

Section 1: Pay Structure

2023-2024 New Hire Schedule for Teachers, Librarians and Nurses

2023-2024 Salary Schedule										
Teachers, Librarians and Nurses (RN)										
Years of Experience	Daily Rate	BA 187-Day Annual Salary	MA 187-Day Annual Salary	Doctorate 187-Day Annual Salary	BA 197-Day Annual Salary	MA 197-Day Annual Salary	Doctorate 197-Day Annual Salary	BA 202-Day Annual Salary	MA 202-Day Annual Salary	Doctorate 202-Day Annual Salary
0	\$ 320.07	\$ 59,754	\$ 61,254	\$ 62,754	\$ 63,054	\$ 64,554	\$ 66,054	\$ 64,655	\$ 66,155	\$ 67,655
1	\$ 321.14	\$ 60,054	\$ 61,554	\$ 63,054	\$ 63,265	\$ 64,765	\$ 66,265	\$ 64,871	\$ 66,371	\$ 67,871
2	\$ 322.75	\$ 60,354	\$ 61,854	\$ 63,354	\$ 63,581	\$ 65,081	\$ 66,581	\$ 65,195	\$ 66,695	\$ 68,195
3	\$ 324.35	\$ 60,654	\$ 62,154	\$ 63,654	\$ 63,898	\$ 65,398	\$ 66,898	\$ 65,519	\$ 67,019	\$ 68,519
4	\$ 327.03	\$ 61,154	\$ 62,654	\$ 64,154	\$ 64,424	\$ 65,924	\$ 67,424	\$ 66,059	\$ 67,559	\$ 69,059
5	\$ 329.97	\$ 61,704	\$ 63,204	\$ 64,704	\$ 65,004	\$ 66,504	\$ 68,004	\$ 66,654	\$ 68,154	\$ 69,654
6	\$ 333.18	\$ 62,304	\$ 63,804	\$ 65,304	\$ 65,636	\$ 67,136	\$ 68,636	\$ 67,302	\$ 68,802	\$ 70,302
7	\$ 336.12	\$ 62,854	\$ 64,354	\$ 65,854	\$ 66,215	\$ 67,715	\$ 69,215	\$ 67,896	\$ 69,396	\$ 70,896
8	\$ 338.79	\$ 63,354	\$ 64,854	\$ 66,354	\$ 66,742	\$ 68,242	\$ 69,742	\$ 68,436	\$ 69,936	\$ 71,436
9	\$ 340.93	\$ 63,754	\$ 65,254	\$ 66,754	\$ 67,163	\$ 68,663	\$ 70,163	\$ 68,868	\$ 70,368	\$ 71,868
10	\$ 343.07	\$ 64,154	\$ 65,654	\$ 67,154	\$ 67,585	\$ 69,085	\$ 70,585	\$ 69,300	\$ 70,800	\$ 72,300
11	\$ 345.21	\$ 64,554	\$ 66,054	\$ 67,554	\$ 68,006	\$ 69,506	\$ 71,006	\$ 69,732	\$ 71,232	\$ 72,732
12	\$ 347.35	\$ 64,954	\$ 66,454	\$ 67,954	\$ 68,427	\$ 69,927	\$ 71,427	\$ 70,164	\$ 71,664	\$ 73,164
13	\$ 349.49	\$ 65,354	\$ 66,854	\$ 68,354	\$ 68,849	\$ 70,349	\$ 71,849	\$ 70,596	\$ 72,096	\$ 73,596
14	\$ 352.16	\$ 65,854	\$ 67,354	\$ 68,854	\$ 69,376	\$ 70,876	\$ 72,376	\$ 71,136	\$ 72,636	\$ 74,136
15	\$ 354.83	\$ 66,354	\$ 67,854	\$ 69,354	\$ 69,902	\$ 71,402	\$ 72,902	\$ 71,677	\$ 73,177	\$ 74,677
16	\$ 357.51	\$ 66,854	\$ 68,354	\$ 69,854	\$ 70,429	\$ 71,929	\$ 73,429	\$ 72,217	\$ 73,717	\$ 75,217
17	\$ 359.65	\$ 67,254	\$ 68,754	\$ 70,254	\$ 70,850	\$ 72,350	\$ 73,850	\$ 72,649	\$ 74,149	\$ 75,649
18	\$ 361.79	\$ 67,654	\$ 69,154	\$ 70,654	\$ 71,272	\$ 72,772	\$ 74,272	\$ 73,081	\$ 74,581	\$ 76,081
19	\$ 363.93	\$ 68,054	\$ 69,554	\$ 71,054	\$ 71,693	\$ 73,193	\$ 74,693	\$ 73,513	\$ 75,013	\$ 76,513
20	\$ 366.06	\$ 68,454	\$ 69,954	\$ 71,454	\$ 72,115	\$ 73,615	\$ 75,115	\$ 73,945	\$ 75,445	\$ 76,945
21	\$ 368.20	\$ 68,854	\$ 70,354	\$ 71,854	\$ 72,536	\$ 74,036	\$ 75,536	\$ 74,377	\$ 75,877	\$ 77,377
22	\$ 370.34	\$ 69,254	\$ 70,754	\$ 72,254	\$ 72,957	\$ 74,457	\$ 75,957	\$ 74,809	\$ 76,309	\$ 77,809
23	\$ 372.48	\$ 69,654	\$ 71,154	\$ 72,654	\$ 73,379	\$ 74,879	\$ 76,379	\$ 75,241	\$ 76,741	\$ 78,241
24	\$ 375.69	\$ 70,254	\$ 71,754	\$ 73,254	\$ 74,011	\$ 75,511	\$ 77,011	\$ 75,889	\$ 77,389	\$ 78,889
25	\$ 379.43	\$ 70,954	\$ 72,454	\$ 73,954	\$ 74,748	\$ 76,248	\$ 77,748	\$ 76,645	\$ 78,145	\$ 79,645
26	\$ 384.25	\$ 71,854	\$ 73,354	\$ 74,854	\$ 75,696	\$ 77,196	\$ 78,696	\$ 77,618	\$ 79,118	\$ 80,618
27	\$ 388.52	\$ 72,654	\$ 74,154	\$ 75,654	\$ 76,539	\$ 78,039	\$ 79,539	\$ 78,482	\$ 79,982	\$ 81,482
28	\$ 393.34	\$ 73,554	\$ 75,054	\$ 76,554	\$ 77,487	\$ 78,987	\$ 80,487	\$ 79,454	\$ 80,954	\$ 82,454
29	\$ 398.15	\$ 74,454	\$ 75,954	\$ 77,454	\$ 78,435	\$ 79,935	\$ 81,435	\$ 80,426	\$ 81,926	\$ 83,426
30	\$ 403.50	\$ 75,454	\$ 76,954	\$ 78,454	\$ 79,489	\$ 80,989	\$ 82,489	\$ 81,506	\$ 83,006	\$ 84,506

Salary based on conferred degree and TEA approved creditable years of service.
 This salary plan is for the 2023-2024 school year only. This schedule is not a predictor of future compensation.
 Salary advancement is based on the annual pay raise budget approved by the Board of Trustees each year.

HR 07/2023