

Karnes City ISD Teacher Pay Plan 2025-2026

The salaries listed below are based on 10 month employment for the 2025-2026 school year. Salary plans are determined on an annual basis. Pay increases are based on the annual pay raise budget approved by the Board of Trustees.

Years of Experience	New Hire Salary
0	\$ 55,530
1	56,045
2	56,560
3	59,575
4	60,090
5	64,605
6	65,120
7	65,635
8	66,150
9	66,665
10	67,180
11	67,695
12	68,416
13	69,137
14	69,858
15	70,579
16	71,300
17	72,021
18	72,742
19	73,463
20	74,184
21	74,905
22	75,626
23	76,347
24	77,068
25	77,789
26	78,510
27	79,231
28	79,952
29	80,673
30+	81,394

Continuing teachers with 1 to 2 years of classroom experience received an increase of - \$ 1,500
Continuing teachers with 3 to 4 years of classroom experience received an increase of - \$ 4,000 *
Continuing teachers with 5+ years of classroom experience received an increase of - \$ 8,000 *

*House bill 2 Teacher Retention
 *Sec. 48.158. Teacher Retention Allotment.
 (a) In this section, "classroom teacher" has the meaning assigned by Section 5.001 except that the term also includes:
 (1) a person who is not required to hold a certificate under Subchapter B, Chapter 21, who otherwise meets the definition of a classroom teacher under Section 5.001; and
 (2) a person, including a person described by Subdivision (2), employed by an entity with which a school district has entered into a contract who otherwise meets the definition of a classroom teacher under section 5.001.
 Sec. 5.001. DEFINITIONS. In this title:
 (1) "Agency" means the Texas Education Agency.
 (1-a) "Child who is homeless," "person who is homeless," and "student who is homeless" have the meaning assigned to the term "homeless children and youths" under 42 U.S.C. Section 11434a.
 (2) "Classroom teacher" means an educator who is employed by a school district and who, not less than an average of four hours each day, teaches in an academic instructional setting or a career and technology instructional setting. The term does not include a teacher's aide or a full-time administrator.

The salary ranges in this pay schedule do not reflect any statutorily required salary allotments enacted by the Texas Legislature currently in session. The district reserves the right to adjust salary amounts for the 2025-2026 school year in response to legislative changes.

\$1,500 Master's Degree - General Stipend - Teachers Only

**Karnes City ISD
Teacher Pay Plan (Teacher Incentive Allotment)
2025-2026**

Teacher Designation	Estimated Allotment Available for Payout
Karnes City High School	
Recognized	5,354
Exemplary	10,710
Master	19,464
Karnes City Junior High	
Recognized	5,656
Exemplary	11,312
Master	20,468
Karnes City Elementary	
Recognized	5,883
Exemplary	11,765
Master	21,224
Karnes City Primary	
Recognized	6,439
Exemplary	12,877
Master	23,078

TIA Statutory Spending Requirments

The District has elected to fund all applicable benefitis from 90% allotment allocation to the designated teacher(s). In essence, the TIA Program payouts, including benefits is fully funded from the 90% allocation. Listed above is the estimated allotment available to pay to the designated teacher(s).

Issuing Payouts

The District will issue one lump-sum payout on August 15th

Updated 6/18/2025