707	62,707	High	<b>80,661</b>	<b>81,861</b>

**Bachelor’s and Master’s Degree – Years to Max Salary**

District	Yrs - BA/BS	Yrs - MA/MS	District	Yrs - BA/BS	Yrs - MA/MS	District	Yrs - BA/BS	Yrs - MA/MS
Aldine***			Galena Park	46	46	Santa Fe*	25	25
Alief*	25	25	Galveston	46	46	Sheldon*	30	30
Alvin	40	40	Goose Creek*	31	31	Spring Branch*	39	39
Anahuac*	30	30	Hardin*	25	25	Spring**		
Angleton	31	31	Harris County DE*	20	20	Stafford	25	25
Barbers Hill	41	41	Hempstead	26	26	Sweeny**		
Brazosport*	31	31	Hitchcock	30	30	Texas City*	25	25
Channelview*	25	25	Houston	36	36	Tomball*	25	25
Clear Creek	52	52	Huffman**			Waller	30	30
Cleveland*	25	25	Humble*	26	26			
Columbia-Brazoria**			Katy	40	40			
Conroe*	25	25	Klein**					
Crosby*	31	31	La Porte***					
Cypress-Fairbanks*	40	40	Lamar*	30	30			
Damon		30	Liberty	25	25			
Danbury*	31	31	Magnolia*	25	25			
Dayton*	20	20	Needville	32	32			
Deer Park**			New Caney**			Low	20	20
Dickinson	40	40	Pasadena*	30	30	Average (Mean)	30	30
Fort Bend	25	25	Pearland*	20	20	Median	30	30
Friendswood*	25	25	Royal	26	26	High	52	52

**Bachelor’s Degree Ranked Highest to Lowest - 0 Years**

District	0 - BA/BS		District	0 - BA/BS		District	0 - BA/BS
Harris County DE*	53,500		Conroe*	51,500		Needville	47,500
New Caney**	53,100		Houston	51,500		Galveston	47,483
Alief*	52,800		Brazosport*	51,400		Anahuac*	47,000
Crosby*	52,750		Pasadena*	51,018		Columbia-Brazoria**	46,993
La Porte***	52,600		Angleton	51,000		Hitchcock	46,148
Barbers Hill	52,525		Dickinson	51,000		Liberty	44,000
Galena Park	52,500		Fort Bend	50,500		Hempstead	42,542
Goose Creek*	52,500		Katy	50,500		Hardin*	41,500
Humble*	52,300		Texas City*	50,500		Damon	41,400
Lamar*	52,300		Friendswood*	50,250			
Deer Park**	52,200		Sweeny**	50,187			
Cypress-Fairbanks*	52,025		Huffman**	50,000			
Aldine***	52,000		Sheldon*	50,000			
Channelview*	52,000		Spring Branch*	50,000			
Pearland*	52,000		Danbury*	49,750			
Tomball*	52,000		Stafford	49,750			
Waller	52,000		Magnolia*	49,500			
Spring**	51,760		Santa Fe*	49,400		Low	<b>41,400</b>
Alvin	51,650		Dayton*	48,900		Average (Mean)	<b>50,101</b>
Klein**	51,600		Cleveland*	48,800		Median	<b>51,000</b>
Clear Creek	51,500		Royal	47,500		High	<b>53,500</b>

**Bachelor’s Degree Ranked Highest to Lowest – 5 Years**

District	5 - BA/BS		District	5 - BA/BS		District	5 - BA/BS
Barbers Hill	58,681		Friendswood*	52,000		Aldine***	
Goose Creek*	55,626		Houston	52,000		Columbia-Brazoria**	
Harris County DE*	55,028		Stafford	51,850		Deer Park**	
Alief*	54,518		Dickinson	51,725		Huffman**	
Cypress-Fairbanks*	54,416		Magnolia*	51,512		Klein**	
Humble*	54,400		Texas City*	51,495		La Porte***	
Alvin	54,340		Sheldon*	51,250		New Caney**	
Clear Creek	54,106		Santa Fe*	50,903		Spring**	
Lamar*	54,100		Danbury*	50,800		Sweeny**	
Crosby*	54,000		Spring Branch*	50,750			
Waller	53,904		Royal	49,877			
Pearland*	53,900		Cleveland*	49,800			
Galena Park	53,800		Dayton*	49,400			
Tomball*	53,725		Needville	49,300			
Channelview*	53,600		Anahuac*	48,000			
Pasadena*	53,590		Galveston	47,783			
Conroe*	53,170		Hitchcock	47,254			
Fort Bend	53,000		Liberty	45,225		Low	43,650
Brazosport*	52,800		Damon	44,975		Average (Mean)	51,623
Angleton	52,180		Hempstead	43,709		Median	52,000
Katy	52,015		Hardin*	43,650		High	58,681



