

2023-2024 TEA Certificated Salary Schedule
Effective 09/01/2023

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	65,583	66,193	66,800	67,847	71,428	78,500	77,551	80,221	83,795	86,168
		Professional Responsibility Stipend	2,951	2,979	3,006	3,053	3,214	3,533	3,490	3,610	3,771	3,878
		TOTAL CONTRACTED SALARY	68,534	69,172	69,806	70,900	74,642	82,033	81,041	83,831	87,566	90,046
		Optional Self-Selected Professional Development (14 hours)	703	709	716	727	766	841	831	860	898	924
		Optional Technology Professional Development (7 Hours)	351	355	358	364	383	421	416	430	449	462
		District Professional Development (7 hours)	351	355	358	364	383	421	416	430	449	462
		TOTAL SALARY AVAILABLE	69,939	70,591	71,238	72,355	76,174	83,716	82,704	85,551	89,362	91,894
1	2	Base Salary	66,192	66,661	68,446	70,829	74,475	79,114	80,623	83,196	86,782	89,242
		Professional Responsibility Stipend	2,979	3,000	3,080	3,187	3,351	3,560	3,628	3,744	3,905	4,016
		TOTAL CONTRACTED SALARY	69,171	69,661	71,526	74,016	77,826	82,674	84,251	86,940	90,687	93,258
		Optional Self-Selected Professional Development (14 hours)	709	714	734	759	798	848	864	892	930	956
		Optional Technology Professional Development (7 Hours)	355	357	367	380	399	424	432	446	465	478
		District Professional Development (7 hours)	355	357	367	380	399	424	432	446	465	478
		TOTAL SALARY AVAILABLE	70,590	71,089	72,994	75,535	79,422	84,370	85,979	88,724	92,547	95,170
2	3	Base Salary	67,197	68,974	70,742	73,149	76,810	79,453	82,903	85,343	89,003	91,441
		Professional Responsibility Stipend	3,024	3,104	3,183	3,292	3,456	3,575	3,731	3,840	4,005	4,115
		TOTAL CONTRACTED SALARY	70,221	72,078	73,925	76,441	80,266	83,028	86,634	89,183	93,008	95,556
		Optional Self-Selected Professional Development (14 hours)	720	739	758	784	823	852	889	915	954	980
		Optional Technology Professional Development (7 Hours)	360	370	379	392	412	426	444	457	477	490
		District Professional Development (7 hours)	360	370	379	392	412	426	444	457	477	490
		TOTAL SALARY AVAILABLE	71,661	73,557	75,441	78,009	81,913	84,732	88,411	91,012	94,916	97,516
3	4	Base Salary	68,806	70,554	72,343	74,736	78,321	80,825	84,298	86,694	90,283	92,680
		Professional Responsibility Stipend	3,096	3,175	3,255	3,363	3,524	3,637	3,793	3,901	4,063	4,171
		TOTAL CONTRACTED SALARY	71,902	73,729	75,598	78,099	81,845	84,462	88,091	90,595	94,346	96,851
		Optional Self-Selected Professional Development (14 hours)	737	756	775	801	839	866	904	929	968	993
		Optional Technology Professional Development (7 Hours)	369	378	388	401	420	433	452	465	484	497
		District Professional Development (7 hours)	369	378	388	401	420	433	452	465	484	497
		TOTAL SALARY AVAILABLE	73,377	75,241	77,149	79,702	83,524	86,194	89,899	92,454	96,282	98,838
4	5	Base Salary	71,055	72,829	74,598	76,968	80,521	82,904	86,445	88,811	92,362	94,730
		Professional Responsibility Stipend	3,197	3,277	3,357	3,464	3,623	3,731	3,890	3,996	4,156	4,263
		TOTAL CONTRACTED SALARY	74,252	76,106	77,955	80,432	84,144	86,635	90,335	92,807	96,518	98,993
		Optional Self-Selected Professional Development (14 hours)	762	781	800	825	863	889	927	952	990	1,015
		Optional Technology Professional Development (7 Hours)	381	390	400	412	432	444	463	476	495	508
		District Professional Development (7 hours)	381	390	400	412	432	444	463	476	495	508
		TOTAL SALARY AVAILABLE	75,776	77,667	79,555	82,081	85,871	88,412	92,188	94,711	98,498	101,024

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5	6	Base Salary	73,290	75,050	76,806	79,159	82,673	85,012	88,535	90,881	94,398	96,746
