

**Pflugerville ISD**  
**2025 - 2026 Teacher HB-2 Teacher Retention Allotment**  
**(TRA) Eligible Compensation Plan**

Years of Experience	Daily Rate	Base Salary	Addition of the HB-2 Teacher Retention Allotment	Addition of the Support Staff HB-2 Retention Allotment / Locally Funded	Annual Salary (187 days)
0	\$ 311.76	\$ 57,700.00		\$ 600.00	\$ 58,300.00
1	\$ 312.83	\$ 57,700.00		\$ 800.00	\$ 58,500.00
2	\$ 313.90	\$ 57,900.00		\$ 800.00	\$ 58,700.00
3	\$ 324.06	\$ 58,100.00	\$ 2,500.00		\$ 60,600.00
4	\$ 325.13	\$ 58,300.00	\$ 2,500.00		\$ 60,800.00
5	\$ 339.57	\$ 58,500.00	\$ 5,000.00		\$ 63,500.00
6	\$ 340.64	\$ 58,700.00	\$ 5,000.00		\$ 63,700.00
7	\$ 341.71	\$ 58,900.00	\$ 5,000.00		\$ 63,900.00
8	\$ 342.78	\$ 59,100.00	\$ 5,000.00		\$ 64,100.00
9	\$ 344.39	\$ 59,401.00	\$ 5,000.00		\$ 64,401.00
10	\$ 347.06	\$ 59,901.00	\$ 5,000.00		\$ 64,901.00
11	\$ 349.73	\$ 60,400.00	\$ 5,000.00		\$ 65,400.00
12	\$ 352.41	\$ 60,901.00	\$ 5,000.00		\$ 65,901.00
13	\$ 355.08	\$ 61,400.00	\$ 5,000.00		\$ 66,400.00
14	\$ 357.75	\$ 61,900.00	\$ 5,000.00		\$ 66,900.00
15	\$ 360.43	\$ 62,401.00	\$ 5,000.00		\$ 67,401.00
16	\$ 363.10	\$ 62,900.00	\$ 5,000.00		\$ 67,900.00
17	\$ 365.78	\$ 63,401.00	\$ 5,000.00		\$ 68,401.00
18	\$ 368.45	\$ 63,900.00	\$ 5,000.00		\$ 68,900.00
19	\$ 371.12	\$ 64,400.00	\$ 5,000.00		\$ 69,400.00
20	\$ 373.80	\$ 64,901.00	\$ 5,000.00		\$ 69,901.00
21	\$ 376.47	\$ 65,400.00	\$ 5,000.00		\$ 70,400.00
22	\$ 379.15	\$ 65,901.00	\$ 5,000.00		\$ 70,901.00
23	\$ 381.82	\$ 66,401.00	\$ 5,000.00		\$ 71,401.00
24	\$ 384.49	\$ 66,900.00	\$ 5,000.00		\$ 71,900.00
25	\$ 387.17	\$ 67,401.00	\$ 5,000.00		\$ 72,401.00
26	\$ 389.84	\$ 67,900.00	\$ 5,000.00		\$ 72,900.00
27	\$ 392.51	\$ 68,400.00	\$ 5,000.00		\$ 73,400.00
28+	\$ 395.19	\$ 68,901.00	\$ 5,000.00		\$ 73,901.00

TRA Eligibility Requirements: Teachers who work no less than 4 hours average each day and teach in an academic instructional or CTE instructional setting, per HB2.

Non-certified teachers hired as a Teacher Facilitator II or particular certification deficient teachers will receive \$5,000 less per year.

Starting salaries for all new hire teachers are based upon consideration of experience and area of teaching specialty.

**Additional Compensation (not all-inclusive):**

- \$7,500 Bilingual Stipend for Bilingual Teachers in Bilingual Assignment (Spanish or Vietnamese)
- \$6,500 Certified Special Education Teacher Stipend in Behavior
- \$4,000 Certified Special Education Teacher Stipend in ECSE Self-Contained
- \$8,000 Certified Special Education Teacher Stipend in Essential Academics or Communications
- \$3,000 Certified Special Education Teachers All Others in Special Education assignments
- \$2,000 Degree Stipend: Doctorate
- \$1,250 Degree Stipend: Masters
- \$3,000 LOTE Teacher in Chinese, Arabic, or Latin
- \$2,000 LOTE Teachers All Others
- \$5,000 Secondary Math Teachers in Math positions
- \$3,500 Secondary Science Teachers in Science positions