

2024-2025 TEA Certificated Salary Schedule
Effective 09/01/2024

Year	Pay Step		01	02	03	04	06	7A	9	1A	3A	13
			BA	BA +15	BA +30	BA +45	BA +90	MA+0	BA +135	MA +45	MA +90	PHD
0	1	Base Salary	68,665	69,304	69,940	71,036	74,785	82,190	81,196	83,991	87,733	90,218
		Professional Responsibility Stipend	3,090	3,119	3,147	3,197	3,365	3,699	3,654	3,780	3,948	4,060
		TOTAL CONTRACTED SALARY	71,755	72,423	73,087	74,233	78,150	85,889	84,850	87,771	91,681	94,278
		Optional Self-Selected Professional Development (14 hours)	736	743	750	761	802	881	870	900	940	967
		Optional Technology Professional Development (7 Hours)	368	371	375	381	401	440	435	450	470	483
		District Professional Development (7 hours)	368	371	375	381	401	440	435	450	470	483
		TOTAL SALARY AVAILABLE	73,227	73,909	74,586	75,756	79,753	87,651	86,591	89,571	93,562	96,212
1	2	Base Salary	69,303	69,794	71,663	74,158	77,975	82,832	84,412	87,106	90,861	93,436
		Professional Responsibility Stipend	3,119	3,141	3,225	3,337	3,509	3,727	3,799	3,920	4,089	4,205
		TOTAL CONTRACTED SALARY	72,422	72,935	74,888	77,495	81,484	86,559	88,211	91,026	94,950	97,641
		Optional Self-Selected Professional Development (14 hours)	743	748	768	795	836	888	905	934	974	1,001
		Optional Technology Professional Development (7 Hours)	371	374	384	397	418	444	452	467	487	501
		District Professional Development (7 hours)	371	374	384	397	418	444	452	467	487	501
		TOTAL SALARY AVAILABLE	73,908	74,431	76,424	79,085	83,155	88,335	90,020	92,893	96,898	99,644
2	3	Base Salary	70,355	72,216	74,067	76,587	80,420	83,187	86,799	89,354	93,186	95,739
		Professional Responsibility Stipend	3,166	3,250	3,333	3,446	3,619	3,743	3,906	4,021	4,193	4,308
		TOTAL CONTRACTED SALARY	73,521	75,466	77,400	80,033	84,039	86,930	90,705	93,375	97,379	100,047
		Optional Self-Selected Professional Development (14 hours)	754	774	794	821	862	892	930	958	999	1,026
		Optional Technology Professional Development (7 Hours)	377	387	397	410	431	446	465	479	499	513
		District Professional Development (7 hours)	377	387	397	410	431	446	465	479	499	513
		TOTAL SALARY AVAILABLE	75,029	77,014	78,988	81,675	85,763	88,713	92,566	95,290	99,377	102,099
3	4	Base Salary	72,040	73,870	75,743	78,249	82,002	84,624	88,260	90,769	94,526	97,036
		Professional Responsibility Stipend	3,242	3,324	3,408	3,521	3,690	3,808	3,972	4,085	4,254	4,367
		TOTAL CONTRACTED SALARY	75,282	77,194	79,151	81,770	85,692	88,432	92,232	94,854	98,780	101,403
		Optional Self-Selected Professional Development (14 hours)	772	792	812	839	879	907	946	973	1,013	1,040
		Optional Technology Professional Development (7 Hours)	386	396	406	419	439	454	473	486	507	520
		District Professional Development (7 hours)	386	396	406	419	439	454	473	486	507	520
		TOTAL SALARY AVAILABLE	76,826	78,777	80,775	83,447	87,450	90,246	94,124	96,800	100,806	103,483
4	5	Base Salary	74,395	76,252	78,104	80,585	84,305	86,800	90,508	92,985	96,703	99,182
		Professional Responsibility Stipend	3,348	3,431	3,515	3,626	3,794	3,906	4,073	4,184	4,352	4,463
		TOTAL CONTRACTED SALARY	77,743	79,683	81,619	84,211	88,099	90,706	94,581	97,169	101,055	103,645
		Optional Self-Selected Professional Development (14 hours)	797	817	837	864	904	930	970	997	1,036	1,063
		Optional Technology Professional Development (7 Hours)	399	409	419	432	452	465	485	498	518	532
		District Professional Development (7 hours)	399	409	419	432	452	465	485	498	518	532
		TOTAL SALARY AVAILABLE	79,338	81,318	83,293	85,938	89,906	92,567	96,521	99,162	103,128	105,771

