Junction Independent School District wHB2 for Teachers, Auxiliary Increases

Pay Scales 2025-2026 July 16, 2025

Step	Teacher State Min 187	Above State Min	Teacher Step 2025-26	TEA HB 2 2025-26	Teacher Daily Rate	Teacher Total 2025-26	1,000/Step Secretary 202	$850/Step Paras 187	$500/step Custodial 226	$500/Step Cafet. 184	$500/Step Daycare
0	33,960	2,500	36,460		181.60	36,460	22,300	19,800	25,222	19,146	25,222
1	34,690	2,500	37,190		185.51	37,190	23,300	20,650	25,722	19,646	25,722
2	35,410	2,500	37,910		189.36	37,910	24,300	21,500	26,222	20,146	26,222
3	36,150	2,500	38,650	4,000	193.32	42,650	25,300	22,350	26,722	20,646	26,722
4	37,690	2,500	40,190	4,000	201.55	44,190	26,300	23,200	27,222	21,146	27,222
5	39,230	2,500	41,730	8,000	209.79	49,730	27,300	24,050	27,722	21,646	27,722
6	40,770	2,500	43,270	8,000	218.02	51,270	28,300	24,900	28,222	22,146	28,222
7	42,200	2,500	44,700	8,000	225.67	52,700	29,300	25,750	28,722	22,646	28,722
8	43,550	2,500	46,050	8,000	232.89	54,050	30,300	26,600	29,222	23,146	29,222
9	44,840	2,500	47,340	8,000	239.79	55,340	31,300	27,450	29,722	23,646	29,722
10	46,040	2,500	48,540	8,000	246.20	56,540	32,300	28,300	30,222	24,146	30,222
11	47,180	2,500	49,680	8,000	252.30	57,680	33,300	29,150	30,722	24,646	30,722
12	48,280	2,500	50,780	8,000	258.18	58,780	34,300	30,000	31,222	25,146	31,222
13	49,280	2,500	51,780	8,000	263.53	59,780	35,300	30,850	31,722	25,646	31,722
14	50,250	2,500	52,750	8,000	268.72	60,750	36,300	31,700	32,222	26,146	32,222
15	51,160	2,500	53,660	8,000	273.58	61,660	37,300	32,550	32,722	26,646	32,722
16	52,030	2,500	54,530	8,000	278.24	62,530	38,300	33,400	33,222	27,146	33,222
17	52,840	2,500	55,340	8,000	282.57	63,340	39,300	34,250	33,722	27,646	33,722
18	53,610	2,500	56,110	8,000	286.68	64,110	40,300	35,100	34,222	28,146	34,222
19	54,340	2,500	56,840	8,000	290.59	64,840	41,300	35,950	34,722	28,646	34,722
20	55,030	2,500	57,530	8,000	294.28	65,530	42,300	36,800	35,222	29,146	35,222

Daily Rate is State Base/187 Days

July 16, 2025 Board Meeting

Substitute Pay - Daily 2025-2026

HS/GED	$ 90.00
College Degree	$ 100.00
Certified Teacher	$ 125.00
Custodial/Cafeteria	$ 90.00