

New-Hire Salary Schedule 2026-2027

2026-2027 Schedule

Years of Experience	Uncertified Teachers	Certified Teacher	Master's Certified Teacher
0	\$63,000	\$64,000	\$66,000
1	\$63,400	\$64,200	\$66,200
2	\$63,800	\$64,400	\$66,400
3	\$64,300	\$64,600	\$66,600
4	\$64,700	\$64,900	\$66,900
5	\$67,600	\$67,600	\$69,600
6	\$68,000	\$68,000	\$70,000
7	\$68,400	\$68,400	\$70,400
8	\$68,800	\$68,800	\$70,800
9	\$69,200	\$69,200	\$71,200
10	\$69,600	\$69,600	\$71,600
11	\$70,000	\$70,000	\$72,000
12	\$70,400	\$70,400	\$72,400

Years of Experience	Uncertified Teachers	Certified Teacher	Master's Certified Teacher
13	\$70,800	\$70,800	\$72,800
14	\$71,200	\$71,200	\$73,200
15	\$71,600	\$71,600	\$73,600
16	\$72,000	\$72,000	\$74,000
17	\$72,400	\$72,400	\$74,400
18	\$72,800	\$72,800	\$74,800
19	\$73,500	\$73,500	\$75,500
20	\$74,200	\$74,200	\$76,200
21	\$74,650	\$74,650	\$76,650
22	\$75,100	\$75,100	\$77,100
23	\$75,550	\$75,550	\$77,550
24	\$76,000	\$76,000	\$78,800
25	\$76,450	\$76,450	\$78,450
26	\$76,900	\$76,900	\$78,900
27	\$77,350	\$77,350	\$79,350
28	\$77,800	\$77,800	\$79,800
29	\$78,250	\$78,250	\$80,250
30	\$78,700	\$78,700	\$80,700

Years of Experience**Uncertified
Teachers****Certified
Teacher****Master's
Certified
Teacher**

31	\$79,150	\$79,150	\$81,150
32	\$79,600	\$79,600	\$81,600
33	\$80,050	\$80,050	\$82,050
34	\$80,500	\$80,500	\$82,500
35	\$80,950	\$80,950	\$82,950

- Years of experience and compensation are subject to HR verification and approval of service records.
- New hires must submit these records within 60 days to avoid salary adjustments.
- Master's rate is applied once HR receives an official transcript showing the graduate degree and its conferred date; pay is not retroactive and begins on the date the transcript is received.

Additional Stipends

Bilingual Certified — \$5,000

For certified individuals working in a role classified as a bilingual position.

Behavior Instructional Specialist — \$3,700

Deaf Education Teacher — \$3,000

Special Education Teacher — \$2,000

Special Education Teacher - Structured Classroom — \$3,500

Advanced Degree Compensation

Doctorate Degree — \$500

Newly hired teachers and campus administrators holding a doctoral degree related to education from an accredited college or university will receive this differential to be included in their initial daily rate. Employees with multiple degrees are only eligible to receive one advanced degree differential.

Employee Health Benefits

The district contributes \$330/month toward the cost of health benefit premiums for all eligible employees.

[View benefits webpage.](#)

This hire-in schedule is not intended to determine salary levels for existing staff or be used to compute future earnings. Pay increases are based on the annual compensation plan as approved by the Board of Trustees.

Criminal History Guidelines

Every person who wishes to serve as a District employee, volunteer, camp counselor, private teacher or contractor, or any other person who will have contact with District students shall have a criminal history search performed. More information

The 80th Texas Legislature passed Senate Bill 9 (SB 9), which mandated the Texas Education Agency (TEA) to acquire criminal history through fingerprint submission on: (1) all certified educators who are currently employed, (2) all substitutes and (3) non-certified employees hired after January 1, 2008. This process requires the individual to hold a state-issued driver's license or state-issued ID card.