		Professional Responsibility Stipend	3,298	3,377	3,456	3,562	3,720	3,826	3,984	4,090	4,248	4,354
		TOTAL CONTRACTED SALARY	76,588	78,427	80,262	82,721	86,393	88,838	92,519	94,971	98,646	101,100
		Optional Self-Selected Professional Development (14 hours)	786	804	823	848	886	911	949	974	1,012	1,037
		Optional Technology Professional Development (7 Hours)	393	402	412	424	443	456	474	487	506	518
		District Professional Development (7 hours)	393	402	412	424	443	456	474	487	506	518
		TOTAL SALARY AVAILABLE	78,160	80,035	81,909	84,417	88,165	90,661	94,416	96,919	100,670	103,173
6	7	Base Salary	76,221	77,980	79,746	82,082	85,602	87,950	91,470	93,812	97,332	99,672
		Professional Responsibility Stipend	3,430	3,509	3,589	3,694	3,852	3,958	4,116	4,222	4,380	4,485
		TOTAL CONTRACTED SALARY	79,651	81,489	83,335	85,776	89,454	91,908	95,586	98,034	101,712	104,157
		Optional Self-Selected Professional Development (14 hours)	817	836	855	880	917	943	980	1,005	1,043	1,068
		Optional Technology Professional Development (7 Hours)	408	418	427	440	459	471	490	503	522	534
		District Professional Development (7 hours)	408	418	427	440	459	471	490	503	522	534
		TOTAL SALARY AVAILABLE	81,284	83,161	85,044	87,536	91,289	93,793	97,546	100,045	103,799	106,293
7	8	Base Salary	78,381	80,118	81,857	84,185	87,668	89,986	93,468	95,787	99,279	101,599
		Professional Responsibility Stipend	3,527	3,605	3,684	3,788	3,945	4,049	4,206	4,310	4,468	4,572
		TOTAL CONTRACTED SALARY	81,908	83,723	85,541	87,973	91,613	94,035	97,674	100,097	103,747	106,171
		Optional Self-Selected Professional Development (14 hours)	840	859	877	902	940	964	1,002	1,027	1,064	1,089
		Optional Technology Professional Development (7 Hours)	420	429	439	451	470	482	501	513	532	544
		District Professional Development (7 hours)	420	429	439	451	470	482	501	513	532	544
		TOTAL SALARY AVAILABLE	83,588	85,440	87,296	89,777	93,493	95,963	99,678	102,150	105,875	108,348
8	9	Base Salary	81,277	83,016	84,761	87,083	90,566	92,890	96,374	98,695	102,177	104,498
		Professional Responsibility Stipend	3,657	3,736	3,814	3,919	4,075	4,180	4,337	4,441	4,598	4,702
		TOTAL CONTRACTED SALARY	84,934	86,752	88,575	91,002	94,641	97,070	100,711	103,136	106,775	109,200
		Optional Self-Selected Professional Development (14 hours)	871	890	908	933	971	996	1,033	1,058	1,095	1,120
		Optional Technology Professional Development (7 Hours)	436	445	454	467	485	498	516	529	548	560
		District Professional Development (7 hours)	436	445	454	467	485	498	516	529	548	560
		TOTAL SALARY AVAILABLE	86,677	88,532	90,391	92,869	96,582	99,062	102,776	105,252	108,966	111,440
9	10	Base Salary	84,185	85,923	87,668	89,986	93,468	95,787	99,279	101,599	105,083	107,408
		Professional Responsibility Stipend	3,788	3,867	3,945	4,049	4,206	4,310	4,468	4,572	4,729	4,833
		TOTAL CONTRACTED SALARY	87,973	89,790	91,613	94,035	97,674	100,097	103,747	106,171	109,812	112,241
		Optional Self-Selected Professional Development (14 hours)	902	921	940	964	1,002	1,027	1,064	1,089	1,126	1,151
		Optional Technology Professional Development (7 Hours)	451	460	470	482	501	513	532	544	563	576
		District Professional Development (7 hours)	451	460	470	482	501	513	532	544	563	576
		TOTAL SALARY AVAILABLE	89,777	91,631	93,493	95,963	99,678	102,150	105,875	108,348	112,064	114,544

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10	11	Base Salary	87,083	88,824	90,566	92,890	96,374	98,695	102,177	104,498	107,982	110,307
