

2024-2025 Teacher, Librarian, and Nurse(RN) Salary Scale

Years of Service State Minimum Palacios ISD* With Maximum Benefits Package *Rounded 0 \$33,660 \$50,201 \$57,105 1 \$34,390 \$50,951 \$57,855 2 \$35,100 \$51,701 \$58,605 3 \$35,830 \$52,451 \$59,355 4 \$37,350 \$53,201 \$60,105 5 \$38,880 \$53,951 \$60,855 6 \$40,410 \$54,278 \$61,182 7 \$41,830 \$54,605 \$61,509 8 \$43,170 \$55,009 \$61,913 9 \$44,440 \$55,413 \$62,317 10 \$45,630 \$55,817 \$62,721 11 \$46,770 \$56,230 \$63,134 12 \$47,850 \$56,625 \$63,529 13 \$48,850 \$57,030 \$63,934 14 \$49,810 \$57,433 \$64,741 16 \$51,570 \$58,241 \$65,145 17 \$52,370	2024-2025 Teacher, Librarian, and Nurse(RN) Salary Scale				
1 \$34,390 \$50,951 \$57,855 2 \$35,100 \$51,701 \$58,605 3 \$35,830 \$52,451 \$59,355 4 \$37,350 \$53,201 \$60,105 5 \$38,880 \$53,951 \$60,855 6 \$40,410 \$54,278 \$61,182 7 \$41,830 \$54,605 \$61,509 8 \$43,170 \$55,009 \$61,913 9 \$44,440 \$55,413 \$62,317 10 \$45,630 \$55,817 \$62,721 11 \$46,770 \$56,230 \$63,134 12 \$47,850 \$56,625 \$63,529 13 \$48,850 \$57,030 \$63,934 14 \$49,810 \$57,433 \$64,337 15 \$50,710 \$57,837 \$64,741 16 \$51,570 \$58,241 \$65,145 17 \$52,370 \$58,645 \$65,549 18 \$53,140 \$59,065 \$65,969				Benefits Package	
2 \$35,100 \$51,701 \$58,605 3 \$35,830 \$52,451 \$59,355 4 \$37,350 \$53,201 \$60,105 5 \$38,880 \$53,951 \$60,855 6 \$40,410 \$54,278 \$61,182 7 \$41,830 \$54,605 \$61,509 8 \$43,170 \$55,009 \$61,913 9 \$44,440 \$55,413 \$62,317 10 \$45,630 \$55,817 \$62,721 11 \$46,770 \$56,230 \$63,134 12 \$47,850 \$56,625 \$63,529 13 \$48,850 \$57,030 \$63,934 14 \$49,810 \$57,433 \$64,337 15 \$50,710 \$57,837 \$64,741 16 \$51,570 \$58,241 \$65,145 17 \$52,370 \$58,645 \$65,549 18 \$53,140 \$59,065 \$65,969 19 \$53,860 \$59,469 \$66,373	0	\$33,660	\$50,201	\$57,105	
3 \$35,830 \$52,451 \$59,355 4 \$37,350 \$53,201 \$60,105 5 \$38,880 \$53,951 \$60,855 6 \$40,410 \$54,278 \$61,182 7 \$41,830 \$54,605 \$61,509 8 \$43,170 \$55,009 \$61,913 9 \$44,440 \$55,413 \$62,317 10 \$45,630 \$55,817 \$62,721 11 \$46,770 \$56,230 \$63,134 12 \$47,850 \$56,625 \$63,529 13 \$48,850 \$57,030 \$63,934 14 \$49,810 \$57,433 \$64,337 15 \$50,710 \$57,837 \$64,741 16 \$51,570 \$58,241 \$65,145 17 \$52,370 \$58,645 \$65,549 18 \$53,140 \$59,065 \$65,969 19 \$53,860 \$59,857 \$66,761 21 \$54,540 \$60,261 \$67,165	1	\$34,390	\$50,951	\$57,855	
4 \$37,350 \$53,201 \$60,105 5 \$38,880 \$53,951 \$60,855 6 \$40,410 \$54,278 \$61,182 7 \$41,830 \$54,605 \$61,509 8 \$43,170 \$55,009 \$61,913 9 \$44,440 \$55,413 \$62,317 10 \$45,630 \$55,817 \$62,721 11 \$46,770 \$56,230 \$63,134 12 \$47,850 \$56,625 \$63,529 13 \$48,850 \$57,030 \$63,934 14 \$49,810 \$57,433 \$64,337 15 \$50,710 \$57,837 \$64,741 16 \$51,570 \$58,241 \$65,145 17 \$52,370 \$58,645 \$65,549 18 \$53,140 \$59,065 \$65,969 19 \$53,860 \$59,469 \$66,373 20 \$54,540 \$60,261 \$67,165 22 \$54,540 \$60,665 \$67,569 <td>2</td> <td>\$35,100</td> <td>\$51,701</td> <td>\$58,605</td>	2	\$35,100	\$51,701	\$58,605	