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5	6	Base Salary	76,735	78,577	80,416	82,879	86,559	89,008	92,696	95,152	98,835	101,293
		Professional Responsibility Stipend	3,453	3,536	3,619	3,730	3,895	4,005	4,171	4,282	4,448	4,558
		TOTAL CONTRACTED SALARY	80,188	82,113	84,035	86,609	90,454	93,013	96,867	99,434	103,283	105,851
		Optional Self-Selected Professional Development (14 hours)	822	842	862	888	928	954	994	1,020	1,059	1,086
		Optional Technology Professional Development (7 Hours)	411	421	431	444	464	477	497	510	530	543
		District Professional Development (7 hours)	411	421	431	444	464	477	497	510	530	543
		TOTAL SALARY AVAILABLE	81,833	83,797	85,759	88,386	92,309	94,921	98,854	101,474	105,402	108,022
6	7	Base Salary	79,803	81,645	83,494	85,940	89,625	92,084	95,769	98,221	101,907	104,357
		Professional Responsibility Stipend	3,591	3,674	3,757	3,867	4,033	4,144	4,310	4,420	4,586	4,696
		TOTAL CONTRACTED SALARY	83,394	85,319	87,251	89,807	93,658	96,228	100,079	102,641	106,493	109,053
		Optional Self-Selected Professional Development (14 hours)	855	875	895	921	961	987	1,026	1,053	1,092	1,118
		Optional Technology Professional Development (7 Hours)	428	438	447	461	480	493	513	526	546	559
		District Professional Development (7 hours)	428	438	447	461	480	493	513	526	546	559
		TOTAL SALARY AVAILABLE	85,105	87,069	89,041	91,649	95,579	98,202	102,132	104,746	108,677	111,290
7	8	Base Salary	82,065	83,884	85,704	88,142	91,788	94,215	97,861	100,289	103,945	106,374
		Professional Responsibility Stipend	3,693	3,775	3,857	3,966	4,130	4,240	4,404	4,513	4,678	4,787
		TOTAL CONTRACTED SALARY	85,758	87,659	89,561	92,108	95,918	98,455	102,265	104,802	108,623	111,161
		Optional Self-Selected Professional Development (14 hours)	880	899	919	945	984	1,010	1,049	1,075	1,114	1,140
		Optional Technology Professional Development (7 Hours)	440	450	459	472	492	505	524	537	557	570
		District Professional Development (7 hours)	440	450	459	472	492	505	524	537	557	570
		TOTAL SALARY AVAILABLE	87,517	89,457	91,398	93,997	97,886	100,475	104,363	106,952	110,851	113,441
8	9	Base Salary	85,097	86,918	88,745	91,176	94,823	97,256	100,904	103,334	106,979	109,409
		Professional Responsibility Stipend	3,829	3,911	3,994	4,103	4,267	4,377	4,541	4,650	4,814	4,923
		TOTAL CONTRACTED SALARY	88,926	90,829	92,739	95,279	99,090	101,633	105,445	107,984	111,793	114,332
		Optional Self-Selected Professional Development (14 hours)	912	932	951	977	1,016	1,042	1,081	1,108	1,147	1,173
		Optional Technology Professional Development (7 Hours)	456	466	476	489	508	521	541	554	573	586
		District Professional Development (7 hours)	456	466	476	489	508	521	541	554	573	586
		TOTAL SALARY AVAILABLE	90,750	92,692	94,641	97,233	101,123	103,718	107,608	110,199	114,086	116,677
9	10	Base Salary	88,142	89,961	91,788	94,215	97,861	100,289	103,945	106,374	110,022	112,456
		Professional Responsibility Stipend	3,966	4,048	4,130	4,240	4,404	4,513	4,678	4,787	4,951	5,061
		TOTAL CONTRACTED SALARY	92,108	94,009	95,918	98,455	102,265	104,802	108,623	111,161	114,973	117,517
		Optional Self-Selected Professional Development (14 hours)	945	964	984	1,010	1,049	1,075	1,114	1,140	1,179	1,205
		Optional Technology Professional Development (7 Hours)	472	482	492	505	524	537	557	570	590	603
		District Professional Development (7 hours)	472	482	492	505	524	537	557	570	590	603
		TOTAL SALARY AVAILABLE	93,997	95,937	97,886	100,475	104,363	106,952	110,851	113,441	117,331	119,928

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10	11	Base Salary	91,176	92,999	94,823	97,256	100,904	103,334	106,979	109,409	113,057	115,491