**Bachelor’s Degree Ranked Highest to Lowest – 10 Years**

District	10 - BA/BS	District	10 - BA/BS	District	10 - BA/BS
Barbers Hill	64,116	Conroe*	54,895	Galveston	48,897
Deer Park**	61,103	Galena Park	54,800	Hitchcock	48,784
Sweeny**	58,487	Stafford	54,650	Damon	48,450
Spring**	57,180	Brazosport*	54,300	Liberty	46,884
Goose Creek*	57,126	Magnolia*	54,043	Hardin*	45,550
Alief*	57,006	Friendswood*	54,000	Hempstead	45,275
Clear Creek	56,758	Houston	54,000	Aldine***	
Harris County DE*	56,745	Klein**	54,000	Huffman**	
Lamar*	56,050	Columbia-Brazoria**	53,948	La Porte***	
New Caney**	56,028	Angleton	53,941		
Cypress-Fairbanks*	56,005	Sheldon*	53,075		
Alvin	55,742	Texas City*	52,995		
Humble*	55,600	Santa Fe*	52,981		
Pasadena*	55,543	Dickinson	52,805		
Fort Bend	55,500	Spring Branch*	52,250		
Tomball*	55,475	Needville	52,100		
Channelview*	55,300	Danbury*	51,935		
Crosby*	55,275	Royal	51,191	Low	45,275
Waller	55,204	Cleveland*	50,800	Average (Mean)	53,888
Pearland*	55,035	Dayton*	50,400	Median	54,300
Katy	54,995	Anahuac*	49,400	High	64,116

**Bachelor’s Degree Ranked Highest to Lowest – 15 Years**

District	15 - BA/BS		District	15 - BA/BS		District	15 - BA/BS
Barbers Hill	66,016		Galena Park	56,400		Aldine***	
Alief*	60,196		Needville	55,600		Columbia-Brazoria**	
Clear Creek	59,410		Sheldon*	55,575		Deer Park**	
Goose Creek*	59,165		Magnolia*	55,548		Huffman**	
Cypress-Fairbanks*	58,952		Angleton	55,342		Klein**	
Harris County DE*	58,836		Houston	55,250		La Porte***	
Lamar*	58,700		Dickinson	55,100		New Caney**	
Fort Bend	58,000		Santa Fe*	55,058		Spring**	
Tomball*	57,975		Spring Branch*	55,000		Sweeny**	
Alvin	57,593		Texas City*	54,495			
Pasadena*	57,510		Royal	54,351			
Conroe*	57,395		Danbury*	53,675			
Waller	57,204		Hitchcock	52,864			
Pearland*	57,045		Cleveland*	52,300			
Crosby*	57,025		Damon	51,925			
Channelview*	56,900		Galveston	51,737			
Katy	56,815		Dayton*	51,400			
Brazosport*	56,800		Anahuac*	50,400		Low	47,984
Stafford	56,750		Hempstead	48,243		Average (Mean)	55,664
Humble*	56,700		Hardin*	48,050		Median	56,622
Friendswood*	56,622		Liberty	47,984		High	66,016

**Bachelor’s Degree Ranked Highest to Lowest – 20 Years**

District	20 - BA/BS		District	20 - BA/BS		District	20 - BA/BS
Barbers Hill	67,766		Pearland*	59,000		Aldine***	
Alief*	63,748		Sheldon*	58,575		Columbia-Brazoria**	
Harris County DE*	62,519		Royal	58,472		Deer Park**	
Cypress-Fairbanks*	62,277		Humble*	58,449		Huffman**	
Channelview*	62,240		Dickinson	58,240		Klein**	
Clear Creek	62,063		Angleton	58,020		La Porte***	
Lamar*	61,950		Spring Branch*	58,000		New Caney**	
Goose Creek*	61,087		Houston	57,650		Spring**	
Alvin	60,751		Santa Fe*	57,136		Sweeny**	
Fort Bend	60,500		Hitchcock	56,944			
Tomball*	60,375		Magnolia*	56,601			
Katy	60,200		Danbury*	56,455			
Conroe*	59,995		Texas City*	55,995			
Waller	59,804		Damon	55,400			
Pasadena*	59,666		Galveston	55,070			
Stafford	59,550		Cleveland*	53,300			
Galena Park	59,400		Anahuac*	53,100			
Friendswood*	59,261		Hempstead	52,902		Low	<b>49,284</b>
Crosby*	59,250		Dayton*	52,200		Average (Mean)	<b>58,406</b>
Brazosport*	59,100		Hardin*	51,665		Median	<b>59,100</b>
Needville	59,100		Liberty	49,284		High	<b>67,766</b>