5 \$38,880 \$53,951 \$60,855 6 \$40,410 \$54,278 \$61,182 7 \$41,830 \$54,605 \$61,509 8 \$43,170 \$55,009 \$61,913 9 \$44,440 \$55,413 \$62,317 10 \$45,630 \$55,817 \$62,721 11 \$46,770 \$56,230 \$63,134 12 \$47,850 \$56,625 \$63,529 13 \$48,850 \$57,030 \$63,934 14 \$49,810 \$57,433 \$64,337 15 \$50,710 \$57,837 \$64,741 16 \$51,570 \$58,241 \$65,145 17 \$52,370 \$58,645 \$65,549 18 \$53,140 \$59,065 \$65,969 19 \$53,860 \$59,469 \$66,373 20 \$54,540 \$60,261 \$67,165 21 \$54,540 \$60,665 \$67,569 23 \$54,540 \$61,069 \$67,973 <td>3</td> <td>\$35,830</td> <td>\$52,451</td> <td>\$59,355</td>	3	\$35,830	\$52,451	\$59,355	
6 \$40,410 \$54,278 \$61,182 7 \$41,830 \$54,605 \$61,509 8 \$43,170 \$55,009 \$61,913 9 \$44,440 \$55,413 \$62,317 10 \$45,630 \$55,817 \$62,721 11 \$46,770 \$56,230 \$63,134 12 \$47,850 \$56,625 \$63,529 13 \$48,850 \$57,030 \$63,934 14 \$49,810 \$57,433 \$64,337 15 \$50,710 \$57,837 \$64,741 16 \$51,570 \$58,645 \$65,145 17 \$52,370 \$58,645 \$65,549 18 \$53,140 \$59,065 \$65,969 19 \$53,860 \$59,469 \$66,373 20 \$54,540 \$60,261 \$67,165 21 \$54,540 \$60,665 \$67,569 23 \$54,540 \$61,069 \$67,973 24 \$54,540 \$61,473 \$68,371 </td <td>4</td> <td>\$37,350</td> <td>\$53,201</td> <td>\$60,105</td>	4	\$37,350	\$53,201	\$60,105	
7 \$41,830 \$54,605 \$61,509 8 \$43,170 \$55,009 \$61,913 9 \$44,440 \$55,413 \$62,317 10 \$45,630 \$55,817 \$62,721 11 \$46,770 \$56,230 \$63,134 12 \$47,850 \$56,625 \$63,529 13 \$48,850 \$57,030 \$63,934 14 \$49,810 \$57,433 \$64,337 15 \$50,710 \$57,837 \$64,741 16 \$51,570 \$58,241 \$65,145 17 \$52,370 \$58,645 \$65,549 18 \$53,140 \$59,065 \$65,969 19 \$53,860 \$59,469 \$66,373 20 \$54,540 \$60,261 \$67,165 22 \$54,540 \$60,665 \$67,569 23 \$54,540 \$61,069 \$67,973 24 \$54,540 \$61,473 \$68,377 25 \$54,540 \$61,877 \$68,781 <	5	\$38,880	\$53,951	\$60,855	
8 \$43,170 \$55,009 \$61,913 9 \$44,440 \$55,413 \$62,317 10 \$45,630 \$55,817 \$62,721 11 \$46,770 \$56,230 \$63,134 12 \$47,850 \$56,625 \$63,529 13 \$48,850 \$57,030 \$63,934 14 \$49,810 \$57,433 \$64,337 15 \$50,710 \$57,837 \$64,741 16 \$51,570 \$58,241 \$65,145 17 \$52,370 \$58,645 \$65,549 18 \$53,140 \$59,065 \$66,969 19 \$53,860 \$59,469 \$66,373 20 \$54,540 \$59,857 \$66,761 21 \$54,540 \$60,261 \$67,165 22 \$54,540 \$60,665 \$67,569 23 \$54,540 \$61,069 \$67,973 24 \$54,540 \$61,473 \$68,377 25 \$54,540 \$61,877 \$68,781	6	\$40,410	\$54,278	\$61,182	
