

Terrell ISD-Kaufman County

2026-2027 New Hire Guide for

Teachers

\$62,400 starting, 2.2% GPI

Years of Experience	New Hire Salary
0	\$62,400
1	\$62,500
2	\$62,750
3	\$63,000
4	\$63,550
5	\$63,850
6	\$65,650
7	\$66,050
8	\$66,450
9	\$66,950
10	\$67,550
11	\$68,150
12	\$68,375
13	\$68,600
14	\$68,825
15	\$69,100
16	\$69,375
17	\$69,650
18	\$69,925
19	\$70,200
20	\$70,475
21	\$70,750
22	\$71,025
23	\$71,300
24	\$71,575
25+	\$71,850

Continuing Teachers will receive an increase of
\$1,500

The salaries listed above are based on 10-month employment for the 2026-2027 school year. Salary plans are determined on an annual basis and salary advancement is not guaranteed. Pay increases are based on the annual pay raise budget approved by the Board of Trustees.

\$2,000 Master's Degree - General Stipend

\$3,000 Doctorate Degree - General Stipend

2026-2027 Administrative Professional Pay Plan

Terrell ISD

Pay Grade	2.0% GPI
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1	Calendar	Annual
	10 Months	1,230
	12 Months	1,476

2	Calendar	Annual
	10 Months	1,394
	10.5 Months	1,463
	11 Months	1,533

3	Calendar	Annual
	10 Months	1,495
	10.5 Months	1,569
	11 Months	1,644
	12 Months	1,794

4	Calendar	Annual
	11 Months	1,744
	12 Months	1,903

5	Calendar	Annual
	11 Months	1,919
	12 Months	2,094

6	Calendar	Annual
	11 Months	2,188
	12 Months	2,387

7	Calendar	Annual
	12 Months	2,745

2026-2027 Clerical Paraprofessional Pay Plan

Terrell ISD

Pay Grade	2.5% GPI
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1	Calendar	Annual
	171 Days	616

2	Calendar	Annual
	171 Days	657
	182 Days	699
	208 Days	799
	220 Days	845

3	Calendar	Annual
	171 Days	711
	182 Days	757
	194 Days	807
	208 Days	865
	220 Days	915

4	Calendar	Annual
	208 Days	932

5	Calendar	Annual
	171 Days	862
	194 Days	978
	208 Days	1,048

6	Calendar	Annual
	208 Days	1,215

7	Calendar	Annual
	208 Days	1,431

8	Calendar	Annual
	208 Days	1,731

2026-2027 Auxiliary Pay Plan

Terrell ISD

Pay Grade	2.5% GPI
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1	Hourly	\$0.45
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2	Hourly	\$0.48
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3	Hourly	\$0.51
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4	Hourly	\$0.59
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5	Hourly	\$0.65
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6	Hourly	\$0.83
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7	Hourly	\$0.98
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