**Bachelor’s Degree Ranked Highest to Lowest – Max and Years to Max**

District	Max	Years		District	Max	Years		District	Max	Years
Barbers Hill	80,661	41		Pasadena*	65,056	30		Texas City*	58,570	25
Galena Park	75,250	46		Huffman**	65,000			Hempstead	57,115	26
Clear Creek	74,951	52		Fort Bend	64,264	25		Hardin*	55,145	25
Cypress-Fairbanks*	74,690	40		Tomball*	64,175	25		Cleveland*	55,110	25
Katy	73,330	40		Needville	64,050	32		Liberty	53,194	25
Alvin	73,079	40		Angleton	63,912	31		Dayton*	52,200	20
Spring Branch*	72,000	39		Humble*	63,234	26		Aldine***		
Houston	71,500	36		Stafford	63,050	25		La Porte***		
Galveston	70,024	46		Damon	63,000			Spring**		
Deer Park**	70,005			Magnolia*	62,945	25				
Crosby*	69,500	31		Royal	62,707	26				
Dickinson	69,410	40		Harris County DE*	62,519	20				
New Caney**	69,079			Conroe*	62,295	25				
Goose Creek*	68,660	31		Sheldon*	62,050	30				
Klein**	68,000			Friendswood*	61,901	25				
Lamar*	68,000	30		Columbia-Brazoria**	60,900					
Waller	67,039	30		Anahuac*	60,400	30				
Alief*	66,909	25		Santa Fe*	59,214	25		Low	<b>52,200</b>	<b>20</b>
Sweeny**	66,787			Pearland*	59,000	20		Average (Mean)	<b>63,639</b>	<b>30</b>
Channelview*	65,560	25		Hitchcock	58,984	30		Median	<b>64,264</b>	<b>30</b>
Brazosport*	65,097	31		Danbury*	58,775	31		High	<b>80,661</b>	<b>52</b>

**Master’s Degree Ranked Highest to Lowest – 0 Years**

District	0 – MA/MS		District	0 – MA/MS		District	0 – MA/MS
Galena Park	54,500		Deer Park**	52,200		Galveston	47,500
Crosby*	54,250		Pasadena*	52,018		Royal	47,498
New Caney**	54,100		Aldine**	52,000		Hitchcock	47,000
Cypress-Fairbanks*	54,025		Dickinson	52,000		Anahuac	47,000
Barbers Hill*	53,725		Texas City*	51,700		Columbia-Brazoria**	46,993
La Porte***	53,600		Fort Bend	51,600		Liberty	45,000
Channelview*	53,500		Houston	51,500		Hempstead	42,542
Goose Creek	53,500		Katy	51,500		Damon	42,500
Harris County DE	53,500		Sheldon*	51,500		Hardin	42,500
Alief*	53,300		Friendswood*	51,250			
Conroe*	53,300		Angleton	51,000			
Humble*	53,300		Huffman**	51,000			
Lamar*	53,300		Magnolia*	51,000			
Pearland*	53,200		Spring Branch*	51,000			
Tomball*	53,000		Stafford	50,750			
Waller	53,000		Santa Fe*	50,482			
Spring**	52,760		Danbury*	50,250			
Alvin	52,650		Sweeny**	50,187		Low	<b>42,500</b>
Klein**	52,600		Dayton*	49,900		Average (Mean)	<b>50,953</b>
Clear Creek	52,500		Cleveland*	48,800		Median	<b>51,700</b>
Brazosport*	52,400		Needville	48,500		High	<b>54,500</b>