		Professional Responsibility Stipend	3,919	3,997	4,075	4,180	4,337	4,441	4,598	4,702	4,859	4,964
		TOTAL CONTRACTED SALARY	91,002	92,821	94,641	97,070	100,711	103,136	106,775	109,200	112,841	115,271
		Self-Selected Professional Development (14 hours)	933	952	971	996	1,033	1,058	1,095	1,120	1,157	1,182
		Technology Professional Development (7 Hours)	467	476	485	498	516	529	548	560	579	591
		District Optional Professional Development (7 hours)	467	476	485	498	516	529	548	560	579	591
		TOTAL SALARY AVAILABLE	92,869	94,725	96,582	99,062	102,776	105,252	108,966	111,440	115,156	117,635
11	12	Base Salary	89,986	91,728	93,468	95,787	99,279	101,599	105,083	107,408	110,891	113,209
		Professional Responsibility Stipend	4,049	4,128	4,206	4,310	4,468	4,572	4,729	4,833	4,990	5,094
		TOTAL CONTRACTED SALARY	94,035	95,856	97,674	100,097	103,747	106,171	109,812	112,241	115,881	118,303
		Self-Selected Professional Development (14 hours)	964	983	1,002	1,027	1,064	1,089	1,126	1,151	1,189	1,213
		Technology Professional Development (7 Hours)	482	492	501	513	532	544	563	576	594	607
		District Optional Professional Development (7 hours)	482	492	501	513	532	544	563	576	594	607
		TOTAL SALARY AVAILABLE	95,963	97,823	99,678	102,150	105,875	108,348	112,064	114,544	118,258	120,730
12	13	Base Salary	89,986	91,728	93,468	98,695	102,177	104,498	107,982	110,307	113,790	116,110
		Professional Responsibility Stipend	4,049	4,128	4,206	4,441	4,598	4,702	4,859	4,964	5,121	5,225
		TOTAL CONTRACTED SALARY	94,035	95,856	97,674	103,136	106,775	109,200	112,841	115,271	118,911	121,335
		Self-Selected Professional Development (14 hours)	964	983	1,002	1,058	1,095	1,120	1,157	1,182	1,220	1,244
		Technology Professional Development (7 Hours)	482	492	501	529	548	560	579	591	610	622
		District Optional Professional Development (7 hours)	482	492	501	529	548	560	579	591	610	622
		TOTAL SALARY AVAILABLE	95,963	97,823	99,678	105,252	108,966	111,440	115,156	117,635	121,351	123,823
13	14	Base Salary	89,986	91,728	93,468	98,695	102,177	107,408	110,891	119,014	122,500	124,819
		Professional Responsibility Stipend	4,049	4,128	4,206	4,441	4,598	4,833	4,990	5,356	5,513	5,617
		TOTAL CONTRACTED SALARY	94,035	95,856	97,674	103,136	106,775	112,241	115,881	124,370	128,013	130,436
		Self-Selected Professional Development (14 hours)	964	983	1,002	1,058	1,095	1,151	1,189	1,276	1,313	1,338
		Technology Professional Development (7 Hours)	482	492	501	529	548	576	594	638	656	669
		District Optional Professional Development (7 hours)	482	492	501	529	548	576	594	638	656	669
		TOTAL SALARY AVAILABLE	95,963	97,823	99,678	105,252	108,966	114,544	118,258	126,922	130,638	133,112
14	15	Base Salary	89,986	91,728	93,468	98,695	102,177	107,408	110,891	119,014	122,500	124,819
		Professional Responsibility Stipend	4,049	4,128	4,206	4,441	4,598	4,833	4,990	5,356	5,513	5,617
		TOTAL CONTRACTED SALARY	94,035	95,856	97,674	103,136	106,775	112,241	115,881	124,370	128,013	130,436
		Self-Selected Professional Development (14 hours)	964	983	1,002	1,058	1,095	1,151	1,189	1,276	1,313	1,338
		Technology Professional Development (7 Hours)	482	492	501	529	548	576	594	638	656	669
		District Optional Professional Development (7 hours)	482	492	501	529	548	576	594	638	656	669
		TOTAL SALARY AVAILABLE	95,963	97,823	99,678	105,252	108,966	114,544	118,258	126,922	130,638	133,112

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15	16	Base Salary	89,986	91,728	93,468	98,695	102,177	107,408	110,891	119,014	122,500	124,819
		Professional Responsibility Stipend	4,049	4,128	4,206	4,441	4,598	4,833	4,990	5,356	5,513	5,617