9 \$44,440 \$55,413 \$62,317 10 \$45,630 \$55,817 \$62,721 11 \$46,770 \$56,230 \$63,134 12 \$47,850 \$56,625 \$63,529 13 \$48,850 \$57,030 \$63,934 14 \$49,810 \$57,433 \$64,337 15 \$50,710 \$57,837 \$64,741 16 \$51,570 \$58,241 \$65,145 17 \$52,370 \$58,645 \$65,549 18 \$53,140 \$59,065 \$65,969 19 \$53,860 \$59,469 \$66,373 20 \$54,540 \$60,261 \$67,165 21 \$54,540 \$60,665 \$67,165 22 \$54,540 \$60,665 \$67,973 24 \$54,540 \$61,069 \$67,973 24 \$54,540 \$61,473 \$68,377 25 \$54,540 \$61,877 \$68,781	7	\$41,830	\$54,605	\$61,509	
10 \$45,630 \$55,817 \$62,721 11 \$46,770 \$56,230 \$63,134 12 \$47,850 \$56,625 \$63,529 13 \$48,850 \$57,030 \$63,934 14 \$49,810 \$57,433 \$64,337 15 \$50,710 \$57,837 \$64,741 16 \$51,570 \$58,241 \$65,145 17 \$52,370 \$58,645 \$65,549 18 \$53,140 \$59,065 \$65,969 19 \$53,860 \$59,469 \$66,373 20 \$54,540 \$59,857 \$66,761 21 \$54,540 \$60,261 \$67,165 22 \$54,540 \$60,665 \$67,569 23 \$54,540 \$61,069 \$67,973 24 \$54,540 \$61,473 \$68,377 25 \$54,540 \$61,877 \$68,781	8	\$43,170	\$55,009	\$61,913	
11 \$46,770 \$56,230 \$63,134 12 \$47,850 \$56,625 \$63,529 13 \$48,850 \$57,030 \$63,934 14 \$49,810 \$57,433 \$64,337 15 \$50,710 \$57,837 \$64,741 16 \$51,570 \$58,241 \$65,145 17 \$52,370 \$58,645 \$65,549 18 \$53,140 \$59,065 \$65,969 19 \$53,860 \$59,469 \$66,373 20 \$54,540 \$59,857 \$66,761 21 \$54,540 \$60,261 \$67,165 22 \$54,540 \$60,665 \$67,569 23 \$54,540 \$61,069 \$67,973 24 \$54,540 \$61,473 \$68,377 25 \$54,540 \$61,877 \$68,781	9	\$44,440	\$55,413	\$62,317	
12 \$47,850 \$56,625 \$63,529 13 \$48,850 \$57,030 \$63,934 14 \$49,810 \$57,433 \$64,337 15 \$50,710 \$57,837 \$64,741 16 \$51,570 \$58,241 \$65,145 17 \$52,370 \$58,645 \$65,549 18 \$53,140 \$59,065 \$65,969 19 \$53,860 \$59,469 \$66,373 20 \$54,540 \$59,857 \$66,761 21 \$54,540 \$60,261 \$67,165 22 \$54,540 \$60,665 \$67,569 23 \$54,540 \$61,069 \$67,973 24 \$54,540 \$61,473 \$68,781	10	\$45,630	\$55,817	\$62,721	
13 \$48,850 \$57,030 \$63,934 14 \$49,810 \$57,433 \$64,337 15 \$50,710 \$57,837 \$64,741 16 \$51,570 \$58,241 \$65,145 17 \$52,370 \$58,645 \$65,549 18 \$53,140 \$59,065 \$65,969 19 \$53,860 \$59,469 \$66,373 20 \$54,540 \$59,857 \$66,761 21 \$54,540 \$60,261 \$67,165 22 \$54,540 \$60,665 \$67,569 23 \$54,540 \$61,069 \$67,973 24 \$54,540 \$61,473 \$68,377 25 \$54,540 \$61,877 \$68,781	11	\$46,770	\$56,230	\$63,134	
14 \$49,810 \$57,433 \$64,337 15 \$50,710 \$57,837 \$64,741 16 \$51,570 \$58,241 \$65,145 17 \$52,370 \$58,645 \$65,549 18 \$53,140 \$59,065 \$65,969 19 \$53,860 \$59,469 \$66,373 20 \$54,540 \$59,857 \$66,761 21 \$54,540 \$60,261 \$67,165 22 \$54,540 \$60,665 \$67,569 23 \$54,540 \$61,069 \$67,973 24 \$54,540 \$61,473 \$68,377 25 \$54,540 \$61,877 \$68,781	12	\$47,850	\$56,625	\$63,529	
