SANTA MARIA INDEPENDENT SCHOOL DISTRICT

2020-2021 SALARY SCHEDULE
Teachers, Librarians, and Nurses (RN)

BOARD APPROVED AUGUST 10, 2020

Years of Experience	New Hire Salary
0	$39,000
1	$39,400
2	$40,600
3	$41,100
4	$41,600
5	$42,200
6	$43,770
7	$44,510
8	$45,050
9	$46,190
10	$47,650
11	$48,470
12	$49,990
13	$50,490
14	$51,480
15	$52,370
16	$53,220
17	$53,970
18	$54,570
19	$55,170
20	$55,670
21	$56,180
22	$56,780
23+	
$100.00 PER YEAR ABOVE 22 YOE	

$1,000 Master's Degree Stipend

This salary plan is for the 2020-2021 school year only. It does not represent salaries for future years. Salary advancement is based on the annual pay raise approved by the Board of Trustees each year. The Board of Trustees may adjust the compensation reflected in this plan as necessary to utilize funds available under the Teacher Incentive Allotment (TIA) which were not known at the time this plan was initially adopted. Distribution of TIA funds will comply with state law and Texas Education Agency (TEA) guidance.

It is the policy of Santa Maria ISD not to discriminate on the basis of race, color, national origin, sex or handicap in its vocational programs, services or activities as required by Title VII of the Civil Rights Act of 1964, as amended; Title IX of the Education Amendments of 1972; and Section 504 of the Rehabilitation Act of 1973, as amended.