		Professional Responsibility Stipend	4,103	4,185	4,267	4,377	4,541	4,650	4,814	4,923	5,088	5,197
		TOTAL CONTRACTED SALARY	95,279	97,184	99,090	101,633	105,445	107,984	111,793	114,332	118,145	120,688
		Self-Selected Professional Development (14 hours)	977	997	1,016	1,042	1,081	1,108	1,147	1,173	1,212	1,238
		Technology Professional Development (7 Hours)	489	498	508	521	541	554	573	586	606	619
		District Optional Professional Development (7 hours)	489	498	508	521	541	554	573	586	606	619
		TOTAL SALARY AVAILABLE	97,233	99,178	101,123	103,718	107,608	110,199	114,086	116,677	120,568	123,164
11	12	Base Salary	94,215	96,039	97,861	100,289	103,945	106,374	110,022	112,456	116,103	118,530
		Professional Responsibility Stipend	4,240	4,322	4,404	4,513	4,678	4,787	4,951	5,061	5,225	5,334
		TOTAL CONTRACTED SALARY	98,455	100,361	102,265	104,802	108,623	111,161	114,973	117,517	121,328	123,864
		Self-Selected Professional Development (14 hours)	1,010	1,029	1,049	1,075	1,114	1,140	1,179	1,205	1,244	1,270
		Technology Professional Development (7 Hours)	505	515	524	537	557	570	590	603	622	635
		District Optional Professional Development (7 hours)	505	515	524	537	557	570	590	603	622	635
		TOTAL SALARY AVAILABLE	100,475	102,420	104,363	106,952	110,851	113,441	117,331	119,928	123,817	126,405
12	13	Base Salary	94,215	96,039	97,861	103,334	106,979	109,409	113,057	115,491	119,138	121,567
		Professional Responsibility Stipend	4,240	4,322	4,404	4,650	4,814	4,923	5,088	5,197	5,361	5,471
		TOTAL CONTRACTED SALARY	98,455	100,361	102,265	107,984	111,793	114,332	118,145	120,688	124,499	127,038
		Self-Selected Professional Development (14 hours)	1,010	1,029	1,049	1,108	1,147	1,173	1,212	1,238	1,277	1,303
		Technology Professional Development (7 Hours)	505	515	524	554	573	586	606	619	638	651
		District Optional Professional Development (7 hours)	505	515	524	554	573	586	606	619	638	651
		TOTAL SALARY AVAILABLE	100,475	102,420	104,363	110,199	114,086	116,677	120,568	123,164	127,053	129,644
13	14	Base Salary	94,215	96,039	97,861	103,334	106,979	112,456	116,103	124,608	128,258	130,685
		Professional Responsibility Stipend	4,240	4,322	4,404	4,650	4,814	5,061	5,225	5,607	5,772	5,881
		TOTAL CONTRACTED SALARY	98,455	100,361	102,265	107,984	111,793	117,517	121,328	130,215	134,030	136,566
		Self-Selected Professional Development (14 hours)	1,010	1,029	1,049	1,108	1,147	1,205	1,244	1,336	1,375	1,401
		Technology Professional Development (7 Hours)	505	515	524	554	573	603	622	668	687	700
		District Optional Professional Development (7 hours)	505	515	524	554	573	603	622	668	687	700
		TOTAL SALARY AVAILABLE	100,475	102,420	104,363	110,199	114,086	119,928	123,817	132,886	136,779	139,367
14	15	Base Salary	94,215	96,039	97,861	103,334	106,979	112,456	116,103	124,608	128,258	130,685
		Professional Responsibility Stipend	4,240	4,322	4,404	4,650	4,814	5,061	5,225	5,607	5,772	5,881
		TOTAL CONTRACTED SALARY	98,455	100,361	102,265	107,984	111,793	117,517	121,328	130,215	134,030	136,566
		Self-Selected Professional Development (14 hours)	1,010	1,029	1,049	1,108	1,147	1,205	1,244	1,336	1,375	1,401
		Technology Professional Development (7 Hours)	505	515	524	554	573	603	622	668	687	700
		District Optional Professional Development (7 hours)	505	515	524	554	573	603	622	668	687	700
		TOTAL SALARY AVAILABLE	100,475	102,420	104,363	110,199	114,086	119,928	123,817	132,886	136,779	139,367

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15	16	Base Salary	94,215	96,039	97,861	103,334	106,979	112,456	116,103	124,608	128,258	130,685
