

**Keller ISD
2024-2025 New Hire Guide for
LSSP, OT, PT, and BCBA**

Years of Experience	New Hire Daily Rate	New Hire 187 - Day Annual Salary	New Hire 193 - Day Annual Salary
0	\$344.92	\$64,500	\$66,570
1	\$345.45	\$64,600	\$66,670
2	\$346.52	\$64,800	\$66,879
3	\$348.13	\$65,100	\$67,189
4	\$349.73	\$65,400	\$67,498
5	\$351.34	\$65,700	\$67,808
6	\$352.94	\$66,000	\$68,118
7	\$354.55	\$66,300	\$68,427
8	\$356.15	\$66,600	\$68,737
9	\$360.83	\$67,476	\$69,641
10	\$364.12	\$68,091	\$70,276
11	\$369.39	\$69,076	\$71,292
12	\$374.40	\$70,013	\$72,259
13	\$384.02	\$71,811	\$74,115
14	\$392.04	\$73,311	\$75,663
15	\$399.79	\$74,761	\$77,160
16	\$404.36	\$75,615	\$78,041
17	\$406.42	\$76,001	\$78,440
18	\$408.35	\$76,362	\$78,812
19	\$410.29	\$76,724	\$79,186
20	\$412.23	\$77,087	\$79,560
21	\$413.90	\$77,400	\$79,883
22	\$418.17	\$78,198	\$80,707
23	\$421.07	\$78,741	\$81,267
24	\$423.98	\$79,285	\$81,829
25	\$427.99	\$80,035	\$82,603
26	\$430.93	\$80,583	\$83,169
27	\$434.67	\$81,284	\$83,892
28	\$437.09	\$81,735	\$84,358
29	\$441.91	\$82,637	\$85,288
30+	\$445.67	\$83,341	\$86,015

^LSSP/BCBA based upon conferred masters degree; OT/PT based upon licensure; paid at MA level.

^LSSP/BCBA experience based on TEA approved creditable years of service.

^OT/PT experience based on TEA approved creditable service years of service and related external experience.

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

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.