

**Keller ISD**  
**2024-2025 New Hire Guide for**  
**Teachers, Librarians, and Nurses (RN)\***

Years of Experience	New Hire Bachelor's Degree Annual Salary	New Hire Bachelor's Degree Daily Rate	New Hire Master's Degree Annual Salary	New Hire Master's Degree Daily Rate	New Hire Doctorate Degree Annual Salary	New Hire Doctorate Degree Daily Rate
0	\$59,000	\$315.51	\$60,000	\$320.86	\$60,500	\$323.53
1	\$59,100	\$316.04	\$60,100	\$321.39	\$60,600	\$324.06
2	\$59,300	\$317.11	\$60,300	\$322.46	\$60,800	\$325.13
3	\$59,600	\$318.72	\$60,600	\$324.06	\$61,100	\$326.74
4	\$59,900	\$320.32	\$60,900	\$325.67	\$61,400	\$328.34
5	\$60,400	\$322.99	\$61,400	\$328.34	\$61,900	\$331.02
6	\$60,915	\$325.75	\$61,915	\$331.10	\$62,415	\$333.77
7	\$61,300	\$327.81	\$62,300	\$333.16	\$62,800	\$335.83
8	\$61,700	\$329.95	\$62,700	\$335.29	\$63,200	\$337.97
9	\$62,100	\$332.09	\$63,100	\$337.43	\$63,600	\$340.11
10	\$62,800	\$335.83	\$63,800	\$341.18	\$64,300	\$343.85
11	\$63,496	\$339.55	\$64,496	\$344.90	\$64,996	\$347.57
12	\$63,796	\$341.16	\$64,796	\$346.50	\$65,296	\$349.18
13	\$64,094	\$342.75	\$65,094	\$348.10	\$65,594	\$350.77
14	\$64,397	\$344.37	\$65,397	\$349.72	\$65,897	\$352.39
15	\$64,796	\$346.50	\$65,796	\$351.85	\$66,296	\$354.52
16	\$65,291	\$349.15	\$66,291	\$354.50	\$66,791	\$357.17
17	\$65,591	\$350.75	\$66,591	\$356.10	\$67,091	\$358.78
18	\$65,928	\$352.56	\$66,928	\$357.90	\$67,428	\$360.58
19	\$66,344	\$354.78	\$67,344	\$360.13	\$67,844	\$362.80
20	\$66,796	\$357.20	\$67,796	\$362.55	\$68,296	\$365.22
21	\$67,330	\$360.05	\$68,330	\$365.40	\$68,830	\$368.07
22	\$67,730	\$362.19	\$68,730	\$367.54	\$69,230	\$370.21
23	\$68,130	\$364.33	\$69,130	\$369.68	\$69,630	\$372.35
24	\$68,530	\$366.47	\$69,530	\$371.82	\$70,030	\$374.49
25	\$68,930	\$368.61	\$69,930	\$373.96	\$70,430	\$376.63
26	\$69,436	\$371.32	\$70,436	\$376.66	\$70,936	\$379.34
27	\$69,836	\$373.45	\$70,836	\$378.80	\$71,336	\$381.48
28	\$70,336	\$376.13	\$71,336	\$381.48	\$71,836	\$384.15
29	\$71,536	\$382.55	\$72,536	\$387.89	\$73,036	\$390.57
30+	\$72,660	\$388.56	\$73,660	\$393.90	\$74,160	\$396.58

\*Also includes Athletic Trainers and O&M Specialists.

^Based on a 187-day work calendar.

HR 8/2024

^Experience based on TEA approved creditable year of service.

^Base pay does not include any stipends or other salary supplements.

^For employees on contract work calendar other than 187-days, the annual rate is based the daily rate multiplied by the number of days worked.

*This salary plan is for the 2024-2025 school year only and does not predict or guarantee future salary advancement.*

*Salary advancement is based on the annual budget approved by the Board of Trustees each year.*