		Professional Responsibility Stipend	4,240	4,322	4,404	4,650	4,814	5,061	5,225	5,607	5,772	5,881
		TOTAL CONTRACTED SALARY	98,455	100,361	102,265	107,984	111,793	117,517	121,328	130,215	134,030	136,566
		Self-Selected Professional Development (14 hours)	1,010	1,029	1,049	1,108	1,147	1,205	1,244	1,336	1,375	1,401
		Technology Professional Development (7 Hours)	505	515	524	554	573	603	622	668	687	700
		District Optional Professional Development (7 hours)	505	515	524	554	573	603	622	668	687	700
		TOTAL SALARY AVAILABLE	100,475	102,420	104,363	110,199	114,086	119,928	123,817	132,886	136,779	139,367
16	17	Base Salary	94,215	96,039	97,861	103,334	106,979	112,456	116,103	124,608	128,258	130,685
		Professional Responsibility Stipend	4,240	4,322	4,404	4,650	4,814	5,061	5,225	5,607	5,772	5,881
		TOTAL CONTRACTED SALARY	98,455	100,361	102,265	107,984	111,793	117,517	121,328	130,215	134,030	136,566
		Self-Selected Professional Development (14 hours)	1,010	1,029	1,049	1,108	1,147	1,205	1,244	1,336	1,375	1,401
		Technology Professional Development (7 Hours)	505	515	524	554	573	603	622	668	687	700
		District Optional Professional Development (7 hours)	505	515	524	554	573	603	622	668	687	700
		TOTAL SALARY AVAILABLE	100,475	102,420	104,363	110,199	114,086	119,928	123,817	132,886	136,779	139,367
17	18	Base Salary	94,215	96,039	97,861	103,334	106,979	112,456	116,103	124,608	128,258	130,685
		Professional Responsibility Stipend	4,240	4,322	4,404	4,650	4,814	5,061	5,225	5,607	5,772	5,881
		TOTAL CONTRACTED SALARY	98,455	100,361	102,265	107,984	111,793	117,517	121,328	130,215	134,030	136,566
		Self-Selected Professional Development (14 hours)	1,010	1,029	1,049	1,108	1,147	1,205	1,244	1,336	1,375	1,401
		Technology Professional Development (7 Hours)	505	515	524	554	573	603	622	668	687	700
		District Optional Professional Development (7 hours)	505	515	524	554	573	603	622	668	687	700
		TOTAL SALARY AVAILABLE	100,475	102,420	104,363	110,199	114,086	119,928	123,817	132,886	136,779	139,367
18	19	Base Salary	94,215	96,039	97,861	103,334	106,979	112,456	116,103	124,608	128,258	130,685
		Professional Responsibility Stipend	4,240	4,322	4,404	4,650	4,814	5,061	5,225	5,607	5,772	5,881
		TOTAL CONTRACTED SALARY	98,455	100,361	102,265	107,984	111,793	117,517	121,328	130,215	134,030	136,566
		Self-Selected Professional Development (14 hours)	1,010	1,029	1,049	1,108	1,147	1,205	1,244	1,336	1,375	1,401
		Technology Professional Development (7 Hours)	505	515	524	554	573	603	622	668	687	700
		District Optional Professional Development (7 hours)	505	515	524	554	573	603	622	668	687	700
		TOTAL SALARY AVAILABLE	100,475	102,420	104,363	110,199	114,086	119,928	123,817	132,886	136,779	139,367
19	20	Base Salary	98,927	100,844	102,754	108,501	112,328	118,080	121,907	130,837	134,669	137,221
		Professional Responsibility Stipend	4,452	4,538	4,624	4,883	5,055	5,314	5,486	5,888	6,060	6,175
		TOTAL CONTRACTED SALARY	103,379	105,382	107,378	113,384	117,383	123,394	127,393	136,725	140,729	143,396
		Self-Selected Professional Development (14 hours)	1,060	1,081	1,101	1,163	1,204	1,266	1,307	1,402	1,443	1,471
		Technology Professional Development (7 Hours)	530	540	551	581	602	633	653	701	722	735
		District Optional Professional Development (7 hours)	530	540	551	581	602	633	653	701	722	735
		TOTAL SALARY AVAILABLE	105,500	107,544	109,581	115,710	119,791	125,925	130,006	139,530	143,616	146,337

SPECIAL NOTE: This schedule was based on the allocation by the State Legislature that includes a 3.7% Implicit Price Deflator (IPD) and may be subject to change by the Legislature during the 2024-25 fiscal year