**Master’s Degree Ranked Highest to Lowest – 5 Years**

District	5 –MA/MS		District	5 – MA/MS		District	5 – MA/MS
Barbers Hill*	59,881		Stafford	52,850		Aldine**	
Goose Creek	56,626		Sheldon*	52,750		Columbia-Brazoria**	
Cypress-Fairbanks*	56,416		Dickinson	52,725		Deer Park**	
Galena Park	55,800		Texas City*	52,695		Huffman**	
Crosby*	55,500		Angleton	52,180		Klein**	
Humble*	55,400		Magnolia*	52,012		La Porte***	
Alvin	55,340		Houston	52,000		New Caney**	
Clear Creek	55,106		Santa Fe*	51,985		Spring**	
Channelview*	55,100		Spring Branch*	51,750		Sweeny**	
Lamar*	55,100		Danbury*	51,300			
Pearland*	55,100		Dayton*	50,400			
Harris County DE	55,028		Needville	50,300			
Alief*	55,018		Royal	49,887			
Conroe*	54,970		Cleveland*	49,800			
Waller	54,904		Galveston	48,408			
Tomball*	54,725		Hitchcock	48,004			
Pasadena*	54,590		Anahuac	48,000			
Fort Bend	54,100		Liberty	46,225		Low	43,709
Katy	54,100		Damon	45,975		Average (Mean)	52,553
Brazosport*	53,800		Hardin	44,650		Median	53,000
Friendswood*	53,000		Hempstead	43,709		High	59,881

**Master’s Degree Ranked Highest to Lowest – 10 Years**

District	10 –MA/MS		District	10 – MA/MS		District	10 – MA/MS
Barbers Hill*	65,316		New Caney**	56,028		Hitchcock	49,534
Deer Park**	61,103		Waller	55,904		Damon	49,450
Sweeny**	58,487		Stafford	55,650		Anahuac	49,400
Spring**	58,180		Brazosport*	55,300		Liberty	47,884
Goose Creek	58,126		Friendswood*	55,000		Hardin	46,550
Cypress-Fairbanks*	58,005		Klein**	55,000		Hempstead	45,275
Clear Creek	57,758		Sheldon*	54,575		Aldine**	
Alief*	57,506		Magnolia*	54,543		Huffman**	
Lamar*	57,050		Texas City*	54,195		La Porte***	
Katy	57,015		Houston	54,000			
Channelview*	56,800		Columbia-Brazoria**	53,948			
Galena Park	56,800		Angleton	53,941			
Crosby*	56,775		Dickinson	53,805			
Harris County DE	56,745		Santa Fe*	53,731			
Alvin	56,742		Spring Branch*	53,250			
Conroe*	56,695		Needville	53,100			
Fort Bend	56,600		Danbury*	52,435			
Humble*	56,600		Dayton*	51,400		Low	45,275
Pasadena*	56,543		Royal	51,191		Average (Mean)	54,707
Tomball*	56,475		Cleveland*	50,800		Median	55,650
Pearland*	56,235		Galveston	49,990		High	63,316

**Master’s Degree Ranked Highest to Lowest – 15 Years**

District	15 – MA/MS		District	15 – MA/MS		District	15 – MA/MS
Barbers Hill*	67,216		Friendswood*	57,622		Aldine**	
Cypress-Fairbanks*	60,952		Sheldon*	57,075		Columbia-Brazoria**	
Alief*	60,696		Needville	56,600		Deer Park**	
Clear Creek	60,410		Santa Fe*	56,140		Huffman**	
Goose Creek	60,165		Dickinson	56,100		Klein**	
Lamar*	59,700		Magnolia*	56,048		La Porte***	
Conroe*	59,195		Spring Branch*	56,000		New Caney**	
Katy	59,110		Texas City*	55,695		Spring**	
Fort Bend	59,100		Angleton	55,342		Sweeny**	
Tomball*	58,975		Houston	55,250			
Harris County DE	58,836		Royal	54,351			
Alvin	58,593		Danbury*	54,175			
Crosby*	58,525		Hitchcock	53,614			
Pasadena*	58,510		Damon	52,925			
Channelview*	58,400		Galveston	52,830			
Galena Park	58,400		Dayton*	52,400			
Pearland*	58,245		Cleveland*	52,300			
Waller	58,204		Anahuac	50,400		Low	<b>48,243</b>
Brazosport*	57,800		Hardin	49,050		Average (Mean)	<b>56,574</b>
Stafford	57,750		Liberty	48,984		Median	<b>57,700</b>
Humble*	57,700		Hempstead	48,243		High	<b>67,216</b>