		TOTAL CONTRACTED SALARY	94,035	95,856	97,674	103,136	106,775	112,241	115,881	124,370	128,013	130,436
		Self-Selected Professional Development (14 hours)	964	983	1,002	1,058	1,095	1,151	1,189	1,276	1,313	1,338
		Technology Professional Development (7 Hours)	482	492	501	529	548	576	594	638	656	669
		District Optional Professional Development (7 hours)	482	492	501	529	548	576	594	638	656	669
		TOTAL SALARY AVAILABLE	95,963	97,823	99,678	105,252	108,966	114,544	118,258	126,922	130,638	133,112
16	17	Base Salary	89,986	91,728	93,468	98,695	102,177	107,408	110,891	119,014	122,500	124,819
		Professional Responsibility Stipend	4,049	4,128	4,206	4,441	4,598	4,833	4,990	5,356	5,513	5,617
		TOTAL CONTRACTED SALARY	94,035	95,856	97,674	103,136	106,775	112,241	115,881	124,370	128,013	130,436
		Self-Selected Professional Development (14 hours)	964	983	1,002	1,058	1,095	1,151	1,189	1,276	1,313	1,338
		Technology Professional Development (7 Hours)	482	492	501	529	548	576	594	638	656	669
		District Optional Professional Development (7 hours)	482	492	501	529	548	576	594	638	656	669
		TOTAL SALARY AVAILABLE	95,963	97,823	99,678	105,252	108,966	114,544	118,258	126,922	130,638	133,112
17	18	Base Salary	89,986	91,728	93,468	98,695	102,177	107,408	110,891	119,014	122,500	124,819
		Professional Responsibility Stipend	4,049	4,128	4,206	4,441	4,598	4,833	4,990	5,356	5,513	5,617
		TOTAL CONTRACTED SALARY	94,035	95,856	97,674	103,136	106,775	112,241	115,881	124,370	128,013	130,436
		Self-Selected Professional Development (14 hours)	964	983	1,002	1,058	1,095	1,151	1,189	1,276	1,313	1,338
		Technology Professional Development (7 Hours)	482	492	501	529	548	576	594	638	656	669
		District Optional Professional Development (7 hours)	482	492	501	529	548	576	594	638	656	669
		TOTAL SALARY AVAILABLE	95,963	97,823	99,678	105,252	108,966	114,544	118,258	126,922	130,638	133,112
18	19	Base Salary	89,986	91,728	93,468	98,695	102,177	107,408	110,891	119,014	122,500	124,819
		Professional Responsibility Stipend	4,049	4,128	4,206	4,441	4,598	4,833	4,990	5,356	5,513	5,617
		TOTAL CONTRACTED SALARY	94,035	95,856	97,674	103,136	106,775	112,241	115,881	124,370	128,013	130,436
		Self-Selected Professional Development (14 hours)	964	983	1,002	1,058	1,095	1,151	1,189	1,276	1,313	1,338
		Technology Professional Development (7 Hours)	482	492	501	529	548	576	594	638	656	669
		District Optional Professional Development (7 hours)	482	492	501	529	548	576	594	638	656	669
		TOTAL SALARY AVAILABLE	95,963	97,823	99,678	105,252	108,966	114,544	118,258	126,922	130,638	133,112
19	20	Base Salary	94,486	96,317	98,141	103,630	107,286	112,779	116,435	124,964	128,624	131,061
		Professional Responsibility Stipend	4,252	4,334	4,416	4,663	4,828	5,075	5,240	5,623	5,788	5,898
		TOTAL CONTRACTED SALARY	98,738	100,651	102,557	108,293	112,114	117,854	121,675	130,587	134,412	136,959
		Self-Selected Professional Development (14 hours)	1,013	1,032	1,052	1,111	1,150	1,209	1,248	1,339	1,379	1,405
		Technology Professional Development (7 Hours)	506	516	526	555	575	604	624	670	689	702
		District Optional Professional Development (7 hours)	506	516	526	555	575	604	624	670	689	702
		TOTAL SALARY AVAILABLE	100,763	102,715	104,661	110,514	114,414	120,271	124,171	133,266	137,169	139,768

SPECIAL NOTE: This schedule was based on the allocation by the State Legislature that included 3.7% Implicit Price Deflator (IPD) and may be subject to change by the Legislature during the 2023-24 fiscal year