15 \$50,710 \$57,837 \$64,741 16 \$51,570 \$58,241 \$65,145 17 \$52,370 \$58,645 \$65,549 18 \$53,140 \$59,065 \$65,969 19 \$53,860 \$59,469 \$66,373 20 \$54,540 \$59,857 \$66,761 21 \$54,540 \$60,261 \$67,165 22 \$54,540 \$60,665 \$67,569 23 \$54,540 \$61,069 \$67,973 24 \$54,540 \$61,473 \$68,377 25 \$54,540 \$61,877 \$68,781	13	\$48,850	\$57,030	\$63,934	
16 \$51,570 \$58,241 \$65,145 17 \$52,370 \$58,645 \$65,549 18 \$53,140 \$59,065 \$65,969 19 \$53,860 \$59,469 \$66,373 20 \$54,540 \$59,857 \$66,761 21 \$54,540 \$60,261 \$67,165 22 \$54,540 \$60,665 \$67,569 23 \$54,540 \$61,069 \$67,973 24 \$54,540 \$61,473 \$68,377 25 \$54,540 \$61,877 \$68,781	14	\$49,810	\$57,433	\$64,337	
17 \$52,370 \$58,645 \$65,549 18 \$53,140 \$59,065 \$65,969 19 \$53,860 \$59,469 \$66,373 20 \$54,540 \$59,857 \$66,761 21 \$54,540 \$60,261 \$67,165 22 \$54,540 \$60,665 \$67,569 23 \$54,540 \$61,069 \$67,973 24 \$54,540 \$61,473 \$68,377 25 \$54,540 \$61,877 \$68,781	15	\$50,710	\$57,837	\$64,741	
18 \$53,140 \$59,065 \$65,969 19 \$53,860 \$59,469 \$66,373 20 \$54,540 \$59,857 \$66,761 21 \$54,540 \$60,261 \$67,165 22 \$54,540 \$60,665 \$67,569 23 \$54,540 \$61,069 \$67,973 24 \$54,540 \$61,473 \$68,377 25 \$54,540 \$61,877 \$68,781	16	\$51,570	\$58,241	\$65,145	
19 \$53,860 \$59,469 \$66,373 20 \$54,540 \$59,857 \$66,761 21 \$54,540 \$60,261 \$67,165 22 \$54,540 \$60,665 \$67,569 23 \$54,540 \$61,069 \$67,973 24 \$54,540 \$61,473 \$68,377 25 \$54,540 \$61,877 \$68,781	17	\$52,370	\$58,645	\$65,549	
20 \$54,540 \$59,857 \$66,761 21 \$54,540 \$60,261 \$67,165 22 \$54,540 \$60,665 \$67,569 23 \$54,540 \$61,069 \$67,973 24 \$54,540 \$61,473 \$68,377 25 \$54,540 \$61,877 \$68,781	18	\$53,140	\$59,065	\$65,969	
21 \$54,540 \$60,261 \$67,165 22 \$54,540 \$60,665 \$67,569 23 \$54,540 \$61,069 \$67,973 24 \$54,540 \$61,473 \$68,377 25 \$54,540 \$61,877 \$68,781	19	\$53,860	\$59,469	\$66,373	
22 \$54,540 \$60,665 \$67,569 23 \$54,540 \$61,069 \$67,973 24 \$54,540 \$61,473 \$68,377 25 \$54,540 \$61,877 \$68,781	20	\$54,540	\$59,857	\$66,761	
23 \$54,540 \$61,069 \$67,973 24 \$54,540 \$61,473 \$68,377 25 \$54,540 \$61,877 \$68,781	21	\$54,540	\$60,261	\$67,165	
24 \$54,540 \$61,473 \$68,377 25 \$54,540 \$61,877 \$68,781	22	\$54,540	\$60,665	\$67,569	
25 \$54,540 \$61,877 \$68,781	23	\$54,540	\$61,069	\$67,973	
	24	\$54,540	\$61,473	\$68,377	
4-1-1	25	\$54,540	\$61,877	\$68,781	
26 \$54,540 \$62,281 \$69,185	26	\$54,540	\$62,281	\$69,185	
27 \$54,540 \$62,710 \$69,614	27	\$54,540	\$62,710	\$69,614	
28 \$54,540 \$63,114 \$70,018	28	\$54,540	\$63,114	\$70,018	
29+ \$54,540 \$63,519 \$70,423	29+	\$54,540	\$63,519	\$70,423	

^{**}Non-Certified/Non-Degreed \$10,000 less off totals
*Masters Degree; Additional \$1500.00 per year if course taught is relevant to degree