**Master’s Degree Ranked Highest to Lowest – 20 Years**

District	20 –MA/MS		District	20 – MA/MS		District	20 – MA/MS
Barbers Hill*	68,996		Needville	60,100		Aldine**	
Cypress-Fairbanks*	64,277		Sheldon*	60,075		Columbia-Brazoria**	
Alief*	64,248		Humble*	59,449		Deer Park**	
Channelview*	63,740		Dickinson	59,240		Huffman**	
Clear Creek	63,063		Spring Branch*	59,000		Klein**	
Lamar*	62,950		Royal	58,472		La Porte***	
Katy	62,580		Santa Fe*	58,218		New Caney**	
Harris County DE	62,519		Angleton	58,020		Spring**	
Goose Creek	62,087		Hitchcock	57,694		Sweeny**	
Conroe*	61,795		Houston	57,650			
Alvin	61,751		Texas City*	57,195			
Fort Bend	61,600		Magnolia*	57,101			
Galena Park	61,400		Danbury*	56,955			
Tomball*	61,375		Damon	56,400			
Waller	60,804		Galveston	56,163			
Crosby*	60,750		Cleveland*	53,300			
Pasadena*	60,666		Dayton*	53,200			
Stafford	60,550		Anahuac	53,100		Low	50,284
Friendswood*	60,261		Hempstead	52,902		Average (Mean)	59,319
Pearland*	60,200		Hardin	52,665		Median	60,100
Brazosport*	60,100		Liberty	50,284		High	68,996

Master’s Degree Ranked Highest to Lowest – Max and Years to Max

District	Max	Years		District	Max	Years		District	Max	Years
Barbers Hill*	81,861	41		Brazosport*	66,097	31		Hitchcock	59,734	30
Aldine**	77,778			Pasadena*	66,056	30		Danbury*	59,275	31
Galena Park	77,250	46		Huffman**	66,000			Hempstead	57,115	26
Cypress-Fairbanks*	76,690	40		Fort Bend	65,364	25		Hardin	56,145	25
Katy	75,655	40		Tomball*	65,175	25		Cleveland*	55,110	25
Clear Creek	74,951	52		Needville	65,050	32		Liberty	54,194	25
Alvin	74,079	40		Damon	64,900	30		Dayton*	53,200	20
Spring Branch*	73,000	39		Humble*	64,234	26		La Porte***		
Houston	71,500	36		Conroe*	64,095	25		Spring**		
Galveston	71,116	46		Stafford	64,050	25				
Crosby*	71,000	31		Angleton	63,912	31				
Dickinson	70,410	40		Sheldon*	63,550	30				
Deer Park**	70,005			Friendswood*	62,901	25				
Goose Creek	69,660	31		Royal	62,707	26				
New Caney**	69,079			Harris County DE	62,519	20				
Lamar*	69,000	30		Magnolia*	62,314	25				
Waller	68,039	30		Columbia-Brazoria**	60,900					
Klein**	68,000			Anahuac	60,400	30		Low	53,200	20
Alief*	67,409	25		Santa Fe*	60,296	25		Average (Mean)	66,002	30
Channelview*	67,060	25		Pearland*	60,200	20		Median	65,364	30
Sweeny**	66,787			Texas City*	59,770	25		High	81,861	52

**Master’s Degree  
Summary Chart**

<b>Experience</b>	<b>0 Years</b>	<b>5 Years</b>	<b>10 Years</b>	<b>15 Years</b>	<b>20 Years</b>	<b>Max Years</b>	<b>Years to Reach Max</b>
State Base	28,080	32,440	38,080	42,310	45,510	45,510	20
Low	42,500	43,709	45,275	48,243	50,284	53,200	20
Average	50,982	52,553	54,738	56,610	59,355	66,032	30
Median	51,700	53,000	55,650	57,700	60,100	65,364	30
High	54,500	59,881	63,316	67,216	68,996	81,861	52

**Key**

**Experience** = Years of experience are shown at five-year intervals from 0 to 20 years followed by maximum salary with number of years required to reach maximum salary.

**State Base Salary** = Minimum salary required by state law for each year shown.

**Low Salary** = Lowest salary paid by any district in the Region 4 HRSA salary survey.

**Average Salary** = Average salary paid by the 51 public school districts included in the survey.

**Median** = One half of districts pay more than this salary and one half pay less than this salary.

**High Salary** = Highest salary paid by any district in the Region 4 HRSA salary survey.

**Experience** = Years of experience are shown at five-year intervals from 0 to 20 years followed by a maximum salary and the number of years required to reach maximum.